

# Camden: conscious inclusion

Our commitment to support through the menopause

# Our commitment

**“We want Camden Council to be a great place to work and an organisation that we have pride in.**

**A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking.**

**By doing this, we will ensure we continue to represent our communities to the best of our ability and deliver our ambitions for Camden.”**

*Our Camden Plan: 2018 - 2022*

In our Inclusion Statement we set out our commitment to ensuring everyone in Camden feels included and is able to be their best self at work; being who they are, feeling valued, safe and respected by each other every day.

We want to make it easier for people to deal with issues that they may face as part of the menopause in the workplace by:

- breaking down the stigma associated with menopause, and
- ensuring that employees have access to the support that they may need

# For all those going through the menopause we are committed to ensuring:

- That we provide a positive and supportive working environment and maintain a comfortable workplace
- That we support you by listening and responding to what you need and when you need it, recognising everyone's circumstances and experiences are personal and unique to them
- That we support managers in our organisation to have the skills and knowledge to support you in the way you need
- That if you do experience any sort of bullying or harassment, we treat this seriously – we don't accept the unacceptable here

# So what is the menopause...

Menopause is strictly speaking your last period, however it can take several years to go through the menopause completely. The average age is 51, though some experience early menopause at a much younger age, and the peri-menopause can start up to 10 years before with symptoms creeping up. Eight out of ten will develop symptoms at some point and a quarter have very severe symptoms.

Menopause affects people differently and is a natural part of aging. Everyone's experience is different. However, the main and most common symptoms of these include:

- Hot flushes
- Headaches
- Loss of confidence, indecision and forgetfulness
- Mood disturbance, irritability, depression, and anxiety attacks
- Night sweats and sleep disturbance
- Tiredness and lack of energy
- Aches and pains

These are all symptoms that can make it increasingly difficult in the work place, and can seriously impact upon work life.

# If you are going through the menopause...

We understand that going through the menopause will be a significant time for you. For many it may also be something that isn't easy to talk about it. However, we really hope and encourage you to trust us by having an open and honest conversation with your line manager.

Our managers may not know all the answers, but they will do their best to listen to you with empathy, ask you open, non-judgemental questions and work out with you the best way to support you throughout your menopause and to alleviate any concerns you might have along the way.

Things you both might want to explore:

- flexibility on when breaks are taken and when rostering shifts or rotas as inflexible hours of work or breaks can lead to stress or discomfort at work
- temporarily working from home or another work location should the your usual workplace prove unpractical during your period or menopause
- identifying any reasonable adjustments that could be made to your role, workplace or workstation
- reviewing the provision of any protective equipment and uniform requirements to ensure that these are not unsuitable, tight fitting or made of material that may aggravate hot flushes and sweating

# Points of contact

Should you need to discuss issues around menopause in the workplace you can contact:

- Claire Chiagoro – HR 020 7974 3652
- Liz Wheatley – Unison 020 7974 1633

They will listen to the issues you are experiencing and signpost you to help that is available internally and externally. They can also provide advice and support on discussing issues with your manager.

All discussions will be treated in absolute confidence - personal details will be kept confidential and we undertake to provide support without judgement.

Claire is based at 5PS and Liz is based at Crowndale – should you be interested in becoming a point of contact for another Camden location, please contact them to discuss further.

# Information and resources

Sometimes we all need some additional support and here are some places you can get this

[Just right click on the underlined text and select open hyperlink to go direct to the resource]

## [The Staff Network](#)

You can join the [Menopause Group](#) on Yammer. Where members share articles, blogs, events, and compare notes, raise any issues and support each other.

## [Camden's Employee Assistance Programme](#)

This provides access to a range of advice resources and a free and confidential counselling services.

## [Menopause Matters](#)

An independent website providing information on what happens leading up to, during and after the menopause, what the consequences can be, what you can do to help and what treatments are available.

## [The Daisy Network](#)

Provides support and information for women who have experienced a premature menopause.

## [Manage my menopause](#)

Provides an opportunity for you to get menopausal advice from experts in post reproductive health that is specific to your needs.

Their aim is to highlight the changes you are going through at this time of your life, how these changes may impact on your long-term health and suggest small changes in your lifestyle that could help manage your symptoms.

## [My Menopause Doctor](#)

Aims to empower you with necessary information to make informed decisions regarding any treatment you may take to help turn your menopause into a positive experience that does not negatively impact your life.

Disclaimer: These links are being provided as a convenience and for informational purposes only; they do not constitute an endorsement or an approval by Camden of any of the products, services or opinions of the corporation or organisation or individual. Camden bears no responsibility for the accuracy, legality or content of the external site or for that of subsequent links. Contact the external site for answers to questions regarding its content.