

# Resource guide: Women's health in the workplace

Educating line managers on  
workplace health and wellbeing



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# Healthy employers make for a healthy business

By understanding the challenges around women's health, you can help to remove damaging taboos and stigmas by improving education and access to care and support.

From encouraging open discussions on women's health issues to making practical changes in the workplace, this understanding and support can have a positive and far-reaching impact on individuals as well as business.

**This guide gives you the resources you need to raise awareness about the importance of understanding and talking about women's health at work. There are practical tools on how to engage and support employees facing a female health condition, how to normalise conversations and understand how to create a more diverse and inclusive workforce where all employees can thrive.**





# Explore our information on a range of conditions and treatments relating to women's health

## Women's Health Hub

Our Women's Health Hub explores key health concerns for women, from expert advice about particular conditions to screening information and even guides to use in the workplace.

### Fibroids

Fibroids are benign (non-cancerous) growths that can develop in the walls of your womb (uterus). They are very common as around eight in every ten women get them.

### Polycystic ovary syndrome

Have a look at some information from the Bupa health directory about polycystic ovary syndrome (PCOS), including common symptoms and treatment options.

### Coping with painful or heavy periods

Painful or heavy periods can be disruptive and emotionally tough. This article explains some of the things you can do yourself that may help you cope.

### Heavy periods

Heavy periods are when your periods are consistently heavy; so much so that they interfere with your daily life. Have a look at some information about heavy periods, including common symptoms and treatment options.

### Can lifestyle changes improve my periods?

This article explores whether lifestyle changes can also improve your pain and discomfort.

### Ovarian cysts

Ovarian cysts are fluid-filled sacs that develop in or on your ovaries. They're quite common and you can get them at any age.

### Female infertility

Having problems trying to get pregnant can be very stressful. We have reliable health information to help you if you're trying to get pregnant or are worried about your fertility.

### Miscarriage

A miscarriage can be distressing for you and your partner. This article explores how to get the support you need.

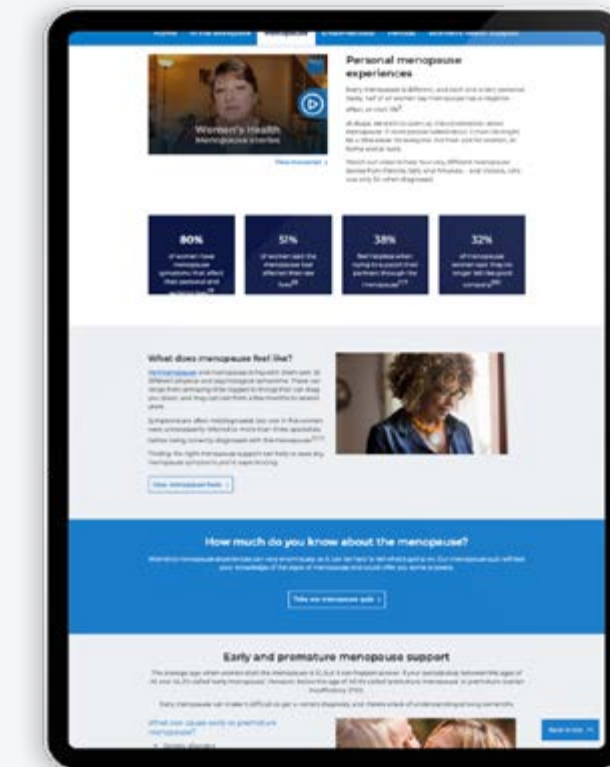
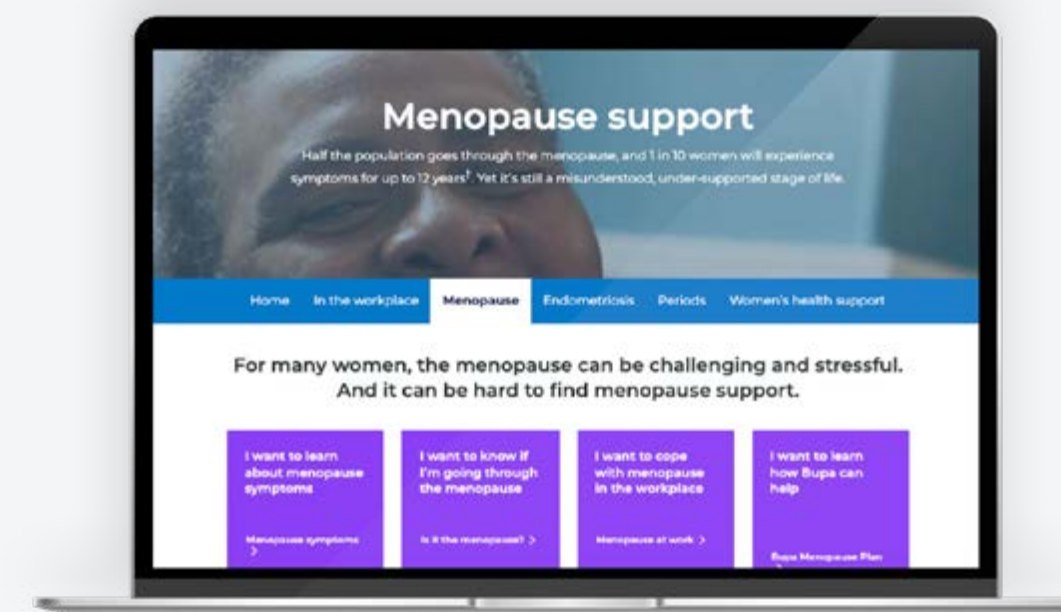
# Menopause

Most people who experience the menopause do so during their working life. For some, symptoms can become so unmanageable, they're forced to leave their job. Nearly two-thirds of women who have experienced the menopause found it difficult to concentrate at work. And, 1 in 10 have left a job due to their symptoms. Start to open up the conversation around the menopause by letting your employees know what support is available to them. It could mean you get the best out of your people and prevent your top talent from leaving.

**To the right and on the next page are tools to support your workforce.**

## Menopause Hub

Explore the menopause hub for expert advice and support.



## Menopause guide for employees

The guide provides guidance to help you support any team members experiencing menopausal symptoms, encourage open conversations and create a better working environment.

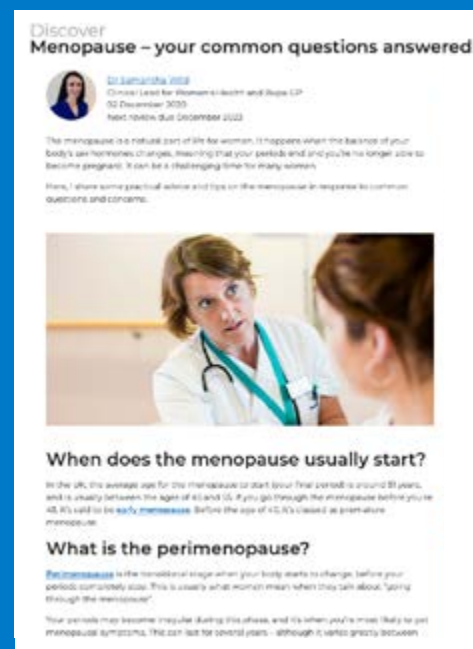


## Menopause and your mental health

In this podcast, Bupa GP Dr Samantha Wild talks to two women, Elaine and Amanda, who share their personal stories about the menopause.



# Menopause



## Menopause: your common questions answered

This article shares some practical advice and tips on the menopause in response to common questions and concerns.



## Menopause symptoms diary

If you suspect, you might be experiencing menopausal symptoms, or have already been diagnosed, it may be helpful to keep a record of your symptoms.



## Early Menopause video

Watch a personal story of experiencing early menopause.



## Menopause Treatment plan

With a Bupa Menopause Treatment Plan, you can discuss your symptoms with a GP who has additional training in the menopause.

You can also visit the International Menopause Society website for more support.

**You can use these tools in a variety of ways.**

You could include them on newsletters, in bulletins, or emails, or even host them on your intranet.

# Endometriosis

Around 1.5 million women in the UK are currently living with Endometriosis. It can affect women typically between puberty and menopause, therefore symptoms tend to emerge during a woman's active working years, and when they have a family or are trying to start one.



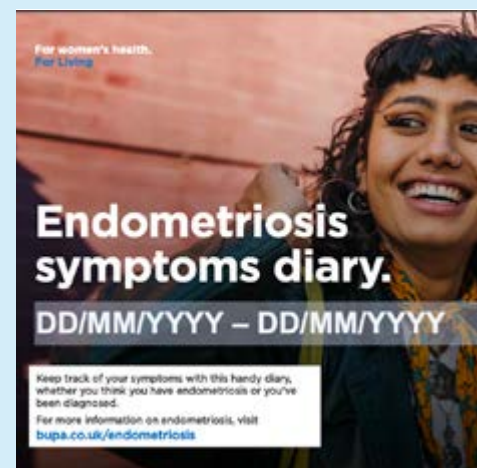
## Endometriosis health information

While there's no cure, treatments can help. Have a look at some information about endometriosis, including common symptoms and treatment options.



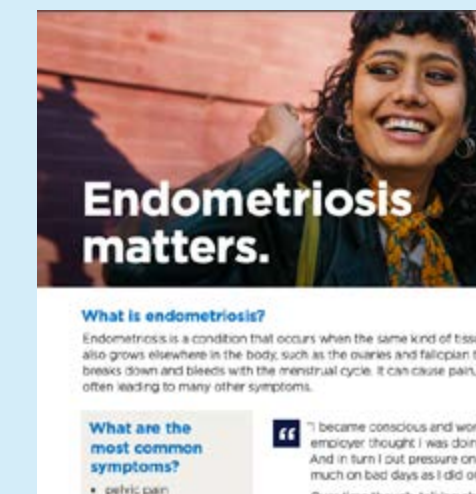
## Endometriosis support

This page offers support on how to cope with Endometriosis in the workplace.



## Endometriosis symptoms diary

If you suspect you might have endometriosis, or have already been diagnosed, it may be helpful to keep a record of your symptoms. Keep track with this handy diary.



## How to support someone with endometriosis

This guide explores the different ways that people with endometriosis can be supported.



# Cancer



## Breast cancer

Information about the symptoms, causes and treatments of breast cancer.

## Tools available to help your workforce spot the signs of cancer

Cancer support and information can be found on our cancer health hub.

## Mental health during and after cancer

Cancer doesn't just affect your physical health - it can affect your mental health too. This article looks at how cancer can affect you mentally and emotionally and suggests some useful coping strategies.

## Our Cancer Care Brochure

Within this brochure you'll find an overview of the options available to your employees, to offer them advice treatment and support at every stage.

## Bowel cancer

This article shares information about the symptoms, causes and treatments of bowel cancer.

## Screening: what do you need and when?

Do you know when you're entitled to NHS health checks? For women, this includes mammograms, cervical and bowel screening

Our information is here to support anyone affected by cancer. Here you can find out about types, causes, symptoms and treatments.





# Guidance and support for line-managers



**Supporting employees through menopause**

**Supporting employees with endometriosis**

**Supporting your team with Cancer**

**Bitesize modules**

Our bitesize modules are prerecorded videos designed to help line managers support their team in the workplace. Topics include the menopause, fertility and Endometriosis. You can view all of our Bitesize videos via the button below.

We're here to support you with insight, advice and helpful tips so you'll feel empowered to help your employees feel understood and supported.

**Pregnancy and fertility at work**

**How learning can benefit your team's mental health**



**Inside Health events**

Our Inside Health events are designed to provide your employees with unique access to health and wellbeing experts. It's free for your employees and easy to sign up with events across the year. The latest topic in our Inside Health series is women's health.



Paid for services

# 60 minute health talks

Our 60-minute health talks include 45 minutes of health advice and information delivered by a clinical expert to your employees, followed by a 15-minute Q&A session. Some of the topics included:

## Menopause

Menopause is a natural part of life for all women. To ease the process, this talk aims to raise awareness of what it is, the symptoms and what lifestyle factors can be adjusted to give your health a boost.

### Topics covered:

- The female cycle
- What is menopause?
- Symptoms
- Menopause and health
- Lifestyle behaviours e.g. exercise, weight, nutrition and alcohol

## Female health

This talk focuses on specific areas of health that can affect females, as well as positive lifestyles that can support health through all stages of life. You'll gain a greater understanding of what's within your control, how to lower your risk of certain diseases and any signs and symptoms to look out for along the way.

### Topics covered:

- The female cycle
- Fertility
- Menopause
- Breast checking
- Common cancer screening – bowel, breast and cervical
- Lifestyle behaviours e.g. exercise, weight, nutrition, smoking and alcohol

## Exercise and nutrition for weight management

While weight management can often be a healthy step, it needs to be done safely. In this talk we look at the physical activity guidelines and how to work more movement into our daily routine. We'll then dive into nutrition and the role this can play in helping us maintain a healthy weight.

### Topics covered

- Physical activity for health recommendations
- Exercise and how it reduces certain health risks
- The Eat Well Guide and the benefits of each food group
- Evidence-based diets
- SMART goals, motivation and how to form healthier habits
- Body composition
- Staying fit and active at work and at home
- Strength training
- The effects of being overweight/obese
- Mediterranean diet
- Intermittent fasting

## Managing stress

Stress affects all of us at some points in our lives – this might be due to an unforeseen event, or we are feeling under too much pressure. Here we look at the causes and how to prevent and relieve it.

### Topics covered:

- What is stress?
- Common causes of stress
- Signs of stress
- The 'stress bucket'
- How to strike a balance between work and leisure
- Physiological responses to stress
- Recognising the symptoms of stress
- How to adapt to support our stress levels
- Lifestyle changes for managing stress
- Techniques to help manage stress
- Useful tips for challenging times
- Relaxation techniques

To book a health talk please speak to your Account Manager



**Workplace Academy**



# Thank you

**If you have any questions about how to promote or use any of our services, please speak to your Account Manager.**

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