

MENOPAUSE INEQUALITIES

Joined Up Care Derbyshire/ Be Well Midlands

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PROGRAMME OBJECTIVES

- Primary focus was to ensure equity in NHS menopause support.
- This programme was created through recognising that there is a significant gap in research, resource allocation, and support for ethnically diverse and transgender and non-binary people.
- We believe that every employee should have access to tailored Menopause support that acknowledges the unique challenges they may face based on their gender identities and backgrounds.

ETHNICITY + MENOPAUSE

- SOME RESEARCH INTO THE IMPACT ETHNICITY HAS ON A PERSON'S MENOPAUSE EXPERIENCE. BUT NOT ENOUGH.
- SWAN STUDY - EXAMINES THE HEALTH OF CISGENDER WOMEN DURING THE 'MIDDLE YEARS' AND LOOKS AT PHYSICAL, BIOLOGICAL, PSYCHOLOGICAL AND SOCIAL CHANGES THAT OCCUR DURING THIS TRANSITIONAL PERIOD.

- Black women start menopause up to two years earlier and experience more severe symptoms for a longer duration, compared with white women
- Cultural taboo around menopause/'womens' health related so it's not talked about
- People of colour cope differently with menopausal symptoms and may not want HRT as their first line of treatment
- British Journal of General Practice paper – HRT
- Language and medical barriers



QUEER MENOPAUSE



WHAT WE KNOW

- People with ovaries + no GAHT experience Menopause at same age(s) + with same symptoms as those who are cisgender. →
- Transwomen who stop-start HRT (eg: for procedures) may experience menopause-like symptoms due to hormone disruption. →
- Care experience is different – gendered products/guides + non-inclusive language (used by HCPs as well) – Trigger dysphoria
- No research or support for those to get help or understand what is happening.

No detailed research available that looks at how transgender and non-binary people are affected by Menopause. Nothing that details how trans men, transmasculine people, and nonbinary people will experience menopause if they:

- a) have ovaries and take HRT
- b) have no ovaries and take HRT

"I WASN'T SURE IF WHAT I WAS GOING THROUGH WAS MENOPAUSE OR ADOLESCENCE"

WHAT HAVE WE ACHIEVED? (1)

BRANDING

First steps were to address the gendered nature of most menopause branding and content. We worked with a talented Queer designer to create a brand for the programme that speaks directly to our core demographic.

We wanted an inclusive brand that would ensure that all colleagues experiencing Menopause feel seen and heard.



NHS Menopause hub

MENOPAUSE & ETHNICITY

Two-part training for Midlands based General Practitioners on how ethnicity impacts Menopause and how you can best support women of colour during Perimenopause, Menopause and beyond.

17th Oct 09.30-11.00
21st Nov 09.30-11.00

On MS Teams

scan QR code to book



LUNCH & LEARN
NHS Menopause Hub Online

LET'S TALK MENOPAUSE!

20th - 24th March 2023

Join us for a free week-long virtual event for health and social care professionals.

Our speakers include:

Nighat Arif	Kate Muir
Amy Bennie	Richard Heron
Nat Thorne	Henpicked +many more!



NHS Menopause hub

TRANSGENDER LANGUAGE 101: GETTING IT RIGHT

Mon 25th September 12.30-13.30

On MS Teams

scan QR code to book



WHAT HAVE WE ACHIEVED? (2)

Our approach: colleagues, management and primary care

- Engaged with EDI, health and wellbeing and staff network leads across the Midlands to gain deeper understanding of what colleagues in specific networks are looking for in terms of Menopause support.
- Piloted BAME and LGBTQIA+ community Menopause Cafes across Joined Up Care Derbyshire.
- Working to establish a Midlands-wide LGBTQIA+ Menopause Café for staff.
- Created Menopause Champions across JUCD, ensuring training is given so they are knowledgeable in how people from different communities can be affected by Menopause and where they can signpost etc.



WHAT HAVE WE ACHIEVED? (3)

In March 2023, we organised the 'NHS Menopause Hub Lunch and Learn.'

- A virtual event that showcased a week of online webinars and training sessions centred on Menopause-related topics.
- Our overarching theme was "Inequalities in Menopause' but a whole host of Menopause topics .
- Worked closing with those who are leading change in the realm of Menopause.
- Notable collaborations: Nina Kuypers of Black Women in Menopause, Dr Nighat Arif and The Nottingham Centre for Transgender Health.

THE NUMBERS

- 15 speakers participating in 23 live sessions.
- 4,000 bookings nationally across all sessions.
- Over 1,800 post-event video views for recorded sessions.
- 250 survey responses all brimming with fantastic feedback.

"Generated lots of discussion of gender in Menopause and will lead to a change in practice."

"Thank you so much for highlighting the bias black women experience around the menopause."

- "Excellent session - and I learnt lots about ethnicity and menopause."

WHAT HAVE WE ACHIEVED (4)

In October, to coincide with World Menopause Day we held our Autumn Menopause sessions.

- Smaller scale than March Lunch and Learn.
- 8 days of online learning, focused purely on the inequalities in Menopause support and care.
- 1,100 session bookings.
- 180+ number of post event views of recorded sessions.
- 50 survey responses, again, all with fantastic feedback.

NHS Menopause hub

AUTUMN MENOPAUSE SESSIONS
NHS Menopause Hub Online w/c 16.10

Week	Day	Topic	Speaker	Time
w/c 16.10	Monday 16th	The Importance of Ethnicity and Menopause	Dr Radhika Vohra	13:00 - 14:00
	Tuesday 17th	Queering the Menopause	Nat Thorne	12.30 - 13.30
	Wednesday 18th	Menopause Yoga	Kerrie Oxford	8am - 8.30am
	Thursday 19th	Transgender and LGBTQIA + Community and Menopause	Halsa Wellbeing	14:00 - 15:00
w/c 23.10	Monday 23rd	Menopause and Reasonable Adjustments at Work	Dr Aaliya Goyal	12.30 - 13.30
	Tuesday 24th	Inequalities in Menopause Care	Dr Tonye Wokoma	12.00 - 13.00
	Wednesday 25th	Menopause Yoga	Kerrie Oxford	8am - 8.30am
	Friday 27th	Menopause and Nutrition	Mala Simson Lloyd	12.00 - 13.00

Book Individual Sessions via eventbrite:
nhsmenopausehub.eventbrite.com

Scan me to book

be well Midlands **Joined Up Care Derbyshire**

WHAT HAVE WE ACHIEVED (4)

- Worked with Primary Care Networks across the Midlands and arranged a two-part training session (Oct and Nov) for GPs with Dr Radhika Vohra on the importance of ethnicity in Menopause and how GPs can best support women of colour in Menopause.
- Worked with the Nottingham Centre for Transgender Health to provide sessions for colleagues across Health and Social care: Transgender Language 101 and Queer Menopause.
- Working with the Nottingham Centre for Transgender Health on potential research possibilities around trans and non-binary Menopause.
- Developing a resource centre for colleagues to access on ethnicity and Menopause and LGBTQIA+ Menopause.

THANK YOU

