

# PLACE FOR ALL

EQUALITY

DIVERSITY

INCLUSION

“ My journey in supporting women through the menopause.”

Sally Leech, Director



## EQUALITY, DIVERSITY AND INCLUSION

### Sharing personal stories and perspectives to foster inclusivity in the workplace

Sally Leech from Menopause in the Workplace talks about the impact menopause can have.

Thankfully, understanding of the menopause has shifted dramatically in the last few years. But still, the impact it has on many people's lives and their ability to perform their jobs as they would want can be devastating. This doesn't need to be the case as there is so much that can be done to manage and support people through menopause.

That's why I'm so glad to be contributing to ADEPT's work with Colas and that support for anyone experiencing menopause symptoms is being recognised as essential by place directors. From my experience, even the smallest changes can make so much difference.

What happened to a friend of mine is just one shocking story and how her life was completely shattered until she was correctly diagnosed is staggering. She became very withdrawn, even from her family. She had to stop work, lost her job and then had to move house. Diagnosed with depression, she was thought to have had a mental breakdown and spent time in hospital. It took finally seeing a hormone specialist before she got the right treatment and came back to being the person she was. That was incredible to see, but what she went through to get there was heartbreaking

At the time I was working as a personal trainer and women's health coach, focused on pre and postnatal care and even I didn't have a clue how to help her, there was so little information. That's when I became determined to learn. And a few years later I joined Henpicked: Menopause in the Workplace, making a real difference to the lived experience of people at work.

Everyone needs to know about menopause, half of the population experiences this first-hand and others through their relationships with a partner, family member, friend or colleague. People of all backgrounds and identities can experience menopause and other aspects of their identities such as disability, neurodivergence, gender identity and cultural difference, may impact how people experience menopause and may add additional barriers in accessing support. Menopause is a subject for everyone.

When I'm asked by employers where to start, it always comes down to two words for me: awareness and understanding.

**Sally Leech**  
**Director, Henpicked: Menopause in the Workplace**