



SAFEGUARDING

OUR BI-MONTHLY SAFEGUARDING NEWSLETTER

NOV DEC 2022 • PERIOD POSITIVITY AND MENOPAUSE AWARENESS



WHAT'S INSIDE?

In our latest issue we will be discussing menstruation and menopause. We aim to promote awareness of these topics and create healthy conversation.

If you require further support please see the links on the last page of the document.

INTRODUCTION

There are approximately 18 million people who experience periods and 13 million peri or post-menopausal women in the UK. Despite the prevalence of people who experience periods, the menopause and the symptoms that come along with it, it is still deemed as a taboo subject amongst some.

On average people who menstruate will do so for 37.5 years, during which they'll menstruate around 500 times – consecutively, that's the equivalent to around 6.5 years – but it doesn't end there, when periods do stop 3 out of 4 women* will go on to experience menopausal symptoms, which typically last for 4-8 years.

Despite a significant amount of a woman's life being spent menstruating and/or combatting the symptoms of menstruation and the menopause, it is still a topic which is not often openly discussed – especially in the workplace.

Keeping these topics 'a taboo' creates a culture of shame, guilt, and embarrassment around menstrual health.

GLOSSARY

For a more detailed description of some of the terms we have used take a look at our glossary

[Read](#)





THE FACTS

- **26%** of the global population experiences menstruation.
- On any given day around **300 million people** are menstruating.
- On average, people who menstruate lose between **70 to 100 millilitres** of blood during each period.
- The average woman has more than **400 periods** in her lifetime.
- The average menstrual cycle is **24 to 38 days**. The typical period lasts 4 to 8 days.
- In addition to bleeding, 90% of people who menstruate say they **experience various symptoms**.
- More than of menstruating people experience some pain around their period.
- Period pain is also called '**Dysmenorrhea**'.
- A 2012 study found **32 to 40%** of people who have periods report their pain is so severe that they must **miss work or school**.
- The menopause is a natural time of ageing and in the UK the average age is **51 years**.
- **1 in 100** will experience menopause under the age of 40.
- Peri-menopause can occur for women from their mid-30s (or earlier) and is the period leading up to menopause.
- There are more than **30 recognised symptoms** of menopause.
- **3 in 4** will experience symptoms.
- **1 in 4** will experience debilitating symptoms.
- Transgender and non-binary people may also experience menopause or periods.

MENOPAUSAL SUPPORT

A survey report from the Fawcett society published in May 2022, based on data from the largest ever survey of menopausal and peri-menopausal women in the UK, reveals a shocking lack of support for menopause by healthcare providers and in the workplace.

- 41% say they have seen menopause or menopause symptoms treated as a joke by people at work.
- 77% find at least one menopause symptom 'very difficult'.
- 84% experience trouble sleeping.
- 73% experience brain fog.
- 69% of women experience difficulties with anxiety and depression due to menopause.
- 44% of women experienced three or more severe symptoms.
- Among women who had taken time off due to menopause, 39% had cited anxiety or depression as the main reason on their sick note, rather than share their menopause status.

HOW CAN WE CREATE A POSITIVE CULTURE?

Do you find that you 'self-edit' your own desire to speak up about periods or the menopause, despite wanting to say more? Have you sensed awkwardness or reluctance from others about discussing menstruation or menopause with your colleagues?

It is a lack of understanding that prevents people from coming forward when they are experiencing cramps, nausea, mental health struggles or any other symptoms during what is a perfectly natural bodily function.

Holding open & inclusive conversations with your colleagues helps educate, create awareness and develop understanding around menstruation, and eventually eradicate the stigma surrounding menopause or periods.

Here at Steadfast Training, we provide free period products in our office bathrooms. If this isn't something your workplace offers try discussing this with your HR department, there are many companies out there such as 'TOTM' which provide period products to businesses.

We are committed to providing employees who experience menopause or menstruation with the support they need. If you require further support or advice please talk to HR.



GLOSSARY

Period

also known as menstruation, is the regular discharge of blood and mucosal tissue from the inner lining of the uterus through the vagina.

Period Positivity

Period positivity is about inclusion and visibility for everyone who menstruates, creating space for more open and honest discussions around periods.

Period Poverty

Period poverty refers to a situation when someone doesn't have a safe way to manage their period, preventing you from essential daily activities, such as school or work

Menopause

When periods stop due to lower hormone levels, usually around 45-55, although this can happen earlier either naturally, surgically or be induced. Early, occurs under the age of 45. Premature, occurs under the age of 40.

Perimenopause

The perimenopause is when your hormone levels start to change, but before your periods stop for good. You reach the menopause once you haven't had a period for 12 months.

Menstrual equity

A term started by Jennifer Weiss-Wolf, an independent menstrual advocate and lawyer. It describes the ability to manage menstruation in a way that is affordable and accessible to everyone who needs them with the belief that we are held back if we are no given access to these necessary products.

Dysmenorrhea

Painful periods. Doctors call it primary dysmenorrhea (the most common type) if it isn't caused by another condition, and secondary dysmenorrhea if it is (endometriosis).

Premenstrual syndrome (PMS)

A common condition that appears up to 10 days before your period and continues into the first few days of bleeding. Symptoms can be physical (headache, fatigue, bloating) or emotional (anxiety, irritability, insomnia) and can be relatively mild or fairly severe

Period Stigma (Menstrual Stigma)

A mark of disgrace associated with a particular circumstance, quality, or person related to their menstruation or menstrual experience.

Period Taboo

Closely related to "period stigma," a taboo can be expressed as a social custom that prohibits discussion of a particular practice or condition, thus potentially isolating members of a community who might be associated with the given practice or condition.

Uterus

The part of a woman's body where period blood develops. The uterus is a hollow organ located in the pelvis, above the vagina. Blood lining the walls of the uterus each month in preparation for receiving a fertilized egg is shed as your period if you don't become pregnant.

FURTHER SUPPORT

Remember if you are struggling with any symptoms related to your periods or the menopause you can discuss these with your GP.

There are also menopause specialists who have experience in supporting anyone going through perimenopause and menopause.

- Find your nearest NHS or private menopause specialist on the British Menopause Society website (this lists NHS and private specialists)

THE MENOPAUSE CHARITY

themenopausecharity.org are a registered charity fighting providing information and support

[Learn More](#)

CHECK YOUR LANGUAGE

Download a handy summary on period talk and how to be inclusive

[Learn More](#)

QUEERMENOPAUSE

A registered charity fighting providing information and support around the menopause for those who identify as LGBT+

[Learn More](#)

FREEDOM4GIRLS

Freedom4Girls are a UK-registered charity fighting against period poverty.

[Learn More](#)

9 PROTECTED CHARACTERISTICS

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

PREVENT DUTY

The Prevent Duty is part of the government strategy to reduce the risk of Extremism, Terrorism and Radicalisation.

[View our Prevent Leaflet](#)

Report possible terrorist activity online if you are concerned about someone or see anything suspicious call the local police or the police anti-terrorist hotline on 0800 789 321.

BRITISH VALUES

British Values are defined as;

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

OUR SAFEGUARDING TEAM

Contact Steadfast Training's Safeguarding team on 0845 223 2401 or email safe-guarding@steadfasttraining.co.uk

Our Safeguarding Officers

Robert Wright - 07985338185
Alison Law - 07720092609
Chloe Robinson - 07985338116

[Report a Safeguarding Issue](#)



For more information on anything covered in the newsletter, feedback or ideas for the next issue, please contact us on chloe.robinson@steadfasttraining.co.uk.