

# Menopause Matters:

## Supporting colleagues and their families

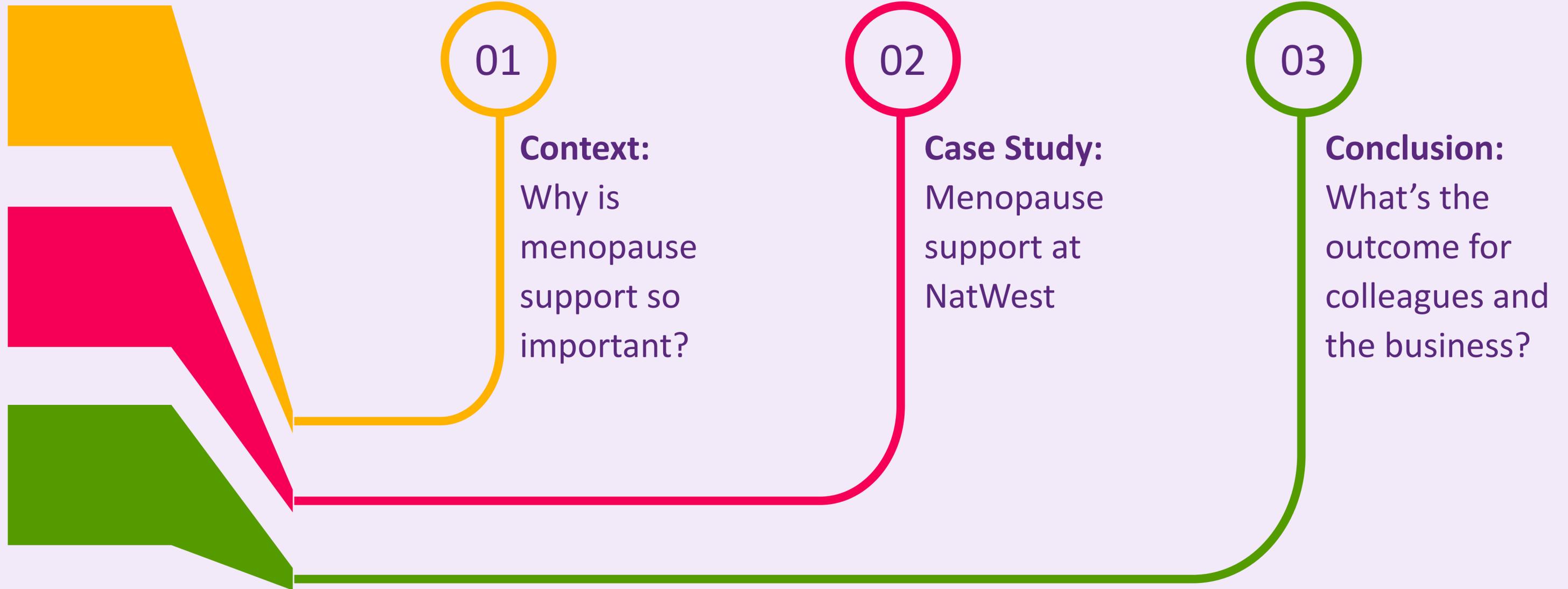
Sharon Midwinter  
6 October 2022



NatWest  
Group



# Agenda



**Context: Why is  
menopause support so  
important?**



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# Menopause symptoms



## Head/brain:

Migraines and headaches

Focus and concentration

Fatigue

Insomnia

Anxiety and worry – including panic attacks

Low mood/depression

Lower self confidence

Hot flushes

## Body:

Aches and pains

Heart palpitations

Skin (dryness, itching, acne)

Urinary issues

Weight gain/bloating

Irregular/heavy periods



# Menopause statistics



**1 in 4 women experience serious menopause symptoms**

**25% of women consider leaving their job because of menopause symptoms**

**80% of women experiencing menopause are in paid employment**

**Women aged 45+ are the fastest growing segment of the workforce**

**40% say menopause symptoms are "worse than expected"**

# What women say



“I feel like I need to make a joke out of my symptoms”

“I don't feel like myself anymore”

“I don't understand what's happening to me”

“I'm embarrassed to talk to my line manager”

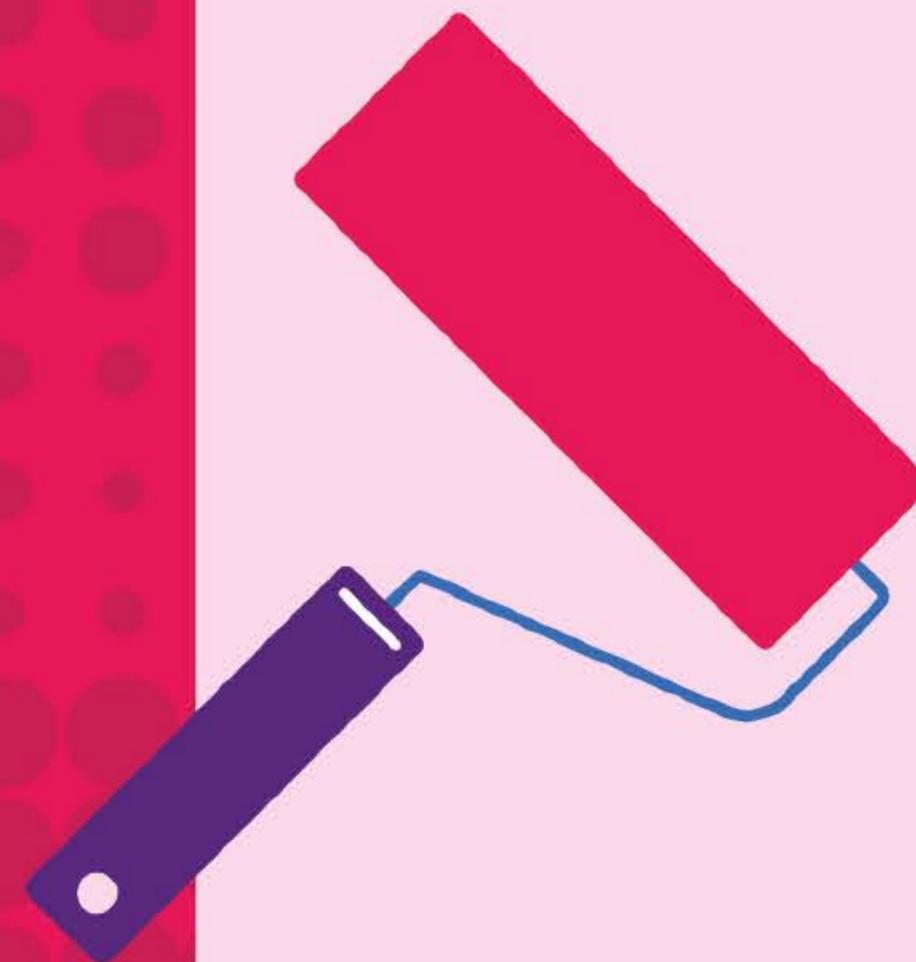
“I've not had the support I was hoping for from my GP”



# Case Study: Menopause support at NatWest



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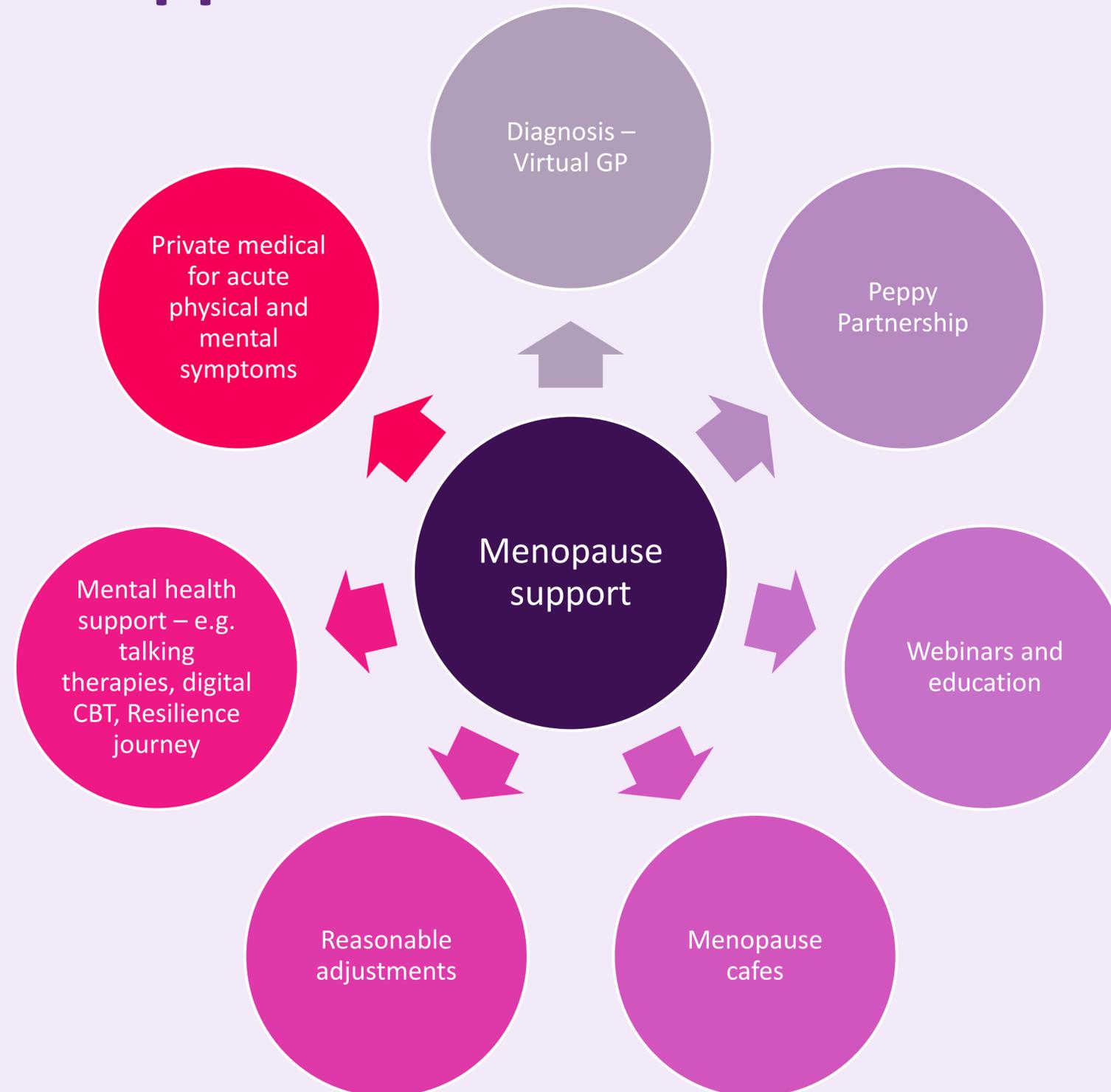
# Our Purpose at NatWest



We champion potential, helping people, families and business to thrive



# Our Menopause Support



# Peppy Partnership



## Access unlimited, confidential support from human experts

Some of the topics covered by Peppy

### Understanding menopause

- Managing your symptoms
- Short and long-term effects
- Different types of menopause

### Menopause treatment

- HRT types, routes and doses
- Non-HRT treatment options
- Finding what's right for you

### General women's health

- Hormonal health
- Healthy relationships
- Common gynaecological issues

### Diagnostics

- At-home hormone testing
- DEXA scan interpretation
- Health checks and tests explained

### Sex and contraception

- Different types of contraception
- Sexual confidence and pleasure
- Psychosexual issues

### Fitness and lifestyle

- Weight management
- Exercise and nutrition
- Mental health and stress



For non-clinical queries, email [support@peppy.health](mailto:support@peppy.health) or use the 'Contact Us' page in the app  
App users must be 18+

## Menopause support with Peppy

Support for employees going through any stage of the menopause, from as early as having initial symptoms to post-menopause.



**Mental wellbeing support**



**One-to-one virtual consultations**



**Group live broadcasts and events**



**Videos, articles and audios**



**One-to-one chat with an expert**

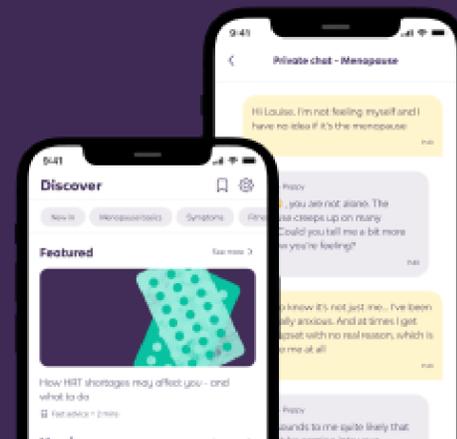


**Group chat and support**



**Guidance for symptoms and treatment**

 **Peppy**



## What resources are available?

### Videos

e.g. Non-HRT treatment options explained

### Articles

e.g. Menopause, will my sex life ever be the same?

### Audio toolkits

e.g. How to fall back to sleep

### Programmes

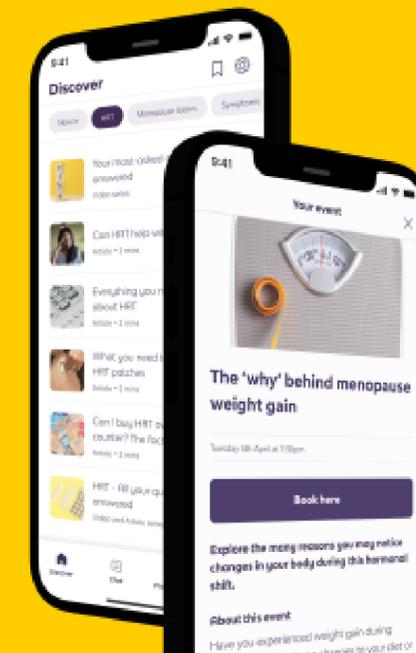
e.g. Walking for weight management

### Workout series

e.g. 8-week menopause support programme

### Live broadcast events

e.g. How testosterone can help with menopause symptoms





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**Conclusion: What's the  
outcome for colleagues  
and the business?**

# Desired outcomes



## Colleague outcomes

## Business outcomes

Improved knowledge and understanding of menopause

01

Healthy culture of talking about menopause

Loyalty to employer

02

Recruit more women

Empowered to talk about their experience

03

Retain valuable population demographic within workforce

Confident in identity

04

Reduced absence rates

Feels supported – Thrives

05

Engaged staff