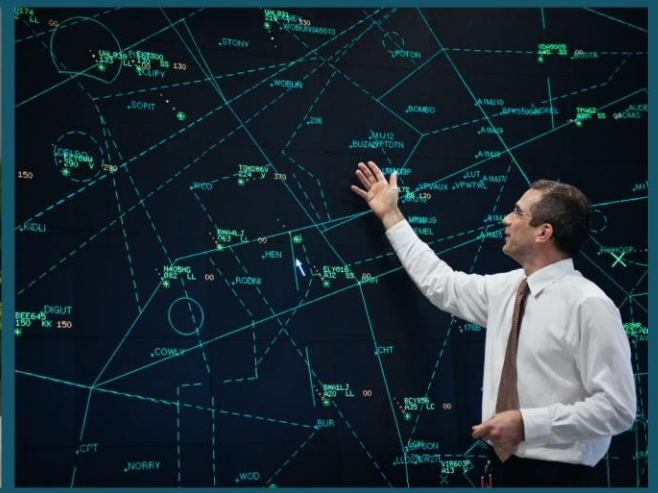
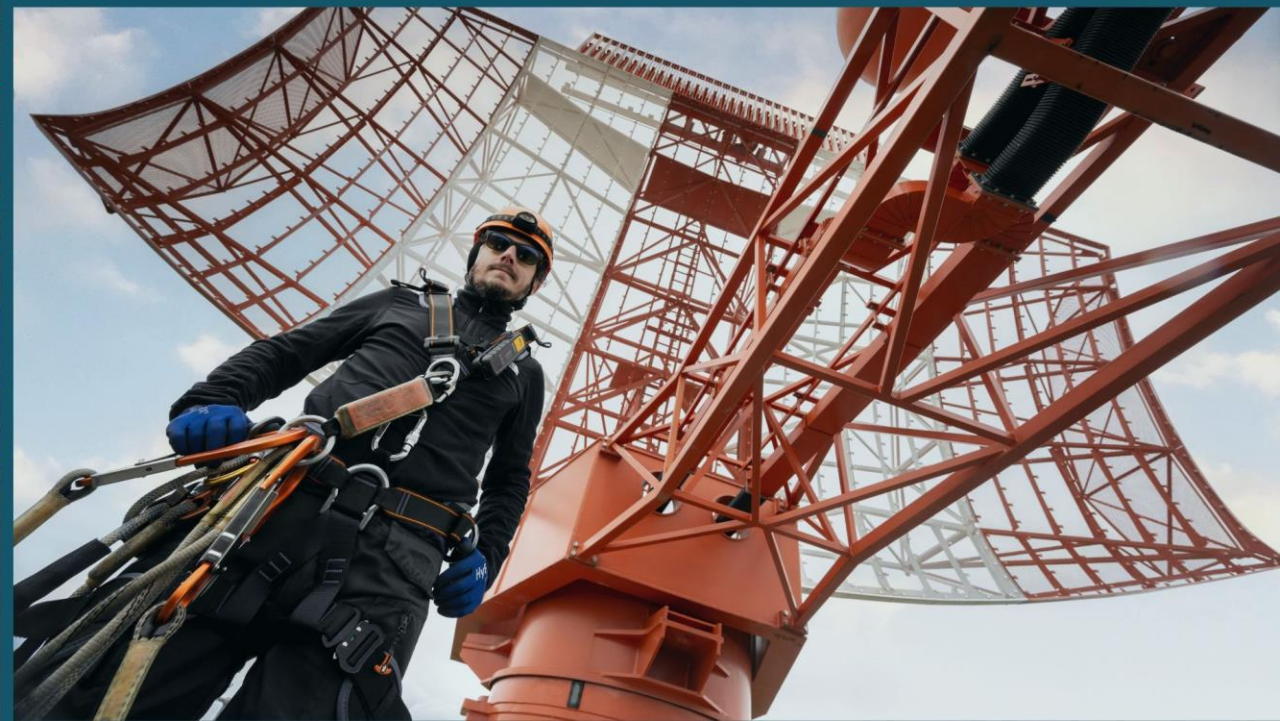
Leading the way in menopause support

Lucy Tigwell-Cox
Reward Manager, NATS

UK 24 - A typical day in UK airspace
02:37
NATS

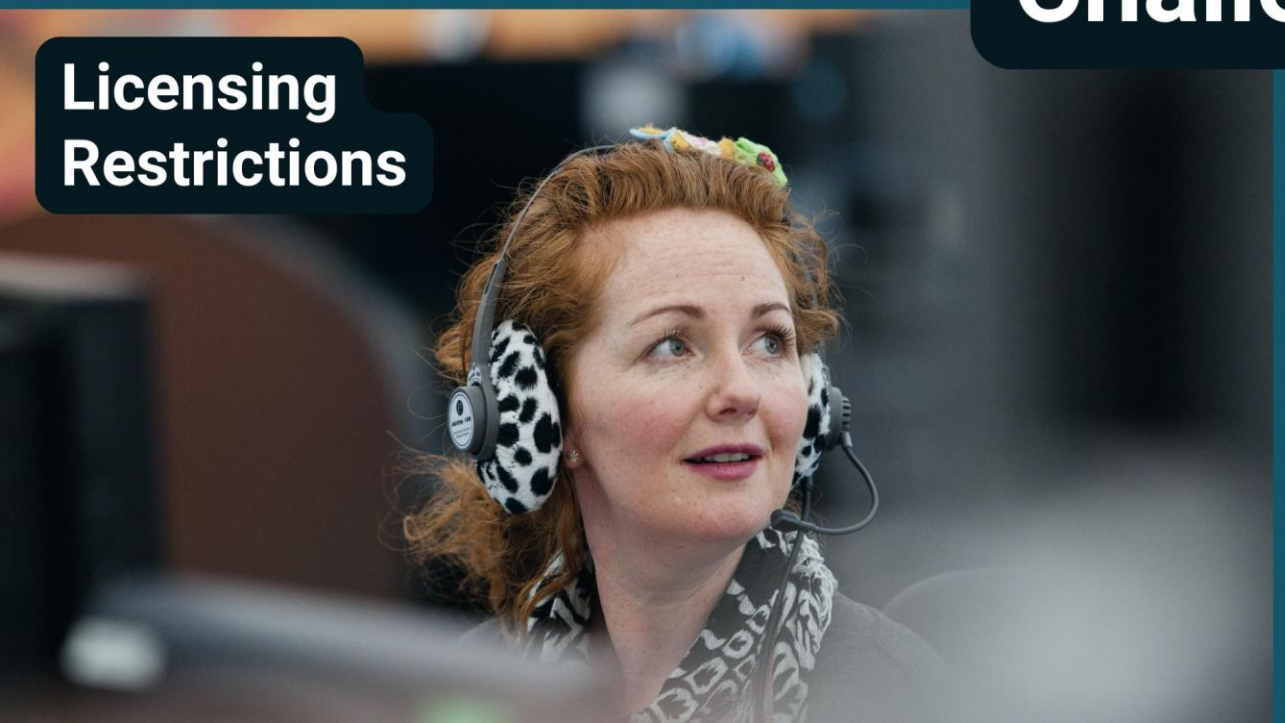




Manager
Capability

Culture

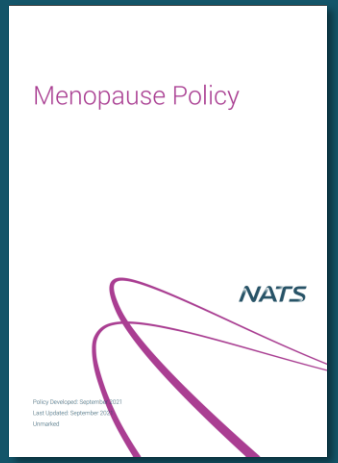
Challenges

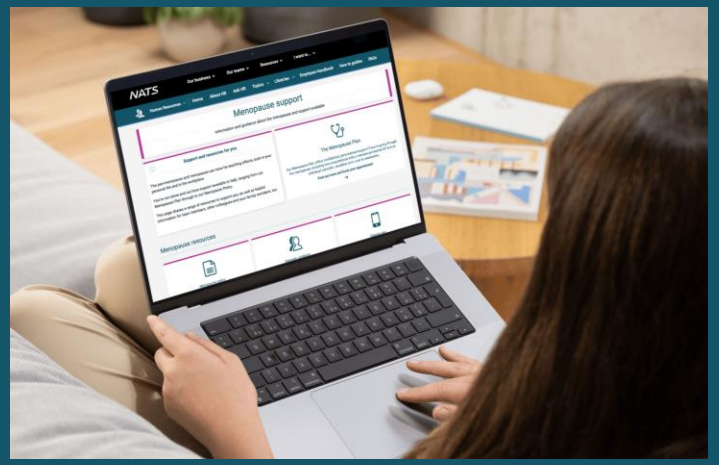

Licensing
Restrictions

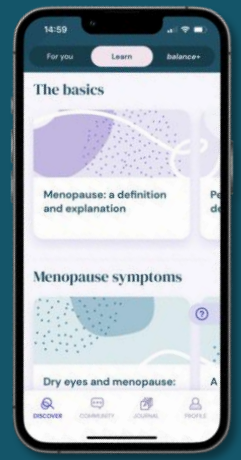
ED&I
Aspirations

What did we do?

1. Policy and Toolkit
2. Menopause Plan
3. Communications
4. Influenced the Industry
5. Peer Support







NATS

OHS

25x

More referrals to OHS

Intranet

1/3

Of employees have visited the menopause intranet site

Plan

237

Have used the menopause plan

Absence

1K+

Over 1,000 days less absence in the following year

Women

29%

Women at NATS

Leadership

42%

Women in leadership roles

Inclusive Companies

27

Top 50 UK Employers up from 44th to 27th place

Awards

Multiple Award Winners

NATS
Thank you