

# The Menopause Project Team - setting a new standard for inclusive organisational culture

## About

Since November 2021, the Menopause Project Team (MPT) at the University of Greenwich, comprising of Anna Radley, Vanessa Roots, Dr Ratnes Alahakone and Maureen Montague, has been pivotal in initiating and advancing the university's journey towards menopause awareness. Starting in 2020 after Maureen Montague bravely shared her menopause experience with colleagues, their mission focuses on breaking the taboo around menopause conversations, providing comprehensive awareness and training to colleagues and line managers and ultimately achieving accreditation as a Menopause Friendly Employer.



Dr Ratnes Alahakone

## Work

In collaboration with Dr. Maria Gebbels, Ratnes conducted action research to evaluate the effectiveness of menopause awareness training for both employees and line managers and found that; participants appreciated the increased awareness of menopause, and the detailed information provided, employees felt relieved to have a platform to voice their experiences and appreciated the supportive culture within the university, information about external resources was particularly beneficial for staff with indifferent line managers and line managers reported that the training increased their confidence in making reasonable adjustments to reduce staff discomfort.

This led the University of Greenwich to be awarded Menopause Friendly Accreditation by an independent panel, making UoG the first university in England to receive this award.

In the UK alone, approximately 3.5 million women over the age of 50 are in the workplace and 1 in 4 women experiencing menopause have considered leaving their job due to symptoms.

The Menopause Project Team exemplifies how the actions of individuals can come together to create real lasting impact. By fostering an environment where menopause can be openly discussed and appropriately supported, the MPT has truly changed the game and set a benchmark for other institutions.

## SDGs

