

AGM REPORT – WOMEN'S OFFICER

Another busy year:

Women's Forum October 2017 coincided with Black Members month so the forum was themed around this with Guest Speaker Margaret Greer Unison Officer Race Equality.

Working with Evolve I attended the first National Menopause Action Group Conference in Birmingham in November hosted by Dee Collins Chief Constable of West Yorkshire Police. Officers and Staff from across the country attended to discuss the importance of changing the perception of the menopause, its symptoms and how to manage them.

Excellent presentations from Dr Louise Newson (www.menopausedoctor.co.uk) who gave an overview of the symptoms and psychological effect, health risks, management including HRT, lifestyle changes that can be made to help and the impact of the menopause on work.

There was the alternative view from Dr Marilyn Glenville (www.glenvillenutrition.com) for those women who are unable or do not want to take HRT and she recommended natural alternatives.

Input from Slater and Gordon Lawyers regarding Employment Law issues including protection under the Equality Act, putting good practice in place and the language used around the menopause.

There was the opportunity to network and hear what other forces are doing around the Menopause. There seems to be a large disparity between forces Nottinghamshire already have a menopause policy and risk assessment in place and other forces have no provision other than their standard sickness policy. There is still work to be done with a pro-active stance by promoting a greater understanding of the menopause and seeking to eradicate any exclusionary or discriminatory practices and to create an environment where women feel confident enough to raise issues about their symptoms and ask for adjustments at work whatever job they do.

www.menopauseintheworkplace.co.uk

<http://www.itv.com/lorraine/health/should-employers-put-policies-in-place-to-help-staff-going-through-menopause>

I also attended Women's Conference in Liverpool in January highlighted by a speech from Dr Helen Pankhurst the great-granddaughter of Emmeline Pankhurst "2018 seems potentially as symbolically important as 1918... If we can change social norms and change legislation when it's needed, that is when the magic happens."