



Swindon Mindful Employer Network

Thank you for joining us!

Agenda

9.30am – 9.50am	Arrival and Networking	N/A
9.50am – 9.55am	Welcome & Slido Intro	Lynette Buebird, Mental Health Trainer, Swindon & Gloucestershire Mind
9.55am – 10.20am	A Personal Story of Postnatal Depression and Recovery	Sarah Morgan, Zurich
10.20am – 10.35am	Menopause in the Workplace	Hazel Hayden, Bristol Menopause Clinic
10.35am – 10:55am	Facilitated Discussion and Q&A	Led by Lynette Buebird
10.55am – 11.00am	Wrap-up & Close	Led by Lynette Buebird

Sarah Morgan

HR Business Partner,
Zurich

Postnatal depression and recovery

Sarah Morgan

Lived experience perspective

Depression and anxiety around pregnancy and birth

HOW COMMON IS IT?

IN PREGNANCY

Depression and anxiety are the most common mental health problems during pregnancy.

12%

women affected by
depression

13%

women affected by
anxiety

FIRST YEAR AFTER BIRTH

15–20%

experience depression and/or anxiety

Source: NICE, June 2026

Symptoms of postnatal depression

Common signs that may appear after birth

Symptoms can include changes in mood, thinking, sleep and bonding.	MOOD & SELF-WORTH	ANXIETY & REST	BONDING & SAFETY
	Low mood Hard to enjoy anything Hopeless, guilty or worthless Restless or irritable	Fearful, anxious or always worrying Difficulty sleeping when able to rest Difficulty concentrating or deciding	Feeling unable to cope Difficult feelings about your baby Difficulty bonding Thoughts of harming yourself or your baby

Source: NHS 2026

Hazel Hayden

Founder,
Bristol Menopause Clinic



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Menopause in the Workplace

Supporting your people through midlife



Founder

Nurse Consultant in Women's Health

British Menopause Society Accredited Practitioner & Trainer

MSc Sexual Health in Menopause

Dip Nutrition

A Workforce Issue, Not Just a Health Issue

Over 6 million women aged 40–60 are in employment in the UK today and most will go through menopause while working.

67%

say menopause symptoms have had a mostly negative effect on them at work

53%

have taken sick leave, or been unable to go in, because of their symptoms

1 in 6

have considered leaving their job due to a lack of support

24%

of organisations have a stated menopause policy in place



Understanding Menopause

Perimenopause can begin years before periods stop, often in a woman's 40s, and symptoms commonly last for several years.



Physical

Hot flushes (72%), night sweats (58%), sleep disturbance (64%), joint pain, fatigue



Cognitive

Brain fog, memory lapses, and difficulty concentrating – often the most disruptive at work



Emotional

Mood swings, anxiety and low mood, affecting confidence and resilience

Symptom prevalence: CIPD, Menopause in the workplace, 2023

The Cost of Doing Nothing

£30,500+

the estimated cost to replace an employee on a £25,000 salary who leaves due to menopause symptoms

Source: Oxford Economics, cited in the Women and Equalities Committee report



27% say career progression has suffered

Talented, experienced staff held back at their peak



1 in 6 have considered leaving

A retention risk concentrated in your most senior teams



Only 24% of employers have a policy in place

A clear, low-cost opportunity to lead on this

The Employment Rights Act 2025

New legal expectations around supporting menopause at work are on the way – mindful employers are getting ahead of them now.



April 2026

Voluntary adoption period begins the window
to prepare and lead



Spring 2027

Mandatory for organisations with 250+
employees



Right Now

The chance to build a proper policy and
support, not a last-minute policy

Practical, Low-Cost Support

Small, consistent adjustments make the biggest difference – and most cost little to implement.

A written policy and action plan



Clear, visible, and easy for anyone to find and follow

Trained managers



Confident having supportive, informed conversations

Practical adjustments



Flexible hours, temperature control, uniform changes

Access to clinical support



A clear pathway to expert advice when it's needed

Your Action Plan

Four steps to get ahead of the curve and become an employer people want to stay with.



1

Introduce a policy

Written, visible, and easy for every
employee to find



2

Train Menopause Champions

Give managers confidence to have
the conversation



3

Offer flexible adjustments

Small changes that keep
experienced people at work



4

Provide clinical support

A clear referral pathway to specialist
advice

ABOUT US



THE INDEPENDENT
HEALTH & WELLBEING
GROUP

More than education, real clinical expertise with a pathway to assessment, support, and specialist-led care.



Menopause Workplace Courses

Specialist-led menopause workplace training designed to educate, support, and empower both employees and managers.



Workplace Wellbeing Talks

Our workplace wellbeing talks raise awareness, educate teams, and provide practical strategies to support employee health and performance.



Onsite Clinics

On-site menopause and health screening clinics providing employees with convenient access to specialist assessments, confidential support, and personalised wellbeing advice.

Ready to become a menopause-friendly employer?



SCAN HERE

Facilitated Q&A

Open to audience

Led by Lynette Buebird, Swindon & Gloucestershire Mind

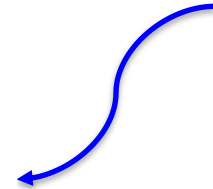
Upcoming events



Swindon Mindful Employer Network:
4th November 2026, 9.30am – 11am,
STEAM Museum



Business West
event page





Thank you for attending our
Swindon Mindful Employer Network event!

