INFINITY
INCLUSION & TRANSFORMATION

Infinity Inclusion & Transformation

Everything you need to know before your EDI training session

Inclusive workplaces across the UK



EQUALITY | BELONGING | DIVERSITY | INCLUSION | ACCESSIBILITY | RESPECT

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01 · YOUR SESSION

About your session

Thank you for choosing Infinity Inclusion & Transformation for your in-house Equality, Diversity & Inclusion training. This guide covers everything you need to know about your booked session with us.



QUESTIONS BEFORE THE DAY?

info@infinityitlearning.co.uk



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03 · WHAT TO PREPARE

Venue & equipment

1

WE PROVIDE

Your trainer brings all session materials and resources. A projector and screen can be supplied too — just let us know in advance.

2

THE VENUE PROVIDES

A comfortable, accessible room with space for group discussion. Please tell us about any delegate accessibility needs in advance.

YOUR COURSE · MENOPAUSE AWARENESS

The conversation every workplace needs to have



A STORY YOU MAY RECOGNISE

It's 10:15 on a Tuesday. Helen, 49, has led her team for fifteen years. Mid-presentation, a wave of heat rises, her mind goes blank and she apologises her way out of the room. Nobody says a word — and that silence is the real problem.

2 HOURS

ONLINE · FACE-TO-FACE · IN-HOUSE

ANYWHERE IN THE UK

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WHY IT MATTERS

Too much talent is walking out the door

1 in 10

women who worked through menopause have left a job because of their symptoms

8 in 10

say their employer offered no information, training or menopause policy

41%

have seen menopause treated as a joke at work

Source: Fawcett Society, Menopause and the Workplace (2022) — survey of 4,014 UK women aged 45–55

WHAT EMPLOYERS GAIN

Backed by Equality and Human Rights Commission guidance for employers

- ✓ **Retain experienced, skilled staff**
- ✓ **Reduce the risk of discrimination claims**
- ✓ **Support wellbeing and attendance**

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MYTH VS REALITY

Let's clear up a few things

MYTH
"It's just hot flushes."

→

REALITY
Sleep problems (84%), brain fog (73%) and anxiety or depression (69%) are among the most common symptoms women report.

MYTH
"It only affects women in their fifties."

→

REALITY
Perimenopause often starts in the forties and can last several years. It can also affect trans and non-binary colleagues.

MYTH
"It's a private matter, not a work issue."

→

REALITY
44% say symptoms have affected their ability to work — and the Equality Act 2010 can apply through age, sex and disability.

MYTH
"Managers need to be medical experts."

→

REALITY
They don't. They need to listen, keep things confidential and agree simple, practical adjustments.

Symptom and impact figures: Fawcett Society, Menopause and the Workplace (2022)

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WHAT THE SESSION COVERS

Two hours, six practical topics

01 Perimenopause, menopause and common symptoms

What happens, when, and the many ways it can show up.

02 How symptoms can affect work

Concentration, confidence, sleep and attendance — through real scenarios.

03 Menopause and the Equality Act 2010

How age, sex and disability protections apply, and where employers go wrong.

04 Supportive conversations for managers

Opening the conversation, listening well and keeping it confidential.

05 Practical workplace adjustments

Small changes, big difference: temperature, flexibility, breaks and uniforms.

06 Policies and culture

Building a workplace where menopause is talked about — not joked about.

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STORIES FROM THE WORKPLACE

Small conversations, big differences

H

HELEN, 52

Secondary school teacher

Brain fog left Helen doubting herself mid-lesson. She came close to resigning.

WHAT CHANGED

A private chat with her head of department led to a desk fan, a cooler classroom and a lighter first period. She stayed — and now mentors new staff.

PRACTICAL ADJUSTMENTS

M

MARK, 44

Ward manager, NHS trust

Mark avoided the subject with his team, worried he'd say the wrong thing.

WHAT CHANGED

One open question — “Is there anything that would make work easier right now?” — started the most useful one-to-one he'd ever had.

SUPPORTIVE CONVERSATIONS

A

AISHA, 46

Housing officer

Sleepless nights and sudden anxiety. Aisha had no idea perimenopause could start in her forties.

WHAT CHANGED

Learning about symptoms gave her the words to ask for a later start time. Within months her attendance and confidence had recovered.

UNDERSTANDING SYMPTOMS

Illustrative stories based on common workplace experiences

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WHAT YOU'LL TAKE AWAY

Leave confident, not awkward

- ✓ **Understand perimenopause, menopause and common symptoms**
- ✓ **Recognise how menopause can affect people at work**
- ✓ **Hold supportive, confidential conversations**
- ✓ **Identify practical adjustments and workplace support**

WHO IT'S FOR

Managers, HR teams and all staff

- Local authorities
- NHS organisations
- Schools & colleges
- Universities
- Housing associations
- Charities
- Private-sector employers



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HOW IT'S DELIVERED

Real scenarios, honest talk

Interactive and discussion-based — never a lecture. We create a respectful space where people can ask questions honestly, and tailor examples to your sector, policies and priorities.

DURATION
2 hours

DELIVERY
Online / Face-to-Face / In-House

LOCATION
Online, or at your venue anywhere in the UK

TAILORING
Available for in-house groups

FACE-TO-FACE ACROSS THE UK
London · Manchester · Birmingham · Leeds · Bristol · Newcastle · Glasgow · Edinburgh · Cardiff · Belfast & beyond

Prefer a wider programme? Combine with our in-house EDI training or EDI consultancy.



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SEE YOU SOON

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Practical EDI training · Consultancy · In-house programmes

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