# Press Release | 11 February 2022

**QEH achieves Independent Menopause Friendly Accreditation**

The Queen Elizabeth Hospital King’s Lynn (QEH) has been awarded Independent Menopause Friendly Accreditation. The accreditation recognises inclusive employers who build awareness and understanding around menopause and take staff health and wellbeing seriously.

Accreditation is determined by Menopause Friendly’s Independent Panel of recognised experts and thought leaders who are passionate about accelerating change in menopause in the workplace best practice.

Professor Jo Brewis at The Open University, Menopause Friendly Accreditation Independent Panel member and co-author of a Government report on the effects of menopause on people’s economic participation, said: “While we’ve made an enormous amount of progress over the past few years, the topic of menopause is still quite taboo – and with that comes a lot of misunderstanding and stereotyping. Employers have an important role to play in supporting the issues and stages of the menopause.”

In July 2021, QEH became the first NHS Trust in the country to state that it is a menopause-friendly employer in its job adverts, with the Trust outlining its support for employees at the point of application, and having a clear package of support in place. This includes training and awareness for managers and staff, a network of support through volunteer Menopause Champions, and a regular Menopause Clinic to bring support directly to staff going through the Menopause and their families.

The Trust’s work around Menopause awareness is part of a wider corporate strategic priority to create an open culture improve staff health and wellbeing support. QEH is quick gaining a national reputation and recognition for its comprehensive Staff Engagement Programme and approach to supporting staff health and wellbeing.

Deborah Garlick, CEO at Henpicked: Menopause in the Workplace, said: “We’re delighted to see QEH achieve Independent Menopause Friendly Accreditation - it’s so well deserved. How they’ve got the conversation right out into the open, helped their colleagues understand that they’re there for them if Menopause gets in the way of them being their best, backed-up by ground-breaking support is inspirational.”

Caroline Shaw CBE, Chief Executive at QEH, added: “This is a fantastic achievement for QEH, and I am so proud of everyone who has supported this. Going through the Menopause can be an uncomfortable time and experiencing it within the workplace is an additional challenge. Those who are of menopausal age may need specific considerations and being a menopause-friendly employer is about encouraging conversations about what an individual is going through which can reduce stress and improve the way colleagues feel about coming to work.”

Professor Steve Barnett, Chairman at QEH, added: This is an incredible honour for QEH, and this is a huge step forward for the Trust in making the hospital an even better place to work. Congratulations to everyone involved in this success.”

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For more information or to arrange an interview with QEH’s staff health and wellbeing lead, please contact [communicationsQEH@qehkl.nhs.uk](mailto:communicationsQEH@qehkl.nhs.uk) or call 01553 613216.