

Supporting Women in the Workplace Programme



A photograph of two women in a professional setting. The woman in the foreground is smiling and looking down, wearing a light-colored blazer. The woman in the background is also smiling, wearing glasses and a dark top. The image is partially obscured by a blue geometric shape in the top right corner.

Supporting Women in the Workplace Programme

Duration

Two teaching days

Who is this course for

This programme is designed for managers and leaders of teams, male or female looking to improve their people management skills.

Do you know your organisation's gender pay gap? Have you ever considered the motherhood penalty? Have you ever thought about the impact women's health issues have on productivity? This is your opportunity to interact in a safe space to understand, discuss and create a plan of action regarding the implications of women's health in your organisation.

Overview

Over the past few years, organisations have come a long way in recognising the importance of supporting diversity and inclusion in the workplace. With 16.06 million women aged over 16 in employment and c. 37% of directorships occupied by women.

As organisations become more gender diverse, acknowledging and supporting women's health in the workplace has become increasingly more important. Promoting an inclusive working environment for all genders and ages is paramount for every organisation and can help women employees better manage their workload and reduce stress, leading to improved mental and physical health.

Women's health and wellbeing is a growing focus for many organisations as they consider how to attract and retain female talent in the workplace. This programme is an opportunity for business leaders and managers to educate themselves and their teams on women's health and any issues associated with it. Those signs and symptoms that may affect working life, from events such as periods, menstrual cycles, conditions associated with periods, pregnancy, fertility struggles or menopause which may impact their performance at work. Knowing how to support is essential in keeping women in the workplace.

This programme not only informs and educates on women's health events, it considers how managers can normalise and encourage conversations around women's health at work, how the policies you have in place support the changing needs of women.

After all gender diverse businesses are more likely to financially outperform their counterparts.

Qualification

Whilst this programme is not linked to a formal qualification, it will contribute to the delegate's ongoing personal and professional development.

Learning Outcomes

On completion of this programme, delegates will:

- Gain awareness on key considerations linked to women's health and wellbeing within organisations.
- Gain awareness on proactive health and wellbeing strategies that can truly support women's health – equipping businesses with proactive considerations.
- Learn about the range of women's health conditions that can have an impact on engagement and absence levels.
- Understand how hormones change throughout the menstrual cycle and how that may show up in the workplace – enabling leaders to have strong awareness.
- Have awareness of helpful and reasonable adjustments to support symptoms and experiences throughout each monthly cycle.
- Understand the different life stages of women's health including what changes, how people will know and how best to support.
- Understand how to build and effectively use women's health policies in the workplace.
- Learn about inclusive and supportive language to create an open culture on topics of women's health
- Learn about the cost implications to businesses linked to women's health and how to boost ROI.

Agenda

Session One

Key themes include:

- Women's health and wellbeing current context.
- Key statistics surrounding women's health.
- The business case for supporting women in the workplace.
- Areas of impact in your business; PPE, equipment, building design, childcare, flexible working, health support

Agenda

Session Two

Key themes include:

- How symptoms linked to life stages can impact individuals personally and professionally. Including the range of women's health conditions and stats surrounding this.
- Women's health; hormones through the menstrual cycle and throughout the different life stages.
- Proactive considerations for a manager to promote women's health and wellbeing.
- Practical actions managers can take to support women's health and wellbeing.
- Case studies linked to organisations/managers getting this right and the impacts.
- How to have conversations on women's health
- Action planning to enable clear next steps and success post-course

Tutors

Kelly Beaumont – Certified Women's Health Coach

Kelly has coached for over 10 years and has continuously supported women in the workplace, whilst developing her own career as a senior leader within financial services. Following the birth of her daughter 3 years ago, Kelly made the decision to specialise in women's health to better understand how hormones work.

Since qualifying, Kelly has worked with a vast range of individuals and businesses to raise awareness on women's health to inform and empower women and those who support women – enabling them to thrive both personally and professionally.

Kelly's informative webinars have received comments such as *"I've learned more in the last 40 minutes than I have done in all the consultations with my doctor"*. With her programmes described as *"life-changing"*.

Whilst Kelly never provides medical advice – all her work is underpinned by the most recent and up-to-date scientific evidence to ensure learners walk away with practical knowledge and information as well as guidance for implementation in the workplace.

