

In this month's newsletter:

**Bullying and
Harassment**

**Menopause
Awareness**

Taking action against bullying and harassment in the workplace

Unfortunately, bullying and harassment is a significant issue in the workplace that many individuals experience on a daily basis. It can take many forms including physical or verbal abuse, discrimination, sexual harassment, and intimidation.

Bullying and harassment can have a huge impact on both an individual's mental and physical wellbeing. Psychological symptoms can include stress, anxiety, loss of self-confidence, and humiliation, and these can lead to physical symptoms such as nausea, headaches, loss of sleep, and high blood pressure.

In the workplace this can result in low morale, decreased productivity, and increased sickness absence. It costs UK businesses £18 billion a year, and over 17 million working days are lost each year due to work-related negative behaviours such as bullying.

We can all play a part in minimising bullying and harassment at work by creating a work environment that's inclusive and respectful to all. Here are three small suggestions you can follow to do just that:

- Report any bullying, harassment or victimisation you see by referring to your company's anti-bullying policy for guidance on raising an issue.
- Familiarise yourself with your company's anti-bullying policy which will provide you with clear guidance.
- Try to model behaviour that is kind and respectful towards others in the hope that people will follow your lead.

If you, or someone you know, are dealing with bullying and harassment you can find further support from the following organisations:

National Bullying Helpline – Call the helpline on 0300 323 0169 9am-5pm, Mon to Fri.

Citizen's Advice – Support with harassment and bullying at work.

NHS – Information about bullying at work.

Victim Support Scotland – Call the support helpline on 0800 160 1985.

CIPD – Bullying and harassment factsheet.

Acas – Discrimination and the law.

Menopause Awareness Month - Looking after your body during and post-menopause

With October being World Menopause Awareness Month, we are sharing advice on how to look after your body and manage your symptoms as you go through this natural stage that cis women, some trans men, and non-binary people experience.

Symptoms and experiences with the menopause vary from person to person, but some of the common changes that occur in the body due to fluctuating hormone levels include weight gain, a loss of bone strength and density, and weakened heart health.

Unfortunately, there are a number of unpleasant symptoms you may experience during and post-menopause, but there are ways you can minimise symptoms and boost your overall health and wellbeing:

- 1) **Healthy lifestyle changes:** If you're a regular smoker or drinker, quitting smoking and keeping your weekly alcohol intake under 14 units (split across several days) will have a positive impact.
- 2) **Nutrition and diet:** A healthy, balanced diet can help to relieve symptoms. The **British Nutrition Foundation** have a helpful guide on which foods are recommended for those who are experiencing the menopause.

- 3) **Regular physical activity:** Aerobic exercises (such as walking, jogging, and swimming) are beneficial in supporting your heart health, mental wellbeing, and helping you to maintain a healthy weight. Strength building exercises are great too as they help to preserve bone mass, reducing your risk of fractures.

- 4) **Sleep:** You may find that your sleep declines in quality as you go through the menopause but trying to maintain a regular sleep schedule and putting aside time to relax before bed can help. **The Sleep Foundation** offers further advice.

- 5) **Stress reduction:** stress can trigger hot flashes, sleep problems, digestive issues, mood swings, and other symptoms related to the menopause. Finding time to relax, whether that's keeping up with hobbies and interests, keeping a journal of your reflections, or practicing meditation, can be extremely beneficial.

- 6) **Reaching out to others:** this will help to remind you that you are not alone in your struggles which in turn supports your overall health and wellbeing.

For further advice and support and helpful resources you can visit **The Menopause Charity**.

