

COLAS RAIL

ON TRACK FOR
A SUSTAINABLE FUTUREWELLNESS
NEWSLETTER

World Menopause Day: 18th October

Menopause

Menopause For Thought

this October

Check out the QR code for
our menopause procedure

Menopause Awareness Month

What is the menopause or early menopause?

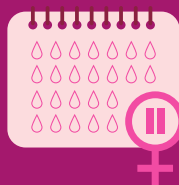
Menopause is the time when your periods stop due to lower hormone levels.

- If menopause happens before age 40, it is called a premature ovarian insufficiency (POI).
- If menopause happens between 40 and 45, it is called a premature or early menopause.

Some cancer treatments such as hormonal therapy or chemotherapy for breast cancer can cause menopausal symptoms or temporary menopause.

Your healthcare team can explain if the treatment you are having is likely to cause an early menopause.

For more information on wellness resources such as the 'Pause for Thought' WhatsApp group chat, contact [Jude Tymon](#) Head of Wellbeing, Health, and Safety Behaviours. Alternatively, you can check out the Wellness Hub for more resources.



Did You Know?

56% of women have taken time off work because of menopause symptoms.

95% of businesses recognise that menopause negatively impacts work

1 in 10 women leave their jobs because of menopause symptoms

59% of women have taken time of work because of menopause symptoms

Menopause at Work: Only 28% disclosed symptoms to their line manager. One reason included, "He is a younger man and he won't understand"

Colas Rail UK Menopause Procedure

Flexible working

Colas Rail recognises that difficulty sleeping is a common symptom of the menopause. To reflect this, as well as the impact of other common symptoms, we aim to facilitate flexible working wherever possible. Requests for flexible working could include asking for:

- a change to the pattern of hours worked;
- permission to perform work from home;
- a reduction in working hours; or
- more frequent breaks.

Employees should discuss such requests with their line manager and or the HR Team. Depending on the circumstances, requests may be approved on a permanent or temporary basis.

Whilst it is important to consider whether adjustments can be made to help employees experiencing menopausal symptoms, we understand employees may benefit from self-help management, or seeking medical help to manage their symptoms themselves. For further information, please refer to Appendix A.

Your Line Manager will arrange a meeting with you to discuss any assistance that you may require so that you feel supported and listened to in the workplace.

Key points to remember:

- Flexible working, reasonable adjustments, speak to someone you trust
- Healthshield: see what you may be able to claim for: Health and wellbeing; Health screening; massage; Chair massage in office - details to book from Jude Tymon
- Good Health food shop advice, nutritional advice, naturopathy and leaflets re supplements
- Wellness Plan: [Wellplans & Guidance \(sharepoint.com\)](#), notes of what keeps you well
- Wellness Hub / webinars: [Webinar recordings on demand \(sharepoint.com\)](#)

TOP TIPS for WOMEN'S HEALTH
A delicate hormone balance is one of the foundations of women's health and wellbeing from menstruation to menopause and beyond. It is strongly influenced by our nutrition and lifestyle habits.

KEY HORMONES & THE ROLES THEY PLAY: THEY ARE ALL CONNECTED

- Thyroid:** Thyroid hormones: metabolism
- Adrenal glands:** Cortisol: stress resilience and sleep/wake cycle
- Pancreas:** Insulin: blood sugar balance
- Ovaries:** Sex hormones: production declines with age, leading to menopause
Estrogen: cognitive, bone and heart health
Progesterone: fertility, mood
Testosterone: bone mass, libido

12 TOP HORMONE BALANCING FOODS
Phytoestrogen-rich - contain natural compounds that mimic estrogen and may be particularly beneficial in pre- and post-menopause.

- Flax seeds:** Fibre, supports excretion of oestrogen
- Legumes:** Lentils, mung beans, Hummus
- Berries:** Also includes active compounds to reduce blood pressure and improve cholesterol balance
- Soy:** Avoid highly processed or GMO options. Choose fermented options such as tempeh, miso paste
- Anti-inflammatory:** may provide relief for PMS symptoms and menstrual pain
- Fruit and veg:** Eat as many colours as possible. Also high in magnesium thought to reduce period cramps
- Spices:** Ginger, turmeric and cinnamon. Found in studies to reduce pain
- Protein:** Meat, fish, Nuts, seeds, Kneads, peas. Include with every meal. Needed for liver detoxification
- Water:** 2l a day. Add a squeeze of lemon or 1tsp apple cider vinegar in the morning to stimulate bile production
- Cruciferous vegetables:** Broccoli, cauliflower, cabbage, rocket. Help to balance hormones by supporting detoxification
- Fibre-rich foods:** Oats, brown rice, High fruit and veg diet. Support effective digestion and elimination
- Alcohol:** Impedes liver's ability to detoxify hormones
- Chemicals including BPA in plastics:** Mimick toxic effects of estrogen
- Stress:** Affects production of female hormones. Impact menstrual cycle. Worsen menopause symptoms. Speak to your GP if in doubt
- Blood sugar highs and lows:** Cause insulin spikes linked to excess estrogen (e.g. PCOS). Avoid sugar, white carbs
- Digestive issues, constipation:** Impedes detoxification. Hydration, fibre, probiotic foods. Exercise, relaxation

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Click on the image for a full-screen view or scan the QR code

Colas Rail Internal and External Resources



Lucy's Yoga is the Ideal Starting Point for Beginners! - Click on the link or scan the QR code

[NEW! 20 Minute Beginners Yoga | Yoga with Lucy on The Body Coach TV - YouTube](#)



Scan or click on the the QR code to watch the webinar on Menopause for Thought



Join Joe's low impact workout! - Click on the link or scan the QR code

[NEW!!! 20 Minute BEGINNERS LOW IMPACT Workout | The Body Coach TV - YouTube](#)



Scan or click on the the QR code to watch the webinar on Women's Health



7. Disabilities and chronic illness



Alexandra Langridge will take you through this session with the aim of increasing your awareness and understanding around disability and chronic illness, and the relationship and impact with mental health. This webinar will provide you with tools from your Mental Health First Aider training to support those with a disability or chronic illness more effectively.

8. Neurodiversity

Navigate through the document

1. Suicide and self-harm
2. Emotional resilience
3. Racial diversity
4. Depression and anxiety
5. Eating disorders
6. LGBTQIA+
7. Disabilities and chronic ...
8. Neurodiversity
9. Phobias
10. Finance
11. Grief & bereavement

Mental Health First Aid Webinars

Thrive LDN and Mental Health First Aid England (MHFA) have developed a series of topic-specific webinars, designed to support those who have taken the Mental Health First Aider training and would like to learn more and continue developing in their role. If you have not previously taken the Mental Health First Aider training but would like to learn more, [explore more information about the courses offered.](#)

Free Training is available to all Managers, MHFA and champions and anyone interested in understanding more about mental health:



The academy also offers a variety of courses that support everyone in our industry from soft skills training through to MHFA accredited qualifications. For further information please contact Head of Wellbeing, Health, and Safety Behaviours [Jude Tymon](#).

Managing Mental Health in the Workplace

Cost Free for Company Supporters or from £100

Who's it for? Recommended for managers who support a team

Timing and Delivery Scheduled tutor led online or on site by skilled trainers

Registration Single registration

This course is aimed at organisations who discuss the six stages of best practice around mental health and wellbeing issues. Scenario planning and support in the most appropriate way.

[Book Now](#)

Self-Paced E-Learning

Cost Free for everyone

Who's it for? Recommended for anyone in construction

Timing and Delivery Self paced e-learning

Registration One time registration allows access to all courses at both levels

Masterclasses

Cost Free for everyone

Who's it for? Recommended for anyone in construction

Timing and Delivery 1 hour scheduled on line tutor led courses

Registration Register for each course subject

Courses include: Meditation • Meditation Part 2 • Mindfulness • Resilience • Self-Care • Taking Control – Alcohol and Drugs

Our free scheduled one hour interactive masterclasses are delivered online and facilitated by fully qualified trainers, so you have an opportunity to interact with other learners and the trainer. Most of the masterclasses are CPD accredited too, which means that they contribute to your personal career and professional development.

[More Course Information](#)

Managing Difficult Conversations Course

Attracting a CPD certificate and priced at £249+VAT, [Manager Conversations for Wellbeing Open Course](#) will take place online on 8th November, 2023, from 10:30 until 15:30.

Covering the signs that someone is struggling, approaching them for a conversation, practising non judgemental, active listening and signposting for further support, this course also includes manager duties under HR and H&S law AND allows them to practice with our actors using online forum theatre.

USEFUL TOOLS & LINKS

- For non urgent questions on wellbeing email: wellbeingenquiries@colasrail.com
- Aviva Wellbeing and Aviva Digital GP App available to all Colas Rail UK staff.
- [Construction Industry Helpline](#) 0345 605 1956

- [Able Futures](#) Helpline 0800 321 3137 (8am to 10.30pm, Monday to Friday)
- Employee Assistance Programme (EAP) Helpline: 0800 030 5182

Hello! The purpose of the wellness newsletter is to offer guidance and motivating words to help you achieve both good physical and mental health. Send an email to the marketing team at marketing@colasrail.com with the subject "Wellness Newsletter" with your supportive comments and ideas for the Wellness Newsletter and we will include them.

Thank you!



ON TRACK FOR
A SUSTAINABLE FUTURE

Pre-recorded
**Wellbeing
Webinars**

Hosted by SuperWellness



Get Fit Stay Fit



Healthy in a Hurry



**Menopause
for Thought**



Women's Health



**7 Nutritional Habits of
Highly Effective People**



Food for the Mind



Men's Health



**Musculoskeletal
Health**



8 Steps to Sleep



**Preventing Fatigue
and Burnout**



**Stress Busting
Action Plan**