



MenoHealth

Take control of menopause

**Recognising the tell-tale signs
of stress during menopause:
A Guide for Teachers**

Working at a school, it's likely every day can come with its own stresses, which menopause and perimenopause can exacerbate further, causing a mix of physical and emotional fluctuations. Early symptoms begin as subtle changes and aren't things you would often associate with menopause, increased anxiousness about things you might have previously never have worried about. This could include feeling unable to drive on the motorway or being plagued by insomnia- these feelings might seem like simple annoyances but could be early signs of menopause.

Recognising these initial symptoms is only the first step. Knowing what to expect, where to go for help, and the different ways of managing your menopause can give you a sense of control that will really help you through this time of your life.

Having the knowledge is great for supporting yourself, but in educational settings, encouraging a supportive environment is a team effort and establishing open conversations about menopause-related stress ensures everyone gets the support they need. It's these supportive settings and open conversations that can improve staff retention and reduce menopause-related absences.

Whether you yourself are going through menopause or you're looking to create a more open and welcoming environment for colleagues going through menopause, here are some of the tell-tale signs to watch out for.



Emotional Fluctuations

Menopause can trigger intense hormonal shifts, leading to mood swings and emotional fluctuations. Staff in schools may notice sudden changes in mood, increased irritability, tearfulness, and anxiety. You might also find colleagues going through menopause becoming more withdrawn or displaying signs of depression.

During these times, it's important to be empathetic and non-judgmental. Taking the time to understand your colleague's problems is key but, more importantly, giving those with menopause a safe space to escape the stresses of school life is vital.



Fatigue and Sleep Disturbances

Working at a school can come with late nights and early mornings, and menopausal stress can not only disrupt sleep patterns but also cause chronic fatigue. Colleagues may struggle to concentrate or appear tired or lethargic – this can increase stress, so approaching situations with understanding is the best way to create a supportive environment.

It's important to understand that this fatigue is completely natural and that open communication with your colleagues will help them support you.

Physical Symptoms

Menopause can manifest with various physical symptoms and stress can exacerbate these issues. These symptoms can appear as headaches or digestive problems, or as muscle tension and aching joints. In a school environment these can really get in the way of teachers and staff members' daily work.

These issues can pass with time but allowing for breaks within a schedule and patience from colleagues can help reduce stress and alleviate some of these issues.

Increased Sensitivity

During menopause, fluctuations in hormones can heighten emotional sensitivity. Colleagues may react more intensely to criticism or feel overwhelmed by everyday challenges. In schools, this sensitivity can spiral quickly without a compassionate approach.

Making sure you consider individual circumstances helps to contribute to a positive and inclusive working environment.



Menopause is a natural part of life that every woman will have to face at some point. Creating an environment to support those going through perimenopause doesn't just help your staff – it informs and encourages conversation around menopause and helps your school handle situations in an appropriate and supportive way.

At MenoHealth, we've worked with the Department of Education, UCAS and several teaching academies helping them create a supportive, positive, and compassionate environment for their staff. If you're interested in finding out more about how we've helped bring a more accepting and informed environment around menopause to workplaces across the UK, get in touch with us today, or [click here to find out more about our award-winning workplace support programme.](#)

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