

Imperial College  
London

Wifi: Imperial-WPA

Password: Sign in using your username@ic.ac.uk

# Women's Health in the Workplace

Joint event between Women's Health  
Network of Excellence, Academic  
Women Association and Women in  
Academic Medicine



## Womens Health Network

[About us](#) [Leadership and governance](#) [Research themes](#) [Researcher spotlights](#) [Community engagement and involvement](#) [Funders](#) [News and events](#) [Contact us](#)

[womenshn@ic.ac.uk](mailto:womenshn@ic.ac.uk)

A Network of Excellence to promote inter-disciplinary research and innovation in women's health and gender-based health equity

[About us](#)

Imperial  
Networks of  
Excellence

[Home](#) / [Faculty of Medicine](#) / [Departments](#) / [Department of Surgery and Cancer](#) / [For staff](#) / [Working culture](#) / [Academic Women Association](#)

### Academic Women Association

[i.belluomo@imperial.ac.uk](mailto:i.belluomo@imperial.ac.uk)  
[n.moderau@imperial.ac.uk](mailto:n.moderau@imperial.ac.uk)

#### Who we are

The Academic Women Association (AWA) was founded in 2022. We aim to establish an environment in which women feel empowered to discuss and plan their career progression. Women are under-represented in many Departments of Imperial College and many other academic institutions, especially at senior levels. The lack of role models for junior female scientists wishing to undertake a scientific career could impact their confidence in aiming at a future leadership role. We strongly believe that an effective networking system between women at different career levels can have a positive impact in encouraging junior researchers to pursue careers in leadership roles in and outside academia.

AWA was created by members of the Culture and Engagement Committee in the Department of Surgery and Cancer and is open to all women at Imperial College. Women at different levels of their careers, from master Students to Professors, are invited to take part in the Association. AWA will be built in direct collaboration with its target audience, shaping events based on committee and member suggestions (feedback and survey).

#### Contact Us

For any queries or to find out how to be involved with the AWA, please get in touch:

Ilaria Belluomo  
[i.belluomo@imperial.ac.uk](mailto:i.belluomo@imperial.ac.uk)

Nina Moderau  
[n.moderau@imperial.ac.uk](mailto:n.moderau@imperial.ac.uk)

## WOMEN IN ACADEMIC MEDICINE (WiAM)

An independent survey commissioned by the Faculty of Medicine at Imperial has highlighted challenges for female clinical academics, including problems around access to flexible working, work-life balance and support from leadership.

Hosted by the Department of Metabolism, Digestion and Reproduction, this WiAM event will be specifically aimed at **female clinical academics** and is designed to create a supportive community for them to come together to share knowledge, highlight potential solutions to problems, grow confidence and constructive st

[emma.carrington@imperial.ac.uk](mailto:emma.carrington@imperial.ac.uk)

We are excited their career has developed, the challenges they have or are currently experiencing, and any solutions they have discovered. These presentations will be followed by a Q&A panel discussion and then a networking reception. There isn't a 'one size fits all' plan for a successful career as a female clinical academic and we hope our panel will show you that there are diverse paths and opportunities to succeed.

## Some questions for you...

Go to

**[www.menti.com](https://www.menti.com)**

Enter the code

**3666 2593**

---

## Multiple levels of support

### College

[Human Resources](#)

[Occupational Health](#)

[Organisational Development and Inclusion](#) – comprises multiple teams (e.g. [People and Organisational Development Team](#), [EDI Centre](#), [PFDC](#))

### Department

(Generally) Equality, Diversity and Inclusion/Culture Committee

### Line Manager & Team

---

## Policies and procedures: HR and Occupational Health

- [Family leave](#)
  - [Workplace adjustments](#) for staff with a disability
  - [Flexible working](#)
  - [Harassment and bullying](#)
  - [Sexual Harassment, Sexual Misconduct and Sexual Violence](#)
  - [Workload Principles](#)
  - (Occ Health) [Pregnant and New Mothers at Work](#)
-

## Training and support: HR, Occupational Health, POD, EDI

### Parents and carers workshops

#### Parents and Carers Workshops

The College recognises that the transition into the life changing event of parenthood can be both difficult and stressful for some. These workshops and the online portal look at both the practical and emotional aspects to enable staff to develop in their careers alongside their care responsibilities, through effective planning and communication.

The workshops are held in small groups to encourage personal reflection and discussion with others. They are facilitated by a qualified coach who will help individuals navigate their personal change journeys during the transition to and from parental leave. Although a member of HR will be present for a short time to answer any policy-related questions, the majority of the session will not cover internal policies so do please familiarise yourself with these if needed before the session.

The workshops are all free to College staff, however your department will be subject to an admin charge no shows and late cancellations; **please notify us at least 5 working days before if you can no longer make the course to avoid this charge.**

#### Working Parents - Managing the transition from parent to professional

This workshop is for anyone who has recently returned from more than six weeks' of leave; or anyone who needs to re-evaluate their work/family balance and career direction.

This 2-hour workshop will help to support those employees who have recently returned from family-related leave to be able to confidently and quickly reintegrate into the workplace and make plans for a sustainable and happier work/family balance.

#### The session covers:

- Identifying the benefits of working life to you and your family
- Managing the work/family balance
- Review your career direction
- Identifying what you want from your career now
- Key tools to get you there – the 3-part plan:
  - Skills audit – transferable skills
  - Knowledge gaps and what's changed
  - Building your network

Please sign into ICIS and click 'My training' to search and enrol on these training courses

#### Working Parents

Wednesday 5 June (11:00-13:00)

Wednesday 9 October (11:00-13:00)

#### Managing your career and family balance

Thursday 6 June (11:00-13:00)

Thursday 17 October (11:00-13:00)

#### Supporting you as a working carer

Tuesday 4 June (13:00-14:00)

Tuesday 15 October (13:00-14:00)

### People and Organisational Development

- Core Skills Development
- Imperial Systems and Processes
- Wellbeing at Work Courses
- Wellbeing A-Z Course List
- Academic Leadership Development Programme
- Heads of Department Leadership Development Programme
- Management and Leadership Development
- Coaching and Mentoring
- Employee Lifecycle
- Safety Training
- College-wide Culture
- POD Newsletter
- Subscribe to the POD Newsletter
- About People and Organisational Development
- POD Reach and Impact

#### Other Resources

- CIIC Confidential Care sessions
- Health and Wellbeing pages
- Meditation

Home / Administration and support services / Organisational Development and Inclusion / People and Organisational Development / Wellbeing at Work Courses

### Wellbeing at Work Courses

[bit.ly/4b9hoKF](https://bit.ly/4b9hoKF)

Our wellbeing at work provision aims to support all employees to work in a healthy environment that helps them flourish. Wellbeing benefits both the employees and the organisation to achieve their potential by equipping them with the skills and resources needed to thrive in the workplace and navigate times of uncertainty and change.

Please find below a suite of courses, events and resources that can support your wellbeing in the workplace alongside various tools and approaches to help the wellbeing of your teams and colleagues.

[A-Z list of Wellbeing Courses](#)

[Mental Health Awareness Week 2024](#)



#### Your wellbeing

Break procrastination and perfectionism habits

Celebrate Your Strengths

Foundations in Financial Wellbeing

Men's Mental Health Matters

The Menstrual Cycle and Endometriosis

Menstrual Health: perimenopause and beyond

#### Team Wellbeing

Building Resilient Teams

The Impact of Emotional Intelligence in the Workplace

Managing with Mental Health in mind

Recognition and appreciation online module

Setting yourself up for success in a hybrid environment

Introduction to the Thinking Environment

#### Wellbeing for Academics

Academics' Burnout and Wellbeing

Achieving Balance in Academia

The Impact of Emotional Intelligence in Academia

#### Dealing with stress and burnout

Away from unhealthy stress. Towards positive pressure

Beat the Winter Blues

Building Personal Resilience

Coping with the risk of burnout for people with carers

From Burnout to Balance

Overcome the Imposter Syndrome

# Health-focused initiatives

## Health and Wellbeing

[Mental health](#) | [Building Resilience and Managing Stress](#) | [Advice and support](#) | [Meditation](#) | [Physical health](#) | [Smoke-free Imperial](#)

## Live Well, Work Well

### Top Links

[Health and Wellbeing Strategy](#)

[Staff Wellbeing at Work](#)

[Occupational Health](#)

[Wellbeing for Researchers](#)

[Student Support Zone](#)



The Mental Health and Wellbeing Strategy outlines our goals for creating an inclusive, respectful and compassionate environment that supports students and staff in their work and study.

# Women's health-focused initiatives: Physical Health

**Move Imperial**  
Ethos sports centre Facilities Memberships Imperial Athletes Get Active Active Travel About us Events How Active Are You?

Home / Administration and support services / Move Imperial / Events / Women's Health

## Women's Health

### WOMEN'S HEALTH EVENTS

#### Menopause Health Course

Register your interest for the next course

Menopause can still be a taboo subject in our society and often women miss out on the benefits of being physically active during this time. We cannot underestimate the role that physical activity and lifestyle choices play in the menopause and that is why Move Imperial are shining a light on this topic. Join one of our instructors, Karen for a 5-week online health course exploring Trigger Point Pilates EVOLVE exercise and relaxation techniques for the menopause. The course costs £15 per person and you will be able to keep the equipment. This course is not just for people who are perimenopausal or menopausal; this course is also for people wanting to learn more and prepare their bodies for the menopause.

Topics that will be covered are: exercise and relaxation techniques, mood swings, brain fog and sleep issues. There will also be a discussion around nutrition, herbal supplements and how HRT may help. There are only 10 participants on the course which will hopefully allow people to share their thoughts and experiences to support each other. Each participant can benefit from a short one to one with the instructor Karen to discuss any individual issues and concerns in a safe, confidential environment, which may inform later sessions.

More information on Fit2RelaxLondon and the EVOLVE programme can be found [online](#).

The current course is now full. If you would like to join the next course, please [register your interest](#).



# Women's health-focused initiatives: Mental Health

## Health and Wellbeing

[Mental health](#) | [Building Resilience and Managing Stress](#) | [Advice and support](#) | [Meditation](#) | [Physical health](#) | [Smoke-free Imperial](#)

## Live Well, Work Well

### Top Links

[Health and Wellbeing Strategy](#)

[Staff Wellbeing at Work](#)

[Occupational Health](#)

[Wellbeing for Researchers](#)

[Student Support Zone](#)

## Mental Health Awareness Week

13-17 May 2024

**Movement** | Moving more for our mental health



Mental Health Awareness Week 2024 will take place at Imperial from 13 to 17 May. This is an annual event where there is an opportunity to focus on supporting good mental health.

## Women's health-focused initiatives: Mental Health

- **Restorative Yoga for Menopause** (Coaching & Physical Activity session). [Register](#)
- **Yoga for Managing the Monthly Cycle** (Coaching & Physical Activity session). [Register](#)
- **Preparing to Return from Maternity Leave** (Workshop). [Register on Eventbrite](#)
- **Menopause & Exercise Talk** (Awareness Talk & Q&A). [Register](#)
- **Convergence: Where Art, Science, and Movement Meet Wellbeing** (Launch event and Panel Discussion). [Register on Eventbrite](#)
- **In Motion: Imperial with 'SeeingHappy' Photography Challenge.** [Register](#)

## Topics of interest

Topic	Current policies/workshops
Menstrual health / menstrual leave	No policies at present; <a href="#">Free Period Products</a>
Gynaecological health	No specific policies but please see <a href="#">Workplace Adjustments</a> (see also: <a href="#">Employee's guide from Endometriosis UK</a> )
Fertility challenges	<a href="#">Leave for fertility treatment</a>
Pregnancy loss	Nothing specific; <a href="#">Confidential Care</a>
Maternity/parental leave	<a href="#">Family leave</a> ; <a href="#">Parents Network informal meetings</a> – dates for informal meetings in the link!
Return to work	<a href="#">Parents and Carers Workshops</a> ; currently nothing for other reasons for being away from work

## Topics of interest

Topic	Current policies/workshops
Menopause	No specific policies (only menopause pledge); <a href="#">Menopause 101 course</a>
Mental health	Nothing specific; <a href="#">Mental Health and Wellbeing Strategy</a>
Mental load / burnout / stress / work overload	<a href="#">Workload Principles</a> ; <a href="#">Wellbeing at Work courses</a>

**[STAFF SUPPORTERS](#)** = trained network of volunteers who act as a signposting and guidance service to provide information direct to staff, confidentially

Imperial College  
London

**Back to you...**

Go to

**[www.menti.com](https://www.menti.com)**

Enter the code

**3666 2593**

---