**Ambient Support signs up to the ‘Menopause Workplace Pledge’ to propel inclusivity in the workplace**

***(London, May 2022)* UK charity, Ambient Support has signed up to Wellbeing Of Women’s Menopause Workplace Pledge, to make menopause an inclusive subject within the organisation and to recognise and support their employees who are affected by it.**

The symptoms of menopause are far reaching, and the pledge calls on employers to take positive action to make sure everyone going through the menopause in the workplace is supported. Health and social care provider [Ambient Support](https://www.ambient.org.uk/), which operates in over 120 locations across the UK and provides over 30-thousand hours of care to people on a weekly basis, has signed the pledge to help improve the workplace for women affected by the menopause.

Ambient joins other high-profile supporters including Royal Patron HRH The Countess of Wessex, Ambassadors, Baroness Karen Brady and Carol Vorderman.

**Director of People and Culture at Ambient Support, Sarah Daniel, says:**

“The menopause can be a challenging time for some women and in a workplace of around 1,150+ people, where 83% are women and of this group 60% are aged 45 or over, we want to be clear in our support to any women who are living and suffering with symptoms of the menopause. We will help by signposting people onto resources and provide them with support through our own CiC Employee Assistance Programme or other specialist organisations.

“Ambient believes if employees are supported in the workplace this will have a positive impact on their wellbeing and happiness. An understanding of the menopause and freedom to discuss it should be commonplace and this is why Ambient gives 100% support to their female employees through this pledge.”

The menopause is a natural and normal transition which all women go through, however, for some it can be a really challenging time and adversely affect their personal and professional lives. A staggering 1 in 10 women may choose to leave their jobs due to the menopause and the impact it has on their physical and mental wellbeing.

**Chief Executive of Ambient Support, Mark Milton, says:**

“Ambient is passionate about people and this includes the people we support and our valued employees. In signing the Menopause Workplace Pledge, Ambient recognises that the menopause can be an issue in the workplace and some women need support. We will encourage open discussion and ensure a respectful approach is taken towards the menopause and we will offer active support to all employees who are affected by it.

“Ambient is an innovative and forward-thinking organisation committed to ensuring the workplace environment is a positive one and by making the menopause an inclusive subject and by offering support, we hope to make Ambient an even better to place to work.”

Women over 50 are the fastest growing demographic in the workplace and three in four have severe symptoms. Symptoms such as anxiety, brain fog, fatigue and poor memory are just a few typically experienced which can affect the ability to work.

Visit [www.ambient.org.uk](http://www.ambient.org.uk) for more information

***~ENDS~***

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**Notes to Editors:**

**About Ambient Support:** [www.ambient.org.uk](http://www.ambient.org.uk) @ambientsupport

* One of the Top 20 generic Not-For-Profit Health & Social Care Providers in the UK, Ambient Support (formerly known as Heritage Care and Community Options) is a registered UK charity with over 25 years’ experience
* They deliver services that meet the needs of some of the most vulnerable adults in society. Operating in over 130 locations, they provide over 30 thousand hours of care to people on a weekly basis to support a range of needs due to the ageing process, learning disability or mental illness
* Their wide range of quality specialist services are delivered by dedicated, professional, and passionate staff and their success is built on supporting people to live a full and meaningful life
* Latest results from Ambient Support’s 2021- Satisfaction Survey show: 97% of people supported in Learning Disability services said Ambient have helped to make their life better, 95% are happy with the support Ambient give them and 94% of relatives and friends said their loved one is safely supported by Ambient.  
  In Mental Health Services 93% said that staff believe in their wellbeing and recovery, 91% of people said they knew how to provide feedback or make a complaint and 89% report being given information and support to make choices  
  In services for Older People, 98% report being treated with kindness, dignity and respect and 97% of relatives agree, 91% of friends and relatives report that their loved one’s life has got better since Ambient started supporting them and 97% said that they are happy with the care and support they receive
* Ambient currently employs around 1,325 people across the UK in a number of settings
* Ambient can also help young adults who are transitioning from Children’s to Adult Learning Disability Services
* The Charity has an above industry average with 88% Registered Services rated as Outstanding and GOOD by CQC.