

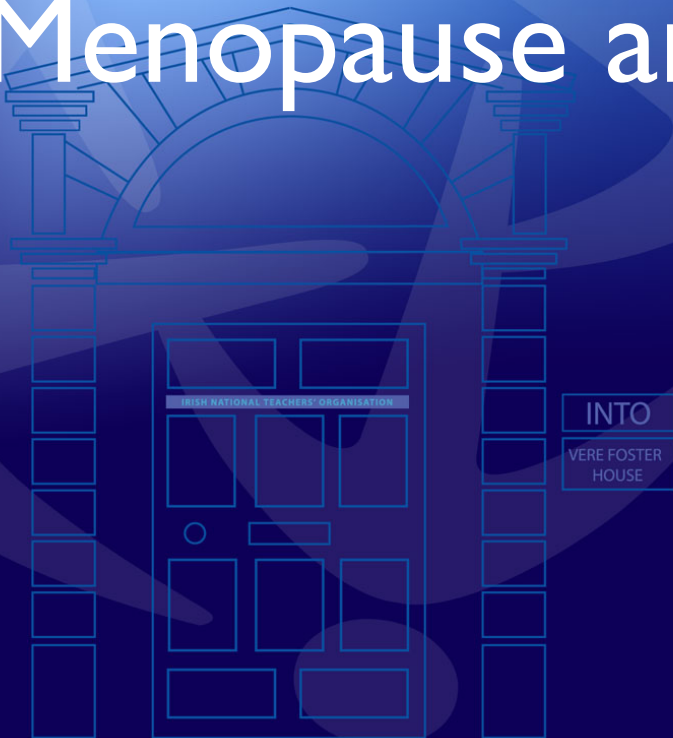
# into



Irish National Teachers' Organisation

# Menopause and Teachers

*A nation's greatness depends upon the education of its people*



# The Teaching profession in the North

- GTCNI Digest of statistics 2018
- Over 75% female
- Over 25% 50+
- Approx 20% of teachers female and 50+
- Principal – 60% female (DE 2020 62%)
- Almost 50% of female principals 50+
- Retirement ages have changed significantly

# Resolution Passed at INTO Northern Conference 2020

Conference acknowledges that a significant majority of the teaching profession are female and are therefore likely to go through the menopause at some stage in their teaching career.

Conference calls on Northern Committee:

1. To negotiate with management on a range of measures, including an agreed policy on supporting menopause in the workplace; and
2. To undertake a campaign on menopause in the workplace which focuses on supporting teachers.

# Implementing the Resolution

- Delayed by Covid
- Information to Members – Printout/Intouch
- This Webinar
- Discussions with other Teaching Unions
- NITC
- JWP
- TNC

# Next Steps

- Awareness Raising – Video on Website
- Information to members – Printout/Intouch
- Include in INTO training for Reps
- Working with Employers on Information/Awareness Raising and Developing a Policy

# What can you do?

- Encourage other members to view the video
- Discuss with family/friends/colleagues
- Ask for help /advice
- Contact INTO to support you
- Contact your GP
- and encourage others to do the same

# Question and Answer Session

- Please use the 'chat' function to submit your question.
- The chair will refer the questions to the panel.
- We will attempt to have all questions submitted answered during this session.