

Upcoming Event

May 19th 2022 10am - 12pm via MS Teams - **Working through Menopause**

According to Jo Brewis, co-author of the Government's research paper, "*Menopause transition: effects on women's economic participation*", women over 50 are the largest growing demographic in the workplace, and with the average age of the menopause being 51, and 8 out of 10 women who are going through the menopause in employment, it is clear that this is an important topic for workers, employers and trade unions alike.

There have already been employment tribunals brought against employers because of their treatment of women experiencing menopause symptoms, and so we need to ensure employers are better preparing their workers and managers to support those experiencing menopause symptoms. This includes introducing a robust menopause policy, providing menopause training to key people such as line managers and talking about it openly to all employees. .

In this webinar, we are excited to welcome a range of guests to discuss what the menopause is and the common symptoms, how it affects people at work and how better we can support our colleagues through this time.

Dr Shabari Hosur



Dr Hosur works as a GP Partner in Cheltenham. She is a Member of Royal College of Physicians (MRCP) London and also Member of Royal College of General Practitioners (MRCGP). For her continued contribution in the field of medicine she was awarded "Fellowship in Royal College of Physicians (FRCP)" Edinburgh in December 2016. She is also a member of Faculty of Sexual and Reproductive Healthcare, London.

Carolyn Harris MP



Carolyn Harris is the Labour MP for Swansea East and a member of Community trade union. She recently introduced legislation to parliament seeking to overhaul "menopause rights, entitlements and education" and set up an All-Party Parliamentary Group (APPG) of MPs which is focused on menopause.

Joanne Williams



Joanne Williams is the Diversity & Inclusion and Wellbeing Consultant at Zurich Insurance Company. She is an Experienced Human Resources Specialist with a demonstrated history of working in the insurance industry. She has been instrumental in policy making within Zurich, including their fantastic Menopause policy.

Clare-Louise Knox



Clare-Louise Knox is a Business Psychologist specialising in women's health at work. Her own experience of living and working with Premenstrual Dysphoric Disorder (PMDD) inspired her to set-up See Her Thrive. She's an affiliate member of The British Menopause Society, Association for Business Psychology, British Psychological Society and CIPD. She's also a lay examiner for the Royal College of Obstetricians and Gynaecologists.

To attend, you must [**REGISTER YOUR PLACE HERE**](#)

Affiliate Fees 2022-23

It has been another good year for the Alliance for Finance, with some excellent seminars being put on virtually, and new affiliates joining us. As you see above, we have already started work on the year ahead and we look forward to welcoming you to our new events. For more information about future events, keep reading over the page.

The AFF Executive Committee has once again decided not to increase affiliation fees, and has also introduced a new banding, for organisations with under 250 members. AFF organisation leads will soon receive our annual invoice and we hope you will continue to support us and the work we do together.

April 2022 Update

Looking back and forward

Alliance for Finance Affiliates enjoyed access to over 10 **learning events** in the last 12 months. This is in addition to access given to join Nationwide's employee body events, Community TU running practical skills training for Affiliate bodies/ members. Key topics included Hybrid Working in the Finance Sector and the impact of Covid, Diversity and Inclusion in the Finance Sector, Brexit, a focus on the Finance Sector, Gender Pay Gap, Employment Law Update and Mediation. Each event drew speakers either from Government, major Finance Employers or Experts in their field.

This year we'll still be able to provide Affiliates access to many Morrish Solicitors webinars and recordings and their on-line updates. We'll continue to sweep and share interesting case law updates and Morrish will be running their popular Employment Law update for AFF. In addition to the very successful Mediation event we have planned 4 other 2022 learning events, we're talking to major presenters: Baroness Nicky Morgan, Carolyn Harris MP, Sir Brendan Barber, former General Secretary of the TUC, and our next event addressing the impact on women of the Menopause and what employers are doing. We're also hoping we can run some aspects of these events face to face.

2021	
April	Morrish recorded webinars, CV – 19 and employment law after Brexit
May	20 May Hybrid Working – the workplace after Covid, Seminar/ Roundtable 27 May Morrish – live webinar, Uber decision
July	21 July - Diversity and Inclusion webinar, Increasing diversity in the workplace:
Sept	21 Sept – Brexit webinar, Focus on Finance Sector
Oct	21 October - Morrish solicitor's own webinar which AFF members have access to on redundancy
Nov	November- Morrish solicitor's own webinar on redundancy
Dec	12 December – Bespoke Morrish solicitor's session for AFF on recent employment cases, post Covid work environment including rise of fire and re-hire, changes to employment terms and contracts, what is a substantial contractual change? 14 December - Gender Pay Gap
2022	
Feb	10 February - Mediation – employee bodies getting the best from mediation
19-May	Working through Menopause
21-Jun	Morrish Solicitors - Conduct & Dismissals in the Finance Sector
13-Jul	Diversity & Inclusion with Baroness Nicky Morgan
Sept	Seminar TBC
Oct/ Nov	Morrish Solicitors, session for AFF affiliates, employment law round up – interesting cases, recent legal changes and a look ahead
Dec	Seminar TBC

Contact Us

Should you wish to contact the Alliance for Finance Exec Committee with any questions, comments, feedback or suggestions, please e-mail info@alliance4finance.org or visit our website www.alliance4finance.org.