



EMPOWER ALL TRAINING

**Education, Training and Clinics delivered by GPs
& Registered Menopause Specialists**

- Educating
- Empowering
- Enhancing Health & Wellbeing - for All



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Welcome

At Empower All Training we believe education should be transformative not just informative.



We are a GP-led organisation providing education and training for both workplaces and clinicians that is both evidence-based and informed by our ongoing clinical experience in specialist Menstrual, Hormonal & Menopausal Health clinics.

Founded and led by experienced GPs Dr Rebecca Tomlinson and Dr Kate Burns, Empower All Training brings together decades of NHS General Practice experience and specialist expertise in both Menstrual, Hormonal & Menopausal Health and Medical Education.

Our corporate training packages are carefully designed to meet the unique needs of your team. We turn evidence-based education into meaningful, practical change - helping individuals, teams and organisations build confidence, improve health outcomes, and thrive.

Whether through education, clinical support, or corporate training, Empower All Training strives to improve health literacy, build confidence, and support individuals to feel empowered at every stage of life.



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

The Importance of Menopause in the Workplace



- Health challenges at work are widespread – negatively impacting attendance, confidence, and performance across the UK.
- Menopause affects everyone: directly impacting all assigned female at birth and indirectly affecting partners, families, colleagues, and teams.
- The scale is undeniable: 5.5 million women aged 45-60 years are in UK employment¹, and research suggests that 73% will be facing menopausal symptoms².
- Workplace impact is significant: 67% say symptoms negatively affect their work, and 53% have been unable to attend work because of them².
- Yet menopause often remains hidden: almost 1 in 5 of those unable to work due to their symptoms report not disclosing this to their manager².
- Inadequate support is driving talent loss: almost 1 in 4 have either considered leaving - or left - work due to inadequate menopause support².
- Supporting menopause at work is vital. It empowers individuals and teams, reduces stress, protects productivity, and both retains and attracts talent.

1. BMS Tool for Clinicians Menopause and the workplace guidance: what to consider. July 2025. <https://thebms.org.uk/wp-content/uploads/2025/12/07-NEW-BMS-TIC-Menopause-and-the-workplace-JULY2025-B.pdf>

2. Chartered Institute of Personnel and Development. Menopause in the workplace Employee experiences in 2023. October 2023. <https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2023-pdfs/2023-menopause-report-8456.pdf>



Corporate Training Programmes



Our workplace programmes are designed for real impact: concise, evidence-based, and delivered by practising NHS GPs with additional expertise in Menstrual, Hormonal & Menopausal Health and Medical Education.

Each session builds understanding, confidence and inclusion - supporting your organisation to meet wellbeing, equality and performance goals.

Training is grounded in real clinical insight and designed to translate knowledge into confident, practical action at work.



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Menopause Awareness For All

Designed for: All employees

Format: Virtual or on-site interactive session

Duration: 60-120 minutes inclusive of Q&As

Led by: Menopause Specialist GPs



Overview

An engaging and accessible introduction to menopause and perimenopause – how to recognise these life stages, how symptoms can affect work, and why awareness benefits everyone.

Participants learn how to start open conversations and how and where to access credible support.

The session also helps to dispel common myths, and create a foundation of empathy across teams.

It is ideal as a stand-alone awareness session or as the first step in a wider wellbeing initiative.

Outcomes

- Improved understanding of menopause and its impact on work
- Confidence to discuss symptoms and signpost colleagues appropriately
- Greater inclusion and wellbeing across all genders and roles



Menstrual and Female Hormonal Health

Designed for: All employees

Format: Virtual or on-site interactive session

Duration: 60-120 minutes inclusive of Q&As

Led by: Menopause Specialist GPs



Overview

This workshop gives employees and managers a practical understanding of Menstrual and Female Hormonal Health across all life stages; blending current medical insight with real-world relevance to support wellbeing, productivity, and inclusion.

Participants will better understand the significant impact of menstrual and hormonal changes and related disorders such as endometriosis on health, energy, and performance; and leave with practical tools to support themselves and colleagues.

Conditions covered include; fibroids, adenomyosis, endometriosis, PMS/PMDD, and PCOS; with guidance on symptoms, management, and when to seek medical advice.

Outcomes

- Improved understanding of Menstrual and Hormonal Health
- Recognise common symptoms and conditions
- Gain practical strategies to support self and others



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Manager and HR Training - Supporting Colleagues Through Menopause

Designed for: Managers and HR

Format: Interactive Group or 1:1

Duration: 45 minutes

Led by: Menopause Specialist GPs

Overview

Managers are often the first to notice when a team member is struggling, yet many feel unsure how to approach gender specific health-related issues.

This practical session transforms uncertainty into confidence.

Participants learn to recognise how Menstrual, Hormonal & Menopausal Health concerns can influence performance, plus explore real workplace scenarios and consider what reasonable adjustments can really make a difference.

Empowered managers optimally support teams, reduce absences, improve retention, and strengthen reputation as an inclusive organisation.



Workplace Education & Training

Designed for: All employees

Format: Tailored 60-120 minute workshops or multi-session programmes

Led by: Menopause Specialist GPs



Overview

This bespoke package can be designed around the specific health needs and priorities of your team.

Drawing on broad General Practice expertise, we create engaging, interactive sessions that will empower staff with practical, evidence-based knowledge to support their health and wellbeing at work and beyond.

Content can span the breadth of Primary Care, from specific medical conditions to neurodiversity, mental health, and general wellbeing - including lifestyle change and stress management.

Key Points

- Fully customised content based on employee feedback, workplace data or organisational goals
- GP-led, evidence-based education providing clear, accessible guidance tailored to your workplace
- Practical tools and take-away strategies to improve health, resilience and wellbeing



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Clinical Education Programmes



Empower All Training provides clinical education aligned with British Menopause Society (BMS) and College of Sexual and Reproductive Healthcare (CoSRH) guidance for Healthcare Professionals seeking improved confidence in managing Menstrual, Hormonal, and Menopausal Health.

Our programmes are designed to support clinicians at different stages of confidence and experience.



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Menopause & Perimenopause In Primary Care

Designed for: GPs, practice nurses, pharmacists and allied health professionals

Format: Accredited CPD session - virtual or in-person

Duration: Half-day course

Led by: Menopause Specialist GPs



Overview

This course is aimed specifically at those providing Menopause Care in primary care settings. It provides an interactive half-day with scenario-based learning, quizzes, presentations plus time for discussion and questions.

This course serves as both a robust introduction for clinicians new to Menopause Care, and a useful update for more experienced providers.

Learning Outcomes

- Increased confidence in managing menopause consultations
- Understanding when to consider HRT, its contraindications, and alternatives
- Ability to provide holistic, patient-centred care



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Women's Health Across The Lifespan

Designed for: Primary Care clinicians and allied health professionals

This course covers female hormonal health from adolescence to post-menopause - integrating reproductive health, contraception, and common menstrual and hormonal conditions including fibroids, endometriosis, PCOS, PMS, and PMDD.

Participants gain practical frameworks to deliver joined-up, preventative and empowering care.



Advanced Clinical Workshops

Designed for: Experienced clinicians managing complex cases

Interactive, case-based group sessions exploring advanced case studies based on topics such as menopause after cancer, premature ovarian insufficiency (POI), and managing menopause in the context of multimorbidity are included. Each session includes reflective learning and quality improvement resources that support the appraisal process.



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Specialist Menopause Qualifications

CoSRH Menopause Care Professional Certificate (MCPC)

Dr Rebecca Tomlinson is an
Accredited BMS and CoSRH
Menopause Trainer

The CoSRH MCPC equips healthcare professionals with the knowledge, clinical skills and confidence to provide high-quality menopause care.

It serves as both a standalone qualification for primary care providers and a foundation for those wishing to progress to more advanced study or lead a menopause service.

CoSRH Menopause Care Professional Diploma (MCPD) & BMS Advanced Certificate in the Principles and Practice of Menopause Care (PPMC)

The CoSRH MCPD and BMS PPMC build on the foundation of the MCPC or BMS Management of Menopause Certificate - providing advanced knowledge, clinical experience, and leadership skills in menopause care.

The MCPD syllabus and curriculum have been reviewed by the BMS Medical Advisory Council and approved for BMS Menopause Specialist recognition.

Please note: the BMS Advanced Certificate is specifically intended for healthcare professionals managing complex menopause cases - i.e. the 5% or so of patients who require specialist care.



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Virtual Menstrual, Hormonal & Menopausal Health Clinics

Delivered by practicing NHS GPs with specialist training in Menstrual, Hormonal, & Menopausal Health, Empower All's Virtual Advisory Only Clinic provides confidential, expert consultations.

We deliver personalised, evidence-based, holistic care considering medical history, symptoms, lifestyle factors and individual goals.

All appointments are held virtually via a secure video platform - enabling clear clinical governance and continuity of care.

As part of our commitment to training and nurturing menopause expertise, we also offer reduced-cost Menopause appointments delivered by qualified GPs undertaking advanced menopause training.

- These consultations are optional and fully supervised by a Registered Menopause Specialist and Trainer.

For organisations, the clinic provides direct access to specialist GP-led Menstrual, Hormonal & Menopausal Health expertise, enabling early clinical intervention, timely support and structured, evidence-based care that supports attendance, performance and wellbeing.



Our Clinics Offer:

- Comprehensive clinical assessment and diagnosis via 45-60 minute appointments
- Evidence-based management plans, including HRT and non-hormonal options
- Written GP correspondence to support continuity and co-ordination of care



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk

Our Team



Dr Rebecca Tomlinson
GMC : 6046151

MBBCh, DFCRH, MRCGP,
PGCert Med. Ed.,
BMS & CoSRH Trainer,
CoSRH Advanced
Menopause Certificate,
Registered CoSRH / BMS
Menopause Specialist



Pronouns : She/her



Pronouns : She/her

Dr Kate Burns
GMC : 6155700

MPharm, MBChB, DRCOG,
DFSRH,
BMS Advanced Certificate
in PPMC,
Registered BMS
Menopause Specialist



enquiries@empoweralltraining.co.uk



www.empoweralltraining.co.uk