

# ISS wins RoSPA Initiative of the Year Award for menopause project

4 years ago



ISS Facility Services has been awarded the RoSPA Initiative of the Year for the Menopause Awareness Project.

The initiative, led by ISS UK's newly appointed Head of Diversity, Inclusion and Belonging, Kat Parsons, aimed to raise awareness of the menopause, how it can affect the health and safety of employees in the workplace and ultimately remove the stigma associated with the menopause.

The award recognised the initiative's suite of activities to raise awareness of the menopause within ISS UK, including delivering well-being safety moments, an e-learning module, awareness sessions with ISS Mental Health First Aiders, forming a menopause working group and launching a menopause policy for ISS.

The menopause symptoms of brain fog, anxiety, forgetfulness, depression and lack of sleep can greatly affect the ability of employees to operate safely. The initiative aimed to support employee safety through the menopause and giving all employees the tools to identify the menopause symptoms among colleagues.

Kat Parsons, who led the project, was also recognised for her achievements in this area with a High Commended commendation for the [SHP Trailblazer award](#) in 2021. This publicity has led to Kat writing a blog for [Mental Health at Work](#) based on her experiences of living with her wife with menopausal symptoms and the challenges this presented to their family.

Organisations receiving a RoSPA Award are recognised as being world-leaders in health and safety practice. [RoSPA recently awarded ISS nine gold standard awards for Health and Safety excellence.](#)

Kat Parsons, Head of Diversity, Inclusion and Belonging at ISS said: "We are honoured to receive the RoSPA Initiative of the Year Award for the ISS Menopause Awareness Project. This initiative was created to provide

education and understanding of the menopause and how it can affect everyone. Whether it be yourself, a partner, colleague, friend or family member, the impact is felt by all. The feedback to date has been phenomenal and this award is another clear demonstration of how ISS will be continuing to drive this project forward to provide support and make a difference to those suffering menopausal symptoms."

Julia Small, RoSPA's Achievements Director, said: "This is a fantastic and well-deserved accomplishment. All our award entrants demonstrate their unwavering commitment and passion for keeping people safe at work. I would like to add my personal thanks for all the work that it has taken to secure this well-deserved award – congratulations to all those involved. You are a fantastic example to others in your sector."

Sandy Lucas, ISS's People & Culture Director, said: "We are absolutely delighted that ISS has been recognised by RoSPA for the program of work we've delivered on the menopause. Huge kudos goes to Kat Parsons, who led this initiative in addition to her day job leading our Health, Safety, Environment & Quality team for Professional Services & Technology. Kat has recently been promoted to Head of Diversity, Inclusion and Belonging. This newly created role, on the People & Culture Leadership team, is a statement of our commitment to the diversity, inclusion and belonging agenda for ISS UK & Ireland and I'm thrilled that Kat will be leading these efforts."

For more information about the RoSPA Awards visit: [www.rospa.com/awards](http://www.rospa.com/awards).