

## News

# BCLP OPENS UP THE MENOPAUSE CONVERSATION WITH PEPPY APP

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Global law firm Bryan Cave Leighton Paisner (BCLP) has partnered with [Peppy](#), an easy-to-use app that connects practitioners with employees facing challenging life transitions, to provide its staff and partners with leading menopause care and support.

As an employer, BCLP continues to engage with its employees at all levels to create a thriving and inclusive workplace that is forward-thinking in its approach to not only legal business, but also on important social and health discussions. Via its partnership with the Peppy app, BCLP seeks to remove the stigma around menopause within the workplace by providing employees with access to free, expert advice available 24/7 with no need for appointments.

BCLP's Chief Knowledge Officer Judy Mackenzie Stuart, one of the firm's menopause champions, explains: "Menopause is a natural phase in every woman's life. As the number of women who fall within the menopausal age range in the workplace is growing, we need to provide support to those affected, and importantly help other colleagues understand what's involved. For some, it can be a very challenging time physically and emotionally, and too often we feel the need to hide the fact that it's happening to us. It has been a taboo subject for too long, surrounded by stereotype and misunderstanding, even impacting career progression for some. I am delighted that BCLP, as a forward-looking firm, is taking steps to provide support, and make this a topic that we all feel comfortable talking about openly."

Mridula Pore, CEO and co-founder of Peppy, comments: "We are delighted to be working with BCLP – a pioneering law firm committed to diversity and inclusion. BCLP has repeatedly been awarded for Legal Innovation; now, they're leading the way when it comes to supporting their people through one of life's biggest transitions."

Peppy recently collaborated with The Law Society of England and Wales to produce menopause guidance (September 2020), in recognition of the fact that more than half of the UK legal profession is female, and to raise industrywide awareness around the subject of menopause. This resource sets out recommendations to organizations on adjusting working environments and identifying discriminatory behavior, while also providing advice to create a supportive culture for all women who are experiencing menopause.

Peppy is currently only available to UK BCLP staff.

## MEET THE TEAM



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