Supporting women through the menopause

Gender equality, performance and Menopause Action Plans

Deborah Garlick, Founder of Henpicked

© T4W Henpicked Limited

Why menopause at work is urgent and important

DEMOGRAPHIC CASE

BUSINESS CASE

LEGAL CASE

SOCIAL RESPONSIBILITY CASE

This is everyday life for your workforce

1 in 10 Left a job due to menopause symptoms

Retain talent, improve motivation and performance

- 3 in 4 experience symptoms
- 1 in 4 experience **serious** symptoms

45%

Say their symptoms have a negative impact at work

Real people | Real impact | Real cost

47% that needed to take a day off work due to symptoms won't tell their employer the real reason

41% are worried their abilities will be called into question

© T4W Henpicked Limited

Menopause Action Plans – what employers need to know

- Employment Rights Act 2025 introduced Menopause Action Plans
- Government released further information on International Women's Day
- Portal opening soon for voluntary publication of plans
- Expected to become mandatory from **Spring 2027**

Organisations acting now are ahead

© T4W Henpicked Limited

Menopause symptoms

© T4W Henpicked Ltd 2024

Everyone is *different.*

© T4W Henpicked Ltd 2024

What does meaningful support look like?

Culture

Have you created a culture where people feel supported and able to thrive?

Policies & Practices

Is it clear how you support menopause at work? And are people aware of how they are supported and the important role they play?

Engagement

How do you engage everyone? And have you listened to people in your organisation about their lived experience?

Training

Do your people have the right knowledge and skills to talk about and support menopause confidently?

Working environment

Does your workplace help or hinder those experiencing symptoms? Think about all roles and locations.

© T4W Henpicked Limited

Mars UK

- Put Associate listening at the heart of their menopause-friendly approach
- Used colleague networks to bring lived experience into decision-making
- Focused on practical action, not just awareness
- Challenged workplace norms and long-standing assumptions
- Introduced more comfortable uniform options to better support colleagues experiencing symptoms
- Created momentum through open conversations and shared action across sites

Independently accredited **menopause friendly** employer

PROUD to display the BADGE

© T4W Henpicked Limited

Boots UK

- Built on a long history of menopause awareness dating back to the 1950s
- Recognised menopause as both a health and workplace issue for team members
- Embedded menopause support across learning, resources and workplace initiatives
- Introduced practical support including menopause learning for leaders and team members
- Strengthened its commitment through Menopause Friendly Accreditation and became Reaccredited in 2025

Independently accredited
menopause friendly
employer

PROUD to display the BADGE

© T4W Henpicked Limited

Menopause and Menstruation Friendly Employer Awards 2025

Supported by

bsi

CIPD

som
Supporting occupational health and wellbeing professionals

Download free resources to support your organisation here

© T4W Henpicked Limited