



MENOPAUSE FRIENDLY

# Menopause Action Plans

Are you ready?



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## Why start now?

Getting ahead of the legislation and build your business case for the importance of menopause support.

## Building blocks for success

Learn what great support looks like and examples of best practise from leading organisations.

## Where are you now?

Checking in around what you already have in place and what else you need to consider for your menopause support to include in your Action Plan.

## From awareness to action

The next steps you can take as an organisation and how Menopause Friendly can help.



# Introduction

## Menopause Action Plans - are you ready?

Menopause support is no longer a 'nice-to-have'.

With the Employment Rights Act 2025 demanding action from organisations with 250+ employees, menopause support as part of a Gender Equality Action Plan will become a core part of gender equality requirements.

This guide gives you clarity on what you need to think about and how the trusted Menopause Friendly standards used by hundreds of leading employers can support your action plan.

Wherever you are on your journey, understanding these foundations helps ensure your organisation offers the right awareness, education and support consistently and confidently.



# Why this matters

**18%**

of the UK workforce is menopausal, the fastest-growing working demographic.

**3 in 4**

experience symptoms and 1 in 4 have serious symptoms that can impact performance and confidence.

**1 in 10**

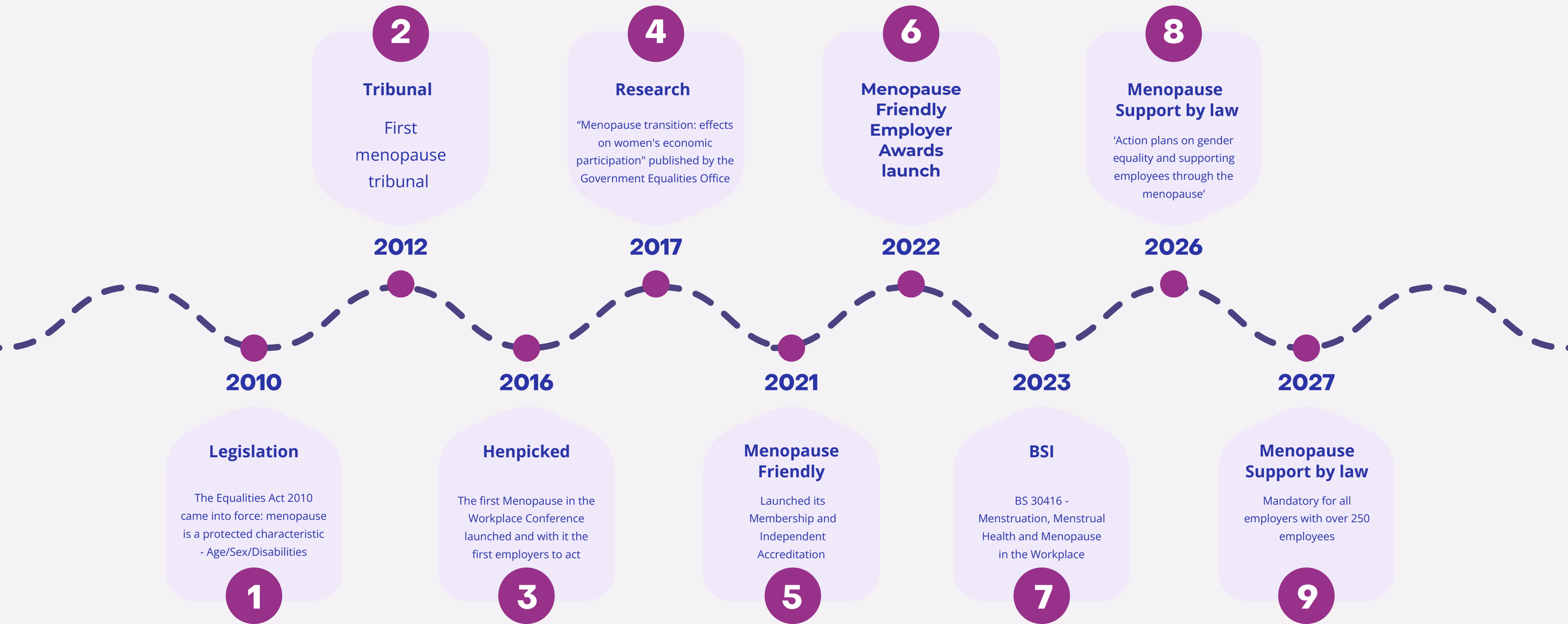
have left work, 14% had reduced their hours at work, 14% had gone part-time and 8% had not applied for promotion.



[Click here to access our business case >>](#)



# A Bit of History





# What's in a name?

How the terminology has evolved — and what it means



01

## 2024 – Manifesto

### *“Menopause Action Plans”*

- Clear political commitment
- Standalone reference to large employers (250+)
- Framed around prioritising women’s wellbeing at work

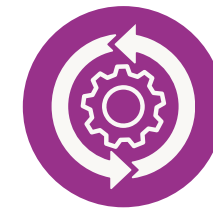


02

## 2024–2025 Employment Rights Bill

### *Menopause within Equality Action Plans*

- Menopause positioned within a broader equality framework
- Integrated into employment reform legislation
- Technical drafting and structural detail developed



03

## 2026 Implementation update

### *Action plans on gender equality and supporting employees through menopause*

- Explicit reference to menopause support
- Framed within gender equality architecture
- Mandatory for large employers
- Phased rollout with further detail to follow



04

## What hasn't changed...

### The expectation to act

- Structured action is expected. Not tick-box
- Large employers – over 250 employees
- Transparency and publication are central
- Menopause remains explicitly referenced

# Evidence-informed menopause actions

## ➤ Policy or Guidance

Review policies and procedures to meet the needs of employees experiencing menopause

## ➤ Occupational Health

Offer occupational health advice for employees experiencing menopause

## ➤ Support groups

Set up menopause support groups and networks

## ➤ Manager Training

Train managers to support employees experiencing menopause

## ➤ Workplace adjustments

Offer workplace adjustments for employees experiencing menopause

## ➤ Risk assessments

Conduct a menopause risk assessment for your workplace



# 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.

# Risks and considerations



A strong Action Plan is one where organisations say what they do and do what they say



## The risk of not acting

Failing to comply with new requirements exposes organisations to legal, reputational and employee-relations risk.



## The risk of leaving it too late

Organisations that act only when compelled risk being seen as reactive rather than values-led, particularly by existing and future employees.



## The risk of misalignment

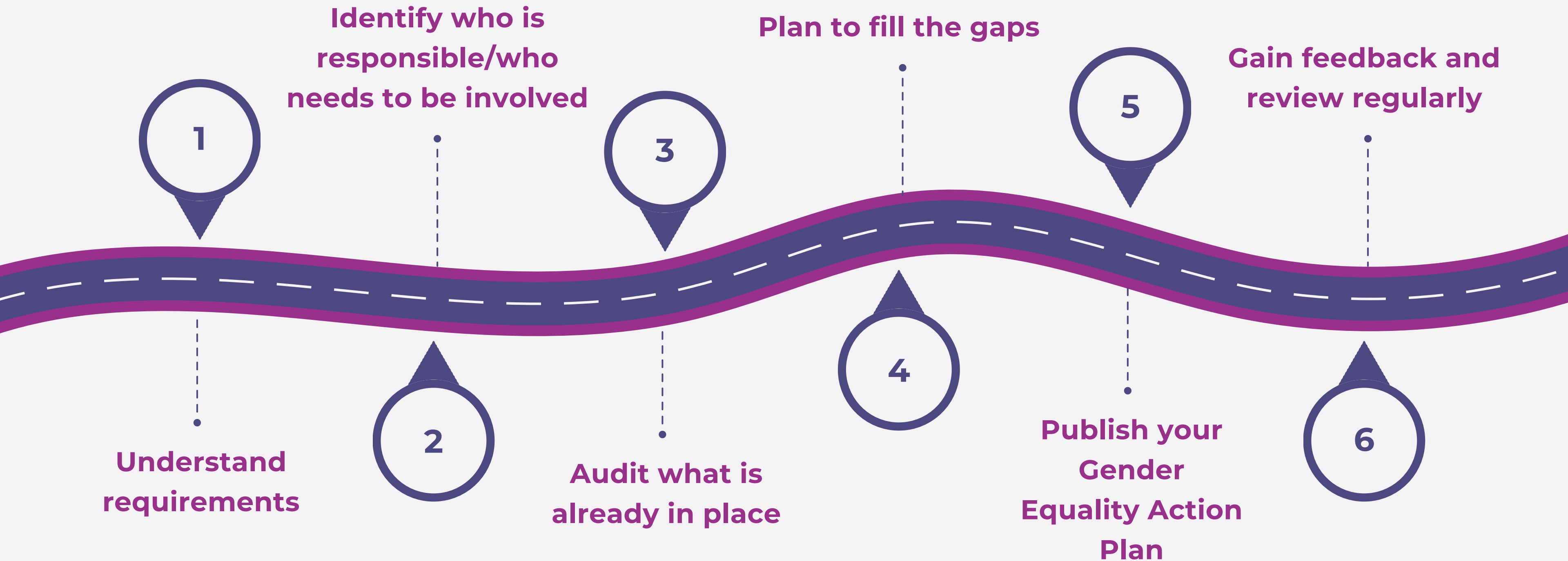
Publishing a detailed, well-intentioned action plan that does not reflect everyday reality carries significant risk.



## The risk actions in isolation

A joined up approach is essential. One action in isolation can increase your risks, e.g. publishing a policy without bringing it to life in practice.

# Gender Equality Action Plan Roadmap





# Action Plans: Step-by-step process for submission



## Step 1

### Understand the issues in your organisation

- Analyse your data to find the causes of your gender pay gap, and engage with employees to understand how they may be impacted by menopause at work.
- Use this analysis to help you choose the best actions to close the gap and support your people.



## Step 2

### Choose your actions

- Choose actions which help to address issues identified in step 1.
- There are 18 actions to choose from. You must choose a minimum of two.
  - one must address your gender pay gap
  - one must support employees experiencing menopause



## Step 3

### Write a supporting narrative

- You must add the following to your plan
  - supporting text for each action (max 100 words)
  - a supporting narrative for your overall action plan (max 200 words)
- This will be published alongside the data you report on the gender pay gap service.



## Step 4

### Submit your action plan

- Sign in to the gender pay gap service when you're ready to submit your action plan.
- The person who submits your action plan will need to create their own account on the gender pay gap service, and then link your organisation to their account.



## Step 5

### Track the outcomes of your actions

- Measuring and monitoring progress allows you to:
  - produce a set of metrics before you start an action ('baseline')
  - track changes after you start
- When you take action, you should test if progress is happening as intended.



## Step 6

### Review your plan

- After action plans become mandatory, you will need to review and update your action plan every reporting year.
- Details are still subject to legislation but likely to include:
  - interim progress review 1 year and 2 years after submitting your mandatory action plan
  - a more detailed review after 3 years



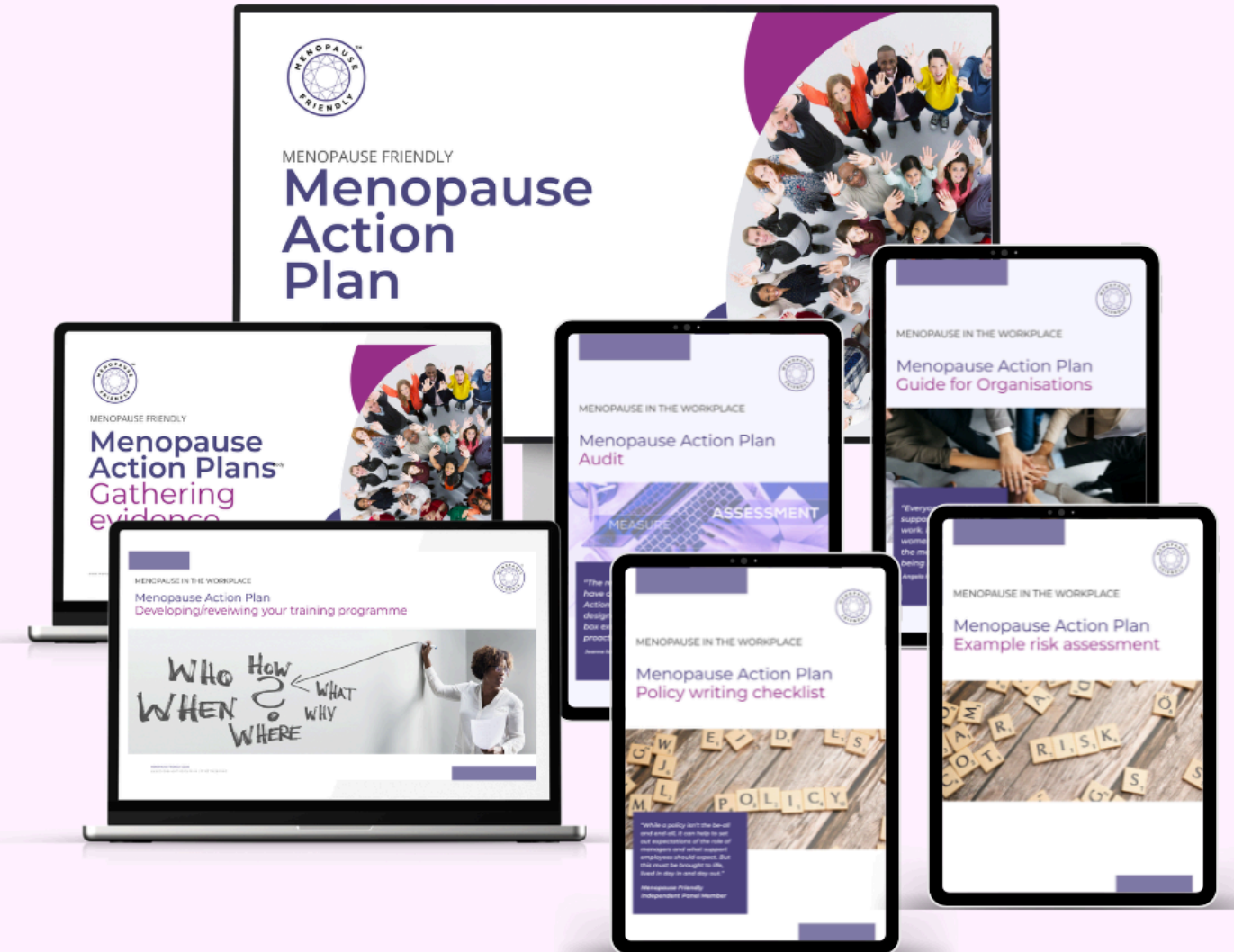
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# Menopause Action Plan Toolkit

Our new Menopause Action Plan Toolkit is available to all Menopause Friendly Members. Not ready to join the membership? You can purchase our Menopause Action Plan Toolkit which includes:

- Guide to Gender Equality Action Plans
- Guide to Menopause Action Plans
- Draft template to plan your content
- Example Menopause Action Plan
- Gender Equality and Menopause Action Plan Audit
- Resources to help support the six evidence-informed actions to support menopause

## MENOPAUSE ACTION PLAN TOOLKIT



[LEARN MORE >>](#)



# How menopause Friendly can help

## > Membership

As part of our membership, our members have **FREE** access to our **Menopause Action Plan Toolkit** with guides, templates and examples, as well as regular workshops to walk organisations through the process.

## > Accreditation

Our accreditation is the industry-recognised mark of excellence and the only accreditation awarded by an independent panel of experts.

## > Training

Any training gaps you identify, we're here to support you from in-person sessions to eLearning modules you can host on your LMS and specialist programmes for your Occupational Health teams.



[CONTACT OUR TEAM >>](#)

