



# Menopause Friendly

WORKPLACE TRAINING AND  
ACCREDITATION

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MEMBERSHIP | ACCREDITATION | TRAINING



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# KEY MENOPAUSE FACTS

Everyone should have menopause awareness, so they can support colleagues, friends and family.



**3 in 4 people** experience menopause symptoms at some time

51

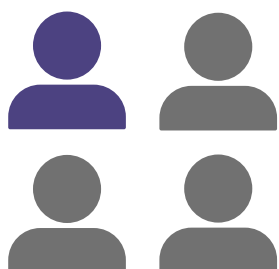
is the average age to reach menopause

8 in 10

people of menopausal age are in work

2 in 5

said symptoms were worse than expected



**1 in 4 people** experience serious symptoms

1%

of people reach menopause before they are 40

**The majority of people** are unwilling to disclose menopause-related health problems to line managers

# CHECKLIST



## How menopause friendly is your organisation?

**There are more people experiencing menopause at work than ever before.  
It's important that all employers put the right awareness, education and support in place.**

This quick checklist highlights the best practice elements to think about:

Is it clear how your organisation supports menopause at work?

Having a menopause policy/guidance is considered best practice, ensuring this provides accessible and well-publicised information:

- Do you have either a menopause policy or guidance document, or is menopause included in another policy?
- Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness?



Do you have a culture where menopause can be talked about openly?

Talking about menopause openly supports an inclusive, diverse culture focused on equity, wellbeing and performance. Do you:

- Have information about menopause on your intranet or through other communications channels?
- Have employee networks or a menopause network where employees can discuss menopause, either in person or online?
- Promote menopause awareness in campaigns like World Menopause Day (18 October), or include menopause in your own wellbeing campaigns?
- Have menopause awareness and education sessions for colleagues?

Do your managers and support teams have the right knowledge and skills to talk about menopause?

It's important that managers, HR and Occupational Health teams know:

- What menopause is, its symptoms and how they can affect someone at work.
- What changes or reasonable adjustments help.
- Your organisation's approach to supporting those experiencing menopause.
- How to have a supportive conversation about menopause.

Do you provide access to occupational health support?

- Do your employees have access to Occupational Health support either directly or by referral?
- Do you have an Employee Assistance Programme which supports menopause in the workplace?
- Are they trained on menopause, how it can affect someone at work and how to help?

Do your employees wear uniforms or have a dress code?

If a uniform or dress code is needed at work:

- Can they be adapted to manage hot flushes or cold sweats e.g. layering?
- Can extra garments be ordered if needed?
- Do you think about the fabric and fit when redesigning or updating new uniforms?

Does your working environment support those experiencing menopause symptoms?

The work environment can sometimes make symptoms worse:

- Is it possible to adjust workplace temperature or provide desk fans?
- Is there access to cold drinking water, washroom facilities and toilets in all workplace situations, including off site?
- Could those who need to stand for a long period of time or are customer facing take an extra break or sit down?



# MENOPAUSE AT WORK

# THE BUSINESS CASE

## DEMOGRAPHIC CASE

Menopause has always been around. But we're now living and working for longer, which means more people are working through their menopause transition than ever before.

As an example, in the UK women over 50 are the fastest-growing workplace demographic. However research tells us that the majority of people are unwilling to discuss menopause-related health problems with their line manager or ask for the support or any adjustments they may need.

80%

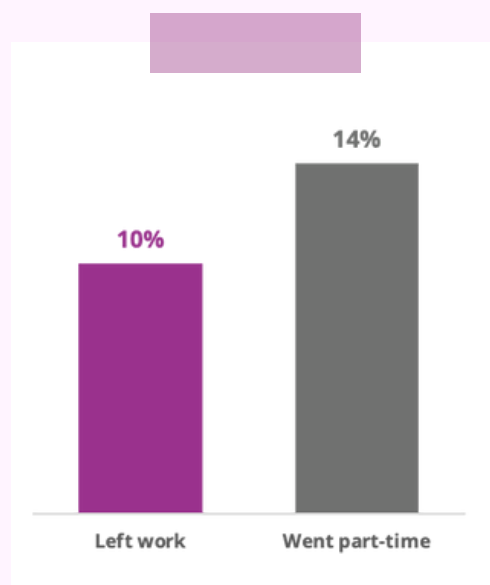
of people going  
through menopause  
are at work

Source: Fawcett Society Report, 2022

## BUSINESS CASE

The benefits include helping us create a more inclusive culture, retain talent and improve performance and motivation. Research tells us that:

- 1 in 4 have considered leaving work during their menopause transition
- 1 in 10 who have worked during the menopause left a job due to their symptoms
- 14% have gone part time
- 8% have not applied for promotion



Source: Fawcett Society Report, 2022

# MENOPAUSE AT WORK

# THE BUSINESS

# CASE

## CONTINUED

### LEGAL CASE

Menopause at work can be covered by certain pieces of legislation to protect employees such as Equality legislation and Health and Safety legislation. For example, there have been successful tribunals in the UK citing menopause. More information can be found in this article: [Employers' Legal Responsibilities](#).

If an employee is experiencing some workplace challenges due to their symptoms, we have a responsibility to discuss whether there are any supportive changes/ reasonable workplace adjustments that may assist.

### SOCIAL RESPONSIBILITY CASE

Because it's the right thing to do. Introducing menopause support is something all responsible employers should do. Among people who are currently experiencing menopause:

10%

have left work due  
to menopause  
symptoms

Source: Fawcett Society Report,  
2022

46%

were worried that  
they would be  
perceived negatively

Source: Standard Chartered  
Menopause in the Workplace  
Impact report 2021.

41%

were worried their  
abilities would be  
questioned

Source: Standard Chartered  
Menopause in the Workplace  
Impact report 2021.



# THE MENOPAUSE FRIENDLY ACCREDITATION

Much more than a  
tickbox, a promise or  
a pledge.

Achieving The Menopause  
Friendly Accreditation  
demonstrates you're a great  
place to work.

Menopause Friendly  
workplace standards are  
defined and governed by the  
Independent Panel of  
experts with the aim of  
sustainable and tangible  
change.

They review all applications  
for The Menopause Friendly  
Accreditation and provide  
detailed feedback whatever  
the outcome.

Start your journey by joining  
the Menopause Friendly  
membership.



**PROUD**  
to display  
the **BADGE**

## STEP 1: COMMIT

By joining the Menopause Friendly membership right for your organisation. Share your commitment internally and externally with your ready-made asset pack.

## STEP 2: MAKE CHANGE

Make use of genuinely helpful resources including monthly webinars on accreditation pillars, masterclasses, engagement kits, policy library and more.

## STEP 3: APPLY

When you're ready, apply for accreditation. The expert Independent Panel reviews all applications and provides detailed feedback whatever the outcome.

## STEP 4: CELEBRATE

When you achieve accreditation you've a lot to celebrate. You're one of the leading employers changing the lived experience of those going through menopause now and for generations to come.

## STEP 5: SUSTAIN

You'll need to re-apply every 3 years to maintain your accreditation. Your membership provides regular engagement kits to make it easy to keep the conversation going.



## MENOPAUSE FRIENDLY

# MEMBERSHIP PACKAGES

Menopause Friendly Membership provides access to apply for The Menopause Friendly Accreditation and genuinely helpful resources to help you get there.

### WHAT LEVEL OF SUPPORT DOES YOUR ORGANISATION REQUIRE?

#### RECOGNITION

Display your logo on our site alongside leading employers



Committed to being Menopause Friendly asset pack



Apply for The Menopause Friendly Accreditation



#### GUIDANCE AND SUPPORT

Guidance on what it means to be a menopause friendly employer



Step-by-step guidance and support



Monthly workshops on each accreditation pillar



Monthly specialist masterclasses



On-demand videos on key subjects



Case studies to support sharing of best practice



#### RESOURCES

Ready-to-use engagement toolkits for key events like World Menopause Day, International Women's Day



Sample surveys, communications and training plans



Access to our unique library of policies and guidance documents



Resources to support your Menopause Champions



#### COMMUNITY AND EVENTS

Invitation to special events



Invitation to educational events



Invitation to our private LinkedIn community



[GO TO PRICING >](#)





MENOPAUSE FRIENDLY

# MEMBERSHIP PRICING

Every organisation is different, so we offer a range of membership packages to suit the size of your business, and the level of support you require on your journey.

## DISCOUNTED PRICES FOR SMALL ORGANISATIONS, NHS, CHARITIES AND PUBLIC SECTOR

It's our mission for **all** employers to be menopause friendly, so we offer discounted rates for small organisations, the NHS, charities and public sector.

## WHEN YOU GAIN ACCREDITATION, YOUR MEMBERSHIP FEE REDUCES BY 50% OR MORE

Making it easy for you to sustain change with regular toolkits, events and more to keep the conversation going and maintain your Menopause Friendly employer status.

## DISCOUNTS FOR DUAL MEMBERSHIP

Hundreds of leading employers are working towards both The Menopause Friendly Accreditation and The Menstruation Friendly Accreditation. Support all employees by committing to being menstruation friendly **and** menopause friendly.

You'll receive a discount of **up to 25%** by purchasing dual membership.

## ALREADY A MENSTRUATION FRIENDLY MEMBER?

Please get in touch: to say thank you for the amazing things you're doing, we're offering **up to 25%** discount on Menopause Friendly membership for existing Menstruation Friendly members.

## WHAT'S THE RIGHT PACKAGE FOR YOUR ORGANISATION?

WE ARE...

**A CHARITY, PART OF THE  
NHS OR PUBLIC SECTOR**



**A FOR-PROFIT  
ORGANISATION**





# NHS, CHARITIES AND PUBLIC SECTOR MEMBERSHIP PRICING

## FEWER THAN 350 EMPLOYEES

	MENOPAUSE FRIENDLY MEMBERSHIP		MENSTRUATION + MENOPAUSE FRIENDLY MEMBERSHIP	
	LEVEL 1	LEVEL 2	LEVEL 1	LEVEL 2
Annual membership fee	£495	£995	£750	£1,495
Reducing to... when you're accredited	£245	£495	£375	£745

## 351 - 1,000 EMPLOYEES

	MENOPAUSE FRIENDLY MEMBERSHIP		MENSTRUATION + MENOPAUSE FRIENDLY MEMBERSHIP	
	LEVEL 1	LEVEL 2	LEVEL 1	LEVEL 2
Annual membership fee	£995	£1,995	£1,495	£2,995
Reducing to... when you're accredited	£495	£995	£745	£1,495

## 1,001+ EMPLOYEES

	MENOPAUSE FRIENDLY MEMBERSHIP		MENSTRUATION + MENOPAUSE FRIENDLY MEMBERSHIP	
	LEVEL 1	LEVEL 2	LEVEL 1	LEVEL 2
Annual membership fee	L2 FOR PRICE OF L1	£1,995	L2 FOR PRICE OF L1	£2,995
Reducing to... when you're accredited	L2 FOR PRICE OF L1	£995	L2 FOR PRICE OF L1	£1,495



# FOR-PROFIT ORGANISATIONS

# MEMBERSHIP PRICING

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	LEVEL 1	LEVEL 2	LEVEL 1	LEVEL 2
Annual membership fee	£1,995	£3,995	£2,995	£5,995
Reducing to... when you're accredited	£995	£1,995	£1,495	£2,995



# MENOPAUSE IN THE WORKPLACE

# WORKPLACE TRAINING

Our workplace training is tried, tested and trusted by thousands of leading organisations.

As the leading provider of menopause workplace training, our training is CPD accredited meaning it's professionally designed to create the best outcomes for your business and your teams.

All training sessions are interactive and can be delivered face-to-face or in person to best suit the needs of your business.

Get in touch with our friendly team to develop the right training programme for your organisation.

**GET IN TOUCH**



[www.menopausefriendly.co.uk](http://www.menopausefriendly.co.uk)

## FOR COLLEAGUES

The first step in breaking the taboo is building menopause awareness for all colleagues: whether they are going through menopause or they are supporting someone else.

## FOR MANAGERS

Providing managers and leaders with an awareness of menopause, how it can impact someone at work and building confidence to have supportive conversations with colleagues.

## FOR HR/OCCUPATIONAL HEALTH

Equip supporting functions with all the knowledge they need to support colleagues: including legal considerations and suggested policy adjustments.

## FOR CHAMPIONS/ADVOCATES

Equip menopause champions, advocates, wellbeing champions and more, so those within your organisation can help build awareness or deliver training.

## EXPERT MASTERCLASSES

Hosted by Menopause in the Workplace and delivered by experts, deepen knowledge on topics including HRT, POI, Male Allyship, Sleep and Nutrition

## DIGITAL LEARNING

Engage your workforce with our Menopause in Minutes video, or enable learning anywhere, anytime with our expert eLearning available LMS-ready or on-demand by licence,



# ABOUT US



## THE LEADING PROVIDERS OF MENOPAUSE WORKPLACE SERVICES

It all started in 2013. Deborah Garlick launched [henpicked.net](http://henpicked.net) to give women a place to have their say, sparking discussion, promoting healthy debate and bring about positive change.

We saw the topics that were important to our subscribers. Starting in 2017 there was a lot of discussion about menopause. So we launched the Henpicked Menopause Hub: a free resource for individuals.

We also partnered with thousands of organisations through Henpicked: Menopause in the Workplace training and launched The Menopause Friendly Accreditation.

Our accreditation is about supporting, recognising and celebrating organisations who make this commitment, and we're welcoming new members all the time.

The Menopause Friendly Accreditation shows that you've achieved this and alongside your Menopause Friendly badge is a clear symbol your success.

Be recognised as an inclusive employer that takes the wellbeing of their colleagues seriously.

“ **It actually really helps with attracting, recruiting and retaining fantastic staff, so I have no doubt the value of doing this in terms of getting the best out of current employees as well as future employees.** ”

**INDEPENDENT PANEL MEMBER**

**Now is the time for all organisations to become menopause friendly.**

Changing the way we think about menopause and the way we support it can often mean a cultural shift, embedding change in the long term.




# Tried, tested and *trusted*

PROVIDING MENOPAUSE WORKPLACE SERVICES TO THOUSANDS OF LEADING EMPLOYERS, INCLUDING...



“




By using Henpicked we were confident that our training was created by the industry leaders and was of the highest standard.

Caroline Milliken, L&D Partner and Programme Manager at Specsavers

”



“




It is wonderful that West Ham United has been named as the first Premier League Club to receive The Menopause Friendly Accreditation and on behalf of everyone at the Club I would like to say how proud we are.

Karren Brady, Vice-Chairman at West Ham United

”



“



The line manager eLearning has been really valuable in our journey to become a Menopause Friendly employer. The easy-to-access and follow content has meant that we have rolled out to all our people managers across Cadent.

Lucy Stuart, Head of Risk & Assurance at Cadent

”



Join  
leading organisations  
in becoming a  
Menopause Friendly  
Employer

GET IN TOUCH >

[www.menopausefriendly.co.uk](http://www.menopausefriendly.co.uk)

[menopause@henpicked.net](mailto:menopause@henpicked.net)



