



# MENOPAUSE FRIENDLY

MEMBERSHIP | ACCREDITATION | TRAINING



**EMPLOYER BROCHURE**

2025-2026

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We have been working with Henpicked since 2021 and with their support we have managed to raise awareness in all Health and Care organisations within South Yorkshire.

Brigitte Kaviani, South Yorkshire Integrated Care Board

# WHY PARTNER WITH HENPICKED?

Menopause Friendly was born from Henpicked — evolving from listening to real voices to leading real workplace change.

Today, we're the UK's leading organisation driving progress around menopause at work, through CPD-accredited training and our independent, industry-recognised accreditation. We partner with organisations of all sizes across a wide range of sectors.

**See our 10-year story >>**

“

**The team bring a huge amount of experience and knowledge relating to support for menopause and, with many of the team having their own experience to share - they deeply understand about the importance of employers providing workplace support.**

Santander UK



## Our mission, our impact

At Menopause Friendly, our mission is to make menopause and menstruation everyday workplace conversations — supported with compassion and backed by evidence, not assumptions.

**GOLD  
STANDARD**

contributors to the BSI Menopause and Menstruation in the Workplace standard

**THE  
ONLY**

independently assessed accreditation for menopause at work

**THE  
FIRST**

menopause workplace training to achieve CPD-Accreditation

**GLOBAL  
PRESENCE**

in the UK, US and Australia, with training available in 36 languages





## Real voices sparked change

It all began in 2013 when Deborah Garlick founded Henpicked as a platform for women to share their experiences and drive change.

As conversations around menopause grew louder, we launched the Henpicked Menopause Hub and began partnering with forward-thinking employers.

That work evolved into Menopause Friendly — now the UK's leading provider of menopause and menstruation workplace services.

## Setting the standard for over a decade

We've supported 1,000+ organisations, with over 160 now proudly Menopause Friendly Accredited. Our global reach includes Australia, the US, training in 140+ countries and resources in 36 languages.

We received an award for helping to write the BSI Standard on menopause and menstruation in the workplace and were the first in the world to earn CPD accreditation for menopause training.

Our training is award-winning; we are proud to have been awarded the CPD Excellence Award as well as Jo Lee-Morris, Head of Training receiving the Equity Award at the National Facilitator Awards.



## Making a difference to lives

We describe, never prescribe: we don't tell people how to manage menopause. We give them the knowledge, tools and confidence to choose what's right for them.

We've raised over £200,000 for good causes including menopause and cancer, early menopause, period poverty and menopause and autism.

Our work is grounded in real evidence, not headlines. Together, we're creating lasting change, one conversation, one workplace at a time.





# BUSINESS CASE

Creating a menopause friendly workplace isn't just good practice - **it's good business...**

## THE FACTS

**1 in 4**

consider leaving work due to symptoms, 1 in 10 actually do.

**18%**

of the average UK workforce is menopausal, the fastest growing workplace demographic.

**46%**

don't disclose symptoms fearing negative perception.

**70%**

experience menopause-related workplace stress.

## THE BENEFITS



### IMPROVE RETENTION

Keep experienced female talent, often at the peak of their career.



### INCREASE PRODUCTIVITY

Small accommodations can improve symptoms that impact productivity.



### ATTRACT TALENT

Stand out from the crowd as an employer of choice for experienced talent.



### REDUCE ABSENTEEISM

Support helps reduce time off caused by fatigue, stress and poor concentration.



### CLOSE GENDER PAY GAP

Menopause impacts promotions, hours and progression. Supporting it drives gender equity.



### THE RIGHT THING TO DO

Giving people the confidence to ask for support makes a huge difference to their lives.

## A TIMELINE MOMENT: THE LAW IS CHANGING

### EMPLOYMENT RIGHTS BILL

confirms Menopause Action Plans are...

Voluntary from

**APRIL 2026**

Mandatory for organisations with 250+ employees from

**APRIL 2027**

**Leading employers don't wait to be told.**

**Employers that act first win most: position your organisation as forward-thinking, inclusive and employee-focussed.**

**Download the full business case >>**



MENOPAUSE FRIENDLY

# MEMBERSHIP AND ACCREDITATION



“

The Menopause Friendly Accreditation provided internal recognition for the great work we have implemented within the menopause space.

A key benefit of the process requiring so much evidence, is that you can take stock of what you have or don't have in place. The whole process acts as a great gap analysis!

Ian Mackenzie, UK Head of Pension and Benefits  
BNP Paribas

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[ABOUT >](#)

[HOW TO GET ACCREDITED >](#)

[MEMBERSHIP PACKAGES >](#)



# THE MENOPAUSE FRIENDLY ACCREDITATION

## What is it?

A rigorous, independent accreditation that recognises organisations leading the way in menopause support. It's not a tick box, pledge or promise — it's evidence that you've made real, sustained change.

## Why it matters

- Signals you're a great place to work for experienced talent — one of the fastest-growing workplace demographics.
- Boosts your ability to retain skilled colleagues often experiencing menopause at the peak of their career.
- Demonstrates a commitment to supporting employees through all stages of life providing the tools and guidance needed for everyone to thrive.
- Prepares your organisation for the Employment Rights Bill's upcoming Menopause Action Plan requirement.



## Why choose The Menopause Friendly Accreditation?



**The only independent menopause accreditation**

Assessed by a panel of experts — not self-declared. [Learn more >>](#)



**Industry-recognised mark of excellence.**

Trusted by over 600 employers, large and small across a range of sectors



**More than 160 accredited organisations in the UK**

And hundreds more on the journey — including in the US and Australia.



**Goes beyond policy**

Demonstrates real impact, sustainability and culture change.

## Join hundreds of leading employers...



[See all our members >>](#)





# HOW TO GET ACCREDITED

Start your journey to being a Menopause Friendly Employer by joining our membership.

## 1. COMMIT

Join as a Menopause Friendly Member and show you're serious. You'll get tools to share your commitment widely.

## 2. TAKE ACTION

Your membership is packed full of resources from webinars to toolkits to make real, lasting change.

## 3. CELEBRATE

When successful, you'll be recognised as an accredited Menopause Friendly employer — a true mark of excellence.

## 4. KEEP GOING

Accreditation lasts 3 years, with ongoing support to retain your accredited status and keep the momentum strong.

## MEMBERSHIP OPTIONS

Menopause Friendly Membership gives access to apply for accreditation, plus genuinely helpful resources to support your journey. Choose the package right for your organisation, with discounts available for NHS, charity and public sector organisations

### LEVEL 1 - ACCESS TO APPLY

**Recognition:** Display your logo on our site alongside leading employers

**Status:** Campaign pack to show your "Committed to being Menopause Friendly" status

**Access to apply:** for The Menopause Friendly Accreditation

### LEVEL 2 - FULL SUPPORT

Everything included in Level 1, plus:

**Monthly events:** covering each of the accreditation pillars and key topics

**On-demand learning:** access to a huge collection of webinar and masterclass recordings

**Best practice library:** case studies, policies and guidance documents

**Templates and how-to guides** for surveys, comms, engagement and policy writing

**Campaign packs** for World Menopause Day, International Women's Day and more

**Exclusive Discounts** for members on our CPD-accredited training and support



# MENOPAUSE IN THE WORKPLACE TRAINING



“

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

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AWARENESS SESSIONS >

PRACTICAL WORKSHOPS >

MASTERCLASSES >

ELEARNING >

# MENOPAUSE AWARENESS SESSIONS

Short sessions to build understanding and spark conversations across your organisation.

- ✓ Available in-person or online
- ✓ Sessions include supporting resources
- ✓ CPD-Accredited content
- ✓ Project Managed by Henpicked

“

**If it weren't for these sessions on menopause, I'd have left my job.**

Feedback from Colleague Awareness training session



## Colleague Awareness

Introduces menopause, symptoms, management and its workplace impact. Empowers everyone to be supportive colleagues.

**MORE INFORMATION >>**

1HR 30 - 2HR

## Manager Awareness

Builds confidence and understanding for managers to support team members experiencing menopause.

**MORE INFORMATION >>**

1HR - 1HR 30

## HR/OH Awareness

Focuses on policy, legal risk and how to embed support into workplace culture.

**MORE INFORMATION >>**

1HR 30 - 2HR

## Partner Awareness

Helps partners understand menopause and provide meaningful support to loved ones.

**MORE INFORMATION >>**

1HR - 1HR 30



# MENOPAUSE PRACTICAL WORKSHOPS

Interactive, skills-based sessions for deeper knowledge and application.

- ✓ Available in-person or online
- ✓ Sessions include supporting resources
- ✓ CPD-Accredited content
- ✓ Project Managed by Henpicked



## Manager Workshop

Practical training with real-world scenarios and tools for meaningful conversations.

[MORE INFORMATION >>](#)

2HR - 2HR 30

## HR/OH Workshop

Dive deeper into best practice, legislation and creating cultural change.

[MORE INFORMATION >>](#)

2HR 30 - 3HR

## Champion Workshop

Prepares internal leads to raise awareness and drive change.

[MORE INFORMATION >>](#)

2HR 30 - 3HR

## Advocate/Train The Trainer

Enables in-house delivery of awareness sessions. Includes full content and facilitator training.

[MORE INFORMATION >>](#)

6HR OR 2 X 3HR

## Support Groups

Brings champions and advocates together to build knowledge, confidence and share best practice

[MORE INFORMATION >>](#)

1HR PER MONTH

# MENOPAUSE EXPERT MASTERCLASSES

Deep dives exploring key topics — delivered by experts, from GPs to nutritionists to inform, inspire and drive change.

Each session is 1 hour, designed to keep the conversation going beyond awareness sessions.

- ✓ Delivered via Live Webinar
- ✓ Scheduled Q&A with experts
- ✓ CPD-Accredited content
- ✓ Project Managed by Henpicked



## Topics include...

HRT (Hormone Replacement Therapy)

Nutrition and Menopause

Movement and Menopause

Menopause and Mindset

POI and Early Menopause

Menopause and Cancer

Andropause and Men's Midlife Health

Menopause and Inclusion

Neurodiversity and Menopause

## Individual sessions

An extensive range of expert-led sessions for a deeper exploration into specialist topics

[SEE FULL MASTERCLASS MENU >>](#)

## Masterclass Series

Curated series of themed masterclasses delivered monthly for ongoing learning

[MORE INFORMATION >>](#)

# MENOPAUSE eLEARNING

Our award-winning, CPD-accredited training in an interactive, digital format.

- ✓ Interactive learning experience with regular knowledge check-ins
- ✓ Fully customisable to your branding
- ✓ Takes around 30 minutes to complete
- ✓ LMS compatible or accessed by link
- ✓ UK or globally facing versions, with multiple languages available

**MORE INFORMATION >>**

## Modules include...

### For colleagues

Understand what menopause is, how it affects work and how to find support.


### For managers

Learn the role of managers in supporting menopause at work and building inclusive cultures.

### Menopause in minutes

Need an intranet resource? Our powerful 6-minute awareness video covers what menopause is, symptoms and how to support open conversations at work.

**MORE INFORMATION >>**




## Menopause in the workplace




Estimated learning time 30 minutes.

People of diverse gender expressions and identities experience menopause and although we may use the terms 'women', 'female', 'her' when quoting specific research, our training is focused on how everyone can be supported.

**START COURSE**

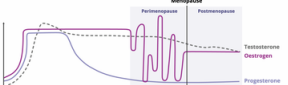


### Colleagues


#### What's happening with hormones during menopause?

Here we show an illustration of what can happen to the body during menopause.



#### Menopause age

You will hear information about "averages" when talking about the age people experience menopause; this can be helpful to understand the most likely time for someone to be experiencing symptoms.



#### Menopause Awareness in the Workplace - Colleagues

**Lifestyle approach**

Lifestyle approach to managing menopause can be important for everyone.

How someone looks after themselves during menopause can have a huge impact on symptoms and long-term health.

When considering the lifestyle approach, small consistent changes can make a big difference.

We encourage people to focus on what works for them, understand what doesn't and how they can make the best choices.

Click each of the buttons for more details.

**Nutrition Exercise Sleep Stress Mindset**

#### Menopause Awareness in the Workplace - Colleagues

**How we talk about menopause**

We are experiencing a cultural shift in the way we talk about menopause.

Click on the considerations around language below to learn more!

**Topic for everyone**

**Use of humour**

**Andropause**

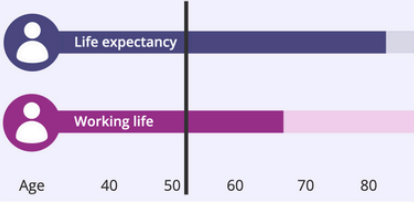
**Inclusivity**

#### Menopause Awareness in the Workplace - Colleagues

### Menopause: the facts

**Currently...**

**Age at menopause**



**Age** 40 50 60 70 80

We are now all living for longer and working for longer and the average age of reaching menopause at 45-55 years old this is now coming at a very different time in life.

**8 out of 10 people going through menopause are in work\*** but 1 in 10 consider leaving work due to the impact of menopause\*\*. We've seen by opening up the conversation and ensuring the right support is in place this can make a real difference.

\* Source: The British Menopause Society  
\*\* Fawcett Society





## TRIED, TESTED AND TRUSTED

Providing menopause and menstruation workplace services to thousands of leading employers, including...



The line manager eLearning has been really valuable in our journey to become a Menopause Friendly employer.



In my view Henpicked are the Masters of Masterclasses. They have such a breadth of themes and subjects which make them an ideal partner in everything menopause.



We are incredibly proud to have achieved the Menopause Friendly Accreditation. At Holland & Barrett, we believe in supporting our colleagues throughout all stages of their lives and menopause is no exception.



MENOPAUSE FRIENDLY IN THE PRESS >>

## MENOPAUSE FRIENDLY ACCREDITATION + MEMBERSHIP



"Through the training and initiatives we have introduced whilst working to become fully accredited, all our colleagues now have a greater understanding of menopause, what females may be going through and how it impacts on them.

Given our public-facing role, this has helped in our dealings with people, creating a greater sense of empathy. It has also been beneficial in strengthening relationships between colleagues, by removing taboos and giving people the chance and confidence to speak and listen."



The Menopause Friendly Accreditation demonstrates our commitment to supporting our staff's health and wellbeing. Being a menopause friendly employer aligns with our Trust values, our 'Wellbeing for Life' vision and our NHS People Promise.



We decided to apply for the Menopause Friendly Accreditation to show our members, colleagues and stakeholders that we take this very seriously as a long-term commitment and aren't simply following the media trend or ticking a box.



"The Menopause Friendly Accreditation provided internal recognition for the great work we have implemented within the menopause space.

"Importantly, it also makes it clear to all staff that we are fully committed to supporting their wellbeing and take pride in providing an inclusive and caring environment. We were surprised at the detail of the application process. You can tell that a lot of hard work has gone in to make it as robust as possible.

A key benefit of the process requiring so much evidence, is that you can take stock of what you have or don't have in place. The whole process acts as a great gap analysis!"



"The Menopause Friendly Accreditation demonstrates our unwavering commitment to our staff and the emphasis we place on creating a positive working environment that allows people to flourish and reach their full potential – supporting and embracing their individual circumstances and needs."



"As a majority female populated company, it is an honour to have been accredited as a Menopause Friendly Employer in recognition of the collective work that has taken place at Oxford PharmaGenesis to break down bias in the workplace on a topic affecting many of our current and future colleagues."



"Menopause is a life event that our policies, processes and procedures need to take account of. Whether directly experiencing the menopause, working alongside or managing someone who is, or engaging with a member of the public who may have symptoms, it is imperative that we provide support, raise awareness, dispel myths and normalise conversations.

Achieving accreditation is testament to each force's commitment and provides the foundation on which we will continue to build."

## MENOPAUSE IN THE WORKPLACE TRAINING + ELEARNING



"As an organisation with a high level of commitment to our staff's wellbeing, with a significant number who will directly experience the menopause, making sure we developed menopause resources and support was a clear need."



"The team bring a huge amount of experience and knowledge relating to support for menopause, and with many of the team having their own experience to share - they deeply understand about the importance of employers providing workplace support."



"Henpicked are menopause experts, and really helped us make a big difference to our colleagues. They guided us to make sure we had everything we needed, so that line managers equipped to have great conversations and colleagues felt supported. The team were fantastic throughout."



"Their patience, professional approach and humour whilst working towards this goal was second to none. The first Line Manager training has received excellent reviews and was delivered in a professional, easy-easy-going and articulate delivery style! Thank you!"

## NEXT

"The team are really excited about 'spreading the menopause word' and supporting both men and women in the workplace through education, useful resources and creating opportunities to talk openly about menopause."



"Thank you so much for the Menopause Training Sessions you delivered for us. They covered a lot of information, delivered concise chunks that were easy to absorb. The structure was clear, logical and effective. The menopause training was extremely professional and the format was perfect."



In my view Henpicked are the Masters of Masterclasses. They have such a breadth of themes and subjects which make them an ideal partner in everything menopause.



"The eLearning created the perfect platform for talking about menopause to our colleagues. By using Henpicked we were confident that our training was created by the industry leaders and was of the highest standard."



# JOIN THE MOVEMENT

Be part of the change that's reshaping workplaces worldwide.

As the industry leader in menopause support, we've helped thousands of organisations take action — backed by our CPD-accredited training and independent Accreditation.

With the Employment Rights Bill bringing Menopause Action Plans to the forefront, now's the time to lead. We'll support you with expert guidance, practical tools and proven impact.

Join the movement. Lead with confidence.



We're proud to also offer Menstruation Friendly Accreditation and Training.

Explore how we're creating period-positive workplaces >>



## How to get in touch...

### Schedule a free consultation >>

Schedule a 30-minute teams meeting with a member of our expert team

### Send us a message >>

Prefer email? Send us a message and we'll be in touch.

### PR Enquiries >>

### Registered address

16 Commerce Square, Lace Market, Nottingham NG1 1HS  
01157780686

### International

Menopause Friendly Australia >>  
Menopause Friendly US >>





