



Menopause Friendly

Membership and Accreditation



Membership brochure 2026

The Menopause Friendly Accreditation



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.

Founded by Henpicked

We co-authored the BSI standard for menopause in the workplace and deliver the first CPD-accredited menopause training for employers.

Our work is grounded in years of experience supporting organisations to create truly menopause-friendly workplaces.

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 Menopause Action Plans
Voluntary from April 2026, and compulsory for organisations with 250+ employees from April 2027.

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.

Why chose 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.



Membership perks



Membership makes it easy for you to achieve The Menopause Friendly Accreditation, with genuinely helpful resources including...

Menopause Action Plan Toolkit

Everything you need to create and implement an effective Menopause Action Plan.



Campaign and comms packs

Ready-made resources to help you raise awareness and share your commitment.



Policy library and case studies

Proven policies, guidance and real examples from leading employers.



Invitation to annual awards

Celebrate progress and showcase your organisation at our annual awards.



The Menopause Friendly Playbook

Practical guidance to help you build a menopause-friendly workplace.



Membership packages



What level of support does your organisation require?

Pricing for your organisation for each membership option is included in your email.

Recognition	Level 1	Level 2
Listed as a Menopause Friendly employer	✓	✓
Menopause Friendly asset pack	✓	✓
Apply for The Menopause Friendly Accreditation	✓	✓
Guidance and support		
Menopause Action Plan Toolkit	✗	✓
Menopause Friendly Playbook	✗	✓
Accreditation pillar workshops	✗	✓
Specialist masterclasses	✗	✓
On-demand expert videos	✗	✓
Best practice case studies	✗	✓
Resources		
Engagement toolkits for key awareness days	✗	✓
Sample surveys, communications & training plans	✗	✓
Policy & guidance document library	✗	✓
Menopause Champion resources	✗	✓
Community and events		
Attend and apply for annual awards	✓	✓
Educational events	✗	✓

Testimonials



"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."

Ready to take the next step?



Start your journey to being a Menopause Friendly employer...

Join Menopause Friendly membership today

Follow the link in your email for your preferred membership type and get access to your membership benefits immediately.

[Follow the link in your email](#)

Speak to our team

Our expert team will help you decide the best path for your organisation. Book a free 30-minute consultation or send us a message.

[Get in touch](#)

Other helpful links...

Download our brochure

Learn more about all the services we offer - including CPD-accredited menopause workplace training and eLearning.

[Download](#)

Menopause Action Plan Toolkit

Not quite ready to join? Start with our Menopause Action Plan toolkit and receive a credit if you upgrade to membership within 12 months.

[Learn more](#)

Menopause Friendly International

Outside of the UK? Explore support in Australia and the US...

[Australia](#)

[US](#)

Explore Menstruation Friendly

Helping organisations support menstruation and menstrual health at work.

[Explore](#)