



Menopause Friendly

Partner Overview

Workplace Menopause, Menstruation and
Hormone Health Support

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Amy Watts

Prepared for



informa

Who we are

Henpicked: Menopause and Menstruation Friendly is the UK's leading organisation for workplace hormone health support.

Founded in 2013, we've grown into the sector's most established and trusted partner — working with organisations from global brands to the NHS to build genuinely menopause and menstruation friendly workplaces.

2013

Founded

1400+

Organisations supported

200+

Organisations accredited

36

Languages, with training in
140+ countries



Leading the conversation

We started this conversation over a decade ago. In 2013, Deborah Garlick founded Henpicked as a place for women to share real experiences — and as those conversations grew louder, that platform evolved into Menopause Friendly, now the UK's leading provider of menopause and menstruation workplace services. Along the way, our award winning team delivered the world's first CPD-accredited menopause training and co-authored the BSI Standard for Menopause and Menstruation. We're still leading today: our team sits on the working group shaping the new legislative requirements for menopause action plans — helping write the rules before most providers even know they're coming.



Deep industry experience

A decade of partnering with organisations of every shape, size and sector has given us a genuinely tried, tested and trusted understanding of what works — from global information and media businesses like AC Nielsen and Reach PLC, to globally scaled organisations including BAE Systems, Santander and Philips. Every industry has its own unique pressures, workforce dynamics, culture and operational challenges. We bring a decade's worth of deep industry insight to shape a programme that fits your business — not a generic template. Ensuring you create real, sustainable impact that changes the lived experience for your people, across every market you operate in.



Why this matters

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 ACT

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.



What we offer

Our experience gives us a genuine understanding of what works. We go beyond delivery, building sustainable change across three core channels.

Training

A full range from awareness sessions to Champion and Advocate programmes and specialist masterclasses — delivered by expert clinical partners, in person or online, and coordinated globally. CPD-accredited throughout

[More information](#)

Digital Learning

CPD-accredited eLearning via LMS or licence, or fully bespoke and branded to your organisation.

[More information](#)

Accreditation and Membership

UK's only independent accreditation for menopause and menstruation at work — 700+ members, 200+ accredited. Now includes the Menopause Action Plan Toolkit, an expanded resource library, and a dedicated partnership manager.

[More information](#)

From understanding to impact

Real impact starts with real understanding. We don't apply generic templates — every programme we build begins with getting under the skin of your organisation: your people, your culture, your challenges, and what success actually looks like for you. From there, we partner closely to design and deliver a programme built for lasting impact, not a one-off intervention. Here's how that partnership typically unfolds:



Phase 1

Partner & discover

Partner with Informa to clearly understand your objectives, current progress, operational challenges, market context, and the unique nature of your workforce and culture.

Phase 2

Co-design & build

Drawing on our industry experience — what's worked and delivered real impact and ROI — we'll shape a programme around Informa's business, people and priorities for lasting impact.

Phase 3

Launch & sustain

We'll roll out delivery across your teams — a personalised, tailored programme shaped by real understanding of the people in the room, adapting to feedback and the evolving business to shift the lived experience of people across your organisation.

What makes us a great partner for Informa



- Deep experience in media, publishing and information services — trusted by organisations including AC Nielsen and Reach PLC
- Proven at genuine global scale — trusted by major multinational organisations including BAE Systems, Santander, Philips, HSBC and BT
- The gold standard for menopause at work - the only independent, panel-assessed menopause accreditation trusted by over 700 leading organisations
- First in the world to achieve CPD accreditation for menopause training
- Co-authors of the BSI Standard for Menopause and Menstruation
- Award-winning delivery from an experienced team of expert trainers
- Global delivery in 36 languages - including a recent global programme delivered across 12 countries for a multinational partner



A partnership built to last.

- A single trusted partner for a comprehensive suite of support
- Deep industry insight and experience to maximise impact and ROI
- The capacity to deliver at scale, globally
- A dedicated partnership manager acting as an extension of your team
- Independent, evidence-based credibility
- A genuine social purpose: £220,000+ raised for vital research and support

Explore our full employer brochure



www.menopausefriendly.co.uk