



Menopause Friendly Pledge

We've seen several of our menopause friendly member organisations use an internal menopause friendly pledge to engage people across their organisation.

Purpose

The purpose is to demonstrate how many colleagues have awareness and understanding around the importance of menopause in the workplace.

Some employers have focused on having a manager/leader pledge which is published so individuals can see if their manager has signed up. This helps managers share the message that they are open to conversations about menopause and happy to provide support when needed.

Other employers have gone a step further and encouraged employees across the organisation to sign, showing the importance of peer support alongside manager support.

How could you do this?

Firstly, think about what may be right for your organisation. Would this work? How could you implement it? Who do you want to get involved?

On the next page is an example template of wording you could put on an intranet page.

Top tips

If you are doing an all-employee pledge, you may choose to start with your senior leaders and managers before releasing to all employees. Seeing leaders' signed up should encourage everyone to feel comfortable adding their name to your pledge.

Reach out to your comms team about creating an easy form on your intranet.

Plan your comms strategy to reach as many people as possible.

Include in your induction, setting the intention as soon as people join your organisation



Menopause Friendly Employee Pledge

As an organisation we are committed to being/accredited as a Menopause Friendly employer. This is a priority for our organisation as we support anyone being impacted by menopause at work.

Every person in our organisation has a part to play and we would like to invite our employees to show their support for being Menopause Friendly.

Make a difference by signing up to our Menopause Friendly Employee Pledge and commit to playing your part in making our organisation a supportive and understanding place for employees going through menopause. See which managers and leaders have signed up and feel reassured you can discuss your need for support with them.

In signing our Menopause Friendly Employee Pledge, you commit to:

- Recognising that menopause can be an issue in the workplace and people need support
- Talking openly, positively and respectfully about menopause
- Actively supporting people affected by menopause

I am committed to being Menopause Friendly:

Name:

Role:

Department:

Location:

Employees that have signed the pledge

List everyone who has signed