



Menopause Friendly

The trusted partner for workplace
menopause support

Why work with us?



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

220+

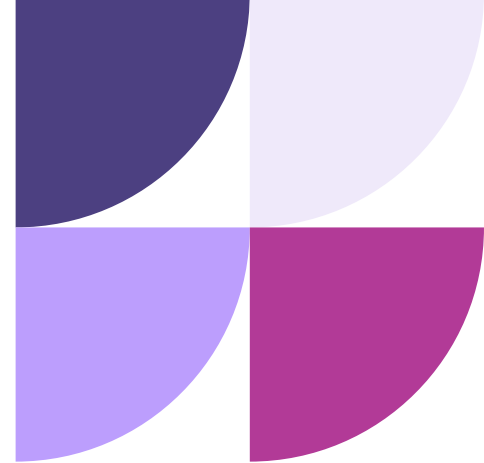
Organisations accredited

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 Santander UK and Lloyds Banking Group to Specsavers, John Lewis, NHS organisations and police forces. 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 yours — not a generic template. Ensuring you create real sustainable impact that changes the lived experience for your people.

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

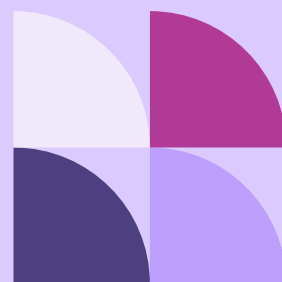
Leading employers don't wait to be told.

[Download the full business case >>](#)



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, 220+ accredited — with a dedicated partnership manager and an on-demand resource library.

[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 you 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 your 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.

Why organisations choose us



- Extensive cross-sector experience — trusted by organisations of every shape and size, from banking, retail, and manufacturing to governments, councils, schools and police forces
- 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 >](#)

Case study: HSBC UK

HSBC UK is a major financial services employer supporting over 23,000 colleagues, blending high-performance with a caring corporate culture with expansive global mobility, structured training pathways and comprehensive employee benefits.

One of the first employers to gain the Menopause Friendly Accreditation, its work in this field is exemplary. We caught up with Jackie Williams, Agile Delivery Leader and Menopause UK Lead who shared this valuable insight including the value of senior management engagement and the power of colleague champions.

Why it matters to be menopause friendly

HSBC UK positions employee wellbeing as a commercial and cultural priority and our Menopause Friendly strategy supports retention of talent, fosters age and gender diversity and supports thriving careers at all life stages.

Actions that made an impact

Visible senior leadership sponsorship from the start

One of the biggest enablers of our menopause work has been senior leader engagement that's active and visible, not just supportive in principle. From the outset, our Menopause Strategy had Senior Sponsorship which helped us launch our first Menopause Awareness events and secure the budget for our largest World Menopause Day webinar to date, featuring Davina McCall.

Senior leaders personally taking part in initiatives that build understanding and empathy has had a huge impact. For example, some male leaders have worn the "Menovest" in the workplace and recorded their reflections on camera. These honest insights help to normalise the conversation and encourage colleagues and managers to engage with the realities of menopause symptoms.

Following a presentation to the HSBC UK Executive Committee, we secured a dedicated leadership sponsor to champion the agenda from Rebecca Owers, Head of Wealth and Specialists, Customer Channels, who has since played a powerful role in accelerating progress by hosting webinars, sharing her personal experience of menopause and championing practical improvements within the organisation.



first direct



M&S BANK

Menopause Advocates network embedded across the business

Our network of Menopause Advocates providing peer-to-peer support is a core part of our approach.

We recruit passionate colleagues who want to provide support “side of desk” and equip them to run local awareness sessions and be a point of contact for colleagues who want guidance or signposting.

A tailored training session delivered by Henpicked built further confidence and provided practical tools to help our Advocates be as effective as possible.

We now have around 50 Menopause Advocates working across different business lines and locations throughout the UK. They help ensure the conversation reaches teams where colleagues may not otherwise hear about the support available.

Centralised guidance

To make support meaningful and equitable, colleagues need clear, centralised guidance and reliable access to expert help.

In our early years, the employee group met regularly with HR to discuss what “good” could look like including the need for central policy, consistent guidance and easily accessible specialist advice.

Access to specialist support

On World Menopause Day 2022 we launched access to BUPA Menohealth Nurses: available 365 days a year by phone to all colleagues and their partners it provides a practical route to specialist, confidential support when they need it.

Moments That Matter

Developing our network of menopause advocates ensures menopause awareness, open conversation and colleague support is embedded at a local level.

Proactively engaging men in our sessions enabled us to share knowledge and answer their questions in a safe environment. Now, men in the organisation are not only able to support their colleagues, but also the women in their life outside of work.

What we've learned

You do not need a massive budget to have a big impact – bringing together colleagues who are passionate about the topic is more important. We run our whole menopause strategy in the UK with a relatively small group of incredibly passionate volunteers who are working side of desk to make a real difference to their colleagues.



“For HSBC UK, holding accreditation means shifting from basic corporate awareness to verified organisational accountability. All the work we do normalises menopause, giving all colleagues the understanding they need to have supportive conversations with their managers.

It also means that we are well prepared for submitting our Menopause Action Plan under the new legislation in 2027.”

Jackie Williams, Agile Delivery Leader and Menopause UK Lead

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.



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 >>



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

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

