



Menstruation Friendly

Workplace Accreditation | Membership | Training



Employer Brochure 2026-27

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We're working hard to build a culture free from stigma around women's health and menstruation. We're already a Menopause Accredited Employer and now we're really proud to have been awarded a Menstruation Friendly Accreditation too.

AXA UK



Menstrual health is a workplace matter. **Period.**

How does menstruation affect work?

80%

of people who menstruate experience symptoms that can impact work

70%

struggle to carry out work in the way they'd like to due to their period

13%

report absenteeism due to their period

8%

8% have left or consider leaving work due to lack of support around menstruation

Number of women impacted by menstrual health conditions

Endometriosis

10%

Adenomyosis

10–20%

PCOS

10%

PMDD

1 in 20

Fibroids

1 in 3

Benefits of being menstruation friendly



IMPROVE RETENTION

Reduce turnover linked to unmanaged symptoms or ongoing conditions such as endometriosis, PCOS and PMS/PMDD.



INCREASE PRODUCTIVITY

Simple accommodations — from flexible working to comfort adjustments — improve focus and engagement.



ATTRACT TALENT

Show you value inclusion and gender equity. Younger workforces increasingly expect employers to offer support.



REDUCE ABSENTEEISM

Support leads to better symptom management and fewer days lost to pain, fatigue or heavy bleeding.



CLOSE GENDER PAY GAP

Keep people progressing, leading and thriving. Reducing the cumulative disadvantage that feeds into the gender pay gap.



THE RIGHT THING TO DO

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

Lead early. Build trust. Protect performance.

Forward-thinking organisations recognise menstrual health as a workforce issue - not a private one.

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

Why partner with Henpicked?

Henpicked was founded in 2016 as a community for women to share and learn. Evolving from listening to real voices to leading real workplace change.

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

[See our 10-year story >>](#)

“

More than anything, it's about dignity - being able to thrive in my career while honouring what my body needs.

Menstruation Friendly Member



Our mission, our impact

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

Gold standard

contributor to the BSI Menopause and Menstruation in the Workplace standard

The only

independently assessed accreditation for menstruation at work

We've broken the menopause taboo

It's time to open the conversation on menstruation and menstrual health so everyone feels supported and can continue to thrive at work: now and for generations to come.



Membership and Accreditation



“

We became the first organisation to be awarded Menstruation Friendly Accreditation, being recognised for our high standards and proven practices embracing menstrual health in the workplace.

Zoe Shackleton, Head of HR & EDI,
Huddersfield Town Football Club

[About >](#)

[How to get accredited >](#)

[Membership packages >](#)



The Menstruation Friendly Accreditation

What is it?

A rigorous, evidence-based assessment recognising employers who create truly period-positive workplaces. It's not a pledge or promise. It's proof of real, meaningful action.

Show colleagues you value their health every day of the month.

Why it matters

- Signals you support one of the largest, yet most overlooked, workplace demographics
- Builds trust with colleagues who may experience monthly disruption or chronic conditions
- Demonstrates you're serious about inclusion, equity and employee wellbeing
- Supports future legislative and wellbeing requirements in women's health



Why choose The Menstruation Friendly Accreditation?



The only independent menstruation accreditation

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



Industry-recognised mark of excellence.

the gold standard alongside Menopause Friendly Accreditation



Supporting more than 1 million employees

Across more than 30 sectors



Goes beyond policy

Ensures your menstrual support is robust, consistent and long-lasting

Join leading employers...



[See all our members >>](#)



How to get accredited

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

1. Commit

Join as a Menstruation Friendly Member and show your organisation is taking menstrual health seriously.

2. Take action

Access training, toolkits, templates, comms packs and expert guidance to make evidence-based change.

3. Celebrate

When successful, receive recognition as a Menstruation Friendly Employer - a powerful mark of excellence.

4. Keep going

Accreditation lasts for three years, with ongoing support to maintain momentum and continue improving.

Membership options

Menstruation 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 Menstruation Friendly” status

Access to apply: for The Menstruation 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 Menstrual Hygiene Day, International Women’s Day and more

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



Workplace Training



“

Rather than waiting for someone to struggle in silence, we made a deliberate decision to build awareness, empathy and practical support into the fabric of our culture.

Ninja Theory

AWARENESS SESSIONS >

PRACTICAL WORKSHOPS >

MASTERCLASSES >

ELEARNING >

Menstruation 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



Incredibly knowledgeable facilitators who made this session very engaging and open.



Colleague Awareness

Introduces the menstrual cycle, symptoms and health conditions, building understanding and confidence.

[More information >](#)

1hr - 1hr 30

Manager Awareness

Gives managers practical tools and confidence to support colleagues experiencing menstrual symptoms.

[More information >](#)

1hr - 1hr 30

HR/OH Awareness

Builds HR confidence in menstrual health, common conditions and policy alignment.

[More information >](#)

1hr 30 - 2hr

Menstruation 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

Hands-on training with scenarios and conversation practice to support menstrual health at work.

[More information >](#)

2hr - 2hr 30

HR/OH Workshop

Practical guidance for embedding menstrual health support across policies and workplace processes.

[More information >](#)

2hr 30 - 3hr

Champion Workshop

Builds confident, knowledgeable champions to support colleagues and start open conversations.

[More information >](#)

2hr 30 - 3hr

Advocate/Train The Trainer

Equip internal trainers to confidently deliver menstruation awareness across your organisation.

[More information >](#)

6hr or 2 x 3hr

Support Groups

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

[More information >](#)

1hr per month

Menstruation 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...

Adenomyosis

Endometriosis

Fibroids

Lifestyle and menstrual health

Male Allyship

Menstruation and mindset

PCOS

PMDD

Workplace Endometriosis Support
(for HR/ Managers)

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 >](#)

Menstruation 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 menstruation is, how it affects work and how to find support.

For managers

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

Menstruation in minutes

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

[More information >](#)

Colleagues

Menstruation and menstrual health in the workplace

Estimated learning time 30 minutes.

People of diverse gender expressions and identities menstruate 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](#)

How is this affecting people at work

This is having an impact on a significant number of people in work:

There is still a lack of discussion on topics relating to menstruation and menstrual health, due to stigma and shame.

Click on each of the plus signs for more details.

- <70% experience menstrual symptoms
- <30% experience PMS between 20-40% experience PMS
- 1 in 3 experience heavy menstrual bleeding
- 2 in 3 get fibroids
- 1 in 10 are affected by endometriosis
- 1 in 10 are affected by PCOS

Typical menstrual cycle

Move the slider along the track to see point for more details of a typical menstrual cycle.

- Menstruation Days 1-4 Length of period 2-7 days
- Divulution Days 13-15
- Proliferative Phase Days 7-12
- Luteal Phase Days 16-28

Line Managers

Menstruation and menstrual health in the workplace

Estimated learning time 30 minutes.

People of diverse gender expressions and identities menstruate 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](#)

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[START COURSE](#)

Combined Menopause and Menstruation Sessions

Support women's hormone health through life with workplace training sessions covering menopause and menstruation together.

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

Menopause Friendly Accreditation and Training



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

[VIEW MENOPAUSE FRIENDLY BROCHURE >>](#)



Manager Awareness

Covers the essentials of both menopause and menstruation, giving managers the confidence to support colleagues day to day.

[More information >](#)

2hr - 2hr 30

Manager Workshop

Hands-on training with scenarios and conversation practice to support menstrual health and menopause at work.

[More information >](#)

2hr 30 - 3hr

HR/OH Workshop

Specialist training for HR/OH teams on shaping policies and processes for both menopause and menstruation across the organisation.

[More information >](#)

2hr 30 - 3hr

Champions Workshop

Builds confident, knowledgeable champions who can support colleagues and start open conversations.

[More information >](#)

6hr or 2 x 3hr



Testimonials



"When the team highlighted this project as a potential for us to consider, I quickly became aware of the impact both menstruation and menopause can have on women, both personally and professionally.

Being faced with statistics such as "10% of women leave work due to menopause symptoms" I knew this was something we had to bring more awareness of within the studio to enrich our teams and ensure our culture provided support throughout all stages of our employees' lives."

Dom Matthews, Studio Head, Ninja Theory



"When we started working towards becoming a Menopause Friendly Employer and later a Menstruation Friendly Employer, we didn't anticipate how impactful it would be, but we knew it was the right thing to do.

I hope we've shown our female colleagues that we see them, we value them and that we will support them through every stage of life. We've been contacted by other football clubs and organisations wanting to understand what we've done and how we did it and it's a great honour and privilege to be able to make a difference on a broader scale.

There are still some people who don't understand why a football club would prioritise menstrual health and menopause, but for us, it's about creating a genuinely inclusive culture where people care and look after each other."

Zoe Shackleton, Head of HR and EDI, Huddersfield Town Football Club



"I'm really proud to have collaborated with Henpicked and AXA UK colleagues this year to achieve this important accreditation. Menstrual health is a vital topic and I'm pleased to be part of advancing awareness and support!"



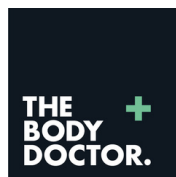
LLOYDS

"It's 2026, menstruation shouldn't still be a taboo subject in the workplace or anywhere else.

That's why receiving a Menstruation Friendly Accreditation means so much to us. It's an important milestone that reflects our ongoing commitment to championing women's health and wellbeing."



"We're proud to mark a significant step forward in our commitment to equity, inclusion and wellbeing at work by partnering with Henpicked, as well as being officially recognised as a 'Commitment to Accreditation' organisation, starting our journey towards becoming both a Menopause Friendly and Menstruation Friendly employer."



"We're proud to announce our commitment to becoming a Menstruation and Menopause Friendly Employer, supported by the brilliant team at Menopause in the Workplace by Henpicked.

Menstrual and hormonal health can have a profound impact at work. We're proud to play our part."



Join the movement

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

As leaders in menstrual and menopause workplace support, we've helped thousands of employers take meaningful action through our CPD-accredited training and independent accreditations.

Menstrual health is central to gender inclusion, wellbeing and modern workplace culture. Now is the time to act — and we're here to support you every step of the way.



"It's about being empowered to bring my whole authentic self to work. Because when that happens, I deliver my best work."

Menstruation Friendly Member

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 >>





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