



---

# The Menstruation Friendly Accreditation

A collection of white, interlocking puzzle pieces is scattered on the left side of the page, set against a solid teal background.

## Accreditation Checklist





# Menstruation Friendly Accreditation Standards

## Culture

**Your organisation will:**

- Show a desire to keep learning about menstruation and menstrual health in order to continue building awareness and support
- Have leaders, managers and colleagues talking openly about menstruation and menstrual health
- Have senior leaders visibly championing the awareness and support for menstruation and menstrual health at work
- Encourage colleagues to be open about their needs and encourage them to use all available resources including self-service
- Have a rich understanding of how menstruation and menstrual health can impact people in the workplace
- Ensure the work is included in your broader ED&I and wellbeing initiatives
- Use inclusive, positive language and imagery when talking about menstruation and menstrual health

**Evidence to support this may include:**

- Your whole workforce report feeling understood and heard in their experience of menstruation
- Colleagues and leaders are sharing their stories of menstruation at work
- Your leaders are championing menstruation work in word and actions
- Your people are telling you that they can 'feel' the way in which your organisation is becoming menstruation friendly



Y/N

• Are you clear on your overall objectives for being menstruation friendly and do you have active support from your senior leaders?

• Can you evidence where you started as an organisation on your menstruation approach so you can measure the impact and how you are delivering on your objectives? And are you regularly measuring and tracking the impact your work is making?

• Can you evidence how you have you involved your workforce in in the development of your menstruation approach?

• Can you demonstrate a rich understanding of how communities across your organisation experience menstruation and menstrual health to ensure they feel seen and understood?

• Can you evidence how you seek feedback on how your menopause approach is working for colleagues? Can you demonstrate whether colleagues can feel the difference your menopause approach is making?



# Menstruation Friendly Accreditation Standards

## Policies and practices

### Your organisation will:

- Make it clear how menstruation and menstrual health is supported, having a policy or guidance in place, showing how this is integrated into other relevant policies (i.e. flexible working/absence & performance management wellbeing and ED&I)
- Ensure policies, guidance and/or menstruation support information is inclusive and easily accessible to all
- Demonstrate informal practices which support the overall ambition of supporting menstruation and menstrual health at work
- Provide individual, relevant workplace adjustments and support for those who need this
- Provide guidance to support managers, individuals and colleagues

### Evidence to support this may include:

- Your managers and colleagues are aware of and are actively using your policy/guidance
- Managers are providing flexibility for managing attendance and workplace adjustments
- Your organisation is actively promoting your Occupational Health and Employee Assistance Programme (EAP) services or other menstruation support and colleagues are using these services to support the impact of menstruation and menstrual health at work



Y/N

• Do you have either a menstruation policy or guidance document, or is menstruation included in another policy?

• Can you demonstrate how you have shared and promoted your policy or guidance right across your organisation?

• Can you evidence that you have reviewed your existing policies to ensure they include menstruation e.g. flexible working, absence and sickness?

• Does your guidance/policy make it clear how adjustments can be made where people need them to help manage their symptoms?

• Can you evidence how you are measuring the effective outcomes of your policy/guidance in supporting your menstruation objectives and approach?



# Menstruation Friendly Accreditation Standards

## Training

### Your organisation will:

- Have a coordinated training plan that aligns with your wellbeing and ED&I objectives
- Equip your HR professionals, managers and colleagues with knowledge about menstruation and menstrual health conditions
- Provide learning that supports managers to confidently support colleagues impacted by their menstrual health
- Offer induction training to new recruits on menstruation and menstrual health awareness and support
- Provide accurate, up-to-date, evidence-based information to enable colleagues to access support when needed

### Evidence to support this may include:

- Your training is delivering high-quality awareness and understanding around menstruation and menstrual health
- Your managers and colleagues are more confident to openly discuss menstruation and menstrual health
- You have a clear pathway to provide up-to-date and varied training to a good level of understanding for for all new and existing colleagues, managers and HR professionals



Y/N

• Can you evidence how you have educated your colleagues about menstruation and menstrual health and is this education easy to access for all? Is participation in this learning voluntary or mandatory?

• Can you evidence how you have educated your managers, HR teams and other support functions in order to develop psychologically safe environment to enable supportive conversations?

• Are people aware of your organisation’s approach to supporting menstruation at work and their role within it?

• Can you demonstrate that your managers feel confident having supportive conversations about menstruation and menstrual health and know where to signpost further support?

• Do you ensure the content of education information is accurate, appropriate and up to date?

• Can you evidence the uptake and impact of your training?

• Can you evidence your current and future plan for training your organisation on menstruation and menstrual health?



# Menstruation Friendly Accreditation Standards

## Engagement

### Your organisation will:

- Listen to colleagues to understand what they need and what is important to them
- Use a range of ways to communicate to and with your colleagues
- Have support networks to enable peer-to-peer support
- Promote menstruation and menstrual health awareness during national campaigns such as International Women's Day or as part of specific condition awareness campaigns such as Endometriosis Awareness Month in March.
- Demonstrate their efforts to become menstruation friendly both internally within the organisation as well as externally

### Evidence to support this may include:

- The ways in which you communicate with and listen to your colleagues
- How your work on menstruation and menstrual health support is driven by what they say
- What your colleagues are saying about their experiences of menstruation and navigating their menstrual health in your workplace



Y/N

• Do you use a range of channels to reach colleagues with information such as your intranet, posters, employee stories, senior leader's blogs?

• Can you share the ways in which you seek to understand all colleagues' experiences in your organisation? Are you reaching everyone?

• Can you evidence an 'all year round' approach to promoting menstruation awareness and support including in campaigns like International Women's Day, or how you include menstruation in your own wellbeing campaigns?

• How have you shared your commitment to being menstruation friendly outside of your organisation?

• Do you have colleague networks or a menstruation network where colleagues can discuss menstruation and menstruation health, either in person or online - can you evidence the uptake and impact?



# Menstruation Friendly Accreditation Standards

## Working environment

**Your organisation will:**

- Have a good understanding of how to support colleagues wherever they work and whatever their role
- Have effective ways in which to provide workplace adjustments that may be needed
- Easy-to-follow processes to access Occupational Health Services for example
- Identify and understand what your employees need to be able to work effectively, wherever that may be, including where they are working from home

**Evidence to support this may include:**

- Your managers are providing adjustments for the different ways menstruation or menstrual health conditions may be impacting someone in work
- You have a clear and easy process for discussing adjustments including examples of possible role changes, adjustments to work patterns, period products and uniforms/workwear and dress codes that feel comfortable for all
- Examples of where colleagues have been involved in developing workplace environments



Y/N

• Can you evidence how it is made clear to all colleagues and managers how work environments and working patterns could be adjusted to support the management symptoms relating to menstruation and menstrual health?

• Can you demonstrate how your managers offering increasing support to colleagues where needed?

• Are colleagues able to adapt their work pattern or ask for hybrid working (where applicable)?

• Are you finding ways to adapt uniforms at the design stage? Are fabrics breathable and comfortable and easy to order extra where needed (where applicable)?

• Could those who need to stand for a long period of time or are customer facing take an extra break or sit down (where applicable)?

• Do you have a clear and easy process for discussing adjustments? Do you provide access to period products, washroom facilities and toilets in all workplace situations, including off site (where applicable)?