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EMPLOYMENT LAW



World Menopause Day 2026: Our top tips for managing menopause in the workplace

It is expected that from Spring 2027 it will be mandatory for employers with over 250 employees to develop and publish equality action plans showing what steps they are taking to progress gender equality in their organisations – including supporting employees experiencing menopause. For employers with fewer than 250 employees it is good practice to consider implementing some of the actions in this checklist. Further Guidance is available from the Government, ACAS, the EHRC and the BSI.

1. Provide training

Specific training should be provided to line managers to raise awareness and understanding of the menopause, help them identify symptoms and how to handle sensitive conversations. Training should also be offered to the wider workforce either on a stand-alone basis, or as part of dignity at work and anti-harassment training programmes.

2. Raise awareness

Training should be supplemented by other measures to help increase understanding, dispel myths, and remove stigma around the menopause at work. This could include providing information sessions and webinars, setting up a menopause support network and appointing "menopause champions" to act as key contacts on the ground for affected workers to talk to.

3. Secure senior leadership buy in

Securing senior leadership "buy in" for menopause support is important in helping ensure that managers and staff take their responsibilities seriously. For example, encouraging attendance at key events, sharing their personal experiences and sending direct communications could all promote open conversations on the menopause.

4. Make adjustments

An important step is to make appropriate adjustments to the workplace to support menopausal workers. Some menopausal workers will be disabled in law, meaning an employer has a positive duty to make reasonable adjustments for them. However, employers should consider making adjustments even where a worker is not disabled, particularly where the health and safety of the worker is at risk. Examples of possible adjustments are set out below.

What types of adjustments could be made for menopausal workers?

Possible changes to the working environment.

- Ensuring the workplace is cool and well-ventilated.
- Altering a uniform or dress code.
- Ring-fencing desks near bathrooms.
- Providing a rest area.
- Utilising technology to combat brain fog.

Possible changes to working patterns.

- Adjusting start and finish times.
- Allowing additional breaks.
- Providing paid menopause leave, separate from sick leave.
- Offering home or hybrid working.

Possible changes to practices and procedures.

- Allowing a phased return after a period of sickness absence.
- Adjusting performance, sickness, and disciplinary policies to take into account the impact of the menopause.
- Ensuring menopause-related reasons are given consideration in any flexible working request.
- Reviewing employee benefits such as private healthcare to ensure they include relevant menopause support.

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5. Manage internal processes with care

Sickness absences, poor performance and conduct issues and flexible working requests should be handled with care, ensuring that the impact of the menopause is taken into account prior to making any decision. In some cases, this may mean obtaining occupational health advice.

6. Provide relevant benefits

Ask providers to include coverage for menopause-related treatment in private medical insurance and employee assistance programmes. Consider providing other relevant and helpful benefits such as discounted gym memberships, covering the cost of HRT prescriptions and providing access to counselling and mindfulness sessions.

7. Introduce a menopause policy

Consideration should be given to introducing a menopause policy once a strategy is in place. A policy can help establish the organisation's commitment, help inform the wider workforce, and support affected workers. Examples of matters to cover in a menopause policy are set out below. The policy should be reviewed regularly and monitored for impact.

What should be included in a Menopause Policy?

- Explain what the menopause is, including the perimenopause and post menopause phases and who it affects.
- Explain the range of symptoms that may be experienced.
- Explain that workers are protected from discrimination and detrimental treatment because of menopausal symptoms.
- Encourage affected workers to be open in conversations with managers, occupational health, and HR, and encourage staff to have open conversations and provide support to affected colleagues.
- Set out what training will be provided to line managers and the wider workforce.
- Explain the approach to risk assessments and give examples of the types of workplace adjustments that may be made.
- Explain the approach to issues such as sickness absence, performance, and misconduct issues where menopause is a relevant factor.
- Signpost other resources and forms of support available. These may include flexible working policies, employee assistance programme, private medical insurance, counselling services, gym facilities and/or quiet rooms.
- Provide information about internal support networks / menopause champions.

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