

Menopause Ready: A Workplace Guide

Why it matters:

Menopause is a natural life stage that can affect up to half the workforce, often during peak career years. With 1:10 women leaving the workforce due to unmanaged menopause and emerging gender equality compliance requirements, it's something your organisation can't afford to ignore. Symptoms can impact confidence, performance, and wellbeing, but with understanding and simple adjustments, workplaces can retain talent, improve wellbeing, and foster inclusivity.

Understand the Facts

- Menopause usually occurs between ages 45–55, but symptoms can begin years earlier (perimenopause).
- Symptoms can include low mood, sleep disturbance, anxiety, brain fog, hot flushes and joint pain.
- Each person's experience is unique — there's no "one size fits all."

Create a Supportive Culture

- **Talk openly:** Normalise conversations about menopause to reduce stigma.
- **Lead from the top:** Senior leaders and managers should champion menopause awareness.
- **Be inclusive:** Recognise that menopause can impact trans, non-binary, and intersex employees too.

Train & Inform

- Offer **menopause awareness training** for all.
- Offer **menopause awareness and management training** for managers and HR teams.
- Provide clear, accessible resources — [posters](#), intranet pages, lunch-and-learn sessions.

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- Signpost to specialist support and Employee Assistance Programmes (EAP) many have menopause care included.

Be Prepared to Listen and Make Adjustments

Small changes can make a big difference:

- Flexible working hours or home-working options
- Improve the physical environment as appropriate
- Provide safe spaces to talk about the challenges and impact
- Review uniform or dress code
- Private rest spaces

Review Policies & Procedures

- Include menopause in wellbeing, equality, and sickness absence policies.
- Ensure performance management is sensitive to health-related needs.
- Build menopause into your Equality, Diversity & Inclusion strategy.

Keep the Conversation Going

- Celebrate **World Menopause Day** (18 October) or host an awareness week.
- Keep Menopause on leadership agendas
- Set up a **menopause network** or peer support group.
- Gather feedback to keep improving support.

Remember: Menopause-friendly workplaces don't just support individuals — they benefit everyone through higher engagement, loyalty, and productivity.

Next step: Consider training a [Menopause Advocate](#) or forming a working group to lead the change in your organisation.

I'm Jo Ibbott, your Menopause Partner! Contact me for a people-first approach to help get your organisation Menopause Ready and Compliant.



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