

ENDOMETRIOSIS AWARENESS NORTH

Raising awareness. Supporting our sisters.

Registered Charity No. 1212676 | endometriosisawarenessnorth.com

TEMPLATE EMAIL FOR CONSTITUENTS | PERSONALISE BEFORE SENDING

How to use this template: This email is designed to be sent by any constituent to their MP ahead of the Westminster Hall debate on Monday 13 April 2026 at 4.30pm. Fill in the sections highlighted in brackets, personalise the personal statement section with your own experience, and send to your MP via parliament.uk/get-involved/contact-an-mp-or-lord/contact-your-mp — you can find your MP's name and email address there.

STEP 1 — YOUR DETAILS

Your MP's name: *[Find at parliament.uk/get-involved]*

Your full name: _____

Your address: _____

Your postcode: *(confirms you are a constituent)*

Your email address: *(so your MP can reply)*

STEP 2 — YOUR EMAIL (copy, personalise and send)

Subject: *The debate on menstrual leave — 13 April 2026 — I am writing as your constituent*

Dear [MP's name],

I am writing to you as one of your constituents ahead of the Westminster Hall debate on Monday 13 April 2026 at 4.30pm on the petition calling for statutory menstrual leave for people with endometriosis and adenomyosis. The debate was triggered by 109,025 signatures — a level of public support that I believe deserves a serious and constructive response from Parliament.

Why this matters to me personally

[Choose the statement that best describes your situation, or write your own in the space below. Delete the options you are not using before sending.]

Option A — if you have endometriosis or adenomyosis:

I have been diagnosed with endometriosis / adenomyosis [delete as appropriate] and I know first-hand how devastating it is to manage a chronic, painful condition in a workplace that has no framework for understanding it. I have [missed work / hidden my condition from my employer / considered leaving my job / experienced disciplinary action for absences] because of it. I am asking you to ensure that Monday's debate produces something more than a restatement of government policy — because the current framework is not working for people like me.

Option B — if you have symptoms but no diagnosis:

I have been experiencing symptoms that I believe may be related to endometriosis or adenomyosis, but like many women I do not yet have a formal diagnosis. The average time to diagnosis in the UK is 8 to 9 years. In the meantime, I am managing debilitating symptoms in a workplace that offers no specific support — because without a diagnosis, I am not protected under the Equality Act in practice. I am asking you to advocate for protections that reach people like me, before we have a label for what we are experiencing.

Option C — if you are writing in support of someone else:

I am writing in support of [a family member / a colleague / a friend / the women in your constituency] who is living with endometriosis or adenomyosis. I have witnessed first-hand how a workplace without the right support has affected [her / their] health, career, and

confidence. I believe that no one should have to choose between managing a chronic health condition and protecting their career, and I am asking you to use Monday's debate to push for concrete, workable change.

Or write your own personal statement here:

About the debate

On Monday 13 April 2026 at 4.30pm, MPs will debate a petition — signed by 109,025 people — calling for up to 3 days of statutory paid menstrual leave per month for people with endometriosis and adenomyosis, following the model introduced in Portugal in 2025. The debate will be opened by Paul Davies MP on behalf of the Petitions Committee, and the Government will send a minister to respond.

The Government has already stated, in a response published on 20 August 2025, that it has "no plans to introduce menstrual leave." It pointed to the Equality Act 2010 and the Employment Rights Bill as sufficient existing protections. I believe — and I would like to explain why — that this response falls short of what is needed.

Why the Government's existing position is not enough

The Government's response rests on the view that the Equality Act already protects employees with endometriosis and adenomyosis through the reasonable adjustments framework. In principle, it does. In practice, it fails most affected people for three reasons:

- The Equality Act only protects those who have a formal diagnosis. The average time to diagnosis in the UK is 8 to 9 years. Most people with endometriosis do not have a diagnosis — and are therefore not protected.
- 60% of women with endometriosis have never told their employer about their condition. Not because flexibility is unavailable, but because they do not feel safe disclosing it. Without a statutory framework that removes the penalty for taking menstrual health leave, the burden falls entirely on individuals to initiate conversations they fear will damage their careers.
- Absence caused by endometriosis flare-ups is routinely recorded as disciplinary absence, because nothing in law currently prevents this. For many women, this is the single most damaging consequence of the condition at work — and the flexible working provisions in the Employment Rights Bill do not address it.

What I am asking you to do

I understand that statutory menstrual leave, as proposed in the petition, may raise concerns — about the risk of discrimination in hiring, about definitional complexity, and about the burden on smaller employers. These are legitimate concerns and I am not asking you to dismiss them.

What I am asking is that you use Monday's debate to push the Government on two specific, achievable measures that address the same problem without those risks:

Ask 1: That endometriosis and adenomyosis be named in statutory guidance on absence management — so that absence related to these conditions cannot be used to trigger disciplinary proceedings. This does not require a new category of leave. It requires a named protection that currently does not exist.

Ask 2: That menstrual health action plans be incorporated into the Employment Rights Bill — giving employers a clear, statutory framework for supporting employees with endometriosis and adenomyosis, modelled on existing workplace health plan provisions.

Both of these asks are targeted and proportionate. Both address what 109,025 people were actually asking for: not necessarily three days off, but the assurance that being ill would not cost them their career.

The scale of the issue

To give you a sense of what this affects in your constituency and across the UK:

- 1 in 10 women and people with a uterus in the UK are affected by endometriosis — approximately 1.5 million people
- The average diagnosis delay is 8 to 9 years — the majority of those affected have no formal diagnosis
- 83% of those with endometriosis say it has negatively affected their career
- 1 in 3 have considered leaving work altogether due to a lack of support
- The economic cost to the UK is estimated at £8.2 billion every year in lost productivity, treatment, and healthcare
- Portugal introduced statutory menstrual leave in 2025. Spain introduced similar provisions in 2023.

In closing

I am not asking you to commit to a position you have not considered. I am asking you to be part of a debate that 109,025 people believed was worth having — and to ensure that when a minister responds on Monday, they are pressed on the gap between what the Government says it is doing and what is actually happening in workplaces across the UK.

If you would like to discuss any of the points in this email before the debate, I would be very happy to speak with you or your office. Endometriosis Awareness North (endometriosisawarenessnorth.com, Charity No. 1212676) is also available to provide you with a full briefing and supporting evidence if that would be helpful.

Thank you for reading this, and for representing the women in [constituency name] who are affected by this every month.

Yours sincerely,

[Your full name]

[Your address]

[Your postcode]

[Your email address]

STEP 3 — HOW TO SEND YOUR EMAIL

Find your MP and their contact details:

Visit parliament.uk/get-involved/contact-an-mp-or-lord/contact-your-mp and enter your postcode. You will find your MP's name, their constituency email address, and a contact form. Most MPs' offices acknowledge emails within a few days.

- Send your email before Monday 13 April — MPs will be preparing their contributions over the weekend
- Keep the personal statement section personal — a constituent's lived experience is more powerful than statistics alone
- Include your full address and postcode — MPs only respond to verified constituents
- If you do not hear back within two weeks, follow up — a brief reply asking whether your MP attended the debate is entirely appropriate
- Share this template with anyone else in your area who might want to write — multiple constituent emails on the same issue carry more weight than one

KEY FACTS ABOUT THE DEBATE

Debate date: Monday 13 April 2026

Time: 4.30pm

Location: Westminster Hall, House of Commons

Opened by: Paul Davies MP (Petitions Committee)

Petition signatures: 109,025

Petition created by: Michelle Dewar

Government response: 20 August 2025 — no plans for statutory leave

Petition reference:
petition.parliament.uk/petitions/732342

Endometriosis Awareness North

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