

Menopause support at work – How to get started

Why it matters

Half the workforce will experience menopause at some point. Symptoms like brain fog, fatigue and anxiety can affect performance, confidence and wellbeing. A clear policy and a support group shows commitment, reduces absenteeism, and builds an inclusive culture.

1. Create a menopause policy – keep it simple and focused:

- **Purpose:** state your commitment to supporting employees.
- **Awareness:** Train managers to understand menopause and its impact
- **Support options:** Outline adjustments such as flexible hours, access to fans, uniforms made from breathable fabrics, or quiet spaces
- **Signposting:** Point staff to internal wellbeing resources, EAP services, or external sites such as NHS, Women's health, Balance App.



2. Set up a menopause support group

Voluntary: available to all employees regardless of gender

Safe environment: promote open and confidential discussions

Leadership support: designate a senior leader to sponsor the group

Action-oriented: provide practical advice, host guest speakers, and organise awareness initiatives

Feedback mechanism: integrate group insights into HR and wellbeing strategies

Empowherpath

DISCOVER. RECOVER. RISE.

3. Quick wins for employers



- Add menopause to your wellbeing calendar
- Offer lunch and learn sessions and webinars
- Review sickness and absence policies
- Check your PHI provider can offer menopause coaching support
- Encourage open conversations across teams