



HENPICKED

Menopause in the Workplace



Our CPD accredited menopause training makes it easy for you

From start to finish, we help you develop the right policies, practices and cultural change for your business.





Menopause in the Workplace

How we can help you

Tried, tested and trusted: ready-made, tailored or bespoke. We offer menopause at work training, videos, e-Learning and so much more.



Making your organisation
menopause friendly



CPD accreditation



Menopause at work
training for line managers



Menopause at work
training for colleagues



Menopause at work
training for HR and
Occupational Health



Menopause at work train
the trainer / advocates
session



Menopause in the
workplace events for
employers



Our professional
menopause at work toolkit
including e-Learning and
video

FANTASTIC BENEFITS FOR YOU AND YOUR TEAMS

How we can help your business

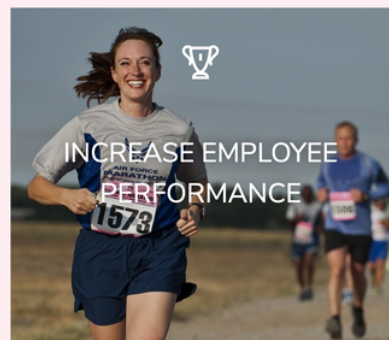
Making menopause an inclusive subject that no one is afraid or embarrassed to talk about helps make your organisation a great place to work, giving employees the confidence to ask for help and support if they need it.



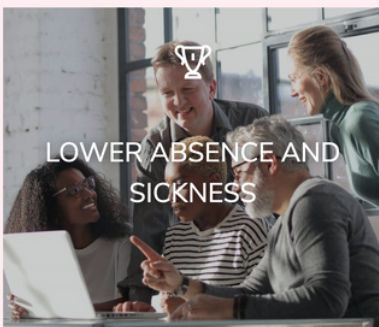
SUPPORT A CULTURE OF
INCLUSIVITY, DIVERSITY
AND EQUALITY



INCREASE EMPLOYEE
RETENTION



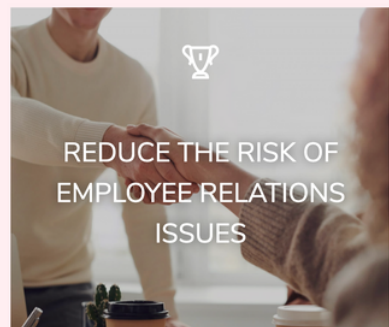
INCREASE EMPLOYEE
PERFORMANCE



LOWER ABSENCE AND
SICKNESS



REDUCE RECRUITMENT
COSTS



REDUCE THE RISK OF
EMPLOYEE RELATIONS
ISSUES

Find out more and sign up for news



Visit
www.menopauseintheworkplace.co.uk



Email
menopause@henpicked.net



LinkedIn
linkedin.com/company/menopauseintheworkplace



REVIEWS FOR OUR TRAINING

Who we work with and what they say about us



"Henpicked: Menopause in the Workplace delivered an extensive package of Menopause training to all Marine Management Colleagues. The team worked with us to tailor the training package for our corporate requirements. Their patience, professional approach and humour whilst working towards this goal was second to none. The first Line Manager training has received excellent reviews and was delivered in a professional, easy-easy-going and articulate delivery style! Thank you Henpicked!"

NIKI LEACH

MARINE MANAGEMENT
ORGANISATION

"Working with Henpicked: Menopause in the Workplace was easy. They are menopause experts, and really helped us make a big difference to our colleagues.

They guided us to make sure we had everything we needed, so that line managers were equipped to have great conversations and colleagues felt supported. They were fantastic throughout."

SARAH BEISLY

SAINSBURY'S GROUP



"UK Strategic Command, part of MOD, made menopause a priority to strive to be an employer of excellence.

Supported by Henpicked, we started our work on World Menopause Day, holding a series of sessions with the general workforce and sessions with line managers."

SARAH BAR-LEV

STRATEGIC COMMAND, MINISTRY OF
DEFENCE

"Next were thrilled to have Henpicked on site to train our Menopause Advocates, newly named the Embracing The Change Team #ETC.

The team are really excited about 'spreading the menopause word' and supporting both men and women in the workplace through education, useful resources and creating opportunities to talk openly about menopause."

CLAIRE KERSHAW

NEXT PLC



"Thank you so much for the Menopause Training Sessions you delivered for us. They covered a lot of information, delivered in concise chunks that were easy to absorb. The structure was clear, logical and effective.

There was obviously a lot of thought and expertise into designing it. The menopause training was extremely professional and the format was perfect."

MANDY BAUGHURST

LEICESTERSHIRE COUNTY COUNCIL



"Santander has been working with Henpicked: Menopause in the Workplace since 2019 when we first started our work to normalise discussion and support for menopause in the workplace. The team at Henpicked bring a huge amount of experience and knowledge relating to support for menopause and, with many of the team having their own experience to share – they deeply understand about the importance of employers providing workplace support."

THERESA WINTERS

SANTANDER UK



CPD accreditation

Our training sessions have independent **CPD accreditation**. This means they're professionally designed to achieve the right learning outcomes.

For your colleagues, this means they're receiving accredited training and learning to boost their professional lives which will help in their personal lives, too.

For your organisation, it means recognition and reputation as a business which supports colleagues through effective and comprehensive training.

All our fully interactive training sessions can be either in person at your workplace or online via webinar.

Training we offer

Our menopause in the workplace experts provide training videos, e-learning and policy and communications expertise for your organisation.



Menopause at work training for line managers

What is a line manager's role in supporting menopause at work? What do they need to know and do?

Our workshops **upskill line managers** on what they need to know and do to have confident conversations and provide the best support.



Menopause at work training for colleagues

Our training is for everyone, those experiencing menopause and those playing a vital support role.

It is fully inclusive and highly interactive.

Our menopause at work awareness sessions **engage, inspire and empower**.



Menopause at work training for HR and Occupational Health

Occupational health and HR professionals benefit from our training, helping them in their role and in supporting line managers.

We can help you identify how your organisation can support all colleagues, everything from the right support to the most appropriate reasonable adjustments.



Menopause at work train the trainer / advocates session

Our interactive sessions feature discussion and planning around how attendees would run sessions to get everyone talking. This covers all the key areas for how to run line manager and colleague sessions, to engage everyone in your organisation.

Many in-house trainers use our video to help them set the scene and context and also our three-stage process for colleagues which takes them through symptoms, their personal philosophy on managing them, what their next steps would be and top tips for conversations with their GP.

This training programme is ideal for creating menopause advocates in your organisation to get the conversations going and continued longer-term.



Menopause in the workplace events for employers

Our events for HR professionals and business leaders have been rated as 5* by those who have attended our sessions **across the UK and online**.

Our experts give a clear overview of menopause, employment law, how to implement effective policies and practices, line manager and employee training, and communication and engagement.

We include case studies from organisations demonstrating best practice and experiencing incredible results.

These events and resources **give you a head start to becoming a menopause friendly employer**.



Our professional menopause at work toolkit includes:

e-Learning

In only 30 minutes, we help line managers and colleagues understand what they need to know and do. Interactive with summary key messages and tests to check learning. These training programmes are available **off the shelf** or **tailored** for you.

Video

Our exceptionally concise and educational 'Menopause in Minutes' video can be used on your intranets or in ongoing training.

It covers the key facts about menopause, its symptoms and ways of managing them and is available off the shelf or branded for your organisation.



Menopause at work training for colleagues

Recommended length: 1h30 (webinar) 2h (in person)

Who this course is for:

All colleagues: for those who are experiencing menopause themselves or providing support for a partner, family member, friend or colleague.

The aim of this session is to enable you to understand about the menopause, what changes happen and its symptoms, think about the different ways of managing them and signpost help and support to enable you to make informed choices or support someone experiencing menopause symptoms.

We want everyone to feel confident talking about it and thrive through menopause.

Description of the session:

In this educational and engaging session, we help colleagues to understand:

- what menopause is, how to recognise the symptoms and how someone may be affected by menopause
- the options available to manage symptoms and long-term health
- what support is available and how to access it, both at work and outside work

This interactive session for colleagues covers:

- why we all need to talk about menopause at work
- what the menopause is and how someone could be affected by it
- the key ways of managing menopause to start thinking about what an individual would like to do
- getting help and support during menopause
- '3 Stage Process' document for your personal action planning

Learner outcomes:

- understanding why we need to be talking about menopause, especially in the workplace
- knowing what menopause is, why it happens and when it may happen
- recognising and understanding possible menopause symptoms and the impact they may have, especially at work
- exploring different approaches to managing menopause and where to access/signpost factual information
- understanding how to get the support you need from: your GP/medical practitioner, your workplace, your friends and family
- learning about specific support available through your organisation

Resources included:

- Managing Your Menopause Information Pack for colleagues
- Menopause Facts poster
- Feedback/suggestions for support from your attendees

This session can also be run for specific groups such as partners and those supporting menopause.



Menopause at work training for managers

Recommended length: 1h15 (webinar) 1h30 (in person)

Who this course is for:

All managers, ensuring they have the knowledge, skills and confidence to support colleagues around menopause.

The aim of this session is to enable you to understand about the menopause, what changes happen and its symptoms, understand about the different ways of managing them and signpost help and support to enable your colleagues to make informed choices and know how to support someone experiencing menopause symptoms.

Description of the session:

- This workshop includes everything a line manager needs to know about menopause and enables understanding of how menopause could be affecting someone at work.

This interactive session for managers covers:

- why we all need to talk about menopause at work
- what the menopause is and how someone could be affected by it
- the key ways of managing menopause and where to signpost help and support during menopause
- the role of the manager and the legal framework you need to understand
- what best practice looks like
- how to have a supportive conversation around menopause

Learner outcomes:

- understanding the four compelling reasons why organisations need to support menopause in the workplace
- knowing what menopause is, why it happens and when it may happen
- recognising and understanding menopause symptoms and the impact they may have at work
- understanding the different approaches to managing menopause and feel confident signposting to credible resources
- understanding employment law and the legal framework surrounding menopause in the workplace
- being confident in having supportive conversations with colleagues around menopause
- learning about specific support available through your organisation

Resources included:

- Manager Information Pack
- Managing Your Menopause Information Pack for colleagues
- Menopause Facts poster
- Feedback/suggestions for support from your attendees



Menopause at work training for HR/Occupational Health

Recommended length: 1h30 (webinar) 2h (in person)

Who this course is for:

HR and Occupational Health teams, ensuring they have the knowledge, skills and confidence to support colleagues and managers around menopause.

The aim of this session is to enable you to understand about the menopause, what changes happen and its symptoms, understand about the different ways of managing them and signpost help and support to enable your colleagues to make informed choices and know how to support someone experiencing menopause symptoms. We also consider how menopause impacts on other policies and the important role HR and OH can play in supporting colleagues and managers.

Description of the session:

- This workshop includes everything a member of HR or OH needs to know about menopause and enables understanding of how menopause could be affecting someone at work.

This interactive session for HR/OH covers:

- why we all need to talk about menopause at work
- what the menopause is and how someone could be affected by it
- the key ways of managing menopause and where to signpost help and support during menopause
- the role of HR/OH and the legal framework we need to understand
- what best practise looks like
- how to have a supportive conversation around menopause
- considerations around menopause and other policies such as flexible working and performance management

Learner outcomes:

- understanding the four compelling reasons why organisations need to support menopause in the workplace
- knowing what menopause is, why it happens and when it may happen
- recognising and understanding menopause symptoms and the impact they may have at work
- understanding the different approaches to managing menopause and feel confident signposting to credible resources
- understanding employment law and the legal framework surrounding menopause in the workplace
- To be confident in having supportive conversations with colleagues and managers around menopause
- being able to signpost specific support available through your organisation

Resources included:

- Manager Information Pack
- Managing Your Menopause Information Pack for colleagues
- Menopause Facts poster
- Feedback/suggestions for support from your attendees



Menopause at work training for Menopause Champions (including Mental Health First Aiders)

Recommended length: 2h30 (webinar) 3h (in person)

Who this course is for:

This session focuses on the role of the Menopause Champion in supporting menopause at work. This could be for Menopause Champions, Mental Health First Aiders, Wellbeing Champions or others in a similar role.

The aim of this session is to enable you to understand about the menopause, what changes happen and its symptoms, think about the different ways of managing them and signpost help and support to enable colleagues experiencing menopause to make informed choices. Participants will also gain practical skills in how to spot signs of someone struggling with menopause symptoms, the potential impact on their mental health and build confidence to have supportive conversations when needed.

Description of the session:

A comprehensive session including action planning and preparing for how you will support your colleagues.

This interactive session for champions covers:

- why we're talking about menopause now, what it is, its symptoms and ways of managing them, and how to have a supportive conversation.
- the potential impact of menopause on mental health
- discussions on the role of the Menopause Champion and the key areas you will need to understand to offer support for colleagues and provide relevant signposting, including top tips for conversations with their GP and at work.
- how to promote menopause activity within your organisation and have sufficient menopause knowledge to be able to signpost resources when guidance is needed.

Learner outcomes:

- understanding why we need to be talking about menopause, especially in the workplace
- knowing what menopause is, why it happens and when it may happen
- recognising and understanding possible menopause symptoms
- exploring different approaches to managing menopause and where to access/signpost factual information
- understanding how to help someone get the support they need
- knowing how to access a toolkit of additional resources to support managing menopause
- gaining practical skills in how to spot signs of someone struggling with menopause symptoms and the build the confidence to have supportive conversations when needed.
- discussing how you can help open up the conversation around menopause within your workplace and how the organisation can further support menopause.
- for Mental Health First Aiders - using skills and tools gained i.e. ALGEE to support good conversations and support around menopause at work.

Resources included:

- Managing Your Menopause Information Pack for colleagues
- Menopause Facts poster
- Feedback/suggestions for support from your attendees



Advocate/Train the Trainer menopause programmes

Recommended length: 6h
(split into 3 x 2h session webinar or full day in person)

Who this course is for:

Advocates and trainers who will be involved in rolling out a menopause awareness programme.

The aim of this programme is to enable you to understand about the menopause, what changes happen and its symptoms, think about the different ways of managing them and signpost help and support to enable colleagues experiencing menopause to make informed choices. Participants will also gain practical skills and resources in how to run workshops and support groups and provide peer support, along with planning for raising awareness across your organisation.

Description of the session:

This in-depth course includes action planning and preparing you for how you will raise awareness and run sessions yourselves.

This interactive programme for advocates/trainers covers:

Part 1 - Colleagues

- how to run a colleague session and use the Menopause in Minutes video so you leave this session feeling confident in your knowledge of menopause.
- why we're talking about menopause now, what it is, its symptoms and ways of managing them
- how to get the right support

Part 2 - Line Managers

- how to run a line manager session.
- the reasons why we need to support menopause in the workplace, the key menopause information managers need to understand, employment law and reasonable adjustments, and how to have a supportive conversation.
- we will include interactive discussions on reasonable adjustments and supportive conversations.

Part 3 - Putting it all together

- The key elements to consider in becoming a menopause friendly employer.
- The resource pack in detail, discussing how you will be using this within your organisation.
- Planning how you will take this forward in your organisation

Resources included:

- Slide deck for a 30-minute colleague session
- Slide deck for a 30-minute line manager session
- 'Menopause in Minutes' video
- Posters and leaflet samples
- Managing Your Menopause Information Pack for colleagues
- Manager Information Pack



Menopause Masterclasses

Recommended length: 1h-1h30 (webinar)

HRT (Hormone Replacement Therapy) Masterclass

For those wanting understanding more about the medical approach to managing menopause.

Delivered by Henpicked: Menopause in the Workplace and a GP Menopause Specialist this session focuses on debunking the myths, exploring the facts and the range of options available, both HRT and alternatives.

This session covers:

- HRT: the benefits and risks
- HRT: the facts and myths
- different types of HRT
- other alternatives
- top tips for talking to your GP
- questions and answers

Nutrition Masterclass

For those wanting to understand how we fuel our bodies during menopause and the huge impact this can have on our symptoms, how we feel and our long-term health.

Delivered by Henpicked: Menopause in the Workplace and a Nutritional Therapist specialising in menopause, this menopause and nutrition masterclass offers practical advice and top tips on what can help ease menopause symptoms and support long-term health.

This session covers:

- what can support your body
- things that may have a negative impact
- the small changes you can make to start feeling better and improve symptoms
- key considerations for your long-term health

Resilience & Self-care Masterclass:

Looking after our mental health during menopause can be challenging. Resilience can be low and dealing with high levels of stress can have a negative impact on our ability to manage symptoms. This is why self-care is so important, so we can support ourselves, as well as others.

This session delivered by Henpicked: Menopause in the Workplace and a Resilience Expert specialising in menopause, offers top tips and techniques, including CBT (cognitive behavioural therapy) tools, for helping you manage stress, so you can thrive and flourish during menopause.

In this session you will gain:

- insight into how thoughts have a powerful impact on menopause symptoms
- increased resilience to stress, anxiety and pressure
- the skills to be flexible and adapt to changing circumstances
- a resilient mindset for managing symptoms of menopause
- improved emotional regulation, confidence and wellbeing
- a greater ability to support yourself and others effectively



E-learning - line managers and colleague modules

Recommended length: 30 minutes

Line manager module overview

A 20-30-minute interactive course covering what line managers need to know.

Key elements include:

- why talk about menopause at work
- what menopause is, its symptoms, ways of managing them
- what reasonable adjustments look like
- dos and don'ts in supporting menopause at work

Includes summaries throughout and a test at the end.

Module 1 - Why we need to talk about menopause at work

Module 2 - What menopause is and how the symptoms could affect someone at work

Module 3 - How can line managers help

Colleague module overview

A 20-30-minute interactive course covering what everyone needs to know.

Key elements include:

- why we all need to talk about menopause
- what is menopause and how it could affect you or a colleague
- how to get help and support
- managing your menopause - a 3-stage process

Includes summaries throughout and a quiz at the end.

Module 1 - What menopause is and how the symptoms could affect someone at work

Module 2 - The different approaches to managing menopause

Module 3 - Getting the right support

We offer three options, with your branding, Henpicked branding, or Bespoke all with licence for unlimited usage within your organisation and supplied as SCORM 1.2 standard and tested on an external Moodle Learning Management System.

An existing Learning Management System is required for e-learning. Technical support prior to and during installation is available as standard practice. Please ensure you have a compatible system; please contact us for any compatibility queries.



Menopause Toolkit Resources

Policy and guidance

Working in collaboration with your menopause working group, we produce clear and comprehensive best practice documents tailored for you. We will discuss your requirements with you beforehand, providing a scope of works and pricing. We can provide examples of previous guidance documents and a framework for you to work to if required.

Menopause in minutes video - great for awareness and new employees

Our 'Menopause In Minutes' video from our toolkit is incredibly popular because it sits on intranets and can be used in ongoing training.

This has had rave reviews in organisations and actually went viral in one, making it their most popular posts on their intranet for the year.

We offer two options - with your own branding or Henpicked branding, both with licence for unlimited usage within your organisation and delivered in multiple formats.

Communication, engagement and support

For all training we run planning calls with you to share suggested wording for the invitations and posters as well as discussing how this fits within your wellbeing, HR and ED&I strategy and relevant internal signposting to include. We work with you to reach as many people to attend as possible.

Each training programme is accompanied by a supporting workbook and signposting which can be used within your organisation.

Inclusion

Throughout all our sessions, we sometimes use the terms 'women', 'female' and 'her'. However, we want to be clear that our sessions are inclusive of everyone who goes through the menopause or menopausal symptoms as a result of hormonal changes, for example trans men, and the language used is purely for the flow of the sessions.

Although our sessions focus on menopause, we will also cover andropause (age-related changes in male hormone levels) and times men could experience menopause-type symptoms.

Everyone's experience of menopause is different. We experience different symptoms, have different views or philosophies around how we'd manage them and different medical histories. Different cultures may 'understand' the menopause in different ways, too.

We want everyone to feel comfortable talking about menopause, never feeling that the subject is taboo or off limits.

How menopause friendly is your organisation?

**There are more people experiencing menopause at work than ever before.
It's important that all employers put the right awareness, education and support in place.**

This quick checklist highlights the best practice elements to think about:



Is it clear how your organisation supports menopause at work?

It's not law to have a menopause policy but it's best practice to have accessible and well-publicised information:

- Do you have either a menopause policy or guidance document, or is menopause included in another policy?
- Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness?

Do you have a culture where menopause can be talked about openly?

Talking about menopause openly supports an inclusive, diverse culture focused on equality, health, safety and performance. Do you:

- Have information about menopause on your intranet or other communications channels such as staff magazines?
- Have colleague networks or a menopause network where employees can discuss menopause, either in person or online?
- Promote menopause awareness in campaigns like National Women's Health Week (May) or World Menopause Day (Oct), or include menopause in your own wellbeing campaigns?
- Have menopause awareness and education sessions for colleagues?

Do your managers and support teams have the right knowledge and skills to talk about menopause?

It's important that managers, HR and Occupational Health teams know:

- What menopause is, its symptoms and how they can affect someone at work.
- What changes or reasonable adjustments help.
- Your organisation's approach to supporting those experiencing menopause.
- How to have a supportive conversation about menopause.

Do you provide access to occupational health support?

- Do your employees have access to Occupational Health support either directly or by referral?
- Do you have an Employee Assistance Programme which supports menopause in the workplace?
- Are they trained on menopause, how it can affect someone at work and how to help?

Do your employees wear uniforms or have a dress code?

If a uniform or dress code is needed at work:

- Can they be adapted to manage hot flushes or cold sweats e.g. layering?
- Can extra garments be ordered if needed?
- Do you think about the fabric and fit when redesigning or updating new uniforms?

Do your workplace facilities support those experiencing menopause symptoms?

The work environment can sometimes make symptoms worse:

- Is it possible to adjust workplace temperature or provide desk fans?
- Is there access to cold drinking water, washroom facilities and toilets in all workplace situations, including off site?
- Could those who need to stand for a long period of time or are customer facing take an extra break or sit down?

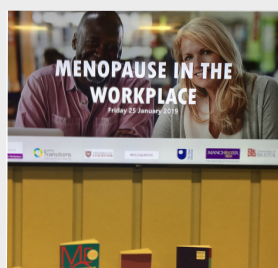
Henpicked: Menopause in the Workplace



Menopause: The Change is Here - ITN Productions



Henpicked's book: Menopause the change for the better



Menopause in the Workplace UK-wide events



All training fully CPD accredited

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Sarah Beisly, Sainsbury's Group

"Next were thrilled to have Henpicked on site to train our Menopause Advocates, newly named the Embracing The Change Team #ETC. The team are really excited about 'spreading the menopause word' and supporting both men and women in the workplace through education, useful resources and creating opportunities to simply talk with those who understand. The #ETC team are ready and armed with the skills and knowledge to make a difference with those seeking support."

Claire Kershaw, Next PLC

"Once we started on this journey at HSBC UK with Henpicked, we were overwhelmed by the speed we were able to move at to become a menopause friendly organisation and the impact this has had on so many lives. Individuals, line managers, friends and families impacted, have enthusiastically embraced the opportunity to talk, share, learn and feel really supported. The fact the menopause is no longer felt to be a "taboo" subject has in fact allowed other difficult subjects to also start being shared and talked about more openly."

Anne Bell - HSBC UK

"Henpicked: Menopause in the Workplace delivered an extensive package of menopause training to all Marine Management Colleagues. The team worked with us to tailor the training package for our corporate requirements. Their patience, professional approach and humour whilst working towards this goal was second to none. The first Line Manager training has received excellent reviews and was delivered in a professional, easy-going and articulate delivery style! Thank you Henpicked! "

Niki Leach - Marine Management Organisation



Tried, tested and trusted eLearning modules



Severn Trent menopause awareness session



Video:
Menopause in minutes



Proud to be charity partners raising money for vital menopause research

We make it easy for you....



Training and events

Menopause awareness and education sessions for colleagues, managers, champions, advocates, HR and Occupational Health provide the right knowledge to talk about menopause confidently.



Helping your organisation become menopause friendly



eLearning, videos and communication tools

Ready-made and approved, make it easy for you. to educate managers and colleagues across your organisation.



Professional toolkit of resources to support you

Find out more and sign up for news



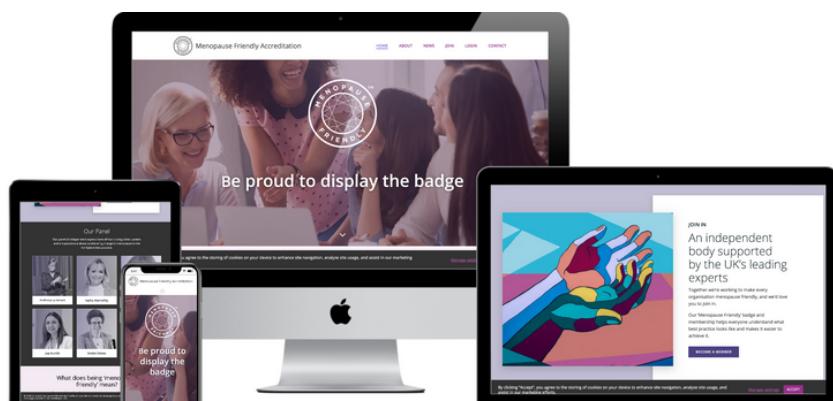
Visit
www.menopauseintheworkplace.co.uk



Email
menopause@henpicked.net



Linkedin
linkedin.com/company/menopauseintheworkplace



An independent body supported by the UK's leading experts.

Why join Menopause Friendly Accreditation?

- Join the inspirational, pioneering employers who are changing the way people think about menopause and are putting the right support in place.
- Menopause Friendly accreditation shows that you have a clear understanding of how menopause can have an effect at work and shows that you care about the wellbeing of your colleagues.
- Committing to being menopause friendly means you're working towards long-term, sustainable change in your workplace, fostering an inclusive culture where everyone can be at their best.
- Menopause Friendly accreditation is a recognised standard of achievement.
- Our accreditation programme is about supporting, recognising and celebrating organisations who make this commitment.

Be proud to display the badge



Menopause Friendly accreditation

A unique programme of
events workshops and
resources ...

LEVEL 1

MENOPAUSE CHAMPIONS

Badge Only

- Asset Pack including logos, email sign-off and listing on our website
- Menopause friendly standards to achieve
- Examples of menopause friendly work
- Access to some special educational events

LEVEL 2

MENOPAUSE CHAMPIONS PLUS

Badge and Support Programme

- All the benefits of Menopause Champions' membership
- Regular workshops: step-by-step guidance and support to create all the elements you need to be menopause friendly
- Accreditation programme and workbook
- Access to our exclusive resource centre
- Draft policies, guidance and other supporting documents
- Comms material including posters, leaflets and intranet content

What our members say ...

"It's easy to navigate and has lots of great resources to help you on your journey to becoming an accredited menopause friendly employer."

"Excellent support provided throughout the accreditation process and as members. The quality of the support material (especially the 5 min guides) is excellent and the lunch and learn sessions are always very well hosted, informative and enjoyable. "

"The team at Menopause Friendly are an absolute joy to work with. Their knowledge and support have been invaluable in our journey to becoming a menopause friendly employer and their member website is an amazing library of practical information, tools and resources. No matter where you are on your journey you will benefit from working with Menopause Friendly!"

"We started our menopause Friendly Company journey in 2021 and made terrific progress due to the streamlining of the planning and resources made available via our membership. "

"We are so grateful for your help and wonderful support. Nothing is too much trouble when we ask for help and everyone in your organisation is a pleasure to deal with."

"Resources and support from Menopause Friendly are fabulous! Given our work to support menopausal staff a real shot in the arm."

"This has not only given us the skills and resources to be able to launch our strategy, the discussion sessions with other organisations have provided an invaluable network of shared experiences and ideas to be successful."

Join in today

Find out more and sign up for news



Visit
www.menopausefriendly.co.uk



Email
menopause@henpicked.net



LinkedIn
linkedin.com/company/menopause-friendly-accreditation/