THE LAW IS CHANGING.

IS YOUR WORKPLACE READY FOR MENOPAUSE?

A STRUCTURED, MULTI-YEAR JOURNEY FROM AWARENESS TO LEADERSHIP EXCELLENCE

For EDI Leads | HR Managers | CEOs | COOs | Trustees | Boards

Supporting midlife women

Protecting organisational performance

Responding to evolving legal, regulatory and governance expectations

TABLE OF Contents

Executive Summary: Why This Matters Now 01

The Workplace Reality 03

The Legal and Regulatory Context (UK) 05

Existing law (already in force) 06

2026–2027: What Is Changing 08

International Standards: Why They Matter 10

What This Means for HR and EDI Teams 12

What the Menopause-Friendly Workplace Accreditation Is 13

The Accreditation Framework (Four Pillars) 14

The Three-Year Accreditation Journey 15

Why Accreditation, Not Just Workshops 18

Why Work With The Empowerful Club 19

A Strategic, Future-Proof Investment 21

Next Steps 22

Appendix A 23

EXECUTIVE SUMMARY: WHY THIS MATTERS NOW

Menopause in the workplace is no longer a marginal wellbeing issue.

UK employers are operating in a changing environment shaped by:

- The Employment Rights Bill and its implementation roadmap
- Increasing regulatory and tribunal scrutiny of workplace practices
- Existing Equality and Health & Safety duties
- Emerging international standards addressing psychological health, menstruation and menopause at work

The direction of travel is clear.

Employers are increasingly expected to demonstrate evidence of action, not simply intention.

If your organisation employs midlife women, menopause is already affecting:

- Attendance and sickness absence
- Confidence, focus and cognitive performance
- Retention of experienced staff
- Manager capability and consistency
- Legal, reputational and governance risk

Doing nothing is no longer neutral.

It is a choice, and an increasingly exposed one.

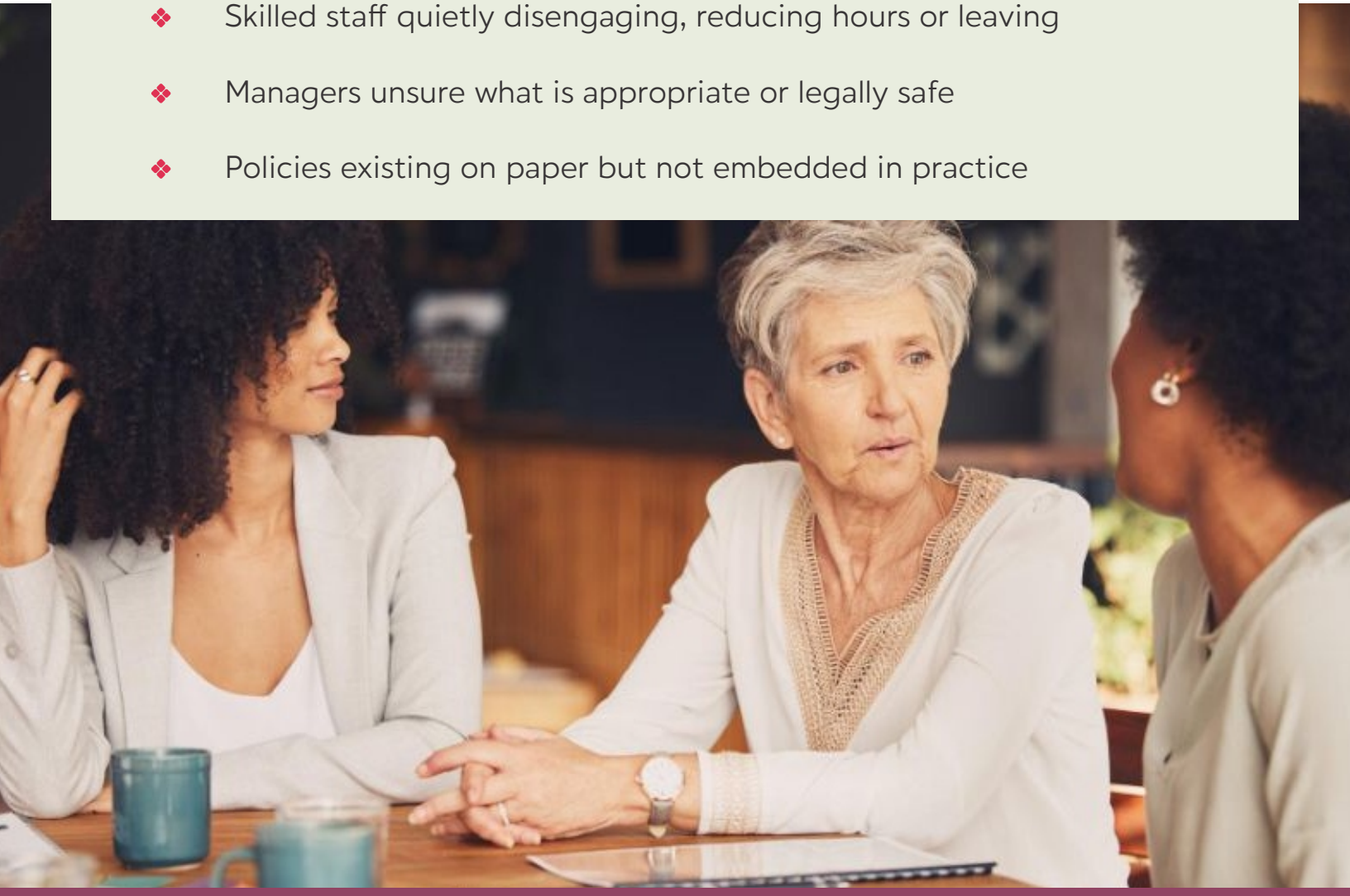
The Menopause-Friendly Workplace Accreditation provides a credible, structured and defensible framework to help organisations respond with confidence.

THE WORKPLACE REALITY

Menopause and perimenopause affect a significant proportion of the working population, particularly women in experienced, senior and leadership roles.

Across sectors, organisations commonly report:

- Menopause-related absence being managed inconsistently
- Performance concerns handled without menopause awareness
- Skilled staff quietly disengaging, reducing hours or leaving
- Managers unsure what is appropriate or legally safe
- Policies existing on paper but not embedded in practice



This is not a motivation issue.

It is a systems, leadership and governance issue.

Organisations that address menopause effectively are better able to:

- Retain experience and institutional knowledge
- Reduce absence and presenteeism
- Protect performance and morale
- Demonstrate responsible leadership

THE LEGAL AND REGULATORY CONTEXT (UK)

Employment Rights Act: A shift in expectations

The Employment Rights Act strengthens employer responsibility across areas that directly affect menopause at work, including:

- Wellbeing and prevention
- Fairness, consistency and reasonable adjustments
- How policies operate in practice, not just on paper

While menopause is not a standalone piece of legislation, it is clearly implicated within this framework.

The direction of travel is clear:

- Less tolerance for informal or ad hoc approaches
- Greater expectation of structured, documented practice

Note: Employment law applies across Great Britain (England, Scotland and Wales). Northern Ireland has devolved employment law and may adopt separate or parallel provisions.

EXISTING LAW (ALREADY IN FORCE)

Equality Act 2010

Menopause-related symptoms may fall under:

- Sex discrimination
- Age discrimination
- Disability discrimination (where symptoms are long-term and substantial)

Tribunals and regulators have repeatedly emphasised the importance of:

- Manager awareness
- Consideration of reasonable adjustments
- Consistent application of policy

A lack of training or framework is increasingly difficult to defend.

Health & Safety at Work Act 1974

Employers have a duty to protect both physical and psychological health at work.

Menopause-related factors such as fatigue, anxiety, sleep disruption, cognitive strain and stress fall within this duty.

2026–2027: WHAT IS CHANGING

Equality and menopause action planning

Under the Employment Rights Bill implementation roadmap:

- Equality action plans, which are expected to include menopause support, are planned to be introduced on a voluntary basis
- These plans are expected to become mandatory following a further implementation phase

Government and Acas communications consistently describe this as:

- Voluntary first
- Mandatory later
- With scope expected to align broadly with existing gender pay gap reporting requirements (commonly large employers, typically 250+ employees)

Precise timings and thresholds will be confirmed through secondary legislation and guidance.

The key shift for employers is this:

The expectation is moving from having a policy to being able to evidence action.

INTERNATIONAL STANDARDS: WHY THEY MATTER

ISO 45003: Psychological health and safety at work

ISO 45003, published by the International Organization for Standardization, provides guidance on managing psychosocial risks within occupational health and safety systems.

While ISO 45003 is not legally mandatory, it is increasingly used as a benchmark for good governance, particularly by:

- Public sector organisations
- Education trusts and MATs
- Larger charities
- Employers with established risk frameworks

Menopause-related challenges, including stress, fatigue, anxiety, sleep disruption and cognitive load, fall clearly within its scope.

ISO/DIS 45010: Menstruation, menstrual health and menopause at work

ISO/DIS 45010 is a proposed international standard, currently under development, providing guidance on workplace support for menstruation, menstrual health and menopause.

It builds on the UK's BS 30416 standard and signals a clear international trend:

- Menstruation and menopause are being recognised as legitimate workplace health, safety and inclusion issues
- Expectations are moving towards structured, consistent employer responses

While ISO/DIS 45010 is not yet in force, it reinforces the direction of travel for employers.

WHAT THIS MEANS FOR HR AND EDI TEAMS

Historically, menopause support has often consisted of:

- A policy document
- A one-off awareness session
- Signposting to an EAP
- Reliance on individual managers

Under current and emerging expectations, this is no longer sufficient.

HR and EDI teams are increasingly expected to deliver:

- Consistency, not goodwill
- Systems, not informal responses
- Evidence, not intention
- Prevention, not crisis management

WHAT THE MENOPAUSE-FRIENDLY WORKPLACE ACCREDITATION IS

The Menopause-Friendly Workplace Accreditation is a structured, multi-year programme designed to help organisations move beyond awareness and towards sustained, defensible change.

Rather than isolated workshops, it provides a clear roadmap supporting:

- Legal and regulatory readiness
- Manager capability
- Policy and risk management
- Cultural and behavioural change

Awareness alone does not change workplaces.

Systems, leadership and accountability do.

THE ACCREDITATION FRAMEWORK (FOUR PILLARS)

Knowledge and Awareness

Evidence-based understanding of menopause and workplace impact.

Manager and Leadership Capability

Practical confidence, language and skills for consistent support.

Policy, Risk and Organisational Readiness

Clear policies, reasonable adjustments and reduced legal risk.

Culture, Retention and Sustainable Change

Menopause embedded into everyday practice and workforce strategy.

These pillars align with:

- Equality and Health & Safety duties
- Employment Rights Bill expectations
- ISO 45003 principles
- The direction set by ISO/DIS 45010

THE THREE-YEAR ACCREDITATION JOURNEY

Year 1: Foundation and Compliance

Menopause-Aware and Compliant Organisation

Focus

- Awareness and education
- Manager confidence
- Legal readiness
- Policy development

Outcome

- Trained managers
- A workable menopause policy
- Reduced people and legal risk
- A defensible starting position

Year 2: Embedding and Culture

Menopause-Inclusive Organisation

Focus

- Everyday practice
- Psychological safety
- Burnout prevention
- Accountability

Outcome

- Visible cultural change
- Improved retention signals
- Menopause embedded into wellbeing and EDI activity

Year 3: Strategy and Leadership

Menopause-Leading Organisation

Focus

- Strategic alignment
- Leadership accountability
- Risk prevention
- External credibility

Outcome

- A future-focused menopause strategy
- Leadership ownership
- Alignment with governance expectations

WHY ACCREDITATION, NOT JUST WORKSHOPS

Standalone workshops can raise awareness, but on their own they are often:

- One-off
- Easily forgotten
- Disconnected from policy and strategy
- Difficult to evidence

Workshops raise awareness.

Accreditation creates capability, consistency and defensible practice.

WHY WORK WITH THE EMPOWERFUL CLUB

The Menopause-Friendly Workplace Accreditation is led by Emma Louise Bennett, bringing together senior leadership experience, accreditation-level delivery and menopause-specific workplace expertise.

Emma has worked within highly regulated environments and has previously supported a national, high-profile education charity in the delivery and awarding of recognised quality marks as part of a national accreditation framework. As a result, this accreditation has been designed with a clear understanding of what robust frameworks require in practice: clarity, evidence, consistency and accountability.

Combined with certified menopause coaching expertise and lived experience of navigating menopause alongside high-responsibility professional roles, the programme supports organisations in a way that is practical, defensible and aligned with real governance expectations.

Organisations are not working with a one-off trainer, but with a provider who understands how serious accreditation frameworks operate and what they must stand up to.

This work is:

- Legally and standards-informed
- Practical, not performative
- Strategic, not reactive
- Designed for real workplaces
- Built to withstand scrutiny

Organisations choose The Empowerful Club because this approach:

- Protects managers rather than exposing them
- Supports women without singling them out
- Aligns with legislation and emerging standards
- Provides documented, defensible evidence of action
- Reflects established accreditation and quality-mark methodologies

A STRATEGIC, FUTURE-PROOF INVESTMENT

Menopause is:

- A workplace issue
- A retention issue
- A leadership issue
- A legal and reputational issue

The Menopause-Friendly Workplace Accreditation equips organisations to respond, not react, now and as expectations continue to evolve.

NEXT STEPS

Onboarding is intentionally limited to ensure quality and impact.

If your organisation wants to:

- Prepare confidently for upcoming requirements
- Reduce people and legal risk
- Retain experienced staff
- Demonstrate responsible leadership

The next step is a conversation.

APPENDIX A

Standalone Menopause Workplace Training Menu

Standalone workshops are available either independently or as part of the accreditation pathway.

Pricing is provided following an initial scoping conversation.

Core Foundation

- Menopause 101: What Every Workplace Needs to Know
- The Business Case for Menopause Support
- Managing Menopause with Confidence: A Practical Guide for Line Managers
- How to Have Supportive Menopause Conversations at Work
- Menopause, Performance and Attendance
- Menopause, the Law and Employer Responsibilities
- Building a Menopause-Inclusive Workplace Policy (That Actually Works)

Embedding and Culture

- Creating a Menopause-Inclusive Workplace Culture
- Why Women Leave at Midlife and How Menopause Support Changes That
- Menopause, Burnout and Chronic Stress
- From Awareness to Action

Cognitive Performance and Specialist

- Beat Brain Fog at Work
- Protecting Confidence and Decision-Making During Menopause
- Supporting Menopause Across Different Roles and Working Patterns

Perimenopause and Advanced

- Understanding Perimenopause
- Menopause Is Not One-Size-Fits-All

Education-Specific

- Menopause in Education Settings (schools, MATs, trusts)

Copyright Notice

© 2026 The Empowerful Club Ltd. All rights reserved.

This eGuide is the intellectual property of The Empowerful Club Ltd and is protected by copyright law.

No part of this publication may be copied, reproduced, distributed, stored, or transmitted in any form or by any means without prior written permission from The Empowerful Club Ltd, except for brief quotations used in reviews or for internal reference.

This eGuide is provided for personal and organisational learning purposes only. It may not be resold, repackaged, shared externally, or used as part of any training, consultancy, or commercial offering without explicit permission.

For permissions, licensing, or corporate use enquiries, please contact:
info@empowerfulclub.com