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GROUP

A Practical Guide for HR Leaders, People Managers & Employers

A Practical Introduction for Forward-Thinking Employers



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A Practical Introduction for Forward-Thinking Employers
Supporting Employee Health, Retention & Workplace Performance

As we approach 2027, workplace wellbeing is no longer viewed as an employee benefit. It is increasingly recognised as a key component of business performance, workforce retention, talent attraction and organisational culture.

This guide outlines the key considerations for employers looking to strengthen their wellbeing strategy and create a more supportive environment for all employees, including those experiencing menopause.

What's Included?

- The business case for workplace wellbeing
- Understanding menopause and its impact on the workforce
- Creating a menopause-friendly workplace
- Manager training and confidence-building
- Workplace wellbeing trends for 2027
- Health screening and preventative healthcare initiatives
- Absence reduction and employee retention strategies
- Building an inclusive wellbeing strategy
- Measuring success and demonstrating ROI
- Future-proofing your organisation against changing workplace expectations

This guide provides an introduction to workplace wellbeing and menopause readiness. It is not intended to replace professional training, policy review or specialist advice.



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Understanding Menopause in the Workplace

Menopause can affect physical health, cognitive performance, confidence and wellbeing.

Symptoms may include:

- Brain fog
- Sleep disturbance
- Anxiety
- Reduced concentration
- Fatigue
- Joint pain
- Reduced confidence

For many employees, these symptoms can impact their experience at work if appropriate support is not available.

Employer Self-Assessment
How many can you answer "Yes" to?

☐ We have a menopause policy.

☐ Managers receive menopause awareness training.

☐ Employees know where to seek support.

☐ We have trained menopause champions.

☐ Menopause is openly discussed within our organisation.

☐ We have wellbeing resources available.

Score Guide
0-2: Significant opportunity for improvement
3-4: Good foundations in place
5-6: Demonstrates a proactive approach

Where Does Your Organisation Sit?

Menopause & Workplace Wellbeing Maturity Scale
Level 1: Awareness Only
Level 2: Policy in Place
Level 3: Manager Training Delivered
Level 4: Menopause Champions Established
Level 5: Integrated Healthcare-Led Support

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The Importance of Menopause Champion Training

Are You Experiencing Any of These Challenges?

☐ Managers lack confidence discussing menopause
☐ Employees don't know where to access support
☐ Wellbeing initiatives have low engagement
☐ Menopause is not covered within workplace policies
☐ Absence rates are increasing
☐ Retention of experienced employees is becoming difficult

Many organisations are recognising the value of internal menopause champions.

A trained menopause champion can:
✓ Increase awareness and understanding
✓ Signpost colleagues to appropriate support
✓ Help reduce stigma
✓ Support organisational culture change
✓ Encourage earlier conversations
✓ Help embed wellbeing initiatives throughout the organisation

Key Consideration

Champion training alone is not a complete solution.

The most successful organisations combine:

- Leadership commitment
- Manager education
- Employee awareness
- Champion networks
- Specialist professional support
- Clear workplace policies

This creates a whole-organisation approach rather than a standalone initiative.

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Creating a Menopause-Friendly Culture

Policies are important, but culture is often what employees experience day-to-day.
Consider whether your organisation:

☐ Encourages open conversations

☐ Trains managers appropriately

☐ Uses inclusive language

☐ Promotes wellbeing resources regularly

☐ Makes reasonable workplace adjustments where appropriate

☐ Reviews policies regularly

Building a supportive culture can help employees feel valued, understood and able to perform at their best.



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Manager Confidence: The Missing Link

Many organisations are investing in menopause awareness, but awareness alone does not always translate into meaningful workplace support. One of the biggest barriers is manager confidence.

Our programmes are delivered by healthcare professionals, combining evidence-based education with practical workplace guidance and access to specialist clinical expertise. This approach goes beyond awareness training, equipping managers with the knowledge, confidence and tools they need to support employees effectively.

What makes our training different?

- Delivered by qualified healthcare professionals
- Evidence-based, clinically informed education
- Practical guidance for real workplace situations
- Ongoing wraparound support for organisations
- Access to specialist care pathways when further support is needed

Many managers genuinely want to help but often feel uncertain about how to approach health-related conversations. Without the right training, they may lack the confidence to respond appropriately, recognise when support is needed, or signpost employees to available resources.

Questions Employers Should Consider

- Would your managers feel confident having supportive conversations about menopause and women's health?
- Do they understand how menopause can impact wellbeing, attendance and workplace performance?
- Can they identify appropriate workplace adjustments and support measures?
- Are they able to signpost employees to available internal and external support services?
- Do they understand your organisation's policies and legal responsibilities?
- Are they equipped to create an open, supportive and inclusive workplace culture?

Investing in manager education is often the missing link between raising awareness and creating lasting organisational change. When managers are equipped with the right knowledge and confidence, employees feel better supported, engagement improves, and organisations are better positioned to meet their wellbeing, inclusion and retention objectives.

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Workplace Wellbeing Trends for 2027

Leading organisations are increasingly focusing on:

Preventative Healthcare
Supporting employees before health issues become significant concerns.

Personalised Wellbeing
Moving away from generic wellbeing programmes and towards targeted support.

Women's Health Initiatives
Recognition of menopause, menstrual health and broader female health needs.

Data-Led Decision Making
Using wellbeing data and employee feedback to shape investment decisions.

Healthcare-Led Programmes
Seeking support from qualified healthcare professionals rather than relying solely on awareness campaigns.

Health Screening & Preventative Healthcare

Healthy employees are more likely to remain productive, engaged and present at work.

Many organisations are now exploring:

☐ Health assessments

☐ Cardiovascular risk screening

☐ Diabetes risk identification

☐ Women's health services

☐ Occupational health support

☐ Wellbeing education programmes

Preventative healthcare enables employees to better understand their health and take action earlier.

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Reducing Absence & Improving Retention

Absence and employee turnover are costly challenges for organisations.

A proactive wellbeing strategy may help:
✓ Improve employee engagement
✓ Support workforce resilience
✓ Reduce wellbeing-related absences
✓ Improve employee satisfaction
✓ Enhance retention
✓ Strengthen organisational culture

The strongest results are typically achieved when wellbeing is embedded into everyday workplace practices rather than delivered as a one-off initiative.



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Compliance & Employer Responsibilities

Employers are increasingly expected to consider employee wellbeing, equality and workplace health within broader people strategies.

Questions to consider:

☐ Have workplace policies been reviewed?

☐ Are managers adequately trained?

☐ Is wellbeing included within organisational strategy?

☐ Are workplace risks regularly assessed?

☐ Can employees easily access support?

☐ Is employee feedback routinely collected?

Taking a proactive approach can help demonstrate commitment to employee wellbeing while supporting wider organisational objectives.

"What happens if we get this right?"

Following menopause awareness training, champion implementation and healthcare-led support, organisations often report:
✓ Improved manager confidence
✓ Greater employee engagement
✓ More open workplace conversations
✓ Increased awareness of available support
✓ Stronger wellbeing culture

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Measuring Success

Effective wellbeing strategies should have measurable outcomes.

Employers may wish to monitor:

- Employee engagement
- Absence levels
- Retention rates
- Wellbeing programme utilisation
- Training participation
- Employee feedback scores

Without measurement, it is difficult to understand the true impact of wellbeing investments.

How We Support Employers

- Menopause Awareness Training
- Accredited Menopause Champion Training
- Manager Education Programmes
- Workplace Policy Development
- Workplace Health Screening
- Women's Health Services
- Wellbeing Events & Speaker Sessions
- Strategic Workplace Wellbeing Support

Future-Proofing Your Organisation

The most successful organisations are already preparing for future workforce expectations by:

- Investing in manager education
- Building internal champion networks
- Developing supportive workplace cultures
- Expanding preventative healthcare initiatives
- Strengthening employee wellbeing strategies
- Accessing specialist healthcare expertise

Employee wellbeing is no longer simply about offering support when problems arise.

It is about creating an environment where employees can thrive, contribute and perform at their best.

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Ready to Learn More?

Whether you are just beginning your menopause and workplace wellbeing journey or looking to strengthen an existing programme, our team can help.

Complimentary Workplace Wellbeing Consultation

During your consultation we will:
✓ Review your current provision
✓ Identify gaps and opportunities
✓ Discuss manager and champion training needs
✓ Explore healthcare-led support options
✓ Provide practical recommendations
All training is delivered by qualified healthcare professionals and expert trainers.

Book your complimentary consultation today.

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