

TOTM

Menopause Action Plan 2026



What Is The Menopause Mandate?

The Employment Rights Act 2025 will require employers with 250+ employees to publish a Gender Equality Action Plan, including menopause support. At TOTM, we believe every workplace, whatever its size, should be ready to support employees through menopause. This resource is here to help you take the first step.

What

A published plan showing the real actions you're taking to support employees through menopause.

Who

Employers with 250 or more employees.

When

Voluntary from 2026. **Mandatory from 2027.**

Where

Submitted through the government's gender pay gap service and published alongside your pay gap data.

How Often

Reviewed and updated every reporting year.

Menopause at work: *why action matters*

Menopause doesn't stop at the workplace door.

Menopause can affect people in many different ways, from concentration to energy, temperature regulation and physical symptoms. Often, the biggest barrier isn't menopause itself — it's not knowing what support is available, whom to talk to, and whether it's okay to ask for adjustments.

By spring 2027, large UK employers with 250 or more employees will face a legal requirement under the Employment Rights Act 2025 to publish a formal Menopause Action Plan alongside their gender pay gap data.

The conversation is moving from awareness to action.

ISO 45010: *What Does It Mean?*

ISO 45010 provides guidance for organisations on integrating menstrual and menopausal health into occupational safety & health (OSH) systems.

The new guidance puts women’s health firmly on the workplace health & safety agenda.

What’s Coming Up Next: **ISO/TC 338**

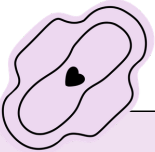
A committee dedicated to menstrual product safety and quality. To ensure safe, effective, and comfortable period products for all employees. Such as 100% organic cotton products meeting medical device standards via ICEA/GOTS testing.



Key Recommendations for Organisations Implementing ISO 45010:



Access to Facilities
Adequate water, sanitation, hygiene, and privacy.



Product Provision
Complimentary period care to prevent unplanned absences.



Supportive Policies
Flexible attendance, uniform adjustments, symptom-related absence accommodation.



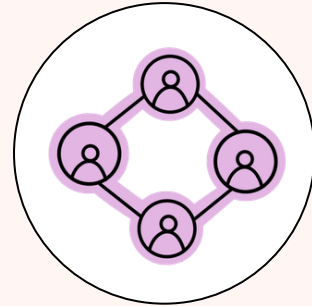
Education & Training
Equip managers to support employees with empathy and reduce stigma.



Integration
Embed into safety management systems to boost retention, productivity, and inclusion.

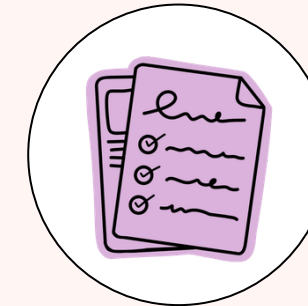
What You Will Need To Do

An overview of the key steps to get you started



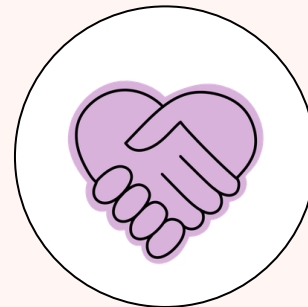
Understand the issues

Review existing policies and workplace practices, using anonymous staff surveys to identify gaps and inform your action plan.



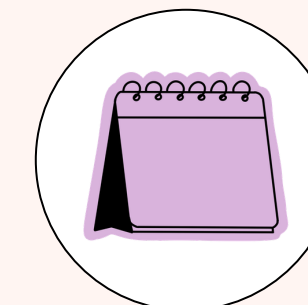
Explain them

For each action, add a supporting summary and an overall narrative explaining your plan, providing context for your gender pay gap data.



Choose your actions

To meet the legislation, choose a minimum of 2 actions in your action plan: one addressing your gender pay gap, and one supporting employees experiencing menopause. Full list of actions **can be found here**.



Publish, track and review

Submit your plan on [GOV.UK](https://www.gov.uk). Ensure you have chosen your action, written your supporting narrative, and selected the person responsible for approving your plan.

Why Now? *Because it's long overdue.*

Experience is walking out the door

Women in their 40s and 50s are often at the peak of their careers. Too many turn down promotions or leave altogether because they don't feel supported.

The legal responsibility is already there

The Equality Act 2010 already protects employees from being treated unfairly because of menopause symptoms – through sex, age and disability. Tribunal claims keep rising.

It's a gender equality issue

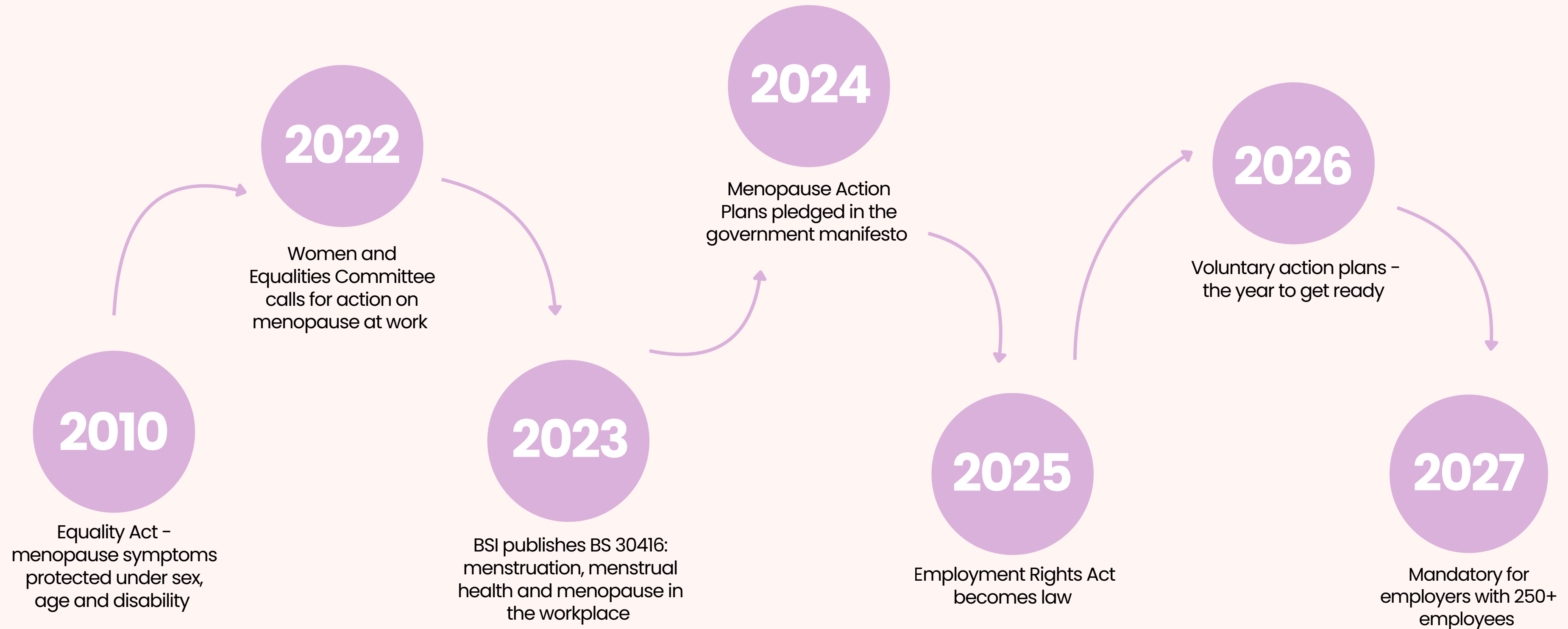
When experienced women step back from their careers, the gender pay gap widens. That's why menopause sits inside the gender equality plan, not off to one side.

Good intentions need action

Many businesses recognise the importance of menopause support, but good intentions alone aren't enough. A published, regularly reviewed action plan helps turn commitments into meaningful, measurable progress.



The Road To The Mandate



Waiting It Out? *Here's The Catch*

Leaving it late

Your plan goes public in 2027. Rushed plans look rushed – to candidates, clients and your own people.

Saying, not doing

A glossy plan that doesn't match what *actually* happens is worse than no plan at all.

One-off fixes

A policy nobody's trained on, or a fan in the corner, isn't support. It needs to join up.

Losing good people

66% say they're more likely to stay with an employer that supports menstrual health.

It's not just a 'nice-to-have' anymore. It's now a **workplace responsibility**.

Stat from TOTM's 'Menstrual Matters at Work' survey 2024.

Championing Menstrual Wellbeing *At Work*

Periods don't plan ahead, but you can. Support employees **every time** of the month.

94%

said period pains and discomfort have **disrupted** their working day.

70%

said they had been **caught short** by their period at work.

50%

nearly 50% of females have had to **leave work early** or take time off due to period related discomfort.

Supported Staff *Stay For Longer*

37%

employees in a **psychologically safe** environment are 37% more productive.

13%

happier employees are 13% **more productive.**

66%

say they are **more likely to stay** with their current employer if they introduced policies and practices that supported menstrual health.

Your Ten-Step Employee Action Plan Checklist

1

Appoint an owner.

Give a senior leader responsibility for driving progress, working with HR, managers, facilities and employees with lived experience.

2

Understand your starting point.

Review existing policies, workforce data, employee feedback, absence and retention trends, and workplace facilities.

Use anonymous surveys or focus groups to identify gaps and priorities.

3

Publish a menstruation & menopause policy.

Create or review your menstrual and menopause policy, alongside sickness absence, flexible working and wellbeing policies.

Make support easy to find and understand.

4

Make your workplace work for everyone.

Provide free, 100% organic cotton period care in toilets and review support including:

- Temperature
- Ventilation
- Drinking water
- Uniforms
- Breaks
- Flexible work arrangements
- Paid leave

5

Make support accessible.

Ensure employees know how to access HR, occupational health or employee assistance support, where available, and how to request individual workplace adjustments.

Your Ten-Step Employee Action Plan Checklist

6

Build manager confidence.

Train managers to understand menstrual and menopausal health, recognise potential workplace impacts, hold supportive conversations and explore appropriate adjustments.

TOTM's menstrual and menopause e-learning can help.

7

Create a culture where people can talk.

Share resources, promote awareness, encourage peer support and signpost employees to relevant guidance.

Make conversations inclusive and never pressure anyone to disclose personal health information.

8

Choose your formal action plan actions.

Select at least two government-recommended actions: one to address your gender pay gap and one to support employees experiencing menopause.

Mark at least two as new or in progress, and identify established actions as embedded.

9

Set targets and track progress.

For each action, explain what you will do and how you will measure its impact.

Set clear responsibilities and review measures such as training completion, employee feedback, use of support and progress towards gender equality.

10

Approve, publish and review.

Prepare your organisation overview, document your findings, obtain approval and submit your action plan here. Submissions are expected to become mandatory from spring 2027, subject to legislation.

Communicate your commitments and review progress.

Your *Period Positive* Workplace Begins Here



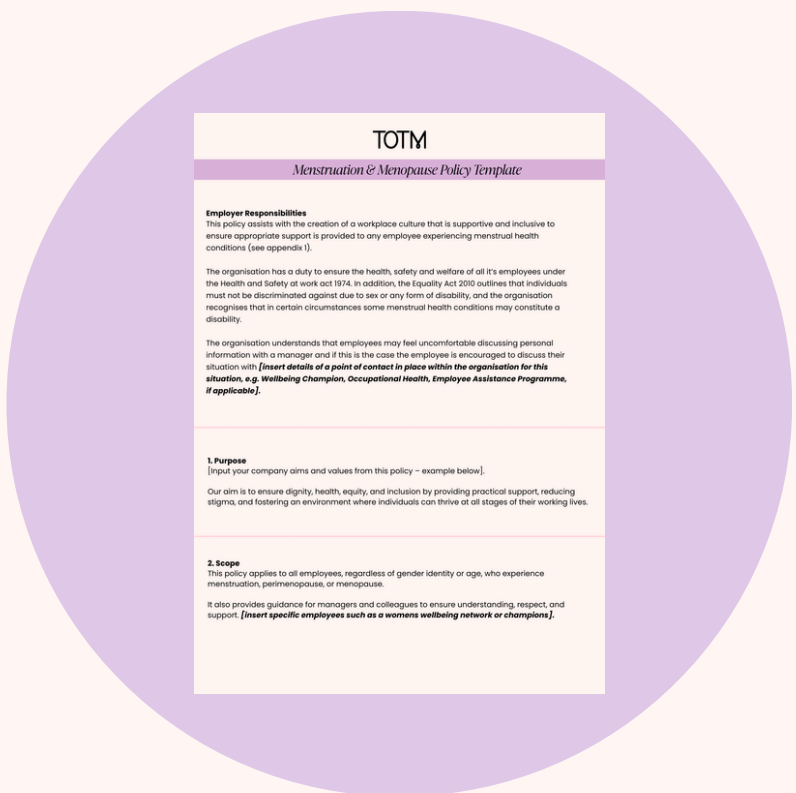
TOTM Workplace Scheme

Champion period dignity by providing everyday access to period care within your workplace bathrooms.



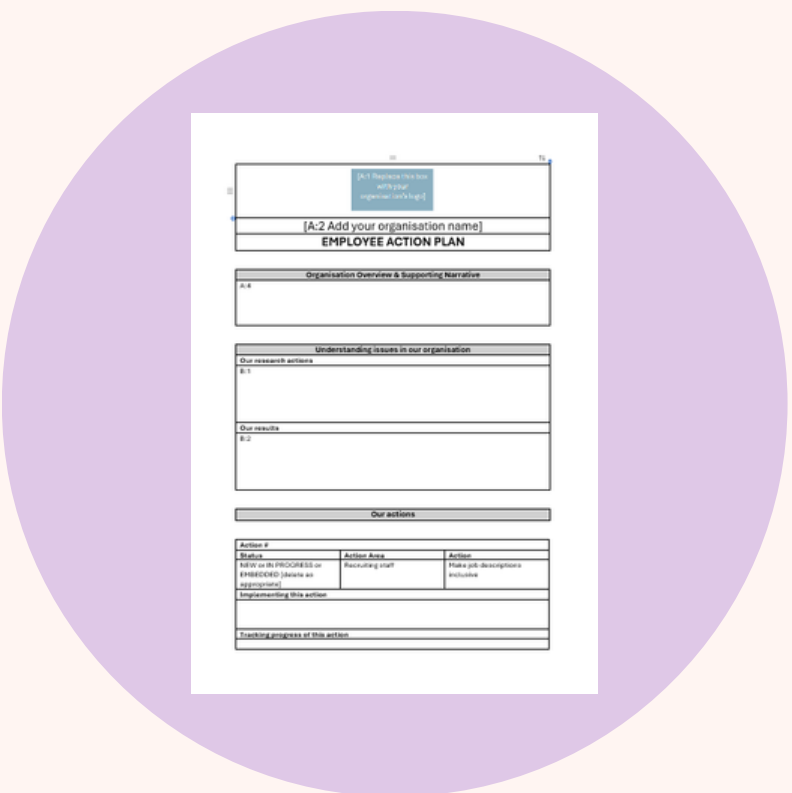
E-Learning

Train your employees and managers on menstrual and menopause health with our E-learning.



Menopause Policy Template

Access your free menopause policy with practical guidance for supporting employees through menstruation and menopause.



Action Plan Template

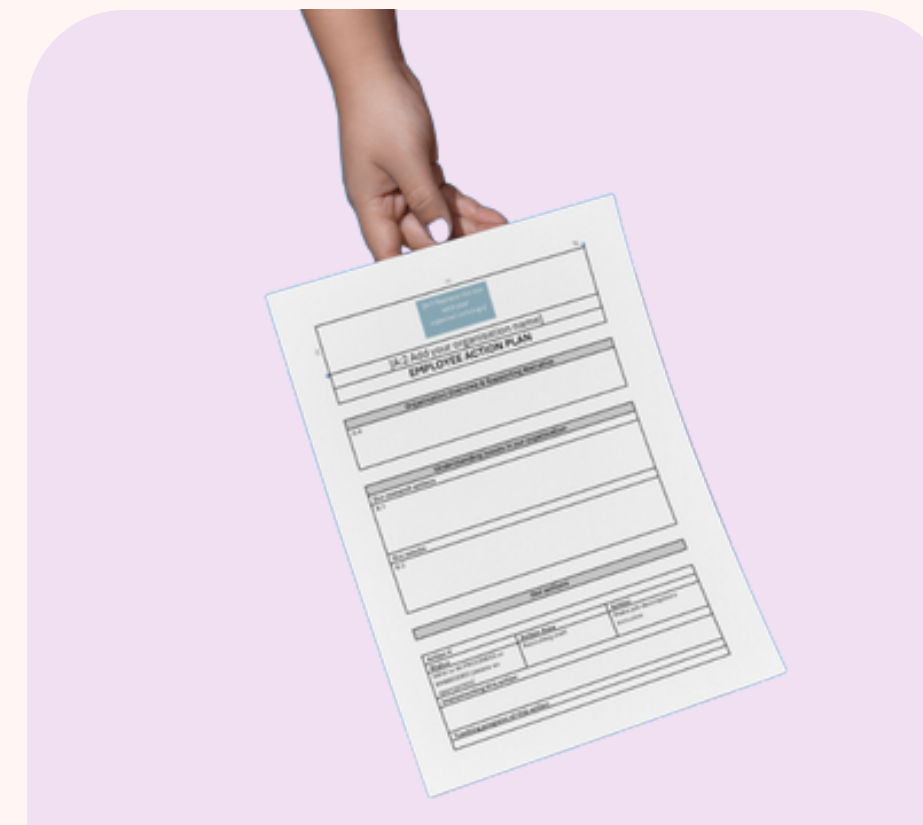
Access your free action plan template to help you get started with implementing the mandate.

Downloadable Templates

To help you prepare for the new mandate, we've created **two free templates** with practical guidance to help you get started and better support employees through menstruation and menopause.



*Menstruation and
Menopause Policy Template*



Menopause Action Plan Template

Ready To Take Action? *We're Here To Help.*

Create a more supportive workplace by making **free period care available** and helping your team better understand menstrual and menopause health through our **e-learning training**.



Shop Our Period Care



Enrol Your Team
In Our E-Learning

