



Menopause Action Plan Guide

A practical starter guide to the Menopause Action Plan requirements linked to the Employment Rights Act 2025 and gender pay gap reporting

STARTER GUIDE

WHY THIS MATTERS ?

Menopause is no longer just a wellbeing consideration, it's a legal one.

The Employment Rights Act 2025 marks a turning point for UK employers. For organisations with 250 or more employees, Menopause Action Plans will be a formal legal requirement from 2027. For all organisations, irrespective of size, proactively and visibly supporting women through menopause sends a clear message: that you value your people, invest in your talent, prioritise wellbeing, and are genuinely committed to an inclusive workplace where women can thrive at every stage of their career.



WHO DOES IT APPLY TO ?

Employers with 250 or more employees can voluntarily publish a menopause action plan alongside their gender pay gap data from April 2026. Mandatory action plans are expected from spring 2027, subject to legislation.

Smaller employers are encouraged to act early, proactive action demonstrates good people practice and reduces future risk.

WHAT THE PROCESS INVOLVES

A menopause action plan is part of the wider employer action plan framework linked to gender pay gap reporting. This is not an internal document, it is a public submission. Your plan will be visible to employees, candidates, and regulators. It is **not a document upload**, it is a form-based submission completed through the Government's Gender Pay Gap service. It sets out:

- The issues your organisation has identified
- The menopause-related actions you will take
- Why those actions were chosen
- Who is responsible for delivery
- How progress will be measured
- When the plan will be reviewed

April 2026 – voluntary publication opens for 250+ employers
Spring 2027 – mandatory action plans expected, subject to legislation

The 6 Menopause Action Areas

When completing your action plan, you will choose from six recognised menopause action areas. Each one addresses a different aspect of workplace support. Here is what each area means in practice:

01 **Manager Training**
Equipping line managers to have confident, empathetic conversations and understand their legal obligations around reasonable adjustments.

02 **Occupational Health Support**
Ensuring employees can access occupational health referrals and that OH practitioners are informed about menopause-related conditions.

03 **Menopause Support Groups or Networks**
Creating peer support communities, formal or informal, where employees can share experiences and access signposted resources.

04 **Workplace Adjustments**
Making practical changes such as flexible working, temperature control, rest break flexibility, and uniform adaptations.

05 **Menopause Risk Assessments**
Reviewing health and safety risk assessments to ensure menopausal symptoms are considered in the working environment.

06 **Policy & Procedure Review**
Updating or creating a menopause policy that is aligned with your EDI strategy and covers both perimenopause and menopause.

From starter guide to submission-ready

The Workplace Menopause Action Plan Pack gives you everything you need to build a legally aligned, publicly visible menopause action plan – without the overwhelm.

What's in the Pack ?

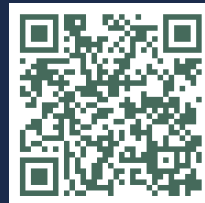
- Step-by-step framework aligned to the Employment Rights Act 2025 and latest GOV.UK guidance
- Readiness checklist across 8 key areas – so you know exactly where you stand
- All 6 official government menopause actions explained in plain English
- Ready-to-use action plan template with drafting prompts built in
- Portal submission guide – exactly how to navigate the Gender Pay Gap service from login to publish
- Measuring Success tracker to demonstrate progress year on year

Ready to build yours?

£399 instant access

Scan or [click to buy](#).

Pack price is deducted from any coaching package



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Email us at



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