

Workplace Menopause Support



Supporting Organisations to Create Inclusive, Confident & Compassionate Workplaces

Introduction

Menopause affects millions of people in the workplace yet it remains one of the least understood aspects of employee wellbeing.

- 1 in 10 women leave work due to menopause
- Only 4% say their workplace has a policy
- The UK loses around £10 billion annually in menopause-related turnover
- Manager attitudes significantly affect whether employees seek support

With new UK employment law changes expected, now is the time to create a supportive approach to menopause in your organisation.

Workplace menopause support isn't just good practice, it's good business.



*By Melanie Hayward,
Certified Menopause Coach*

What I Offer

I provide comprehensive support for organisations wanting to better understand and support employees through menopause. My services are delivered through three key pillars.

Awareness & Education

Designed for all employees, these sessions help build understanding and reduce stigma.

Topics may include:

- What menopause is
- How symptoms affect work
- Communication and empathy
- How colleagues, teams and managers can offer support

A strong foundation for cultural change.

Strategy, Policy & Culture Development

I support HR teams, leaders and managers to build stronger structures around menopause support.

This can include:

- Reviewing or developing menopause policies
- Guidance on environmental adjustments
- Flexible working and attendance considerations
- Manager training and confidence-building
- Creating internal menopause support networks

Practical, actionable steps that create long-lasting impact.

Ongoing Support & Coaching

Long-term support helps embed changes across the organisation.

Options include:

- Monthly sessions or drop-ins
- Rolling awareness topics
- Group coaching
- One-to-one employee coaching
- Annual workplace reviews & recommendations

This is ideal for organisations committed to long-term wellbeing.

Benefits for Your Organisation



Introducing menopause support helps you:

- Improve staff retention
- Reduce absenteeism
- Enhance performance & productivity
- Support diversity, equity & inclusion
- Build psychological safety & trust
- Strengthen your wellbeing culture
- Prepare for legislative changes
- Demonstrate genuine care for your teams

A menopause-confident workplace is a stronger workplace.



Why Work With Me

As a certified Menopause Coach, I bring lived experience, specialist training and a warm, supportive approach to every session.

You can expect:

- Evidence-based education
- A calm, compassionate style
- Tailored guidance for your sector
- Clear communication
- Flexible delivery options
- A partnership approach
- Long-term support that fits your needs

My mission is to help organisations create workplaces where every employee feels valued and empowered.

Next Steps

I offer a free Workplace Discovery Call where we can discuss:

- Your organisation's current needs
- What support would be most beneficial
- How to begin or enhance your menopause strategy

Get in touch.

Together, let's create a workplace where menopause is understood, supported and confidently managed.

CONTACT ME

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