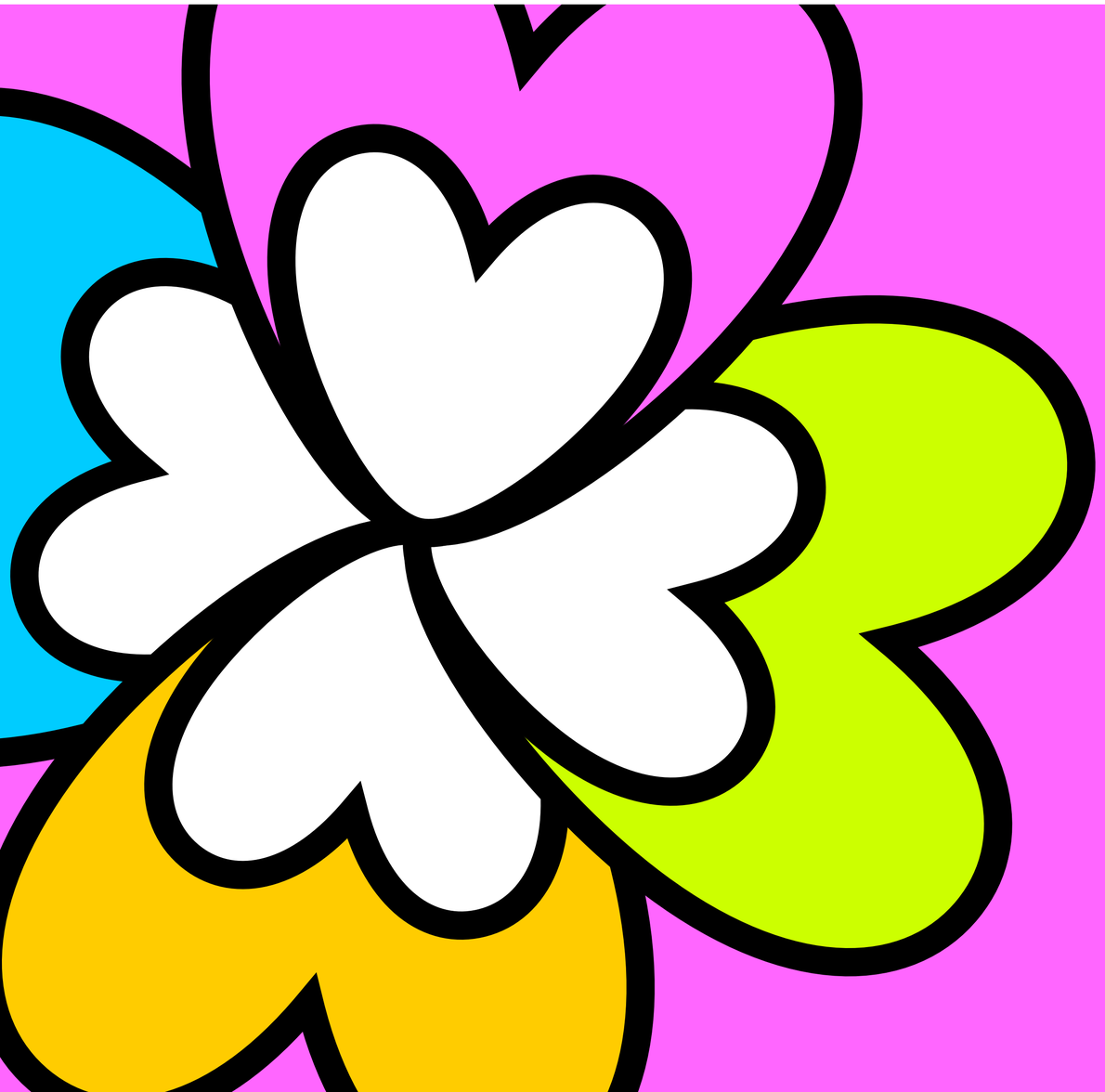
Life Factory



Menopause Action Plans

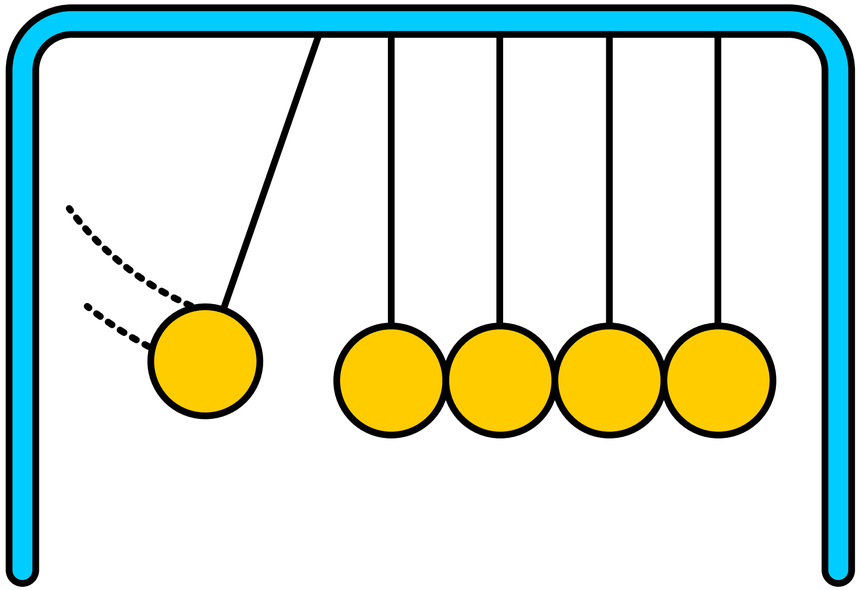
A practical guide for HR leaders on fulfilling 2027 legal requirements.

Continuity

You will already be well aware that team members navigating perimenopause and menopause, typically between ages 40 and 55, often sit in vital operational, specialist or management roles across your business.

While mid-career perimenopause and menopause represent a significant retention risk, an effective plan also accounts for premature menopause (under 40), surgical menopause and medical treatments like chemotherapy.

A key organisational challenge is protecting continuity in key roles where an unexpected health-related exit creates an immediate operational headache.

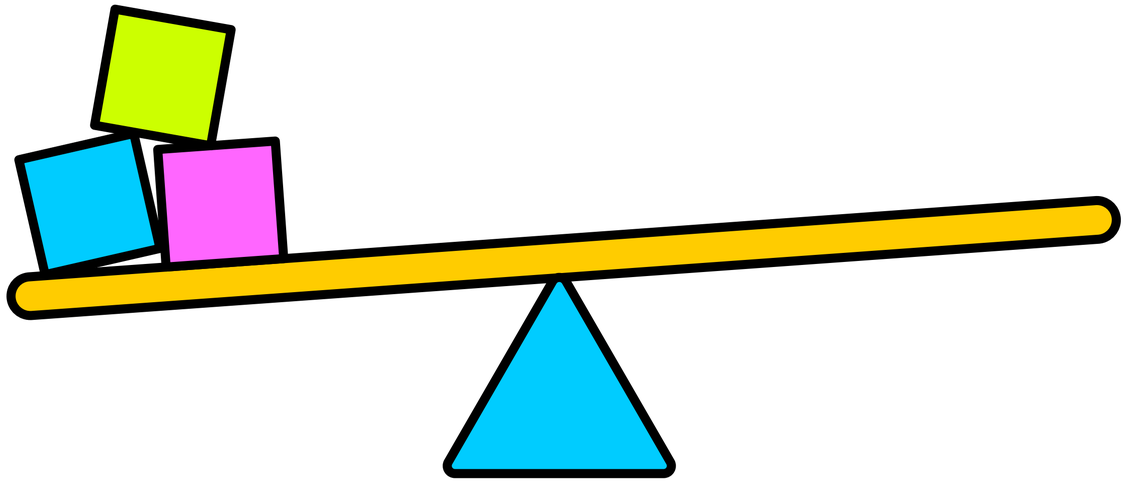


Tipping Point

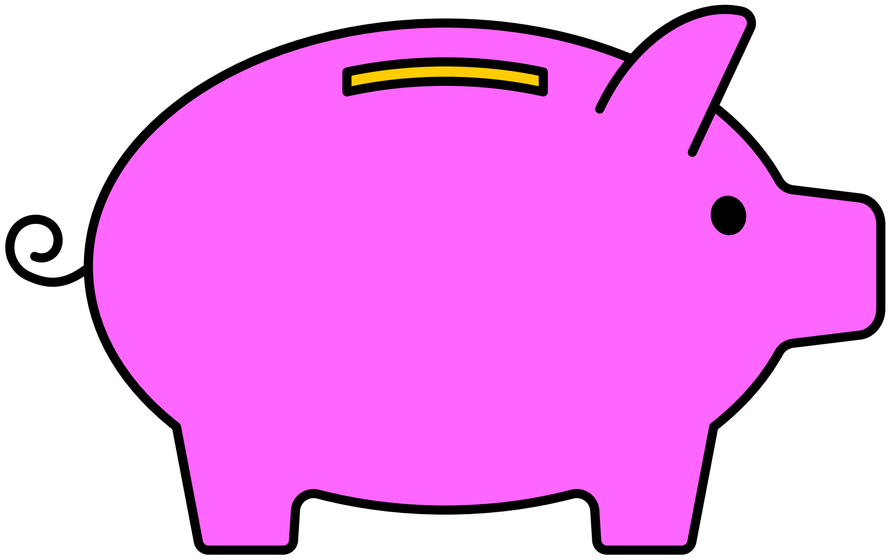
Staff turnover is rarely driven by a single factor - pay, workload and career progression normally play a role.

But unmanaged menopause symptoms can act as a major tipping point: while 3 in 4 women experience symptoms at work, 1 in 10 leave employment entirely due to menopause.

The absence of practical workplace support often compounds these challenges, turning manageable health impacts into unnecessary resignations.



The Real Cost of Staff Turnover



Losing an experienced specialist or manager triggers heavy hidden costs: the months required to get a replacement up to speed, the extra pressure loaded onto the remaining team and the permanent loss of internal know-how.

Clearly, it is not the organisation's role to manage individual health. However, when a lack of practical workplace support turns manageable Menopause symptoms into an unexpected resignation, the business absorbs an avoidable financial hit.

Protecting retention in key roles gives you a solid commercial case to present directly to your executive board.

6 MONTHS TO 2 YEARS SALARY

"BS 45010 (Clause 5.9) highlights that the true 'cost to re-hire' an experienced specialist or manager ranges from 6 months to 2 years of full salary when accounting for recruitment fees, onboarding downtime and the permanent loss of institutional knowledge."

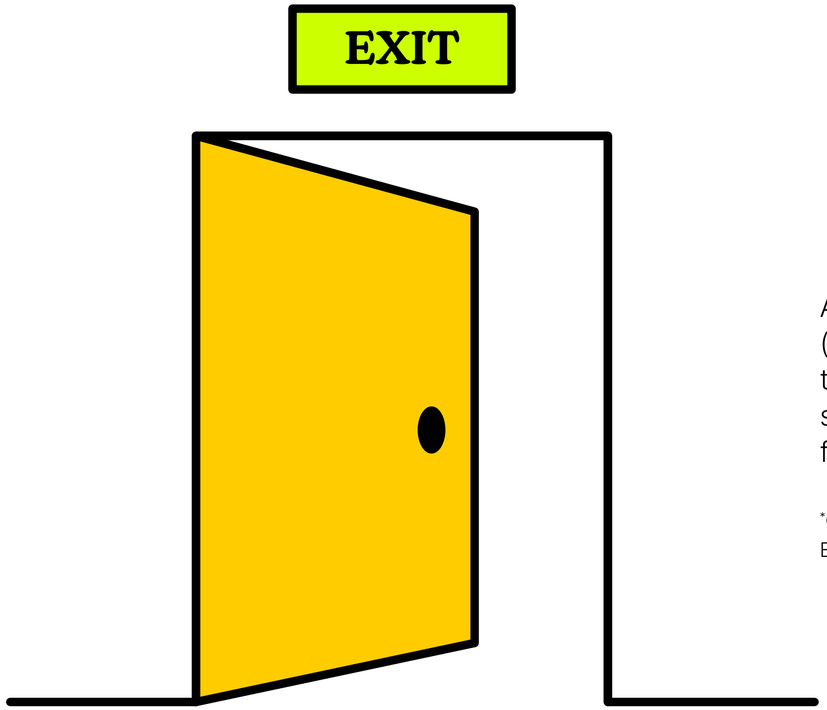
How Senior Exits Expand Your Gender Pay Gap

In most organisations, the gender pay gap is rarely an equal pay issue: it is driven by a lack of female representation in higher pay bands.

When experienced female managers and specialists leave in their 40s and 50s, you lose talent directly from your top pay tiers.

For organisations of all sizes, these unexpected exits disrupt succession planning and weaken board-level diversity. For companies with 250+ employees, losing senior female talent also hollows out upper quartiles and drops average female earnings relative to men, creating an immediate negative impact on your next public Gender Pay Gap report.

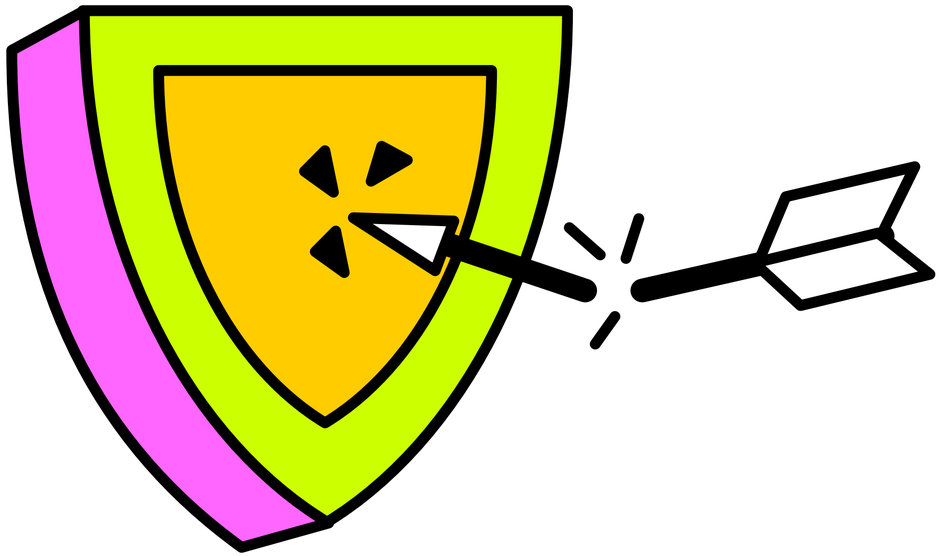
While closing the gender pay gap requires action on multiple fronts, supporting women through Menopause gives you a clear, practical focus area to improve retention, protect your pay gap metrics and keep valuable talent in post - from key specialists to senior leaders.



A 2023 CIPD report found that 1 in 6 (17%) workers report considering leaving their job due to a lack of Menopause support and 6% have left work entirely for this reason.*

*CIPD Menopause in the Workplace: Employee Experiences 2023

Operational Boundaries

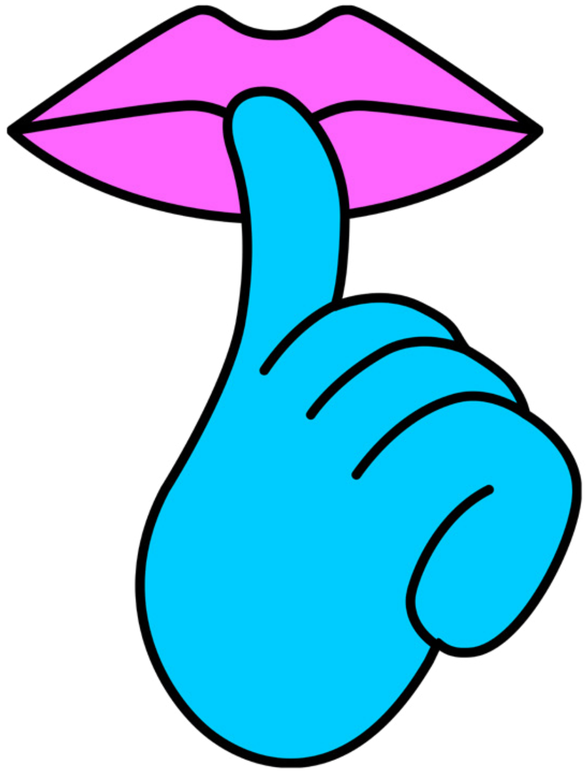


Any team leader or manager supporting colleagues through menopause or health-related transitions requires clear operational boundaries, not medical expertise.

In practice, line managers can freeze when health changes affect day-to-day work. They worry about overstepping into private matters, saying the wrong thing or inadvertently creating legal exposure under the Equality Act across sex, age, disability or gender reassignment provisions.

Practical guidance around workload flexibility, workplace adjustments and separate absence logging acts as an operational shield, giving managers a clear framework to act with confidence.
Does your current framework give line managers clear parameters to act with confidence while protecting the business?

The Exit Interview Blind Spot



When experienced female leaders navigate perimenopause symptoms like severe fatigue or brain fog, rigid sickness triggers and inflexible working rules can quietly chip away at retention.

Very few senior women will mention “menopause” or a related symptom in an exit interview. To protect their professional reputation and dignity they are much more likely to say “”personal reasons”” or “”a new challenge”” and walk away. Decades of institutional knowledge disappear without the real driver ever appearing in your turnover data.

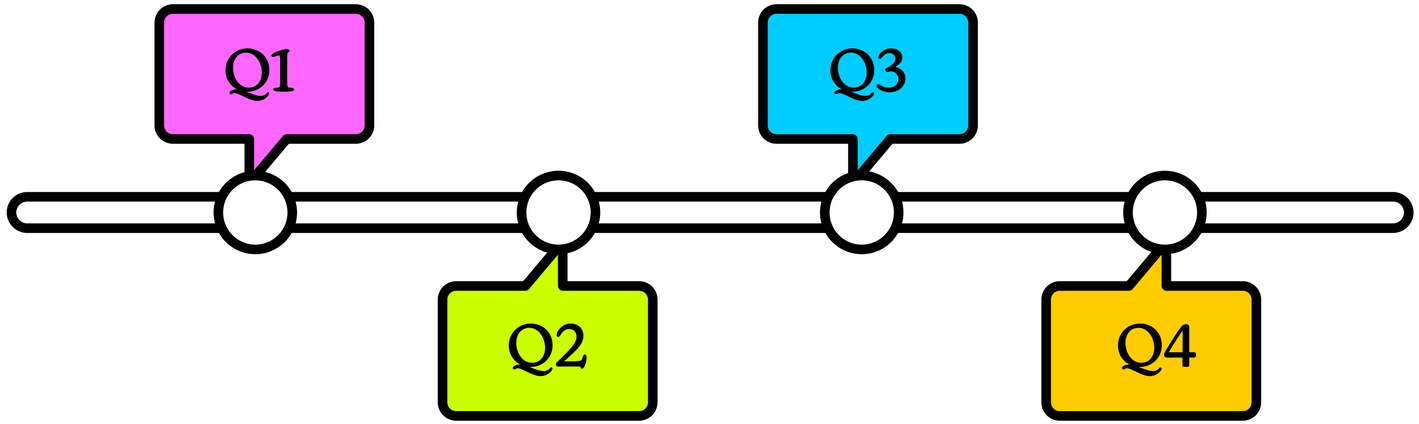
Sensibly adjusting how your sickness triggers and flexible working rules work in practice can help keep key personnel in post and eliminate avoidable resignations.

Evidence-Informed Actions

The UK Government outlines six core, evidence-informed actions for workplace menopause support. Under Gender Pay Gap guidance, organisations are encouraged to publish a Menopause Action Plan selecting a minimum of one of these actions:

1. Manager Training: Train line managers to support employees experiencing menopause.
2. Occupational Health: Provide access to tailored occupational health advice.
3. Support Networks: Establish internal menopause support groups and peer networks.
4. Workplace Adjustments: Offer practical workplace adjustments for menopausal symptoms.
5. Risk Assessments: Conduct workplace risk assessments considering health transitions.
6. Policy Reviews: Review core policies and procedures to support menopausal staff.

Rather than trying to tackle all six simultaneously, mapping two or three targeted commitments across a phased 12-month roadmap gives your plan genuine operational value. This satisfies reporting requirements while keeping delivery manageable for your team.

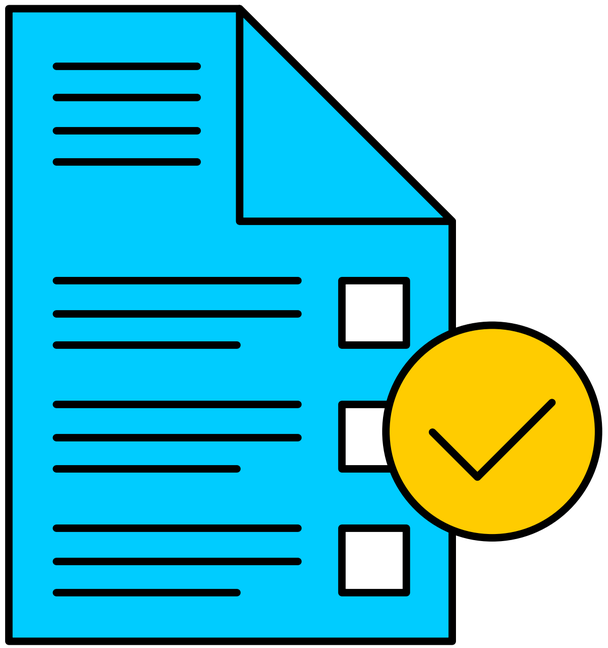


A checklist for YOUR workplace

Developing a Menopause Action Plan works best when grounded in the day-to-day reality of your workplace setup.

Use our practical audit checklist to review your internal processes and pinpoint where support can be strengthened:

To the Checklist

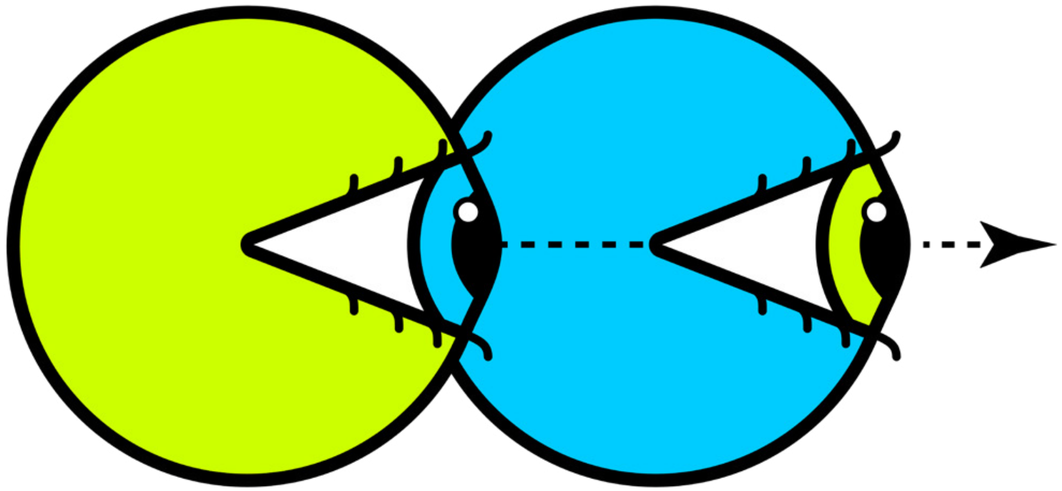


A second pair of eyes?

If you would value an experienced second pair of eyes as you shape your Menopause Action Plan, we'd be happy to sense check your approach with you (for free).

Think of it as a sounding board and opportunity to answer your questions whilst you navigate what works best for your organisation.

Ready to sense-check your strategy?
Email us at **wellbeing@lifefactory.co.uk**



Support Overview

Menopause support is just one part of a thriving workforce.
Here is how else we can support your organisation:



Wellbeing Strategy



Resilience



Burnout



Mental Health First Aid



Suicide Prevention



Health Checks



Menopause Awareness



Wellbeing Surveys



Neurodiversity



Sleep



Interiors For Wellbeing



Stress Relieving Massage



Wellbeing Events



First Aid Courses

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