

Ensure compliance ahead of the April 2027 deadline with our Menopause Action Plan framework

Under the **Employment Rights Act 2025**, UK organisations with more than **250 employees** are required to publish a publicly available **Menopause Action Plan** by **April 2027**. Ahead of the deadline, it's essential that HR Leaders understand what is legally required, and how to draft an action plan that lays out meaningful, actionable steps towards genuine support.

Guidance published by the government states that action plans should show the steps an organisation is taking to:

- close the gender pay gap
- support employees experiencing menopause

This framework serves as a guide for HR and People leaders on how to lay out a plan to enhance menopause support specifically.



✓ Core requirements: What Must the Plan Include?

The [official guidance](#) published by the Office for Equality and Opportunity states that a valid Menopause Action Plan must include at least one **evidence-informed action** specifically designed to support employees experiencing menopause (including perimenopause and post-menopause).

The guidance notes that while you are only legally required to pick one menopause action, you are highly encouraged to go further, and to consider how menopause intersects with other factors like ethnicity, disability status, and socio-economic background. Your plan must also outline how your organisation will **track, measure, and report progress** against these chosen actions.

Six Steps To Drafting Your Menopause Action Plan

Based on the official GOV.UK framework, here is a concise, step-by-step guide to creating your employer action plan:

1 Understand the issues in your organisation

Using data from workplace demographics and employee feedback, try to pinpoint exact where structural inequalities or gaps in menopause support exist. Common examples include a lack of desk fans or means of regulating temperature, or inflexibility around remote working.

2 Choose your actions

Select specific interventions that directly target your identified issues, ensuring they are practical, measurable, and realistically achievable. If you listen to your people, it should become clear what changes you need to prioritise.

3 Write a supporting narrative

Draft a clear statement that explains the context behind your data, justifies your chosen actions, and demonstrates leadership commitment to the plan. A statement that highlights intent and buy-in from leadership will reassure your people that changes included in your action plan will be carried out.

4 Submit your Action Plan

Publish and upload your completed Action Plan directly onto the official government gender pay gap [service portal](#) alongside your mandatory data.

5 Track the outcomes of your actions

Monitor your implementation progress continuously using clear Key Performance Indicators (KPIs) to evaluate whether your interventions are working.

6 Review your plan

Menopause is a unique experience for everyone. It's essential you **make a plan** to regularly evaluate your overall strategy, update goals, and adjust or introduce actions in line with the changing needs and expectations of your workforce.

The Government-recommended menopause actions

The government has provided a [framework of six specific, evidence-based recommendations](#) to include in your Menopause Action Plan. To fulfil the legal requirement, you must select and implement **at least one** of the following:



Policy reviews

Reviewing and adjusting existing HR policies to address flexible working, specific leave provisions, and workplace adjustments tailored to menopause.



Manager training & support

Training line managers to recognise symptoms, understand legal obligations, and conduct supportive and confidential conversations. It can make all the difference when someone has a manager who is approachable, sensitive, and aware of the challenges menopause can bring.



Workplace adjustments

Providing environmental or scheduling changes (e.g., managing office temperatures, desk fans, uniform flexibility, or adjusted working hours). Again, it's important to ask your people what adjustments they need so you can start making changes as soon as possible.



Menopause risk assessments

Conducting dedicated risk assessments to evaluate and manage workplace conditions that could actively worsen an employee's symptoms. This will help you identify anything that might exacerbate menopause symptoms and plan preventative measures.



Occupational health advice

Guaranteeing targeted occupational health support specifically equipped to deal with menopausal health conditions.



Support Networks

Establishing safe spaces and formal support groups within the organisation.

Establish your organisation as a leading employer



While meeting the government requirements is a great foundation from which to enhance your organisation's menopause support, truly comprehensive care comes from working with a specialist benefit provider.

At Fertifa, our best-in-class clinical team is always just a few clicks away, ready to support and treat your patients with ongoing care throughout their menopause and perimenopause journeys. Our clients invariably report reduced absenteeism, lower turnover costs and improved retention rates as a direct result of our clinical support.

For more information, reach out via our website and a member of the team will get back to you – we are always happy to help!

How Fertifa Can Help

Fertifa helps HR teams turn these policies into meaningful, comprehensive support.



Clinical Expertise

We fill critical healthcare gaps in standard PMI provision by providing direct access to specialists for neurodiversity, fertility and family-forming, menopause, men's and women's health, gender identity, mental wellbeing, lifestyle health and infant care.



Retention Strategies

By supporting women's health, maternity, postpartum, pregnancy and menopause, Fertifa helps companies retain senior female talent, which directly assists in reducing the gender pay gap at executive levels.



Compliance Guidance

Navigating legislative shifts is easier when you have a partner dedicated to employee health and wellbeing. We advise clients on creating practical strategies and navigating upcoming regulatory changes.

Book a call to find out how Fertifa's clinically led programme gives employees fast and easy access to expert care.

[Book a call](#)