



Supporting your employees
through the menopause





Why menopause matters

An estimated 13 million people in the UK are currently going through the menopause, which can significantly impact their physical and mental health.

With menopausal people now recognised as the fastest growing demographic in the workplace, employers need to recognise and address these challenges by providing appropriate support and resources to help those assigned female at birth to manage their symptoms effectively.

Otherwise, businesses could lose these employees and lose diversity across the organisation or hinder their progression into senior roles.

What you need to know

- UK businesses lose an estimated 14 million working days each year due to the menopause.
- 1 in 10 women have quit their jobs because of menopause symptoms, while almost a quarter have considered resigning due to the impact of menopause or menstrual symptoms.
- Two-thirds of women said menopausal symptoms had a mostly negative impact on them at work, with more than half able to think of a time when they were unable to go to work due to their symptoms.
- 79% feel less able to concentrate at work, while 68% experience an increased amount of stress.
- Only one-third of workers feel supported by their manager or employer.
- Around one in six (17%) are considering leaving their job due to lack of support with their menopause symptoms.
- More than three-quarters (77%) of those experiencing menopausal symptoms found at least one was 'very difficult', with sleeping (84%), brain fog (73%), and anxiety or depression (69%) being the main issues.



Everybody benefits with menopause+

At Everywhen, we provide employee benefits consultancy that supports the wellbeing of your people.

We understand all of the complexities surrounding the menopause and with our Menopause+ service, we're here to help employers create a supportive culture for everyone. For those who are peri-menopausal, menopausal or post-menopausal, those who may have experienced early, premature or medically induced menopause and also their supporters and allies.

Our mission is to educate businesses and encourage open communication about menopause, so that workers feel empowered to discuss their experiences and seek help when they need it.

Supports your employees

- Creation of a safe space for open discussions about the menopause and potential symptoms
- Improves awareness and understanding of menopause issues amongst both managers and employees
- Offers personalised coaching to support different employee lifestyles
- Ensures employees feel like they are valued individuals working within a caring work environment

Protects your business

- Demonstrates your commitment to diversity, equality and inclusion and to the wellbeing of your employees
- Reduces absenteeism and presenteeism
- Helps you keep your most experienced senior talent
- Helps you to meet your legislative duties
- Supports recruitment of top talent
- Supports efforts to gain accreditation
- Helps you to keep a diverse and inclusive leadership team





What we offer with



- Menopause awareness webinars for all affected employees (including those in support roles)
- One-to-one and group coaching sessions with an accredited menopause coach
- Virtual and in-person training for employees and line managers
- Support with writing a new menopause policy or reviewing of a current policy, along with recommendations on how to roll-out across the organisation
- Digital support on wider reproductive health, including menstruation, menopause and fertility, from our partners - including video consultations with an in-house clinical team, treatment plans and educational employee resources

What people say about



“

Debra had a warm approach that enabled members of the team to ask questions or speak about their own experiences. Having a space to listen, learn and interact about such an important topic was great.

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“

Having this informative and informal presentation was really helpful, insightful and opened up conversations within the team.

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“

Would certainly recommend these sessions before or as your menopause symptoms appear. It has armed me with the tools and methods to prepare me for my menopause journey.

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“

Found the course very focusing and relevant. I am now able to mitigate many of the symptoms of the menopause and therefore feel more in control of my life.

”

“

Personalised coaching sessions each week helped me to understand the menopause better. The results have been amazing and I am on track towards a better, happier life.

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If you're interested in learning more about Menopause+, contact Debra Clark on menopause@everywhen.co.uk

Everywhen. Everybody benefits.

Everywhen helps businesses and individuals manage risk, enable growth and protect the everyday, with insurance, protection and advice that is accessible to all.

Our employee benefits consultancy works for every business, enabling employers to attract talent and boost wellbeing, productivity and loyalty.

Protection that matters. You | Your people | Your business

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