



# MENOPAUSE FRIENDLY

RESOURCES | ACCREDITATION | TRAINING



FOUNDATION TOOLKIT



# Menopause Friendly Employer Pathway

*A guided pathway to creating an inclusive and supportive workplace for menopause.*

## Self-Assessment

Complete 25 targeted questions across the five Menopause Friendly Global Standards to pinpoint priority areas for action.

## Implementation

Utilise resources to plan for embedding best practice across key support areas.

## Accreditation

Apply for accreditation and highlight your organisation as an employer of choice for women.

1

2

3

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## Commitment

Promote your Menopause Friendly Committed badge and promote internally and externally.

## Education

Schedule awareness training for Managers and Colleagues. Share toolkit resources to help engage and support your organisation.



# Menopause Friendly Foundation Toolkit

## Self-Assessment

The Menopause Friendly Self-Assessment is just the beginning. Our Foundation Toolkit supports your next steps with essential resources, practical tools, and access to ongoing expertise.

Become part of a growing community committed to creating healthier, more inclusive workplaces.

## Commitment

Receive your Menopause Friendly Committed badge and leverage internal communications tools to clearly demonstrate your commitment, both internally and externally.



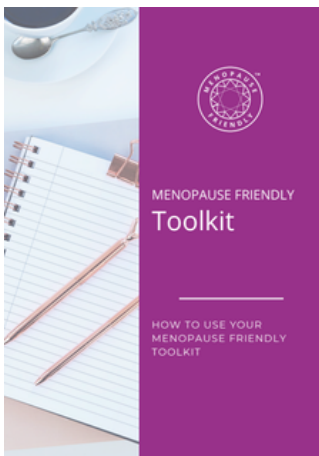
The pack includes a yearly Committed badge in multiple formats, a Proud badge collection (including email signatures), posters, LinkedIn graphics, internal communications templates, and virtual backgrounds.



# Menopause Friendly Foundation Toolkit

## Implementation

The Foundation Toolkit provides a comprehensive set of tools help plan the embedding of best practice across key support areas. The step by step Toolkit Workbook provides guidance on how to utilised the resources to create a strategy, policy starter checklist, policy template, survey temperature check and business case builder.



### Menopause Friendly Toolkit Sample Temperature Check

Here are some sample questions to take a temperature check across your organisation as to how people are experiencing menopause in your organisation. Using online tools such as SLCOO can be an easy way to gather quick anonymous feedback.

- On a scale of 1 to 5, how supported do you feel by your workplace in managing menopause symptoms?  
Not supported at all | Slightly supported | Moderately supported | Very supported | Extremely supported
- How comfortable do you feel discussing menopause related issues with your manager?  
Very uncomfortable | Uncomfortable | Neutral | Comfortable | Very comfortable
- How comfortable do you feel discussing menopause related issues with your colleagues?  
Very uncomfortable | Uncomfortable | Neutral | Comfortable | Very comfortable
- What types of support or resources would you find most helpful in managing menopause at work?  
(Select all that apply) Flexible working hours | Access to a private space for breaks | Information resources or workshops | Access to healthcare professionals | Support groups or networks | Other (please specify)
- Have you received any training or information from your employer about menopause and its impact on work?  
Yes, and it was very helpful | Yes, but it was not very helpful | No, but it would be to receive some | No, and it do not feel it is necessary

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### Why being menopause friendly is urgent and important

With the global population of individuals experiencing menopause expected to reach 1.1 billion by 2025, as cited by the Mayo Clinic, businesses can no longer afford to ignore the associated impacts on employee retention and performance.

Research tells us that:

- 1 in 4 have considered leaving work during their menopause transition
- 1 in 10 who have worked during the menopause left a job due to their symptoms
- 50% have gone part time
- 20% have not applied for promotion

### Menopause Friendly Business Advantages

- Increased employee retention
- Reduced absenteeism
- Improved productivity
- Improved equity
- Attracted amongst engagement
- Reduced turnover and attrition
- Reduced legal risk

### Example of potential cost of doing nothing:

Regulation/avenue		
No. of global medium enterprises		
Midsize that are menopause friendly		
Off the market or who are compensated (1 in 3 consider leaving)	1 in 4	
1 in 10 actually leave	1 in 10	
Average cost of replacing an employee**	\$80,000	

\*Source: Deloitte Research 2018

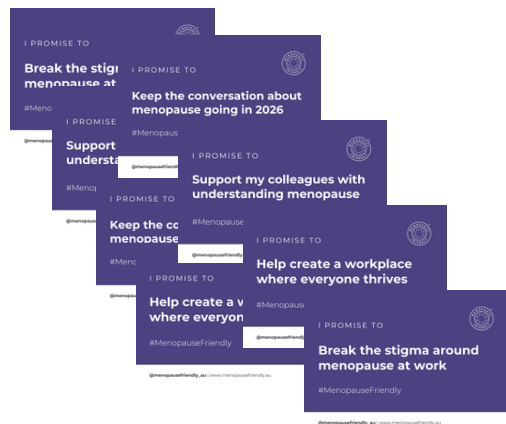
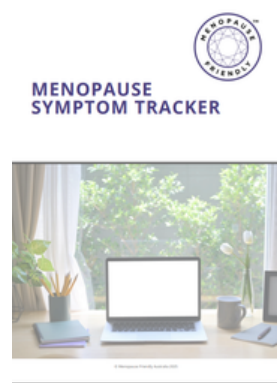
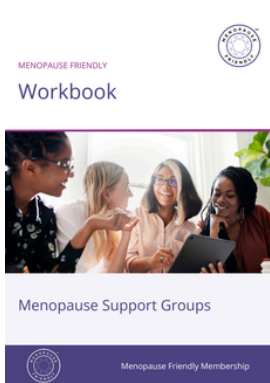
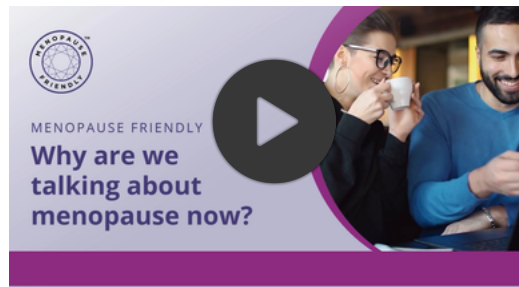
**What our customers say:**  
The first change starting has been really valuable in our journey to become a Menopause Friendly employer. The easy to access and follow content has meant that we have rolled out to all our people managers in one go. Lucy Stewart, Head of HR & Resourcing at Cadent



# Menopause Friendly Foundation Toolkit

## Education

Resources to support and provide practical guidance to your people. Reinforce learning, encourage consistent practice, and help teams apply the approach effectively within their roles through our [CPD Accredited Workplace Training](#).

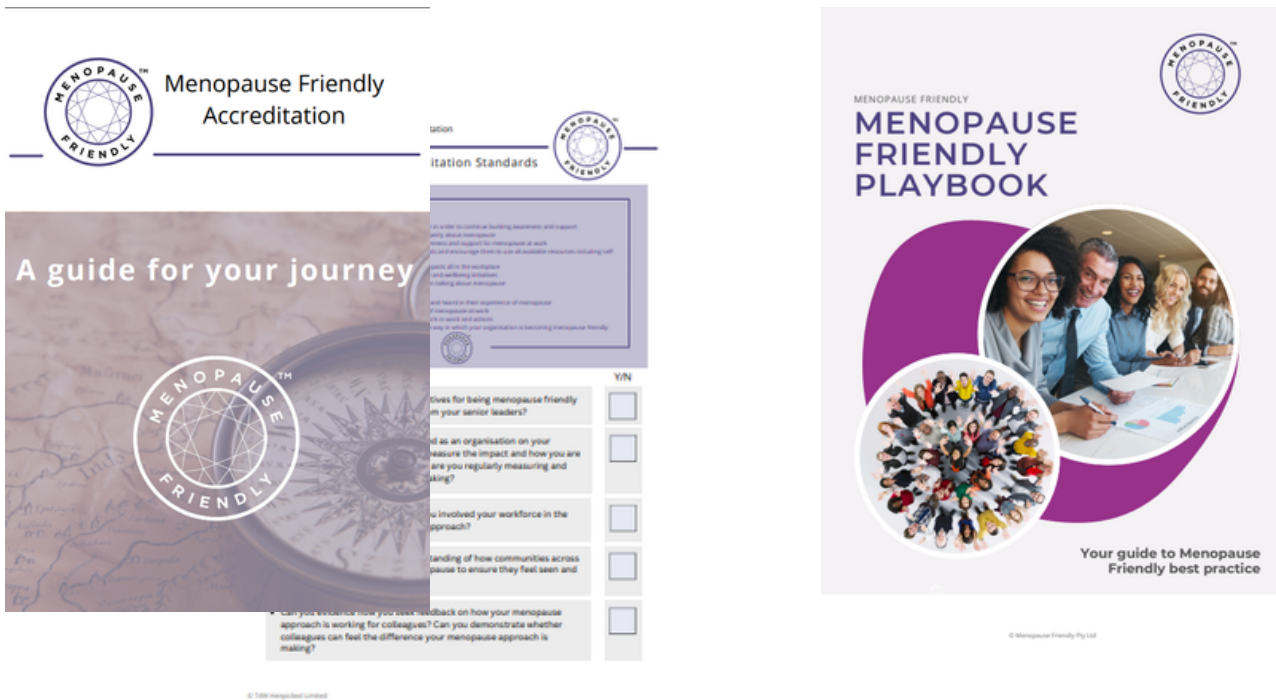




# Menopause Friendly Toolkit

## Accreditation

Everything you need to prepare your accreditation application is included, featuring a comprehensive Accreditation Workbook, a practical checklist, and a detailed playbook. The playbook also draws on examples of best practice and research from over 160 Menopause Friendly accredited organisations.



Once Menopause Friendly accreditation is achieved, your organisation will be recognised as a trusted, inclusive employer committed to supporting your workforce, strengthening wellbeing, retention, and productivity.





The industry recognised  
*mark of excellence*  
for menopause at work

*Want to know more?*

- Schedule an online meeting with an expert consultant: [Book here](#)
- Prefer email? Send us a message and we will be in touch:  
[hello@menopausefriendly.com.au](mailto:hello@menopausefriendly.com.au)
- Browse information and resources: [Menopause Friendly Website](#)

Tried,  
tested and  
*trusted*  
by leading  
employers

