

Menopause Action Plan Requirement: Essential Factsheet for Employers

April 2026

1. Overview

The Employment Rights Act 2025 introduces a landmark requirement for large UK employers to create and publish Menopause Action Plans (MAPs). This reflects a major shift in UK employment law, recognising menopause as a workplace issue that impacts equality, retention, and employee wellbeing.

Beginning April 2026, employers with 250+ employees will be encouraged to publish voluntary menopause action plans, with publication becoming mandatory from Spring 2027 subject to secondary legislation.

2. Who Must Comply?

- Large employers (250+ employees) are directly in scope:
 - Voluntary publication: April 2026
 - Mandatory publication: Spring 2027
- Smaller employers are encouraged to follow the guidance where feasible.

3. Purpose of the Menopause Action Plan

The Menopause Action Plan is intended to:

- Retain skilled, experienced employees who may otherwise reduce hours or leave the workforce due to unmanaged menopause symptoms.
- Embed menopause support into workplace culture rather than relying on informal or inconsistent practice.
- Reduce legal risks associated with discrimination, absence management, and failure to make reasonable adjustments.

4. Core Requirements of a Menopause Action Plan

Employers must publish a clear and practical framework explaining how they will support employees experiencing menopause. Plans must include at least one menopause-related action, selected from the government's recommended list.

Key expected elements include:

a. Leadership & Accountability

- Clear ownership for menopause support at senior levels.

b. Manager Training

- Mandatory menopause awareness training to enable effective, lawful and supportive conversations.

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c. Reasonable Workplace Adjustments

- Adjustments to uniform, temperature, break patterns, or workplace environment.
 - Flexible working arrangements encouraged.

d. Policies & Procedures

- Introduction or update of menopause policy within equality action planning.
 - Must integrate with wider gender equality strategies.

e. Wellbeing & Occupational Health Support

- Access to occupational health, resources, and support pathways.

f. Recording and Monitoring

- Guidance suggests improvements in data practices, including recording menopause-related absences to ensure fair treatment.

5. Publication Requirements

Employers must:

- Publish the Menopause Action Plan on the government website (similar to gender pay gap reporting).
- Demonstrate how actions selected are tailored, evidence-based, and measurable.

6. Why Action is Needed Now

- Tribunal claims involving menopause have increased significantly, often involving sex and disability discrimination or failure to make reasonable adjustments.
- One in ten women have reportedly left a job due to menopause symptoms, contributing to gender pay gaps and loss of experienced workers.
- Early action reduces legal risk and supports better retention and performance management.

7. Recommended Early Actions for Employers:

- Draft or update a menopause policy.
- Conduct a workplace risk assessment for menopause impacts.
- Identify a “menopause champion” to normalise support.
- Begin manager and staff training.
- Engage senior leadership and HR to prepare for 2027 mandatory requirements.

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8. Summary

The Menopause Action Plan requirement represents one of the most significant developments in UK workplace equality in recent decades. It moves menopause from a private matter to a recognised organisational responsibility. Employers that act now will be better prepared for the mandatory 2027 requirement and will strengthen retention, fairness, and employee wellbeing across their workforce.

Resources:

[Positive Pause](#)

[Government Guidance](#)

[Menopause Friendly UK](#)