Employee benefits briefing, October 2026
Preparing for a Menopause Action Plan

October is Menopause Awareness Month, providing a timely opportunity to highlight forthcoming changes under the Employment Rights Act 2025 (ERA).

The ERA received Royal Assent in December 2025, with its provisions being introduced throughout 2026 and 2027.

One of these is the introduction of Menopause Action Plans. While currently voluntary, these plans are expected to become mandatory from spring 2027 for employers with 250 or more employees. This means now is a good time for organisations to start preparing.

The legislation will require affected employers to publish clear, measurable information about the support provided to employees experiencing menopause symptoms. This obligation will sit alongside existing gender pay gap reporting requirements and reflects the growing focus on women's health and workplace inclusion.

Why is this being introduced?

Improving women's health outcomes has become a key policy priority. Greater awareness of conditions such as endometriosis, pregnancy-related health issues and menopause has highlighted the impact these conditions can have on participation in the workforce.

For employers, this means taking a more structured approach to understanding the experiences of women in the workplace and demonstrating the support available to employees and their managers.

Menopause affects individuals differently. While some women experience relatively mild symptoms, others may face significant challenges including:

- Brain fog and difficulties with concentration
- Anxiety, low mood and other mental health impacts
- Fatigue and sleep disturbance
- Joint and muscle pain
- Reduced confidence and workplace performance concerns

Many women spend months, and sometimes years, seeking appropriate diagnosis and treatment. During this time, workplace support can play a crucial role in helping them remain engaged and productive at work.

Research suggests that one in four women have considered leaving work due to menopausal symptoms, with around one in ten ultimately leaving employment as a result.

The growing legal and business case for action

Employers are facing increasing scrutiny regarding how they support employees experiencing menopause symptoms.

Employment Tribunal claims related to menopause have risen significantly in recent years, with cases commonly involving allegations of sex discrimination, disability discrimination and failures to make reasonable adjustments where appropriate. These cases highlight the importance of having effective policies, informed line managers and accessible support mechanisms in place.

Beyond legal risk, organisations that proactively support employees through menopause can benefit from:

- Improved employee retention
- Reduced absence levels
- Greater employee engagement
- Enhanced diversity and inclusion outcomes
- Stronger employer brand and reputation

The role of employee benefits

Employee benefits can form an important part of a wider menopause support strategy.

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Many group protection and health providers now offer specialist services designed to support employees experiencing menopause symptoms. Services available across the market may include:

- Access to specialist clinical advice and nursing support
- Menopause assessment and treatment pathways
- Health and wellbeing resources
- Line manager guidance and training
- Support for family members and carers

These services can help managers respond confidently and sensitively when employees raise concerns, while reducing the burden on individuals to explain or justify the impact of their symptoms.

Creating an environment where employees feel comfortable seeking support is likely to become an increasingly important component of effective workforce management and future compliance requirements.

Actions employers should consider now

With the regulatory deadline approaching, employers may wish to:

- Review existing employee benefits, policies and wellbeing programmes to understand what menopause support is already available.
- Assess whether line managers have the knowledge and confidence to support employees experiencing menopause symptoms.
- Develop a Menopause Action Plan ahead of the mandatory implementation date*.
- Ensure workplace wellbeing communications actively promote available support and encourage employees to seek help when needed.
- Monitor employee feedback and workforce data to identify areas where additional support may be beneficial.

**Awareness alone isn't enough. A credible Menopause Action Plan is grounded in workforce data, backed by manager training, and provides a genuine pathway to clinical support, not just a policy statement.*

How we can help

Employee benefits can play an important role in supporting employees experiencing menopause and helping employers put meaningful support in place.

Our employee benefits consultants can review your existing health, wellbeing and group protection arrangements, identify gaps in the support available and explore solutions that meet the needs of your workforce.

Whether you're reviewing your existing benefits or preparing for the new action plan requirements, we can help you make the most of your employee benefits package.

Contact us to arrange a review of your current arrangements.



Suzie Nedza
E: suzie.nedza@firstactuarial.co.uk
T: 01732 207 560



Lee French
E: lee.french@firstactuarial.co.uk
T: 01732 207 552



David Parfett
E: david.parfett@firstactuarial.co.uk
T: 01256 297 748