

Meeting Notes: Peri Meri Menopause Employer Network

Date: 16 July 2026

Chair/host: Paula Batchelor

Purpose of meeting: To share information and resources with the Peri Meri Menopause Employer Network, including a presentation on the Meno Kit employer toolkit, a presentation on holistic therapies in the workplace, and updates on related menopause support, training, cafes, bulletins and upcoming events.

Contributors

- Paula Batchelor, Peri Meri Project Lead
- Abigail Morris, Lancaster University, MENO kit
- Nicola Eaton-Taylor, Spark Inspiration, holistic therapies and reflexology
- Sharon Keeble, Peri Meri Project Support Officer
- Plus attendees

Presentation 1: Meno Kit employer toolkit

Abigail Morris presented an overview of Meno Kit, described as the UK's first free, online, evidence-based toolkit to help organisations become more menopause aware and create menopause-friendly working environments.

- Menopause was discussed as an important workplace and occupational health issue, not solely a women's issue.
- The presentation highlighted that around five million women in the UK workforce are aged 41 to 59, a key period when menopause transitions commonly occur.
- For some people, menopausal symptoms can affect wellbeing, productivity, confidence and the ability to work comfortably.
- Workplace culture, stigma, lack of understanding, ageism, limited flexibility, high workloads and poor support can all influence how menopause is experienced at work.
- MENO kit was developed through long-term research and collaboration with public, private and third sector organisations of different sizes.
- The toolkit is designed to be adaptable rather than one-size-fits-all, so organisations can tailor actions to their own workforce, resources and sector.

Developing a menopause action plan

1. **Create the action plan:** Understand the workforce, identify needs, review available resources and agree realistic aims.
2. **Implement the plan:** Move beyond policy by putting practical actions in place, such as workplace champions, events, resources, engagement activities and training.
3. **Monitor progress:** Review whether actions are effective, gather feedback and improve provision over time.

Meno Kit modules

- **Module 1:** General menopause awareness for employees, including bite-sized videos, a knowledge quiz, downloadable e-certificates and e-badges.
- **Module 2: Pause and Power:** A magazine-style resource that can be viewed digitally or printed and shared in the workplace.
- **Module 3:** Menopause champion training, including guidance on conversations, signposting, workplace activities and optional certification.
- **Module 4:** Cognitive behavioural therapy strategies for people experiencing problematic menopausal symptoms.

Discussion following the Meno Kit presentation

- Paula asked whether the champion module recommends minimum training or preparation for menopause champions, particularly where people are appointed because of lived experience but have not received training.
- Abigail explained that the champion module includes short videos, guidance on starting conversations, supporting colleagues, setting up menopause cafes or events, signposting and a self-assessment quiz leading to certification.
- The group welcomed the fact that MENO kit is free, noting that cost can be a barrier for individuals, small organisations, medium-sized organisations and sole traders.
- Paula confirmed the resource would be shared through the bulletin so other organisations can access it.
- Abigail asked the group to share any feedback on MENO kit after using it.
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Presentation 2: Holistic therapies in the workplace — reflexology

Nicola - Spark Inspiration presented on holistic therapies in the workplace, focusing particularly on reflexology as a possible wellbeing support option for people experiencing menopause symptoms or general workplace stress.

- Nicola noted that holistic and complementary therapies can support relaxation and wellbeing, but that the evidence base is often more anecdotal than medical or pharmaceutical research.
- The presentation acknowledged that practitioners should avoid making unsupported claims about treating illness.
- Reflexology was described as a therapy based on pressure points in the feet and hands, with a long historical background and a body-map approach developed through modern reflexology practice.
- Nicola explained that reflexology may help people take time for themselves, relax and support their body's ability to cope with stress and physical changes.
- In the workplace, employers could consider bringing in a complementary therapist, providing a suitable private space, or signposting employees to health cash plans or employee assistance benefits that may cover complementary therapies.

Practical reflexology demonstration

Nicola guided participants through a shorthand reflexology exercise focused on breathing and applying gentle pressure to points associated with the solar plexus and neck/shoulder tension. Participants reported feeling pressure or tenderness in some areas, which led to discussion about how tension may be held in the body.

Network updates and wider discussion

- Paula highlighted existing website resources on the role of a menopause champion, buddy or friend in the workplace, including suggested attributes and possible training considerations.
- The group discussed menopause cafes as a workplace or community option, including the possibility of quarterly meetings or online sessions.
- Paula noted that there may be some start-up funding available for people setting up menopause cafes in the community.
- Free midday mindfulness sessions were mentioned as open to staff, employers, employees and others across the network.
- Upcoming programmes and resources will continue to be shared through the bulletin.
- Paula invited suggestions for future network speakers, topics or updates from organisations that have implemented menopause support.
- Participants were reminded about the celebration event on Tuesday 13th October and advised to check spam folders if the invitation had not been received.

Actions and follow-up

Action	Owner	Status/notes
Share Meno Kit information through the bulletin.	Paula	To help organisations access the free toolkit and modules.
Encourage organisations and employees to sign up to Meno Kit and explore the resources.	Network members	Particularly useful for employers developing menopause action plans or champion roles.
Send any Meno Kit feedback or questions to Abigail Morris.	Network members	Feedback welcomed following use of the resource.
Request a short piece of information from Nicola for the bulletin.	Paula/Nicola	To promote holistic therapy/reflexology information and benefits.
Share information about menopause cafes already starting across the patch.	Paula	To support signposting for staff and community members.
Check invitation for the celebration event on 13 October.	All attendees/network members	Check spam folders if the invitation has not arrived.

Key takeaways

- Meno Kit is a free, evidence-based resource that can help employers create meaningful menopause action plans and support cultural change.
- Training and preparation are important for menopause champions so they can support colleagues appropriately and signpost effectively.
- Holistic therapies such as reflexology may offer workplace wellbeing benefits, particularly around relaxation, stress and taking time out, while recognising the limits of the evidence base.
- The network will continue to share practical resources, events and opportunities through the bulletin.