

Independently accredited
menopause friendly
employer



We are incredibly proud to announce that the Wharfedale, Airedale & Craven Alliance – WACA - have been awarded the [Menopause Friendly](#) Workplace Accreditation in 2024.

We have been working together with 13 other organisations across the West Yorkshire Health and Care Partnership to support our workforce, raise awareness around menopause and to stamp out the taboo and stigma that exists.

What is the Menopause Friendly Accreditation?

The Menopause Friendly Accreditation, established by Henpicked: Menopause In The Workplace (www.menopausefriendly.co.uk), recognises high standards and proven practices that embrace menopause in the workplace.

The Menopause Friendly Accreditation is industry-recognised and the only accreditation that sets clear standards which must be met. As such, it is truly meaningful and considered by many as a mark of excellence for menopause in the workplace.

In order to achieve The Menopause Friendly Accreditation, employers are assessed by an Independent Panel and must demonstrate evidence of their effectiveness in six key areas, namely: culture, policies and practices, training, engagement, facilities and evaluation.

WACA is an organisation with a majority female workforce, it has been extremely important to us that we have established a knowledgeable, supportive environment around any menopause related issues for our staff.

This has included reviewing all our staff policies to ensure that they were in-line with the values of the 'Menopause Friendly Accreditation', establishing a WhatsApp group for our workforce to share ideas and tips

on menopause symptoms and ensuring that the menopause features in staff well-being conversations.

Our WACA Menopause champion, Amanda Nowell has been working alongside Helen Myers, a WACA Mental Health Coach to deliver a series of monthly Peer Support Group Talks with menopause specialist GP's and lifestyle coaches to support patients that are experiencing symptoms related to menopause and peri-menopause.

To find out more about The Menopause Friendly Accreditation, visit www.menopausefriendly.co.uk