



MENOPAUSE ACTION PLAN 2026



BY APPOINTMENT TO
HIS MAJESTY THE KING
SUPPLIERS OF
ARTISAN BAKERY GOODS
THE BREAD FACTORY
LONDON

Our Purpose

*We exist to feed
people better*

Our Mission

*Be one of the best
bakeries in the
world*

Our Values

How can we live them every day?



Baking as late as possible to give our customers the freshest baking.

Carefully packing products, delivered on-time.

Focusing our time on things that make a difference; being careful to match this with the value created.



Giving our customers a great experience - friendly, proactive, quality first.

Taking accountability to solve problems. Making things happen.



Helping each other without asking. Keeping promises and sticking to commitments.

Treating others the way you'd like to be treated.



Supporting our charity partners.

Keeping our bakery clean and tidy inside and out. Leaving things better than you find them.



Segregating waste so it can be recycled.

Working closely with our suppliers, farmers and producers to improve the food system.

How does this apply to?

This plan covers all individuals employed by or working for The Bread Factory who may experience menopause, including:

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Women
experiencing
natural
menopause and
perimenopause
typically between ages
40 and 55

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Individuals
experiencing early or
premature
menopause (under age
40)

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Individuals who have
undergone surgical
menopause (e.g.
following
oophorectomy)

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Trans men and
non-binary people
who experience
menopause

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Individuals
experiencing menopause
as a result of medical
treatment (e.g. hormone
therapy, chemotherapy)

Equality Act 2010

Whilst Menopause is not a standalone protected characteristic under the Equality Act 2010. However, as ACAS makes clear, where an employee is disadvantaged or treated less favorably, because of menopause symptoms, this may constitute discrimination under one or more of the following protected characteristics:

PROTECTED CHARACTERISTIC	RELEVANCE TO MENOPAUSE
SEX	Treating someone less favourably because of menopause symptoms may constitute sex discrimination.
AGE	Where symptoms are linked to an employee's age group, unfavourable treatment could amount to age discrimination.
DISABILITY	Where symptoms have a long-term and substantial effect on day-to-day activities, they may constitute a disability. In such cases, a legal duty to make reasonable adjustments applies.
GENDER REASSINGNMENT	Trans employees who disclose menopause symptoms may simultaneously disclose their trans status. Employers must treat such disclosures with particular care to avoid discrimination on grounds of gender reassignment.

Our Commitment

Building a working environment where menopause is understood

Ensuring no employee is disadvantaged, discriminated against, or treated less favourably because of menopause symptoms

Providing reasonable adjustments to support individuals experiencing symptoms

Maintaining confidentiality and treating all disclosures with dignity and respect

Training managers and employees to have the legal understanding and confidence to have sensitive conversations

Reviewing and improving this plan annually, and in response to any legislative changes



Menopause Action Plan

The following table summarises the key commitments under this plan for the 2026 reporting year, in line with the Employment Rights Act 2025 requirements:

ACTION	HOW	TARGET DATE
Internal Benefits	24/7 Digital GP access to help our employees' experiencing symptoms of menopause. Employee Assistance Programme to support our employees where menopause is impacting their overall wellbeing.	Q1
Publish Menopause Action Plan	Finalise, approve, and share this document internally and publish externally. Educating our line managers on the details included within the plan.	Q2
Launch Resource Hub	Create and publicise internal resource page for all employees to access as needed.	Q3
Review and Update Menopause Policy	Ensure existing policy aligns with this action plan and current ACAS guidance and is easily accessible for our teams across Bread Holdings.	Q3
Annual Review Of This Plan	Review and update plan, incorporating employee feedback and any legislative changes.	Q4
Review training provisions	Explore options of E-learning and external training providers to help educate all our employees and line managers on the topic of menopause and how best to support our team who are experiencing menopause.	Q4

Related Policies

Individuals experiencing menopause may find it helpful to refer to the following related policies for further support and understanding.

Flexible Working Policy

LEARN MORE

Sickness Absence Policy

LEARN MORE

Inclusive Policy

LEARN MORE

Anti- Harassment Policy

LEARN MORE

Health & Safety Policy

LEARN MORE

Also available on:



Thank you

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FACTORY™