

**For immediate release**

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## **RSA to become accredited Menopause Friendly employer**

RSA Insurance is pleased to announce its commitment to becoming an [accredited menopause friendly employer](#). Menopause Friendly Accreditation highlights an employer who cares about the wellbeing of its colleagues and has a clear understanding of how menopause can have an effect at work.

Menopause Friendly accreditation is a recognised standard of achievement, one which satisfies a highly qualified independent panel of judges that an organisation is offering the right awareness, education and support.

The menopause is a stage in life and in the UK, the average age for a woman to reach the menopause is 51 ([according to the NHS](#)). Menopausal women are the fastest growing demographic in the workforce ([Professor Jo Brewis, co-author of the Government Report on Menopause](#)), and with a recent survey ([Fertifa and the Latte Lounge](#)) revealing that 42% of respondents said that perimenopause or menopause had led them to consider leaving their job, this is an increasingly important issue for employers.

**Helen Symonds, HR Advice Leader at RSA said:** “The statistics clearly show there are a huge number of women who are struggling in the workplace, because of this normal and inevitable process. Normalising menopause at work and making it unremarkable is the right thing to do and long overdue. By removing the stigma we want colleagues to understand they are not alone and the correct support is available. We hope accreditation will make colleagues, going through this, happier, more committed and satisfied in their roles.”

**Deborah Garlick, Director of Henpicked: Menopause in the Workplace, said:** “Menopause Friendly Accreditation was created because this is such an important issue, which many businesses are struggling to understand and manage. We are delighted to help RSA become accredited, accreditations are testament to the commitment, passion and drive of a business in recognising the importance of menopause in the workplace.”

**-ENDS-**

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## **Notes to editors**

### **About RSA Insurance**

RSA Insurance is a multinational insurance group. We are one of the world's oldest general insurers, providing peace of mind to individuals and protecting small businesses and large organisations from uncertainty. We use our capabilities to anticipate and improve outcomes for customers via our direct channel, our broker relationships or partner organisations. We have established businesses in the UK, Ireland continental Europe and in the Middle East.

In 2021, the former RSA Group Plc came under new ownership and is now a wholly-owned subsidiary of Intact Financial Corporation.

For more information about RSA Insurance, please visit <https://www.rsagroup.com/>

### **About Menopause Friendly Accreditation**

Our aim is for every employer to be menopause friendly. Our Independent Panel and supporting expert team from [Henpicked: Menopause in the Workplace](#) are passionate about helping every organisation introduce the right menopause awareness, education and support. We are trainers, leaders, comms experts and healthcare and other industry professionals, bringing together our collective know-how to educate and guide organisations towards receiving the Menopause Friendly accreditation.

Together, we have a vast pool of knowledge and years of experience relating to all things menopause at work, supporting the pioneering employers who've already made a positive difference to their colleagues.