

EMPLOYER PROGRAMME · KHUSH ACCREDITATION · JULY 2026

# Your South Asian employees are your highest-risk, least-served workforce cohort.

Your wellbeing budget, EAP, and menopause policy are not reaching them.

KHUSH is built to close that gap — with evidence, expert delivery, and measurable outcomes.

## BMI 23

SA metabolic risk threshold.  
OH screening at 25 misses them entirely.

## 10 yrs

Earlier T2D onset in SA employees — peak career years, not retirement.

## 4–5 yrs

Earlier menopause in SA women — your policy is timed to a different body.

## 52%

British SA women with PCOS vs 22% White British — across the whole working life.

## What your current provision is missing

### Screening gap

Standard OH BMI screening flags at 25. SA adults carry equivalent metabolic risk at 23 (NICE/WHO). Your OH process is missing them at the threshold.

### Cardiovascular risk — men

SA men develop CHD 5–10 years earlier than White European colleagues. T2D mortality is 3x higher in SA men than White British with the same diagnosis.

### Menopause — women

SA women reach menopause mid-40s, not early 50s. The symptomatic window happens before your policy would identify them as a concern.

### EAP non-use — all

Cultural frameworks around izzat mean EAP access is near-zero for SA men. Health burden is absorbed as presenteeism — invisible in absence data.

## COMPLIANCE EXPOSURE · SPRING 2027

The Gender Equality Action Plan becomes mandatory under the Employment Rights Act 2025.  
Menopause tribunal claims tripled 2022–2024: 64 → 204 cases. Average payout exceeds £60,000.

## Standalone products

### Employee Awareness Sessions

**Online £3,500 · In-person £4,000**

90-min expert panel — GP/endocrinologist, OH physician, mental health, lived experience. Full SA health picture: cardiometabolic, hormonal, mental

### Manager & HR Workshop

**Online £4,500 · In-person £5,500**

Half-day training — recognise symptoms, have the conversation, document action for GEAP compliance. Builds manager confidence, reduces legal exposure.

### GEAP Audit

**£4,500**

Structured assessment aligned to Employment Rights Act 2025. GEAP-ready documentation, compliance score, and action plan for Spring 2027.

### Policy Review

**£3,500**

Menopause, EAP, OH referral policies scored against SA adequacy criteria. Gap analysis and recommendations. Standalone or included in annual

## Annual programmes

	Foundation From £8,500/year	Partnership Proposal on request	Embedded Tailored — get in touch
<b>Awareness sessions</b>	2 online	4 mixed	Bespoke
<b>Manager workshop</b>	—	1 included	Included
<b>GEAP Audit</b>	—	Included	Included
<b>Policy Review</b>	Included	Included	Co-development
<b>AppyYaar listing</b>	Standard	Enhanced	Featured
<b>Accreditation badge</b>	Foundation	Partnership	Embedded

### NOW OPEN — FIRST EMPLOYER COHORT

#### Founding Employer Status

The organisations that complete KHUSH first will be listed on AppyYaar.com as Founding KHUSH Employers — a permanent designation above standard tiers. South Asian professionals are already on AppyYaar looking for employers who take this seriously. Founding status cannot be bought later — it belongs to those who moved first.

## Start with a scoping call.

We identify your workforce profile, provision gaps, and the right programme level. No obligation.

Book at [hhei.org.uk/khush](https://hhei.org.uk/khush)  
or email [khush@hhei.org.uk](mailto:khush@hhei.org.uk)