

Free workplace education and support

Supporting small
to medium size
enterprises
(SMEs), business
owners and self-
employed in
England



Introduction

Thanks to VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health & Social Care, NHS England, and UK Health Security Agency, Fertility In The Workplace (FITW) are delighted to be able to offer **free education and support packages** to small and medium enterprises (SMEs), self employed and unemployed women across England.

This program works alongside the recent Women's Health Strategy for England, which aims to improve the health and wellbeing of women, and help to support them remain in work and return to work.

Fertility Network UK is the UK's leading patient-led charity, supporting people facing fertility struggles, and Fertility In The Workplace aims to help employers better understand what this entails for employees, as well as their colleagues, to enable them to provide much needed understanding and support.



WHY DOES FERTILITY AT WORK MATTER TO YOU?

Employees surveyed as part of our 2022 research (of which 98% were women) showed 58% felt concerned that treatment would affect their career prospects, 36% felt their career was damaged as a result of treatment, and 19% either reduced their hours or left their job. Workplace support and understanding can help reduce distress for such women, alleviate pressure for colleagues and retain staff.

Our factsheets for employers and line managers help to create a knowledge of the impact of fertility struggles, an understanding of employee rights and policies and appropriate and sensitive support for employees.

Hidden impact at work



58% reported work affected treatment
(difficult to make appointments, additional stress)

- 77% disclosed their fertility journey to their employer
- 47% said that reasonable adjustments were made
- 45% felt they received good support from their employer
- 58% were worried about their career prospects

FREE WORKPLACE SUPPORT



Only 25% reported
the existence of
supportive
workplace policy

At Fertility In The Workplace, we can provide free support to employers, employees and business owners working in small to medium enterprises (SMEs), as well as self-employed women and those looking to return to work.

Employer Services

- Education about what fertility treatment looks like and how best to support staff who may be facing fertility struggles
- Access to Factsheets
- Fertility policy guidance
- Online learning packages

Employee Services

- One to one support
- Free Wellbeing programmes
- Education & awareness for colleagues
- Signposting to Fertility Network UK support services
- Support in approaching employers and/or becoming a workplace Ambassador

FACTSHEETS



Below are just some of the factsheets that can be provided to use in your workplace to support understanding for employers, line managers and colleagues and better support employees as a result.

WHAT IS IVF & INFERTILITY

FERTILITY & MENTAL HEALTH

THE LGBTQ+ COMMUNITY & FERTILITY

LIVING WITHOUT CHILDREN

MEN & FERTILITY

Wellbeing in the Workplace



At Fertility In The Workplace, we recognise that women working in SMEs, as well as self-employed women, may not have the same access to support in the workplace.

Our new Wellbeing programmes forms part of our ongoing support programmes to improve wellbeing in the workplace. Taking part in such activities can boost your own wellbeing. If you are a woman working in a **small to medium sized enterprise**, you can access the full programme via our [website](#) or sign up to our [mailing list](#) to receive updates on all our FITW activities.

Below is an example of some of the sessions we will be running

- ☐ Mental Wellbeing
- ☐ Guided Art Therapy
- ☐ Yoga
- ☐ Nutrition
- ☐ Mindfulness
- ☐ Balance & Breathwork



If you have any questions please contact FITW@fertilitynetworkuk.org



CONTACT US



- Join our [mailing list](#) to receive updates on workplace support and wellbeing programmes
- Find out more about how you can support your employees
- Access more information to better educate your workforce and have workplace conversations
- Access signposting for employees
- Talk to us about developing a fertility policy
- Access 1:1 support as an employee/self employed
- Find out how your workplace can get involved in National Fertility Awareness Week (Oct 30-Nov 05 2023)

Email: FITW@fertilitynetworkuk.org

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