



FERTILITY IN THE WORKPLACE
DEVELOPED AND PROVIDED BY FERTILITY NETWORK UK



Workplace education and support



Introduction



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.

1 in 6 people worldwide are currently experiencing fertility problems, and many of are in employment.

The issue of fertility health is sadly neglected in the UK – despite the fact that most people consider having children as the most important decision of their lives. Infertility is recognised by the World Health organisation as a disease of the reproductive system and should be handled at work in the same way as any other health condition.

Our Fertility in the Workplace initiative can help you to implement a fertility policy and ensure your staff and managers understand the impact of fertility and treatment so they can support those around them. We provide a unique service bringing our experience and expertise in the field, as well as offering our ongoing support package to employees to ensure that no one experiencing fertility problems ever needs to feel alone.



WHY DOES FERTILITY AT WORK MATTER TO YOU?



A nationwide survey commissioned by Fertifa and Fertility Network UK in 2023 revealed the profound and extensive impact of fertility challenges on individuals in the workplace.

Nearly 9 out of 10 (86%) respondents said that their productivity at work was strongly impacted by fertility challenges, whilst more than 1 in 3 (34%) said that they received very little or no support from their employer.

The research highlights the importance of fertility support for employees. Almost 1 in 5 (16%) quit their jobs because of the impact fertility treatment had. For employers looking at staff retention and workplace wellbeing, this is a crucial piece of information and there are so many things that can be done to support staff and make them feel valued during this difficult time.

The survey findings also highlight that people do not feel able to speak to their employer about what they are experiencing, as 34.8% of people took time off from work, without telling their employer the real reason why. This removes the option for employers and colleagues to be able to plan around absences and provide much needed support.

A workplace culture of openness and flexibility is key.

WORKPLACE SUPPORT



Only 25% reported
the existence of
supportive
workplace policy

At Fertility In The Workplace, we can provide support to employers, employees and business owners, 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
- Workplace poster for employee support & signposting
- 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



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.

Below are just some of the factsheets that can be provided to use in your workplace

WHAT IS IVF & INFERTILITY

FERTILITY & MENTAL HEALTH

THE LGBTQ+ COMMUNITY & FERTILITY

LIVING WITHOUT CHILDREN

MEN & FERTILITY

FERTILITY IN THE WORKPLACE: PRICE PACKAGES



Below are details of our pricing packages based on the size of your organisation.
If you require any bespoke sessions please get in touch to discuss options and costs.

Introduction to Fertility	Line Manager Training	Introduction to Fertility & Line Manager Training Combined Package	Mini Series (see topics below)
£650	£650	£1170 (10% discount)	£2125 (Combined package + 4 mini series with a 15% discount) or £300 Per session

****FREE SERVICES AVAILABLE FOR SMALL TO MEDIUM ENTERPRISES THANKS TO FUNDING UNTIL MARCH 2025**

Fertility Policy Consultation

We offer the opportunity for a consultation when an organisation is creating a new policy. We can offer guidance on best practice, a template and review before launching.

The cost of this service is a one off fee £150.

Current topics available as part of a mini series:

- What is IVF & Infertility
- Men & Infertility
- LGBTQ+ Community and fertility
- Living without children
- Fertility and mental health
- Baby loss
- How to create a supportive workplace

All services are specific to your company. If you're unsure of your needs, reach out to our Fertility in the Workplace team to find out more at FITW@fertilitynetworkuk.org

Free Workplace Education & Support for Small to Medium Enterprises

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 until March 2025

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.

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WELLBEING IN THE WORKPLACE



We regularly host a range of free wellbeing sessions including yoga, mindfulness, nutrition and mental health support. Stay up-to-date on our social media for the latest announcements or sign up to our [Mailing List](#)

**Free programmes
designed to support
mental wellbeing,
associated with fertility
struggles, alongside
navigating your
workplace
commitments**



**WELLBEING
IN THE
WORKPLACE!**



LIVE SESSIONS



FITW@fertilitynetworkuk.org



ADD NATIONAL FERTILITY AWARENESS WEEK TO YOUR WORKPLACE CALENDAR



- 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

CONTACT US



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