

Workplace Support Packages



WHY FERTILITY IN THE WORKPLACE MATTERS

At Fertility Network UK we have shown repeatedly that most people experiencing fertility problems are reluctant to speak to their employer, because they fear it may have a detrimental effect on their career. We know it is not uncommon for staff to end up reducing their hours or quitting their job if they are unable to balance work and fertility issues. This can be a challenge for employers both operationally and financially, and why a growing number of firms now have a fertility policy in place outlining the help available – they appreciate a supportive workplace is good for business as well as for employees.

Our support packages aim to empower employers and line managers to develop and share 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

All our support packages provide the following
for one year:

Policy Guidance

Online Learning

Resources

Employer Recognition

Employee Support

**Workplace Ambassador
Programme Support**

*Additional benefits are available with higher levels of support packages. To find out more, please use our booking form [here](#) and one of our team will contact you to discuss your needs.



Only 25% reported
the existence of
supportive
workplace policy

Fertility Policy Guidance

Fertility in the Workplace provides guidance, as part of all our support packages, to help create and implement a fertility policy and ensure employees are fully supported in navigating their fertility journey in the workplace. Our policy guidance is additionally supported by our Fertility in the Workplace online learning sessions for employers and managers, to help create further understanding of the issues of infertility and how to support employees better.

Flexibility & understanding is key!

Please note: Our policy guidance provides a best practice model only - it is the sole responsibility of the implementing organisation to ensure it complies with all relevant laws, regulations and guidelines appropriate to their specific organisation.

‘Fertility in the Workplace – An Introduction’

Included in all our support packages is our online learning session ‘Fertility in the Workplace – An Introduction’. This webinar provides attendees with:

- **An overview of infertility**
- **How common is infertility & who is affected by it.**
- **The far-reaching trauma of infertility**
- **What do fertility treatments involve.**
- **The hidden impact of infertility at work**
- **What can employers, managers and colleagues do to support people affected by fertility struggles and trying to navigate their workplace commitments.**

We encourage companies to invite internal colleagues, particularly those willing to share their own personal experiences and those in management positions. This helps to provide a platform for discussion about the impact fertility challenges can have within your organisation and begins the all-important conversation of what changes can be made within your company to help those impacted by this health condition. We also bring our own lived experiences to the session.

‘Fertility in the Workplace – Line Managers Session’

Following on from our introductory webinar, our line managers session provides an opportunity for managers to gain further insight into the far-reaching impact of infertility on their team and provides tips and guidance on how to best support them, and their colleagues, when navigating treatments alongside workplace commitments.

- **The impact of Fertility in the Workplace**
- **What you can do to support your team**
- **Starting the conversation**
- **Recommended ‘Dos and Don’ts’**
- **Helpful tips**
- **Accessing support from our team of experts**

‘Fertility in the Workplace – Specialist Webinar Series’

Our specialist webinar series provides an in depth look at specific areas of infertility to help provide education, information and support to employers, managers, and staff. Our programme includes:

- **LGBTQ+ Community & Fertility**
- **Fertility & Mental Health**
- **Living without Children**
- **What is IVF & Infertility**
- **Men & Infertility**
- **Creating a Supportive Workplace**
- **Fertility & Baby Loss**
- **Fertility from a Partners Perspective**

Resources

Posters

All our support packages provide organisations with access to our 'RISE' posters for the workplace. This is a simple but effective way to demonstrate that the organisation recognises fertility as a health issue, that they aim to inspire change, provide support to employers facing this condition and implement education to staff on this sensitive topic.

Website Links

All our support packages provide organisations with links to our employee support pages and Fertility Network UK fertility support group pages for their own website/intranet pages.

Factsheets

All our support packages provide you with factsheets about various aspects of fertility including the following:

WHAT IS IVF &
INFERTILITY

FERTILITY &
MENTAL HEALTH

THE LGBTQ+ COMMUNITY
& FERTILITY

MEN & FERTILITY

LIVING WITHOUT CHILDREN

You can also access a wide range of factsheets via Fertility Network UK

EMPLOYEE SUPPORT

All our support packages provide employees with access to the following:

- One to one support from our experienced team
- Group Mentoring support sessions
- Access to our Wellbeing in the Workplace programmes and members only platforms
- Signposting to Fertility Network UK support services
 - Regional Fertility Support Groups
 - UK Wide Specialist Support Groups
 - Information about fertility treatments
 - Understanding NHS funding options
 - Support & Information Line (Monday - Friday)
- Support in becoming a Workplace Ambassador



Workplace Ambassador

Our Workplace Ambassador programme invites staff members who have lived experience of fertility struggles, or a desire to support those who do, to become advocates for change and support within their organisation.

- **RECOGNISE** - Raise awareness of the topic of fertility at work and bring the conversation into the workplace.
- **INSPIRE** - Actively encourage change within the workplace through line managers and HR departments.
- **SUPPORT** - Provide a listening and understanding ear for staff members who are navigating fertility issues
- **EDUCATE** - Be a point of contact for employers and managers who are looking to better understand how to support team members who are facing fertility issues.

Can you RISE to the challenge of taking on our Workplace Ambassador role, or would you support staff members who wanted to do this?

Ambassadors receive ongoing 1:1 support from our team and basic counselling and listening skills training alongside their own 'badge' so people recognise them as a point of contact in the organisation. Workplace Ambassadors are encouraged to inspire organisational change and lead the way in attending information or education sessions provided by the company, as well as sharing their own experience, if comfortable to do so.

EMPLOYEE SUPPORT



Wellbeing in the Workplace



Our Wellbeing programme forms part of our ongoing support services to improve wellbeing in the workplace. Taking part in such activities can boost your own wellbeing. You can access the full programme via our [website](#) or sign up to our [mailing list](#) to receive updates on all our FITW activities. Contact us to find out about how to access our exclusive Wellbeing in the Workplace Members Platform

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

FITW
FERTILITY IN THE WORKPLACE
DEVELOPED AND PROVIDED BY FERTILITY NETWORK UK

WELLBEING
IN THE
WORKPLACE!

LIVE SESSIONS

FITW@fertilitynetworkuk.org

The poster features a woman in a blue jacket meditating in a lotus position on a black stool. Surrounding her are various office-related icons: a laptop, a stack of books, a clock, a calendar, a pie chart, and a line graph. The background is black with a large green and blue circular graphic on the left and bottom right.

Fertility Fair Employer Badge



Subject to meeting certain criteria, demonstrating the commitment to developing a fertility fair workplace, all our support packages provide companies with a badge for use on their website/email signatures stating they are inspiring change and proud to be a 'Fertility Fair' Employer.

The Fertility Workplace Pledge

Major UK employers including Metro Bank, NatWest Group, Co-op, Channel 4, and UK Hospitality have signed up to a set of simple and voluntary commitments, designed to benefit millions of individuals and couples going through fertility treatment.



After you sign up, by emailing Nickie at nickie.aiken.mp@parliament.uk, the next step is implementing policies in your workplace! Fertility In The Workplace (FITW) can help you!

CONTACT US

EMAIL: FITW@FERTILITYNEWTORKUK.ORG

TEL: 07469 183370



- Request our Support Packages PDF to decide what level of support is right for you and your organisation
- Join our [mailing list](#) to receive updates on workplace support and wellbeing programmes
- Add National Fertility Awareness Week to your workplace calendar and help us to raise awareness (last week of October) #NFAW

www.fertilitynetworkuk.org



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