



fertilitynetworkuk

In partnership with
Bourn Hall
FERTILITY CLINIC



FERTILITY IN THE WORKPLACE
DEVELOPED AND PROVIDED BY FERTILITY NETWORK UK

Workplace Support



proud to promote

Fertility Fairness

FERTILITY IN THE WORKPLACE



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.

We aim to empower employers and line managers to develop and share knowledge of the impact of fertility struggles, better understand employee rights and policies and learn how to provide appropriate and sensitive support for employees.

Hidden impact at work



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

- **37%** felt they received very little support or no support
- **30%** took time off for appointments without telling their employer the real reason
- **58%** were worried about their career prospects
- **78%** said a company's fertility policy and support was a huge consideration when looking for a new job

Fertility in the Workplace can provide the following services to organisations.

Policy Guidance

Online Learning Sessions

Resources

Employer Recognition

Employee Support

**Workplace Ambassador
Programme**

Supporting existing or new ERGs



Only 25% reported
the existence of
supportive
workplace policy

Fertility Policy Guidance

Fertility in the Workplace provides guidance 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 associated with 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’

Access our on demand video ‘Fertility in the Workplace – An Introduction’. This information resource provides organisations 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**

This session is available to staff, managers and employers to watch anytime so means people are less restricted by having to attend at a certain time. Due to the on demand nature of the video, it is not interactive.

Our interactive webinars provide your organisation with a scheduled, live session which includes a certificate of participation for attendees.

‘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**

‘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

Access 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 employees facing this condition and implement education to staff on this sensitive topic.

Website Links

We can provide your organisation with links to our employee support pages and Fertility Network UK fertility support group pages for their own website/intranet pages as well as other useful professional organisations.

Factsheets

We can provide your organisation with informative 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

Workplace Ambassadors

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.

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.

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



Workplace Ambassadors receive:

- Ongoing 1:1 support from our team
- Free basic counselling and listening skills training to support them with difficult conversations.
- A digital 'badge' so people recognise them as a point of contact in the organisation.

We can provide employers with information and signposting on the following support available to employees through Fertility in the Workplace and Fertility Network UK.

- 1:1 support from our experienced team
- Group Mentoring peer to peer 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 & information for friends, family & colleagues

**WELLBEING
IN THE
WORKPLACE!**



You are not alone
**Fertility
in the
Workplace**
Workplace
Ambassador

FITW

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 wellbeing in all aspects of life. Employees can access the full programme via our [website](#) or sign up to our [mailing list](#) to receive updates on all our FITW activities.



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



LIVE SESSIONS

 FITW@fertilitynetworkuk.org

 



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 promote Fertility Fairness in the workplace.

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 following the link in the image above, the next step is implementing policies in your workplace! Fertility In The Workplace (FITW) can help you!

WHY CHOOSE FITW?



fertilitynetwork

NO OTHER FERTILITY ORGANISATION OFFERS THE RANGE OF SERVICES AND SUPPORT THAT WE PROVIDE.

Support the national charity

Fertility Network UK provides free and impartial support, advice, information and understanding for anyone affected by fertility issues. We are the nation's leading patient-focused fertility charity and are here on a practical and emotional level, whatever your experience of fertility issues, to offer support services, information and access to a community of people affected by fertility problems.

Learn from Lived Experience

All of our Fertility in the Workplace team have had their own personal fertility journey and their own workplace experiences. We are here to help to provide the much needed support to others with shared experiences and to share from our own knowledge, learnings and experiences as a team and as individuals.

INSPIRING CHANGE IN THE WORKPLACE

Recognise
Implement
Support
Educate

TOGETHER WE RISE!

FITW@fertilitynetworkuk.org

CONTACT US

EMAIL: FITW@FERTILITYNEWTORKUK.ORG

TEL: 07469 183370



- **Book a call with our team to discuss 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**

*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 and our partnership with Bourn Hall Fertility Clinic, Fertility In The Workplace (FITW) are delighted to be able to offer **free support packages to small and medium enterprises (SMEs) until March 2025!***

www.fertilitynetworkuk.org

