



Reproductive health & wellbeing for everybody



FERTILITY IN THE WORKPLACE

Expert workplace support from The IVF

Why *Fertility in the Workplace* matters

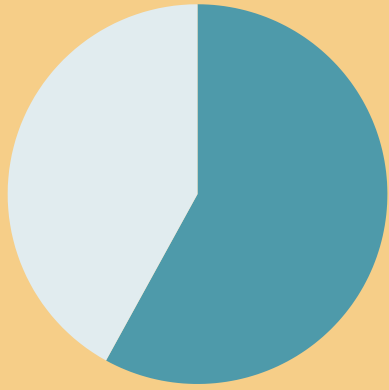


At The IVFN we have shown repeatedly that most people experiencing fertility problems are reluctant to speak to their employer, because they fear it may have a detrimental effect on their career. We know it is not uncommon for staff to end up reducing their hours or quitting their job if they are unable 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 by
treatment
(difficult to make appointments,
additional stress)

By the time a couple or individual reaches the stage of fertility treatments, they have probably already endured a number of years of trying to conceive and their mental health will already have been impacted. Having a good understanding of what fertility treatments can involve and recognising that this is not a choice but a medical condition, can make all the difference to an employee in trying to juggle this difficult journey alongside their workplace commitments.

FiTW have years of experience working with small and large organisations developing tailored fertility policies. Way back in 2004, our work with Unison in Scotland led to the introduction of a fertility policy across all 32 local authorities and today our FiTW initiative is flourishing. We have worked with the likes of HSBC, Unilever, Tesco, the Ministry of Defence, LinkedIn, Sony and Barclays, as well as smaller employers including Peppy Health, local authorities and NHS trusts. We believe improving knowledge of fertility and reproductive health within society is essential from education to the workplace.

Support services

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



Employer support

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.

On-demand

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 CPD accredited and 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.



Interactive webinars

Our interactive webinars provide your organisation with a scheduled, live session.



Fertility in the Workplace – An Introduction

This webinar is CPD accredited and 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:

- The Male Factor - Men & Infertility
- LGBTQ+ & Infertility
- Ethnic Minorities & Infertility
- Mental Health & Infertility
- Baby loss
- Living without Children
- Pregnancy after IVF
- Fertility Preservation

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.

Factsheets: We can provide your organisation with informative factsheets about various aspects of fertility including the following:

- » WHAT IS IVF AND INFERTILITY
- » FERTILITY AND MENTAL HEALTH
- » THE LGBTQ+ COMMUNITY AND FERTILITY
- » MEN AND FERTILITY
- » LIVING WITHOUT CHILDREN

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,



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 updates on all our FITW activities. mailing list to receive

Employer recognition with our Fertility Fair Employer Badge:

Proudly showcase your organisation's dedication to becoming a Fertility Fair Workplace.

Subject to meeting the required criteria, our support packages include a digital badge for use on your website and email signatures. This badge recognises your organisation's leadership in creating a supportive, inclusive environment and proudly promoting Fertility Fairness at work.

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.

Contact us

[Book a call](#) with our team to discuss what level of support is right for you and your organisation