



fertilitynetworkuk

In partnership with

**Bourn Hall**  
FERTILITY CLINIC



FERTILITY IN THE WORKPLACE

DEVELOPED AND PROVIDED BY FERTILITY NETWORK UK

# Fertility Support Toolkit



proud to promote

## Fertility Fairness

FERTILITY IN THE WORKPLACE

HELP

SUPPORT

SERVICE

ASSISTANCE

GUIDANCE

ADVICE

# WHY YOU HAVE CHOSEN FITW



fertilitynetwork

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

## Supporting 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.

## Learning 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.



Fertility Network UK provides free, impartial support and advice to anyone affected by fertility issues in the UK. You can access all our support via our [website](#) and the below are direct links to pages that we feel may be most relevant to your staff. Simply click on the title to be taken to the pages you are looking for.

## [Fertility Support Groups](#)

These include UK Wide specialist groups and regional groups.

## [Support and Information Line](#)

Our free Support Line is run by two former fertility nurses, and offers a unique fertility support service. We are not here to diagnose, but however simple or complicated your question, Diane and Janet will try to answer you and support you through your queries and worries. Remember, no question is too trivial to ask – if it is bothering you, then ask away – this could be just the service you are looking for.

## [Learn About Fertility](#)

Explore the links to learn more about fertility factors, treatments and the emotional impact.

## [Family, Parents, Friends & Colleagues](#)

Information for those looking to better understand how to support those who are experiencing fertility issues.

## [HIMFertility](#)

Our HIMFertility pages provide information and support for men affected by fertility issues.

## Posters

Access our 'RISE' posters for the workplace [here](#). 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.

If you would like us to post you hard copies, simply drop us an email with your postal address and how many you would like and we will be happy to arrange this for you.

## Factsheets

Simply click on the topic you would like to know more about below to access our specialist fact sheets.

[MANAGERS;  
WHAT TO SAY](#)

[EMPLOYEE GUIDE TO FITW](#)

[OVERVIEW OF  
FERTILITY ISSUES](#)

[FERTILITY &  
MENTAL HEALTH](#)

[THE LGBTQ+ COMMUNITY  
& FERTILITY](#)

[MEN & FERTILITY](#)

[LIVING WITHOUT CHILDREN](#)



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!

- **Access our Policy Guidance factsheet [here](#).**
- **Book a call with our team to review your existing policy or access support with introducing one to your organisation. Email [fitw@fertilitynetworkuk.org](mailto:fitw@fertilitynetworkuk.org) or reach out to your existing contact in the team.**

*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.

You can access this video [here](#).

Password to view **Fairness4Fertility**

# EMPLOYEE SUPPORT

## Workplace Ambassador Programme

Explore our Workplace Ambassador programme and look to engage individuals within your organisation to provide direct support to colleagues and line managers.



### 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.

## Peer to Peer Group Mentoring Support

Our peer to peer mentoring group provides:

- Peer to Peer Group Mentoring programme, providing a platform for women experiencing fertility challenges at work to offer each other support and guidance. Monthly online zoom meetings.
- Group mentoring takes place in a collaborative, safe and facilitated environment.
- Held on 2nd Tuesday of every month at 7.30pm



Register [here](#)



# WELLBEING IN THE WORKPLACE



A vertical poster for the 'Wellbeing in the Workplace' programme. The background is black. On the left, white text reads: 'Free programmes designed to support mental wellbeing, associated with fertility struggles, alongside navigating your workplace commitments'. The word 'fertility' is in blue. In the top right corner of the poster is the FITW logo. Below it is a yellow speech bubble with 'WELLBEING' and a blue one with 'IN THE WORKPLACE!'. In the center is a circular illustration of a woman in a blue suit meditating at a desk with a laptop, surrounded by office supplies and charts. Below this is a red banner with 'LIVE SESSIONS' in white. At the bottom left is an email icon and 'FITW@fertilitynetworkuk.org'. At the bottom right are Instagram and LinkedIn icons.

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](#).

As subscribers to our support package, your employees can also gain access to our exclusive members page [here](#). This page contains videos of previous wellbeing sessions, as well as hints and tips on how to support your own wellbeing at work.

Fertility Network UK runs ongoing wellbeing support programmes for anyone affected by fertility. You can access our full programme [here](#).



# EMPLOYER RECOGNITION

## Fertility Fair Employer Badge

Download our employer recognition badge to display on your website and in email signatures to demonstrate your commitment to fertility fairness in your workplace.

Click [here](#) to download your badge.

If you require this in another format for website uploads please don't hesitate to contact us and we will be happy to provide this.



## The Fertility Workplace Pledge

If you haven't done so already, we would encourage you to sign up to the parliamentary 'Fertility Workplace Pledge' to show your support to our campaign for change. You can read more about our campaign work [here](#).



## CONTACT US

EMAIL: [FITW@FERTILITYNEWTORKUK.ORG](mailto:FITW@FERTILITYNEWTORKUK.ORG)

TEL: 07469 183370



- If you would like to consider additional services, would like to chat about initiatives you are considering or if there is anything you are unsure of, please don't hesitate to contact our team or reach out to your existing representative.
- Make sure you join our [mailing list](#) to receive updates on workplace support, news and wellbeing programmes, and share this with staff and colleagues.
- Add National Fertility Awareness Week to your workplace calendar. Contact us to find out when this year's week is scheduled to take place. #NFAW

**THANK YOU!**

on behalf of all those who are struggling with fertility issues, for taking steps to recognise the impact of fertility in the workplace and introducing **fertility fairness** in your organisation!

[www.fertilitynetworkuk.org](http://www.fertilitynetworkuk.org)



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