for HR teams

Turn policy into practical support

- Have a clear fertility policy and make it easy to find and understand.
- Set out clear leave and flexibility options for diagnosis, treatment and recovery.
- Make practical facilities available, ensure employees have access to a private space for medication or sensitive calls, appropriate medication storage and a quiet space to recover when needed.
- Make support available consistently regardless of team, manager or employment status.
- Equip managers to support employees with practical guidance and training.
- Protect confidentiality and make clear who will have access to sensitive information.
- Build fertility into existing equality, wellbeing and family policies.
- Provide clear signposting to internal and external support.
- Help employee-led support initiatives grow, provide practical support, resources and a safe space for peer networks and support groups.
- Review workplace practices to identify where employees may face unnecessary barriers.
- Listen to employees and learn from their experiences and use this to improve your approach.

A policy only makes a difference when people know about it, can access it and feel safe using it.

Double Duty Fertility@Work