

Fertility & Menopause @ Cadent

Kelly-Anne Morris, Dawn Del Busso & Lisa Yorke
Employee Benefits Live
03 October 2023



Who are we?

Dawn Del Busso- Menopause Lead



Kelly-Anne Morris- Fertility Lead



Lisa Yorke- HR



Our Employee Communities

Lisa Yorke



Our Employee Communities

Diversity and Inclusion isn't a standalone project. It's something woven into the fabric of who we are as a business, and it needs to be driven by our people.

One of the ways we make sure ED&I is embedded into who we are as a company is through our Employee Communities. They represent a broad spectrum of what makes up our culture and help nurture and support where we want to get to.

Our Employee Communities play an important role in integrating a diverse workforce, creating an inclusive culture and keeping our employees engaged and motivated.



Cadent Military Community



Pride At Work



Thrive!



Women in Cadent



Embrace



Men's Engagement Network



Grief

Cadent
Your Gas Network



Fertility Matters at Cadent (FMAC)

Kelly-Anne Morris



Cadent are a Fertility Friendly Employer

Fuel House

SET YOURSELF FREE

GYM NOW OPEN 24/7

SERVICED HOURS	
MONDAY, WEDNESDAY & FRIDAY	TUESDAY THURSDAY
6:30am - 2:30pm	10am - 6pm 11am - 7pm

CLASSES AVAILABLE
Using your smartphone, scan the QR code to book classes

INDUCTION REQUIRED TO BOOK
Using your smartphone, scan the QR code, then fill out a Personal Health Statement. You can then book your induction.

Most women typically see success rates of **20-35%** per cycle but the likelihood of getting pregnant decreases with each successive round, while the cost increases. The cumulative effect of three full cycles of IVF increases the chances of a successful pregnant to **45-53%**.

In 2019, almost **53,000** patients had **69,000** fresh and frozen IVF cycles and **5,700** DI cycles at fertility clinics in the UK.

If you are not eligible for NHS treatment, or you decide to pay for IVF, you can have treatment at a private clinic. On average top clinics advertise a rate of between **£3,000 – £4,000** per IVF cycle.

For most people, one cycle of IVF will take between **4-6 weeks**.

Causes of infertility can include ovulatory disorders, endometriosis, low sperm count or low testosterone.

Did you know that **1 in 6** couples in the UK suffer with infertility?

In 2019, birth rates for patients **under 35** were **32%** per embryo transferred, compared to below **5%** for patients aged **43+** when using their own eggs.

In a study, it was established that the risk of miscarriage for women who conceive naturally ranges from **15-20%**, whereas the chances of miscarriage in women who underwent IVF and got pregnant with a single child is **22%**.

Across the last three decades, almost **595,000** people have had around **1.3 million** IVF cycles and **260,000** donor insemination (DI) cycles. This has resulted in just over **390,000** babies born as a result of fertility treatment.

Most women typically see success rates of **20-35%** per cycle but the likelihood of getting pregnant decreases with each successive round, while the cost increases. The cumulative effect of three full cycles of IVF increases the chances of a successful pregnant to **45-53%**.

90% of people dealing with infertility, experience symptoms of depression and over **40%** experience suicidal thoughts.

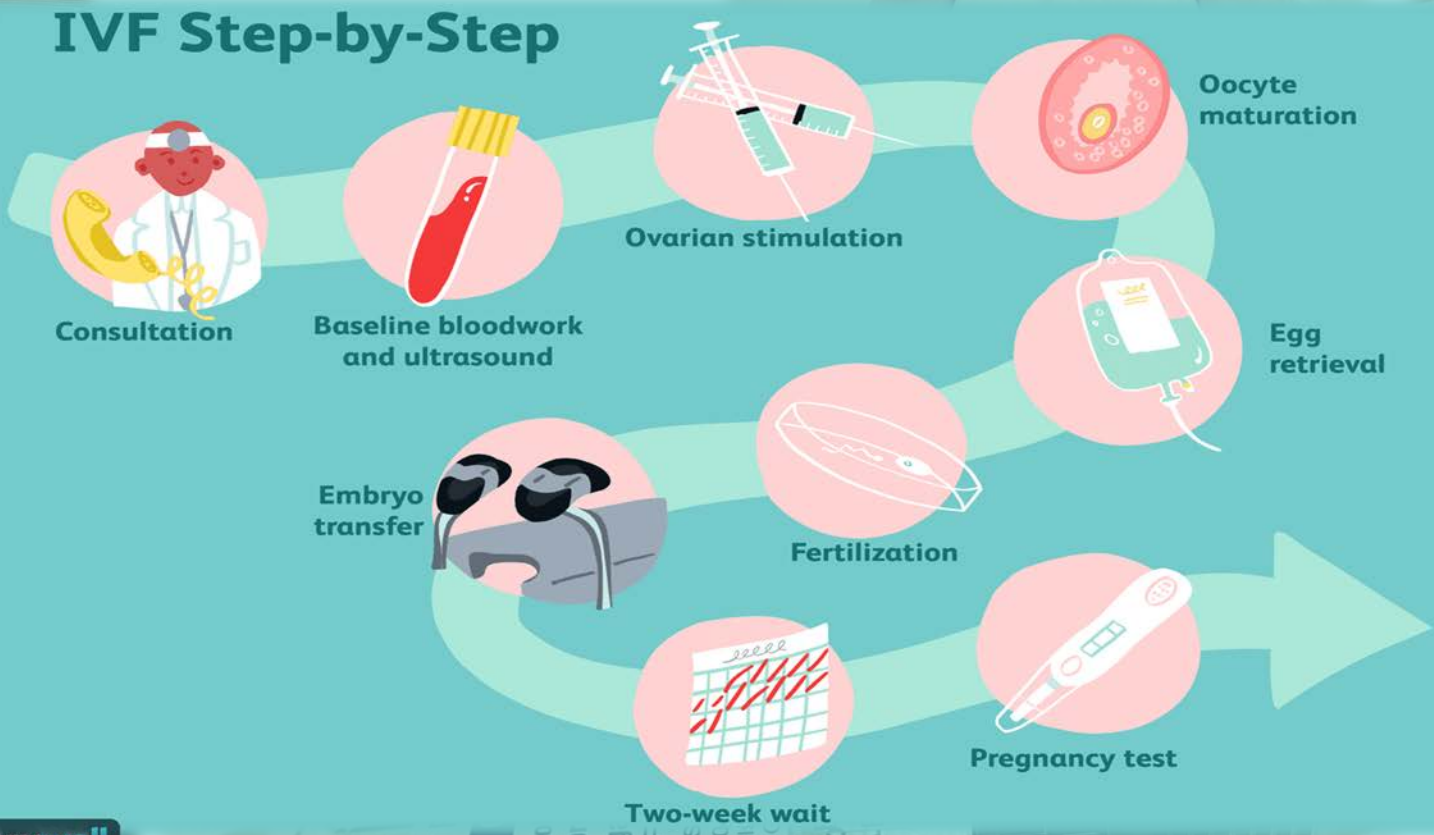


OH WOW
The house looks like a pharmacy.

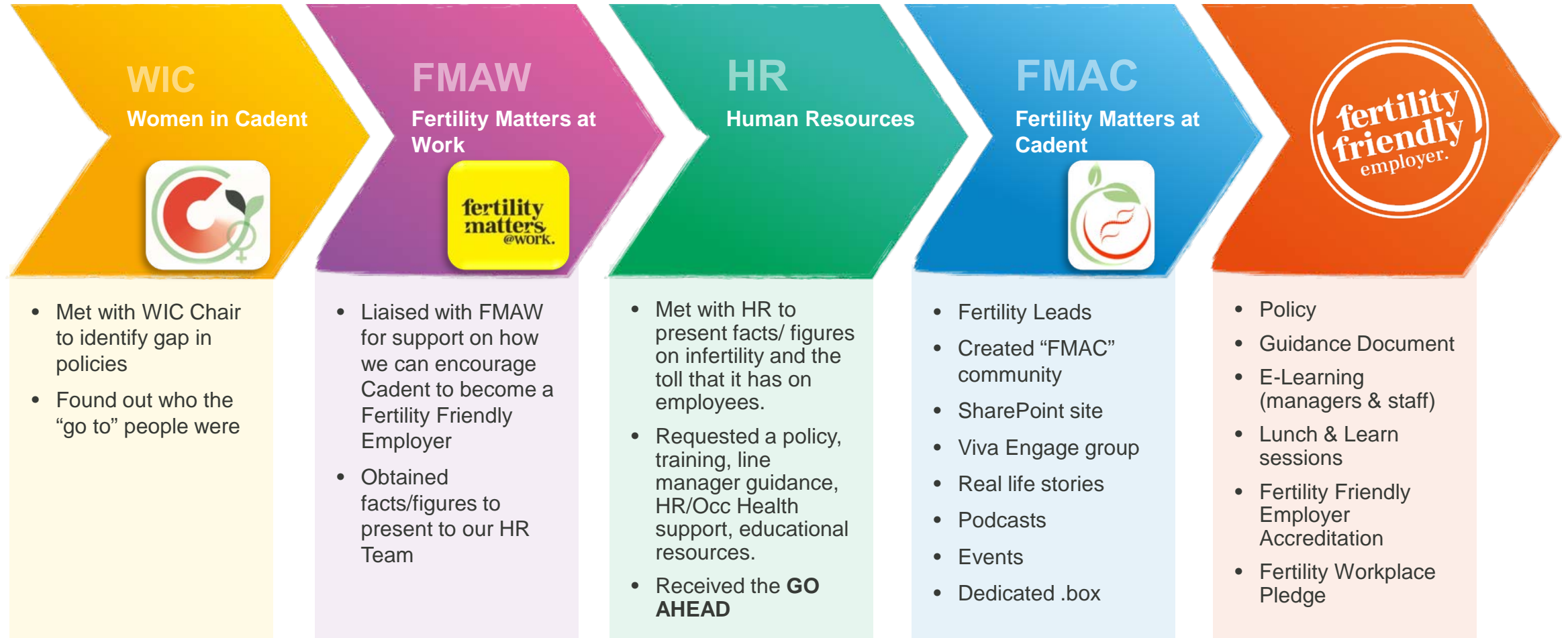
All of the drugs have arrived

Day of cycle	3	5	8	10				
Endo Thickness	3.6 mm	5.6 mm	9.0 mm	9.8 mm				
Remarks	E2-95 ok + start RSH	L-1500 Folmarol 9.0 - Resova 01/18/20	E2-2856 (E2)					

IVF Step-by-Step



What we did





people Services
Fertility Guide

Policy for:
Time off for Fertility
Treatment

**fertility
friendly
employer.**



Committed to
becoming a
**fertility
friendly
employer.**

Policy for:
Time off for Fertility
Treatment

**Fertility
Matters at
Cadent**

Committed to
becoming a
**fertility
friendly
employer.**



**Cadent are
a Fertility
Friendly
Employer**

Fertility Matters at Cadent

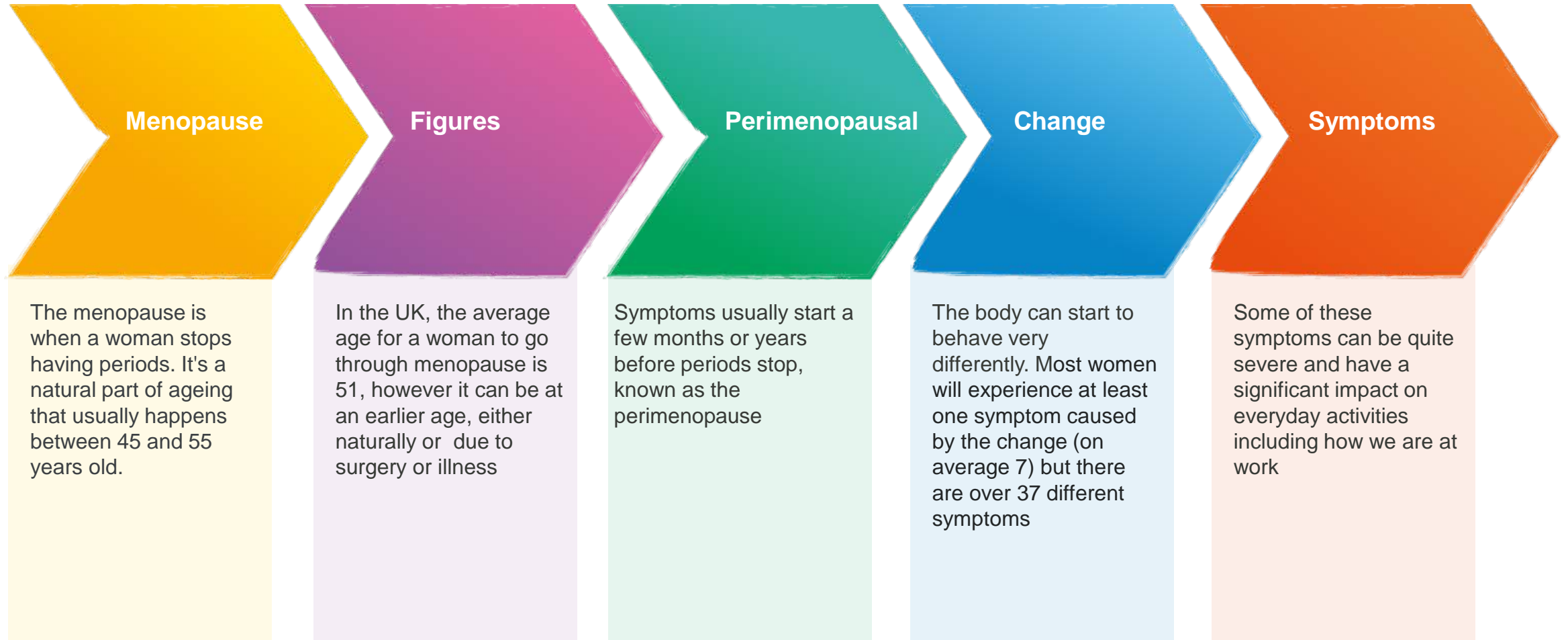
**FERTILITY
WORKPLACE
PLEDGE**

Menopause Support

Dawn Del Busso



Menopause



What are the Symptoms?

Please note this list is not exhaustive and these are just some examples of the symptoms which people may experience. The severity and number of symptoms will differ from person to person, and it is important to remember that symptoms do not have to be severe or unbearable before help is available.



Anxiety



Depression



Hot flashes



Osteoporosis



Bladder control



Difficulty concentrating



Insomnia



Reduced Libido



Brain fog



Fatigue



Memory loss



Vaginal dryness



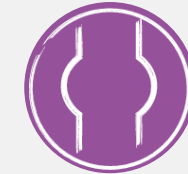
Breast tenderness



Gum Problems



Mood swings



Weight gain



Changing or irregular periods

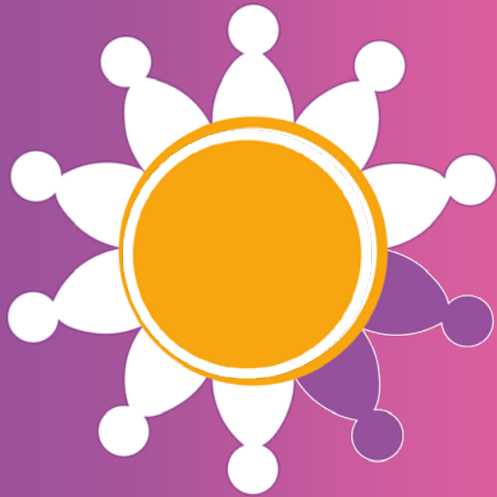


Hair Loss



Night sweats

Menopause Facts



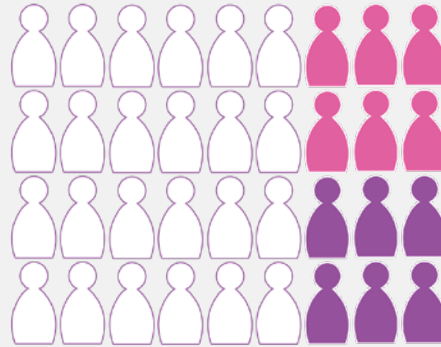
8 in 10 women in menopause are at work



3 in 4 women will experience menopause symptoms

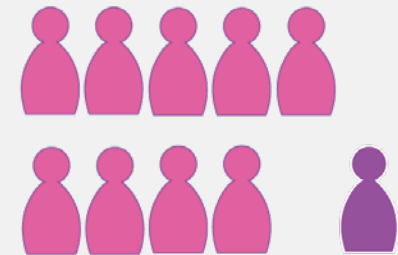


1 in 4 women will experience severe, debilitating symptoms



In the UK one in three workers are over 50 and nearly half of these will experience menopause

We're the first generation with this workforce profile



Today one in 10 women of menopause age leave work due to the menopause symptoms.

What we did

HR Link

Intranet Meno
support page

Executive support

Menohealth sessions

Menopause
Standard/Guide

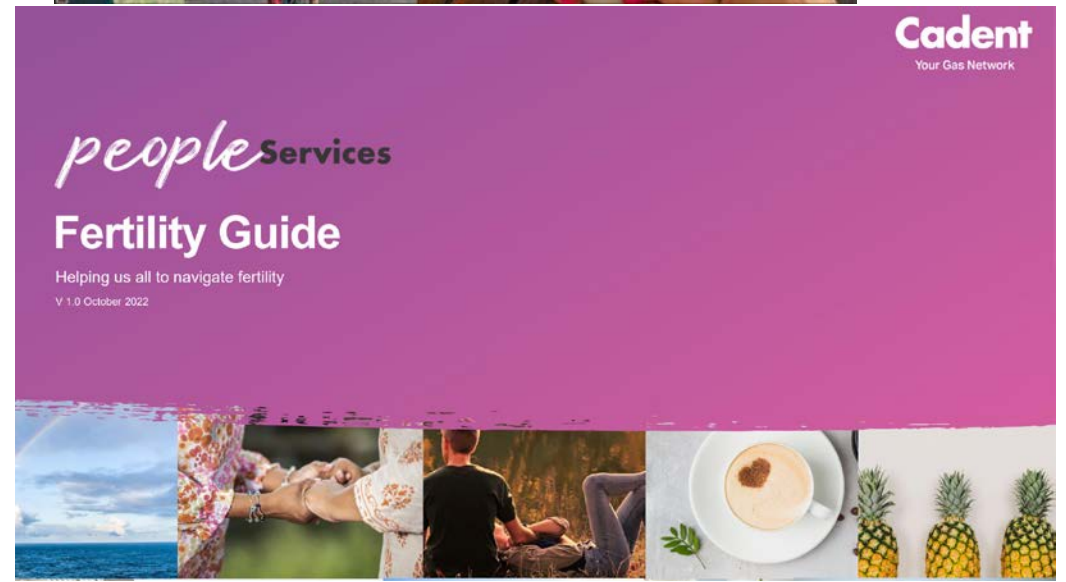
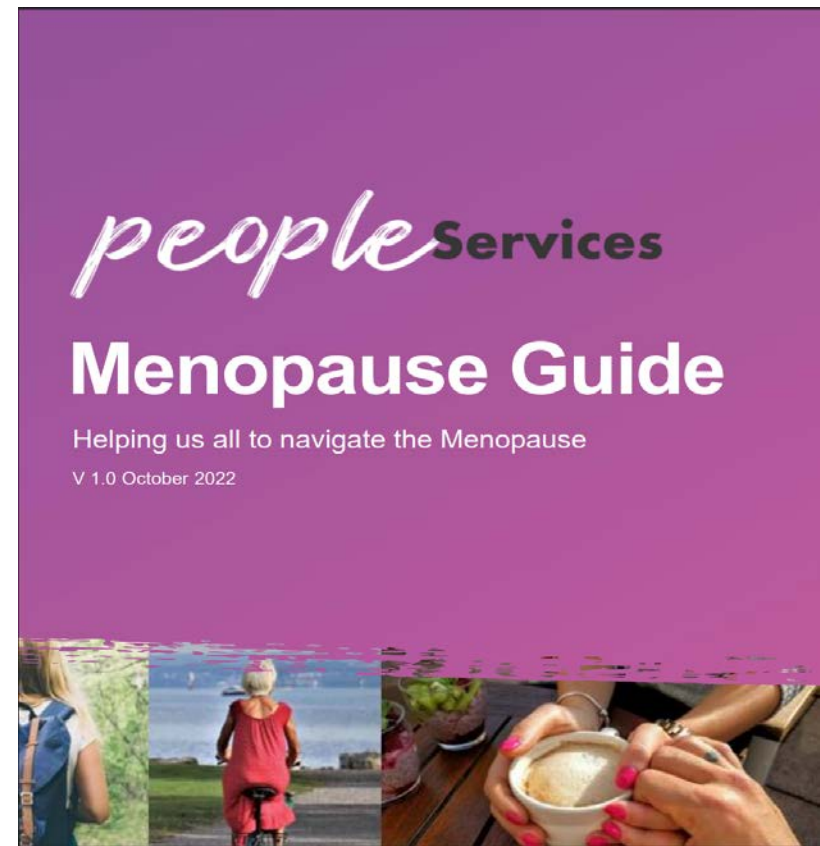
Monthly drop ins

OH advisors trained

Meno Champion

Viva Engage
(Yammer)

E-learning for
people Managers



Menopause – employees are embarrassed to discuss with their manager or think their manager would be embarrassed.

1 in 10 women have left work due to Menopause symptoms, 14% reduced hours 8% did not apply for a promotion (Fawcett Report 2022)

47% of employees didn't tell their manager they were having fertility challenges.

69.5% of employees took time off as sick during treatment.

CIPD research shows that 1 in 5 women though the menopause had a negative effect on managers perceptions on their competence at work

For every 10 women experiencing symptoms, six say it had a negative impact on work, 3 had been unable to go into work, yet only a quarter felt able to tell their manager the reason for absence.

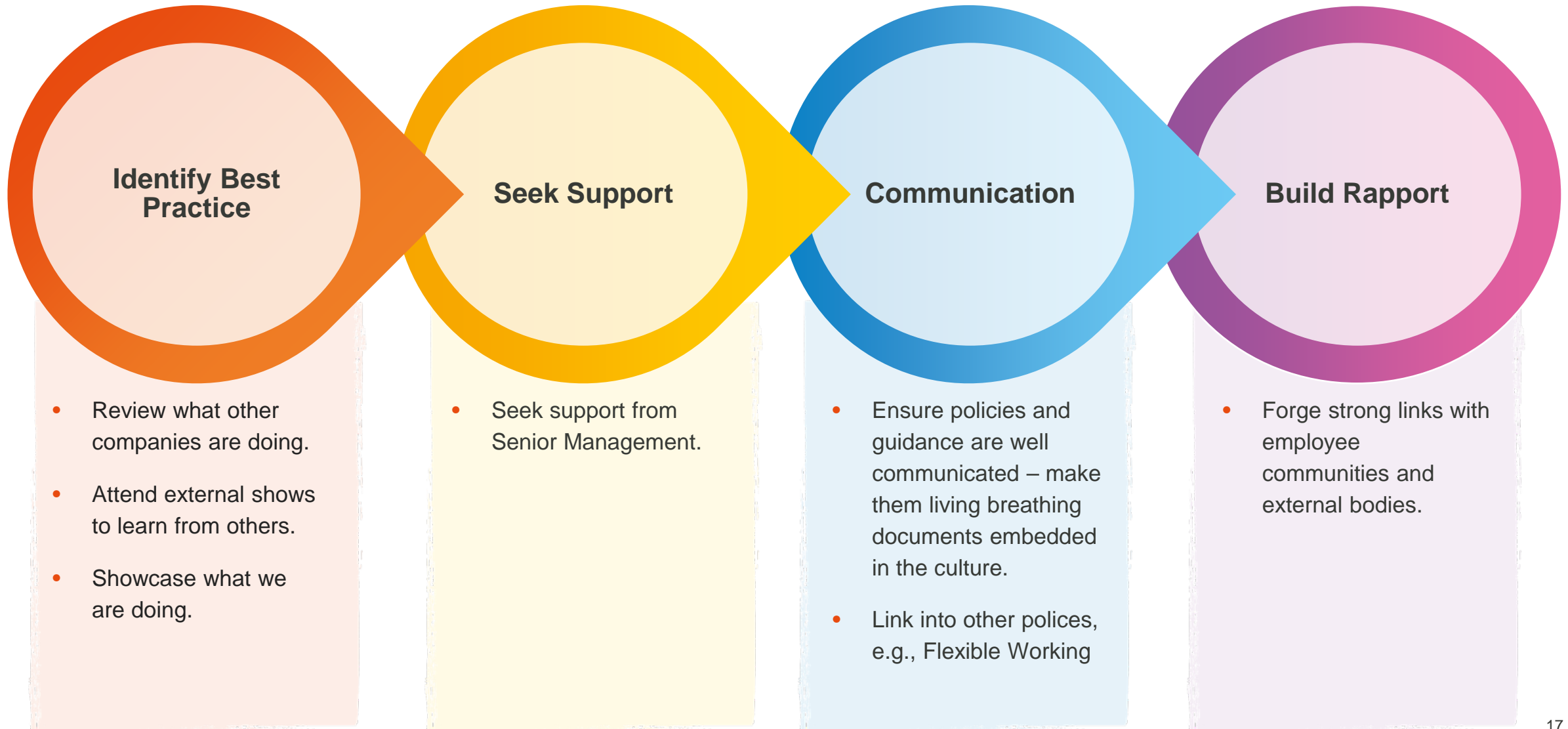
In a recent CIPD survey, 46% of employees said they felt neither supported or unsupported with fertility challenges. Just under one fifth said they felt very unsupported.

74.2% didn't feel the topic of fertility was recognised in their organisation (Fertility Matters Survey)

68% of employees said fertility treatment had a significant impact on their mental health (Fertility Matters at Work Survey)

Almost 1 in 5 have considered leaving their jobs due to Fertility issues.

How Can HR support employees?



Business & Employee Benefits

Business

- Supports our wellbeing, diversity and inclusion ambitions.
- Further enhances our existing Family Provisions policies and guides.
- Helps to support employee engagement and in turn attraction and retention
- Decreases absenteeism and presenteeism.
- Helps us to achieve our business priorities, particularly building a culture where people can thrive

Employee

- Supports employee wellbeing and removes stigma around these issues- ability to be your whole self.
- Increases job satisfaction and motivation.
- Employees feel supported in an open and honest culture.
- There isn't a need to hide issues with other sickness.

What do we offer?

Menopause	Fertility
Embedded policies/ guidance documents to support our employees and managers.	
Workplace adjustments such as temperature control-providing desk fans, flexibility on dress code etc.	Reasonable paid time off for employees to attend appointments/ treatments (Inc. abroad) - 12 days have been taken in total since Nov 2022.
Flexible working, more frequent breaks, reduced hours etc.	Reasonable paid time off for employees whose partner is undergoing fertility treatment (Inc. abroad).
Referral to Occupational Health/ EAP (employee assistance programme).	
Menopause/ Fertility Champions throughout the business.	
E-Learning available for employees and managers.	
Dedicated Viva Engage/ Intranet sites with helpful resources.	
Regular lunch & learn sessions.	
Numerous awareness/ support events throughout the year.	

Policies & Guidance documentation has been created working closely with employee resources groups, Occupational Health and our Employee Relation Teams.

Take Home Points

1. Start the conversation

What does your company currently offer to support colleagues going through fertility/ menopause?

2. Challenge the status quo

Is there support available? Can this be implemented/ improved?

3. Collaborate/ Share Best Practice

Reach out to us/ other companies to see what they are doing. Utilise best practices.

Thank you

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Cadent

Your Gas Network

"Change will not come if we wait for
some other person or some other time.
We are the ones we've been waiting for.
We are the change that we seek."

BARACK OBAMA

