



BeyondEAP

Specialist employee support
when life gets complex



Our Core Areas of Coaching and Support



Parental Transitions & Family-Building

Support across the full parental lifecycle, including:

- Maternity, paternity & shared parental leave
- Adoption, surrogacy & fertility journeys
- Return-to-work transitions and confidence rebuilding
- Parenting neurodiverse children

Line Manager Workshop:

Managing Maternity Leave: From Announcement to Return-to-Work — a live 90-minute session building confidence, consistency, and practical capability.

Typical referral scenarios:

Employee preparing for maternity leave; loss of confidence ahead of return; navigating shared parental leave; support following fertility challenges or adoption journey.

Founded in 2014, Beyond EAP provides specialist coaching and support for employees navigating life's most complex challenges — bringing together clinical expertise, human insight, and real-world workplace understanding.

We partner with global HR and People & Culture teams to support employees through high-impact life stages that often sit beyond the scope of traditional EAP provision.





Trauma, Loss & Bereavement

(Including Mental Health, Emotional Wellbeing & Resilience)

Grief, trauma and emotional strain are part of life — and can be challenging to support alongside the demands of work.

Our qualified counsellors and EMDR trauma therapists deliver timely, clinically informed support when employees experience:

- Bereavement, pregnancy or baby loss
- Trauma or critical life events
- Anxiety, low mood, burnout, or overwhelm

Support focuses on safe processing, stabilisation, and practical coping, alongside workplace navigation and return-to-work support.

We combine coaching, therapeutic expertise, and practical tools and resources to support ongoing resilience beyond each session.

Typical referral scenarios:

Employee struggling following bereavement; anxiety impacting performance; burnout or emotional overwhelm; support needed after a traumatic or critical incident.



Post-Diagnosis Health Coaching

Support for employees adjusting to life-changing health conditions, including:

- Cancer and serious diagnoses
- Chronic or long-term conditions
- Treatment, recovery, and return to work

We help employees process change, maintain confidence, and navigate work alongside health needs, supporting sustainable engagement.

Typical referral scenarios:

Employee returning to work following diagnosis; managing treatment alongside work; loss of confidence or identity following a health change.

How We Work

- Confidential, 1:1 employee support
- Delivered by a nominated specialist coach or therapist
- Flexible across remote, in-person, and global delivery
- Available during work, leave, or transition periods

Each service can be delivered as a **standalone programme** or integrated into a **fully bespoke, seamlessly unified support strategy**, depending on organisational need.

We provide **theme-based HR updates**, maintaining confidentiality while ensuring appropriate visibility.

Our Team

Beyond EAP is led by **Sandie Dennis**, supported by a specialist team including **Jane Smart** (Parental Leave Coach) and **Jane Mitchell** (Support, Parental & Neurodiversity Specialist).

Together, the team brings extensive experience across **coaching, counselling, trauma therapy, and workplace environments**, ensuring support is both **expert-led and practical**.



Sandie Dennis



Jane Mitchell



Jane Smart





Why Beyond EAP

We are often engaged as an early, specialist intervention, with HR teams referring to us for our responsive approach and depth of experience in supporting complex situations.

Our approach is:

- Specialist and clinically informed
- Workplace-aware and practical
- Consistent and relationship-based
- Focused on sustainable, real-world outcomes

Impact

Our support helps organisations to:

- Improve retention and engagement
- Reduce absence and presenteeism
- Enable more sustainable return-to-work outcomes
- Support employees through complex, high-impact situations



What Our Clients Say

“Beyond EAP has really helped many of our employees... giving them confidence to address the challenges returning to work can bring.”

“The coaching strengthened my ability to recognise limits, prevent burnout, and manage challenges more sustainably.”

“The support provided practical tools that made a real difference day-to-day.”

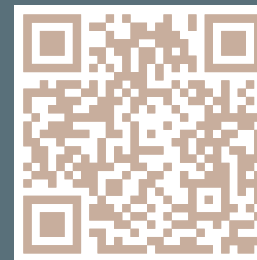




Start the Conversation

We offer a confidential, no-obligation discussion to explore how we can support your employees.

beyonddeap.co.uk





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