BEYOND EAP HR GUIDE SERIES

BeyondEAP

Specialist employee support
when life gets complex

Supporting Employees Through Fertility Treatment & Family Building

Helping workplaces support employees through the uncertainty, practical demands and emotional reality of building a family.



Signature Reflection

The workplace may see an appointment in the diary.
It rarely sees everything the employee is waiting for.

Specialist Employee Support When Life Gets Complex
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Welcome
A message from Beyond EAP



For many people, building a family begins with an expectation that, when the time is right, it will simply happen.

For others, the journey becomes something very different.

Fertility investigations.
Treatment.
IVF.
Donor conception.
Egg or sperm donation.
Reciprocal IVF.
Surrogacy.
Fertility preservation.

Or choosing to pursue parenthood independently.

Sometimes the route someone eventually takes looks very different from the one they originally imagined.

And behind each route is an individual experience.

Hope.
Waiting.
Appointments.
Decisions.
Uncertainty.
Disappointment.
Excitement.
Sometimes loss.

And often, trying to carry all of that while continuing to work as though very little has changed.

Employees may be leading meetings, meeting deadlines and making plans for the year ahead while privately waiting for a result that could change their lives.

That's why we've created this Guide.

Not to teach HR the medical detail of fertility treatment or every possible route to parenthood.

But to help HR professionals and managers understand what the employee may be carrying alongside work, have more confident and inclusive conversations and create enough flexibility and psychological safety for people to ask for support without having to explain every intimate detail of their journey.

Because there is no standard route to building a family. And there shouldn't be a standard assumption about the support someone will need along the way.

Reflection

There is no one way to build a family. There is no one way to experience the journey either.

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How to Use This Guide

This Guide is designed as a practical resource for HR professionals, People teams and managers supporting employees through fertility treatment and different family-building journeys.

It isn't a medical guide.

HR doesn't need to understand every treatment, procedure or pathway.

What matters is understanding enough about the workplace and emotional impact to respond with sensitivity, flexibility and confidence.

A manager doesn't need every detail of someone's fertility or family-building journey in order to offer meaningful workplace support.

Throughout this guide you'll find:

- **Beyond EAP Insight**
- **Conversation Starter**
- **Practical Tip**
- **Reflection**
- **Team Discussion**
- **Well-Meaning... But Unhelpful**
- **Beyond EAP Action Checklist**

Use this Guide to help you:

✓ **Understand the less visible impact of fertility treatment and family building at work**
✓ **Support employees needing appointments or unpredictable time away**
✓ **Avoid assumptions about relationships, gender, sexuality or how someone hopes to become a parent**
✓ **Have more confident and inclusive conversations**
✓ **Respect privacy when an employee doesn't want colleagues to know why they need flexibility**
✓ **Recognise the emotional impact of waiting, uncertainty and unsuccessful treatment**
✓ **Support partners and intended parents as well as the person undergoing treatment**
✓ **Understand why Christmas, New Year and other family-centred occasions may feel particularly complicated**
✓ **Recognise when specialist support may be helpful**

Practical Tip

Don't begin by trying to understand the treatment. Begin by trying to understand the employee.

Why This Guide Matters

Fertility treatment and family building don't happen neatly outside working hours.

Appointments can change.

Treatment dates may depend on how someone's body responds.

Results may arrive during the working day.

Plans may change with very little notice.

And some of the most emotionally significant moments may happen while an employee is sitting at their desk, travelling to work or joining their next Teams meeting.

Yet HR may know very little about what is happening.
Some employees will choose to be open.

Others may tell HR but not their manager.

Some may simply request time away without explaining why.

And others may say nothing at all.

That silence is not evidence that support is unnecessary. It may reflect the personal nature of treatment, uncertainty about what to disclose or concerns about how disclosure could affect working relationships.

Fertility and family-building uncertainty can also shape career decisions. An employee may hesitate over a promotion, new role, travel or development opportunity because they do not know what the next few months will bring.

HR can help by offering predictable routes to request flexibility, protecting confidentiality and ensuring employees are not disadvantaged by assumptions about their family plans.

This is why fertility support matters: it can protect wellbeing and opportunity without asking employees to make their private lives public.



Beyond EAP Insight

Family-building may be deeply personal.
But its impact doesn't stop when someone logs on for work.

Reflection

Would an employee in your organisation feel able to ask for flexibility around fertility treatment without feeling they had to explain their entire journey?

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Supporting Fertility Treatment & Family Building at Work — At a Glance

An employee doesn't need their manager to understand every stage of their journey.

They need a workplace where they can ask for what they need without feeling judged, questioned or required to disclose more than they want to.

Employees may be feeling...

- ✓ **Hopeful**
- ✓ **Anxious**
- ✓ **Emotionally exhausted**
- ✓ **Physically affected by treatment**
- ✓ **Frustrated by uncertainty**
- ✓ **Isolated**
- ✓ **Excited one day and disappointed the next**
- ✓ **Worried about work noticing their appointments or absence**
- ✓ **Unsure how much to disclose**
- ✓ **Tired of being asked questions about their future family**

Managers often worry about...

- ✓ **Saying something insensitive**
- ✓ **Asking questions that feel too personal**
- ✓ **Understanding how much flexibility to offer**
- ✓ **Managing unpredictable appointments**
- ✓ **Supporting fairly alongside other employees**
- ✓ **Knowing what they can tell colleagues**
- ✓ **Not understanding the treatment or family-building route**

Employees often need...

- ✓ **Flexibility**
- ✓ **Privacy**
- ✓ **Understanding around appointments**
- ✓ **Choice over disclosure**
- ✓ **Support that can change as their journey changes**
- ✓ **Inclusive language**
- ✓ **Permission to have difficult days**
- ✓ **Recognition that partners and intended parents may need support too**

Remember

You don't need to understand every route to parenthood.
You need to understand the person navigating it.

Reflection

How confident are your managers in supporting an employee whose route to building a family looks different from their own?

There Is No One Way to Build a Family

When we hear the words “fertility treatment”, it's easy to picture one particular journey.

A heterosexual couple.

IVF.

Pregnancy.

But family building can look very different.

An employee may be:
undergoing fertility investigations or treatment with a partner

navigating IVF or ICSI

part of a same-sex couple using donor sperm, donor eggs or reciprocal IVF

pursuing parenthood independently using donor conception

considering or using donor eggs, sperm or embryos

an intended parent navigating surrogacy

preserving fertility before medical treatment or because of personal circumstances

supporting a partner through treatment

undergoing treatment after previous pregnancy loss

adjusting to the fact that the route to parenthood they once imagined has changed

And sometimes a journey moves through several of these routes.

That change can carry its own emotional complexity.

Someone may simultaneously feel grateful that another possibility exists and grieve the route to parenthood they had expected.

Neither feeling makes the new route less wanted or meaningful.

The Beyond EAP Perspective

Inclusive support doesn't mean knowing everything about every family-building route.

It means not making assumptions about:
who is undergoing treatment
who the partner is
whose eggs or sperm are being used
who may carry a pregnancy
whether there is a partner at all
or what becoming a parent is “supposed” to look like.

Conversation Starter

Rather than:

“What treatment are you having?”

Try:

“You don't need to share any details you don't want to. What would be helpful for us to understand so we can support you at work?”

Practical Tip

Let the employee choose the language they use for their family and their journey - and follow their lead.

The Waiting Nobody Sees

Fertility treatment and family building can involve an extraordinary amount of waiting.
Waiting for an appointment.
Waiting for test results.
Waiting to find out how treatment is progressing.
Waiting for a donor.
Waiting for eggs to fertilise.
Waiting to hear whether an embryo has developed.
Waiting for a transfer.
The two-week wait.
Waiting for a pregnancy test.
Waiting for a surrogate or another important milestone.
Waiting to know whether to try again.
Waiting to know what happens next.
And during all of that waiting...
work continues.
Emails arrive.
Meetings happen.
Deadlines remain.
Colleagues chat.
Projects move forward.
An employee may be presenting confidently in a meeting while privately waiting for a phone call they can think about little else but.
The workplace may see an appointment in the diary.
It rarely sees everything surrounding it.



Signature Reflection

The workplace may see an appointment in the diary.
It rarely sees everything the employee is waiting for.

Beyond EAP Insight

Waiting isn't inactivity.
It can require enormous emotional energy to live with uncertainty while continuing to function normally at work.

Reflection

Could someone in your organisation be carrying one of the biggest uncertainties of their life while appearing to have an entirely ordinary working day?

Work Can Be the Ordinary Part of an Extraordinary Journey

When something deeply personal feels uncertain, work can play very different roles.
For one employee, it may be a welcome distraction.
A familiar routine.
A place where they are known for their expertise rather than their fertility journey.
For another, maintaining that same routine may feel exhausting.
And for many people, both can be true at different times.
There may be days when work provides exactly the normality someone needs.
Then a result arrives.
A treatment plan changes.
An appointment is moved.
A cycle doesn't progress as hoped.
Or somebody announces a pregnancy over coffee.
Suddenly, the ordinary working day can feel very different.
This is why fertility support shouldn't be based on assumptions about how someone “should” feel.
Nor should HR assume that because an employee is performing well, the journey isn't affecting them.

Conversation Starter

“Would it help if we agreed how you'd like us to handle appointments or unexpected changes, without you having to explain everything each time?”

Beyond EAP Perspective

Employees don't necessarily want work to become about their fertility journey. Often, they simply want enough understanding and flexibility that they don't have to choose between protecting their privacy and getting the support they need.

Reflection

Does your organisation make it possible for someone to receive support without requiring them to make an intensely personal journey public?

Practical Tip

Agree early:
who needs to know
what they need to know
what can be shared with colleagues
how appointments or unexpected changes will be communicated
how often the employee would like support reviewed
And revisit it.
What feels right at the beginning of a journey may feel very different several months later.

What the Workplace Sees - And What It Doesn't

Some parts of a fertility or family-building journey may become visible at work. Many won't.

What the workplace may see

- An appointment in the diary
- A request to work from home
- A late arrival or early finish
- Unexpected absence
- A change to annual leave
- Someone quieter or more distracted than usual

What the workplace may not see

- Medication and physical side effects
- Early-morning scans before work
- Waiting for a clinic to call
- Uncertainty about whether treatment will progress
- The emotional impact of an unsuccessful cycle
- Donor or surrogacy decisions and waiting
- Financial pressure
- Supporting a partner through treatment
- Navigating family building alone
- Questions about genetics or identity
- A pregnancy announcement that is joyful and painful at the same time
- The effort involved in appearing completely normal



Beyond EAP Insight

Fertility treatment doesn't always look like someone struggling. Sometimes it looks like someone performing brilliantly at work while using an enormous amount of emotional energy to do so.

When Someone Needs Time Away - But Doesn't Want to Explain Why

Appointments may be frequent, early or arranged at short notice. Treatment timelines do not always fit neatly around meetings, deadlines or annual leave. The employee may not want colleagues - or even their line manager - to know why.

Current UK position

There is currently no specific legal right to paid time off for IVF appointments. Acas advises employers to treat IVF appointments in the same way as other medical appointments. Employers can choose to offer flexibility, paid or unpaid time off, or other arrangements under their policies.

HR should also consider any applicable pregnancy-related and discrimination protections, alongside organisational policies and current Acas guidance.

Good support can include

- Flexible start and finish times
- Working from home where appropriate
- Making it easier to attend short-notice appointments
- Agreeing how absence will be communicated
- Reviewing workload around treatment
- Avoiding repeated requests for intimate medical details
- Recognising that partners and intended parents may also need time away



Conversation Starter

“You don't need to give me details you're not comfortable sharing. Let's talk about what flexibility you might need and how you'd like us to manage that.”

“What If I Say the Wrong Thing?”

Managers often worry about fertility conversations because they feel intensely personal. Supporting an employee does not require asking about diagnosis, whose eggs or sperm are being used, sexuality, relationship details, treatment cost, whether treatment has worked, or what they plan to do next.



Beyond EAP Insight

The purpose of the workplace conversation is much simpler: What does this employee need from work?

Practical Tip

Don't make an employee repeat their story unnecessarily. Agree what HR, the manager and colleagues genuinely need to know.

Conversation Starter

- “Thank you for trusting me with this.”
- “You don't need to share anything you're not comfortable discussing.”
- “What would make work feel more manageable while you're going through this?”
- “Would it help if we agreed how appointments or short-notice changes will be handled?”
- “Who would you like to know about this, if anyone?”
- “How would you like me to check in with you?”

When Everyday Questions Aren't Everyday at All



Many comments around fertility and family building are made with warmth, curiosity or an attempt to reassure. But they can carry assumptions about someone's body, relationship, sexuality, finances or future.

Well-Meaning... But Unhelpful

- “When are you going to have children?”
- “Why don't you just adopt?”
- “At least you can keep trying.”
- “My friend stopped stressing and then got pregnant.”
- “Everything happens for a reason.”
- “Maybe it's just not meant to be.”
- “Whose egg are you using?”
- “Why don't you just use a donor?”
- “Have you thought about surrogacy?”
- “Maybe this will be your year!”
- “Just try to stay positive.”

More Supportive Alternatives

- “Thank you for telling me.”
- “You don't need to share any more than you're comfortable with.”
- “What would be helpful from work?”
- “How would you like us to handle appointments or changes?”
- “Would you like me to check in, or would you prefer to come to me?”

Beyond EAP Perspective

Support doesn't require us to find a solution, offer a success story or suggest another route to parenthood. Sometimes it simply requires us to respect the uncertainty someone is living with.

When Christmas and New Year Feel Different

December and January are full of conversations about family and the future.
Christmas brings family gatherings.
Children.
Pregnancy announcements.
Photographs.
Traditions.
And questions that are often asked with affection:
“When are you going to have children?”
“Any baby plans?”
“Maybe next Christmas there'll be three of you.”
Then January arrives.
New beginnings.
New goals.
Plans for the year ahead.
At work, objectives are set.
Holidays are booked.
Projects are planned.
Career conversations begin.

Beyond EAP Insight

Everyone else may be planning the year ahead.
An employee may be waiting to discover what their year will look like

Reflection

Does your workplace allow employees some uncertainty about the future without expecting them to explain why?

And someone navigating fertility treatment or another family-building journey may be quietly wondering:
Will this be the year we become parents?
Will we need another treatment cycle?
Will we find a donor?
Will our surrogacy journey move forward?
How many more appointments will there be?
What happens if this doesn't work?
Can I make plans when so much feels uncertain?
The Year You Can't Plan
For many employees, the difficulty isn't that they don't have plans.
It's that one of the most important parts of their future may depend on timings and outcomes they cannot fully control.
That can make seemingly ordinary workplace questions feel unexpectedly complicated:
“Where do you see yourself this time next year?”
“Are you interested in that overseas project?”
“Shall we get those dates in the diary?”
None of these questions is wrong.
But understanding what someone may privately be carrying can change how much space we give them to answer.

Practical Tip

Don't avoid future-focused conversations.
Simply create room for uncertainty.
An employee shouldn't have to disclose their family-building plans in order to say:
“I'd like a little time before I commit to that.”

Support Without Making Someone's Private Life Public



Fertility treatment and family building can involve some of the most personal information an employee will ever share at work.
Medical information.
Relationships.
Sexuality.
Donor conception.
Genetics.
Surrogacy.
Previous pregnancy loss.
Financial decisions.
Plans for parenthood that may not yet have been shared with family or friends.
Telling HR does not automatically mean an employee wants everybody else to know.
Nor should accessing support require them to repeatedly explain their circumstances.
Psychological Safety Means Choice

Choice about:
✓ Who knows
✓ What they know
✓ What language is used
✓ Whether colleagues are told anything
✓ How appointments are explained
✓ Whether managers check in
✓ How much the employee wants to discuss
✓ When they want the subject left alone

One employee may appreciate their manager asking how treatment is going.

Another may desperately want work to remain the one place where nobody asks.

Both can be well supported.

Beyond EAP Insight

Psychological safety isn't getting someone to tell you more.
It's making sure they don't have to hide in order to receive support.

Reflection

Could an employee access meaningful support in your organisation while still retaining control of their story?

Conversation Starter

“Who would you like to know about this, and what would you be comfortable with us sharing?”
And:
“Would you like me to check in occasionally, or would you prefer to come to me when you need something?”

Practical Tip

Record only what is genuinely necessary and avoid informal sharing of personal information because colleagues are “concerned”.
Concern does not override confidentiality.

Sometimes Hope and Loss Sit Very Close Together

A Guide about fertility treatment and family building also needs to acknowledge something difficult.
Not every treatment cycle ends in pregnancy.
Not every embryo implants.
A pregnancy may begin and then end.
A donor or surrogacy journey may change unexpectedly.
Plans may pause.
And sometimes an employee must decide whether they have the emotional, physical or financial capacity to continue.
For the workplace, this may be almost completely invisible.
There may have been no pregnancy announcement.
No colleagues knew treatment was happening.
Perhaps only HR knew.
Yet the employee - and potentially their partner or intended parent - may still be experiencing a very real sense of loss.

Beyond EAP Perspective

The workplace doesn't need to decide whether someone's experience “counts” as a loss.
It needs to respond to the person experiencing it.

Conversation Starter

“I'm really sorry. You don't need to make any decisions about what happens next today. Let's focus on what you need from work right now.”

New Employment Right From April 2027
In Great Britain, new statutory bereavement-leave rights are due to take effect from April 2027.
The Government has confirmed that employees experiencing pregnancy loss before 24 weeks - and qualifying partners - will be entitled to up to two weeks of unpaid bereavement leave.
Importantly for fertility treatment, the legislation's definition of pregnancy loss includes failure of an embryo to implant following an IVF embryo transfer.

Government announcement

The new entitlement is an important recognition that loss can exist before the workplace has ever known there was a pregnancy.
But Legislation Is the Starting Point
A statutory entitlement can provide time away.
It cannot determine:

- how significant the experience feels
- whether someone wants colleagues to know
- when they will feel ready to return
- whether they intend to try again
- or what support they may need afterwards.

Employment Rights Act 2025, Section 18.

Source: Government announcement | Employment Rights Act 2025, s.18

Beyond EAP Action Checklist

Supporting Fertility Treatment & Family Building at Work

When an Employee First Tells You

☐ Thank them for trusting you.
☐ Don't ask for medical or personal details you don't need.
☐ Ask what support from work would be helpful.
☐ Agree who needs to know - and what can be shared.
☐ Ask how they'd like appointments or unexpected changes handled.
☐ Remember that partners and intended parents may need support too.

During Treatment or the Family-Building Journey

☐ Offer appropriate flexibility around appointments.
☐ Recognise that timings can change unexpectedly.
☐ Review workload where necessary.
☐ Avoid making assumptions based on appearance or performance.
☐ Check whether existing arrangements are still helpful.
☐ Let the employee decide how much they want to discuss.
☐ Remember that someone's emotional needs may change even when their working pattern hasn't.

Protect Privacy

☐ Keep personal information confidential.
☐ Don't make someone repeatedly explain their circumstances.
☐ Agree how any absence or flexibility will be communicated to colleagues.
☐ Use the employee's own language when referring to their partner, family or journey.
☐ Don't assume heterosexuality, relationship status, whose treatment it is or how someone hopes to become a parent.

When Things Don't Go as Hoped

☐ Acknowledge what has happened without minimising it.
☐ Don't immediately ask whether they will try again.
☐ Give the employee time before expecting decisions about work.
☐ Review what flexibility or time away may be helpful.
☐ Know the organisation's pregnancy-loss and bereavement provisions.
☐ Prepare for the new statutory pregnancy-loss bereavement rights coming into force in Great Britain from April 2027.
☐ Offer specialist support where appropriate.

And Don't Forget...
Support the person, not the pathway.
HR doesn't need to become expert in IVF, donor conception or surrogacy.
It needs to create a workplace where an employee can say:
“Something has changed and I need some support.”
without first having to explain their entire journey.

Team Discussion

If an employee came to HR tomorrow and said:
“I'm going through fertility treatment and I don't want anybody else to know.”
Would your policies and managers make that easy - or difficult?

Source: Government announcement | Employment Rights Act 2025, s.18

One Question to Take Back to Your Team

Many organisations want to support employees through fertility treatment and family building.

But sometimes support has been designed around assumptions.
That an employee will tell us what they're going through.
That fertility treatment means IVF.
That the person undergoing treatment is a woman in a heterosexual relationship.
That appointments can be planned well in advance.
That a successful outcome is inevitable.
Or that someone who appears to be coping doesn't need support.
So perhaps there is one useful question for HR teams and managers to discuss:
Could someone build their family differently from the way we expect - and still feel completely included in the support we provide?

Team Discussion
Consider:
Do our policies recognise different routes to family building?
Can employees access flexibility without disclosing more than they want to?
Do we consider partners and intended parents as well as the person undergoing treatment?
Would a single parent by choice feel represented in our language?
Would an LGBTQ+ employee have to explain their family-building route before a manager understood what support might be needed?
Do managers know how to respond when treatment doesn't go as hoped?
And perhaps most importantly:
Do our policies support a process - or a person?

Final Reflection

Inclusive family-building support isn't about writing a policy for every possible journey.

It's about creating enough flexibility, curiosity and psychological safety to support the individual journey in front of you.

When Workplace Support May Not Be Enough

Many employees navigate fertility treatment and family building with support from partners, family, friends and their existing networks.

For others, the emotional load can become difficult to carry.

Treatment may have continued for months or years.

Previous pregnancy loss may be part of the story.

A relationship may be under strain.

The route towards parenthood may have changed.

Decisions around donors or surrogacy may bring emotions that feel difficult to discuss elsewhere.

An unsuccessful cycle may leave someone grieving something very few people knew they were hoping for.

Or the employee may simply be exhausted by trying to hold hope, uncertainty and work together.

There isn't a particular stage at which someone should need additional support.

But sometimes a confidential, independent space can help.

Specialist support may be helpful where:

✓ Treatment or uncertainty is affecting emotional wellbeing
✓ An employee feels isolated or unable to talk openly elsewhere
✓ Previous pregnancy loss or trauma has resurfaced
✓ An unsuccessful treatment cycle has been particularly difficult
✓ The family-building route has changed and the employee is adjusting emotionally
✓ Relationship or family pressures are increasing
✓ Work is becoming harder to manage alongside treatment
✓ Returning after time away feels difficult
✓ The employee simply wants somewhere confidential to process what they're experiencing

Beyond EAP Perspective

HR and managers are there to provide workplace support.
They aren't expected to become fertility experts, counsellors or therapists.

Sometimes the most supportive thing an organisation can do is recognise when an employee needs somewhere outside work to talk about what is happening inside their life.

Beyond EAP provides confidential, employee-led, one-to-one support through fertility, conception, pregnancy loss and different family-building journeys.

Continue Your Learning

DECEMBER COMPANION INSIGHT - The Year You Can't Plan

When Christmas brings questions about family and January brings conversations about the future, this Insight explores how uncertainty may affect employees navigating fertility treatment and family building.

READ THE DECEMBER INSIGHT

VISIT THE HR KNOWLEDGE HUB

EXISTING INSIGHT - Combining Fertility Treatment and Work

Practical advice for employers supporting fertility investigations and treatment alongside work.

READ THE INSIGHT

RELATED HR GUIDE - Supporting Employees Through Pregnancy After Loss

Specialist guidance for supporting employees navigating pregnancy following loss.

READ THE HR GUIDE



Supporting Employees Through Fertility Treatment & Family Building

Eight Things to Remember

1. There is no standard family-building journey.

Families are built in many different ways. Support should never rely on assumptions about gender, sexuality, relationship status or route to parenthood.

2. The workplace rarely sees the whole journey.

An appointment may be visible. The waiting, decisions, hope and uncertainty surrounding it often aren't.

3. Privacy matters.

Employees should not have to disclose intimate personal or medical information simply to access appropriate workplace support.

4. Flexibility can make an enormous difference.

Appointments and treatment timelines may change quickly. Small amounts of workplace flexibility can remove unnecessary additional pressure.

5. Partners and intended parents may need support too.

The person undergoing physical treatment isn't necessarily the only employee emotionally affected by the journey.

6. Don't assume what a successful family-building journey looks like.

Routes can change. Donor conception, surrogacy, reciprocal IVF or another pathway should never be framed as lesser alternatives.

7. When treatment doesn't go as hoped, don't rush to the next solution.

Sometimes an employee needs space to process what has happened before thinking about what comes next.

8. Support the person, not the pathway.

Managers don't need to understand every fertility treatment or family-building route. They need confidence to listen, ask what would help and respond without judgement.

Remember

The workplace may see an appointment in the diary.

It rarely sees everything the employee is waiting for.

Why Organisations Choose Beyond EAP

Some employee experiences need more than a generic wellbeing response.

Beyond EAP provides specialist employee support for life's toughest challenges, combining therapeutic expertise, workplace understanding and a genuinely human, workplace-aware approach.

Our Specialist Areas

Post-Diagnosis Health

Supporting employees following serious health diagnoses, treatment and return to work.

Parental Transitions & Family-Building

Support throughout fertility, conception, pregnancy, parental transitions and complex family-building journeys.

Trauma, Loss & Bereavement

Confidential specialist support following bereavement, trauma, pregnancy loss and significant life events.

HR Professional Support

Specialist, confidential support for HR and People professionals navigating emotionally complex employee situations, difficult conversations and the pressures of supporting others.

Launching January 2027

How We Work

Confidential. Employee-led. One-to-one. Workplace-aware.

Beyond EAP can complement existing EAP, Occupational Health and internal wellbeing provision where an employee's circumstances require more specialist or continuous support.

DISCOVER BEYOND EAP



Supporting Employees Through Fertility Treatment & Family Building
A Practical Guide for HR Professionals & People Leaders

There is no one way to build a family.
And no one way to experience the journey.

Some employees will know exactly what comes next.
Others may still be waiting.

While they wait for life to change,
work can be one place that makes the waiting easier to carry.

BeyondEAP
Specialist employee support when life gets complex

Because life doesn't stop outside the workplace. Neither should support.

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