DR DAVEY COACHING

Supporting Employees with Infertility and Baby Loss



It can be hard to know how to support employees and colleagues experiencing infertility or baby loss. However, it is more important than ever for organisations to create psychologically safe workplaces.

If employees do not feel genuinely supported at such a difficult time in their life, then 56% are likely to leave their job within 18 months, costing you as an organisation approximately £30,000 to replace.

Experiencing infertility, baby loss or child loss significantly impacts well-being and mental health.

The annual cost of mental health to organisations is estimated to be £42 billion every year, with £23 billion of this being directly related to unaddressed grief. Infertility and loss impact on presenteeism, staff absence and productivity. The brain physically changes when grieving making it hard to function optimally.

Dr Kara Davey
Senior Clinical and Coaching Psychologist
Trauma, Fertility & Baby Loss Specialist

supportingthesilentstruggle.co.uk

The Impact of Baby Loss & Infertility

1 in 6 couples experience infertility. 1 in 4 pregnancies end in miscarriages and there are 14 stillbirths and neonatal deaths in the UK everyday.

Infertility and loss are common issues in any workplace. So it is really important to fully understand the impact.

90% of individuals who struggle to conceive experience **depression and suicidal thoughts**.

1/3 of individuals who lose a baby experience **PTSD symptoms**.

At 9 month follow up, Tommy's found 18% of women continued to have PTSD and 23% were still struggling with anxiety and depression. It **isn't a short term** impact that passes with time.

Traumatic grief needs **specialist evidence based trauma therapy,** not standard counselling to treat the symptoms

Infertility and baby loss do not just affect the person experiencing it, Such devastating grief can also impact the well-being of friends, families, colleagues, managers and HR departments, especially if they do not feel confident in how to support the individual.

By providing trauma informed, specialist support in the workplace:

- Staff feel supported and valued by colleagues, increasing staff morale and company loyalty.
- Absenteeism and presenteeism are reduced.
- The mental and physical health of employees and managers are improved.

All this leads to organisations making significant savings.

About Kara



Kara is the founder of 'Kara Clinical Psychologist in Sussex' and 'Dr Davey Coaching'. Kara a HCPC registered and BPS registered Clinical Psychologist. She is also accredited with the EMDR Association enabling her to provide evidence based trauma therapy . Her CV can be provided on request.

Kara specialises in supporting people who have had difficult fertility journeys, traumatic births, premature labours including NICU stays, have lost a baby during pregnancy or after birth and/or with any traumatic grief.

Kara has specialist psychological knowledge and expertise in supporting with infertility and loss, as well as lived experience. This unique combination enable her to support employees with genuine empathy, whilst also providing evidence based strategies with transformative results.

Kara is really passionate about working with organisations to support their staff with infertility and baby loss. She loves delivering webinars, training, chairing panel discussions and providing consultancy.

Previous and existing clients include:

NHS

Sands
Saving babies' lives. Supporting bereaved families.

Deloitte.

Deutsche Bank

Available Solutions

I have a wide range of available solutions - to find out more, click each title:

Workshops and Webinars

Policy Development

Line Manager Training

Fertility Champion Training

1:1 Therapy, Coaching and Consultancy

STSS Membership

E-Learning Modules



Workshops and Webinars

Interactive workshops or 'Lunch & Learn' webinars help employees to understand the impact of infertility and loss, it's manifestations; the psychological impact on well-being and learn effective coping strategies.

Please be aware, that you may need to run a series of webinars and/or raise awareness in other ways too, to start creating organisational change, whereby employees feel safe enough to attend and discuss their fertility challenges.

Creating a psychologically safe culture across your organisation improves:

- employee motivation
- employee engagement and
- encourages employee disclosure.

Feeling safe to disclose infertility and loss enables the employee to seek out timely and effective therapeutic support; thus improving their wellbeing, mental health and productivity. It also helps to attract and retain top talent.



Policy Development

Guidance regarding creating and/or updating your policies to best support employees undergoing fertility treatment or returning to work after a loss.

Appropriate policies are also necessary in creating a psychologically safe culture for employees to disclose and receive the most effective emotional support for their fertility difficulties or pregnancy loss.

Line Manager Training

Equip your line managers with the skills they need to:

- identify signs of grief and how the impact of grief can manifest itself in the workplace.
- foster open dialogue and hold a safe space - and know where to signpost employees to for ongoing support.

Improving the confidence of line managers to support employees:

- reduces pressure, stress and the emotional impact on managers
- helps employees feel safe to disclose
- improves the transition back from bereavement leave
- and can reduce pressure on the HR team.

Manager training alone is also associated with an ROI of £9.98 for every £1 spent.



Fertility Champion Training

Every company has employees motivated to courageously use their difficult lived experience to help others. Let us help you train them up to become in-house experts who employees feel safe going to as a first step.

Training up these passionate individuals to provide peer support and signposting is a cost effective way to:

- further create psychological safety
- encourage employees to seek out appropriate support to improve wellbeing and
- provides additional support to managers and HR staff.

1:1 Therapy, Coaching and Consultancy

We offer specialist and bespoke one-to-one sessions, including:

- evidence based psychological therapy
- fertility coaching
- grief coaching
- transition coaching
- performance coaching and
- consultancy to managers, leaders and HR personnel.

Consultancy services, improve manager confidence and well-being.

Therapy teaches evidence based strategies to improve coping and resilience, as well processing traumatic grief reducing absenteeism and improving productivity.

All specialist therapy and coaching services also improve employee support, learning, motivation, engagement, well-being, performance and productivity.

STSS Membership

The Supporting the silent struggle membership includes:

- a portal of useful videos with accompanying handouts,
- specialist fertility and loss support groups AND
- AND a psychological therapy group, providing evidence based coping strategies and specialist trauma therapy.

You can buy individual licences for your employees to access the membership, with bulk buy discounts available.

Benefits

- Reduces isolation and psychological distress associated with infertility and loss.
- Improves coping, resilience and mental health
- Improves staff morale, helping you retain top talent
- Reduces the time taken off on bereavement, maternity and/or sick leave
- Improves productivity
- Lets employees know that well-being support is more than a tick box exercise, enabling you to attract top talent

E-Learning Modules

A year's corporate licence enables your employees to access the videos and accompanying handouts in the STSS membership on your company's own e-learning system.

This is a really flexible way of offering the membership portal content to all of your staff.
It also enables staff to access the videos in their own time and without them telling a manager to HR, until they feel ready.
This is a hugely attractive well-being benefit to top talent

The STSS Membership Contents

Each module can also be uploaded as separate E-Learning topics or delivered live as Lunch & Learn webinars.

Module Titles
Introductions- A series of 'Introduction Videos' for different audiences
Understanding the impact of Infertility
Common experiences associated with pregnancy and perinatal loss
Resources to help if your baby has recently died
Solo parents and Individuals who identify as LGBTIA+
Individuals considering using donor eggs, donor sperm, or adopting
What free support is available in the UK?
Maximising the effectiveness of counselling or therapy
The physical and emotional impact of grief
The physical and emotional impact of trauma
Clinical Negligence
Supporting children in their grief
For dads and partners
Supporting other people after infertility or loss
Supporting employees with infertility and loss
Trying to conceive again
Optimising coping and resilience

Testimonials

> This was fantastic training! It provided vital information for better supporting employees. I learnt so much and feel much more confident discussing such sensitive topics now.

> Kara offered invaluable support after the loss of our baby girl when I didn't get on with other counsellors. Her support groups bring grieving parents together to share in a safe space... this has been another great support for me.

> The management training helped me both personally and professionally. It really surpassed my expectations!

> Thanks again for your wonderful webinar. You were so thorough with great practical tips and incredibly sensitive to the listeners.

Contact Details

Please contact Kara for more information on any of the solutions discussed here, or to request something more bespoke.

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