

Endometriosis Inclusive Workplace Initiative:

Enhancing Wellbeing, Inclusion & Success.

Pausefully.

Introduction.

I'm Vicki Hodges, Founder of Pausefully, and an Endometriosis Coach & Workplace Trainer.

I offer a comprehensive understanding of endometriosis and its impacts on both the professionals and the workplace.

Drawing from my 30 years of experience, I am dedicated to enhancing the wellbeing, inclusion and success of both employees and organisations.

My ultimate goal is to enable you to become an endometriosis-inclusive employer.



**Endometriosis is everyone's
business, not just a women's issue.**

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Welcome to Pausefully.

Through equipping your teams with essential knowledge and skills, you create a supportive environment that prioritises employee welfare, promotes inclusivity and drive organisational success.

Working with Pausefully, means you'll not only build a more engaged and productive workforce, improve wellbeing, save money, and stay compliant, but also enhance your company's reputation.

Recognising endometriosis as a workplace issue is crucial.

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Endometriosis is a debilitating whole body condition that can have a significant impact on day-to-day life, including at work.

For this reason it is everyone's responsibility to come together to raise awareness, reduce stigmas, make workplace adjustments, improve health outcomes and work-life satisfaction.

If employee wellbeing is not prioritised it can lead to decreased productivity, increased sick leave, high staff turnover, low morale, and even the risk of employment tribunals.



**Doing nothing will cost your
business.**

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1 in 10 people in the UK are affected by endometriosis



50% report significant impacts on work productivity



70% feel their symptoms are not understood by employers



8% left work or considered leaving their job due to lack of support



Cost of recruiting and retraining is estimated at over £30K per employee

Benefits of supporting workplace wellbeing.

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- ✔ **Support a culture of EDI**
- ✔ **Save money on recruitment and retraining**
- ✔ **Stay compliant with current legislation**
- ✔ **Boost productivity, morale and progression**
- ✔ **Reduced absenteeism and sick leave**
- ✔ **Enhanced holistic wellbeing of employees**
- ✔ **Become an endometriosis inclusive employer**
- ✔ **Increase employee retention**
- ✔ **Enhance your company reputation**
- ✔ **Increase performance and job satisfaction**
- ✔ **Supports better team communication**
- ✔ **Reduce risk of endometriosis-related tribunals**

How the initiative works.

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Allyship & Awareness Training.

Gain a deeper understanding and invaluable insights into the challenges, symptoms, and impacts of endometriosis on work and everyday life. These sessions are designed to foster empathy, reduce stigma, improve employee wellbeing, and promote a more inclusive workplace culture.

Training is available as two separate sessions ensuring tailored insights and strategies for both teams and managers.

Option 1 - Allyship & awareness training for team members

Be proactive allies, offer understanding and empathy, whilst maintaining confidentiality and respect

Option 2 - Allyship & awareness training for management

Identify and address challenges, handle sensitive conversations, implement accommodations to ensure minimal disruption and lead by example



Endometriosis Champion Training.

Designate an in-house advocate for endometriosis awareness and support.

This training equips one or more staff members to serve as the go-to resource for affected employees and work alongside HR to drive policy changes and support programmes.

Having a dedicated champion ensures that endometriosis isn't just a checkbox, but a genuine focus in your workplace inclusion efforts.

This visible role helps reduce stigma and provides support for employees when they need it most.



1:1 Coaching For Employees.

1:1 coaching offers personalised support for those who are managing endometriosis in the workplace.

It helps individuals balance their health with professional goals by providing strategies for pain management, workplace accommodations, and time management. The coaching also addresses stress reduction, reproductive health concerns, and building confidence to advocate for themselves.

Employees will gain the tools they need to thrive both personally and professionally.



Bespoke packages.

Choose comprehensive add-on services that are tailor made to meet the needs of your business. Offering expert training, strategic policy development, 1:1 coaching and regular consultations to ensure an inclusive and compliant workplace.

- **Policy development:**

Get assistance in drafting and implementing inclusive workplace policies

- **Template library & resources:**

Access a set of ready-to-use templates and resources making it easy to put supportive practices in place immediately

- **Ongoing updates & training:**

Receive regular updates on best practices, new research, and refresher training sessions for champions, leaders, and teams.

Pausefully & Hertility Partnership.

hertility[®]

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hertility[®] Hormone & Fertility Test.

Pausefully has teamed up with Hertility to offer your staff a discount on their award-winning, at home hormone and fertility tests.

Hertility is a women's health company, supporting women all the way from menstruation through menopause with comprehensive at-home testing, telemedicine and treatment.

- **Comprehensive online health assessment**
- **Personalised hormone panel and at-home blood collection kit**
- **Your own personal gynaecologist to analyse your results**

Let's start working together.

Book a consultation where we can discuss any questions you may have and assess your specific workplace needs.

Contact Vicki Hodges at:



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