



Employer Review

Please do not fill in this version of the form; *Endometriosis Friendly Employers* will be sent a link to complete their review online.

	Scheme Principles	Activities <i>Provide one or more activities that your organisation has undertaken, or is planning, to meet each of the principles</i>	Timescale	Outcomes & benefits <i>Describe any outcomes & benefits have you seen</i>
1	Leadership and management support: vital to ensure the employer is committed to becoming an <i>Endometriosis Friendly Employer</i> and change will happen.			
1.1	Evidence of Senior Leadership buy in that the organisation should be an <i>Endometriosis Friendly Employer</i> Seeing active engagement and support from the top will be vital if behaviours and culture are to change			
1.2	Review, update and implement policies to support those with endometriosis Depending on your organisation, this could relate to reviewing existing HR and facilities policies. Or you may decide to develop a new endometriosis support policy.			
1.3	Provide managers with the information and guidance they need to support someone with endometriosis You will be ensuring that you have in place, in a way that best suits your organisation, the policies and processes to support those with endometriosis – and that managers and employees know what to do if a colleague requires extra support.			
1.4	Support flexible working for those with endometriosis where possible Those with endometriosis often seek flexibility to allow them to manage their condition whilst delivering the best work they can. Where an organisation can offer flexibility, employees with endometriosis can thrive therefore creating a win-win situation.			



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2	Tackling stigma and changing culture: so those with the disease can have the confidence and trust to discuss their condition with their manager.			
2.1	<p>Endometriosis Champion(s) to be a point of contact and information</p> <p>People will help change attitudes and keep momentum. You'll need to identify where best this is done in your organisation. This could be someone in your HR team, someone with personal experience of endometriosis or someone who is passionate about inclusivity in the workplace.</p>			
2.2	<p>Stigma surrounding endometriosis is actively tackled</p> <p>It's hard managing a chronic illness, and that can become even more difficult if it's one that's invisible, no-one seems to have heard of or understand, and the impression given is that it's not something to talk about. Organisations should proactively plan to support staff and managers to be able to have conversations when needed, overcoming any stigma, embarrassment or taboo of talking about menstrual issues.</p>			
3	Communications: to raise awareness of endometriosis, the support offered and how this can be accessed.			
3.1	<p>Raise awareness of endometriosis</p> <p>People need to be aware of an issue to enable a culture where employees are comfortable to talk about endometriosis.</p>			
3.2	<p>Information on endometriosis is readily available, with signposting for more support</p> <p>So those that want to find out more can do easily, and gain confidence in how they can seek support.</p>			