

Fertility Journey Policy

Our approach

We know that many colleagues build their families through fertility treatment - IVF, IUI, egg freezing, or other routes to parenthood. It can be physically, emotionally and financially demanding. We want to support you through it.

This policy sets out the time off and flexibility available to you during fertility treatment. It applies to all colleagues, regardless of gender, sexual orientation, or relationship status.

Time off for appointments

You can take reasonable time off to attend fertility-related appointments. This includes consultations, scans, egg collection, embryo transfer, and follow-up appointments.

Where possible, please try to schedule appointments at the start or end of the working day. But we understand that is not always within your control - clinic schedules are not flexible, and we will work around them.

Flexibility during treatment

Fertility treatment can be unpredictable. You may need to take phone calls during the working day, leave at short notice, or adjust your hours around treatment cycles. We will be as flexible as we can.

If a temporary period of flexible working would help, speak to your manager.

If treatment is unsuccessful

An unsuccessful cycle can be devastating. You are entitled to paid leave of 5 days per unsuccessful cycle, up to 3 cycles.

We will always consider individual circumstances with care and sensitivity. If you need more time or support, talk to us.

If treatment is successful

If your fertility treatment is successful and you or your partner become pregnant, please refer to our Maternity & Paternity Leave Policy for information on your entitlements. Once your manager is aware of the pregnancy, a risk assessment will be arranged.

Confidentiality

Fertility treatment is deeply personal. We will treat everything you tell us in strict confidence. Your manager will only know what you choose to share - and we will not discuss your treatment with anyone without your permission.

Partners

If your partner is undergoing fertility treatment, you may also need time off for appointments or to provide support. Speak to your manager about what is available.

Questions

If you are going through fertility treatment, or thinking about it, please speak to the People Team in confidence at peopleteam@milbank.co.uk. We can explain what support is available and help you plan.

milbankgroup.co.uk

Version	Date	Author	Changes
V1	15/01/2026	Milbank Group	Creation
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