



## Online resources for Employers and Employees

### Career progression

CIPD (2021). Reward: an introduction,

<https://www.cipd.co.uk/knowledge/fundamentals/people/pay/reward-factsheet>

Government Equalities Office (2019). Women's Progression in the Workplace,

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/840404/KCL\\_Main\\_Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/840404/KCL_Main_Report.pdf)

### Covid-19 – post-lockdown response

Age UK (2021). The impact of COVID-19 to date on older people's mental and physical health, [https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/health-wellbeing/the-impact-of-covid-19-on-older-people\\_age-uk.pdf](https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/health-wellbeing/the-impact-of-covid-19-on-older-people_age-uk.pdf)

CIPD (2022). Working with long Covid (2022). Research evidence to inform support.

[https://www.cipd.co.uk/Images/long-covid-report-feb-22\\_tcm18-106089.pdf](https://www.cipd.co.uk/Images/long-covid-report-feb-22_tcm18-106089.pdf)

Davies, E., McConn-Palfreyman, W., Williams, J. M., and Lovell, G. P. (2020). The Impact of COVID-19 on Staff Working Practices in UK Horseracing. *Animals (Basel)*, 10 (11),

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7692747/>

TUC (2022). Twice as many older workers have left the labour market due to sickness than retirement during pandemic – TUC report, <https://www.tuc.org.uk/news/twice-many-older-workers-have-left-labour-market-due-sickness-retirement-during-pandemic-tuc>

UK Parliament (2021). How has the coronavirus pandemic affected women in work,

<https://commonslibrary.parliament.uk/how-has-the-coronavirus-pandemic-affected-women-in-work/>

[www.parliament.uk](http://www.parliament.uk) (2021). Unequal impact? Coronavirus and the gendered economic impact,

<https://publications.parliament.uk/pa/cm5801/cmselect/cmwomeq/385/38502.htm>

## **Fathers and paternity leave**

CIPD (2020). Managing Extended Paternity Leave. Insights for employers based on employees' experience of taking and returning from extended leave.

[https://www.cipd.co.uk/Images/managing-extended-paternity-leave\\_tcm18-88297.pdf](https://www.cipd.co.uk/Images/managing-extended-paternity-leave_tcm18-88297.pdf)

Government Equalities Office (2021). What motivates employers to improve their Shared Parental Leave and pay offers?

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/952934/What\\_motivates\\_employers\\_to\\_improve\\_their\\_Shared\\_Parental\\_Leave\\_and\\_pay\\_offers.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/952934/What_motivates_employers_to_improve_their_Shared_Parental_Leave_and_pay_offers.pdf)

Rice, A. (2021). The latest on shared parental leave. People Management, 18<sup>th</sup> August 2021.

<https://www.peoplemanagement.co.uk/experts/legal/the-latest-on-shared-parental-leave#gref>

## **Fertility support**

ACAS (2021). Time off work for bereavement. If an employee or their partner has a stillbirth or miscarriage,, <https://www.acas.org.uk/time-off-for-bereavement/stillbirth-or-miscarriage>

CIPD (2023). Fertility challenges, investigations and treatment: Guide to offering workplace support, <https://www.cipd.org/uk/knowledge/guides/fertility-challenges/#:~:text=The%20code%20recommends%20that%20employers,or%20procedure%20in%20the%20workplace.>

Fertility Network UK (2016). Factsheet: Employment Issues,

<https://fertilitynetworkuk.org/wp-content/uploads/2016/12/FACTSHEET-Employment-Issues-November-2016.pdf>

Human Fertilisation and Embryology Authority (2020). Family Formations in Fertility Treatment 2018, <https://www.hfea.gov.uk/about-us/publications/research-and-data/family-formations-in-fertility-treatment-2018/#mainpoints>

Human Fertilisation and Embryology Authority, UK government fertility regulator,

<https://www.hfea.gov.uk/>

The Miscarriage Association – a charity to affect those who have been affected by miscarriage, molar pregnancy or ectopic pregnancy and who provide a resource hub with information for employers and managers,

<https://www.miscarriageassociation.org.uk/information/miscarriage-and-the-workplace/>

The Miscarriage Association (2021). Miscarriage and the Workplace. A guide for employers and employees, <https://www.miscarriageassociation.org.uk/wp-content/uploads/2016/10/Miscarriage-and-the-Workplace-2020-2.pdf>

Tommy's – charity providing information and support around fertility and baby loss,

<https://www.tommys.org/>

## **Flexible and family-friendly working AND Remote and agile working**

CIPD: HR: Getting Smart about Agile Working (2014), [https://www.cipd.co.uk/Images/hr-getting-smart-agile-working\\_2014\\_tcm18-14105.pdf](https://www.cipd.co.uk/Images/hr-getting-smart-agile-working_2014_tcm18-14105.pdf)

Enabling flexible working [https://www.cipd.co.uk/Images/flexible-working-case-studies\\_tcm18-58762.pdf](https://www.cipd.co.uk/Images/flexible-working-case-studies_tcm18-58762.pdf)

Flexible working practices – a CIPD page exploring flexible working <https://www.cipd.co.uk/knowledge/fundamentals/relations/flexible-working/factsheet#6657>

Flexible working: the business case – CIPD factsheet [https://www.cipd.co.uk/Images/flexible-working-business-case\\_tcm18-52768.pdf](https://www.cipd.co.uk/Images/flexible-working-business-case_tcm18-52768.pdf)

Kings College London and Working Families (2021). Working parents, flexibility and job quality: What are the trade-offs?, <https://workingfamilies.org.uk/wp-content/uploads/2021/11/Working-parents-flexibility-and-job-quality-what-are-the-trade-offs.pdf>

Making Hybrid Inclusive – A Guide for Employers <https://www.lancaster.ac.uk/media/lancaster-university/content-assets/documents/lums/work-foundation/EmployersGuide.pdf>

NHS (undated). 7 simple tips to tackle working from home, <https://www.nhs.uk/every-mind-matters/coronavirus/simple-tips-to-tackle-working-from-home/>.

Taylor, H. and Florisson, R. (2021). Rise in temporary work: balancing flexibility and security. Work Foundation, 20<sup>th</sup> April 2021. <https://www.lancaster.ac.uk/work-foundation/news/blog/rise-in-temporary-work-balancing-flexibility-and-insecurity>

Working Families (2020). Making the Business Case for Flexible Working, <https://workingfamilies.org.uk/employers/httpw/resources/business-case-online-guide/>

Working Families (2021). Hybrid Working. Practical Guidance. <https://workingfamilies.org.uk/wp-content/uploads/2021/12/Hybrid-Working-Report-2021-final.pdf>

## **Mental health and wellbeing**

CIPD (2022). Health and wellbeing at work 2022, [https://www.cipd.org/globalassets/media/comms/news/ahealth-wellbeing-work-report-2022\\_tcm18-108440.pdf](https://www.cipd.org/globalassets/media/comms/news/ahealth-wellbeing-work-report-2022_tcm18-108440.pdf)

LSE and Mental Health Foundation (2022). The economic case for investing in the prevention of mental health conditions in the UK, <https://www.mentalhealth.org.uk/publications/mental-health-problems-cost-uk-economy-least-118-billion-year>

McConn-Palfreyman, W., Littlewood, M. and Nesti, M. (2019). 'A lifestyle rather than a job'. A review and recommendations on mental health support within the British horse racing industry. Racing Welfare, <https://www.racingfoundation.co.uk/storage/app/media/downloads/A-lifestyle-rather-than-a-job.pdf>

Mental Health Foundation, a UK charity taking a public health approach to prevention to improve mental wellbeing, <https://www.mentalhealth.org.uk/>

Mental Health Foundation. Stress, <https://www.mentalhealth.org.uk/a-to-z/s/stress>

Young Minds (2021). The impact of Covid-19 on young people with mental health needs, <https://www.youngminds.org.uk/about-us/reports-and-impact/coronavirus-impact-on-young-people-with-mental-health-needs/>

### **Pregnancy, maternity leave and adoption leave**

ACAS – Managing your employee's maternity leave and pay, <https://www.acas.org.uk/managing-your-employees-maternity-leave-and-pay/planning-maternity-leave#:~:text=You%20must%20tell%20the%20person,must%20end%20their%20contract%20fairly>

XpertHR (2023). How to arrange cover for an employee's maternity leave, <https://www.xperthr.co.uk/how-to/how-to-arrange-cover-for-an-employees-maternity-leave/105619/>

Equality and Human Rights Commission (2018). Employers: managing maternity leave, <https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/employers-managing-maternity-leave>

### **Returning to work**

Government Equalities Office (2019). Employment pathways and occupational change after childbirth, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/840062/Bristol\\_Final\\_Report\\_1610.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/840062/Bristol_Final_Report_1610.pdf)

Government Equalities Office (2019). Women's Progression in the Workplace, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/840404/KCL\\_Main\\_Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/840404/KCL_Main_Report.pdf)

XpertHR (2022). Ensure an employee's smooth reintroduction to the workplace after maternity leave, <https://www.xperthr.co.uk/tasks/ensure-an-employees-smooth-reintroduction-to-the-workplace-after-maternity-leave/151621/>

## **Supporting carers**

Business in the Community (2019). Supporting Carers in the Workplace. A practical guide for employers, <https://www.bitc.org.uk/wp-content/uploads/2019/10/bitc-age-toolkit-supportingcarers-may2019.pdf>

Carers UK (2019). State of Caring. A snapshot of unpaid care in the UK, [https://www.carersuk.org/images/News\\_campaigns/CUK\\_State\\_of\\_Caring\\_2019\\_Report.pdf](https://www.carersuk.org/images/News_campaigns/CUK_State_of_Caring_2019_Report.pdf)

Carers UK. Factsheets, <https://www.carersuk.org/help-and-advice/get-resources/our-factsheets>

CIPD (2015). Managing an age-diverse workforce: what employers need to know, [https://www.cipd.co.uk/Images/managing-an-age-diverse-workforce\\_2015-what-employers-need-to-know\\_tcm18-10832.pdf](https://www.cipd.co.uk/Images/managing-an-age-diverse-workforce_2015-what-employers-need-to-know_tcm18-10832.pdf)

Ipsos and Business in the Community (2022). Who Cares? Business in the Community & Ipsos research reveals the great workplace divide, <https://www.ipsos.com/en-uk/who-cares-business-community-ipsos-research-reveals-great-workplace-divide>

## **Career progression**

YouGov (2020). How does having children impact your career? <https://yougov.co.uk/topics/economy/articles-reports/2020/03/06/two-five-mothers-say-having-kids-was-bad-their-car>

## **Diet and nutrition in pregnancy & beyond (to add to 'Becoming a parent')**

British Nutrition Foundation - Nutrition during pregnancy <https://www.nutrition.org.uk/life-stages/pregnancy/healthy-eating-during-pregnancy/nutrition-during-pregnancy/>

NHS - have a healthy diet in pregnancy <https://www.nhs.uk/pregnancy/keeping-well/have-a-healthy-diet/#:~:text=You%20can%20use%20the%20Eatwell,balance%20right%20over%20a%20week.>

NHS - Better health Start for life: pregnancy <https://www.nhs.uk/start-for-life/pregnancy/>

NHS - Better health Start for life: Baby <https://www.nhs.uk/start-for-life/baby/>

NHS - Better health Start for life: Toddler <https://www.nhs.uk/start-for-life/toddler/>

The Association of British Dieticians - Pregnancy and diet fact sheet <https://www.bda.uk.com/resource/pregnancy-diet.html>

## **General information and tools for employers & employees**

ACAS – gives employees and employers free, impartial advice on workplace rights, rules and best practice, <https://www.acas.org.uk/>

Business in the Community – a range of downloadable factsheets and toolkits to support employers on a range of issues <https://www.bitc.org.uk/>

Chartered Institute of Personnel and Development – includes a knowledge hub of useful information for employers and downloadable fact sheets  
<https://www.cipd.co.uk/knowledge/fundamentals/emp-law/maternity-paternity-rights>

Health and Safety Executive, Protecting new and expectant mothers at work,  
<https://www.hse.gov.uk/mothers/employer/risk-assessment.htm>

Working Families (2021). Employers' Benchmark, <https://workingfamilies.org.uk/wp-content/uploads/2021/09/Working-Families-Benchmark-Report-2021.pdf>

Working Families – Toolkits, Guides and Policies for Employers, [Working Families | Toolkits, Guides and Policies for Employers – Working Families](#)

## **Menopause**

BSI – Standards in the Workplace Publication (2023),  
[https://drive.google.com/file/d/1meFyuN\\_UVkd5kpOW1mPkmQTSZSLY1otM/view](https://drive.google.com/file/d/1meFyuN_UVkd5kpOW1mPkmQTSZSLY1otM/view)

NHS information on the menopause, <https://www.nhs.uk/conditions/menopause/>

The Fawcett Society (2022). Menopause and the Workplace,  
<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=9672cf45-5f13-4b69-8882-1e5e643ac8a6>

Women in Sport (2018). Research Report: Menopause, Me and Physical Activity,  
[https://womeninsport.org/resource/menopause/?gclid=CjwKCAjw-IWkBhBTEiwA2exyO5WxJfdZ01aQi0o-QK7tl\\_q\\_N3DPdF\\_aV7l-25ImBZ1WysYPsgRB8xoC7ZEQAvD\\_BwE](https://womeninsport.org/resource/menopause/?gclid=CjwKCAjw-IWkBhBTEiwA2exyO5WxJfdZ01aQi0o-QK7tl_q_N3DPdF_aV7l-25ImBZ1WysYPsgRB8xoC7ZEQAvD_BwE)

## **Additional resources**

28ish Days Later podcasts <https://www.bbcpodcasts.com/listen/28ish-days-later/>

## **Oxford Brookes**

Links to the Racing Home content on the Oxford Brookes site at  
<https://www.brookes.ac.uk/research/units/obbs/projects/women-in-horse-racing>, with the news article via <https://www.brookes.ac.uk/business/about/news/2020/11/racing-home-working-mothers-in-the-horseracing-ind>