

Motion to Council: Endometriosis Friendly Employer Status

In the names of Councillors Carol Birchmore, Des Duncalfe, Judi Sheppard, Ken Simpson, Mike Smith and Mary Walsh

This Council notes:

- It is estimated that endometriosis impacts approximately 10% of women and those assigned female at birth of reproductive age in the UK suffer from endometriosis.
- The intensity of the physical symptoms can vary significantly and is rated stage 1 to 4. Stage 4 is the most severe, advanced classification of the disease, characterized by widespread deep implants, large ovarian cysts (endometriomas), and dense, severe adhesions (scar tissue). Mental health and personal relationships may also be impacted negatively too.
- Overall endometriosis is associated with a 30–50% infertility rate, women with Stage 4 (severe) endometriosis face significantly higher challenges, often resulting in infertility rates much higher than this average, with natural conception being rare.
- Endometriosis is caused by fragments of tissue similar to the lining of the womb (endometrium). These endometriotic deposits grow outside the womb at sites such as the bowel, bladder and ovaries. These endometriotic deposits thicken, breakdown and bleed with each menstrual cycle, causing pain and many other symptoms. This can result in significant complications depending on the site of the deposit.
- It can take many years for the diagnosis of endometriosis to be made. Diagnosis can involve multiple tests including invasive surgery.
- The workplace impact of endometriosis is significant. People with endometriosis lose on average between 1.9 and 15.8 work hours per week depending on the severity of their condition and the treatment to help manage the condition.
- Becoming an Endometriosis Friendly Employer demonstrates a commitment to raising awareness of the condition, supporting staff, and promoting a positive and inclusive working environment.

This Council believes:

- That Bury Council should lead by example in tackling stigma and supporting employees struggling with the impact of this potentially debilitating condition.
- That signing up to the Endometriosis Friendly Employer scheme will strengthen existing health and wellbeing commitments.

This Council therefore resolves to:

- Formally apply to become an Endometriosis Friendly Employer through Endometriosis UK.
- Commit to meeting the standards required, including awareness-raising, training for managers, and support for staff.
- Publicise this status once achieved, to encourage other employers and councils to do the same.

Endometriosis Friendly Employer Scheme - <https://www.endometriosis-uk.org/endometriosis-friendly-employer-scheme>