

# MANAGING CANCER IN THE WORKFORCE

BRIDGE  
THE WORK  
AND  
CANCER  
GAP



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# Introduction

**Imagine being diagnosed with cancer and not knowing how to tell your employer. Now imagine your manager knowing exactly how to support you through it.**

We are a not-for-profit dedicated to supporting employers and staff affected by cancer. As the only social enterprise specialising in this field, we bring significant years of experience working across the UK, Europe, and the USA, partnering with organisations from small businesses to global enterprises as well as the public sector.

Our services include one-to-one coaching, consultancy and policy development delivering training, workshops, and masterclasses. Our team combines professional expertise with personal experience; each of us has been directly affected by cancer. We know that businesses and individuals often struggle to understand what the other needs when cancer affects someone's life. Patients complain of a cliff edge when treatment ends, and they return to work. Both employers and patients face a knowledge gap in understanding how cancer will affect work. We understand this knowledge gap and we are committed to closing it.

***"When my manager understood my cancer diagnosis and how it affected my work, it made all the difference. I felt supported, valued, and able to contribute at my best." Employee***

# Why take action?

## → Cancer is on the rise

The increasing number of cancer diagnoses, coupled with advances in treatment, means that more and more people with cancer are remaining in, or returning to, the workforce.

- Worldwide, the number of people under fifty diagnosed with cancer has risen by nearly 80% in 30 years.
- In the UK, an estimated one million people of working age have cancer, and this number continues to grow.

## → Employers have a knowledge gap

2024, our [Bevan Report](#) research with the Institute of Employment Studies surveyed 200 HR professionals, uncovering key gaps in workplace preparedness:

- Only 18% collected data on employees affected by cancer.
- 25% reported a lack of understanding of the Equality Act.
- 58% expressed concern about line managers' ability to support employees with cancer.

*"A supportive workplace isn't just the right thing to do- it makes business sense. Retaining experienced staff and fostering a culture of care enhances loyalty, productivity, and morale." HR Director*

# Why work with us?

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- **Specialists** We are the leading experts in this field. We are the only not-for-profit social enterprise fully dedicated to supporting employers and staff affected by cancer.
- **Experienced** Established 11 years ago, we have a strong track record of successfully supporting major financial institutions, professional service companies, manufacturers, retailers, NHS Trusts, SMEs, and charities.
- **Professional** - Our team includes HR, business, and coaching professionals with lived experience of cancer, ensuring compassionate yet practical guidance.

*"I can't recommend Working With Cancer highly enough. They are experts in handling cancer at work and they have always given us the guidance and support we needed during very difficult times."* **Head of HR**

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## **Barbara Wilson, Founder**

An HR professional with 40+ years' experience at Catlin Group, Schroders Investment Management, and Barclays, Barbara launched Working With Cancer in 2014 to transform workplace support for employees with cancer.



## **Veronica Foote, Head of Consulting and Policy**

Formerly with Novartis Oncology, Veronica led Patient Engagement and Advocacy. At WWC she has developed cancer policies for organisations ranging from banks to NHS Trusts.



## **Maggie Newton, Head of Training**

Maggie has more than thirty year's experience of delivering behaviour change in large corporations.



## **Louise Barrett, Head of Coaching**

Louise heads a team of specialist cancer career coaches and brings 30 years of HR experience in multinational corporations, to the team's work.



# A four stage approach

We offer employers a package of services based on our expert understanding of best practice.

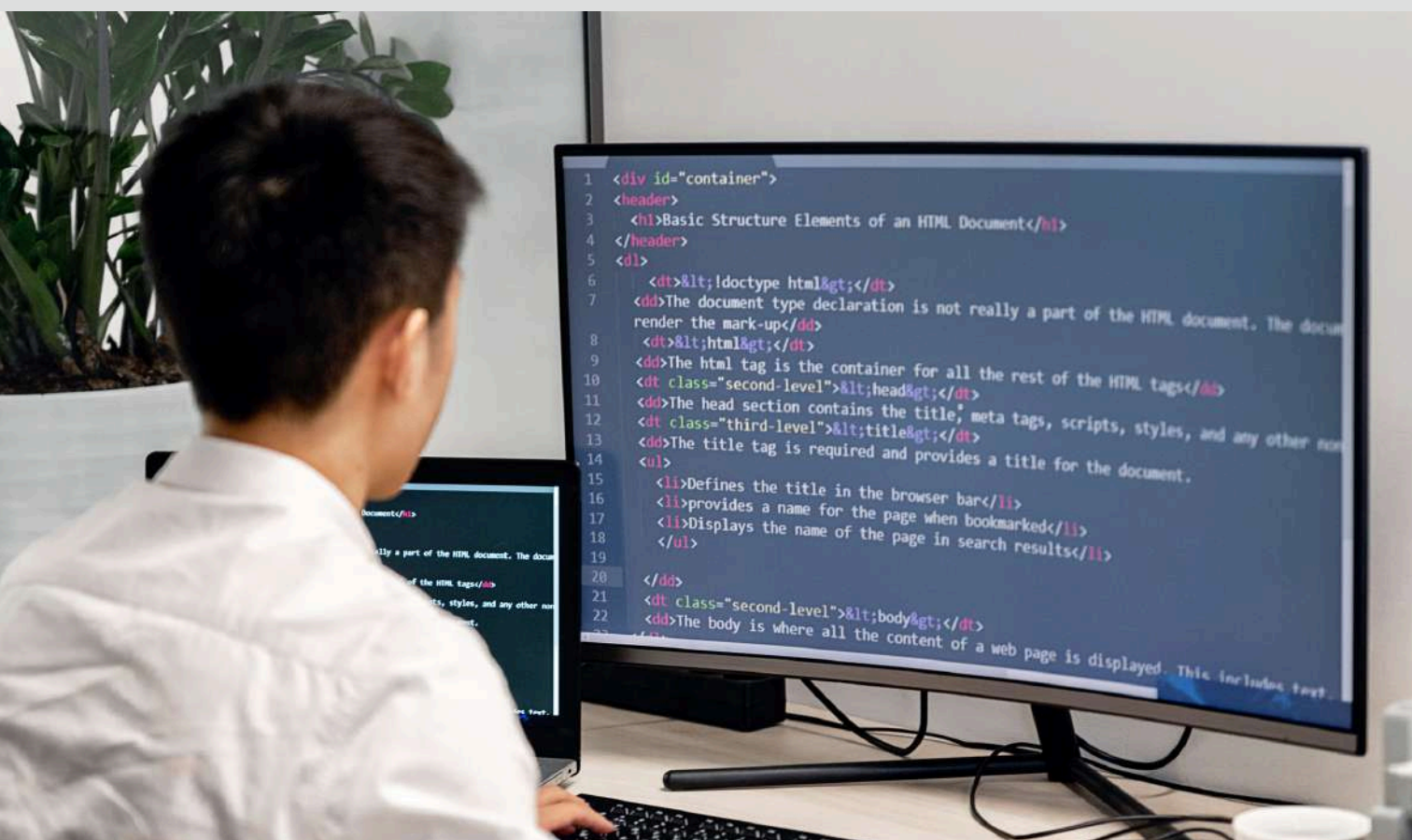
We offer reduced rates for charities and SMEs. Just contact us to discuss your needs.

Raise  
awareness  
& engage  
staff

Personal  
coaching

Maintain  
momentum

Lead with  
clear  
cancer  
policies



# What can you do?

Our four stage approach includes:

## Stage 1: Raising Awareness & Engaging Staff

### **BEST PRACTICE WORKSHOP 1 HOUR**

Equip HR and line managers with best practices for handling cancer in the workplace, covering treatment impacts, workplace challenges, and legal considerations.

### **LUNCH AND LEARN 1 HOUR**

A virtual webinar for unlimited numbers of employees helping them to understand how they can support a colleague affected by cancer

### **MASTERCLASS: HANDLING CANCER IN THE WORKPLACE (HALF-DAY)**

Upskill HR teams and line managers with the knowledge, confidence, and tools to support employees affected by cancer. Includes a free Best Practice Guide and personal Masterclass Certificate.



# What can you do?

## Stage 2: Personal Coaching

### CANCER AND WORK COACHING

Six personalised coaching sessions for an affected employee, typically over six months with a separate HR and line manager briefing and unlimited advice.

## Stage 3: Maintaining Momentum

### CANCER SUPPORT DEVELOPMENT (1 HOUR)

A facilitated discussion to look at how organisations can use internal resources to develop and improve support for colleagues. This may lead to development of internal cancer support networks, or buddy programmes.

### ONE-TO-ONE SUPPORT (2 HOURS PER MONTH)

Provide ongoing monthly support for up to four staff members. Pre-bookable half hour one-to-one sessions for carers, family and friends of cancer sufferers and those with cancer.





# What can you do?

## Stage 4: Leading with Clear Cancer Policies

### MASTERCLASS BEST PRACTICE CANCER POLICY (HALF-DAY)

A facilitated session to help your organisation develop a tailored policy and action plan.

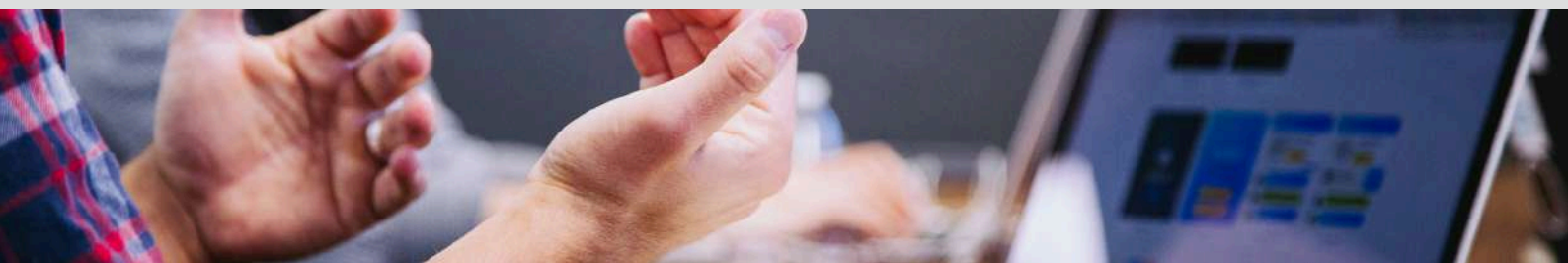
### BESPOKE POLICY REVIEW AND DEVELOPMENT

A comprehensive five-day review ensuring alignment with existing policies.

Additional days can be purchased for more complex reviews.

## Additional services

- Consultancy Services
- Towards end of life and bereavement sessions
- Train-the-Trainer full-day workshop.
- Best Practice Guides for managers, employees with cancer, colleagues and working carers.
- Development of bespoke checklists, tailored guides, and internal communication materials.
- In person training and workshops





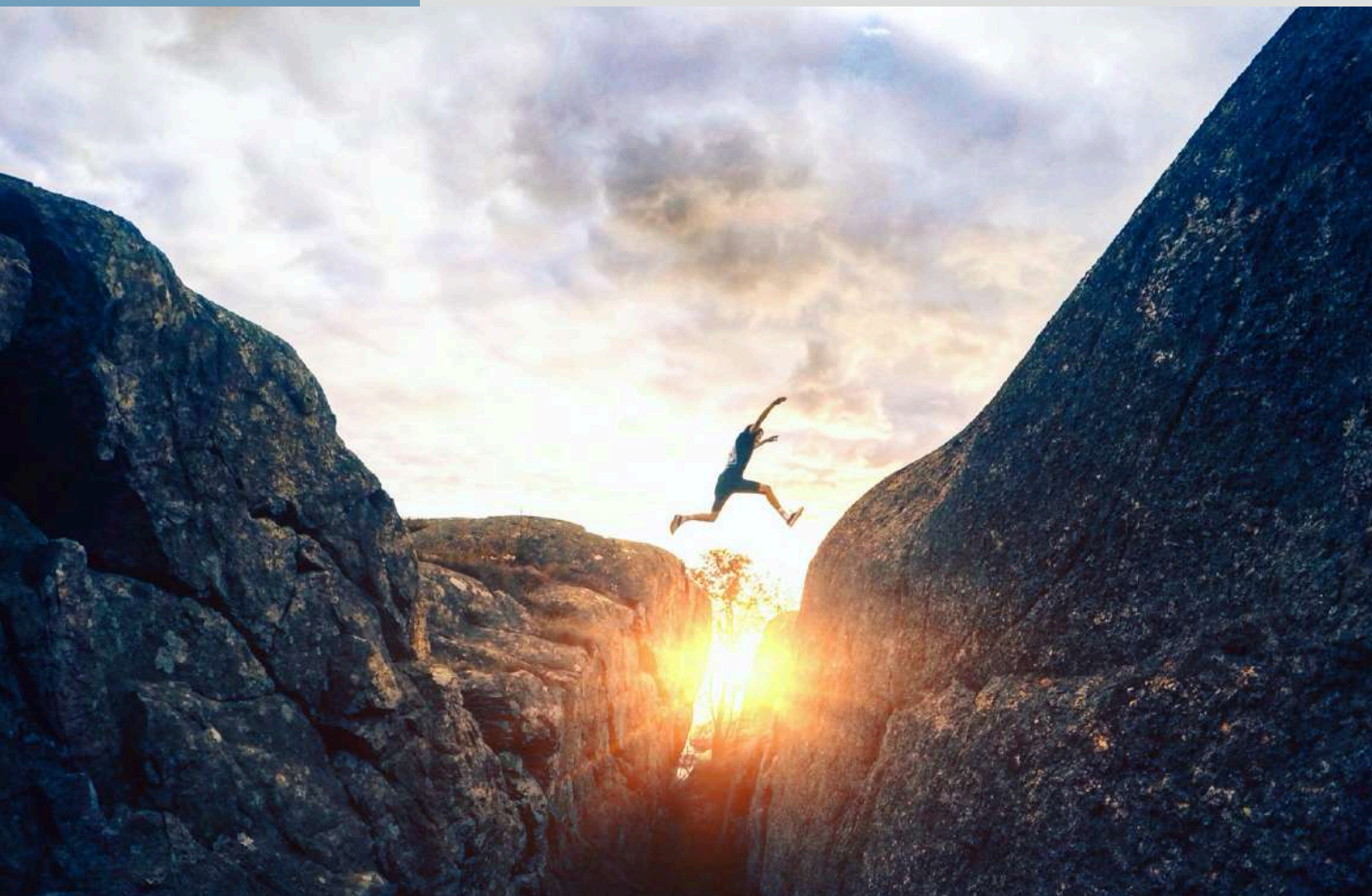
# Investing in a more inclusive workforce

Creating a cancer-supportive workplace isn't just about compliance—it's about showing your employees they matter.

Be prepared for what has been described as a potential tsunami of cancer cases in the workforce.

By acting now, you can foster a culture of care, retain invaluable talent, and lead by example in your industry.

***"Working With Cancer made a huge difference to our business. I can't recommend them highly enough."***



# Let's Work Together

Bridge the work and cancer gap.

Equip your organisation with the right tools, policies, and training to support employees affected by cancer. Contact us today to learn more:



[www.workingwithcancer.co.uk](http://www.workingwithcancer.co.uk)



[info@workingwithcancer.co.uk](mailto:info@workingwithcancer.co.uk)



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