



FACTSHEET

Resources for employers

Ten top tips for a father-friendly workplace

Know who the fathers and grandfathers are in your organisation

a. Ask them to sign up to a database as carers along with mums and grandmothers.

2. Ask your dads or father figures what they need

- a. Set up focus groups or a dads' network to feed back
- b. Survey them online
- c. Set up webinars for those working across geographical areas
- d. Create informal opportune moments for men to talk shoulder to shoulder, eg Mens' Health Day

3. Target your dads in corporate communication

- a. With updates of policy
- b. With pictures which look like them and will engage them (e.g. best sports day moment)
- c. Think about key transition points e.g. first day at school, crises, retirement

4. See Parenthood as a personal development opportunity

- a. Case studies of how careers can be managed around families
- b. Role models in senior positions e.g. a grandad working reduced hours
- c. Talks by dads and step dads with expert advice and resources

5. Use technology to enable family friendly agile working

- a. Managers and HR to give guidance and advice on using technology to enable flexible or agile working without devaluing and disputing family lives
- b. Encourage team meetings on how to manage boundaries around work and family life

6. Promote father friendly working to employee networks

- a. Promote how gender equality improves the wellbeing of all employees
- b. Up-skill employees round the transferable skills of parenthood such as negotiation and delegation
- c. Close the gender pay gap by encouraging fathers to take leave and work reduced hours so that they can take time to care

7. Promote mental health awareness

a. Increase awareness of depression, burn out and stress and signpost to local resources

8. Train line managers on how to have sensitive open conversations with men

- a. After uptake of leave managers must set the expectation "I expect you will want to take time away from work during your baby's first year"
- b. Embrace taking leave, working flexibly and talking about home life
- c. Make managers gate openers to policy don't leave it to HR

9. Pay paternity leave above 60% of their salary

- a. Encourage uptake of leave by asking 'why not?'
- b. Match maternity pay with shared parental leave pay
- c. Make it a day one right to access paternity and shared parental leave

10. Support dads in a childcare crisis

a. With solutions – websites, signposting or policy so that they deal with a crisis

For examples of top employers for fathers and their family-friendly practices, check out: Family Friendly Working Scotland, Employer Awards

Prepared by Sam Pringle, Acting CEO of Fathers Network Scotland

More resources for employers, service providers and families are available at:

www.yearofthedad.org

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