

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](#)

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

www.yearofthedad.org

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