Parent Wellbeing Passport

Logo, company name

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Name:

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**Introduction**

**What is a parent wellbeing passport?**

Your wellbeing is important to us, and we recognise that when you become a parent, from pregnancy through to your children becoming adults, you face different challenges that you may need support with whilst in work. We are committed to providing that support, and for you to only share the information you need to, and in a confidential way.

**How to use this passport**

We welcome you to complete this passport with as much information as you feel comfortable, about you as a parent, you child/children, and the challenges you face. Please share with us what helps you and what we can do to support you.

We advise you to update this passport at least annually, as we recognise that things change constantly with the demands of looking after children. Please remember to share it with those who you wish to support you.

**Who will read this passport?**

This document is intended to be owned by you. You can share it with whoever you would feel useful. This includes your line manager, HR and colleagues.

**Confidentiality agreement**

For you to have peace of mind that this information will only be shared with those who you choose, please read the below statement.

* We will not share the information contained within this document to anyone, unless with the express permission of the passport holder
* We will store the information contained within this passport securely
* You can ask for your passport to be deleted at any time. We will automatically delete this if you leave the organisation
* We will keep an up to date version of this document to ensure we use the correct information
* The information within this document will not be used for any purpose but to support you. It will not be linked to performance or brought up in relation to your work
* If we have a concern about safeguarding for either you or your children, we will discuss this with you if we are able to, and pass on information to the named person below:

Named safeguarding contact:

|  |  |
| --- | --- |
| Signed by you: | Date |
| Signed by your manager: | Date |

**THINK: How many children you have? What are your responsibilities? What you’re proud of? What are your strengths?**

**About me as a parent**

**THINK: what ages/s are your child/children?**

**What are your childcare arrangements?**

**Are you expecting a baby?**

**THINK:**

**Is there anything big happening for them right now (teething, starting new childcare etc.)?**

**Do they have special needs or disabilities?**

**About my child/children**

**THINK: Does sleep deprivation affect you? Do you have a lack of support? Do you struggle with emergency childcare? Do you have physical or mental health issues? Are you a single parent?**

**My challenges**

**My Triggers**

**THINK: what situations at work and home might trigger emotional difficulties?**

**What helps me**

**THINK: Do you need flexibility on start/ finish times?**

**THINK: Do you want to talk things through?**

**Do you need to be able to take annual or parental leave at the last minute?**

**What my manager or colleagues might notice**

**THINK: Are you withdrawn when finding things tough? Are you prone to making mistakes? Are you more likely to become tearful or irritable?**

**What you can do to support me**

**THINK: Would you like your manager to speak to you about what they notice? Is there a trusted colleague you would like to speak to? Are there breathing exercises that help you? Do you just need some space?**

**Other information you need to know to support me at work**

**THINK: Are you having relationship difficulties? Do you need support with domestic abuse or are you struggling to cope with intrusive thoughts?**

**Resources and information**

**Internal support**:

(e.g. Employment Assistance programme details, wellbeing champions, wellbeing intranet pages, mental health first aiders, parent forum)

**Other support:**

|  |  |
| --- | --- |
| [PATH – information on support around perinatal mental health](https://path-perinatal.eu/uk/) | [Information for parents | Mind](https://www.mind.org.uk/information-support/for-children-and-young-people/information-for-parents/) |
| [Support for parents | NSPCC](https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/) | [Home - Women's Aid](https://www.womensaid.org.uk/) |
| [Home-Start UK (home-start.org.uk)](https://www.home-start.org.uk/) | Start4Life |
| Institute of Health Visiting: <https://ihv.org.uk/families/top-tips/> | [Samaritans | Every life lost to suicide is a tragedy | Here to listen](https://www.samaritans.org/)  [Tommy’s helpline](https://www.tommys.org/pregnancy-information) |
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