

# Parents Thriving in the Workplace

# Welcome and Introduction

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# Aims and Objectives

- Overview of recommendations and resources for PATH
- Key findings from work with employers
- Impact of COVID 19 on employers
- Continuing the conversation
- PATH Employers Hub

## What do you think stops parents thriving in the work place?

<https://app.sli.do/event/x8tWiCrefbuEX5f3p44uNr>

Participants can join at **slido.com** with **#1046257**

# Employers - United Kingdom

# Ambitions of Standards

- To promote aspirational workplace cultures that support emotional well-being and positive mental health for all employees;
- To encourage employers to develop and enact strategies that acknowledge and ameliorate the multiple influences on parental mental health;
- To ensure that parents experiencing mental ill-health at work are treated with compassion and signposted to appropriate support.

# Already Existing Benchmarks & Quality Standards in the UK

*Mental Health Toolkit for Employers (Business in the Community, 2016)*

*Employer Charter (Mumsnet, 2017)*

*Mental Health Core Standards (Stevenson/Farmer Review, 2017)*

*NICE Quality standards for healthy workplaces (NICE, 2017)*

*CIPD Job Quality Index (CIPD, 2019)*

*MIND Workplace Well-being Index (MIND, 2019)*

*The Workplace Wellbeing Charter*

*Working Families Benchmark (workingfamilies.org.uk, 2019)*

*Britain's Healthiest Workplace Initiative (2010)*

# Workplace Standards to Promote Parental Wellbeing

PATH Parental Wellbeing in the Workplace:  
<https://youtu.be/f4o16TPA-Gs>

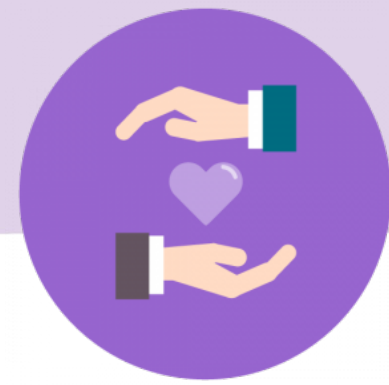


# Employer Training + Toolkit



- Over five Employer Training sessions have been run
- Creates a safe and welcoming environment at work for new and expectant parents
- Marketed as ‘Making the Most of the Parents in your Workforce’, advertised across social media pages
- Organisations & Businesses become certified ‘PATH Parent-friendly workplaces’

# Employer Training + Toolkit



## Points Covered in Training:

- Gaining understanding of perinatal mental illness
- Sharing best practice and Workplace Standards to Promote Parental Wellbeing
- Learning ways to support parents through their parenting journey
- To take away ideas on how changes could be implemented in your organisation

# Employer Training + Toolkit



## Examples of Resources Provided for Employers in Toolkit include:

- General Resources/Signposting
- ‘Help with Difficult Conversations’
- ‘Welcome Back Pack’
- Information on Maternity Pay
- Maternity Leave Plan/Calendar
- Maternity Contact Plan
- Reflective and Active Listening
- Case Studies & Scenarios
- Flexible Working Documents

# Case Studies & Scenarios...



## Example 1

Employee is on maternity leave, and has not disclosed postnatal depression to her employer. She is a first time Mum, but doesn't feel like she had support during Covid lock downs. She is unable to meet other Mums face to face, see her parents or in-laws or do the things that make her feel better in terms of self-care. She has had little contact from her employer, and feels like she doesn't know what sort of job she will return to, or how they will support her with her post-natal depression. She's worrying about not knowing what the future holds for her and her baby.

# Case Studies & Scenarios...



## Example 2

Jack opens up and says he is struggling with the adjustment to his routine and feels powerless to help with his partner who is breastfeeding.

You have no experience of having children.

What do you say?

# Employment Support for New & Expectant Parents

## Points Covered when working 1:1

- What to consider when starting a family when employed or looking for work
- Your rights
- Looking for work
- In work
- Working from home
- Maternity/paternity/parental leave
- Support networks
- How to look after your mental wellbeing

# Employers - Flanders

# Approach

- Cross border sharing with UK partners
  - Literature review + approach + tools
- Interviews with Flemish (future) parents
- Interviews with employers - occupational health services



# Activity

**What role can health care providers play in supporting (future) parents in the workplace?**

<https://app.sli.do/event/x8tWiCrefbuEX5f3p44uNr>

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# Experiences of parents at the workplace

Policies on pregnancy and parenthood not always known

Importance of an empathetic manager

Keep in touch

Peer support at the workplace (buddy)

Importance of flexible working arrangements

Importance of paying attention when returning to the workplace

# Experiences of employers and occupational health services

Applying legal requirements around pregnancy/parenthood

Offering general information and support around well-being at the workplace

Recognising the difficult work-family balance

Attention to flexible working arrangements

Shared employer and employee responsibility

Commitment to reintegration after long-term absence, but not after pregnancy

# Needs of employers and occupational health services

To map standard pathway around pregnancy and parenthood

Module on perinatal mental well-being in existing training

Raising awareness around perinatal mental health

Tools and guidance around perinatal mental health

# Three tools for employers

- Checklist 'Mental health during pregnancy and childbirth'
  - Contact plan 'Pregnancy'
  - Contact plan 'Welcome back'
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- can be used widely, regardless of the company and sector
  - Link with toolkit 'Parents@work project'

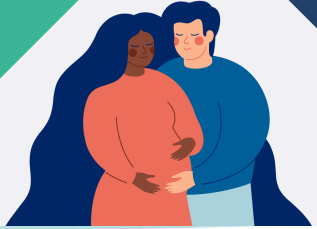
# Objective of the tool

- To inform and sensitize employers about the (mental) health of (future) parents
- To support and optimize mental wellbeing of (future) parents at the workplace providing tools to employers



This checklist includes:

- Facts and figures
- Signals of decreased emotional and mental wellbeing
- Importance of training on mental health
- Tips for an open discussion on mental wellbeing
- Links to refer employees



- Risk analysis
- Pregnancy administration
- Arrangements on prenatal consultations
- Start of maternity leave
- Transfer of tasks
- Agreements on communication
- Attention for mental wellbeing
- Restart of work
- Follow-up meeting
- Useful links

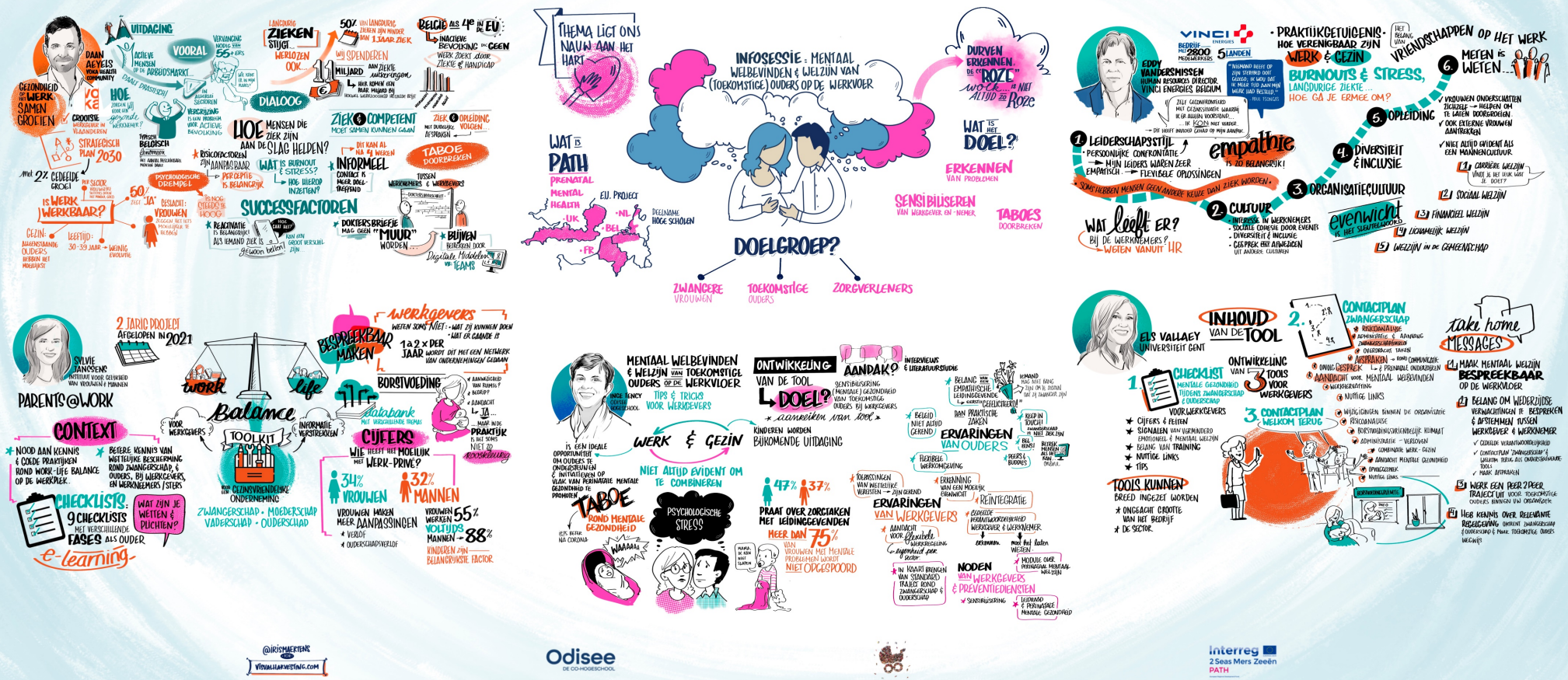




- Changes within the organisation
- Risk analysis
- Breastfeeding-friendly climate
- Administration - leave
- Work-family balance
- Attention to mental health
- Follow-up meeting
- Useful links

Maybe we should end with some take home messages?

# for your attention!



# Employers - The Netherlands



# What is the most important factor for employees to decide whether or not to talk to their employer about (mental health) problems?

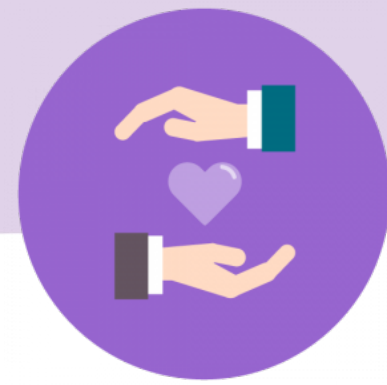
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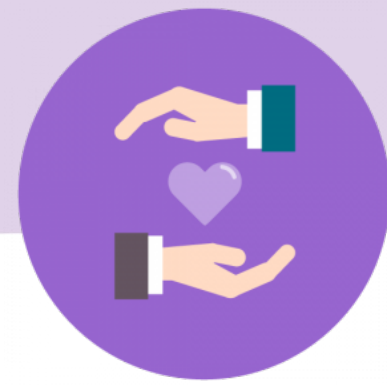


# Call to Action



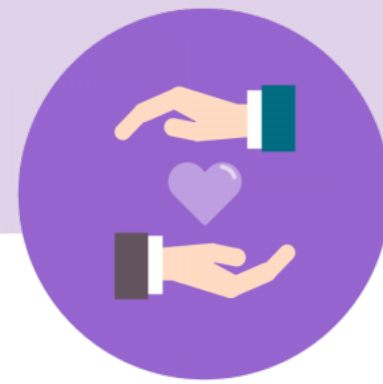
- Pay attention to the mental wellbeing of employees, in particular (future) parents
- Discuss and define expectations concerning pregnancy and parenthood between employer and employee
  - Shared responsibility
  - PATH tools can support this process
  - Talk about the communication during pregnancy and maternity leave

# Call to Action



- Peer-to-peer support at the workplace can be helpful
  - Sharing experiences/tips with colleagues around pregnancy, parenthood and combination of work and family
- Be aware of relevant pregnancy and parenting regulations and inform (future) parents properly

# Online Hub



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# Next steps...

How can you make sure  
employers ensure parents  
thrive in the workplace?