Working Dads Employer Awards

**Working Dads Employer Awards Nomination Form**

The Movers and Shakers: Working Dads Employer Awards are being launched for the first time in 2022 by Music Football Fatherhood and the Equal Parenting Project. These awards have been designed to recognise and celebrate the great work many organisations are doing in supporting fathers in the workplace and encourage employers to think more about what they do in this space and how they can better support dads to aid working families, attract and retain top talent, help close the gender pay gap and promote gender equality in the workplace. Partner organisations who have also been instrumental in bringing these awards to you include CBI, Business in the Community, Working Families, Global Equality Collective, Pregnant and Screwed, Fatherhood Institute, Future Men and the Medical Women's Federation

The awards are split into four areas based on existing research and common activity, which either represent best practice or areas where there is a need to drive improvement. An applying organisation does not have to be excellent in all areas in order to be recognised through these awards, they can be recognised for excellence in one area such as flexible working or they can be recognised for outstanding work across all four areas. The key areas of focus are: Parental Leave Policies, Flexible Working for Dads, Supporting Returning Dads, and Leadership and Culture

**Entry Criteria:** Any employer with a presence and activity in the UK is eligible to submit an entry. Only one entry may be made per employer in each area. Entries from all sectors/ industries are welcome. Please focus only on activity in the UK and use UK data in your entry. Should you have any questions, please contact Dr Sarah Forbes ([s.forbes@bham.ac.uk](mailto:s.forbes@bham.ac.uk)

**Notice about confidentiality and anonymisation:**All aspects of your application will be treated as highly confidential. We will share anonymised answers with the judging panel (assessors) for the awards and potentially external academic researchers for the purpose of research into trends. Should we wish to cite material contained in your application in a public way, for example, in media coverage or best practice case studies, we will seek your permission to do so. Other than your organisation name at the beginning of the document, could you endeavour to avoid explicitly mentioning the name of the organisation throughout since your application will be assessed anonymously. Please note that should you win an award, the identity of your organisation will be made public knowledge and a case study may be produced to reflect the efforts made by your organisation in the selected category, thereby revealing the identity of the organisation. An organisation winning an award in any category would be expected to support the development of the case study should it be required.

**Notice about supporting evidence:** Please note you are not required to add any additional supporting information which is not requested in the application and any additional information will not be considered by the panel. Although, if you have publicly available evidence (i.e., publicly accessible webpages, press releases etc) these weblinks can be included in your nomination submission where requested.

Nominations must be completed and submitted no later than 11:59pm on the 19th of April, 2022.

By nominating your organisation and supplying contact information, you also permit the Working Dads Employer Awards to disseminate information to you related to the awards.

Based on the information above, please report whether or not you agree to the terms of nominating your organisation for the awards:

**The Movers and Shakers: Working Dads Employer Awards:**

I have read the statements above and   
**Do (1)**  
**Do not agree (2)**  
to the terms of nominating my organisation for the awards.

IntroCharacteristics The following answers will remain anonymous from the judging panel, but the information is necessary so that we know which organisation has applied.

Does your organisaton have a presence and activity in the United Kingdom?

* Yes (1)
* No (2)

Does your organisation have employees that are entitled to holiday pay?

* Yes (1)
* No (2)

What is the name of the organisation you are nominating?

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Has senior management within your organisation approved this nomination? Please note that it is imperative that senior management is on board with the nomination form being completed.

* Yes (1)
* No (2)

As the primary contact for this nomination (contact person 1), what is your name and contact information? Also supply a second contact for this application (contact person 2) in the event that we cannot reach you. Contact information will be used in the event that your nomination is successful and your organisation receives an award, and to provide you with information related to the awards.

* Name (contact person 1) (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address (contact person 1) (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Name (contact person 2) (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address (contact person 2) (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is the **industry** that you currently work in?

* Accommodation, Hospitality and Food Services (1)
* Agriculture, forestry and fishing (2)
* Arts, entertainment and recreation (3)
* Construction (4)
* Education: College, University, and adult Education (5)
* Education: Primary/secondary (K-12) education and other (6)
* Electricity, gas, stream and conditioning supply (7)
* Human health and social work: Residential care and social work (8)
* Human health and social work: Medical and healthcare (9)
* Information and communication (10)
* Manufacturing (11)
* Mining and quarrying (12)
* Professional, scientific and technical activities (13)
* Public administration and defence (14)
* Real estate, rental and leasing (15)
* Transportation and storage (16)
* Water, sewerage and waste management (17)
* Wholesale and retail trade (18)
* Other industry/ non of the above (19)

What is the gender profile of Senior Management in your organisation? Senior managers are responsible for planning, directing or controlling the activities of the organisation, or a strategically significant part of the organisations. For example, Division Heads, Regional Directors, Heads of Department, Executive Committee members. The numbers should add up to 100.

Female: (1)

Male (2)

Other: (3)

Total:

What is the gender profile of Managers (not senior managers) in your organisation? The numbers should add up to 100.

Female: (1)

Male (2)

Other: (3)

Total:

What is the gender profile of employees (not senior managers or managers) in your organisation? The numbers should add up to 100.

Female: (1)

Male (2)

Other: (3)

Total:

Currently, how many employees does your organisation employ in the United Kingdom?

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Please specify which countries your organisation has offices in across the United Kingdom (tick all that apply):

* England (1)
* Scotland (2)
* Wales (3)
* Northern Ireland (4)

Does your organisation have a Senior Management Team (SMT) member, or equivalent, who is responsible for improving the experiences of fathers in the organisation (this might be within a broader role supporting gender equality)? Ideally this should be someone outside Human Resources.

* No (1)
* Yes, their job role is: (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The nomination form focuses on how organisations are supporting fathers in the workplace and includes four areas: parenting policies, flexible working, support for returning fathers, and leadership and culture.

Please specify below which of the categories you are nominating your organisation for (you may select any or all that apply):

* Leadership and Culture (4)
* Support for Returning Fathers (3)
* Flexible Working (2)
* Parenting Policies (1)

**Leadership and Culture:**

In this section you will be asked questions about how the culture and leadership in your organisation helps support fathers across your organisation. Please include any of the below data that you can source. Do not worry if there is some data your organisation does not collect as this information will only be used to verify what is provided in the open-ended questions later in the application. Lastly, please remember that you are to only use UK relevant data/ information when completing this section.

Please use this section to provide a general overview of how your culture and leadership in the organisation helps support fathers. Maximum 3000 characters.

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Does your organisation have a member of Senior Management Team (SMT) who is responsible for improving the experiences of fathers in the organisation (this might be within a broader role supporting gender equality)? If so, what is their job title and please describe their role? Ideally this should be someone outside Human Resources. If no member of the SMT has this as a job role, you may answer 'not applicable'. Maximum 600 characters.

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Does your organisation have fatherhood champions or role models for fathers at different levels in the organisation (i.e., not only amongst senior managers)?

* No (1)
* Yes (2)

If your organisation does have a parenting/ carers group, how are fathers actively involved and/ or engaged within the group? If your organisation does not have a parenting/ carers group, please state 'not applicable'. Maximum 1200 characters.

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What is your organisation's current Gender Pay Gap overall? Maximum 10 characters.

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How does your organisation encourage line managers to promote father inclusivity in the workplace? Maximum 1200 characters.

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Does your organisation do anything to support working fathers beyond your own organisation? If so, how? If your organisation does not, please state 'not applicable'. Maximum 600 characters.

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How does your organisation ensure that it is being inclusive of all fathers, e.g., step-parents, LGBTQI+ and fathers who may face different challenges? Maximum 1200 characters.

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If possible, please identify a father in your organisation and include below their testimonial of their experience of leadership and culture within your organisation (preferably within the last year). With their consent, please include their name, job role and contact details (email) as well. Maximum 1200 characters.

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Please check that you are happy with your submission for this section.

**Support for Returning Fathers:**

This section includes questions on how your organisation supports fathers returning to work after a period of leave such as Shared Parental Leave and/or Paternity Leave. Do not worry if there is some data your organisation does not collect as this information will only be used to verify what is provided in the open-ended questions. Lastly, please remember that you are to only use UK relevant data and activity when completing this section.

Please use this section to explain how your organisation supports fathers who are returning from leave in your organisation. Maximum 3000 characters.

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Does your organisation offer specific support for fathers returning from parental leave?

* Yes (1)
* No (2)

If your organisation offers support for returning fathers (after taking parental leave), please explain the support offered. If your organisation does not offer support to fathers on their return, please state 'not applicable'. Maximum 600 characters.

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If applicable, outline how your organisation supports a phased return by fathers to the workplace after using paternity leave and/or shared parental leave. If your organisations does not offer phased return for fathers, please state 'not applicable'. Maximum 1200 characters.

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Does your organisation use the [parenting passport](https://more.bham.ac.uk/fathersintheworkplace/large-organisations/creating-a-parenting-passport-scheme/), or equivalent? How has this been incorporated within your returners support? If your organisations does not use a parenting passport (or equivalent), please state 'not applicable'. Maximum 600 characters.

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If applicable, what resources are made available to fathers when they are about to take leave, while on leave and on return from parental leave? If your organisation does not have resources available to fathers when they are about to take leave, please state 'not applicable'. Maximum 300 characters.

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If applicable, what support is in place for fathers returning from leave for SPLIT days (Shared Parental Leave keeping in touch days)? If your organisation does not have support available for fathers returning from leave for SPLIT days, please state 'not applicable'. Maximum 300 characters.

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If applicable, what formal training have managers within your organisation had to ensure that fathers are supported prior to, during and on their return from paternity leave or shared parental leave? If your organisation does not have formal training in place for managers, please state 'not applicable'. Maximum 300 characters.

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If possible, please identify a father in your organisation and include below their testimonial of their experience of returning from parental leave within your organisation (preferably within the last year). With their consent, please include their name, job role and contact details (email) as well. Maximum 1200 characters.

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Please check that you are happy with your submission for this section.

**Flexible Working for Fathers:**

This section includes questions about how your organisations supports fathers in terms of flexible working. Please include any of the below data you have (e.g., press releases, publicly available blogs, publicly available testimonials). Do not worry if there is some data your organisation does not collect as this information will only be used to verify what is provided in the open-ended questions. Lastly, please remember that you are to only use UK relevant data and activity when completing this section.

Please use this section to outline your organisation's approach to flexible working and how your organisation promotes this to men and particularly fathers (including the support you offer). Maximum 3000 characters.

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If applicable, what formal training have managers within your organisation had to ensure that fathers are supported using flexible working? If your organisation does not have formal training in place for managers, please state 'not applicable'. Maximum 300 characters.

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Below are questions about formal (i.e., recorded by the organisation as being used) flexible working. Please report the figures below for the 2021-2022 financial year:

* Total number of employees formally using any form of flexible working: (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using any form of flexible working: (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total requests for flexible working: (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total requests for flexible working by men: (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total requests for flexible working accepted: (5) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total requests for flexible working accepted by men: (6) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Below are questions about formal (i.e., recorded by the organisation as being used) part time working. Please report the figures below for the 2021-2022 financial year:

* Total number of employees formally using part time working: (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using part time working: (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total number of requests for part time working overall: (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total number of requests by men for part time working: (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of requests for part time working accepted overall: (5) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of requests for part time working by men accepted: (6) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What percentage of jobs advertised by your organisation (internally and externally) in the past financial year (2021-2022) included wording that suggests the company is open to flexible working? Please answer this to the best of your knowledge.

* None (1)
* 1-19% (2)
* 20-39% (3)
* 40-59% (4)
* 60-79% (5)
* 80%+ (6)

If your organisation advertises jobs as being open to flexible working, how is this followed up through the recruitment process? If your organisation does not advertise jobs as being open to flexible working, please state 'not applicable'. Maximum 300 characters.

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Below are questions about formal (i.e., recorded by the organisation as being used) job share working. Please report the figures below for the 2021-2022 financial year:

* Total number of employees formally using job share working: (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using job share working: (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total number of requests for job share working overall: (3) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* If available, total number of requests by men for job share working: (4) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of requests for job share working accepted overall: (5) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of requests for job share working by men accepted: (6) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If your organisation has identified an increase in the uptake of flexible working amongst males within your organisation, please outline how this has been supported by 1) the organisation, 2) the senior management team (or equivalent) and 3) any objectives your organisation has to further increase the uptake of flexible working amongst male employees in your organisation. State 'not applicable' if your organisation has not identified an increase and outline current efforts to drive the uptake. Maximum 1200 characters.

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If applicable, how does your organisation incorporate flexible working into job design? State 'not applicable' if your organisation does not incorporate flexible working into job design. Maximum 600 characters.

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If possible, please identify a father in your organisation and include below their testimonial of their experience of using part time working or jobshare working within your organisation (preferably within the last year). With their consent, please include their name, job role and contact details (email) as well. Maximum 1200 characters.

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Please check that you are happy with your submission for this section.

**Parental Leave Policies:**

In this section we ask about how you support fathers across your organisation in terms of parenting policies, including how they are communicated. Please include any of the below data you have. Do not worry if there is some data your organisation does not collect as this information will only be used to verify what is provided in the open-ended questions. Lastly, please remember that you are to only use UK relevant data and activity when completing this section.

Please use this section to explain how you support fathers using parental leave policies in your organisation. 3000 characters maximum.

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If applicable, what formal training have managers within your organisation had related to fathers and parental leave policies? If your organisation does not have formal training in place for managers in this area, please state 'not applicable'. Maximum 300 characters.

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During the 2021/ 2022 financial year, how many men in your organisation used paternity leave? Please note that we anticipate that there will be some fathers using unpaid paternity leave that also used paid paternity leave so anticipate these fathers would be included in both the total number using unpaid paternity leave as well as the total number using paid paternity leave.

* Used paid paternity leave (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Used unpaid paternity leave (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How many weeks of enhanced pay (i.e., paying above statutory entitlement) does your organisation offer for paternity leave?

* Not applicable as our organisation only offers statutory levels of paternity pay (1)
* The number of weeks our organisation offers above the statutory levels of paternity pay (number of weeks) (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

During the 2021/ 2022 financial year, how many men in your organisation used shared parental leave? Please note that we anticipate that there will be some using paid shared parental leave and unpaid shared parental leave so anticipate these fathers would be included in both the total number using unpaid shared parental leave as well as the total number using paid shared parental leave.

* Used paid Shared Parental Leave (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Used unpaid Shared Parental Leave (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How many weeks on average do fathers in your organisation use the following forms of parental leave:

* Average number of weeks unpaid and paid Paternity Leave is used by fathers (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Average number of weeks unpaid and paid Shared Parental Leave is used by fathers (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If applicable, how many weeks enhanced pay (i.e., paying above statutory entitlement) does your organisation offer for shared parental leave?

* Not applicable as our organisation only offers statutory levels of shared parental pay (1)
* The number of week our organisation offers above the statutory levels of shared parental pay (number of weeks) (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If your organisation offers a form of parental leave above the statutory entitlement, please explain what this is and how it works. Enter 'not applicable' if your organisation does not offer a form of parental leave above the statutory entitlement. Maximum 300 characters.

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If your organisation offers a form of parental leave that is beyond the statutory entitlements (i.e., goes beyond paternity leave and Shared Parental Leave), how many males used this form of leave in the 2021/ 2022 financial year?

* Not applicable as our organisation does not offer a form of leave beyond the statutory entitlements (4)
* Yes, our organisation offers a form of leave beyond the statutory entitlements with the total number of males using the leave being: (5) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Does your organisation publicly publish its parental leave policies, i.e., a member of the general public can learn what the parental leave offering (weeks of statutory pay, weeks of enhanced pay, weeks of unpaid leave etc.) is for paternity leave, maternity leave, shared parental leave and unpaid parental leave? Click all that apply.

* Yes, we publicly publicise our maternity leave offering (1)
* Yes, we publicly publicise our paternity leave offering (2)
* Yes, we publicly publicise our shared parental leave (SPL) offering (3)
* Yes, we publicly publicise our unpaid parental leave (this is different to SPL) (7)
* No (4)

Does your organisation currently offer the same number of weeks enhanced pay (i.e., paying above the statutory entitlement) for paternity pay and/ or shared parental pay as for maternity pay?

* Yes (1)
* No (2)

If your organisation does offer the same number of weeks enhanced pay for paternity pay and/ or shared parental pay as for maternity pay, please explain how this was achieved and the motivations. If your organisation does not offer the same levels of pay enhancement for SPL and paternity leave as maternity leave, please state 'not applicable'. Maximum 1200 characters.

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How does your Senior Leadership Team (SMT; or equivalent) and, if applicable, member of SMT who is responsible for driving the gender equality agenda in your organisation, encourage the use of parental leave policies, if at all. Maximum 600 characters.

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How was each form of parental leave promoted to fathers throughout your organisation in 2021/2022? Please explain your answer and include, as applicable, the role of the Senior Management Team (or equivalent), how the policies are promoted online and offline (i.e, not using the internet) and anything that was done to ensure this was inclusive of all parents. 1200 characters maximum.

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Please use this section to explain any of the points above and discuss any additional initiatives your organisations has around parental leave policies (e.g., how the policies are communicated, workshops about the policies, what your organisaton does to ensure its policies are as inclusive of all types of fathers as possible etc). Maximum 1200 characters.

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If possible, please identify a father in your organisation and include below their testimonial of their experience of paternity leave and/ or shared parental leave within your organisation (preferably within the last year). With their consent, please include their name, job role and contact details (email) as well. Maximum 1200 characters.

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Please check that you are happy with your submission for this section.