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The University of Manchester
Alliance Manchester Business School



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Management School

Shared Parental Leave – why should employers care?

“I think sometimes, being bold and doing something
a bit different might actually help set you apart.”
(SPL father)

Making Room for Dad: Fathers’ experiences of Shared Parental Leave (SPL)

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The project involves longitudinal interviews with 25 fathers who
have taken SPL as well as interviews with 10 SPL couples.

Original Thinking Applied

Key findings

- Parents expressed more commitment to their employers where SPL is supported
- Variations in employers' understanding, awareness and practical support for SPL
- Support for SPL positively impacts fathers' perception of their employer
- A lack of role models in some employment sectors
- Helps to develop skills that fathers put into practice in the workplace, e.g. empathy and understanding
- Pay and unequal enhancement of SPL and maternity a key constraint
- Overall positive experiences from fathers, but individual, structural and cultural challenges
- Develops a more equal experience within the home and aids mothers' career progression
- Parenting cultures a key challenge – baby groups and activities in the first year still seen as a "mothers' space"

How can we help you?

We would like to work alongside employers, promoting and supporting Shared Parental Leave.

Videos and case studies

We have partnered with Working Families and the Fatherhood Institute to develop a range of resources which can be integrated into your existing family friendly policy resources to help employees make informed decisions about SPL.

- Short video and written case studies – couples share their experiences of SPL
- Tips from parents – a series of videos for employers and employees that directly tackle some of the opportunities and challenges of SPL.

Find out more:

workingfamilies.org.uk/shared-parental-leave-videos

We also worked with HM Government as part of their nationwide #sharethejoy campaign to promote SPL.

Find out more:

sharedparentalleave.campaign.gov.uk/#testimonials

“From a recruitment perspective it's good, from a talent perspective it's good, from a diversity perspective, it's good.”
(SPL father)

Surveys

We are currently collecting survey data on employees' and employers' experiences of SPL and other family friendly working policies in partnership with Working Families and the Fatherhood Institute.

There are also opportunities for bespoke survey links for your organisation:

- Circulate a survey to your employees
- Receive feedback on how your organisation compares with others
- Data is analysed at a collective level for reporting

If you would like to take part or find out more, please contact emma.banister@manchester.ac.uk.



Get in touch

Contact us to discuss opportunities on how to draw on our expertise in this area. We can make recommendations to employers on the following:

- Workplace policies and communications
- Identifying opportunities and challenges
- Providing support

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 [@Room4Dad](https://twitter.com/Room4Dad)

www.research.mbs.ac.uk/makingroomfordad

Supported by:



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