

# Working Families

## Lunch and Learns

Our lunch and learn sessions provide staff with a brief overview of the topic and an opportunity to ask questions of our Relationship Managers, who support companies in developing a flexible, family-friendly culture.

### NEW!!! Best Practice for Supporting Fathers

#### **Audience – HR or D&I teams, line managers, employees and SMEs**

As modern fatherhood evolves, so too must the way employers respond to the needs of working dads. This session will explore practical strategies, policy considerations, and cultural shifts that can create a more inclusive and supportive environment for fathers within the workplace. Whether you're an HR professional, a team leader, or a working parent yourself, you'll gain valuable perspectives and actionable ideas to help foster a more balanced and family-friendly workplace for all.

### Top Tips for Flexible Working

#### **Audience – employees and line managers, and SMEs**

Creating a culture of flexible and hybrid working is down to everyone. This session will look at how staff can contribute to this agenda and play their own part. We will explore tips on communication, what works best and where, sharing the load and gaining support from team members.

### Flexible Recruitment

#### **Audience – HR or D&I teams, line managers, employees and SMEs**

Following on from the introduction of the Employment Relations (Flexible Working) Act in April 2024, introducing the right to request flexible working from day one of employment, we have designed this new session to highlight the benefits and practicalities of Flexible Recruitment. Exploring job design, flexible recruitment process, how flexibility fits within teams whilst showcasing best practice case studies of flexible recruitment in action from progressive employers along the way.

### Best Practice Support for Staff Returning to Work after Family Leave

#### **Audience – HR or D&I teams, line managers and employees**

This session is designed to support staff returning to work from any kind of family leave, such as maternity leave, carers leave, paternity, Shared Parental Leave, adjustment leave, Equal Parenting Leave or bereavement leave. We explore how employers can help their employees navigate a positive journey back, by helping them to understand the challenges involved and which provisions they can develop to support their workforce. This session will focus on our knowledge of best practice, along with some expert tips on flexible working.

## Best Practice Support for Working Parents and Carers

### **Audience – HR or D&I teams, or line managers and employees, and SMEs**

Support to working parents and carers is vital to a vibrant and engaged workforce. This session will focus on our knowledge of best practice and how to support staff during their journeys to parenthood or caring, along with some expert tips on flexible working.

## Best Practice Support for working carers

### **Audience – HR or D&I teams, line managers and employees and SMEs**

With the new Carer's Leave Act in place, we have developed a session dedicated on how to support carers in the workplace. In this session we will explore what a carer is, how to support carers along with tip tops for carers within the workplace and showcase our Best Practice Award Winners & Finalists for Carers.

**Costs for non-members:** £950 plus VAT per session, and a charge of £950 plus VAT will be made if you wish to record the session.

**Costs for members:** Free to our Dynamic members and £800 plus VAT for our Aligned and Core members. Recordings are charged at £800.

Discounts will be available when booking multiple sessions together. Please ask us for details.

### **Relationship Management Team and contact information:**

Susanne Woodhams, Lottie Driver, Donna Patterson and Hannah Francis.

For questions on the above, please contact your Relationship Manager, or email our team at: [employers@workingfamilies.org.uk](mailto:employers@workingfamilies.org.uk)