2025 Working Dads Employer Awards

**2025 Working Dads Employer Awards Nomination Form**
The Working Dads Employer Awards were co-founded in 2022 by the Equal Parenting Project and Music Football Fatherhood and are run this year by the Equal Parenting Project. The awards are 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 working 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 Business in the Community, CBI, Working Families, CIPD, Fatherhood Institute, Future Men, Parenting Out Loud and the Medical Women's Federation.

The awards are split into four categories based on existing research and common activity. An applying organisation does not have to be excellent in all categories 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 categories. The key categories of focus are: Parenting Policies, Flexible Working, Support for Returning Fathers, and Leadership and Culture.

Entry into the awards is free. All organisations that make a nomination will receive helpful feedback on ways they may further develop within the specific category for the future.

**Entry Criteria:** Any employers with a presence and activity in the UK are eligible to submit an entry. Only one entry may be made per employer in each area. Entries from all sectors/ industries and organisational sizes (number of employees; i.e., large organisation to micro-business) 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 (sarah.forbes@york.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. We may have opportunities to cite material contained in your application in a public way, for example, in media coverage or best practice case studies. We therefore ask that you indicate in the nomination form any information you do not wish to be shared in this way. Beyond this, we ask that you endeavor to anonymise your answers as much as possible. For example, applications must not explicitly mention the name of the organisation (unless told to) since your application will be assessed anonymously. Should your organisation 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:** No identifiable information should be included in answers unless this is explicitly stated. An opportunity is provided at the end of each category to supply weblinks etc but please note that these will not be shared with the judging panel. It is recognised that an applying organisation may not collect all the data required in a section. Where you do not have access to the requested data, please put not applicable. You can still be awarded with some missing data, the judging panel will look at all the evidence provided to form a judgement about your activity and direction of travel in the category

Please note that there is no back button on the online form so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form available on the Working Dads Employer Awards website. Those completing the nomination form must ensure they are adhering to the character counts (which include spaces) for the specific questions.

Nominations must be completed and submitted no later than 11:59pm on Wednesday 2nd of April 2025.

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.

* I have read the statements above and **agree** to the terms of nominating my organisation for the awards
* I have read the statements above and **do not agree** to the terms of nominating my organisation for the awards

End of Block: Consent

Start of Block: Characteristics

The following answers will contextualize the nomination for the judging panel but any identifiable information (e.g., names, weblinks etc) will not be shared with the judging panel. Please note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

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

* Yes
* No

Does your organisation have employees that are entitled to holiday pay (i.e., paid while on holiday)?

* Yes
* No

What is the name of the organisation you are nominating? In the event that your organisation wins an award, the name and spelling here will be used in the ceremony and media, so please check you have spelled the organisation name correctly. Please note that the judging panel will not be given the name of the organisation.

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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
* No

As the primary contact for this nomination (contact person 1), what is your name and contact information? Also supply a second contact (contact person 2) and a third contact (contact person 3) for this application 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/ or to provide you with information related to the awards. This information will not be shared with the judging panel.

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

Industry What is the industry that your organisation is in? Please note that the judging panel will not be given the industry of the organisation.

▼ Accommodation, Hospitality and Food Services (1) ... Other industry/ none 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. If you do not have this data to hand, please provide an approximation. The numbers should add up to 100.

Female : \_\_\_\_\_\_\_

Male : \_\_\_\_\_\_\_

Other : \_\_\_\_\_\_\_

Total : \_\_\_\_\_\_\_\_

What is the gender profile of Managers (not senior managers; i.e. middle managers and line managers) in your organisation? If you do not have this data to hand, please provide an approximation. The numbers should add up to 100.

Female : \_\_\_\_\_\_\_

Male : \_\_\_\_\_\_\_

Other : \_\_\_\_\_\_\_

Total : \_\_\_\_\_\_\_\_

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

Female : \_\_\_\_\_\_\_

Male : \_\_\_\_\_\_\_

Other : \_\_\_\_\_\_\_

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
* Scotland
* Wales
* Northern Ireland

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
* Yes, their job role is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If your organisation has more than 249 employees, what is your organisation's current Gender Pay Gap overall? Maximum 10 characters. Enter 'NA' (not applicable) if your organisation has fewer than 250 employees.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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For the Working Dads Employer Awards ceremony, we will require quotes from senior leaders in your organisation for possible inclusion in a press release. Could you please outline why supporting fathers in the workplace is so important to your organisation? This will not be shared with the judges. Please include the name and job title of the senior leader providing the quote. Maximum 1500 characters.

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For the Working Dads Employer Awards ceremony, we will require quotes from senior leaders in your organisation for possible inclusion in a press release. Could you please outline why your organisation applied to these awards? This will not be shared with the judges. Please include the name and job title of the senior leader providing the quote. Maximum 1500 characters.

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Has your organisation submitted a nomination to the Working Dads Employers Awards before?

* Yes
* No

Start of Block: Category\_Selection

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
* Support for Returning Fathers
* Flexible Working
* Parenting Policies

Please note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

End of Block: Category\_Selection

Start of Block: Leadership and Culture

**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 note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

Please use this section to provide a general overview of how your culture and leadership in the organisation in the 2024/2025 financial year helps support working dads. Please consider how your organisation embedded culture and leadership within as well as beyond any Dads/Parenting Network you may have. Additionally, make sure to highlight how what has been implemented has changed the culture in the organisation. Use of evidence to demonstrate this will be beneficial (e.g., uptake of parental leave policies, use of different forms of flexible working, increased attendance at events supporting working dads). Maximum 3000 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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 and how it benefits the organisation culture? 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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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

* No
* Yes

If applicable, outline how your organisation has implemented fatherhood champions or fatherhood role models from different levels in the orgsanisation (i.e., not only amongst middle or senior managers). If this was informed by something like the parenting group/network, please outline this. Also, if applicable, how has the effectiveness of the usage of champions been determined? If your organisation cannot evidence fatherhood champions from across the organisation, please state 'not applicable'. Maximum 400 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If your organisation does have a Parenting/Dads group/network, how are fathers actively involved and/ or engaged within the group? How are/is the experiences/feedback from the network/group used by the organisation? Please supply an example of how the experiences/feedback benefited the organisation culture and/or leadership within the organisation (e.g., improved flexible working policy usage by fathers, improved duration of parental leave policy usage, more fatherhood champions, improved communications around events and policies available).

If your organisation does not have a parenting/ carers group, please state 'not applicable'. Maximum 1200 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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Please outline what your organisation is doing in an effort to reduce the gender pay gap. When doing this, please emphasise how supporting working dads is being included as a means of reducing the gender pay gap within your organisation. If no efforts are being made, please put 'Not applicable'. Maximum 1200 characters.

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How does your organisation encourage line managers to promote father inclusivity in the workplace? Please be specific with what processes the organisation employs to encourage this (e.g., usage of the parenting passport)? Maximum 1200 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If applicable, how was promotion/marketing used in an effort to improve leadership and culture for working dads throughout your organisation in 2024/2025? Please explain your answer and include, as applicable, the role of the Senior Management Team (or equivalent), how the promotion took place 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. Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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This testimonial WILL be shared with the judges so please do not include any identifiable information (i.e., anonymise the information supplied - do not include the organisation name, do not include names, you may include the job role).

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). Maximum 1200 characters.

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This information will be NOT be shared with the judges so you are welcome to include identifiable information (i.e., name, email address etc.). In order for the awards team to verify the testimonial above, with the consent of the employee, please supply the name, job role and email address of the person in the testimonial:

* Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Job role/ title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is entered into the box below will not be shared with the judges but if your organisation wants to share any weblinks of your policies or media etc. on the subject of leadership and culture, please include these here (i.e., information can be identifiable as it will not be shared with the judges). Information shared here may be used for best practice examples by the Equal Parenting Project in the future.

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Please outline if there is any information you have submitted in the leadership and culture category that you do not wish to be shared amongst the media or used by the awards team (Equal Parenting Project) when discussing best practice in leadership and culture:

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

End of Block: Leadership and Culture

Start of Block: Support for Returning Fathers

**Support for Returning Fathers:**

This section includes questions on how your organisation supports fathers returning to work after an extended period of leave such as Shared Parental Leave, Paternity Leave and Adoption 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 note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

Please use this section to explain how your organisation supports fathers who are returning from leave in your organisation (e.g., parenting passport, coaching, mentoring). Maximum 3000 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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

* Yes
* No

If your organisation offers support for returning fathers (after taking parental leave), please explain the support offered (e.g., encourages the use of the parenting passport, involvement/memberhip in a fathers network, mentoring, staggered return, savings for ongoing childcare). If your organisation does not offer support to fathers on their return, please state 'not applicable'. Maximum 600 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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Please outline how your organisation supports the career progression of fathers who take longer leave (e.g., mentoring, coaching). If your organisation does not offer support to fathers around career progression, please state 'not applicable'. Maximum 300 characters. Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If applicable, how many weeks does your organisation pay fathers full pay (100% pay) for working less than their contracted hours on their return from parental leave? For example, an organisation can pay a father on return from parental leave 100% pay for working 80% of their contractual hours for a certain number of weeks. If your organisation does not offer support in pay for a fathers return to work after parental leave, please state 'not applicable' in one of the boxes.

* The number of weeks our organisation offers 100% pay for working **less** than 100% of contracted hours after returning from parental leave: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* The number of weeks our organisation offers pay that is not 100% pay but is still more what would be paid for the equivalent contractual hours (e.g., paying 60% pay for 40% contractual hours). \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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Does your organisation use the parenting passport, 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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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) or the equivalent of keep in touch days? If your organisation does not have support available for fathers returning from leave for SPLIT days (or equivalent), please state 'not applicable'. Maximum 300 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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 (or your organisation specific parental leave equivalent)? If your organisation does not have formal training in place for managers, please state 'not applicable'. Maximum 300 characters.

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How was support for returning fathers promoted to fathers throughout your organisation in 2024/2025? Please explain your answer and include, as applicable, the role of the Senior Management Team (or equivalent), how promotion took place 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. Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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This testimonial will be shared with the judges so please do not include any identifiable information (i.e., anonymise the information supplied - do not include the organisation name, do not include names, you may include the job role).

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) and have them highlight the various support from the organisation they received since their return. Maximum 1200 characters.

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This information will be NOT be shared with the judges so you are welcome to include identifiable information (i.e., name, email address etc.). In order for the awards team to verify the testimonial above, with the consent of the employee, please supply the name, job role and email address of the person in the testimonial:

* Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Job role/ title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is entered into the box below will not be shared with the judges but if your organisation wants to share any weblinks of your policies or media etc. on the subject of support for returning fathers, please include these here (i.e., information can be identifiable as it will not be shared with the judges). Information shared here may be used for best practice examples by the Equal Parenting Project in the future.

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Please outline if there is any information you have submitted in the support for returning fathers category that you do not wish to be shared amongst the media or used by the awards team (Equal Parenting Project) when discussing best practice:

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

End of Block: Support for Returning Fathers

Start of Block: Flexible Working

**Flexible Working:**
  This section includes questions about how your organisations supports fathers in terms of flexible working. 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 note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

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

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If applicable, how has your organisation reviewed performance management processes/policies so they are fit for purpose for employees using flexible working policies? If your organisation has not reviewed its performance management processes/policies, please state 'not applicable'. Maximum 300 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If applicable, how has your organisation integrated flexible working into its strategy for how they address the gender pay gap? If your organisation has not included flexible working in its strategy or if a gender pay gap is not applicable to your organisation, please state 'not applicable'. Maximum 600 characters.

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If applicable, how has your organisation come to understand the informal usage of the various forms of flexible working amongst employees? For example, this could involve the usage of an anonymous survey to understand how employees are currently using flexible working policies across various parts of the organisation with the intent to understand how to better improve the awareness and support the usage of flexible working. Using examples, please outline how your organisation uses any informal flexible working usage data to better support employees. If your organisation does not undertake efforts to understand the informal use of flexible working, please state 'Not applicable'. Maximum 1200 characters.

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If applicable, report what is understood as informal use of flexible working, i.e., there is no central record of the form of flexible working being used (e.g., flexitime) and/ or specification in an employee contract. An organisation may, for example, learn of the usage of different forms of flexible working through the use of an anonymous survey across the organisation. If your organisation does not have data related to the informal usage of a particular form of flexible working, state 'Not applicable'. Please report the estimated figures of flexible working use below for the 2024-2025 financial year:

* Estimated number of men informally using any form of flexible working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Estimated number of men informally using flexitime: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Estimated number of men informally using working from home: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Estimated number of men informally using compressed hours: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Below are questions about formal (i.e., recorded by the organisation as being used) flexible working. Please report the figures below for the 2024-2025 financial year:

* Total number of employees formally using any form of flexible working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using any form of flexible working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Below are questions about formal (i.e., recorded by the organisation as being used) part time working. Please report the figures below for the 2024-2025 financial year:

* Total number of employees formally using part time working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using part time working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What percentage of jobs advertised by your organisation (internally and externally) in the past financial year (2024-2025) included wording that suggests the company is open to flexible working? Please answer this to the best of your knowledge.

* None
* 1-19%
* 20-39%
* 40-59%
* 60-79%
* 80%+

If your organisation advertises jobs as being open to flexible working, how is being open to flexible working followed up through the recruitment process (i.e. during the recruitment process and after the offer of the position)? If your organisation does not advertise jobs as being open to flexible working, please state 'not applicable'. Maximum 300 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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Below are questions about formal (i.e., recorded by the organisation as being used) jobshare working. Please report the figures below for the 2024-2025 financial year:

* Total number of employees formally using job share working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using job share working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Below are questions about formal (i.e., recorded by the organisation as being used) compressed hours working. Please report the figures below for the 2024-2025 financial year:

* Total number of employees formally using compressed hours working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Total number of men formally using compressed hours working: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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How has each form of flexible working been promoted to fathers throughout your organisation in 2024/2025? Please explain your answer and include, as applicable, the role of the Senior Management Team (or equivalent), how the flexible working 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. Maximum 1200 characters. Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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This testimonial will be shared with the judges so please do not include any identifiable information (i.e., anonymise the information supplied - do not include the organisation name, do not include names, you may include the job role).

If possible, please identify a father in your organisation and include below their testimonial of their experience of using flexible working within your organisation (preferably within the last year). Maximum 1200 characters.

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This information will be NOT be shared with the judges so you are welcome to include identifiable information (i.e., name, email address etc.). In order for the awards team to verify the testimonial above, with the consent of the employee, please supply the name, job role and email address of the person in the testimonial:

* Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Job role/ title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is entered into the box below will not be shared with the judges but if your organisation wants to share any weblinks of your policies or media etc. on the subject of flexible working, please include these here (i.e., information can be identifiable as it will not be shared with the judges). Information shared here may be used for best practice examples by the Equal Parenting Project in the future.

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Please outline if there is any information you have submitted in the flexible working category that you do not wish to be shared amongst the media or used by the awards team (Equal Parenting Project) when discussing best practice:

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

End of Block: Flexible Working

Start of Block: Parenting policies

**Parenting 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 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 note that there is no back button so once you proceed, there is no going back. You are able to prepare your submission in advance by downloading the word document version of the nomination form and then ensuring you are adhering to the character counts (which include spaces) for the specific questions before filling in this nomination form online.

Please use this section to explain how your organisation encourages usage of parental leave policies and supports fathers using parental leave policies. In addition, please detail the pay offering your organisation has for various forms of leave and pay (as a percentage of pay) that working dads in your organisation would be eligible for. 3000 characters maximum.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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During the 2024/ 2025 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 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Used unpaid paternity leave \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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
* The number of weeks our organisation offers above the statutory levels of paternity pay (number of weeks) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

During the 2024/ 2025 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 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Used unpaid Shared Parental Leave \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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
* The number of week our organisation offers above the statutory levels of shared parental pay (number of weeks) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

During the 2024/ 2025 financial year, 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 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Average number of weeks unpaid and paid Shared Parental Leave is used by fathers \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If your organisation offers an organisation specific equivalent of parental leave, e.g., Equal Parental Leave or Paid Parental Leave (title will vary), above the statutory entitlement that fathers can use, please explain what this is and how it works (incl. eligibility criteria). Enter 'not applicable' if your organisation does not offer an organisation specific equivalent of parental leave that is above the statutory entitlement. Maximum 600 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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If your organisation offers an organisation specific form of parental leave for fathers (e.g., Paid Parental Leave or Equal Parental Leave - title will vary) 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 2024/ 2025 financial year?

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

If your organisation offers a form of neonatal leave, please explain what the policy is, the amount of pay offered and any eligibility criteria. Enter 'not applicable' if your organisation does not offer a form of neonatal leave. Maximum 600 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.) for paternity leave, maternity leave, shared parental leave and/ or unpaid parental leave (and/or the organisation specific equivalent of parental leave)? Click all that apply.

* Yes, we publicly publicise our maternity leave offering (or organisation specific equivalent)
* Yes, we publicly publicise our paternity leave offering (or organisation specific equivalent)
* Yes, we publicly publicise our shared parental leave (SPL) offering
* Yes, we publicly publicise our organisation specific equivalent of parental leave, e.g., Equal Parental Leave or Paid Parental Leave (title will vary)
* Yes, we publicly publicise our neonatal leave offering
* No

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
* No

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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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How has each form of parental leave promoted to fathers throughout your organisation in 2024/2025? 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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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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.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer.

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This testimonial will be shared with the judges so please do not include any identifiable information (i.e., anonymise the information supplied - do not include the organisation name, do not include names, you may include the job role).

If possible, please identify a father in your organisation and include below their testimonial (after getting consent) of their experience of paternity leave and/ or shared parental leave within your organisation (preferably within the last year). Maximum 1200 characters.

Please make sure you do not supply the name of your organisation or any other identifiable information in your answer. This will be asked for in the next question.

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This information will be NOT be shared with the judges so you are welcome to include identifiable information (i.e., name, email address etc.). In order for the awards team to verify the testimonial above, with the consent of the employee, please supply the name, job role and email address of the person in the testimonial:

* Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Job role/ title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is entered into the box below will not be shared with the judges but if your organisation wants to share any weblinks of your policies or media etc. on the subject of parental leave policies, please include these here (i.e., information can be identifiable as it will not be shared with the judges). Information shared here may be used for best practice examples by the Equal Parenting Project in the future.

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Please outline if there is any information you have submitted in the parental leave category that you do not wish to be shared amongst the media or used by the awards team (Equal Parenting Project) when discussing best practice:

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

End of Block: Parenting policies