**Question and answers for the Working Dads Employer Awards (WDEAs):**

General questions

*Question: Does it cost anything to enter the WDEAs?*

No. No charge at all and your organisation will receive *free* feedback on each category your organisation submits to.

*Question: Is there a back button on the system?*

There is no back button on the system so please make sure that you finalised your desired answers before entering them into the Qualtrics system.

*Question: For the holiday pay question, is this to ask if employees get paid while on leave?*

Yes. This is to reflect those UK employees that are paid while on leave.

*Question: Does the character count include spaces?*

Yes, the character count (which is not a word limit) includes spaces.

*Question: Can I send you a word version of the nomination form?*

No, unfortunately we do require all entries to supply the nomination form via the Qualtrics system. Sending it through via email is not possible.

*Question: Can we include weblinks within the submission?*

Yes. If you wish to use the character limit (which is not a word limit) to provide a weblink that is completely fine, but this would need to be in the section of the nomination form that is not shared with the judges.

*Question: Our organisation does not provide the support or data referred to in one of the questions. Does this mean we cannot apply for this category?*

You can absolutely still apply for this category. The full submission will be assessed and if your organisation does not to provide information for every question please put ‘N/A’ or state that you do not collect this data.

*Question: Are small to medium sized businesses encouraged to apply?*

Most definitely! We have had previous winners being SMEs and the judging process takes into account the size of the organisation.

*Question: I noticed that those that entered the awards last year have a few additional questions. Do organisations that enter for the first time this year need to answer those?*

No. Only those organisations that entered in the 2022 or 2023 awards need to answer these specific questions and those that did not submit a nomination last year will be re-directed away from these on Qualtrics (i.e., not need to answer them).

*Question: Our organisation does not have gender pay gap information, will this be a problem?*

In the UK organisations with 250 or more employees are required to report the gender pay gap. If your organisation employs fewer than 250 employees, you would not have to report the gender pay gap so you can just put ‘N/A’ if you do not collect this data.

Flexible working category

*Question: For the flexible working category, I see that there are boxes for the data about uptake of flexible working. If we don’t have this data, will this affect our application?*

No. We encourage all organisations that wish to apply for the flexible working category to apply even if they do not have the data in all areas. If you do not have data, please ensure you explain the support you offer and include a testimonial.

*Question: We have an understanding that informal use of flexible working occurs within our organisation, how would we go about including this within our nomination submission?*

We recognise that employees may have an informal agreement (not recorded by HR) for the use of flexible working, and questions do exist related to informal use of flexible working. Questions also exist about the formal recognition of usage of flexible working, which would be recorded by HR and/or be within an employment contract (e.g., part time working).

*Question: There is only 1200 characters supplied for the testimonial. We have a large number we want to share so how can we do this?*

You are able to supply public weblinks etc as your submission for the nomination. This is asked in a separate question that would not be shared with the judging panel.

Support for returning Fathers

*Question: Does this category refer to fathers that have returned from a career break?*

This category is about fathers who are returning to work after a period of leave such as Shared Parental Leave and/or Paternity Leave, or equivalent leave if your organisation offers an alternative to Paternity Leave or Shared Parental Leave.

*Question: We are asked about what resources are available to fathers. What is meant by resources?*

Consider it to refer to anything that the organisation supplies to the father on their return after shared parental leave and/ or paternity leave (or other equivalent).

*Question: There is only 1200 characters supplied for the testimonial. We have a large number we want to share so how can we do this?*

You are able to supply public weblinks etc as your submission for the nomination. This is asked in a separate question that would not be shared with the judging panel.

Leadership and Culture category

*Question: What is meant by fatherhood champion or role model?*

A fatherhood champion could be a father that has used a form of parental leave or flexible working that is recognised by the organisation by way of an internal campaign and/ or readily accessible to other parents to talk about their experience.

*Question: Our organisation does not have a parenting group, what shall we write in this section?*

Your organisation may actively encourage employees to engage with online father groups or there may be activities that your organisation runs. These would be great to include here. If you don’t do any of this do not worry because you can put N/A and talk about the other things you do in the other questions. This may be something you want to consider for the future.

*Question: Our organisation does not have gender pay gap information, will this be a problem?*

In the UK organisations with 250 or more employees are required to report the gender pay gap. If your organisation employs fewer than 250 employees, you would not have to report the gender pay gap so you can just put ‘N/A’ if you do not collect this data.

*Question: What is meant by the question, ‘Does your organisation do anything to support working fathers beyond your own organisation? If so, how?’*

This is to determine what your organisation is doing to encourage change outside of your organisation. This could include supporting and advising other organisations on how to support fathers, supplying case studies to other organisations, supplying evidence for parliamentary inquiries about the importance of supporting dads etc. If this is not applicable, you can state ‘not applicable’.

*Question: We don’t use the word line managers within our organisation, are we able to answer the questions that are about line managers?*

Yes. The term line manager just refers to people who have line management responsibility for other members of staff.

*Question: There is only 1200 characters supplied for the testimonial. We have a large number we want to share so how can we do this?*

You are able to supply public weblinks etc as your submission for the nomination. This is asked in a separate question that would not be shared with the judging panel.

**Parental leave policies**

*Question: Is it ok if the total number of fathers using paid leave is also included in the total number of fathers using unpaid leave?*

We wish to know the total number that used unpaid [paternity/ shared parental] leave and the total number that used paid [paternity/ shared parental] leave. You may find that some fathers used both paid and unpaid leave and this is absolutely fine if they are included in the total number using unpaid leave and the total number using paid leave.

*Question: What does enhanced pay mean?*

Enhanced pay refers to the amount that is paid above the statutory level. This would mean how much (if at all) is paid above the levels of £184.03 per week (statutory amount of pay in the 2024/2025 financial year). If your organisation does not pay above the statutory level then you would report ‘Not applicable as our organisation only offers statutory levels of [paternity/ shared parental] pay’.

*Question: There is only 1200 characters supplied for the testimonial. We have a large number we want to share so how can we do this?*

You are able to supply public weblinks etc as your submission for the nomination. This is asked in a separate question that would not be shared with the judging panel.