

Stages in GED development

THE GENDER EQUALITY DUTY Fathers and family males: where are we now?

Tick boxes that apply and note where the majority fall
Organisation: _____ Date: _____

- There are no specific references to pro-actively engaging fathers in our policies and procedures
- Fathers and males are rarely an agenda item at team meetings (other than in terms of risk)
- There is no-one nominated to develop father-working, and staff do not generally see it as part of their job
- Father and family male details are not generally sought or recorded – paperwork does not encourage it
- Our publicity does not specify that men are welcome and uses 'parent' or mother
- Staff spend most of their time engaging with mothers and do not seek to arrange things so that men can attend, or communicate directly with them.
- Our building has positive images of mothers, but not of fathers. Fathers are represented mainly in terms of risk. The environment has not been considered in terms of gender
- Our services are provided during office hours, and weekend sessions are rare
- Our workforce is predominately female
- Fathers are excluded from our services (explicitly or by default) and no alternatives are offered or available elsewhere
- Risk is used as a reason for doing nothing to maximise positive male support for children or to work with perpetrators

- We have done a gender impact assessment which looks at the needs of children and families and in the community (not just our existing users) by gender, with due regard for the benefits of the child-father relationship
- We have developed a detailed action plan for addressing the gender imbalance in our services and workforce, including targets and monitoring
- We are re-writing our policies to reflect this
- Fathers and family males are regular agenda items in our team meetings
- It is part of a nominated person's role to begin this process through research, raising it's profile in the organisation, and leading discussion at team meetings
- We are redesigning our paperwork to allow full family mapping, including non-resident fathers and grandparents
- We are researching more gender equal wording and communication style in our publicity. Photos will include positive images of males
- Staff are now being asked to pro-actively engage with fathers as a normal part of their routine. Training is being given where necessary
- We are sourcing materials to improve the gender balance of our environment
- We are negotiating to begin providing weekend or evening support or sessions for working and non-resident fathers and family males
- We are taking positive action to recruit more male staff and volunteers
- We are examining ways to manage risk whilst maximising male support for children

- There are substantial references to supporting fathers and the father-child relationship in our policies. Our targets and monitoring enforce these
- Fathers and male family members are regular agenda items in our team meetings
- It is part of a nominated person's role to ensure that progress continues by keeping it on the agenda and cascading information
- Our record-keeping includes the names and contact details of fathers and family males, including non-resident fathers and step-fathers – forms encourage this
- Our publicity specifically welcomes fathers and family males
- Staff pro-actively engage with fathers as a normal part of their routine - this is an expectation not a personal option
- Our building and service venues are either gender-neutral, or have a mix of area styles with positive images of both genders
- Our services are provided at times and in places that fathers and non-resident parents can attend, including weekends
- Our workforce gender make-up is moving towards one that mirrors our potential client base
- Risks are managed alongside positive initiatives
- If we identify a gap in services for family males we try to initiate something ourselves

= Gender Inequality

= Challenging gender inequality

= Sustaining gender equality