



The Fathering Project
Working Families Program

Connected Families, Brighter Futures

Welcome to The Fathering Project

The Fathering Project is a national charity that transforms children’s lives by educating, supporting and empowering Dads. We do this because the research shows children with an effective father or father figure have significantly better social, mental, physical and academic outcomes. Our evidence-based interventions, education and wrap around support services engage fathers to improve caregiving and family balance.

The impact of improving father inclusion is undeniable. In addition to improving behavioural and cognitive outcomes for children, our programs can help to reduce rates of mental illness, domestic violence and child neglect across the community.

The end result is healthier, happier and more resilient children, families and communities.

To date, we have supported over 340,000 Australian Dads and improved the lives of 600,000 children. We hope you can join us.

Children & Community



- Closer, more connected families
- Improved physical and mental health outcomes
- Reduced rates of anti-social behaviour

Staff Wellbeing



- Reduced work-family conflict
- Higher levels of job satisfaction
- Greater connection to workplace and community

Business Bottom Line



- Lower staff turnover
- Improved productivity
- Employer of choice

Workplace Equality



- Increased talent retention
- Improved financial security for women and families
- Culture and policy alignment

Why Partner with Us?

Employers play a key role in normalising the uptake of fathers taking parental leave and flexible working arrangements to meet caring responsibilities¹. Male workers are experiencing more conflict around work and family roles than ever before. Fathers today want to be more involved in their children's lives and will adjust their employment choices to access parental benefits.

The Fathering Project will work with you to better support and engage fathers within your workplace. We focus on three key areas and when combined together have the opportunity to create real change across the board.

1) Current policy

The Fathering Project will not set policy however will provide an opportunity to review key areas for policy consideration against a set of criteria that will enable any opportunities for improvement to be identified.

2) Cultural alignment

This relates to the engagement of middle and line management of the organisation where specific education and discussion will take place to improve alignment of policy and culture.

3) Workplace practice

The changing of behaviour of fathers in the workplace requires education, community engagement opportunities, resource access and peer to peer support opportunities, all of which are available within this program.

We address the above through the provision of services across the following 4 areas:



Organisation and Culture

- Provide a framework for father inclusive policy review and development
- Leadership and management training on fathering and father inclusive workplace practice
- Program launch to staff
- Lunch and learn talks scheduled each quarter based on selected topics identified



Professional Development and Leadership

- Training and support of your selected wellbeing team program coordinator
- Dads group formation and training of group facilitators
- Internal Fathering topic facilitation and presenter training
- Ongoing program measurement, evaluation and reporting



Community Building and Peer to Peer Support

- Dads group implementation and support
- Scheduled TFP facilitated events each quarter
- Access to TFP community events such as our corporate ride etc



Content and Resource Access for Staff Engagement

- Establishment, access, training and support of the specific fathering portal technology
- Management access to multiple fathering and parenting resources for staff dissemination
- Staff access to parenting and fathering information and resources specific for families

¹ Fathers and work: A statistical overview. Australian Institute of Family Studies 2019

Fathers Matter!

The research is indisputable that fathers and father figures have significant impacts on the life-long health and wellbeing of children. Improved caregiving by men will also support gender equality both at home and in the workplace.

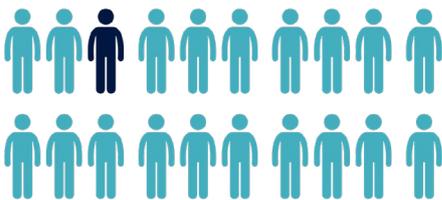
Furthermore, we're currently seeing a crisis in male mental health, driven in part by stress, employment issues and family breakdown.

Substantial policy improvements have been made towards family friendly practice and wellbeing in the workplace to address these significant issues. Despite this, research shows minimal uptake of these policies by men.

Why? Because workplace policy change doesn't always translate into cultural change.

There is still a prevailing view that men must advance their career at the expense of family, and considerable stigma for men who chose family-friendly work options. This has led to job dissatisfaction, growing rates of marriage breakdown, higher mental health issues and increased staff turnover.

Not addressing these issues prevent employees from bringing their best self to work and have a profound negative impact on the mental health and wellbeing of the employees themselves, their family units and the organisational culture.



Just 1 in 20

fathers take parental leave, with **95% of all primary carers leave taken by mothers²**.



Most new dads

who have **access to paid paternity leave** benefits take less time than they are allowed, with **70% returning to work in 10 days or fewer⁴**.



3 in 4

Australian dads wanted to increase the amount of care they provided to their children³.



Less than 2%

Whilst 70% of workplaces have a formal policy in place to support family-friendly working arrangements, **less than 2% have set targets for men's engagement** in flexible work.

²ABS 2017

³Supporting Working Parents: Pregnancy and Return to Work National Review. Australian Human Rights Commission 2014.

⁴Redesigning the workplace of the future, UNICEF 2019.

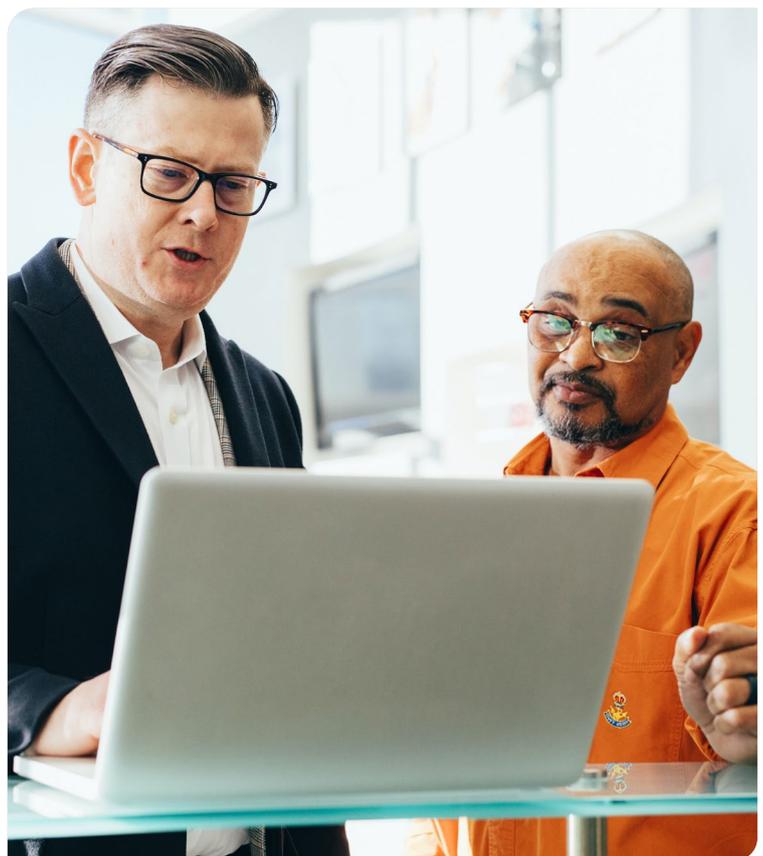
The Steps to Our Partnership



The Fathering Project is uniquely positioned to partner with you to actively alleviate your employee's work-family tension with the goal of fostering greater culture & policy alignment, gender equality, father inclusiveness, talent retention and job satisfaction for fathers, father figures and families within your organisation.

We help dads to be the best dads they can be, for themselves, their children and their families.

We partner with individuals, organisations and communities to change lives for the better. We hope you'll join us on this journey.



An Ernst & Young study of more than 1,500 employers found that more than 80% of companies offering paid family leave reported a positive effect on employee morale and more than 70% reported an increase in employee productivity⁵.

⁵Ernst & Young. (2016). Paid family and medical leave survey. Accessed via <https://aifs.gov.au/resources/short-articles/fathers-and-parental-leave>

About The Fathering Project

The Fathering Project is a national, not-for-profit organisation that transforms children's lives by educating, supporting and empowering Dads. We do this because of the irrefutable research evidence showing children with an effective father or father figure have significantly better social, mental, physical and academic outcomes.

However, the research also tells us that Australia is currently facing a crisis of absent, disengaged and ill-equipped fathers, with increasing rates of mental illness, suicide, domestic violence and social isolation. As rapid socio-economic change is challenging traditional family stereotypes and gender roles, many fathers and father-figures are struggling to fulfill the joys, challenges and responsibilities of being an effective parent.

The Fathering Project puts kids first by delivering interventions, education and wrap around support services across Australia through workplaces and communities. We provide accessible and inclusive resources specific to the engagement style and need of fathers and father figures, supporting them to be the best caregivers they can be from the perinatal period to adulthood.



As one of the only national organisations in Australia with this focus, we're working on the ground in every Australian State and Territory, as well as providing resources through our digital information services, The Fathering Channel.

Our programs are underpinned by research evidence, and we work in partnership with experts locally and globally to drive understanding of father influence and develop new programs with measurable impacts on children, families and communities.

Importantly, we also advocate to improve understanding and recognition of father influence whilst loudly and proudly acknowledging fathers and father figures through The Australian Fathering Awards.

The impact of our work is undeniable. Supporting fathers to be more effective and engaged caregivers will disrupt unhealthy models of parenting, reduce rates of mental illness, domestic violence and child neglect and help to break generational cycles of disadvantage.

Put simply, better fathers today, mean better families and better futures for generations to come.

Learn more about the work of The Fathering Project at www.thefatheringproject.org.au.

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Contact Us

1300 328 437

admin@thefatheringproject.org

thefatheringproject.org

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