



Toolkit

- Self-Assessment Tool
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Self-Assessment Tool

The self-assessment tool (below) is a simple way of determining where your business is positioned in relation to supportive parental practices. It can also be used as a tool to initiate and sustain conversations about current approaches and focus areas. At the next team meeting, try circling the number that most closely reflects your personal view and discuss responses as a team. What does this tell you about your organisation? What might be some quick wins, and what might require longer-term investment?

		MORE OF THIS:		MORE OF THIS:			
POLICES AND PRACTICE	We offer equal leave and entitlements for primary and secondary carers.	1	2	3	4	5	We have no formal paid parental leave scheme in place.
	Flexibility is built into our parental leave scheme to suit the unique needs of each family.	1	2	3	4	5	There is no flexibility in our parental leave scheme.
	We actively incentivise leave and flexible work for male employees.	1	2	3	4	5	Women are considered to be the primary carers.
SOCIAL NORMS	Parental leave is viewed as a brief interlude in an otherwise long-term career.	1	2	3	4	5	Employees feel like they are forced to start their careers from scratch when they return to work.
	Returning staff feel valued and connected with others.	1	2	3	4	5	Returning staff are often ignored, devalued and de-motivated.
	We value outcomes over hours spent at work.	1	2	3	4	5	Performance is measured by time spent at work.
	We have a track record for retaining returners.	1	2	3	4	5	New parents rarely stay longer than a year.
WORK TYPE	Employees are given opportunities to maintain their professionalism during pregnancy and have access to challenging work.	1	2	3	4	5	Employees are phased out and excluded from work perceived to be taxing or labour intensive.
	We anticipate and accommodate requests for modified uniforms and flexibility for medical appointments.	1	2	3	4	5	We cannot modify uniforms. Work hours are fixed.
	We provide reasonable break times for employees who need to express breast milk.	1	2	3	4	5	Employees have strict and fixed break times.
COMMITMENT AND ENGAGEMENT	Employees and managers are clear about policies, entitlements and opportunities for parental leave.	1	2	3	4	5	There is little awareness about policies and entitlements for parents.
	Leaders and managers are aligned on the value to business in supporting and retaining female staff.	1	2	3	4	5	Leaders and managers do not see the business benefits in supporting and retaining female staff.
	Our staff stay connected to the organisation while on parental leave.	1	2	3	4	5	Staff have no means to connect with the organisation while on parental leave.
PHYSICAL ENVIRONMENT	We provide access to clean and private spaces in which to pump and store breast milk.	1	2	3	4	5	There are no spaces to pump and store breast milk.