

Father Inclusion



Father Friendly Service Standards Pilot

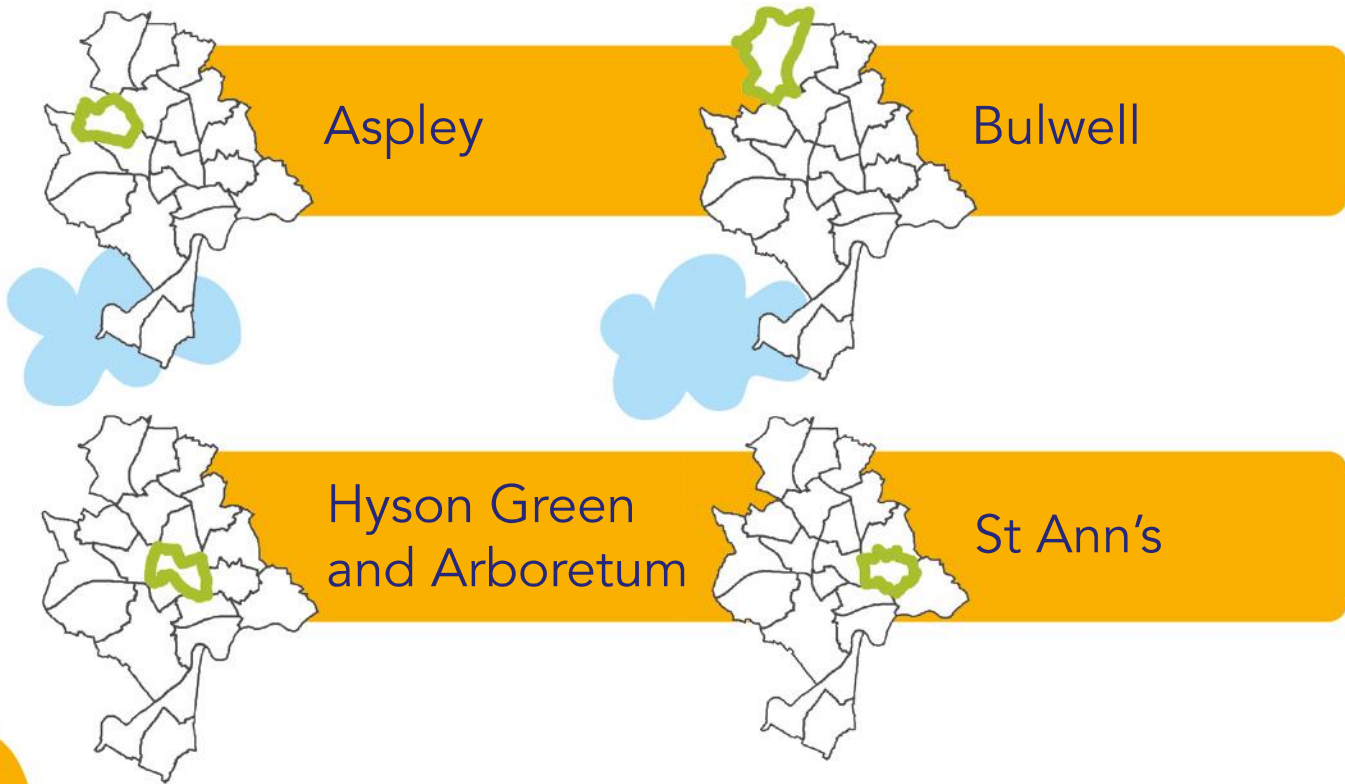
Felicity Callon and Charlotte Idigo

- How confident do you feel in delivering a father friendly service?

On a scale of 0-10

Background

Small Steps Big Changes (SSBC) is committed to improving short and long-term developmental outcomes for children aged 0-4 years in four of Nottingham City's wards



Since 2014, SSBC has acknowledged and celebrated the important role fathers and male care givers play in the lives of their children with father-inclusive practice embedded as a strategic outcome.

Fathers consultation

To inform the SSBC Father-Inclusivity Strategy a consultation with fathers was commissioned. The aim was to obtain insight into the lived experience of Nottingham's fathers and to better understand their expectations of services.



- The consultation was completed between June and November 2020

- All fathers / male care givers living within Nottingham City boundaries with children aged 0 - 4 years were eligible to participate



In total
93
individuals took part

Key findings

Fathers spoke openly of their experiences and preferences, and:

- Were very satisfied overall with local services.
- Proactively sought support and information in the weeks and months immediately before and after the birth of their child.
- Expressed that they did not know where to find information about local services and resources to support their parenting role.
- Wanted to be recognised as an active (if not equal) parent when engaging with services.
- Felt services were primarily intended for mothers and that their own needs were frequently overlooked.
- Stated that their own mental health was left unaddressed by services.
- Asked for a one stop shop for information.



THINK DADS

Father-Inclusive Strategy



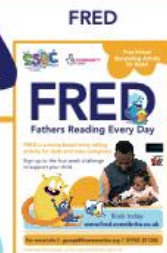
September 2023

What's happened?

Recliner chairs in NUH maternity wards



Think Dads (workforce settings)



FRED



Mark Williams hot topic and webinar

Fathers consultation



Family Mentors use dads consent forms and Father inclusivity service checklist

Father inclusivity added to job specs & supplier contracts



Formed Father Inclusive Practice group

Dads Pack (and translations)

Ideas Fund (Father focused)

'Dads engagement' training / 'Think Dads' training developed (revised 2023)



Perinatal Mental health training (IHV)



Animation series & oral health book launched

Think Dads digital campaign

Feed your way - dad digi campaign



System evaluation

Zephyrs – woodworking sessions for bereaved dads



What we learnt

- Resource gaps
- System blockers in policy, practice and IT
- Fragmented approach
- Limiting beliefs about what can and should be done



2023-2025

- Father Friendly Service Standards Toolkit
- Service Standards Matrix & Settings Checklist
- Dads Pack revision and national version
- Embed Think Dads Training
- Think Dads badges supplied to workforce
- Father Friendly Service Stickers
- Comms & promotion pack
- Think Dads: Conference, workshops, Family Hub Integration
- Webinar & Conference planning 2024

Small Steps Big Changes - giving every child the best start in life



The Fathers Information Pack

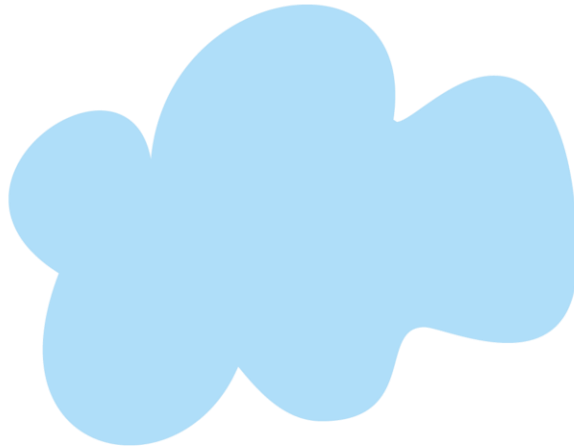
As requested by fathers, it is a one-stop shop of information to help prepare for life as a new dad.

It provides information on

- Employment rights & benefits
- Preparing for labour
- Bonding and play with your baby
- Infant feeding
- Personal health & wellbeing
- Safety in and out of the home
- Signposting to services and much more



Upskilling the workforce



Think dads!

Three simple ways to engage with fathers...

- ✓ Make eye contact with me
- ✓ Say my name
- ✓ Ask how I am

Fathers, ask workforce...

- ✓ To think about my mental health
- ✓ To consider that I may work (for groups & appointment times)
- ✓ To put me in touch with other dads



Fathers... one-stop-shop for information
The SSBC information pack for new fathers is packed full of information for parents and caregivers
www.smallstepsbigchanges.org.uk/dadspack
Digital download and printed copies available
Small Steps Big Changes: giving every child the best start in life



The SSBC Father Involvement Strategy is set within the context of our core principle of partnership with parents, a Fathers Voice consultation was commissioned. The site seeks to address the key concerns of working men, fathers and to further promote their engagement with services. For more information please visit www.smallstepsbigchanges.org.uk or contact us on 01273 833333 or via Facebook.

Co-Produced Training



Think Dads!

www.smallstepsbigchanges.org.uk Small Steps Big Changes @notycare_SSBC

Nottingham CityCare Partnership, Community Interest Company is registered as a company limited by guarantee. Company Registration Number 07453502. Registered address: 1 Spalding Court, Park Row, Nottingham, NG1 6QH. Chief Executive: Laila Saeed

**You're ready to help dads
release their super powers!**



Small Steps Big Changes - giving every child the best start in life

@SmallStepsBigChanges @SSBC_Nottingham

An insight into modern fatherhood

Think Dads



Investing Time and Resource

Recliner Chairs

Created as part of the
'partners staying
overnight' initiative in
the local hospital
trust



Recliner Chair Evaluation

"Bring everyone with you -- 'if you want to go far, go together'"

86% of mothers said their partner/close family member stayed as much as they wanted (national average was 57%)



"Introducing recliner chairs along with the information pack for new fathers helped to change the conversation"

Universal Approach and Common Framework



- Father Friendly Service Standards
- Think Dads Conference

- Think Dads Toolkit and campaign materials



Father Friendly Service Standards

are not
their
with during
appointments
visits.



- Strategic Leadership
- Operational Management and Leadership
- Engagement of Fathers
- Monitoring and Evaluation



Nottingham Family Hub and Fathers

What's working well in Nottingham City Family Hubs?

- Father Friendly standards in practice
- Service delivery to meet Fathers needs including Fathers Targeted Programmes, Adapting our Young Mums Connect Programme to Young Parents Together, and extended offer times.
- Father Friendly Hubs
- Parents Panel Consultation as a Critical Friend
- Significant males in Family support



What do we need to consider when working with Families?

- **Inclusion** - How do we meet fathers needs within our service?
- **Building Trusting Relationships-** Creating a Father Friendly environment.
- **Professional Curiosity** - Who are the significant males in the Child's life and how can we include and involve them in the support for the child.
- **Unseen men** - Are there hidden males or as professionals do we ask the right questions?



Unseen Men

Men can play a vital role in their child's development and wellbeing and have a major influence on the children they care for. However an analysis of serious case reviews show that fathers, male caregivers and partners sometimes go 'unseen' by services involved with children due to :

- A lack of professional engagement and curiosity
- An over focus on the quality of care children receive from their mothers
- Inadequate information sharing between services



Unseen men

- In most cases Fathers are PRESENT, they are missing from services.
- Thinking about both parents mental health, drug and alcohol use allows you to understand how things might escalate (Thinking about Domestic Abuse)
- Unfair burden Placed on Mothers
- “there are systemic weaknesses in how services operate so that too often, fathers remain hidden, unassessed and unengaged.”
- “Our collective focus is almost exclusively on mother and child and this is crucial, but we must make space for fathers and other male figures in both assessments and offers of parenting support.”
- <https://www.gov.uk/government/news/new-review-investigates-babies-harmed-by-fathers-and-stepfathers>
- <https://learning.nspcc.org.uk/media/2987/learning-from-case-reviews-unseen-men.pdf>

What next?

- To increase Fathers engagement in the Parents Panels to co-produce and deliver father friendly services in our Family Hubs.
- To develop in Partnership with SSBC an approach for professionals to support professional curiosity in family networks.
- To build relationships with Fathers antenatally and postnatally at the start of their journey .
- Continue to embed and develop our practice across the hubs using the Father Friendly Standards.
- To increase male representation in our workforce



What will you take away to work with fathers in your own practice?

- [Mentimeter](#)

Menti.com use code 3389 2667

Summary

- Ensure that the **voices of parents** and **professionals** are the **core** of your work from planning to evaluation
- Be **adaptable**: willing to change/ re-develop
- Be **flexible**: meet people where they are
- **Understand** the **environment** (local context)
- **Empower** - recognise strengths and ignite passion
- **Invest** - creative incentives that build confidence, courage and trust (this doesn't have to be monetary)
- **Working together!** Be willing to learn - map out expertise in the area and utilise the resources you have

Call to action

Be Ambitious!
Invest
Empower

