



In conjunction with



Draft Policy Statement (to assist evidence 22-24)

The (Organisation title) works to ensure that it is a MEN-FRIENDLY ORGANISATION

The organisation will offer:

Management

- 1. Management and directors who are committed to, and able to articulate their commitment to working with men*
- 2. The clear expectation that men/fathers should and will participate in the organisation at all levels.*
- 3. Employment for male staff at all levels*
- 4. For organisations that do not have male staff., 'The identification and ongoing support of a staff member designated as the 'male champion' who's remit is to ask 'how will this impact on men?'*
- 5. Specific staff who are employed to work with men and fully understand their responsibilities.*
- 6. Outreach work aimed at accessing men*
- 7. Data collection methods that are standardised for both parents/carers and not just adjusted for men that ensure the location of fathers / carers is collected and acted upon.*
- 8. Training for staff to work with men*
- 9. Staff and management Appraisals that include the expectation that they will work with/ consider the needs of men*
- 10. Staff the opportunity to meet with staff from other organisations to enable cross learning about strategies for engaging and retraining fathers /carers in parent involvement programmes*
- 11. Managers that do not assume that, for both their own workforce and in service provision, only women have responsibility for parenting / caring.*

Marketing

- Literature and publicity about the organisation reflect a commitment to men*

