



PARENTS' & CARERS' NETWORKS

**A guide to setting up a
parents' and carers' network
in your organisation**



A guide to setting up a parents and carers' network

In today's workforce, employees are often faced with the dual responsibilities of pursuing their careers while also fulfilling parenting and caregiving duties for family members or dependents. These caregiving responsibilities can range from looking after children and elderly parents to supporting loved ones with disabilities or chronic illnesses. Balancing work and caregiving can be challenging, often leading to stress, burnout, and reduced productivity among employees.

Benefits of supporting parents and carers through a network

Peer support and networking: A parents' and carers' network offers caregivers a platform to connect with peers facing similar challenges, share experiences, exchange advice, and provide emotional support. Having a peer network can reduce feelings of isolation and help caregivers navigate their caregiving responsibilities more effectively.

More informed employees: By centralising resources and information relevant to caregiving, such as support services, community programmes, and flexible work arrangements, a parents' and carers' network empowers caregivers to access the assistance they need to make informed choices.

Improved mental health and wellbeing: Providing caregivers with a supportive community and access to resources can alleviate stress, anxiety, and feelings of overwhelm associated with caregiving responsibilities. This, in turn, promotes better mental health and overall wellbeing among caregivers, enhancing their ability to thrive both at work and in their caregiving roles.

Organisational culture of compassion: Establishing a parents' and carers' network demonstrates the organisation's commitment to nurturing a compassionate and inclusive workplace culture that prioritises the wellbeing of its employees. This contributes to employee morale, loyalty, and organisational reputation as an employer of choice.



Setting up a parents' and carers' network

Setting up a parents' and carers' network within your organisation is a supportive initiative that not only benefits employees with caregiving responsibilities but also fosters a culture of empathy and understanding. Here's a step-by-step guide on how to establish a parents' and carers' network:

1. Identify Need and Purpose:

- Assess the need for a parents' and carers' network by conducting surveys or informal discussions among employees.
- Determine the primary objectives of the network, such as providing support, sharing resources, and advocating for policies that benefit carers.

2. Gain Leadership Support:

- Present a proposal to senior management highlighting the benefits of a carers' network in terms of employee wellbeing, productivity, and retention.
- Secure their endorsement and allocate necessary resources, including time and budget.

3. Form a Core Team:

- Recruit a team of enthusiastic volunteers who are passionate about supporting parents and carers and willing to drive the initiative forward.
- Ensure diversity within the team to represent various perspectives and experiences.

4. Define Structure and Governance:

- Establish clear roles and responsibilities for members of the core team.
- Decide on the structure of the network, including how often meetings will be held, communication channels and decision-making processes.



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5. Promote Awareness:

Launch a promotional campaign to raise awareness about the network and its objectives. Parent and Professional can launch the network with a 30-minute introduction for working parents and caregivers. Contact [Helen Letchfield](#) arrange a date.

Utilise a mix of communication channels such as email, intranet, posters and team meetings to reach all employees.

6. Provide Resources and Support:

Compile a list of resources available to parents and carers both within the organisation and externally, such as flexible work arrangements, coaching services, and community support groups.

Offer training sessions or workshops on topics relevant to carers, such as stress management, time management, and work-family balance.

7. Facilitate Peer Support:

Organise regular meetings or social events where parents and carers can connect with one another, share experiences and offer mutual support.

Create online forums or chat groups to facilitate ongoing communication and collaboration among members.

8. Advocate for Policy Changes:

Identify policies or practices within the organisation that may present challenges for carers, such as inflexible working hours or lack of parental leave.

Advocate for changes that better accommodate the needs of parents and carers, either through direct dialogue with management or by partnering with HR and other relevant departments.



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9. Evaluate and Adapt:

- Regularly evaluate the effectiveness of the parents and carers network through feedback surveys, focus groups, or performance metrics.
- Use feedback to make adjustments and improvements to the network's activities and resources.

10. Celebrate Successes:

- Recognise and celebrate the achievements of the network, whether it's reaching membership milestones, implementing policy changes, or sharing stories of where the group has had a positive impact on employees' lives.
- Highlight success stories and testimonials to inspire continued engagement and participation.

Join the Community



Join a supportive community on LinkedIn for working parents navigating the challenges and joys of balancing professional careers and family life.

Share resources, stories, tips, and build a network with fellow parents. Build a support system to offer and receive guidance during critical parenting and career milestones. Highlight and promote companies with family-friendly policies. Share resources suited for working parents.

➔ [Join the P&P Working Parents Network](#)

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