

“The Kids are Alright”

The Who

Adolescence is “where the successes and failures of baby and childcare come home to roost”

D.W. Winnicott

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Welcome!

We want people to participate but please use the 'raise hand' facility to ask questions and contribute when others are talking.



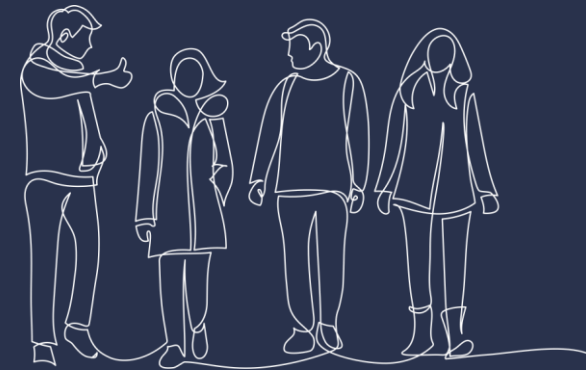
Please be considerate to others - together we want to create a safe, open and reflective space to learn.

You can turn on live captions on by clicking on the 3 dots at the top of your screen if you need this.

The link to the feedback form will be put in the chat.

Please do take the time to complete it after the session.

Thank you!



Quiz Question

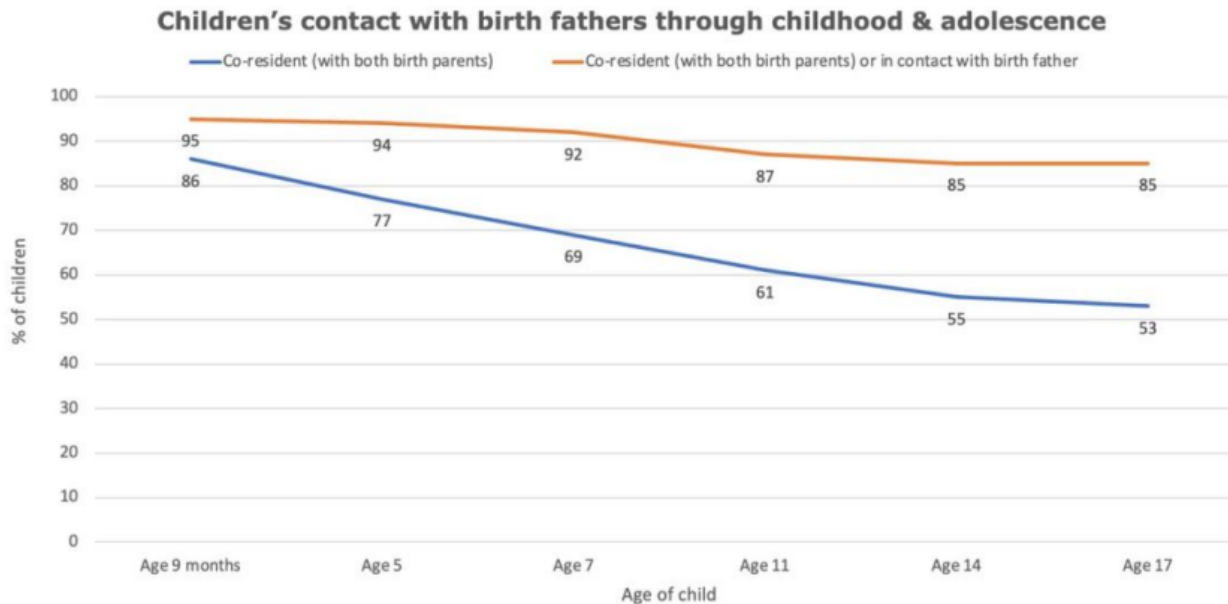
- During infancy, what percentage of birth fathers either live with or are regularly active in their children's lives?

Over 96%



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Child's contact with birth father



Copyright Fatherhood Institute. Chart draws on analyses of Millennium Cohort Study data sweeps 1 to 7.
For more details, see section 2.2 of this report



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Father involvement: opportunity and outcomes

- A large amount of evidence was found to suggest that fathers' involvement in childcare can help reduce a number of negative outcomes for children in terms of emotional and behavioural problems. Ample amounts of evidence has also shown that it can also help improve children's cognitive development, improving their academic achievements. Fathers' involvement in care has also been linked to positive emotional and well-being outcomes in children.

(Shared care, fathers' involvement in care and family well-being outcomes: a literature review Women and Equalities Unit 2021)



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Impact of fathers

Evidence supports the hypothesis that fathers' more frequent participation in child-related activities has significant beneficial effects on children's cognitive, linguistic, and socioemotional development across early childhood, independent of mothers' involvement or household financial resources



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Paternal Involvement and its Effects on Children's Education (PIECE)

The earlier a father gets involved in the child's life, the more likely he is to be involved later when the child is older. In other words, once early paternal involvement is established, it sets up a pattern of involved caregiving that is likely to continue as the child gets older - which has benefits for a child's educational progression.

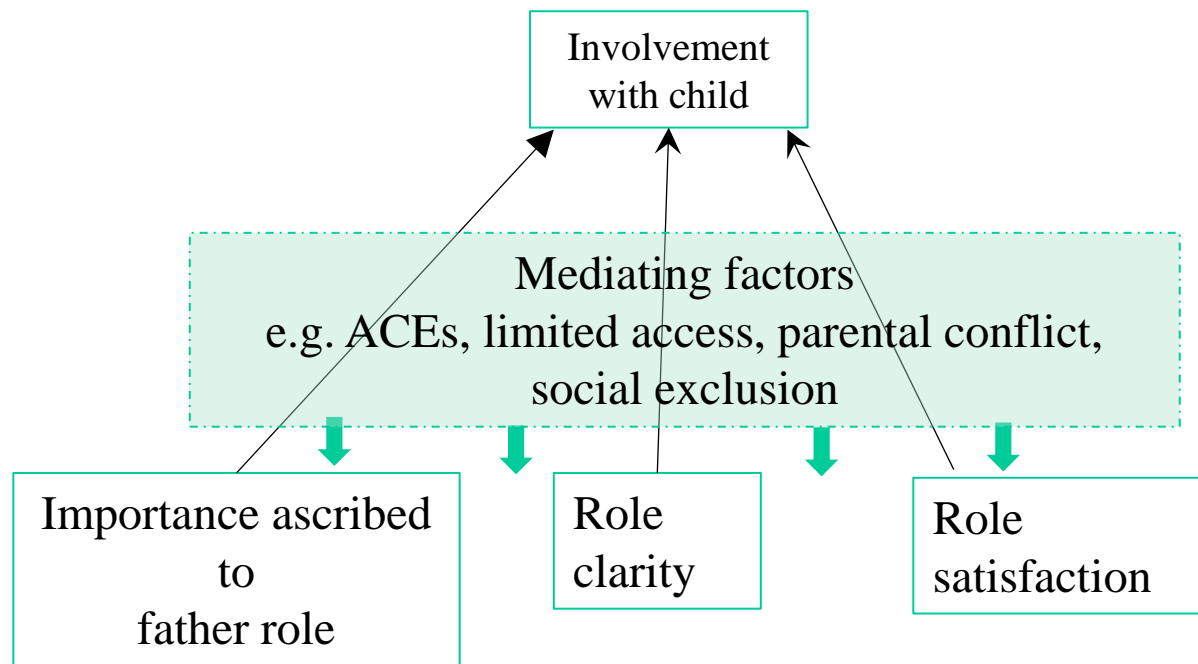


Father involvement: opportunity and outcomes

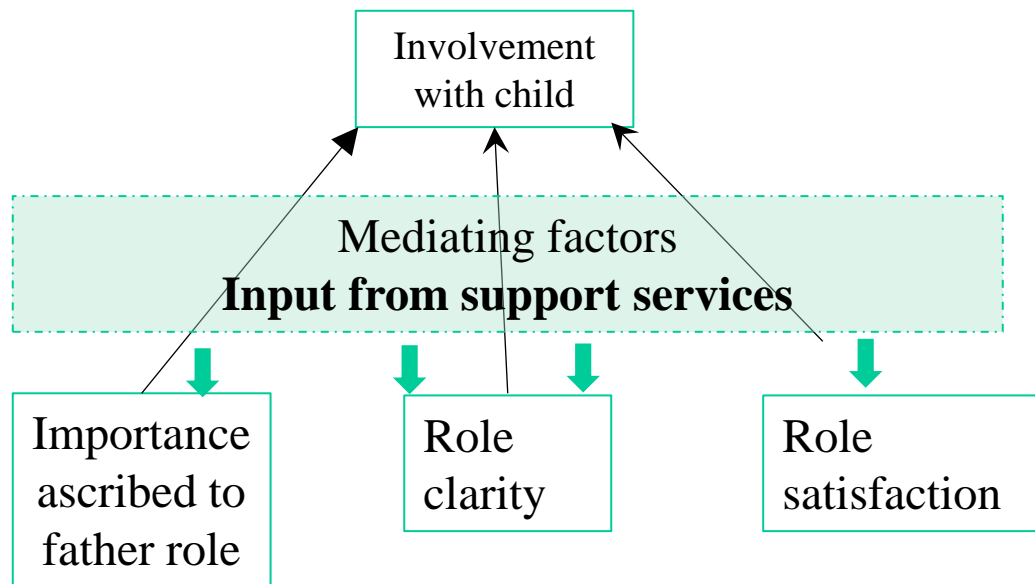
- However, studies note that rather than the absolute amount of time spent, the quality of the time spent with fathers matter. More specifically, the time fathers spend taking part in educational and enrichment activities (such as playing) with their children seems to matter most. In addition, studies found that the level of confidence fathers felt in their parenting roles, the psychological and emotional perception of themselves as fathers, had a significant impact on the outcomes for their children.



Factors that influence father's involvement with his child



Factors that influence father's involvement with his child



Norfolk's response to The Myth of Invisible Men

“The view of the CSPR Panel is that... ..fathers are equally important [as mothers] and that including fathers should be *a mantra of safeguarding practice* - this is the cultural shift Norfolk is aiming for.” (CSPR AK Norfolk 2022)



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Positive father involvement

- Better developmental outcomes for children
- Improved outcomes for mothers
- Decreased likelihood that a child will experience maltreatment, and
- Lower levels of family conflict and violence



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The benefits for child of having a positively involved dad

- Higher educational achievement
- Increased emotional security
- Less risky adolescent behaviour
- Higher self-esteem and life satisfaction
- Greater capacity for empathy



The benefits of positive father involvement

- The pre-school and school years

Fathers' pre-school involvement (at age three) helps to increase a child's educational attainment at age five; and a fathers' involvement at age five helps to increase a child's educational attainment in their Key Stage Assessments at age seven

- Teenage years

protective associations between father involvement and adolescent behavioural outcomes persist even among children who were not living with their fathers. In models stratified by the child's sex, father involvement matters for both boys and girls. In all models, father presence alone, apart from active involvement, is not significantly associated with behavioural outcomes.

- Later lives



Childcare

In 1961

Mothers spent an average of 96 minutes per day on childcare,

Fathers spent 18 minutes of childcare per day

In 2015

Mothers spent 162 minutes per day in 2015.

Fathers spent 71 minutes per day in 2015.



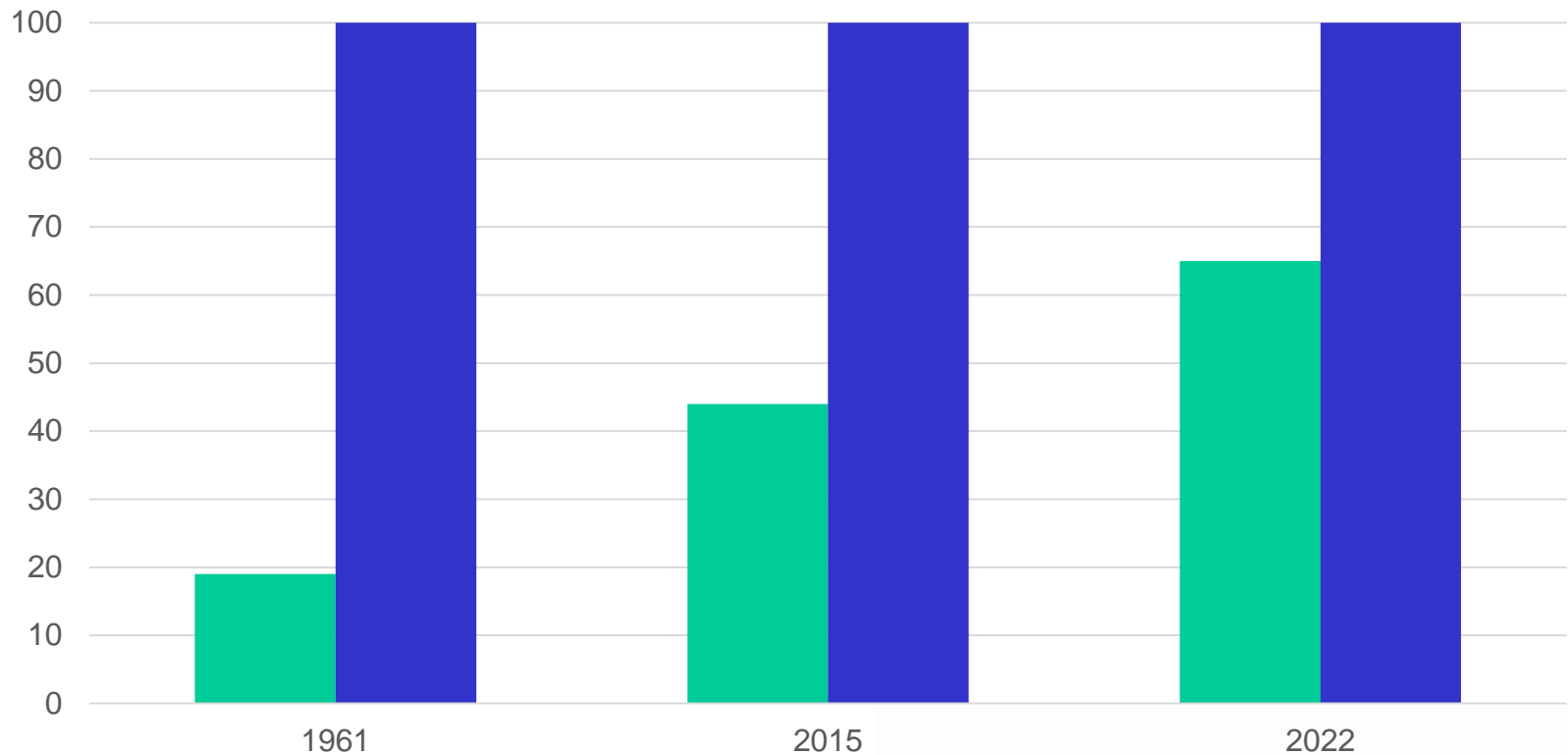
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Pre and post pandemic

- The average daily number of minutes spent on unpaid childcare by working fathers who live with their children full-time, increased by 18% from pre- to post- pandemic
- The average daily minutes spent on unpaid childcare by working mothers living with their children full-time, decreased by 3% from pre- to post- pandemic.
- In March 2022, working fathers were spending 65% of the time working mothers spent on unpaid childcare



Fathers' childcare as a % of Mothers' childcare



Fathers Mothers



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Other unpaid domestic work

- The story was similar for other unpaid domestic work. The average daily minutes working fathers spent on unpaid domestic work, increased by 14% from pre- to post-pandemic; while working mothers' decreased by 3%.
- In March 2022, working fathers were spending 66% of the time working mothers spent on unpaid domestic work,



Adolescents in England

- Adolescent risk behaviours have been declining steadily (Ball et al., 2023; Brooks, Zaborskis, et al., 2015; McVie, 2023).
- Proven offences committed by 10–17-year-olds in England and Wales dropped 81% between 2012 and 2022 (YJB, 2023)
- Far fewer young people now smoke, drink alcohol excessively or use drugs
- Early sexual activity is also very much in decline: the percentage of 15-year-olds in England saying they have already had sexual intercourse reduced from over 35% in 2002 to 20% in 2018 (Brooks et al., 2020).
- Increase in mental health disorders from early in the 21st century to 2022 (Marcheselli et al., 2022)



Progress towards systemic change

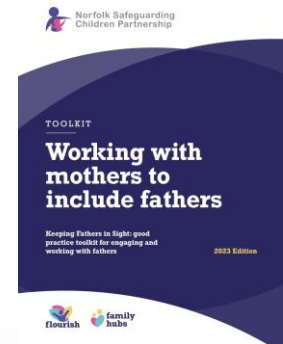
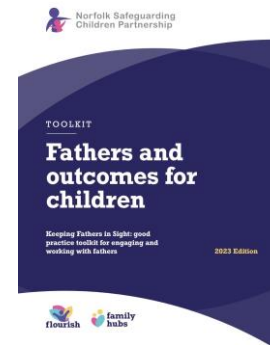
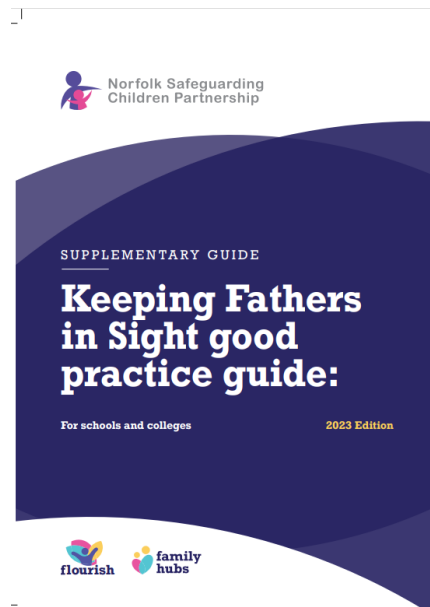
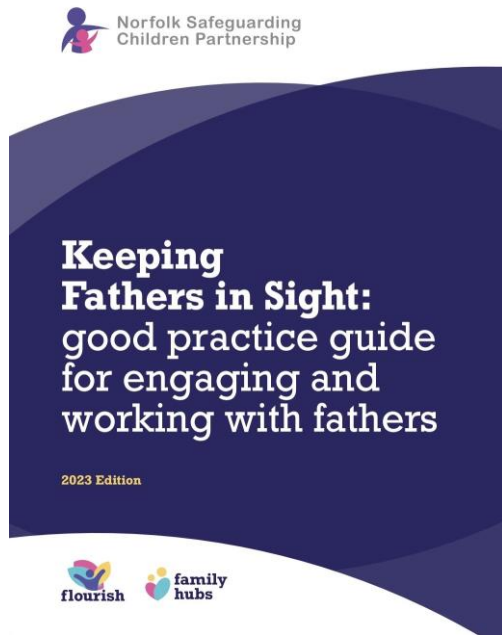
- Awareness raising sessions amongst multi-agency practitioners,
- Father inclusive advocates identified in key organisations tasked with identifying and confronting organisational blocks to father engagement
- Exploration of available data to inform Norfolk's understanding of existing practice
- Survey with staff to explore their perceived barriers to father engagement
- Survey with fathers in Norfolk to understand some of their experiences
- Recording interviews with fathers to capture and learn from their experience
- Developing and agreeing the Good Practice Guidance to which all organisation would work (and a launch event for the Guidance aimed at senior and strategic leadership)
- Creating a toolkit of resources to support father inclusive practice
- Training programme
- Community of Practice



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Keeping Fathers in Sight: good practice guide for engaging and working with fathers

<https://norfolkscp.org.uk/keeping-fathers-in-sight-good-practice-guides>



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Start for Life Father Inclusive Practice Training

Course aims:

To develop skills and confidence in using Norfolk's Good Practice Guidance and Toolkit and thereby improve outcomes for children through father inclusive practices and support fathers who are expecting a baby or have a baby under the age of two.

Learning outcomes:

By the end of this half day training, participants will have had the opportunity to:

- Explore their own and others' attitudes towards working with fathers.
- Review relevant research on working with fathers and perinatal mental health.
- Build their knowledge and understanding of Norfolk's good practice guide for working with fathers and the associated toolkit of resources.
- Work with colleagues to identify actions to develop father inclusive practice.

For dates, venues and to book your place visit the [NSCP website](#) training page



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Evidence of impact: community of practice

- Throughout my work now, I ensure fathers are part of the process if they can be whereas before I would usually contact mum and if dad is there that was a bonus
- Consistently and genuinely asking after dads and ensuring they have their say. Now that I am engaging more with dads they are being more vocal and more communicative with me



Evidence of impact: community of practice

- Although I felt that I always tried to consider the father's role, I now feel more prepared to talk and explore ideas and thoughts with them. The training has had a lasting impact.
- The training has given me some excellent new knowledge around the experiences of dads and working with dads. The impact is we have embedded new materials into the programme we're delivering to ensure it is more inclusive of dads.



Evidence of Impact:

Section 11

- Online parenting courses have seen an increase in the numbers of fathers attending
- Regular reviews that show EHAPs are exploring the wider network and fathers/ coparents included when they are not within the home
- There has been an increase in male carers/ coparents accessing our services



Evidence of Impact:

Section 11

- We have updated our Flexible Working Policy. Whilst it covers a range of different needs and working patterns, it strongly promotes father inclusive working and considers paternal needs for officers at Broadland and South Norfolk Council. This aids the development of a father inclusive culture, but we would like to widen this further than internal usage.



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Evidence of Impact:

Section 11

- Fathers Implementation plan developed, using the good practice guide. Implementation plan in process of being reviewed by clinical leads, with the aim to disseminate to clinicians across the organisation. Next steps will include auditing the implementation plan which include quality standards and identifying areas of good practice and areas for improvement. Update following meeting with clinical leads.



Evidence of Impact:

Section 11

- We have already started integrating Father Inclusive Practice into our organisational processes
- We aim to further develop our approach by incorporating father-inclusive principles into our training and communication strategies.



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Discussion

Supporting fathers as well as mothers to be involved in their children's education and learning is crucial to children's lifelong outcomes and opportunities.

What can we do to facilitate and promote this?



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- [Shared care, fathers' involvement in care and family well-being outcomes: a literature review - GOV.UK](#)
- [UoL PIECE Report A4 Jun 23 AW – ACCESSIBLE](#)
- https://library.parenthelp.eu/wp-content/uploads/2017/05/Effects_of_Father_Involvement.pdf



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Please let us know what you think



<https://forms.office.com/e/PqVNki3HUA>

