

FROM POLICY TO PRACTICE

How 2025's Employment Legislation
Changes

Impacts Your Working Parents

Presented By:



Career &
Parenthood



THE
**People
Practice**
GROUP



Who We Are



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Career & Parenthood



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Stronger Together: Elevating Parent Support in the Workplace

Come see us at Stand W420 **Free Parental Inclusion Assessment**

About this session

01.

**Employment Law
and Business Impact**

02.

**Risks of
inactivity**

03.

**Practical Tips to
Implement**

Stand up
if.....

Legislation that Impacts your Working Parents



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Recent Cases

NEWS | BUSINESS ACUMEN



£25k tribunal | Worker returns from maternity leave to find office shut down

HR Grapevine

Bullying and harassment | Gender | Latest News | Employment tribunals | Flexible working

Father awarded £20k after gossip about his flexible working

by Jo Faragher | 23 Oct 2024

Personnel Today

Former Citibank exec settles maternity discrimination case for £215,000

Maeve Bradley, who worked for Citibank in Belfast, lost out on expected promotion after having a baby

The Guardian

Parental Support: The Business Case



**Gender Equity
& Leadership**



**Financial
Impact**



**Current and
Future Talent**



**Well-being &
Productivity**



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Strategies for Change





PSYCHOLOGICAL SAFETY AND YOUR CULTURE

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PARENTAL TRANSITION SUPPORT

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LEADER AND PEOPLE MANAGER SUPPORT

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Closing Points

1. How do you bring policy to life
2. Create an Inclusive culture for working parents
3. Support for parental returners
4. Impact to your business

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**WHAT'S THE ONE
THING YOU'LL
TAKE FORWARD
FROM THIS
SESSION?**

Thank You



SCAN ME

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