

Parental Awareness Webinar

Tuesday 30 April, 1pm-2pm via Zoom

You are invited to a one-hour, live webinar to explore how becoming a parent impacts on people professionally, hosted by Returning Works. The event will help you understand the lived experience of returners from family leave and how you can be an ally, to help returners overcome any challenges or barriers to participation, so that we are able to create a culture where parents want to return and can continue their career development.

The Parent and Family Network have organised this webinar in response to feedback from a survey of returners (from family leave) undertaken back in May 2023 and feedback from the leadership group engagement activity who wanted more guidance on supporting those returning from family leave.

This session will be led by a parental returner specialist, Claire Burgess from Returning Works, and will explore:

- How the parental life transition can change priorities, affect confidence and sense of identity.
- The evidence that shows what is happening to parents in the workplace today, when they go through the parental transition.
- The business case for supporting returners on retention, engagement and career development.
- How to ease the transition back into work, from the perspective of returners, colleagues and managers/HR, so that returning parents feel like the University of Reading is a family-friendly workplace.

We will also take a look at the role of flexible working in removing barriers to participation, how managers can empathetically support parents upon their return to work, and how assumptions and biases can negatively impact career development. The session is designed to be inclusive, so will cover adoption leave, shared parental leave and childbirth support leave in addition to maternity leave.

The live session will include time for questions and discussion.

You can register for the event through our [registration link](#)

Why Returning Works?

Returning Works® specialises in supporting organisations to help them re-engage their parental returners, through coaching, training and return-to-work consultancy. The session will be led by Returning Works Coach and Facilitator, Claire Burgess. Claire has a Masters in Occupational Psychology and is a qualified Coach and Coach Supervisor. She has designed and led a number of Women In Leadership programmes across sectors, combining training, facilitation and coaching to achieve results such as increased confidence, resilience, role promotions and job satisfaction.

