

PREGNANT THEN SCREWED

EMPLOYER TRAINING

THANK YOU SO MUCH FOR CONTACTING PREGNANT THEN SCREWED.
WE ARE SO EXCITED YOU WANT TO WORK WITH US TO SUPPORT
PARENTS IN YOUR WORKPLACE.

WHAT DOES OUR TRAINING OFFER?



For the last 8 years, Pregnant Then Screwed has been the voice of working mums in the UK. Through this work we have developed a deep understanding of what employers must do if they are to make their workplace the best it can be for pregnant women, mothers and fathers. Working alongside industry experts we have crafted a number of different packages to help employers increase staff retention, improve staff wellbeing, increase productivity and boost your bottom line:

1. READY TO RETURN – OUR ONLINE TRAINING PROGRAMME

Designed in collaboration with our expert consultant, Charlotte Speak. 'Ready to Return' facilitates a smooth transition back to the workplace after a period of maternity or paternity leave.

We know line managers are critical in ensuring a strong return for any employee after a period of absence. We have therefore designed 'Ready to Return' to be undertaken by line manager and employee pairs. There are x3 modules to complete and each module contains between 3 - 6 short online videos. Topics covered include: the foundations of a successful return, managing burnout and guilt, and facilitating strengths based conversations.

Discussion and fresh thinking are encouraged between line manager and employee after every learning module through the use of downloadable workbooks. All content can be easily accessed at a time that suits you.



Investment: £1 200 (charity), £2 000 (corporate).
Based on annual subscription for x3 pairs.

2. PARENTAL POLICY REFORM

We understand that having the right policy in place is the foundation of any parent-friendly workplace. Our PTS policy expert Aideen Whelehan will agree the best approach with your organisation. Example methodology below.



Stage	Timing	Approach
Preparation and Research	Month 1	Virtual in-house workshop/process-mapping exercise upfront. Brain-storming session with key project stakeholders. Resilience testing to ensure that the road map and policy are practicable, fit for purpose and meet the brief.
Mapping Process	Month 1 – 2	Suggestions of policy areas to consider drawn up into a template. Can be a facilitated session run by our expert PTS trainer.
Creation and Delivery	Month 2	Creation and delivery of training sessions that bring the policy to life and empower the team to implement.
Consultancy	Ongoing	Advice on legal aspects to be included in the policy.
Evaluation	Month 5	Check in and review after three months.

Investment: From £3 000. Depending on the number of workshops required, number of employees involved, virtual/in person workshops etc.

3. CULTURAL CHANGE LAB

Our all singing, all dancing 'Culture Change Lab' is a 7 stage, 8-month long process designed to bring about root and branch reform to the systems, processes and attitudes within your organisation which are preventing parents from fulfilling their potential.

Working with our expert Pregnant Then Screwed HR consultants the 'Culture Change Lab' includes:

- Research - to acquire a better understanding of the specific challenges faced by parent employees within your organisation.
- Ideation - progressing ideas, confidence and knowledge amongst your team with our unique Pregnant Then Screwed action orientated workshops.
- Development - including line manager clinics throughout the year as parents transition back from periods of leave. Topics include returner activities, reintroduction plans and KIT day content.
- Evaluation - regular listening sessions with parents to understand what's working, what still needs improvement etc.

There is also an opportunity for Pregnant Then Screwed to promote the incredible work you would be doing in your workplace to make it the best it can be for working parents. We could work collaboratively on a press release and use your company as a future case study for positive action with the media.



Investment: From £9 000. Depending on the number of workshops required, no of employees involved, virtual/in person workshops etc.

Once you are clear on your objective –
please contact
training@pregnantthenscrewed.com
for a 30 minute video discovery call.



Remember every £ you invest in training with Pregnant Then Screwed - not only supports working parents within your organisation - but goes towards supporting our work as a UK charity fighting to end the motherhood penalty.

Keynote Speaking

If you want to inspire a large audience through storytelling - our founder and CEO Joeli Brearley can provide an overview of the motherhood penalty and why people should care about it.

***Investment:
From £5 000 for a one hour talk.***