

# Returning Works®

## People matter

Creating inclusive workplaces where parents want to stay and find it easy to thrive

[www.returning.works](http://www.returning.works)



Returning Works® partners with organisations to create inclusive workplaces where parents want to stay and find it easy to thrive, increasing long-term retention and keeping strong female talent pipelines, so that gender diversity grows at senior levels.

Our services include:

### PARENTAL AWARENESS WEBINARS

Our Parental Awareness Webinars are inclusive and interactive, designed to help employees understand the importance of supporting returning parents.

We share the lived experience of parents in the workplace today, and show people how to shape an environment where parents are able to work at their full potential.

Topics covered in our Webinars include boundary setting, maternity bias and the impact of maternity on women's careers.

#### What our clients say:

*"Having Emma talk to us has elicited a really strong response, with dozens of people wanting access to the recording. Thanks to this session we have some of the tools we need to help create an empathetic, supportive and inclusive working culture."*

*John Simmonds, Respect & Inclusion Lead, Housing21*

### PARENTAL ALLYSHIP TRAINING

Our Parental Allyship Training shows leaders, managers and colleagues how to create a family-friendly culture, sharing a best-practice framework that will make expectant parents feel supported and valued.

We work with your employees to help them develop appropriate attitudes and behaviours, which is key to creating inclusive environments for the long-term.

We also show managers how to make sure that returning parents do not face barriers to progression, reducing gender pay gaps and increasing diversity at senior levels.

#### About Returning Works®

Returning Works® specialises in helping organisations to attract and retain parental returners, through coaching, training and return-to-work consultancy.

Returning Works® was founded by Dr Emma Waltham, who started her career in STEM and has a chemistry PhD. Before taking a maternity break, Emma worked as a director in a variety of sectors, including a recruitment business that provided end-to-end, bespoke recruitment services.

She has extensive, first-hand expertise in business transformation and leadership. Emma gained a Certificate in Coaching with the University of Cambridge and has worked as a consultant, trainer and executive coach since 2015.

Organisations Returning Works® is partnering with include HS2, Frazer-Nash Consultancy, General Dental Council, UK Power Networks, United Kingdom Atomic Energy Authority, Great Western Railway and Wellcome Sanger Institute.

#### What our clients say:

*"Our Lunch & Learn session has begun a new, shared organisational understanding of maternity in the GDC, and how the experience of it equips our business with important skills and inclusive culture that leads to enhanced performance."*

*EDI Manager, General Dental Council*

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### Why work with us?

Employers choose to partner with Returning Works® because they want to create a culture shift so that they see high, long-term retention after parental leave and continued career progression, so that working mums are able to reach the highest levels of the organisation and gender pay gaps close.

We show organisations how to:

- create inclusive workplaces that parents can't wait to return to after family leave
- keep working parents in the talent pipeline long term
- support working parents so they can continue on their career pathways.

Our clients tell us that working with Returning Works® enables them to:

- Increase retention of working parents long term
- Create a family-friendly reputation that attracts the highest-calibre people
- Prevent skills gaps and loss of expertise
- Increase gender diversity, particularly at senior levels.

### 1:1 COACHING PROGRAMME

Our 1:1 Parental Coaching supports employees and their line managers through pregnancy, parental leave and the return-to-work.

For returning parents, our flexible, bespoke 1:1 programme identifies any challenges to participation, progression and wellbeing, and address these, so that you keep your talented returners and they continue their long-term career progression.

Our coaching for line managers gives them the opportunity to develop their empathy and competence, so they can confidently and consistently support pregnant team members and new parents.

#### What our clients say:

*“The coaching has been an excellent return on investment. We had great feedback from participants, and we can really see the value. Providing coaching helps with wellbeing and participants have been promoted while going through the programme.”*

*Valerie Hardie, New Parents' Champion,  
Frazer-Nash Consultancy*

### FAMILY FRIENDLY REVIEW

A deep-dive evaluation of your organisation's family policies, processes, benefits, training and provision by a specialist consultant, leading to a tailored recommendations report that benchmarks your organisation against similar organisations, and highlights the next steps to becoming a family-friendly employer of choice.

Our Family Friendly Review includes a bespoke action plan which enables organisations to understand where best to focus their resources to most effectively create an inclusive environment for returning parents, where female staff will be able to successfully re-engage after maternity leave and continue their career progression to senior levels.

## Ready to find out more?

We'd love to hear from you. Send us a message and let's start a conversation about engaging returning parents in your organisation.

Email: [emma@emmawaltham.com](mailto:emma@emmawaltham.com)

Website: [www.returning.works](http://www.returning.works)