



Parenting  
Family

A Social Enterprise  
created by  
**PARENTING  
FOCUS**

# PARENTING FAMILY 2025 SUPPORTING PARENTS IN THE WORKPLACE

PARENTINGFOCUS.ORG



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## Our Services

As a long-standing parenting charity, we have always been solution-focused and responsive to the evolving needs of parents, achieving significant success in this approach. During our review of Parenting Family, it became clear that our employer members require a similar responsive approach to effectively address their employees' needs as they arise.

Through consultations with our members, we learned that a more bespoke Parenting Family Hub offering broader and tailored options would be far more beneficial for both employers and their staff.

Based on this feedback, we have developed three key areas of support and services:

1. Employee Wellbeing Sessions



2. OCN Training for Employers



3. Employer- focused support services



## EMPLOYEE WELLBEING SEMINARS

These 1-hour sessions can be delivered either face-to-face or online (these can be in the morning, "Lunch and Learn" or afternoon sessions). We offer a wide range of existing sessions and can develop new ones tailored to employees' specific needs.

### TOPIC: CHILDREN (0-12)

#### CHILDREN'S EMOTIONAL HEALTH

Encourage parents to recognise the importance of their children's mental health, exploring how parents can provide opportunities for children's emotional development. Children who have positive emotional health and wellbeing tend to have better outcomes in life.

#### HELPING CHILDREN MANAGE CHANGE

Parents identify areas of change, explore the impact these changes can have on their child and themselves, and develop strategies to help reduce the impact of change for both.

#### RAISING YOUR CHILD'S SELF-ESTEEM

Parents learn why children need to feel good about themselves and considers what influences a child's self-esteem, whilst equipping parents with the skills to raise their child's self esteem.

#### PROMOTING POSITIVE BEHAVIOUR

Children who struggle to express their feelings may present these as behaviour that is challenging for a parent. This seminar will help parents understand the feelings behind the behaviour, and will support parents to develop strategies to promote more positive behaviour.

#### PROMOTING RESILIENCE IN CHILDREN

Encouraging the development of resilience in children is important for helping them to be able to 'bounce back' from difficult times and setbacks. This seminar will explore building positive relationships, developing self-control and self-regulation, being a positive role model, and developing thinking skills.



#### SLEEP 0-5 YRS

Sleep patterns in children under five can be a challenging time for parents. This session promotes a change in sleep behaviours, by discussing the struggles parents face, sleep recommendations and steps parents can take to make bedtimes less stressful.

#### THE VALUE OF PLAY

Raise parents' awareness of the importance of play in their child's development. Parents will be reminded what it is like to play, explore what children learn from play and be given tips on how they can use play to strengthen their relationship with their child and support their child's development.

#### UNDERSTANDING YOUR CHILD

Understanding your child can be key to being an effective parent. This session increases parents' knowledge of children's ages and stages, so they can best support their child's development and enhance outcomes for their children.



## TOPIC: GENERAL

### DIGITAL SAFETY

This session will raise parent's awareness of children's use of technology, explore what children are doing online, and discuss the benefits of technology and the risks children may encounter online. The session will equip parents with skills to enable them to have effective with their child about staying safe online.

### COPING WITH CHRISTMAS

Parents can discuss concerns about Christmas, whilst exploring how to manage expectations, family conflict and stress during the holiday period.

### BEING AN EFFECTIVE PARENT

Give parents the time to think about different parenting styles and enable parents to consciously think about how they parent with an overall aim of making life in their home easier with happy and healthy children.

### RESOLVING CONFLICT IN THE HOME

This seminar helps parents understand what causes conflict in their home, recognise their reaction to conflict and offers skills to resolve conflict in their home effectively.

### SETTING RULES AND CONSEQUENCES

Raise awareness of the benefit of fair rules and consequences, explore the difficulty of being consistent and what happens in the home when rules are broken.

## TOPIC: LIFESTYLE

### BEING A WORKING MUM

It can be challenging for working mums to achieve a balance. This seminar takes a look at some of the common issues that working mums face and provide support and advice on how to find a balance by developing strategies to reduce stress and reduce mum guilt.

### HEALTHY LIFESTYLES

Explore the importance of promoting a healthy lifestyle and why it is important for your family.

### DADS' EMOTIONAL HEALTH

Encourage dads to recognise the importance of their mental health in their busy lives. Dads will identify and manage different feelings that may impact on parenting while exploring positive coping strategies.

### MINDFULNESS FOR PARENTS

Introduce your working parents to Mindfulness with a one hour session. Mindfulness has many benefits for the workplace and job performance, including improving executive functioning, employees engagement levels and reducing work related stress.

### WORK/LIFE BALANCE

Explores what a 'work/life balance' means, the impact this has on parents and their children and considers how to develop positive coping strategies.

### PARENTS' EMOTIONAL HEALTH

Encourage parents to recognise the importance of their mental health in their busy lives. Parents will identify and manage different feelings that may impact on parenting while exploring positive coping strategies.



## TOPIC: TEENAGERS

### IMPROVING YOUR RELATIONSHIP WITH YOUR TEENAGER

Help promote a more positive parent-teen relationship through equipping parents with the skills to improve their relationship and improve communication.

### PARENTING A TEENAGER

Explores the challenges of parenting a teenager while maintaining consistency when rules are broken. It will help equip parents to support the implementation of fair boundaries and consequences, while promoting their teenager's independence.

### PREVENTING RISK TAKING BEHAVIOUR

This session aims to increase parents understanding of the changes teenagers experience in their thinking, behaviour and bodies and considers how parents can manage risk taking behaviours.

### PROMOTING TEENS' INDEPENDENCE

Explores teenagers need for independence and encourages parents to support their teen to develop independence while maintaining rules and consequences.

### SUPPORTING TEENAGERS WITH BODY

#### IMAGE

With the many altered images in the media, this can have an impact on our teenagers body image and self-worth. This seminar helps parents to support their teenager to develop a positive self-image and be more self-accepting.

### TEENS' EMOTIONAL HEALTH

Parents will explore why positive emotional health and wellbeing is so important. Parents will also be equipped with the skills to improve their young person's emotional health and wellbeing.

## TOPIC: SCHOOL

### BULLYING

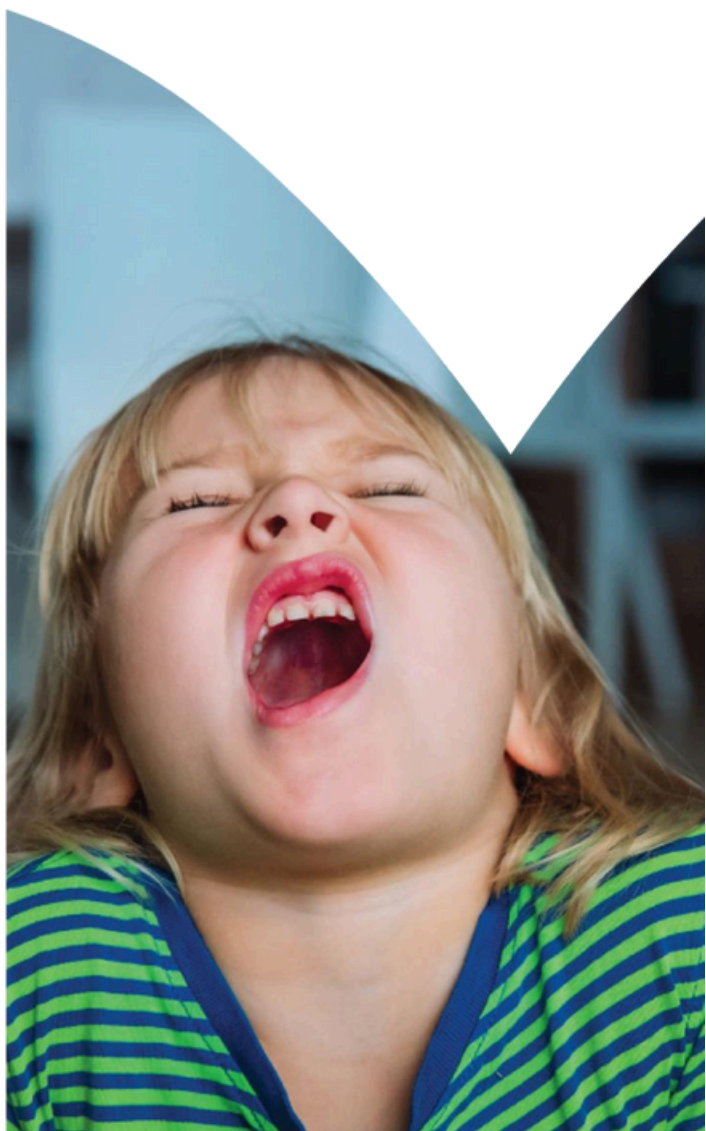
During this seminar parents will have an opportunity to learn more about the forms of bullying, and to understand the effect of bullying, whilst exploring ways to support your child or young person

### HELPING WITH HOMEWORK

How to support and encourage children with homework, aiming to help make homework time less stressful for all.

### STEPPING INTO SCHOOL

Enable parents to support their child through school transitions by exploring the impact transitions can have and developing strategies to help make these transition periods easier.



## OCN Training for Employers:

Parenting Focus is an OCN Accredited Centre delivering across Levels 1-4 in workforce development. As an accredited centre, we can source and deliver a wide range of OCN qualifications through OCN Northern Ireland, tailored to employer requirements. Delivery options are flexible, ranging from 6 weeks to 6-8 months for full qualifications, or shorter intensive sessions for Levels 1 and 2. This option allows employers to enhance staff development and provide meaningful training opportunities.

Scan the QR code for more information on each course.

Our team will also be happy to discuss and share further details on all the training that can be provided.



## Employer-focused Support Services

We offer tailored sessions for managers, such as Engaging More Effectively with Employees or Managing Difficult Conversations.

Additionally, we can now provide an Employee Survey of Needs Service, which includes:

Direct consultations (via focus groups or online surveys). Outcome reports with insights for employers to address employee concerns and identify future support needs. Broader insights into issues such as childcare or education, which can inform policy recommendations shared with government departments.



**Belfast**  
City Council



**Go Succeed**  
NI Business Support

With sincere thanks to Go Succeed, supported by Belfast City Council, for their generous contribution to the development of our parenting online platform. We are proud to include their logo as part of our continued partnership and commitment to supporting employers and their staff.

