



New Father?
Or about to become one?





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Why you are important

Congratulations

You are either about to become a father or have recently become one. Do you want to be the best father you can?

Of course you do.

This booklet aims to highlight some of the many changes that fatherhood will bring to you and your family and will help you think about what being a father will involve.

“If the baby’s mother and fathers are both around, it’s just better for the kid, I know that.”

“I never had a father, mum left him when I was five, so I never knew what a father’s role was.”

In the old days, a father’s job would be to make sure that he earned enough for his family and played with his children at weekends. That has changed and you probably expect yourself to be a much more involved father. Most fathers also want to change nappies, feed, bathe, play with their children and be there at bedtimes.

Most fathers do not realise how important they are. If fathers are regularly involved, their children are more likely to do well at school and are less likely to be involved in crime. Some fathers still believe that bringing in the income is enough, which might be important, but the more you do, the better it will be for your child.



How others may view you

...as a new father

“I know I never gave birth or nothing, but I care as much as her mother does.”

“I didn’t know which powdered milk my baby should have and the chemist’s staff thought this was funny. They didn’t help.”

“I only went because my partner dragged me. I didn’t want to go into a room full of pregnant mothers who all knew each other.”

“The midwife didn’t speak to me. I was left in the dark and I didn’t like it. I didn’t want to look stupid; I wanted to know.”

“Social services assumed I couldn’t cope. I don’t think I would have been treated the same if I was a mother!”



There are of course some fathers who are not interested in their children, but most want to do the best they can. However, some professionals will not expect fathers to be able and willing to care for their children. Some fathers will be put off by this and stand in the background not saying much, but this is likely to confirm to some that you are uninterested. The more you are genuine, showing your love for your child and care for your partner, the more professionals are likely to be positive towards you. They shouldn’t judge you this way, but may do. Expect it, but deal with it.

Asking for help

“I wasn’t around kids before mine were born.
I didn’t have a clue. I had no experience.”

“There is so much you need to learn, but most of it isn’t
written down.”

“Normally I wouldn’t read booklets, but I suppose new dads
need to know this so they should force themselves.”

Most fathers have told us that while they recognised they needed to know and understand new things about becoming a father, they didn’t want to ask because they didn’t want to appear stupid and often wanted to find out information without asking anyone.

This booklet aims to help you find out about some basics and also to direct you to further information. The more you ask, the more you will be prepared and ready for fatherhood.



While she is pregnant

Most pregnancies are not planned, which means that most new parents have to get used to the idea of becoming a parent during the pregnancy. Fathers have to work a little harder at this because of course the mother is reminded every day. The more used to the idea you are, the more prepared you will be.

To help yourself prepare, talk to your partner, talk to other fathers, ask your mum, grandmother, auntie, or anyone who you think will help you prepare to become a father.

Nearly all expectant fathers go with their partners for the first appointment and the scan (where you get to see pictures of your baby), but there are also courses on offer at the hospital where you can prepare for the birth and have a good look around the delivery room. Some fathers are put off because there are always more mothers than fathers, but these courses will give you a lot of information and insights into what is in store.



The more you prepare yourself, the easier it will be when the baby is born. Some fathers suggest spending time with relatives and their babies, learning to change nappies and how to feed and bathe them. Play often comes naturally, but other things have to be learned.

Pregnancy brings a range of changes for your partner. Hormonal changes may lead to worry, mood swings and later tiredness and sometimes exhaustion. Fathers usually say that it is best to remember that these pass and for them to remain supportive is the most important thing to do.

Midwives



“The midwife was brilliant with me: she told me straight what I needed to do and I was glad about that.”

Apart from your partner, the midwife is likely to be the most important person involved in the birth of your child. Get to know her, make her a friend and make a real effort. Her job is to look after your baby and partner before and after the birth and she is likely to deliver your baby.

Because they are there primarily for the baby and your partner, they may not talk directly to you and might even ignore you, but don't be put off. You and the midwife both want your partner and baby to get through the birth as smoothly as possible, so work as a team.

This will be particularly important if your baby is born earlier than expected, if there are complications at the birth, or if your partner takes a while to recover. You may find yourself spending a lot of time together, so don't wait for the midwife to make the effort. Tell her you're the baby's dad and that you want to be involved.



The birth

“Time stood still. I’ll never forget it. He came out and the world changed for me. He was perfect. I wouldn’t have missed it for anything.”

“I didn’t want to be there. I would have felt so useless, seeing her in pain and not being able to do anything. I’m not very good about blood anyway – what if I had passed out?

Everybody said, ‘You’ll kick yourself if you’re not there.’ But I have no regrets. I was outside waiting – that was hard enough – and went in when it was all over.”

Most fathers are at the birth of their child and the majority say that it is the most important event of their lives. For others, the anxiety of seeing their partner in pain is too much. Some fathers are anxious about passing out – others that they won’t know how to help their partner. It is worth discussing with your partner what she wants you to do. Having a role helps some men focus. Some expectant mothers want their partners there for company, reassurance, support, help with breathing (during contractions), back massage and someone to talk to (especially if it is a long labour). Others don’t want any of this, and don’t even want to be touched, but this is more unusual. Again this needs to be talked about beforehand – even though no one can tell you how it will go, how you or your partner will react, how long it will last, or even when it will happen!

What support you give your partner will become an issue after the birth too. Inevitably she will need some support as she recovers from the birth, although again this will vary, and will be dependent on the way the birth went. If the baby arrives earlier than the due date, or if it is a caesarean birth (involving surgery), the hospital stay will certainly be longer. If the birth is straightforward, she may be out of hospital within 24 hours. You should anticipate the need to provide some support and care for your partner, as well as for the baby.

You and your baby



“Labour went on for ages; Christine was exhausted, and they had to stitch her after the birth. When he popped out, the midwife just gave him to me. It was brilliant. I sat with him while they stitched Christine. I felt for her, but loved that time, just looking at him, seeing how perfect he was.”

“I never said ‘I love you’ to anyone, until I had a child.”



“She wants to run up, sit on your lap and tell you everything she’s done. That makes you sit there with a big grin in your head.”

“Changing nappies and bathing are not just jobs, they are chances to bond with your child.”

“When my daughter was born and I saw her, some switch in my head clicked and I wasn’t the same again. New dads need to know that.”

There is still a lot of talk about the natural bond between mother and baby and how breastfeeding confirms this. While this is true, it is also true that if fathers spend time holding their babies, and talking to them, the bond between them will also develop very quickly. Whoever spends time with the baby and comforts them will be the ones they bond with – whether or not they are mothers, fathers, brothers, grandmothers or friends of the family. This is a case of what you do and not who you are. Too many fathers stand back at this time. DON’T be one of those! The more you get involved now, the closer you are likely to be for the rest of your child’s life.

Another myth about mothers is that they ‘naturally’ know how to care for babies. While many would have been encouraged as children to have dolls and take on a caring role, mothers still have to learn the skills somewhere. Fathers need to do the same. Some fathers worry about dropping their babies, being too rough with them or just being clumsy. While obviously babies need careful handling, most fathers learn this very quickly. In fact, if you see this as a set of skills to learn and are prepared to be laughed at if the nappy goes on the wrong way, then you can learn just as quickly as any mother.

What kind of father

...do you want to be?

“When I heard I was going to be a dad I started to think about overtime and ways I could earn more money. Everyone says how expensive babies are.”

“I started to think about what kind of father I would be. My own dad worked his socks off, but we didn’t see him much. I know I want to do it differently and to be there for them.”

“I never knew my dad, but my mum was great, she really loved us, but when we stepped out of line she was on us. I want to love my children, but don’t want them to think I’m a pushover.”

“If she (daughter) needs shoes and I need shoes, she gets the shoes”.

The world has moved on – it is not the case any more that fathers earn and mothers look after the children. If both you and your partner can earn, you have choices about who cares for the child. If your partner can earn more, you may end up looking after your baby. However, these roles and responsibilities need to be sorted out, and the sooner the better.



Breastfeeding

If you want to give your baby the best start, then you will encourage your partner to breastfeed. It is easier for your baby to digest breast milk as it's always the right temperature, protects them against infections and possibly allergies and provides all the protein, minerals and vitamins the baby will need. Some new mothers do have difficulties breastfeeding. If your partner is one of them, your support may well help her overcome these difficulties. Some fathers feel that



breastfeeding excludes them, but there are of course other ways that you can get involved in feeding your baby. There are a range of pumps that your partner can use to express milk into bottles, so that she can be away from the baby for a while and you can be involved with feeding.

For further information log on to www.fathersdirect.com and look at the fathers and breastfeeding booklet.



Relationships

...and what you do

“It was about a year before I realised that I hadn’t seen my mates, hardly at all. With the baby, work, and all the rest, I just didn’t have time. Also, most of my mates don’t have children. My life has moved on, I don’t want to talk about the same old things and they just call me an ‘old woman’ when I talk about the baby. My little daughter is just brilliant....”

“She (his partner) changed and expected me to change too. Don’t get me wrong – I love my little one, but you need time off. I didn’t want to stop seeing my pals, going out for a drink and having a good time, otherwise life gets boring, doesn’t it? She couldn’t accept that – every time I went out it was a row, I couldn’t handle it.”

“It is important to get out and have a break, being in the house 24/7 can cause arguments.”

Not surprisingly, your relationship and what you do together are likely to change with the arrival of the baby. Some parents find they are too tired, so they don’t want to do much, or they get irritated over things that wouldn’t have bothered them before. Some find that being a family becomes the most important thing in their life. Others find that friendships with other parents develop, while old friendships (with non-parents) decline. Again, it is worth thinking about what you want your relationships to be like after the baby is born.

New parents can also find that their attitudes towards aspects of parenting can vary enormously. Issues such as sleep, feeding, discipline and when to seek help are all common issues that you can fall out about. Obviously, the way that you deal with disagreements is



important. If you are able to discuss, compromise and sort out issues, parenting is likely to be more straightforward. If you both have strong opinions, and find it difficult to compromise, then it may be harder to sort out disputes.

Sex is another issue that needs discussion. It is not unusual for new mothers to go off sex. Soreness and bruising as a result of the birth, as well as dryness because of hormonal changes, tiredness, not feeling like sex (sometimes as a result of being occupied with the baby) and tender breasts (especially if they are breastfeeding) are all common. It is also not unusual for new fathers to go off sex. Many fathers may be put off having been at the birth. Others are concerned about hurting their partner.

Tiredness, of course, and even having the baby sleeping in the same room, may put off many fathers. The best advice is to wait until you are both ready, especially if you want to have penetrative sex and don't forget to sort out what contraception you are going to use before you start having sex again. It is possible for a woman to get pregnant soon after the birth of a baby. This is true even if she is breastfeeding or hasn't started her periods again.

For further information log on to www.bbc.co.uk/parenting/video



Getting more involved

“I thought my role was to earn as much as I could, especially early on. It wasn’t until he was about four years old that I realised I had missed out; he had become a little person, while I was at work!”

“I thought babies just eat, sleep and crap. It wasn’t until I would sit with her late at night that I realised she would make loads of noises, be looking everywhere and change when I talked, held and cuddled her. They were some of the best times I remember.”

Some fathers can’t wait for their child to be up and running. They don’t always know what to do when they appear to be just lying there. If you are like that, don’t miss out because you will regret it. The bonds with babies are built before they can walk and talk. The more you hold, cuddle, feed, listen and talk, the closer you are likely to be to your child not just then, but from then on.





The legal situation

“Parenthood should be 50:50, the courts and society see mum as the carer.”

When your child is born, you will have to register the birth. If you want to be able to make decisions about your child’s life, your name will need to be on the birth certificate. This will give you Parental Responsibility (PR). If your name is not on the birth certificate, you will not have PR and will not be able to make decisions about your child’s health, education and other important areas of their life.

“My son was really ill, and Cathy was away working. I had to take Daniel to the hospital. I was really surprised when the doctor asked whether I had Parental Responsibility. When I said ‘no’, he said he couldn’t give Daniel medicine without Cathy’s permission. I couldn’t believe it, it was ridiculous – it really made me think. Fortunately, I could get Cathy on the phone and we managed to sort it out.”

If your name is not on the birth certificate (law since December 2003) or you are not married (before December 2003) and want PR, phone 020 7936 6936 (or your local court) and ask for a form. Fill it out, send a birth certificate, a photo and proof of where you live and you will get a reply within a week. The form includes a section for your partner to complete. If for some reason your partner will not agree to this, you can still apply. You will need a C1 form (from the number above or your local court) and must pay a fee of £80. The court will send you the papers and you must make sure your baby’s mother has copies. The court will ask you both for statements before the hearing to decide on when your application takes place.

Parental responsibility ends when your child is eighteen years old, or before, if your child is adopted.

For further information log on to www.fnf.org.uk

Registering the birth

Your baby's birth will need to be registered within 42 days (6 weeks) of his/her date of birth.

To register your baby's birth you will need to make an appointment at the local registry office. Alternatively, you can go to any registry office in England or Wales. The details will then be forwarded to the borough where you live. You will need a pink form – FP48 – so that you can register your child with a GP.

If you are the parents of the child and you were married to each other at the time of the baby's birth, either of you can register the birth.

If you are not married, the mother can register the birth without the father's details being entered into the register.

If you are not married, the father's details can only be entered into the register if both parents attend together to register the birth.

What you will need when registering your baby's birth:

- ☐ The date of their birth.
- ☐ Where they were born.
- ☐ Their full name.
- ☐ The mother's full name.
- ☐ The mother's date and place of birth.
- ☐ The mother's occupation (if any).
- ☐ The mother's address.





If the father's details are to be included, the registrar will also need to know the following:

- ☐ The father's full name.
- ☐ The father's date and place of birth.
- ☐ The father's occupation (if any).
- ☐ The father's address.

If the parents are married to each other, the registrar will also need to know the date of their marriage and the mother's name before she was married.

The registrar will give you a short birth certificate free of charge and a form with your baby's National Health Service number on it which you must give to your doctor.

There is no charge for registering a birth. However, you may want a full birth certificate, which shows the parents' names. Many organisations now ask for this type of birth certificate, including the UK Passport Agency. There is a charge of £3.50 per copy.

For further information log on to www.gro.gov.uk/gro/content/births/parentalresponsibility





Child Support Agency

If you are not living with a child that is yours (even if you do not have PR), you are expected to pay towards their care. In fact, if you believe you are not the father, the CSA only believe you if you have taken a DNA test.

The CSA has recently changed. If your baby's mother is on benefit they will still expect you to contribute money, but won't get involved if you can sort out how much to pay between you or get help from someone else to sort it out. If you don't take this option, they will come after you.

They will take your weekly income (after tax) and make the following calculations: if you have one child you can expect 15% to be taken, 20% for two children and 25% for three or more. They will then take off 1/7th for every night of the week your child stays with you and a further amount if you have other children living with you but, even if you are on benefits or earning up to £100, you will pay £5.00 a week.

So, for example, if your weekly income after tax is £200 and you have one child:

15% of £200 a week you will pay	£30.00
Your child stays with you 2 nights a week (2/7)	- £6.00
You have one more child living with you (1/7)	- £3.00
Total to pay is	£21.00

The website has a calculator where you can work out how much you will pay. If you are a student in full-time education, in prison, or in care, you may not have to pay anything.

Some fathers think that if they ignore letters, or their baby's mother does not give their address, they will be OK. This is not true. The CSA will contact employers and take money before it gets to you and have been known to take away driving licences and other items if payments are not made.

For more information log on to www.csa.gov.uk/new or phone 08457 133 133.



Do you need to show

...you are the father?

The only way to confirm that you are the father of a child, is to have a DNA test. No two peoples' DNA is the same. A baby will have the DNA of both their mother and father.

Laboratories that carry out DNA paternity tests can be found on the internet and can cost from £99 upwards.

You will be sent swabs to collect saliva from the inside of the mouth of the baby and the possible father. These are returned to the laboratory and compared. DNA tests are thought to be 99.9% accurate in determining whether a man is the father of the baby. The results will be returned within 5 to 7 days by most and laboratories guarantee confidentiality.

If you need to show a court that you are (or are not) the father, then you may need to show that the saliva is yours (this may involve someone like a solicitor witnessing you taking and posting the sample). Different laboratories have different systems.

Costs of tests vary enormously, but so can the service you get. The biggest differences are:

- some will carry out the test once and others will double-check the result (double-checking is important for accuracy)
- some will examine more parts of the DNA which takes more time and usually costs more
- some tests are offered by the laboratory that will carry out the test, while others are offered by an agency that concentrates on selling tests and take their cut of the fee charged. This tends to push up the price

If you use the internet, carry out a search by typing in 'DNA paternity testing', if you do not use the internet you can phone the Young Fathers Project on the number below for a list of laboratories.



Leave and benefits

Paternity Pay

You are entitled to paternity leave if your partner is having a baby (whether you are the biological father or not) or you are about to adopt a child.

Providing you have worked for an employer for at least 26 weeks by the 15th week before the baby is due, or have been employed up to and including the week your partner was matched with a child for adoption, you are entitled to take Paternity Leave.

You can take one week or two weeks, but it must be taken as a block and after your baby is born and within 8 weeks of the birth or adoption. Paternity leave/pay can start on any day of the week.

If your average gross earnings are £84.00 a week or more you will get £108.85 or 90% of your average weekly earnings.

How to apply: tell your employer by the 15th week before your baby is due, or within 7 days of you and your partner being told by the adoption agency that they have a match.

For more information log on to

http://www.direct.gov.uk/Parents/Employment/EmploymentArticles/fs/en?CONTENT_ID=10029398&chk=ZEDmfY

Parental Leave

You are entitled to Parental Leave if you have been with your employer for at least a year and your child is under 5 or disabled and under 18.

You can take 13 weeks for each child up to its 5th birthday (18 weeks up to their 18th birthday for a disabled child).



Parental leave is usually unpaid (ask your employer) and each parent has the right to request parental leave even if they are separated and not living with their children.

Leave must be in full week blocks unless your child has a disability when days can be taken to attend hospital appointments.

You cannot take more than four weeks for any one child per year; you must give your employer written notice (at least 21 days in advance).

How to apply: discuss with your manager and complete the relevant forms.

For more information log on to

http://www.direct.gov.uk/Parents/Employment/EmploymentArticles/fs/en?CONTENT_ID=10029416&chk=I73N%2B3





Maternity Pay

If your partner has been working for 26 weeks continuously, paying tax and national insurance and earning on average £84 per week for 15 weeks before your baby's birth, she will be entitled to Statutory Maternity Pay (SMP).

SMP is paid for up to 39 weeks. This is paid at the rate of 90% of her average earnings for the first 6 weeks (with no upper limit) and after that at the standard rate of £108.85 per week, or 90% of her average earnings, whichever is lower.

How to apply: your partner must provide evidence of when the baby is due (maternity certificate MATB1 from her GP or midwife) and tell her employer (by 15 weeks before the baby is due) when she wants to take maternity leave.

For more information log on to

http://www.direct.gov.uk/Parents/Employment/EmploymentArticles/fs/en?CONTENT_ID=10029290&chk=UrcIQZ

Dependency Leave

All employees have a right to take a reasonable period of time off work to deal with an emergency involving a dependant (e.g. a child, spouse, parent etc). This is in addition to the employee's normal holiday entitlement.

There is no set limit on the amount of time which can be taken, but it should be a reasonable period to allow the employee to deal with the emergency.

Any employee who has been denied time off to care for dependants or



time off for ante-natal classes and appointments may complain to an Employment Tribunal.

Discuss this with your manager who will keep records and notify whoever does your payroll.

Flexible working

These regulations apply to parents, adopters, guardians or foster parents of children aged under six. To qualify, an employee must have worked for the employer for a continuous period of 26 weeks at the date of making their application for flexible working.

An employee may apply in writing to an employer to change the terms and conditions of their employment relating to the hours worked, the times and place of work or some other term in their contract. The application has to be made for the purpose of caring for a child under the age of six (or 18 in the case of a disabled child).

There is a right to make such an application once in each 12-month period.

Examples of flexible working include:

- ☐ A change in working hours
- ☐ A request to work from home
- ☐ A request for staggered working hours
- ☐ A request for flexi-time
- ☐ A request for time off in lieu
- ☐ Job sharing



- ☐ A request for shift working / shift swapping
- ☐ Term time working
- ☐ Voluntary reduced working time
- ☐ Self-rostering, (an employee chooses their working hours)

How to apply: discuss with your manager.

Child Benefits

This is a weekly payment made to anyone bringing up a child or young person.





Payment is £17.45 per week for the eldest child and £11.70 for each additional child, paid every four weeks into a bank, building society or Post Office account. Payments can be made weekly to a single parent, Job Seekers Allowance or Income Support claimants.

How to apply: if you receive a 'Bounty Pack' there will be a claims form in there or you can claim online by going to the HM Revenue & Customs website. You will need to send a copy of your baby's birth certificate or your adoption certificate.

Medical & dental treatment

Prescriptions are free for children under nineteen who are still in education and for pregnant women for the year after the birth of the baby.

Dental treatment is also available free from NHS dentists for the same periods.

More information is available from:
<http://www.hmrc.gov.uk/forms/ch2.pdf>

Child Tax Credits

All families with children can claim Child Tax Credit if their income is no more than £58,175 a year (up to £66,350 if you have a child under one).

Child Tax Credit is a means-tested allowance for parents and carers of children or young people who are still in full time education or approved training.

Child Tax Credits are paid with two elements, family (up to £545 for



the tax year 2006/07) and child (up to £1,765 for the 2006/07 year). All families with at least one child under one year old or a child who is disabled are entitled to additional money. At least one parent must be in employment and earning under £66,000 to qualify.

If you are currently claiming Job Seekers Allowance or Income Support Tax then Child Tax Credits will be paid through existing benefits.

How to apply: get a claim pack by phoning 0845 300 3900 or collect a pack from Job Centre Plus.




Ten essentials

...for new fathers

1. Support your partner as much as you can (before, during and after the birth)
2. Go to all the hospital appointments (including for scans) and attend 'parentcraft' and expectant fathers course
3. Prepare yourself as much as you can in terms of practical skills (such as feeding, bathing and changing nappies)
4. Spend as much time as you can with your baby so that you can get as close to them as early as possible
5. Make sure that your name is on the birth certificate and that you automatically get PR (so you can make important decisions about your baby)
6. Remember how important you are to your child's growth and development
7. Decide what kind of father you want to be and be involved as much as you can be
8. Talk and work out as much as you can with your baby's mother before the baby arrives and be prepared to compromise
9. Make a friend of the midwife; she will be important before, during and after the birth
10. Enjoy being a father!





Fathers' support

...and advice

BBC – Parenting

The site says: "If you're about to become a dad, then this section is just for you! Men who are dads have written these articles to explain why being a father for the first time needn't be daunting, but a time to look forward to and enjoy."

<http://www.bbc.co.uk/parenting/dads>

Families Need Fathers

"Families Need Fathers provides information and support to parents, including unmarried parents, of either sex. FNF is chiefly concerned with the problems of maintaining a child's relationship with both parents during and after family breakdown. The website is also a great source of information for those parents going through divorce and separation."

0870 760 7496

<http://www.fnf.org.uk/fnfindex.htm>

Fathers Direct

"Welcome to Fathers Direct, the national information centre on fatherhood. We're here to help you harness the full potential of fatherhood with news, training information, policy updates, research summaries and guides for supporting fathers and their families."

020 7920 9491

www.fathersdirect.com

HomeDad

"Whatever your situation, HomeDad UK is the only UK support group dedicated to helping dads at home with their kids. Run by a team of stay-at-home dads since we started in 2000, we have over 600 members. Membership is free, so why not join today and get involved with our discussion forum and chat room".

www.homedad.org.uk



Family support

...and advice

Association for Post Natal Illness

"APNI provides support to mothers suffering from post-natal illness and aims to increase public awareness of the illness and encourage research into its cause and nature".

020 7386 0868

www.apni.org

Babyworld

"babyworld remains committed to the same ambitions – to bring you essential, up-to-date information and support that is in tune with the needs of today's parents.

We believe that being a parent is one of the most important jobs that we will ever do and that information and a thriving community should be available to parents 24/7."

www.babyworld.co.uk/hottopics/fordads/default.asp

BLISS

"(The premature baby charity) BLISS provides a wide range of support for parents and their families."

http://www.bliss.org.uk/pagebuild.php?texttype=howbliss_support_dadspage

ParentLine Plus

Parentline Plus offers an advice line for all parents.

"We know that parents want to do the best they can for their children, but sometimes family life can be challenging and difficult. There is after all, no one right way to parent."

0808 800 2222

www.parentlineplus.org.uk



Sure Start

Sure Start is the government programme to deliver the best start in life for every child. Look to see if you are in a SureStart area.

<http://www.surestart.gov.uk/surestartservices/support/helpwithchildcarecosts/earlyeducationplaces/>

Working Families

"Working Families is the UK's leading work-life balance organisation. We help and give a voice to working parents and carers, while also helping employers create workplaces which encourage work-life balance for everyone."

www.workingfamilies.org.uk

RESPECT

"Provides information, advice and support to men who are violent towards their partners. Offers couples work, anger management and mediation. Contact for information about your nearest service and to find out about costs."

0845 122 8609

www.respect.uk.net

NHS Direct

"For information about health problems, how to keep healthy and advice on when to access medical attention."

Available 24 hours on:
0845 4647

www.nhsdirect.nhs.uk





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