



WICL PARENTING AND CARERS PLEDGE

We invite Chambers, Firms and other workplaces to commit to the WICL Parenting¹ and Carers Pledge:

We recognise:

1. Caring for children and those who are unwell, elderly, or infirm is a joint social responsibility.
2. Those who take on a caring role, whether for children or relatives, will have increasing demands on their time.
3. Everybody in the workplace should recognise that support and/or reasonable adjustments may be required on both an individual and wider level to all those in a parental and/or caring role, which may require reasonable adjustments.

We commit to:

1. Creating a culture which recognises that the role of parent and carer is not and should not be gender specific.
2. Reviewing parental leave policies.
3. Valuing and supporting parents and carers.
4. Creating a work environment which facilitates, where reasonably possible, individuals fulfilling both their caring and professional responsibilities and, as such, supporting those parents and carers for whom extended working hours may be incompatible with their role.
5. Ensuring a satisfactory environment for employees and members affected by parental and caring responsibilities, including, wherever professionally possible:
 - a. Consideration of diary management within geographical restrictions upon
 - b. Consideration of flexibility within the workplace
6. Appointing a person responsible for this [a Parenting/Carers "Advocate"].
7. Working towards agreeing a standardised policy/practical guidance to be implemented within our workplace.
8. Keeping these policy documents under regular review (at least every 3 years).
9. Actively supporting employees and members affected by parenting/caring issues.
10. Providing regular Education/Training (at least every 3 years) and raising awareness to all within our workplace with regards to issues arising from parenting and caring responsibilities.
11. Sharing appropriate resources/guidance.

¹ Parent includes biological, non-biological, step-parent and anyone with parental responsibility.