

Application Checklist

Please review the following guiding questions to help your organisation prepare for the AFFW Certification criteria:

1) Leadership and Culture of Care

- Would your organisation be open to sharing the AFFW Manager Onboarding with leaders and managers before submission?
- How has your organisation communicated care and family-friendly policies to employees in the past twelve months?

2) Work-Life Flexibility

- Does your organisation offer flexible work options to support employees' family-related needs?
- Is there a clear and accessible procedure for employees to request these arrangements?

3) Family Learning and Wellbeing

- Has your organisation delivered at least one parenting, wellbeing, or mental health training for employees in the past twelve months?

4) Parental Leave

- How many weeks of paid maternity leave does your organisation offer?
- How many days of paid paternity leave are offered? Would your organisation be open to offering at least five days?
- Has your organisation communicated parental leave benefits to employees in the past twelve months?
- Are any additional parental leave benefits available?

5) Breastfeeding Policy

- How does your organisation support breastfeeding employees?
- If a private and suitable breastfeeding space is not available, what are the reasons?
- Are there additional provisions for expressing and storing breastmilk?
- How is breastfeeding support communicated to employees and customers?

6) Childcare Solutions

- Would your organisation be open to sharing the AFFW List of Childcare Providers to support all employees?
- Does your organisation provide any additional childcare support?

7) Workplace Excellence

- Does your organisation implement any additional family-friendly policies or practices beyond these criteria?