

# 1001 Days of Dad™ Training Evaluation



# 28

attendees

24 practitioners (85%)  
responded to the post  
training evaluation



**27%** clinical/  
psychological  
therapists



**7%** Health  
Visiting staff



**53%** Family/  
Early Help  
Workers



**12%** Community  
Voluntary Sector  
staff

## Executive Summary

Our December 2025 training reached key staff in the children & families workforce across England. There was a mix of clinical staff (namely Psychologists or Health Visitors), Community Voluntary Staff and Local Authority staff from Family Hubs and Early/Family help Services.

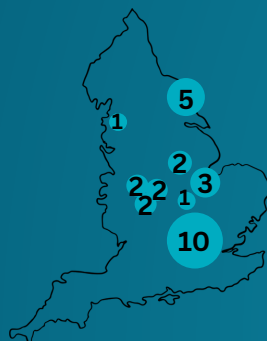
There was a good mix of frontline staff and team/operational/clinical leads who attended the training (10 managers/leads in total - 36% of attendees). **This suggests a strategic and commissioning gap in workforce knowledge and may mean managers were attending for scoping and commissioning reasons.** One lead noted:

*"It was a very helpful training session and would be important to role out to all professionals. I came in with a lot of the knowledge due to my work but it was definitely delivered in the right and engaging way."*

## Geographical spread

The training reached a good level of geographical spread across England. With representation across most counties as evidenced by the heap map to the right.

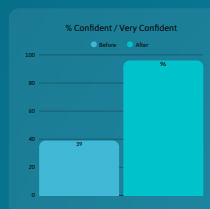
However, there were no attendees from Yorkshire or the South-West.



## Confidence and knowledge (before and after scores)

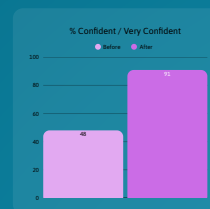
### Understanding the importance of fathers in the first 1001 days

Increase from only 39%  
Confident / Very Confident  
to 96%



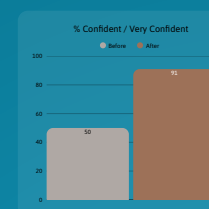
### Recognising how Dad's contribute to attachment and infant brain development

Increase from only 48%  
Confident / Very Confident  
to 91%



### Identifying risk factors for relationship conflict and domestic abuse

Increase from only 50%  
Confident / Very Confident  
to 91%



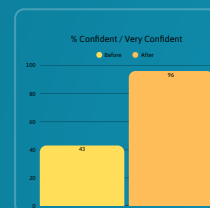
### Awareness of paternal mental health risks

Increase from only 43%  
Confident / Very Confident  
to 96%



### Feeling confident to engage, support & signpost dad's

Increase from only 43%  
Confident / Very Confident  
to 96%



### Understanding systemic and social barrier's affecting Dad's

Increase from only 35%  
Confident / Very Confident  
to 96%



## Before and after confidence improvements in key learning areas

Our training resulted in a substantial increase in confidence in practitioners across all learning areas. Before the training, confidence was generally moderate, with practitioners telling us of gaps in awareness of paternal mental health, systemic barriers, and practical engagement with dad's. After the training, limited confidence responses were eliminated entirely, and **90% consistently reported** being confident or very confident in every topic area. The biggest rise in confidence amongst practitioners was in understanding the importance of fathers in the first 1001 days of a child's life and 60% increase in confidence levels regarding understanding the systemic and social barriers affecting Dad's.

# 100%

thought our training provided an appropriate level of content and they could apply it to their role

# 98%

thought our '1001 Days of Dad Toolkit' was the most helpful tool that they would use in their practice

# 97%

felt confident in applying what they learned in our training to their work with dads/dads-to-be

# 1001 Days of Dad<sup>™</sup> Training Evaluation



**96%** thought the practical tools for engaging Dad's, especially the toolkit were the most useful topic



Paternal bonding and attachment (Dad's matter) and Paternal Mental Health topics are highly rated



**75%** rated the coverage of paternal birth trauma as the second most useful topic



The critical importance of fathers in the first 1001 days of a child's life was also mentioned as a key useful topic

## Topics Covered in the Training



- The role of fathers in the first 1001 days



- Paternal bonding and attachment (Dads matter)



- Infant brain development & responsive caregiving (Serve and return)



- Paternal Mental Health



- Paternal Birth Trauma



- Relationship Stress & Conflict in the Perinatal Period



- System Barriers & Policy Context



- Tools & Strategies for Engaging Dads



- Safeguarding concerns in the first 1001 days

**We asked practitioners to tell us one thing they plan to do differently as a result of the training:**

“ Actively promoting father's health needs assessment on the HV records and post natal review or discussion of paternal mental health ”

“ I lacked the overall confidence in using tools to engage them so by having the toolkit I think it will be a lot easier to engage Dad's in conversations ”

**Practitioners self report potential barriers  
in applying what they have learned in the training**



## **Time, Capacity & Workload**

*“Capacity in our teams.”*

*“It takes time for practitioners to change their practice and for it to become the norm.”*

*“Professional practice and time.”*



## **Engaging Dad’s**

*“Getting dads to engage and attend sessions.”*

*“Availability of dads who are working full time.”*

*“Even during after-hours visits they can be tired and still in ‘work mode.’”*

*“Dads not always being able to attend appointments.”*



## **Culture & Stigma**

*“Many fathers hold a core belief: ‘I am the provider; providers don’t need help. This can lead to pseudocollaboration or early drop-out.’”*

*“Cultural barriers / language barriers.”*



## **System & Organisation Challenges**

*At scale it’s about organisational / cultural change, not necessarily knowledge and skills.”*

*“Policies and procedures and commissioning.”*

*“Some of our service provision / systems.”*

**Practitioners self report potential barriers  
in applying what they have learned in the training**



## Resources, Funding & Access

“Funding to deliver services for dads.”  
“Limited access to fathers after the  
initial few visits.”  
“Living rural – limited access to face-  
to-face groups for dads.”



## Keeping Practice Change Alive

“Messaging to staff and ensuring  
sustainability of any practices is key.”  
“How do we ignite conversations  
about dads and keep them going?”  
“Staff remembering to hold this in  
mind due to the volume of their  
work.”

## Summary

Feedback we received in the post evaluation survey was overwhelmingly positive. Practitioners consistently described the session as helpful, comprehensive, and well facilitated. Even those who already had prior knowledge felt the training provided a good opportunity for consolidation. The course content was repeatedly praised for its expertise, and expressed strong support for the training being rolled out more widely across services and professional groups as practitioners found the training unique in its subject content, effective, applicable and has strong potential for broader implementation and longer-term impact.

## Key Takeaways

- High perceived value: The training met or exceeded expectations for the majority of practitioners and was viewed as relevant across varying levels of prior subject experience.
- Strong facilitation: The trainer’s style and skill were highlighted as a major strength, particularly in managing group discussions and maintaining focus.
- Clear demand for wider rollout: Multiple practitioners recommended expanding the training to additional professional groups and services, with some advocating for commissioner support.
- Opportunities for enhancement: Suggestions included shorter online sessions, follow-up sessions to reflect on practice change, and continued opportunities for discussion and support post-training.