emP VER breakfast

Mission Statement

The emPOWER Breakfast

A networking event with a difference

We Cultivate Authentic Connections in Business.

We Create Positive Change in the Workplace on a Micro Level.

We Build Empathy Through Shared Stories.

We Model Achievement and Resourcefulness Through Shared Stories.

We Offer Hope and Support Through Shared Stories.

We Offer Mentor Support on Subjects that May Affect Us All.

We Allow People to Feel 'Seen' in Their Challenges.

WE ARE THE BUSINESS NETWORKING EVENT THAT YOU CANNOT MISS.







About Us

The emPOWER Breakfast is designed with two missions in mind

The emPOWER Breakfast is an authentic business opportunity to network and connect.

The emPOWER Breakfast is a celebration of all the talented people in the room.

The emPOWER Breakfast Guide To Separation

The Parents Promise

Separation and divorce can be incredibly challenging – not just for parents, but for children and colleagues too.

The Parents Promise is a brilliant initiative that helps parents put children's wellbeing first during family change. Their resources offer practical and emotional guidance to support both individuals and workplaces.

Available Resources:

Employer Information Pack

Guidance for organisations to support employees navigating separation or divorce.

Download here

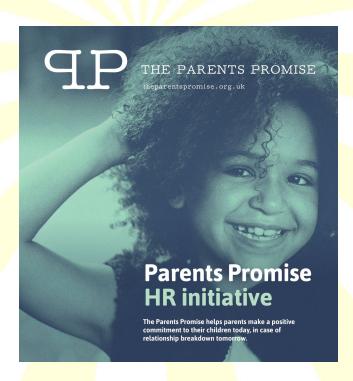
Employee Information Pack

Helpful tools and advice for those going through a separation or divorce.

Make The Parents Promise

A personal commitment parents can make to their child(ren) — to prioritise their emotional needs, stability, and sense of security during and after separation.

Make the Promise



Separating Well: A Kinder Way to End a Relationship

Separation doesn't have to mean destruction. Even when your partner has behaved unforgivably, there is a way to navigate the situation with dignity, grace and above all self care for both you and your children, if you have them.

Parental separation doesn't have to mean poor outcomes for children, but the way that the separation is handled matters.

While the emotional weight of ending a relationship can feel overwhelming, *separating well* IS possible—and is ultimately better for everyone involved, *especially* when children are part of the picture. Navigating difficult transitions is a life skill, and doing it with as much inner peace as possible is the aim, managing your own emotional landscape like a martial arts expert... with zen at the core, and support at the helm!

To separate well is to part ways with (self) respect, clarity, and emotional responsibility. It means acknowledging the end of the romantic partnership without weaponising it, blaming, or dragging the pain into future interactions. This doesn't mean the process won't hurt—but it does mean you're committed to navigating that pain in a conscious, compassionate way.

Key principles include:

- Open and honest communication (without cruelty or scorekeeping)
- Respect for shared histories and future boundaries
- Putting children's wellbeing first—not using them as messengers or leverage
- Seeking support—legal, emotional, therapeutic—where needed

To help begin to change the culture of separation in the UK, James has created The <u>Parents Promise</u> with the aim of encouraging couples and wider society in general to talk about what separating well looks like.

Useful resources

- <u>https://www.separatespace.co.uk/</u> This organisation are part of The Parents Promise
- https://amicable.io/ Amicable, an online divorce company. They are part of The Parents Promise
- Co-parenting apps:

https://www.ourfamilywizard.co.uk/ -

https://amicable.io/coparenting-app -

Recommended Books for Navigating Separation with Dignity

Here are some highly-regarded reads that offer tools, perspectives, and healing frameworks:

- [Almost) Anything But Family Court by Jo O'Sullivan (Almost) Anything But Family Court offers parents a detailed roadmap towards a positive goal. Oozing with common-sense and emotional insight, the available options and various routes are explained in non-legal language." Sir Andrew McFarlane, President of the Family Law Division.
- Separating with Children 101 by Bob Greig and Rebecca Giraud Separating with Children 101 is an invaluable first source of legal know-how to help every separating or divorcing parent.
- Conscious Uncoupling by Katherine Woodward Thomas A thoughtful guide to ending a relationship with intention, growth and dignity. Made famous by Gwyneth Paltrow's split, but its emotional depth goes far beyond the headlines. It was mocked at the time when in fact this kind of responsibility should be applauded.
- Split: Memoir of a Divorce by Suzanne Finnamore Raw, witty, and unflinching, this memoir offers an honest look at divorce while still offering hope for reinvention.
- How to Be a Happier Parent by KJ Dell'Antonia Although not strictly about separation, this book is brilliant for co-parenting guidance and keeping your children emotionally grounded throughout life's transitions.
- It's OK That You're Not OK by Megan Devine An excellent companion for navigating grief, including the grief of separation—without toxic positivity.



Final Thought

Separating well isn't about being perfect or pain-free. It's about being human in a more grounded, aware, and respectful way. Because even when love and relationship ends, the way we honour it—and the people involved—and the way we extricate ourselves can reduce the trauma of what is a major life event.

If you are going through a breakup don't navigate it alone. Seek out impartial and objective support - do the therapy, the restorative classes, the nervous system regulation hacks. Feel the feelings.

Protect your peace.



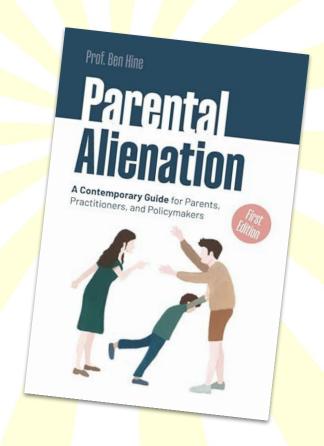
Parental Alienation: Understanding a Painful Reality

Parental alienation occurs when one parent manipulates a child to unjustifiably reject the other parent, often after a separation or divorce. This can involve criticising the other parent, limiting contact, or making the child feel guilty for wanting a relationship with them. Though not officially recognised as a clinical disorder in the UK, the impact on families is very real.

Contrary to common narratives, this is a gender neutral issue where both mothers and fathers can be responsible for alienating behaviour. Some fathers may use the tactic to marginalise mothers, while some mothers may emotionally sway children against fathers. The focus, however, should remain on the actions—not the gender.

The concept of parental alienation is unfortunately controversial which inhibits proper dialogue, societal and institutional change and critically, support for the children caught up in it which can leave lifelong mental and emotional scars. Critics argue it's sometimes used in court to dismiss genuine abuse claims, especially those made by mothers.

At its core, parental alienation highlights the urgent need for emotional responsibility. When adults fail to manage their hurt, anger, or resentment, children become collateral damage and that is just not acceptable.



The real solution lies in becoming better humans—more self-aware, more accountable, and more emotionally grounded—so that children are no longer made the battleground for adult pain. If you are going through a painful breakup seek as much support as you might need to navigate the transition with as much emphasis on neutrality as you can. Protect your Peace.

Parental Alienation isn't just a legal term—it's a deeply emotional experience that impacts everyone but children the most.

Professor Ben Hine is one of the few people researching alienation and was alienated himself as a child.

Let's all be better. For them.



Emotionally aware.



Accountable in conflict.



Child-centred, always.

Navigating the Child Maintenance Service

Children should be provided for by both sets of parents, this can however be a difficult path to navigate with systems and bureaucracy that is unfamiliar. Here is a link to a very useful organisation to aid with navigating the CMS.



https://www.nacsa.co.uk/

At NACSA, we specialise in providing expert guidance and support to parents dealing with child maintenance issues. With almost three decades of experience, we understand how challenging and complex the Child Maintenance Service (CMS) can be, and we are dedicated to helping parents navigate the process smoothly.

Share Your Experience

As part of *The Parents Promise*, we are inviting parents and education professionals to take part in two short surveys. These surveys aim to explore how parental separation affects children in school settings and identify what resources might better support families and educators.

Your input will help shape future tools, guidance, and policy recommendations to create a more child-focused and supportive environment during separation.

- If you're a parent, please complete our Parents Survey
- If you're an education professional, please complete our <u>Education Professionals Survey</u>

All responses are completely anonymous and confidential.

Thank you for helping us support children more effectively through times of change.



What is profound autism?

James is a parent of three children. His middle daughter is preverbal autistic and we covered this in the session as Athene also manages this challenge with her son who is the same age.

Profound autism is defined as having an IQ of less than 50 or being nonverbal or minimally verbal. Kids with profound autism need help with tasks of daily living, such as dressing, bathing, and preparing meals. They are also likely to have medical issues like epilepsy and behaviors like self-injury and aggression that interfere with safety and well-being. They require round-the-clock support, throughout their lives, to be safe.

Many in the autism community, including many autistic self-advocates, have embraced the idea that autism should not be seen as a disorder, but as a neurological difference. They see autism as an identity, not a disability. Noting the strengths and talents of neurodiverse people, they argue that people on the spectrum should speak for themselves whenever possible, rather than having their needs represented by parents and other neurotypical authority figures.

But parents of severely affected kids who are unable to speak for themselves say they are being overlooked in the focus on neurodiversity. The separate category of profound autism is warranted, supporters say, because the needs of these children may be neglected if they are not identified.

The neurodiversity movement has done much to combat stigma and promote acceptance of autism in mainstream life. But as brilliant and talented autistic characters proliferated on television and in movies, and celebrities began to publicly identify as being on the spectrum, <u>families with severely impaired children</u> began to feel that the autism spectrum diagnosis isn't effective for children (and adults) with radically different needs. While this link focuses on a family in America, the situation is the same and often worse in the UK, with services, education settings and budgets stretched to breaking point or in reality being non-existent, leaving families struggling alone. Parents are often unable to work when no school provision is available at all, sleep deprived and isolated within their homes because alternative environments are so difficult to navigate. This leaves the immediate carers facing huge challenges. If you are a team leader reading this - are you aware of any of your staff managing disabled caring responsibilities? It's worth finding out and discussing some sort of accommodations - to be honest, a kind word over a cuppa will be worth its weight in gold and provides the emotional support to feel safe enough to share about it.

https://www.profoundautism.org/

Agency 5K

James mentioned that he used running to help him both physically and mentally.

It might therefore be no surprise to find out that his company The Magic Sauce Course sponsors the Agency 5K, now in its 17th year, in Regents Park, on Thursday 28th August 2025.

It's a fun race in a beautiful location with the added spice of a team competition based on the times of the five fastest men and women from each agency/team.

This will give you a flavour of last year's event, and if anyone wants to enter a team for this year, this is the sign up page for 2025.

More information is attached, and feel free to drop James a line - james@james-h.co.uk - if you have any questions!



Click on the image to find out more!