

Flintshire Fostering Friendly Policy

Working for Flintshire &
Fostering for Flintshire



2016 - 2018

Policy owner for review	HR Policy & Reward Advisor
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Date last reviewed	October 2016
Date of last amendment	
Version	1
Date of next review	October 2019

Introduction

Flintshire County Council recognises that employees who are fostering a child are providing a valuable service to the community and to Flintshire County Council.

There are currently 64,000 children in care in the UK. With a child coming into care every 20 minutes in need of a fostering family we recognise the need to do more to help recruit new foster carers.

Flintshire County Council is keen to support employees who are prospective foster carers and also support those already providing care by providing time off where necessary. We recognise that by having the support of Flintshire County Council, may make the difference when our employees are making that vital decision to become a foster carer.

Background

To address national challenges around fostering, and to try and encourage more working people to become foster carers, the government has called for employers to become “fostering friendly”.

Part of the national push to encourage more people to become foster carers, has been to “bust the myth” that you are not allowed to work if you become a foster carer.

Aim

The aim of this policy is to support those employees who are already foster carers and to encourage those who may be considering foster care to take that step as by doing so, they will be providing positive working role models and widening the pool of available foster carers.

Scope

These guidelines apply to all employees employed by the Council including those on temporary and fixed term contracts. It does not apply to agency workers or contractors.

This policy does not automatically cover teachers, however, Head Teachers and Governing bodies are recommended to adopt this policy.

Leave Entitlement

An employee of Flintshire County Council who is applying to become an approved foster carer for Flintshire may be granted up to 5 days leave with pay (pro rata for part time employees) to attend any meetings, home visits or mandatory training as part of the preparation and assessment process. This leave can be taken as half days where appropriate.

Where a couple are applying to become foster carers, and both are employees of the Council, the leave entitlement will apply to each partner.

An employee who is an approved foster carer for Flintshire may be granted 5 days leave (pro rata for part time employees) to attend meetings or training. This can be taken as half days where appropriate.

Employees wishing to take leave under this policy must produce written evidence to their manager to show that they are actively applying to become foster carers or are required to attend meetings or training.

Flexibility

Managers should adopt a flexible and accommodating approach to requests for time off, leave and flexible working arrangements from foster carers and prospective foster carers in

relation to their care of a looked after child or during their journey through the process to become a foster carer.

Training and Development

Advice and support for those with management responsibility for employees wanting to foster for Flintshire can be sought from Human Resources or Trade Union Colleagues.

Monitoring and Evaluation

This policy will be reviewed to ensure compliance with employment law and best practice. Any amendments to the policy will be arranged via the HR Policy and Reward Advisor.