

# Flintshire Fostering Friendly Policy

Working for Flintshire &  
Fostering for Flintshire



2020-2023

## Overview

<b>POLICY</b>	Flintshire Foster Friendly Policy
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<b>REVIEWED BY</b>	HR Policy & Reward Advisor
<b>DATE OF LAST REVIEW</b>	September 2020
<b>DATE OF NEXT REVIEW</b>	September 2023
<b>RELATED DOCUMENTS</b>	

## Revision History

Version	Issue Date	Author	Summary of Changes
1	November 2016	HR Policy & Reward Advisor	New
1.1	September 2020	HR Policy & Reward Advisor	Cyclical Review No Changes

## Consultation

Version	Who	Date
1	HR, Trade Unions, COT	October 2016

## Approval

Version	Who/Where	Date
1	FJTUC	October 2016

## 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 in Flintshire County Council 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 staff employed by Flintshire Schools, however, Head Teachers and Governing bodies are recommended to adopt this policy as good practice.

The policy is only applicable for Flintshire County Council employees who are applying to become a foster carer or already a foster carer for Flintshire County Council.

## Leave Entitlement

An employee of Flintshire County Council who is applying to become an approved foster carer for Flintshire County Council 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 already an approved foster carer for Flintshire County Council may be granted 5 days leave (pro rata for part time employees) to attend meetings, training or to respond to the needs of a child. 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 approved foster carers with Flintshire County Council or actively applying to become foster carers with Flintshire County Council.

## 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 the 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.