

EMPLOYMENT AND APPEALS COMMITTEE

15 November 2022

HR POLICIES

Report of the Strategic Director Resources

Strategic Aim:	A modern and effective Council		
Exempt Information	No		
Cabinet Member(s) Responsible:	Councillor Karen Payne, Portfolio Holder for Finance, Governance and Performance, Change and Transformation		
Contact Officer(s):	Saverio Della Rocca, Strategic Director for Resources	01572 758159 sdrocca@rutland.gov.uk	
	Carol Snell, Head of Human Resources	01572 720969 csnell@rutland.gov.uk	
Ward Councillors	All		

DECISION RECOMMENDATIONS

That the Committee:

1. Approves a new policy of 'Fostering Friendly' for Rutland County Council employees (Appendix A)

1 PURPOSE OF THE REPORT

- 1.1 To seek approval for a new Fostering Friendly Policy for the Council's employees.

2 FOSTERING FRIENDLY POLICY

- 2.1 The Strategic Director Children and Families has undertaken a review of fostering allowances and measures designed to increase the number of Rutland County Council foster carers. This has included a remodelling of the financial and wider support package that we offer foster carers to enable us to increase recruitment of foster carers and ensure that we have an appropriate package of support.
- 2.2 Aligned to this work (which was approved at Cabinet on 18 October 2022), has been the development of a policy and provision of support for our own employees who wish to become foster carers – a copy is attached at Appendix A.
- 2.3 A key feature of this policy is paid time off in any 12-month period as follows:

- assessment and initial training prior to approval as a foster carer - up to three days
- attendance at panel for approval – one day
- placement of a child/young person, for example child review meetings, annual foster carer review meeting and training – up to five days per annum.

2.4 This policy is applicable to all Rutland County Council employees even if they are fostering from another region/authority.

2.5 In addition, if approved, the Council will be able to use an official Fostering Network branding across all our advertising channels as a 'Fostering Friendly' employer. This is an important message in our collaboration within the local business community to encourage them to support their employees who may wish to become foster carers.

3 CONSULTATION

3.1 The Council is required to consult with the recognised Trade Unions for the consideration of employment policies. Unison have raised no comments nor concern with this policy.

4 ALTERNATIVE OPTIONS

4.1 There is no legal requirement for an employer to have a Fostering Friendly Policy. However, the adoption of such a policy demonstrates our commitment to supporting our staff who may be, or are considering, undertaking fostering support. In addition, the Council will then be able to use an official Fostering network branding.

5 FINANCIAL IMPLICATIONS

5.1 There are no direct costs nor financial implications arising from this policy.

6 LEGAL AND GOVERNANCE CONSIDERATIONS

6.1 No further considerations.

7 DATA PROTECTION IMPLICATIONS

7.1 A Data Protection Impact Assessments (DPIA) has not been completed because there are no risks/issues to the rights and freedoms of natural persons.

8 EQUALITY IMPACT ASSESSMENT

8.1 An Equality Impact Assessment (EqIA) has not been completed as there are no equality, diversity or inclusion issues arising from this policy.

9 COMMUNITY SAFETY IMPLICATIONS

9.1 There are no community safety implications arising from this policy.

10 HEALTH AND WELLBEING IMPLICATIONS

10.1 None.

11 ORGANISATIONAL IMPLICATIONS

- 11.1 Human Resource implications – this policy is applicable to all employees of the Council and provides support where they may undertake foster care responsibilities.

12 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 12.1 The Council seeks to provide policies and procedures that both supports the working relationship between employees and the Council.
- 12.2 This policy as outlined will ensure provide support to employees who may also undertake foster care responsibilities.

13 BACKGROUND PAPERS

- 13.1 There are no further additional background papers to the report.

14 APPENDICES

- 14.1 Appendix A – Fostering Friendly policy

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.