

North East Lincolnshire Council



**Supporting our employees
who foster**

★ www.nelincs.gov.uk/fostering



Introduction

North East Lincolnshire Council recognises and values the contribution that foster carers make to society and especially to the lives of our children in care.

We understand that foster carers may have additional employment, and that employers should, where possible, offer them additional support to meet the needs of our children in their care.

We are committed to providing support to any of our staff who are foster carers or kinship carers.

We will do this, wherever possible, by creating a fostering-friendly organisation that offers flexible working arrangements that respond to the needs of our foster carers and kinship carer employees.

The process of becoming a foster carer can be lengthy and places a number of reasonable but demanding expectations upon prospective carers, particularly in relation to the training, assessment and approval process.

Wherever possible we will extend the terms of this policy to prospective foster or kinship carers who have begun the formal process of seeking approval and registration as carers.





Our Aim

We want to make life easier for our staff who have foster-carer responsibilities, and aspire to create an environment where our employees feel valued, supported and cared for.

It is our ambition for our employees to feel enabled to consider becoming a foster carer, with sufficient advice, support, guidance and flexibility.

Who is eligible for support?

Extra support and flexibility is available to any North East Lincolnshire Council staff who:

- are applying to become foster carers
- are already approved foster carers and have a child in their care or are a kinship carer

and

- have three months or more employment service with North East Lincolnshire Council

What support am I entitled to?

Staff who are eligible for this support can expect to have access to additional training, support, and additional leave.

For a breakdown of the support that we offer to our approved foster carers, foster carer applicants, and kinship carers, see 'Support at a glance' overleaf.



Support at a glance

- Flexible working arrangements to attend meetings and training
- Paid time off for assessment, approval and the training process
- Access to bespoke training that will support your journey as a foster carer
- Blue light card, a range of discounts
- Membership to fostering network: UK leading fostering charity, offer ongoing independent support and advice, training, podcasts, webinar
- Buddy scheme: ongoing support from an experienced foster carer from application
- Dedicated fostering social worker, to provide, support, guidance and advice, and support learning and development
- Foster carer achievement awards
- Coffee Mornings

In addition to our NEL employee benefits which include:

- **Holiday Extra: buy additional leave**
- **Commitment to work-life balance**
- **RewardNel: discounts on high street brands**

Time off

All council employees who are foster carers or applying to be foster carers will be able to access leave during the first 3 years assessment, approval and training process and ongoing flexibility to enable the carers to attend relevant meetings and training sessions in their role as a foster carer.

This is aimed at equipping our foster carers with the skills to meet the complex needs of children and young people in their care and will apply to all foster carers, including kinship carers.

The employee's line manager will approve the leave on a case-by-case basis taking into account individual circumstances and operational requirements of the business.



North East Lincolnshire Council



Want to know more about fostering?

Get in touch with our team.

Email: fosteringandadoption@nelincs.gov.uk

Telephone: **01472 323966**

Opening times: **Monday to Friday 9am to 4:30pm,
except bank holidays**

Website: www.nelincs.gov.uk/fostering

For more information on any of the support listed in this leaflet, contact your People & Culture representative on

peopleandculture@nelincs.gov.uk

Our Children, Our Future