

## Report of the Portfolio Holder for Resources and Personnel Policy

**Foster Care Scheme**1. Purpose of Report

To create a Foster Care Scheme to support employees who are Foster Carers or are applying to become Foster Carers.

2. Recommendation

**The Committee is asked to RECOMMEND to Cabinet that the Policy be approved.**

3. Detail

There is currently no statutory paid time off for Foster Carers and the Council recognises that its employees undertaking these duties should be supported. A scheme has been proposed to provide these employees with appropriate paid time off to undertake training and other Foster Care responsibilities without fear of having to take time off as annual leave, unpaid leave or sickness absence.

The Policy is provided at **Appendix 1**.

4. Key Decision

Not applicable.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications for the Council with any costs being contained within existing budgets. Any significant budget implications in the future, over and above virement limits, would require approval by Cabinet.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

There are no direct legal implications at this point, but any change to staff terms and conditions will require the relevant approvals.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

The HR Manager welcomes and supports this new policy. We have a number of employees who are Foster Carers or applying to become Foster Carers and adding this policy to our suite of Family Friendly policies will ensure we retain talent and continue to be an employer of choice.

9. Union Comments

Trade Union comments were considered at LJCC.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

An equality impact assessment is included in **Appendix 2** to this report.

13. Background Papers

Nil.