

Support To Foster Policy



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Fostering Support Policy

1. Purpose

Cyngor Gwynedd recognises and appreciates the contribution that foster carers make to the lives of children and young people in care. We are keen to support staff who are already in, or are considering fostering. Given that, we understand that foster carers will need some flexibility in their working arrangements so that they can meet the needs of their foster child or young person.

Cyngor Gwynedd is committed to supporting any member of staff who applies to become a foster carer for Maethu Cymru Gwynedd or any other Maethu Cymru local authority. It is not relevant to those being assessed by commercial, third sector or private agencies. It is relevant to those carers approved relationship (Approved kinship carer).

We will do this, wherever possible, by creating a foster-friendly organisation, which offers flexible working arrangements and which responds to the needs of all staff who are approved foster carers or relative carers.

Cyngor Gwynedd offers staff the opportunity to work flexibly where this is compatible with the requirements of their job. Our flexible working policies, emergency time off for dependents, and a number of parental policies all apply to approved foster carers and relative carers.

2. Scope

This policy applies to staff employed by Cyngor Gwynedd, whether they are permanent, temporary, occasional, full or part-time staff. The procedure does not apply to school staff where their employment is regulated by school governing bodies. It also does not apply when employed through agencies or self-employed consultants.

3. General Principles

All policies and procedures of Cyngor Gwynedd's working conditions comply with laws and regulations relating to Data Protection, Equality, Disability Confidence and Language ([linK](#)).

4. Time Off

Up to 5 paid days can be taken (on a pro-rata basis for part-time workers) to attend meetings and training relating to the assessment process, annual assessment meetings and to respond to the child's needs. The right applies per rolling period of 12 months, and the time can be taken on a half-day or full-day basis.

The line manager will approve the absence at their discretion taking into account the individual circumstances of each case and the operational requirements of the business. The absence will be considered and approved on a pro rata basis.

The request for time off should outline the reason and amount of absence required.

When more than the maximum entitlement to paid leave is requested (as outlined above), the line manager and the member of staff should discuss other methods available e.g. annual leave and other relevant policies.

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The procedure will be reviewed in 3 years; however, the policy can be reviewed within this period in order to make any amendment/changes that are necessary in the light of operational experience or changes in employment law or statutory guidance

Review History

Version	Publication Date	Summary of Amendments
1.	Ionawr 2025	New policy