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# Fostering friendly

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Hull  
City Council

**FOSTER**<sup>®</sup>  
**FOR HULL**

[www.HullFostering.co.uk](http://www.HullFostering.co.uk)



# Could your business be fostering friendly?

## **Why Your Business Should Become Fostering-Friendly and Help Children in Hull**

Becoming fostering-friendly is a straightforward and free process, suitable for businesses of any size and is a chance to make a real difference in the lives of the city's most vulnerable children while enhancing your company's culture, reputation, and responsibility to the community.

**FOSTER**  
**FOR HULL**

## **A Simple, Free Scheme for Businesses of Any Size**

By becoming a fostering-friendly employer, your business will directly support Hull and East Yorkshire's foster carers and the children they look after.

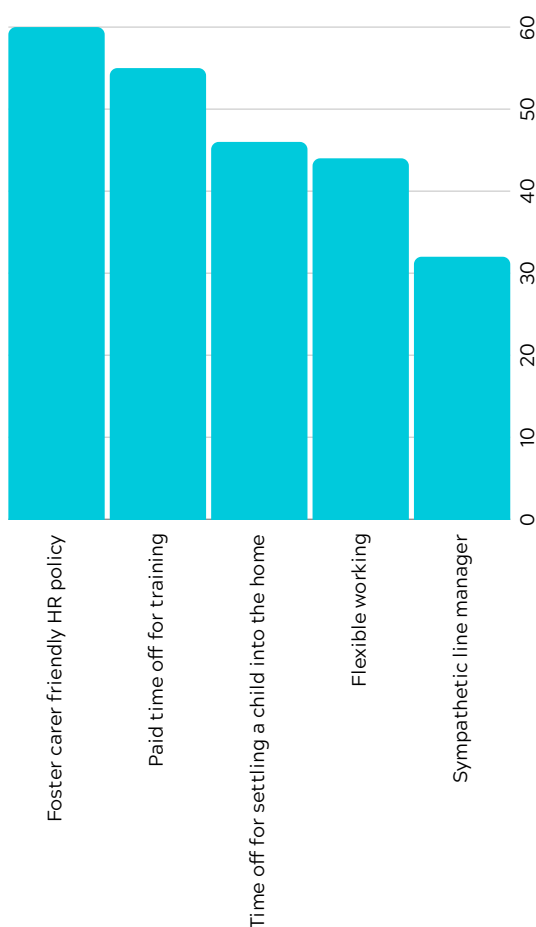
Supporting your employees in their fostering journey will help increase job satisfaction and loyalty, whilst strengthening your brand and reputation to future employees and customers.



## The Role You Play in Shaping the Future for Children in Hull

Hull has one of the highest populations of looked-after children in the UK, yet nationally the number of foster care households has been steadily declining. The need for more foster carers is critical to ensure that children receive the support, love and stability they deserve.

By becoming a fostering-friendly employer, you recognise the importance of offering employees the flexibility and support they need to balance their work with the incredible opportunity of becoming a foster carer.



## Why This is Vital to Our Communities Success

In 2021, 40% of foster carers combined fostering with other employment.

When asked what would help foster carers to continue working alongside fostering 60% requested a foster carer friendly HR policy, 55% asked for paid time off for training, 46% hoped for time off for settling a child into their home, 44% asked for flexible working and 32% hoped for a sympathetic line manager.

For parents there are often family HR policies in place, however foster carers often lack similar HR support, despite the critical role they play.

## Why This Matters for Us and Our City



Businesses across Hull have the opportunity to make a significant difference in the lives of local children by becoming fostering-friendly. With Hull facing a shortage of foster carers and one of the largest populations of children in care in England, the need for more foster families is urgent. By supporting your employees in their fostering journey, your business can play a vital role in providing safe, loving homes for these children, while also benefiting your workforce and reputation.

## Help Hull's Children — One Business at a Time

Becoming fostering-friendly is a straightforward and free process, suitable for businesses of any size. To be awarded the national fostering-friendly accreditation, we ask you offer additional paid leave to those wishing to foster, for fostering-related responsibilities and offer some flexibility to your employee's working arrangements, showing your commitment to making a positive impact.



## Be the Change You Want to See



By becoming a fostering-friendly employer, you are taking a crucial step to support our community and address a pressing local need.

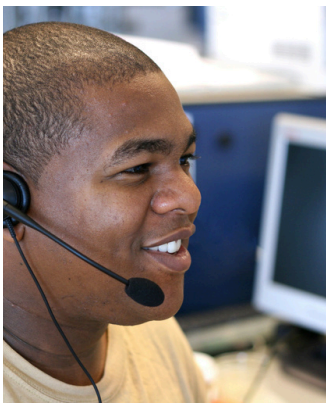
Fostering is not just about giving; it's also about growth. Your employees have the chance to continue to build a career, and at the same time, offer hope, stability, and love to a local child.

## Benefits of Being Fostering-Friendly



### Employee Satisfaction and Retention

Fostering requires time for mandatory training and important child progress meetings. By allowing employees the flexibility they need, you show them that their personal lives and contributions to the community matter, leading to greater job retention and a happier workforce.



### Attracting New Talent

Businesses that adopt fostering-friendly policies send a clear message: they value family, community, and social responsibility. This makes your company more attractive to potential employees who seek employers with strong values and a commitment to making a difference.



### Corporate Social Responsibility

Supporting employees who foster aligns perfectly with your CSR goals. Helping vulnerable children in Hull by enabling foster carers to balance work and fostering demonstrates your company's dedication to improving local communities. In an era where consumers and partners look for businesses that give back, being fostering-friendly strengthens your brand and reputation.



### Enhanced Employee Well-Being

Foster carers often feel torn between their work and their responsibilities to children in their care. A fostering-friendly policy alleviates some of this stress, allowing employees to focus on both roles with the support of their employer. This leads to better work performance, reduced absenteeism, and overall enhanced employee well-being.

## Lead the Change



### NO COST

The scheme is free to join



### HR TEMPLATE

Nationally recognised fostering-friendly HR policy ready to use



### NATIONAL ACCREDITATION

Receive a free national fostering-friendly accreditation endorsed by Fostering Network



### RECOGNITION

We will share and celebrate your businesses commitment to foster care and the vital role it has in transforming children's lives



## Template – Fostering Friendly Policy

### **Introduction**

(Insert the organisation name) recognises and values the contribution that foster carers make to the lives of children and young people in care. We understand that foster carers will need some flexibility in their working arrangements in order that they can meet the needs of their fostered child or young person.

(Insert the organisation name) is committed to support any staff member who is a foster carer or approved kinship carer. We will do this, wherever possible, by creating a fostering friendly organisation that offers flexible working arrangements which respond to the needs of all staff who are foster carers or approved kinship carer.

### **AIM**

(Insert the organisation name) offers staff the opportunity to work flexibly where this is compatible with the demands of their job. Our flexible working, child placement leave, emergency time off for dependents, parental (where extant) policies all apply to foster carers and approved kinship carers.

### **SCOPE**

This policy applies to all staff.

### **ELIGIBILITY**

This policy applies to staff who have three months or more employment service with (insert name of organisation) and:-

are applying to become a foster carer

are an approved foster carer and have a child in placement (or have had a child in placement for 75% of the previous twelve months)

are an approved kinship carer

### **TIME OFF**

This policy sets out the additional time off that we offer to staff who are foster carers and approved kinship carers.

(Insert the organisation name) will support foster carers and approved kinship carers by giving paid time off per 12 month aggregated period as follows:-

assessment and training prior to approval as a foster carer - up to three days

attendance at panel for approval – one day

child review meetings, annual foster carer review meeting, training – up to five days.

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

### **PROCEDURE FOR REQUESTING TIME OFF**

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

Where more than the maximum entitlement of paid leave is requested (as outlined above), the line manager and the staff member should discuss other means available eg annual leave, time off in lieu, parental leave.

The staff member should send the leave request to the line manager for authorisation. The line manager should forward the request to HR to be recorded appropriately.

## How This Supports the Heart of Our City



THE UNIVERSITY OF HULL

'I'm extremely proud that we're supporting the valuable and important work of Hull Fostering and the Fostering Network. Being a Foster Friendly Employer means that we are helping to raise awareness among our staff and students about fostering and the need for more foster carers. We have also committed to providing time off for our staff to support them with the necessary training and commitments.'

As an anchor institution in the City of Hull, social justice is of the utmost importance to us and is at the core of our mission and strategy. We know that Hull has a high number of looked after children, and as a major employer in the city we believe we have a responsibility to work with local partners and to support our community in providing a safe and nurturing environment where our young people can thrive.'

Sarah Wilson, Chief People Officer - Hull University



'Humberside Police have partnered with Hull Fostering and The Fostering Network to become a Fostering Friendly Employer. We have pledged our commitment and created a policy that outlines the support provided by the force for time away from work in order to meet the required responsibilities as a foster carer, including attendance at assessments, training and child review meetings. This support is available to anyone who is going through approval to become, or who is already a foster carer with any registered foster care service.'

HR Services Manager from Humberside Police, Kelly Harrison



'We are lucky to have a fantastic team of foster carers here at Stagecoach. They truly go above and beyond to provide children and young people with a safe and loving home, helping them achieve their goals and thrive. While fostering certainly has its challenges, it is also incredibly fulfilling. That's why we are thrilled to be a fostering-friendly employer, supporting our team every step of the way!'

Operations Manager, Martin McDougall, for Hull Depot of Stagecoach





## Learn More About Fostering

If you have ever thought about fostering, now is the time.

Hull Fostering is actively seeking individuals and families from all walks of life to open their homes and hearts to children in need.

Matching foster families to a child's unique personality and needs is our highest priority, but currently, there are not enough foster carers in Hull to meet this need.

We hope working with businesses in Hull and East Yorkshire to adopt a fostering friendly policy will start meaningful conversations and inspire some of your colleagues to consider fostering.

Whether you are single, married, a parent, or an empty-nester, there is a place for you in the world of fostering. You don't need to be perfect; you just need to be willing, patient, and ready to make a difference.

If you are interested in learning more about becoming a foster carer, the process, and the reality of fostering a child, we encourage you to reach out to Hull Fostering.

**Email: [fostering@hullcc.gov.uk](mailto:fostering@hullcc.gov.uk)**

**Call: 01482 612 800**

**Visit: [www.HullFostering.gov.uk](http://www.HullFostering.gov.uk)**

**Direct message on social media: Hull Fostering**



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# Fostering friendly

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We encourage all businesses and organisations to adopt a fostering-friendly HR policy.

We would be happy to guide you through the simple free process of gaining the fostering-friendly accreditation.

Get in touch if you would like to discuss implementing a fostering-friendly policy, regardless of how big or small your business is.

Call: 01482 612 800

Email: [fostering@hullcc.gov.uk](mailto:fostering@hullcc.gov.uk)

Visit: [www.HullFostering.gov.uk](http://www.HullFostering.gov.uk)