



Hull Fostering

Fostering Friendly
Employers



Hull
City Council

FOSTER[®]
FOR HULL

www.HullFostering.co.uk

WHAT IS FOSTERING FRIENDLY?

Fostering Friendly is a scheme created by The Fostering Network, which supports employers to implement a policy which promotes fostering and supports their foster carer employees.



Hull City Council is a Fostering Friendly employer and has been working hard over the last year to encourage local employers to join in pledging support for children in care.

THE CHALLENGE

When a child cannot live with their own family sometimes, they need to live with an approved foster person or family, and that is fostering.

There are many reasons why families cannot stay living together.

Not having stability or a healthy home environment are some reasons why a child could be moved into care.

Some children are moved into care because of abuse, neglect, or the family dynamics have made it unsafe for a child to continue living with their family, such as domestic abuse or family stresses like police involvement, extreme financial

hardship or a major upheaval such as a child seeking asylum in the UK.

We know children's early experiences shape who they are and affect lifelong health and learning.

For a child to develop to their full potential, they need a safe and stable home, secure and nurturing relationships with adults, responsive guardians who will love and care for them.

Foster carers have a big role to play in helping children deal with and overcome these issues and provide the safety and stability they need to thrive and be happy.

Hull Fostering is part of Hull City Council and we need foster carers to provide care for children and young people when their own families can't look after them.

Our foster carers can choose to foster with Hull Fostering even if they do not live in Hull but live within a 30 mile radius.

Hull Fostering is the largest fostering service in the local area and are responsible for all children in Hull.

There are currently 800 children looked after from Hull who are in the care of Hull City Council, needing foster homes.

IS FOSTERING FRIENDLY SUITABLE FOR MY ORGANISATION?



In 2014 a report funded by the Department for Education found recruitment and retention of foster carers was critical to improving outcomes for children.



The report recommended more flexibility was needed in all workplaces to support current and recruit more foster carers.



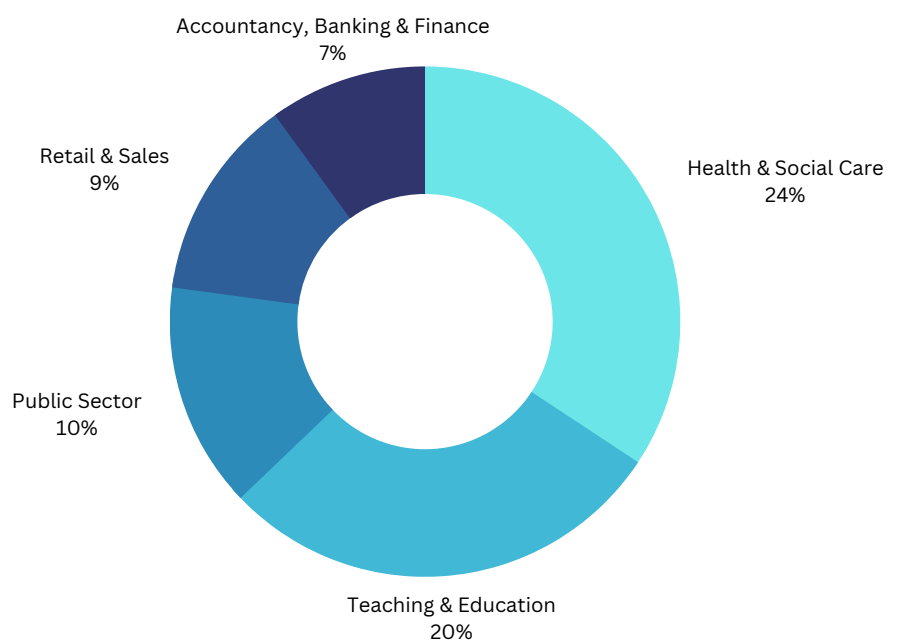
In 2021, 40% of foster carers combined their role with other employment.

A large proportion of Hull residents work in Health, Manufacturing, Education or Business Admin Services.

A recent survey found prior to fostering, 24% of foster carers worked in Health and Social Care, 20% in Teaching and Education, 10% in Public Sector, 9% in Retail and Sales and 7% in Accountancy, Banking and Finance.

Hull Fostering have approached your business as we know your employees would make perfect foster carers.

The majority of foster carers continue to combine employment whilst fostering.



Employment Prior to Fostering

SUPPORTIVE EMPLOYERS



The numbers of children coming into care continues to rise.

This requires more local people and families to consider fostering, allowing our children and young people the chance to remain in the city they know, can keep in vital contact with their friends, siblings and parents and possibly remain at the same school.

Nationally there is a shortage of 9265 foster families and Hull Fostering do not have enough foster carers and supported lodgings providers to compete with the amount of children coming into care.

This is why we are urging local businesses and organisations to become a fostering friendly employer and support your workforce if they consider fostering alongside their current employment.

MAKING A DIFFERENCE AS A FOSTER FRIENDLY EMPLOYER

The Fostering Friendly Employer scheme gives local businesses the opportunity to support our work to recruit more foster carers and give Hull's most vulnerable children and young people a loving and caring home.

The benefits of being an accredited Fostering Friendly employer include;

- Showing your organisation has a strong corporate social responsibility
- Partnership working. We will advertise your business as joining the scheme
- Promotes your commitment to a healthy work-life balance
- Builds your brand by telling potential customers you are fully committed to looking after staff and contributing to the local community
- Your employees will receive additional training and skills as foster carers, which could have a positive impact on your organisation (e.g. First Aid, Medication, Health and Safety, dealing with conflict and many other Hull City Council courses)

ARE YOU READY TO JOIN THE FOSTERING FRIENDLY SCHEME?



NO COST

The scheme is free to join



HR POLICY

We have a draft policy you can use or write your own fostering friendly policy



RECOGNITION

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



CAN I FOSTER?

There are several fostering options open to foster carers and from these you can choose which best suits your home, family dynamics and life commitments.

All we ask is you are:

- 21 years old or older
- have your own home or renting with a spare bedroom
- live in or within 30 miles of Hull



FOSTERING FRIENDLY EMPLOYERS

The Fostering Friendly scheme was created for organisations to sign up to which will benefit employees should they want to become foster carers.

WHAT ARE THE NEXT STEPS?

Our Fostering Friendly employers scheme offers businesses of any size a chance to make a difference for foster carers and the children they care for in Hull and improve support for their own employees at the same time.

Fostering Network have a dedicated team to give you all the advice and support you need to join the scheme.

We are happy to share Hull City Council's or Fostering Network's template HR Policies.

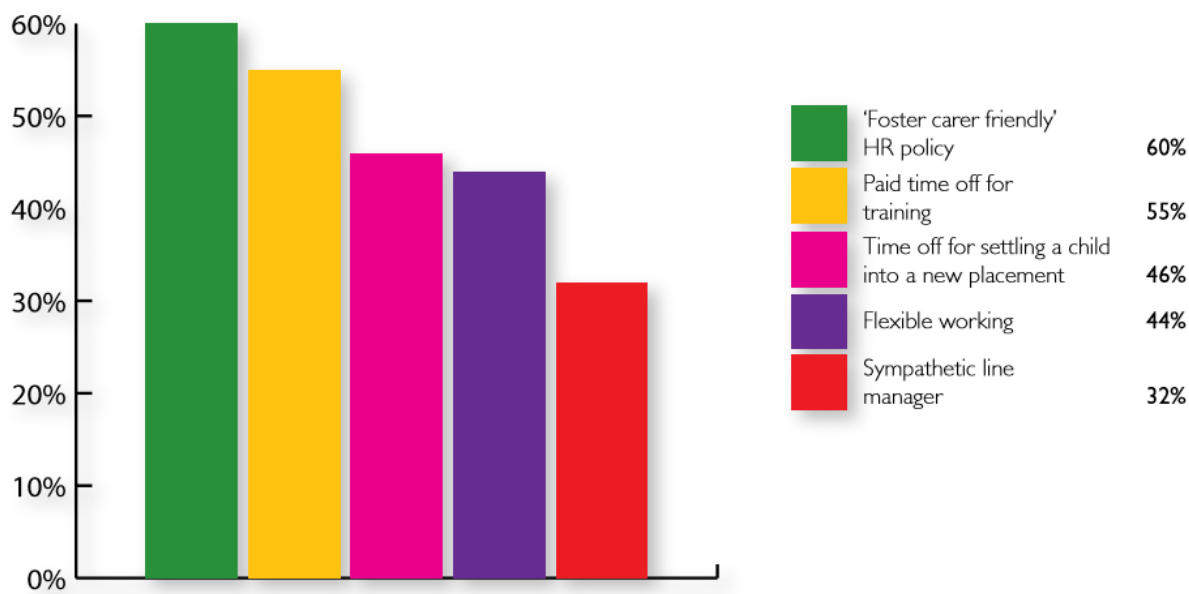
Please get in touch with fostering@hullcc.gov.uk or fosteringfriendly@fostering.net to find out more.

- 94 organisations have signed up to become Fostering Friendly
- Representing a range of sectors including Government, Education, Health, Social Care, Manufacturing, Finance and Professional Services, Sport, Food and Retail

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.

FOSTERING FRIENDLY EMPLOYERS

We asked our carers 'What would help foster carers work alongside fostering?'



Hull Fostering are proud to have onboard:



Bet365
Hull City Council
Home Office
Money Advice Trust
Nationwide



Shop Direct (Very and Littlewoods)
The Stone Group
The Mortgage Brain
University of Hull

"I work for Synectics and Port Vale and both companies signed up to the scheme. We recognised that the impact for us as a company is relatively small, but the impact for any potential child being fostered could be significant and so we were delighted to be able to support our most vulnerable children and local communities by launching our Fostering Friendly policy across both organisations."

Deputy Head of People Success
(458 staff)



For more information, please contact Laura Gawthorpe at Hull Fostering

Tel: 01482 612800

Mobile: 07926076249

Email: laura.gawthorpe@hullcc.gov.uk

Visit: www.HullFostering.co.uk



FOSTER[®]
FOR HULL

www.HullFostering.co.uk