

**STAFFING COMMITTEE**  
**8th November, 2017**

Present:- Councillor Alam (in the Chair); Councillors Cowles and Watson.

An apology for absence was received from Councillor Read.

**1. SPECIAL LEAVE PROVISION FOR FOSTER CARERS/ADOPTERS**

Consideration was given to the report which sought approval to enhance the Council's special leave provisions for employees who were Rotherham prospective/foster carers and prospective adopters and also to support existing employees engaged as Rotherham foster carers already providing these types of care by providing time off where necessary.

The plan was to implement a new initiative to support Council employees who also adopted or fostered by enabling them additional leave under special leave arrangements.

This category of leave must not be used where other forms of leave such as annual and/or flexi leave were more appropriate to the circumstances, such as in the case of a family holiday.

It was suggested that five paid leave occasions (maximum length a day) could be taken in a rolling twelve months period to engage in essential activities related to adoption and fostering such as training, introductory meetings, assessments, reviews and panel etc.

**Resolved:-** That an amendment to RMBC Council employee terms and conditions of employment, to incorporate a special leave provision for foster carers and adoptive parents, be approved.