**Appendix 6**

**Fostering For Adoption Carers Entitlements**

FFA carers are approved Foster carers and are therefore entitled to the same entitlements as all foster carers, ie mileage payments, fostering payments and equipment purchases.

Workers need to be aware that the circumstances are different in that FFA carers are approved adopters and would expect to only receive financial support with equipment etc for “ hard to place” children. Therefore a common sense approach needs to be taken.

Items that are required can be paid for with an appropriate receipt and within current (2017) limits.

If there is baby equipment in the Fostering Team store there is an expectation that foster carers (including FFA carers) will use this rather than new equipment being purchased.

Pram (front- facing) – up to £600 (£800 for a double)

Cot bed- £200 or Cot - £150

Cot bed/cot mattress - £100

Baby monitor - £80

Single bed and mattress - £150

Car seat - £150

Bedroom furniture – wardrobe £150 and drawers £150

**Statutory Pay, Leave and Benefits Entitlement ( 2017)**

Summary of the employment pay, leave and benefit entitlement for FFA carers. For more detailed, up-to-date information, access the **“Technical Guide to Employers”** which can be downloaded from the GOV.UK website and / or liaise with the Fostering Social Worker involved.

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| **Question:** | **Answer:** | **Reference:**  (Technical Guide to Employers) |
| 1. Are FFA carers able to take paid employment leave. | Yes | *The dual approved prospective adopter may be eligible for adoption leave and pay and can take this from up to 2 weeks before the child is placed with the family in accordance with section 22C (i.e. when the child joins the family, initially for fostering). The leave and pay must be taken within 52 weeks of this placement and will cease if the placement does not take place; if it breaks down; or if the child dies. (page 18)* |
| 1. Do FFA Carers have to use annual leave / unpaid leave to attend appointments after being matched but before a child is placed? Especially if the carer(s) do not wish to start their 12 months leave until the child is placed? | Perhaps not | *In the case of adoptions by a couple (i.e. joint adoptions); one of the couple will be entitled to paid time off work to attend up to 5 adoption appointments (of up to six and a half hours for each appointment).* [For Planning Meetings, etc.]  *The other adopter will be entitled to unpaid**time off work to attend up to 2 adoption appointments (of up to six and a half hours for each appointment).*  *If an employee is eligible for and elects to take paid time off to attend adoption appointments they will not be able to take paternity leave in relation to the adoption of that child. It is, therefore, likely that the person who takes paid time off work to attend adoption appointments will also take adoption leave and pay.*  *(page 17)* |
| 1. Does the child need to be on a particular Court Order e.g. Placement Order for FFA leave to commence? | No | *To be eligible for adoption leave and/or pay the child must be* ***matched*** *with the dual approved prospective adopter on or after 5 April 2015. (page 9)*  It is irrelevant which Court Order (if any) the child is subject to. Employers need the (FFA) **Matching Certificate** for an employee to be able to commence (Fostering For) Adoption Leave. |
| 1. Can FFA Carers who are a couple share (Fostering For) Adoption Leave like other couples share parental leave? | Yes | If FFA carers would ordinarily be eligible to have shared parental leave, then they would have the same entitlement under a FFA arrangement. Please read further the Technical Guide to Employers regarding shared parental leave entitlement for any employee.  Please note, in some circumstances (for any employee) shared parental leave may not be possible or may require further negotiation depending on the requirements of the business concerned. |
| 1. Does the leave / pay entitlement alter when the placement converts from fostering to adoption regulations? | No | FFA Carer(s) remain entitled to up to 12 months leave in total.  The entitlement remains continuous from when the leave commences at point of matching / placement and does not alter if the placement converts to adoption regulations. The 12 month entitlement cannot be recommenced (i.e. the clock is not reset to zero) due to the placement legal status altering.  Similarly, employee government benefits / employee pay entitlement remains the same as any other person who has been on parental leave for that period of time. It does not alter due to the change of legal status of placement. |
| 1. If in receipt of employee payments (i.e. statutory adoption pay, additional adoption pay), can FFA Carers also receive a fostering allowance payment from the Local Authority? | Yes | A fostering allowance is not an income for the adults but rather a payment by the corporate parent to ensure that the child’s needs are being met and this is not at the financial detriment of the child’s carers. |
| 1. Can a FFA Carer claim child benefit for a child in their care? | No | FFA carers are not entitled to claim child benefit, child tax credits, etc. for a child who is in their care.  This can occur if the placement converts to a prospective adoptive placement (under adoption regulations). At that time, the Fostering SW role will end and the fostering allowance payments will cease (in some cases an adoption allowance may be payable). It is at this point that state benefits can be applied for in respect of the child. |
| 1. Can FFA carers claim other allowances from the Local Authority? | Yes | Mileage allowance to attend meetings, appointments, etc. regarding the child are reimbursed to FFA Carers. The fostering social worker will discuss with FFA carers how to claim such payments. |
| 1. Is essential equipment (e.g. car seat, pram, cot / bedding, etc.) funded by the Local Authority in a FFA placement? | Yes | If there is baby equipment in the Fostering Team store there is an expectation that foster carers will use this rather than new equipment being purchased.  If new equipment is required there is a limit as indicated below  Pram (front- facing) – up to £600 (£800 for a double)  Cot bed- £200 or Cot - £150  Cot bed/cot mattress - £100  Baby monitor - £80  Single bed and mattress - £150  Car seat - £150  Bedroom furniture – wardrobe £150 and drawers £150  Items that are required can be paid for with an appropriate receipt and within current (2017) limits.  The fostering social worker will advise the FFA carers regarding the purchasing of essential equipment. |
| 1. Are other allowances typically available to children in foster care payable in a Fostering for Adoption placement?   ie  clothing  holiday allowances | Yes  No | As children move fostering placements with clothing, it would not be typical to pay a clothing allowance.  Exceptions include:   * When a child is placed directly from birth relatives’ care with limited clothing. * A child is placed directly from hospital following their birth.   Emergency clothing allowance of £30 may be payable in such circumstances.  Holiday allowances are not payable due to the specific circumstances of the placement and needs of the child |