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* 1. As a Foster Friendly employer, Bradford Childrens and Families Trust (BCFT) wishes to actively encourage employees (of BCFT and Bradford City Council) to become short breaks or mainstream foster carers.
	2. The Trust recognises that many employees will often possess the necessary skills, understanding and motivation to become foster carers. However, this must be balanced against the need to protect both staff and children from potential conflicts of interest and issues of confidentiality etc (?).
	3. The assessment of Trust employees as short breaks or mainstream foster carers will need to be carefully considered by the Fostering Recruitment & Assessment Team. Depending on the applicant’s position within the Trust, an Independent Fostering Assessor maybe appropriate. Each cases will be judged on its individual merits.
	4. Employees of the Trust who are approved as short breaks or mainstream foster carers will need to consider any conflict of interest when they are approached regarding a foster placement. If there is a potential conflict of interest, it will need to be discussed, best practice not supporting the request to not place unless exceptional circumstances. If front line professionals believe the conflict of interest is ‘manageable’ then Assistant Director approval will need to be sought.
	5. When a child is placed with a foster carer who is also a Trust employee, access to LCS would be limited by the child/ren’s case files being locked to that employee.
	6. Foster4Bradford employees (part of the Trust) are not permitted to become short breaks or mainstream foster carers. The Trust believes that the potential for conflict of interests are highest for those working within the fostering service. Foster4Bradford employees need to be signposted to neighbouring authorities.