

Children's Safeguarding & Early Help

Conflict of Interest

Foster Care

Conflict of Interest for Child Protection and Family Support Services Policy Governance

Title	Name of Policy
Purpose/scope	<p>To provide a framework for the foster carers of Telford and Wrekin to assist them to understand the potential conflicts of interest if they are employees of Telford and Wrekin Council.</p> <p>It also provides a clear rationale of who would not be eligible to apply to foster for Telford and Wrekin.</p>
Subject key words	Foster Carer, conflict, interest, employee, Employee Code of Conduct, Dignity at Work, Gifts and Hospitality Policy, Registering interests – Guidance for Employees, fostering panel
Council Priority	<ul style="list-style-type: none"> • Protect and support our most vulnerable children and adults • Put our children and young people first
Lead author & contact details	<p>Daniel Chell Family Finding and Targeted Services Team Manager</p> <p>Daniel.chell@telford.gov.uk</p>
Date Established	12/02/2019
Date of Next Review	12/02/2020
Service Improvement & Efficiency Validation	
Legal Sign Off	N/A
Finance Sign Off	N/A
Approver	Assistant Director: Child Protection and Family Support services

Contents

1	Introduction
2	Fostering Service Employees
3	Foster Carers employed by Telford & Wrekin Council
4	All Foster Carers
5	Fostering Panel
6	Gifts, Hospitality, etc.

Conflicts of Interest

1. Introduction

Potential conflicts of interest can occur within any service. It is important to recognise any conflicts of interest so that we can deal with them in an effective manner and in a way, which protects all parties.

2. Fostering Service Employees

Telford & Wrekin Council have a number of relevant policies which employees should familiarise themselves with. These policies are available on the intranet and include:

- Employee Code of Conduct
- Dignity at Work
- Gifts and Hospitality Policy
- Registering interests – Guidance for Employees

If anyone working for the fostering service considers that, any potential conflict of interest affects their role they should discuss this with their line manager immediately, who should document the discussion and place it on the supervision file. In line with the Registering Interests Guidance, we expect all employees to complete the declaration form.

3. Foster Carers employed by Telford & Wrekin Council

Our policy allows Telford & Wrekin fostering service to recruit foster carers employed by the council unless they are a member of staff working in the Children's Social Care Service or a Telford & Wrekin Councillor, as this is likely to cause a conflict of interest due to the dual role.

The Telford & Wrekin Council fostering service could consider applications if the prospective carer is planning to cease working in these areas after they are approved. In these instances, we will make decisions depending on the location of the employees work and the nature of their employment. We do not deem it appropriate for staff employed within the fostering service, CIC and leaving care teams, CPFS teams (assessment or CP), Family Connect, Family Solutions or EDT to have children from Telford & Wrekin placed with them.

Other teams connected to these teams will be decided on a case-by-case basis and agreements put in place that do not compromise their roles either as an employee or an approved foster carer and takes into consideration any impact on colleagues.

The only exception is in the circumstances where there is a connected person foster carer involved (fully approved, or temporarily approved). Each individual case will be explored in its own right, giving consideration to the best interests of the child or children and determining

whether alternative working practices can be proposed (this could include the foster carer not entering the fostering team's office) to ensure confidentiality and to minimise the conflict of interest.

If a member of staff working for Telford & Wrekin Council wishes to become a foster carer or is a member of a fostering household, care should be taken to avoid any actual or perceived conflict of interest or negative impact on foster children e.g. access to records. If any potential conflicts were likely then Telford & Wrekin Council would signpost the interested person to another fostering service provider.

4. All Foster Carers

Foster carers are a valuable resource to the Council and are central to its childcare policy of providing safe, secure, and nurturing substitute care. They are in positions of great responsibility and trust and this can sometimes make them vulnerable to allegations. It can also place them in situations where they need to declare an interest as there may be potential conflicts of interest in their role as a foster carer. This could include relationships with those working for the local authority (this can include family members, partners or friends) or relationships with family members of children or young people who are placed with them. In the case of any potential conflict of interest, the foster carer must immediately inform their supervising social worker.

Foster carers should be advised to inform their supervising social worker of any employment that they take up, and tell them if and how any aspect of their work is likely to affect their caring role. In particular, foster carers should advise the fostering service if an agency, firm or organisation that is in any contractual or service relationship with Telford & Wrekin Council employs them.

In order to avoid any possible conflict of interest, the fostering service expect a similar requirement of foster carers when any close family members have such a contractual/business relationship, particularly in respect of Children's Social Care Services.

Potential conflicts of interest may be less likely through a foster carer's involvement in community activities or membership of organisations, or other affiliations, but carers should still be alert to any potential conflict of interest. If there is, a conflict or any concerns that there may be conflict then the foster carer should discuss this with their supervising social worker. Foster carers often need to attend professional meetings such as case conferences, reviews and placement planning meetings. It is possible that these could present a conflict of interest and again this should be disclosed to the supervising social worker or the chair of the meeting if it not known prior to the meeting.

5. Fostering Panel

The makeup of the fostering panel is an independent chair, a panel advisor and panel members from the central list.

Those members on the central list should consider any possible conflicts of interest in relation to panel agenda items. A potential conflict arises if an interest has the potential to affect adversely a panel member's capacity to act without prejudice or preference in a matter with which the panel are dealing. If a panel member considers that, there is conflict of interest they should inform the Panel Chair and/or the Panel Advisor as soon as they become aware of the potential conflict.

Those on the fostering panel, due to their roles outside of panel might have professional knowledge of a case; this is not likely to affect a member's capacity to participate in the panel. However, if this occurs we would still expect the panel member to notify the panel advisor. If there is a personal interest or connection, it is likely that the person from central list should not participate in the case discussion.

Where a Telford panel member is also a member of another panel, which has been involved in a matter that the Telford Panel is now considering, the panel member should always outline the nature of their knowledge gained in the previous panel and seek guidance from the panel advisor in relation to the Telford panel agenda item. The Panel Advisor will consult with the Panel Chair. Members of the Telford panel who are foster carers (from another authority) may also have had a colleague relationship with a person wishing now to foster for Telford, and they should advise the panel advisor of this fact.

Similarly, panel members employed by a fostering, adoption or other child care agency that is working with, or who has worked with, a child and family or applicant to foster for Telford, or one being reviewed by the Telford panel need to advise the panel advisor or the panel chair of this involvement. The nature, degree, relevance, date and length of involvement in the case will be factors guiding consideration of this.

The involvement of panel members from other agencies outside the Council e.g. health authority workers, might less often give rise to conflict of interest in respect of applicants to foster than is the case with social worker members of panel. They may also be seriously involved; however, as participants in child protection cases or in providing expert knowledge to police, case conferences and, sometimes, the courts. The involvement does need to be declared and the panel advisor and panel member should weigh up the degree, nature of involvement, etc., before deciding if there is any potential conflict or prejudicial interest.

Just knowing someone does not usually provide a problem of possible conflict of interest. Nonetheless, the depth of friendship (and consequent sense of affection or obligation) may be strong where the relationship is close and longstanding and panel members should declare all relationships with applicants seeking approval to foster or there for the panel to consider for some other, reason.

Although unusual, a panel member related by birth, marriage or partnership to applicants or even to presenting social workers, should tell the panel advisor or chair of any such relationship, and in all cases, it is better for the panel members to stand down from considering this agenda

item even if the relationship is somewhat tenuous. Similar considerations apply with regard to the positions of people wishing to foster who are neighbours or colleagues of any panel member.

If a potential conflict is known in advance, then the panel member should inform the panel advisor, as it may be necessary to bring in another panel member from the central list to enable the panel to be quorate.

If a decision is made that the panel member may remain to hear the case, the applicant should be informed of that person's presence in the fostering panel and the applicant's views considered.

Should there be a conflict of interest arise with the panel chair then it would need to be arranged that the case is either heard by another panel (in the case where there might be another Chair available), or the vice chair would need to chair that particular item.

6. Gifts, Hospitality, etc.

In order to prevent any suspicion of dishonesty or of dishonest gain, it is important that line managers are informed of any offers of gifts, hospitality etc. and that these are recorded appropriately and in line with the Gifts and Hospitality Policy. Generally, fostering service employees should not accept favours or gifts of tickets for entertainment, events, travel, hotels, etc. and avoid putting himself or herself in debt to some person, as this might appear to influence their work.

Neither employees nor their family members should accept gifts relating to an individual's work performance. Where a gift is unsolicited and is of small value, the fostering service worker should seek the manager's approval to accept this. The manager should register any gift, but if the manager advises against acceptance of the gift, it must be returned and the donor given a courteous explanation of agency policy/the reasons for declining the gift.

Although it is natural for some parents to want to thank foster carers tangibly for caring for their children, carers should avoid accepting gifts or gratuities from the parents of any child for whom they are caring. Carers may accept certain gifts of small value such as chocolates/flowers, especially where refusal seems awkward, but in all cases, the supervising social worker should be informed and the gift recorded on file by the social worker. At the same time, the parents should be discouraged from giving such items, as the acceptance of gifts can also give the wrong signal about the nature of the relationship. If in doubt, the foster care should discuss the matter with their supervising social worker.

It is possible that parents will offer services, rather than gifts to foster carers and others that might make them feel under an obligation or colour their view of the person offering services. Again, wherever possible, carers should avoid accepting any service that could appear to compromise their integrity and objectivity. However, such matters should be kept in perspective, and there is good deal of difference between, say, a one-off lift in a child's parent's car to a

contact meeting, and the carer accepting regular free travel for personal benefit. If the foster carer has any doubt as to whether they should accept a service offered, they should contact their supervising social worker

Conclusion

This document provides an outline of policy and some guidance and illustration on the issues of declaring an interest/avoiding possible conflicts of interest, in respect of Fostering Service provision for Telford & Wrekin Council and in relation to employees, foster carers, and panel members.

The examples given in this document highlight or illustrate possible situations and circumstances where we would expect the parties concerned to declare an interest, seek guidance, and always be mindful of the need to avoid possible conflicts of interest.

It requires anyone acting on behalf of the Fostering Service to declare any personal or professional interest when having knowledge, or in a relationship, which is pertinent to the work of the fostering service and which could affect decisions or actions of the service if not disclosed.