



## **Denbighshire's Foster Friendly Policy: Well-being Impact Assessment Report**

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

**Assessment Number:** 1387

**Brief description:** The policy grants additional leave to approved Foster Wales foster carers and employees undergoing assessment as Foster Wales foster carers.

**Date Completed:** 15/07/2024 16:22:25 Version: 1

**Completed by:** Rhian Morrle

**Responsible Service:** Education and Children's Services.

**Localities affected by the proposal:** Whole County,

**Who will be affected by the proposal?** Employees who are existing foster carers for Foster Wales LA's. Employees who wish to be assessed as foster carers for Foster Wales LA's. Looked After Children

**Was this impact assessment completed as a group?** No

## **Summary and Conclusion**

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

### **Score for the sustainability of the approach**

**3 out of 4 stars**

**Actual score : 29 / 36.**

### **Summary for each Sustainable Development principle**

#### **Long term**

The policy will assist in the recruitment and retention of foster carers. It is vital that we attract more foster carers in order to meet the needs of out looked after children. The shortage of local foster carers has resulted in children being placed out of county, which results in a loss of local links to their family and community. Placing at a distance also increases carbon emissions as staff have to travel greater distances to undertake statutory visits to looked after children.

#### **Prevention**

This policy is designed to enhance the recruitment and retention of local foster carers. It can be demonstrated that most children and young people fare better when placed in or near their community. By increasing the number of foster carers that we have locally we can help to secure disadvantaged children within their own communities, and ensure they retain strong links with family, friends and school. Placing children more locally will assist in reducing the carbon emissions of the service.

#### **Integration**

The policy will help retain and recruit local foster carers. Keeping children within their local communities will assist with their emotional wellbeing and gives greater opportunity to retain important local community links.

## Denbighshire's Foster Friendly Policy

### Collaboration

This policy has been developed in partnership with HR, foster carers and Foster Wales. Foster Wales is a collaboration of all 22 local authorities in Wales, with the aim of providing standardised support to foster carers across Wales.

### Involvement

Foster Wales and The Fostering Network have consulted widely with foster carer across Wales (including Denbighshire foster carers) and the UK. This work has resulted in a raft of recommendations designed to support foster carers and ultimately benefit looked after children, these recommendations include a Foster Friendly policy in respect of additional leave.

### Summary of impact

Well-being Goals	Overall Impact
<a href="#">A prosperous Denbighshire</a>	Positive
<a href="#">A resilient Denbighshire</a>	Neutral
<a href="#">A healthier Denbighshire</a>	Positive
<a href="#">A more equal Denbighshire</a>	Positive
<a href="#">A Denbighshire of cohesive communities</a>	Positive
<a href="#">A Denbighshire of vibrant culture and thriving Welsh language</a>	Positive
<a href="#">A globally responsible Denbighshire</a>	Positive

### Main conclusions

## Denbighshire's Foster Friendly Policy

The assessment shows that the impact is positive in 6 domains, neutral in 1 domain.

## **The likely impact on Denbighshire, Wales and the world.**

### **A prosperous Denbighshire**

#### **Overall Impact**

Positive

#### **Justification for impact**

This policy will increase access to training opportunities for new and existing foster carers and will encourage local people to become foster carers. Increasing the amount of local foster carers will allow more children to remain positively linked to their communities.

#### **Further actions required**

No negatives identified.

#### **Positive impacts identified:**

##### **A low carbon society**

Children placed locally reduces travel needs of staff.

##### **Quality communications, infrastructure and transport**

Reduced staff travel.

##### **Economic development**

Social value in retaining young people within their community.

##### **Quality skills for the long term**

Foster carers who are also council employees are supported to attend training as part of the policy.  
More local foster carers enables children to retain education placements.  
Retaining young people within their community.

##### **Quality jobs for the long term**

Enhancing skills of foster carers through training opportunities.

**Childcare**

No impact on childcare.

**Negative impacts identified:**

**A low carbon society**

No negative impact identified

**Quality communications, infrastructure and transport**

No negative impact identified

**Economic development**

No negative impact identified

**Quality skills for the long term**

No negative impact identified

**Quality jobs for the long term**

No negative impact identified

**Childcare**

No negative impact identified

**A resilient Denbighshire**

**Overall Impact**

Neutral

**Justification for impact**

This is a policy around increasing support to potential foster carers. Whilst there is a positive impact on carbon emissions by way of reducing travel the impact in this area is minimal.

**Further actions required**

No negatives identified.

**Positive impacts identified:**

**Biodiversity and the natural environment**

No impact identified

**Biodiversity in the built environment**

No impact identified

**Reducing waste, reusing and recycling**

No impact identified

**Reduced energy/fuel consumption**

Providing more local placements will save on fuel consumption in vehicles and reduce carbon emissions.

**People's awareness of the environment and biodiversity**

No impact identified

**Flood risk management**

No impact identified

**Negative impacts identified:**

**Biodiversity and the natural environment**

No negative impact identified

**Biodiversity in the built environment**

No negative impact identified

**Reducing waste, reusing and recycling**

No negative impact identified

**Reduced energy/fuel consumption**

No negative impact identified

**People's awareness of the environment and biodiversity**

No negative impact identified

**Flood risk management**

No negative impact identified

**A healthier Denbighshire**

**Overall Impact**

Positive

**Justification for impact**

Children placed locally maintain already established links within the school and community, and have an increased chance of maintaining these links going forward.

**Further actions required**

No negatives identified.



**Positive impacts identified:**

**A social and physical environment that encourage and support health and well-being**

Keeping children within their own communities is linked to wellbeing, increases chances of reintegration into their family.

**Access to good quality, healthy food**

Foster carers play a part in educating children/young people on healthy lifestyle choices.

**People's emotional and mental well-being**

Increased numbers of foster carers locally allows for children to remain within their community and maintain strong link's with their family, friends, community and education. All of which is positive for their emotional and mental wellbeing.

**Access to healthcare**

Children placed locally receive continuity in their healthcare.

**Participation in leisure opportunities**

Children placed locally can maintain links to their established leisure activities.

**Negative impacts identified:**

**A social and physical environment that encourage and support health and well-being**

No negative impact identified

**Access to good quality, healthy food**

No negative impact identified

**People's emotional and mental well-being**

No negative impact identified

### **Access to healthcare**

No negative impact identified

### **Participation in leisure opportunities**

No negative impact identified

### **A more equal Denbighshire**

#### **Overall Impact**

Positive

#### **Justification for impact**

This policy is designed to support more people to come forward to foster, as well as supporting those already fostering for Foster Wales LA's. Increasing the number of local foster carers allows us to care for more of our children locally, improving their wellbeing and emotional health.

#### **Further actions required**

No negatives identified.

#### **Positive impacts identified:**

**Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation**

Increasing the number of local foster carers will increase the support that we can provide, by way of short breaks, to children with disabilities.

#### **People who suffer discrimination or disadvantage**

This policy seeks to support foster carers to access training and meetings. Our foster carers support the most disadvantaged children within our county.

**People affected by socio-economic disadvantage and unequal outcomes**

This policy is a support mechanism for foster carers, and those undergoing assessment. Recruiting more foster carers will help us support disadvantaged children.

**Areas affected by socio-economic disadvantage**

We aim to keep our children local to their community to ensure that they maintain strong links to their community.

**Negative impacts identified:**

**Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation**

No negative impact identified

**People who suffer discrimination or disadvantage**

No negative impact identified

**People affected by socio-economic disadvantage and unequal outcomes**

No negative impact identified

**Areas affected by socio-economic disadvantage**

No negative impact identified

**A Denbighshire of cohesive communities**

**Overall Impact**

Positive

**Justification for impact**

## Denbighshire's Foster Friendly Policy

Children who need to be looked after should be able to live safely within their own community. By increasing support to foster carers we will encourage more carers and therefore be able to keep more children embedded within their communities.

### **Further actions required**

No negatives identified.

### **Positive impacts identified:**

#### **Safe communities and individuals**

It is important that foster carers come from all areas of the community, we aim to have carers from all walks of life who will keep children within their community and help them to maintain the community links they already have.

#### **Community participation and resilience**

All children looked after and foster carers have mechanisms where they can feedback their thoughts and views.

#### **The attractiveness of the area**

No impact identified

#### **Connected communities**

No impact identified

#### **Rural resilience**

No impact identified

### **Negative impacts identified:**

#### **Safe communities and individuals**

No negative impact identified

**Community participation and resilience**

No negative impact identified

**The attractiveness of the area**

No negative impact identified

**Connected communities**

No negative impact identified

**Rural resilience**

No negative impact identified

**A Denbighshire of vibrant culture and thriving Welsh language**

**Overall Impact**

Positive

**Justification for impact**

In order to promote Welsh language and culture we need to be able to care for our looked after children locally. This policy is to support the recruitment and retention of foster carers, thus allowing us to keep our children local.

**Further actions required**

No negatives identified.

**Positive impacts identified:**

**People using Welsh**

If looked after children have to move out of county, or out of country the more likely they are to lose links to the Welsh language. Keeping children local has the opposite effect.

### **Promoting the Welsh language**

All foster carer recruitment is bi-lingual and we welcome Welsh speaking applicants.

### **Culture and heritage**

If looked after children have to move out of county, or out of country the more likely they are to lose links to their Welsh heritage. Keeping children local has the opposite effect.

### **Negative impacts identified:**

#### **People using Welsh**

No negative impact identified

#### **Promoting the Welsh language**

No negative impact identified

#### **Culture and heritage**

No negative impact identified

### **A globally responsible Denbighshire**

#### **Overall Impact**

Positive

#### **Justification for impact**

We have a duty to support children to remain in their family of origin. caring for children locally increases the chance of their returning to their family or maintaining important familial links.,

#### **Further actions required**

No negatives identified.

**Positive impacts identified:**

**Local, national, international supply chains**

This policy will help us recruit and retain local foster carers.

**Human rights**

Children/young people have the right to family life. By keeping more children in local foster care we are supporting them to retain links to the family and community.

**Broader service provision in the local area or the region**

There is a recognised lack of foster placement sufficiency across Wales. This policy aims to support the recruitment and retention of foster carers.

**Reducing climate change**

More local placements will reduce staff travel and have a positive impact on carbon emissions.

**Negative impacts identified:**

**Local, national, international supply chains**

No negative impact identified

**Human rights**

No negative impact identified

**Broader service provision in the local area or the region**

No negative impact identified

**Reducing climate change**

No negative impact identified