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STATUTORY INSTRUMENTS

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**2011 No. 581**

**The Fostering Services (England) Regulations 2011**

**PART 4**

**Conduct of Fostering Services**

**Employment of staff**

- 21.**—(1) The fostering service provider must—
- (a) ensure that all permanent appointments are subject to the satisfactory completion of a period of probation, and
  - (b) provide all employees with a job description outlining their responsibilities.
- (2) The fostering service provider must operate a disciplinary procedure which, in particular—
- (a) provides for the suspension of an employee where necessary in the interests of the safety or welfare of children placed with foster parents,
  - (b) provides that the failure on the part of an employee to report an incident of abuse or neglect, or suspected abuse or neglect, of a child placed with foster parents to an appropriate person is a ground on which disciplinary proceedings may be instituted.
- (3) For the purposes of paragraph (2)(b), an appropriate person is—
- (a) in any case—
    - (i) the registered person, or the manager of the local authority fostering service (as the case may be),
    - (ii) an officer of the Chief Inspector,
    - (iii) an officer of the responsible authority, or the area authority (if applicable),
    - (iv) a police officer,
    - (v) an officer of the National Society for the Prevention of Cruelty to Children,
  - (b) in the case of an employee of an independent fostering agency, an officer of the placing authority,
  - (c) in the case of an employee of a fostering agency, an officer of the local authority in whose area the agency is situated.
- (4) The fostering service provider must ensure that all persons employed by them—
- (a) receive appropriate training, supervision and appraisal, and
  - (b) are enabled from time to time to obtain further qualifications appropriate to the work they perform.

**Changes to legislation:**

There are currently no known outstanding effects for the The Fostering Services (England) Regulations 2011, Section 21.