Recognising Foster and Kinship Carer Union Representation – Motion dealt with, after division.

12 Councillor Hutchison, seconded by Bailie Massie, moved that:-

"Council notes that Foster and Kinship Carers provide an essential service to Glasgow's children and allow us all to meet our obligations as corporate parents and that this is of the highest priority following the care review.

Council further notes that these carers have seen their incomes fall in real terms over the past decade and that this is not in the best interests of children in their care. Whilst some carers saw an increase in their allowances as a result of the 2021/22 budget, those with children over the age of 10 have remained frozen for more than a decade. Council also acknowledges that at the Foster and Kinship Carer summit held on the 1st of February it was clear that the current cost of living crisis is severely impacting the carers and the families that they care for. Council therefore renews its call for the Integration Joint Board to restore inflation-linked increases to allowances for all foster and kinship carers, and to continue to lobby the Scottish Government for funding to deliver this.

Council believes that the situation in respect of foster and kinship carer allowances has arisen, in part, due to a lack of formal partnership working between carers, collectively, and Social Work officers. Council agrees that the most effective method of partnership working with these carers, in particular relating to their rights to collective bargaining, would be through formal recognition of their chosen trade union(s). Council further agrees that enabling collective bargaining is the best way forward for the carers but also the children in their care, and agrees that the children's wellbeing must continue to be of central importance in these discussions.

Council therefore instructs the Director of Human Resources to submit a report to the City Administration Committee setting out the legal, financial, strategic and operational implications of entering into a formal recognition process in order that Committee can consider whether to begin that process with the Independent Workers of Great Britain Trade Union who represent the largest body of Foster and Kinship Carers at Glasgow City Council for the purposes of collective bargaining. Such a report should be submitted to the City Administration Committee by September 2023."

Councillor Cunningham, seconded by Councillor Casey, moved as an amendment to delete all and replace with the following:-

“Council agrees that in its conduct as a corporate parent, for young people in care, the needs of those young people must be paramount in its thinking and conduct.

Council commits to delivering on the aims of The Promise, which has made clear the direction of travel for our care experienced young people. Council notes a central aim of the Promise is that we “must create an environment and culture where finding and maintaining safe, loving, respectful relationships is the norm”.

Council agrees that in its role as the corporate parent for hundreds of young people across the city that creating this environment must lie at the heart of our relationship with them, their foster carers and with the professional officers who support those families.

Council further recognises that:

- A loving and respectful family environment is fundamental to successful foster care.
- Financial and professional support for foster carers is crucial to their ability to deliver that loving family environment.
- A respectful and ongoing dialogue between the Council as Corporate Parent and foster care families is vital for the wellbeing of all young people in care.
- Foster carers should have the means and channels to engage with both the Council and other agencies.

Council notes the Foster and Kinship carer summit was held earlier this year. Council agrees to develop a new way of engaging with foster and kinship carers on a wider basis which builds upon the aims and aspirations of that summit, and which centres the views of young people in care.

Council agrees that foster and kinship caring is a crucial role within the city which should be respected and supported but that foster, and kinship carers are not workers or employees of the Council and that their fundamental role is to provide a loving, family environment for the young people in their care."

Councillor McDougall, seconded by Councillor Dempsey, moved as an amendment to delete all and replace with the following:-

"Council notes that Foster and Kinship Carers provide an essential service for the city; provide loving, caring homes for our young people; and allow this Council to fulfil its obligations as a corporate parent in a way which tries to achieve the best possible outcomes for our young people.

Council notes the aims of 'The Promise', which is clear that Foster and Kinship carers must be supported to develop loving and caring relationships, but that "this is not about professionalising those roles or providing specialist training." Further, that: "Children must never again feel the monetisation of their care. They must be included in a meaningful loving way within the foster family without barriers."

Further, Council recognises that: allowances exist to provide for the young people in foster and kinship families; the responsibility for these allowances sits with the Integration Joint Board; some allowances were increased in 21/22 as approved by the IJB; and that the IJB agreed to increase foster fees by £15 per week from January 2023 and a 2022/23 Winter Payment of £400 for looked after children, funded by forecast underspends and a draw from the IJB's general reserves.

Council believes that the IJB should continue to review fees and allowances where appropriate to mitigate the impact of inflation; but acknowledges that the Scottish

Government has yet to act on the recommendations of the National Review of Care Allowances.

Council further reiterates its gratitude and appreciation to foster and kindship carers in creating loving and supportive families for our young people, but that these carers are not workers or employees of the Council; and that the Council's role is providing "access to support, advice and networks" to support those families and our young people."

During the debate, Councillors Cunningham and McDougall, with the approval of their seconders, agreed to combine their amendments to delete all and replace with the following:-

"Council agrees that in its conduct as a corporate parent, for young people in care, the needs of those young people that must be paramount in its thinking and conduct.

Council notes the aims of 'The Promise' that we 'must create an environment and culture where finding and maintaining safe, loving, respectful relationships is the norm', that Foster and Kinship carers must be supported to develop loving and caring relationships, but that "this is not about professionalising those roles or providing specialist training." Further, that: "Children must never again feel the monetisation of their care. They must be included in a meaningful loving way within the foster family without barriers." Council commits to delivering on the aims of The Promise.

Council agrees that in its role as the corporate parent for hundreds of young people across the city that creating this environment must lie at the heart of our relationship with them, their foster carers and with the professional officers who support those families.

Council further recognises that:

- A loving and respectful family environment is fundamental to successful foster care.

- Financial and professional support for foster carers is crucial to their ability to deliver that loving family environment.

- A respectful and ongoing dialogue between the Council as Corporate Parent and foster care families is vital for the wellbeing of all young people in care.

- Foster carers should have the means and channels to engage with both the Council and other agencies.

Council notes the Foster and Kinship carer summit which was held earlier this year. Council agrees to develop a new way of engaging with foster and kinship carers on a wider basis which builds upon the aims and aspirations of that summit, and which centres the views of young people in care.

Further, Council recognises that: allowances exist to provide for the young people in foster and kinship families; the responsibility for these allowances sits with the Integration Joint Board; some allowances were increased in 21/22 as approved by the IJB; and that the IJB agreed to increase foster fees by £15 per week from January 2023 and a 2022/23 Winter Payment of £400 for looked after children, funded by forecast underspends and a draw from the IJB's general reserves.

Council believes that the IJB should continue to review fees and allowances where appropriate to mitigate the impact of inflation; but acknowledges that the Scottish Government has yet to act on the recommendations of the National Review of Care Allowances.

Council further reiterates its gratitude and appreciation to foster and kindship carers in creating loving and supportive families for our young people, but that these carers are not workers or employees of the Council; that their fundamental role is to provide a loving, family environment for the young people in their care and that the Council's role is provide "access to support, advice and networks" to support those families and our young people."

On a vote being taken electronically and by roll call, 67 members voted for the combined amendment by Councillors Cunningham and McDougall and 11 for the motion.

The combined amendment by Councillors Cunningham and McDougall was accordingly declared to be carried.

Adjournment.

13 In terms of Standing Order No 17, the Council agreed to adjourn the meeting at 1540 hours until 1550 hours.

Resumption of meeting.

14 The meeting resumed at 1550 hours and the sederunt was taken as follows:-

Present: The Lord Provost, Jacqueline McLaren (Chair).

SAQIB AHMED	LAURA DOHERTY	NORMAN MacLEOD
SUSAN AITKEN	STEPHEN DORNAN	ELAINE McSPORRAN
IMRAM ALAM	PATRICIA FERGUSON	ANNE McTAGGART
BLAIR ANDERSON	SEAN FERGUSON	HANZALA MALIK
KEN ANDREW	ELAINE GALLAGHER	LEÒDHAS MASSIE
ALEXANDER BELIC	ZEN GHANI	CHRISTY MEARNS
RICHARD BELL	ALLAN GOW	ANGUS MILLAR
DECLAN BLENCH	WILLIAM GRAHAM	MALCOLM MITCHELL
EVA BOLANDER	SHARON GREER	JON MOLYNEUX
ABDUL BOSTANI	GREG HEPBURN	ROBERT MOONEY

PHILIP BRAAT
JILL BROWN
HOLLY BRUCE
MAUREEN BURKE
BILL BUTLER
GRAHAM CAMPBELL
CHRISTINA CANNON
PAUL CAREY
JOHN CARSON
ANTHONY CARROLL
ALLAN CASEY
ANNETTE CHRISTIE
CHRIS CUNNINGHAM
STEPHEN CURRAN
FEARGAL DALTON
JOHN DALY
AUDREY DEMPSEY
STEPHEN DOCHERTY
FIONA HIGGINS
RASHID HUSSAIN
DAN HUTCHISON
FYEZA IKHLAQ
EUNIS JASSEMI
ANN JENKINS
LILITH JOHNSTONE
RUAIRI KELLY
ALEX KERR
MATT KERR
THOMAS KERR
KEVIN LALLEY
PAUL LEINSTER
FRANK McAVEETY
PAUL MCCABE
ELAINE McDOUGALL
KENNY McLEAN
MARGARET MORGAN
EVA MURRAY
CECILIA O'LONE
KEIRAN O'NEILL
JILL PIDGEON
LINDA PIKE
THOMAS RANNACHAN
GEORGE REDMOND
LANA REID-MCCONNELL
ROZA SALIH
FRANNY SCALLY
JAMES SCANLON
SORYIA SIDDIQUE
KIERAN TURNER
CATHERINE VALLIS
MARTHA WARDROP
ALEX WILSON

Apologies: Jim Kavanagh and Hanif Raja,

Attending: E Galletly, Director of Legal and Administration; A O'Donnell, Chief Executive; M Booth, Executive Director of Finance; G Gillespie, Executive Director of Neighbourhoods, Regeneration and Sustainability; D Hutchison, Executive Director of Education Services; S Millar, Chief Officer, Glasgow City Health and Social Care Partnership; I Robertson, Director of City Development; K Rush, Director of Regional Economic Growth; and C Edgar, Head of Communication and Strategic Partnerships.