

Gwasanaeth
Mabwysiadu
Gogledd Cymru



North Wales
Adoption
Service

ANNUAL REPORT AND QUALITY OF CARE REVIEW
APRIL 2014 – MARCH 2015

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**North Wales Adoption Service - Adoption Agency Annual Report and Quality of Care Review
April 2014 – March 2015**

1. Introduction

The Adoption Service (Wales) Regulations 2007, Regulation 22, require all adoption agencies to complete a review of the quality of the service and for this to be completed on an annual basis. This is set out below.

Review of Quality of Service

- (1) The local authority must make suitable arrangements to establish and maintain a system for monitoring, reviewing and improving the quality of adoption services provided by the local authority.
- (2) The system established under paragraph (1) must make provision by the local authority for:-
 - (a) the quality of service to be reviewed at least annually; and
 - (b) the local authority to obtain the views of:-
 - (i) adoptive and natural parents and children being adopted;
 - (ii) any person receiving services from the local authority or their representatives in relation to adoption;
 - (iii) staff employed by the local authority; and
 - (iv) any local authority,on the quality of care provided, as part of any review undertaken.
- (3) Following a review of the quality of care, the local authority must within 28 working days prepare a report of that review and make a copy of the available report in an appropriate format when requested by —
 - (a) the National Assembly;
 - (b) service users;
 - (c) representatives of service users;
 - (d) staff employed by the local authority.

2. Background

The North Wales Adoption Service has completed its 5th year of activity. Following the launch of the Nation Adoption Service in Wales on the 5th November 2014 NWAS has now been integrated into the National Service as one of the five identified collaboratives. The National Service is underpinned by the Adoption and Children Act 2002 (Joint Adoption Arrangements) Wales) Directions 2015 which came into force on the 31st January 2015.

The five collaboratives are comprised of the following local authorities:

North Wales Adoption Service:

Conwy, Denbighshire, Flintshire, Gwynedd, Wrexham and Ynys Mon.

South East Wales:

Blaenau Gwent, Caerphilly, Monmouth, Newport, Torfaen and Monmouthshire.

Mid & West Wales:

Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

Western Bay:

Bridgend, Neath Port Talbot, & Swansea.

Vale, Valleys & Cardiff

Cardiff, Glamorgan, Merthyr Tydfil & Rhondda-Cynon Taff.

The broad aims of the joint adoption arrangements across Wales specified in the Directions include:

- Consistent & high quality service
- Keeping delay to a minimum
- Widest choice possible of placement
- Eliminating waiting lists for training and assessments
- Improving the matching process
- Streamlining adoption services improved liaison between adoption social workers
- Keeping breakdowns to a minimum by providing adequate adoption support
- Collaborative working between local authorities, voluntary agencies, NHS and education services.

The Management and oversight arrangements of the National Service consist of the newly developed:

Governance Board

Includes representatives from each agency:

- Spokesperson and Deputy spokesperson from WLGA for Health & Social Services
- Mayor or executive leader by the Lead Authority
- Independent Chairperson of the Advisory Group
- Representative on behalf of the voluntary agencies

The functions of the Governance Board include: strategic direction, approval of annual work programme, ensuring the views of stake holders are represented and the monitoring & oversight of performance, complaints, engagement with voluntary agencies, service user representatives, budget & financial, Welsh language and reporting to the Welsh Ministers.

We are pleased to confirm that Councillor Lloyd Kenyon from Wrexham, the host Authority for NWAS, has accepted a position on this group. He has a significant amount of knowledge regarding adoption and looked after children having been a member of both fostering and adoption panels for a number years.

Advisory Group

Includes the following representatives from:

- each collaboratives Head of Children's Service
- the Association of the Directors of Social Services Cymru
- the Association of Directors of Education in Wales
- the WLGA

- 3 from voluntary organisations
- Legal adviser from the lead local authority
- Health professional for Looked After Children
- Medical advisor to an adoption panel
- CAMHS
- Service User
- Social Research Centre

The functions of the Advisory Group include:

- Provision of professional advice and
- Support to the Governance Board:
- Supporting the effective operation of the service;
- Notifying the Welsh Minister of any issues.

The City of Cardiff Council has been given the role of Lead Authority for the National Adoption Services and as host authority will work with key partners to run an all-Wales adoption website, develop a centre of excellence for adoption services and employ a Director of Operations for Wales.

Director of Operations and Central Team:

The National Adoption Service has appointed Suzanne Griffiths as Director of Operations, Wendy Carroll as Business and Performance Manager, Martina McCrossan as Policy and Practice Officer and Bethan Thomas as Administrative Assistant.

The functions of the Director of Operations and Central Team include:

- Production of an annual work programme to include priorities and targets
- Financial plans and budget responsibilities
- Monitoring and analysis of performance data
- Determine actions to address issues arising
- Improvements and developments of the service
- Submission of a 6 monthly and annual progress and financial report
- Analysis of reports from regional collaboratives
- Establish and maintain website
- Co-ordination of pre-approval training and adoption support services

In addition to the development of the National Service and the Central Team, a Wales Adoption Register has been developed hosted by BAAF. NWAS is beginning to see the benefits of the register having been offered a number of links for children waiting for families over the past few months. Some concerns have been raised in that only having access to the Welsh register may have limited the availability of potential adoptive families. In the past families from across the UK were previously accessible on the National Adoption Register which included England, Scotland and Ireland. However NWAS does agree with the principle of keeping Welsh children in Wales as was our aim in developing the North Wales Adoption Service five years ago.

Four new sub groups for the National Adoption Service have also been established these include:

1. Media & Marketing – attended by Wendy Thomas Recruitment Officer NWAS
2. Performance Framework – attended by Mandy Humphries NWAS Manager
3. Adoption Support – attended by Hayley Ennis Social worker Ynys Mon
4. Common Policies – attended by Hayley Ennis Social worker Ynys Mon

These are in their infancy and therefore no information on the work plan is currently available.

NWAS continues to be in an advantageous position to move forward in line with the National Adoption Service, which will continue to involve national, regional and local elements of delivery. We look forward to the development of adoption support services which are more robust and available to all adopters and children across Wales as supported by the National Adoption Service.

3. Current Position

The service continues to be hosted by Wrexham County Borough Council and the main office is located in Lambpit Street, Wrexham. Staff seconded to the service continue to be based in their own local authorities in 5 other locations across the region.

The North Wales Adoption Service in partnership with the six local authorities is responsible for providing the following services:

- Recruitment, Training, Assessment and Supporting prospective and approved adopters
- Matching children to adopters
- S98 Access to records, Search and Intermediary Services for adopted adults and their relatives
- Birth Parent counselling
- Adoption Support
- Development and management of joint adoption panels
- Partner of Parent Adoptions
- Adoptions with a Foreign Element

ADOPTERS - Under Assessment (as of 31st March 2015)

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Adopters Currently Under Assessment	3	8	6	1	1	4	1	24
Partner of Parent Under Assessment	0	1	3	4	1	1	0	10
Total No: of Assessment s	3	9	9	5	2	5	1	34

In addition to these figures 3 foster carers' assessments are being undertaken by Denbighshire social workers for specific children.

ADOPTERS - Available/On hold for Potential Links (as of 31st March 2015)

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Available	2	2	2	0	0	0	1	7
On hold for potential matches	3	1	6	3	0	1	4	18

Adopters available include one family who wish to adopt a child of Indian ethnicity and one family who wish to adopt a child with Down 's Syndrome. Both families have been referred to all registers across the UK. Of the other 5 families one wishes to adopt a sibling group of two aged 2 – 6 years and the rest one child between the ages of 2 and 5 years, two families have specified girl only. It is anticipated that these families will be identified as potential matches in April or referred to the Wales Adoption Register when required.

There were 14 NWS families on hold for potential links on the 31st March this included 4 families who were being matched with sibling groups of 2 and 10 for single children. 1 additional Family from England was in the process of being approved by an independent social worker for a specific child and three families from other agencies were being considered for links with 5 children which included 2 sibling groups of 2.

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Adopters – checks in progress /waiting Allocation	2	2	1	2	1	2	0	8
Partner of Parents checks in progress – court papers not yet filed	0	2	0	2	4	0	0	9

All 9 cases where checks are in process and waiting allocation have attended the March Pre-Adoption training course and will be attending the Let's Get Started evening in April. Allocation will be considered at the April team meeting.

The Partner of Parent cases will not be allocated until prospective adopters file their papers in court.

CHILDREN (as of 31st March 2015)

	Conwy	Denb	Flint	Gwyn	Wrex	Ynys Mon	Other	Total
Children On Hold for potential matches	2	8	5	2	5	4	0	27
Children on Waiting list with no identified match at present	2	4	1	1	3	3	0	14
Total No: of Families Required	1	2	1	1	3	2/3	0	11

At the beginning of April two families decided not to proceed with potential matches and therefore an additional 2 families will be required for one child with uncertainty regarding health issues and a sibling group of two.

An additional 2 sibling groups of 2 have been referred to the service but waiting for final hearing and placement orders.

CHILDREN WAITING: (as of 31st March 2015)

LA	Ref	DOB	SHOBPA	PLACEMENT ORDER	Potential links considered	COMMENTS
Conwy	1149 1150	5 years 9 months 4 years 10 months	22/10/14	15/12/14	1	Sibling group – location not suitable
Denb	811 812	5 years 9 months 4 years 6 months	28/03/13	18/04/13	4	Search ongoing
	1003 1004	3 yrs 5 months 2 years 2 months	19/11/13	03/12/13	6	Search ongoing - behavioural and health issues
Flint	1071	1 year 3 months	06/05/14	17/06/14	3	Referred 01/15 Needs placement outside of NWAS
Gwyn	1192	10 months	21/01/15	12/02/15	-	New Referral
Wrex	622	7 years 7 months	02/11/12	13/12/12	20+	Search continues
	1101	3 years 9 months	29/08/14	26/09/14	1	Search continues
	1191	4 years 11 months	02/02/15	05/03/15	-	New Referral
Ynys	315 316	7 years 11 months 5 years 3 months	05/07/12	08/08/12	3 4	Sibling group Specific Health Needs
	1183	1 year 5 months	15/01/15	11/02/15	-	New Referral

On the 31st March 2015 there were 14 children on the list waiting for families. Except for the most recent referrals the majority of these children have been placed on the Welsh Adoption Register, profiled in Adoption Exchange days and adverts placed in Be My Parent. Where potential matches have been identified, none proceeded to placements due to the needs of the specific children. In some cases adopters provided by the Welsh Register were already being considered for other children.

The waiting list of children at the end of this financial year is considerably lower than in previous years. This can be accounted for by the increased number of children placed during the year and a decrease in number of referrals.

4. Staffing

Registered Manager

The registered Manager of the Adoption Service is Mandy Humphries who was appointed in June 2009 and has been manager of the service since April 2010. Qualifications include B.ED; Diploma in Social Work; Diploma in Disability; ILM Level 3; Post Graduate Certificate in Managing Practice Quality in Social Care..

Both deputy managers are qualified social workers and have undertaken some management training Trish Welsh (Deputy Manager East) has achieved the Post Graduate Certificate in Managing Practice Quality in Social Care. Heather Pearson (Deputy Manager West) is currently in discussion with the training department to identify appropriate further management training.

The service consists of staff members directly employed by the host authority and staff seconded to the service from the remaining five local authorities. Additional sessional workers are employed via Wrexham County Council and based across North Wales.

Leavers:

With regard to permanent posts 4 members of staff left the service :

- **Conwy** – 2 part time members of staff retired from the service in September 2015. The existing vacancy from April 2014 was filled with a full time post on the 06/10/14. The current vacancy has been advertised and interviews are confirmed for the 28th April 2015.
- **Flintshire** – One part time member of staff retired from the service in March 2015. When combined with the part time vacancy since March 2014 this leaves a vacancy for one full time member of staff. This position is currently advertised and interviews are due to take place in April 2015.
- **Gwynedd** - A full time member of staff from Gwynedd left the service in May 2014 – this position was filled on the 01/12/14.

New Members of Staff

- One social worker took up the vacant social worker position in Gwynedd on the 01/12/14.
- One social worker took up the vacant social worker position in Conwy on the 06/10/14.
- Previous employee took up a sessional worker position on the 04/06/14
- Previous employee took up a sessional social worker and became available as from the 01/03/15
- One Welsh speaking sessional worker became available for work in the Ynys/Gwynedd area on 15/01/15

Current number of social workers full time equivalent is 9 (plus 2 vacant post)

Current number of sessional workers available for assessments stands at 6.

Team meetings continue to be held on a monthly basis at Bedford Street, Rhyl. Operational business issues are dealt with in the morning session and training/development issues are undertaken in the afternoon. To date these sessions have included:

- Depression after adoption/raising awareness of post adoption depression
- Your kidding team brains and tools
- Planning transitions for children moving to permanent placement/What do you do after you say hello
- Eating for comfort
- A mother's contact dilemma
- The importance of a loving touch Research on safeguarding children by working effectively with fathers.
- Issues around contact.
- Analysis in Assessment

Staff Development and Training

Training undertaken by staff in the last 12-months included:-

All but one have undertaken child protection training in the last 3 years. Others have attended the following:

- Preparation to adopt; Foetal Alcohol Spectrum Disorders Awareness Training
- Life Story work Intermediate level – core skills development
- How to deal with difficult and challenging conversations. On-line training in relation to Customer Care and Corporate Induction
- Adoption business panel, child protection, life story work, social services & Well-being, TDMP Management training.
- Attachment, FASD & life story work
- Dealing with Difficult Conversations, BAAF Panel Administrators Course
- Analysis in report writing – presentation, Substance Misuse, PLO and assessments.
- Facing up to Facebook Life story
- Adopter Recruitment – Meeting the challenges
- Awareness Training Marketing Conference with Heart FM
- Rethinking Child Development
- Afternoon sessions in Team meetings are used for presentations and discussion on relevant topics

Comment from staff member:

Staff training – *“specialist training is very limited. It would be preferable if NWAS was funded directly from the LA's who could then commission the training required for the whole team”.*

Authority/Office Base	Position	Name	Hours
Host Authority Main Office: Lampit Street, Wrexham:	Manager:	Mandy Humphries	37 hours
	Admin:	Larry Groom	37 hours
		Sarah Picken	28 hours
	Social Worker:	Lesley Davies	37 hours
		Helen Kinney	37 hours
	Training Officer:	Denise Roberts	32 hours
	Recruitment Officer:	Wendy Thomas	37 hours
	Contact Coordinator:	Frances Williams	22 hours weekly
Contact – Admin:	Clare Pearce	28 hours	
	CHARMS IT Admin:	Martin Evans	18.5 hours
	Sessional Social Workers	Pat Fairclough	
Mold Flintshire	Social Workers:	Bob Proctor	18.5 hours(End date March 2015)
		Nicola Kernighan	37 hours
		Vacancy	18.5 hours (Since April 2014)
Rhyl Denbighshire	Social Workers	Tracy Roberts	37 hours
		Donna Thomas	37 hours
Glan-y-Don, Conwy	Deputy Manager East:	Trish Welsh	37 hours
	Social Workers:	Beverley Herrington	18.5 hrs retired September 2014)
		Barbara Jones	18.5 hrs (retired September 2014)
		Sian Peacock Vacancy/ Agency SW	37 hours Start date 06/10/14
Sessional Worker	Morwenna Berry		
County Offices, Ynys Môn	Social Workers	Lydia Murphy	37 hours
		Carolyn Jones	37 hours
	Sessional Worker	Angela Walker	
Penrallt, Gwynedd	Deputy Manager West	Heather Pearson	37 hours
	Social Workers	Sue Adams	37 hours (End date 31/05/2014)
	Social Worker	Sara Williams	37 hours (Start Date 01/12/2014)
	Sessional Workers	Sian Peacock	37 hours End Date 06/10/14)
	Admin	June Owen	18.5 hours (Resigned November 2014).

Staff Sickness: A total of 76 days were recorded for a total of thirteen members of staff. Three members of staff suffered close family bereavements within this period which accounted for 50 days of sickness recorded.

STAFF SURVEY

In total 25 Surveys sent out, 16 responses received via Survey Monkey, the survey included social workers, sessional workers and administrators:-

- 100% able to access the statement of purpose, policies and procedures
- 93.75% had access to the National Minimum Standards and the Adoption Service (Wales) Regulations 2007
- 100% felt supported in their role by the Management Team.
- 93.33% felt they had clear lines of accountability and reporting within the adoption service.
Comment:-
- 100% felt there is effective communication between management and staff. Comments included:-
- 80% of respondents had supervision on a monthly basis
- 80% confirmed they receive a dated copy of their supervision notes which are signed by both the member of staff and their manager
- 62.50% stated they receive a regular appraisal either 6 monthly or annually. Several new members of staff and some sessional staff had not received an annual appraisal. One felt that the appraisal system was *“not worth much as there are no progression options available”*.
- 73.33% stated they attended staff meetings did and 93.33% of those on a monthly basis.
- 60% of staff stated they have access to sources of advice (including from other professionals) and counselling including BAAF, Adoption UK and After Adoption.
- 50% felt they had access to the necessary amount of training to support registration with the Care Council? 42.86% said no and 7.14% did not know.
- 62% felt the Adoption Service’s premises are fit for purpose 19% said no. As staff members are located in different offices across the region the responses are mixed. Some staff are particularly isolated and this issue is being addressed.
- 40% rated the quality of care provided by the Adoption Service to both looked after children and their carers as excellent, 46.67% Good, 13.33% Satisfactory, 0% Poor.

Comments included:

Management Issues:

*“I feel the managers are knowledgeable and experienced and are easy to approach
“would benefit hugely from team being together as a team” - this is not an option being considered by the Partnership Board.*

“Line Manager is not the Manager of the Adoption Team, who we deal with on a day to day basis”. Possibly an issue for administrative staff who are not supervised or appraised by the adoption managers

“Enjoy these (team meetings)as it’s the only chance to meet up with other NWAS colleagues”

“My experience is you can always contact 1 of the managers at all times”

“feel I need the detailed actions to be included in supervision notes”.

“Sometimes there were inconsistencies in the advice given and was not always confident in the feedback”.

Training Issues:

“Individual responsibility to ensure hours are gathered for registration”

“have to seek this out; not always relevant training specific adoption training being costly”
“limited as the area of Adoption is specialised.. training remains the responsibility of the LA that employs me as most staff are seconded to the service”
“Not always budget available”

Accommodation:

“Office could be a bit bigger; additional space could allow room for a student”
“should be looked at geographically and pull the team together under two offices more centrally, that way staff would feel more supported
“issues around health & safety regarding access to windows” (to be re-visited with office manager)

Improvement of Service

“need to focus on improving the service by the provision of our own adoption support services, i.e. therapeutic team within NWAS”
“Some social worker’s go the extra mile when LAC placed-vulnerable time for adopters”
“NWAS are trying to improve the standard and quality of care”.

Suggestions on improvements that could be made to the areas of the adoption service.

The majority of comments included the need to develop more post adoption support services including, access to CAMHS; initial assessments via CAMHS, training on and availability of therapeutic interventions. Counselling skills when working with adoptive families.

“Further training for foster carers for moving children on” (available via NWAS on request)
Timescales could be improved upon both in assessments and matching process.
“Paperwork too repetitive in matching process and collation of paperwork for panel purposes”
” I feel that the adoption service has a very good process in terms of assessing adopters and matching process’.
“disparity between the 6 LA’s in terms of their support services can cause difficulties”
“NWAS are aiming to develop Adoption Support Groups.. It opens up informal social and support networks, Staff time is used effectively supporting a number of adopters in real time rather than time spent with individuals. Information and informal training is delivered encouraging discussion”..
“many children are placed without any Lifestory work/book”

Key issues raised that need to be considered/resolved:

1. Development of Adoption Support – the National Adoption Service is currently running a sub-group looking at the provision and development of adoption support across Wales which is attended by a representative for NWAS.
2. Team meeting discussion on the timescales for assessments; matching process and duplication of paperwork.
3. Manager meeting discussion on inconsistencies in managers’ advice and action points on supervision notes

RESPONSES FROM CHILD CARE SOCIAL WORKERS INVOLVED WITH ADOPTION VIA NWAS

Surveys sent out to 21 Childcare Social Workers, 4 responses received.

- 100% fully understand the role of the Adoption Service
- 100% feel there is open and honest communication between yourself and the Adoption Team
“The professionals and manager of NWAS work in an open, supportive and very cooperative manner with the professionals in other teams”.
- 100% viewed their experiences working alongside the Adoption Team in seeking adoptive placements for children as excellent or good
- 100% felt that any issues of concern raised with the Adoption Team over placement difficulties were **always** addressed?
- Views on support provided by NWAS in presenting paperwork and attendance at Adoption Panels 25% Excellent; 50% Good; 25% satisfactory. *“Can depend on which adoption worker is allocated”*

Overall view of the quality of care provided by adopters approved by the North Wales Adoption Service 50% Excellent; 50% Good.

Overall view of the quality of care provided by NWAS adopters 50% improved; 50% No Change

75% received invitations to any training provided by the NWAS in the past 12 months.

50% attended training sessions provided by the North Wales Adoption Service

Comments:-

Training attended:

“life story work Preparing children for adoption”

Life Story Work - previous training by Intrac was of a better quality and more skills on interacting with children was given, however this training had additional tips and advice on completing life story books and later in life letters for children (different perspective)

“The professionals and manager of NWAS work in an open, supportive and very cooperative manner with the professionals in other team”.

5. Adoption Panel Membership / Advisors and Training

NWAS continues to be responsible for 3 Joint Adoption Panels which run each month across the region: Flintshire/Wrexham, Conwy/Denbighshire and Gwynedd/Ynys Môn

The Adoption Agencies (Wales) (Amendment) Regulations 2014 which came into force on the 1st April 2014 has introduced a Central List of Panel Members which will alleviate some of the issues regarding quoracy as additional members on the Central List can now be co-opted on to the panels with quoracy issues. This will prevent any unnecessary delay for matching children and approving adopters. The ability to co-opt additional members has already been useful in North Wales when members of other panels have stood in for absent members at short notice. In addition the fact that

“any two or more adoption agencies may jointly constitute an adoption panel”, will allow NWAS to consider the approval of adopters at any available panel should this be required in future. The use of the Central List has been added to the Joint Panel Policy which is currently in draft format.

All panels are held on a monthly basis 3 emergency panels were required during this period. All panels have held Business Panel days and appraisals for panel members have been undertaken by the two joint panels. Appraisals for the other panel have been delayed but are planned for June 2015. All adoption panels are appropriately resourced with independent members from a good cross section of the community including, adopted adults, adopters, birth parent, foster carers, CAMHS professionals, voluntary agency representatives as well as the statutory required members i.e. medical advisers, elected members, social workers and legal advisers with each local authority being represented appropriately. Vacancies for independent members have arisen during the latter part of the year and this is being addressed. All new members have followed the required recruitment process, given opportunities to observe the panel, an induction session with the panel adviser and reading materials are provided.

With the introduction of the Central List and resignation of a number of panel members an advert for independent members was placed in the local newspapers. This received 60 enquiries followed by 25 application forms. Interviews for the shortlisted applicants will be taking place in April 2015. (see Appendix 1) below for detailed information on all 3 panel membership).

Flintshire and Wrexham Joint Adoption Panel

Councillor Andy Dunbobbin, elected member for Flintshire County Council, joined the Flintshire and Wrexham Joint Adoption Panel in January 2015. Denise Preece an Independent member of the same panel resigned in December 2014 having been a panel member since it was established in 2015. The new Agency Decision Maker for Flintshire is now Peter Robson following Carol Salmon’s retirement in 2014.

Reflections from the Chair of the Wrexham and Flintshire Joint Adoption Panel Report

This has been my first year as chair of the Adoption panel, and I feel that I have settled into the role, with no significant issues or difficulties. Panel members have said that I as panel chair have with each meeting settled more and more into the role.

It is good to note that there has been an overall increase in the quality of the reports from both Wrexham and Flintshire. This has been reflected in higher levels of analysis and in the identification of significant issues within the reports. There have also been several poor quality reports, which have had elements which needed feedback to the Local Authority Decision Makers. These reports had a significant impact on the time that the panel spend addressing and seeking clarification on issues that could have been in the reports. The main issues were errors and omissions of facts, and the lack of detail on specific issues which they had identified.

The overall attendance of panel members has been high, with the overall functioning of the panel being in my view good. We have also had to have two emergency panels over the last 12months, and attendance was again good for these meetings, which were called at short notice. Each panel member has had an annual review, in which the overall messages have been that the functioning of the panel and quality of the reports has been improving. Also that the time that the panel spends on Approval and Matching, has become more focused, resulting in shorter meetings. Several panel members have

identified the need for more specific training, to enable them to improve the quality of their contributions to the panel. These are currently being reviewed, with the possibility of training being provided across all panels in North Wales.

We have had business meetings, which has been an opportunity to provide information on current developments within North Wales Adoption Services, as well provide training on Analysis skills and updates on current legal and research which impacts the service. Several Adoption Panel members also had the opportunity to attend the initial conference on the National Adoption Service, which allows them to develop an understanding of the national developments, and the implications for more local services.

The Panel currently has a single vacancy, which has been advertised and is in the process of being filled through open competition, and it is envisaged that the panel will be back up to full membership within the next few weeks.

In summary the functioning of the panel has been good, and each panel member has also indicated that they have no significant concerns or issues that need addressing

Emyr Owen - Panel Chair

Reflections from the Chair of the Gwynedd & Ynys Mon Joint Adoption Panel

The Gwynedd and Ynys Mon joint panel has enjoyed a very active and productive year as the statistics testify. There have been personnel challenges along the way with a new elected member and legal adviser joining us. The loss of the CAMHS representative was regretted as it was an important demonstration of corporate response and responsibility. Along with the previous vacancy this has left us with two panel vacancies. We are grateful to our NAWAS panel colleagues who have stepped into the breach, on occasion, in order to ensure quoracy thus avoiding delay. We are still dealing with the aftermath of losing June, our panel administrator with a disproportionate amount of the agency adviser's time and energy being taken up with administrative tasks including the sourcing of a suitable venue. We are very indebted to Heather and Glesni, minute taker who with their usual good grace routinely facilitate the panel business making the chair's role a very pleasant and positive experience.

We are striving to establish relationships with the presenting social workers trying to attain the right balance of scrutiny and professional respect. We have focussed on matching and recruitment in our Business meetings. We welcome the development of providing extended family members with preparation training and view this as an excellent means of strengthening support to adoptive families. We continue to work together across NAWAS and have a recruitment campaign afoot in order to address panel vacancies and to establish the Central Register. The launch of the National Adoption Service has led to closer working together across Wales and we look forward to the Wales Adoption Register's Adoption Exchange day to be held at Llandudno Junction on 19 May 2015.

Non Davies – Panel Chair

Conwy & Denbighshire Joint Adoption Panel

Reflections from the Chair of the Conwy and Denbighshire Joint Adoption Panel Report 2015

There have been no changes in membership of the Conwy/Denbighshire panel. A new Agency Decision Maker was appointed in Conwy in March 2014.

The Joint Panel now functions very well with all members' working together as part of a team. During the annual reviews held in April 2015 Panel Members were all extremely positive about the progress made throughout the year.

There is a wide range of both professional and personal experience among Panel Members which helps to enrich discussion and strengthen the group's ability to scrutinise the proposals put before them and ensure that assessments have been thorough, fair, open and transparent. All members agreed that the documentation provided continues to improve and that papers are now mostly received in good time to allow for reading before the meeting.

There has been positive and constructive feedback about the performance of the Chair, the Panel Adviser and the Legal and Medical Advisers. The minutes taken are of an exceptionally high standard and they clearly summarised the reasons why Panel reached a recommendation and where appropriate, recorded the dissent of any members who could not agree with the recommendation.

Attendance 2014/15

In keeping with the requirements of NWS data, attendance is now reported on a financial year basis (April to March) rather than calendar year. There were eleven Panel Meetings from April 2014 to March 2015 and two Business Meetings. All but two members attended above the required 75% for Panel meetings and 50% for Business Meetings.

4 Panel Members achieved 100%; 3 achieved 91%. Others achieved above the 75% required attendance with the exception of one Elected Member who only attended 55% of meetings (due to family commitments and LA work) and one Independent Member who due to ill health was only able to attend the first 2 meetings of the year. Her name will go on the Independent Member Central List as once she has recovered from her operations she wishes to continue to contribute to Panel and prior to her illness her attendance was 100%.

The Conwy / DCC Joint Panel was always quorate and no meetings had to be postponed or cancelled during the year.

Sue Roberts (Chair)

Joint Panel Working Group

The joint Panel working group has re-convened in order to consider the new legislation on the "Central List" and a new policy is currently being written.

For detailed list of all Panel members, Tenure of office and Appraisal dates see Appendix 1.

Panel Members are familiar with the requirement to attend a minimum of 75% of panel meetings. Only two members did not comply with this requirement one due to ill health and the other issue to be raised in appraisal.

12 Panel members attended the Panel Training provided on 'An overview of themes and process relating to adoption', Panel members from two joint panels were provided with training on Critical Analysis in Assessments; and 13 panel members attended the National Adoption Service Conference on the 24th March 2015.

Responses to Quality Assurance Questionnaires from Panel Members and panel members comment sheets regarding Panel Activity:

33 Surveys, 17 responses (8 Flintshire/Wrexham; 6 Conwy/Denbighshire; 3 Gwyn/Ynys Môn)

1. Documentation for panel received in a timely manner- 58.82% stated always, 41.18% Mostly
"Cases being sent out from two different sources does not make sense"
"this has improved –papers arrive at least 10-days before Panel"
"Occasionally papers have been late or additional papers have been required"
"Delays are very infrequent"
"Team informs us if set of papers will be coming later than others"
2. Views on the quality of documentation presented to Panel in relation to the adoption service?
35% Excellent; 59% Good; 6% Satisfactory.
Very good to excellent" "Additional request are always supplied"
"Lots are excellent; occasional documentation leaves issues insufficiently explored"
"some excellent presentations... some lack analysis".
"Generally paperwork has improved" "Continues to show improvement in quality"
3. 93.75% felt appropriately advised by the Panel Advisors as to their responsibilities in the decision making process?
4. Views of quality of care offered to Children and Young People based on the documentation -
29.41% Excellent; 76.47% Good; 5.88% Satisfactory; 5.88 Unsatisfactory
"CARA's at times suggest a delay in LA response to harmful families. Care after legal action is generally as good as can be offered"
"Generally very good. Occasionally children appear to have waited a long time before adoption decision or have had multiple moves but majority have good consistent care from same foster carer who will move them on for adoption".
"case transferred shortly before adoption match can mean SW does not know the child well"
5. Views on knowledge and experience of the adoption staff required to attend panel to support applications, matching and reviews of adopters 30% Excellent; 65% Good.
"Many are excellent and experienced, occasionally someone is only 'satisfactory'"
"Staff obviously have differing levels of experience"
6. 100% felt able to express their views to the adoption team on improvements/developments of the adoption panel and or service?
"I do on occasions feel inhibited from expressing views as I feel independent views are not welcomed if they appear to stray from the accepted"
7. Of the 12 who have attended any training provided by NWAS over the past year 33% felt it was excellent and 66% good.
"The opportunity for joint training across panels has been very useful. Some topics could be joint training with Fostering Panels"
8. **Comments on Panel Members Quality Sheets:**
 - PAR - well written, plenty of input from couple
 - PAR – very well written PAR, good analysis and input
 - PAR – good report, well written and clear. Lots of analysis
 - PAR – a well written and clear report, good evidence/analysis

6. Adoption Panel Activity

Each Joint Panel plans to conduct a monthly panel and all dates are planned in advance. Where additional panels have been required panels over the past twelve months members have been contacted to ascertain their availability. This has not proven to be an issue over the past as panel members have been extremely accommodating to ensure quoracy.

Panel Activity April 2014–March 2015

Panels	Flint/Wrex	Conw/Denb	Gwyn/Ynys	Total
Adoption Assessments	19	17	11	47
Should Be Adopted	0	0	0	0
Matching (no: children)	17 (23)	14 (15)	12 (12)	43 (50)
Deferred	2	0	1	3
Deregistered	2	0	0	2
Total	40	31	24	95

A total of 95 cases were presented to the adoption panels during this period, including 47 adoption assessments and a total of 50 children matched. The total number of adopters receiving ADM approval was 50.

Number of Assessments and Matches Presented to Joint Panels over the last 3 Years.

The graph shows a steady increase in the number of cases presented to all 3 joint panels, an increase in the number of assessment (42:40:47) and a slight decrease in the number of children presented for matches (40:53:50).

Number of Joint Panels held by year.

Joint Panels	Flintshire / Wrexham			Conwy / Denbighshire			Gwynedd / Ynys Môn		
	2012-2013	2013-2014	2014-2015	2012-2013	2013-2014	2014-2015	2012-2013	2013-2014	2014-2015
Number of Panels held	15	12	15	12	10	12	5	11	10
Number of Panels cancelled due to lack of quoracy	0	0	0	0	0	0	0	0	0
Number of Panels cancelled for other reasons	0	0	0	0	2	1	0	1	0

Responses to Quality Assurance Questionnaires to adopters attending NAWAS panels 2014-15

Selection of responses to adopters attending Panel (Prospective Adopters and Matching):-

- *It is deemed to be worse than it is! I had very positive experience. Superb chair people and very friendly panel. Questionnaire clear and not awkward*

- *I would have put a 10 but found the experience nerve-wracking – for obvious reasons – hence the 8*
- *We felt very much at ease with both Approval and Matching Panel and felt we were as prepared as much as we could be. Our social worker has, and continues to be an amazing support .*
- *The panel were very friendly and welcoming. My only feedback would be that there were too many people in attendance. The room was also fairly small which may have been why there felt too many people.*
- *We felt we were listened to. The chair ensured that we were fully apprised of what was involved and seemed very professional and considerate. (This comment*
- *Overall a very positive experience. We were put at ease by the chair immediately*
- *A supply of coffee and tea would be nice. A private room to wait for panel decision*
- *My social worker felt the panel were not all wholly professionally in their responses before I went into the room. It was nice to be a part of it.*
- *The panel was running an hour late, it would be better if the chair kept to time. It's stressful enough without delays. Some of the questions were not helpful or informative for example, how would you cope if a child became very sick. A parent of a birth child would struggle to answer that question in such an open ended hypothetical way*

Some of the issues raised:

One response raised the issue of delays during the panel meeting due to cases overrunning, unfortunately this is not always predictable but amendments have been made to the timescales on the agenda.

One suggested providing tea and coffee facilities for attendees, unfortunately some of the venues are unable to cater for tea and coffee facilities.

7. Advertising and Marketing

Activity undertaken by Recruitment Officer within each Local Authority April 2014– March 2015

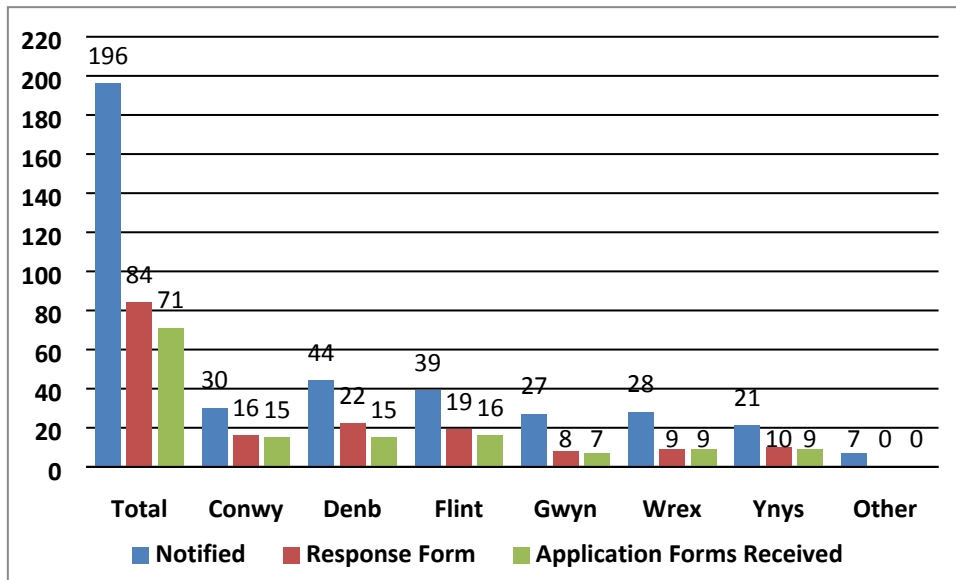
LA	Conwy	Denbighshire	Flintshire	Gwynedd	Wrexham	Ynys Môn	Other/ONWAS	Total
Enquires	30	45	38	27	28	21	7	196
Response Forms	16	22	17	8	9	10	2	84
Initial Visits Undertaken	15	15	15	7	9	9	1	71

Application Forms Received	13	14	14	6	4	8	3	62
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Enquiries, Response Forms & Application Forms received over the past 5 years

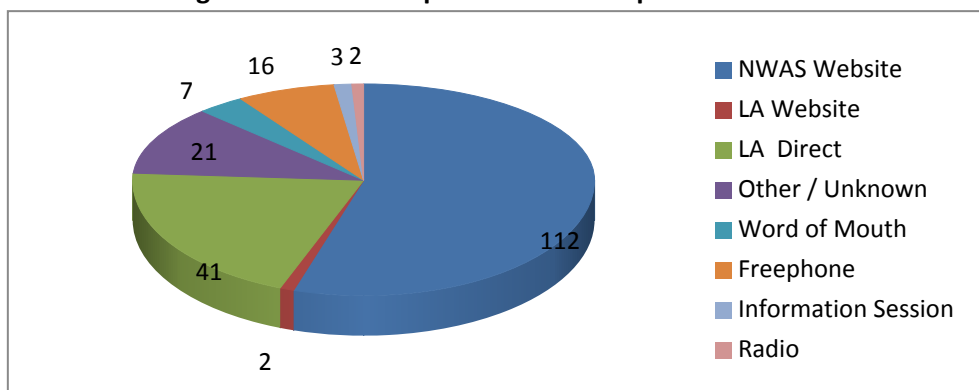
NWAS received it highest number of enquiries during this financial year. Despite the slight decrease in response forms the number of application forms is also significantly higher than in previous years.

Enquiries, Response Forms and Application forms Received in 2014-2015 from each LA Area



The highest number of enquiries and response forms are received from the Denbighshire area (45:22:15) and secondly the Flintshire area. The number of application forms received following trying is spread equally across Conwy, Denbighshire & Flintshire. This information can now utilised to inform future recruitment strategies having identified the need to target specific areas.

Marketing Source for all enquiries between April 2014 – March 2015



55% of enquires are received via the NWAS website which continues to be the main source for enquiries. A further 20% are received via the LA websites. A significant amount of work has been undertaken by the host authority IT department and our recruitment officer during the year to update the site. The update has improved the presentation of the website, it is more user friendly and interactive with the addition of a twitter feed running alongside. It also allows NWAS to update current information on NWAS and National Adoption events as they arise.

Recruitment Officer Activity April 2014 – March 2015

- Attended 5 'let's get started' evenings and 71 Initial Visits across North Wales
- Updating and development of NWAS website/ Twitter account set up
- Attended a HEART FM Capital FM recruitment conference and meetings advertising and cost
- Interview on BBC Radio Cymru to raise awareness of National Adoption Week. Organised for one of our adopters took part in the interview and shared their adoption experience.
- Radio Interview on Calon FM – Talking about the need for more LGBT Adopters & Foster Carers to come forward and of our event during the LGBT Adoption & Fostering Week.
- Attended a meeting with the Welsh Deputy Minister in Colwyn Bay

Information stalls at:

- Easter Extravaganza (family fun day) in Gresford, Wrexham
- North Wales Police LGBT meeting (Regular attendance)
- Family fun day at Bangor Cathedral
- Eisteddfod yr Urdd, Bala
- Bridge link County Offices in Mold for 1 week
- North Wales Pride Event
- North Wales Pride event in Bangor
- Anglesey Show
- Tesco's Wrexham/ Porthmadog/Holyhead
- Tesco's in Attended a BAAF Seminar on Adopters Recruitment, London
- Cardiff exchange day on the 7th of November

Other Activities undertaken:

- Distributed posters and information packs – Doctors surgeries, veterinary surgeries, Family information services, country parks, libraries, RAF Valley.
- Ongoing liaison with the churches in Wrexham to raise awareness of adoption & fostering
- Attended and presented recruitment information to the Gwynedd & Anglesey Panel
- Preparation for LGBT Adoption & Fostering Week 2015 and presented information at the event on at the Catrin Finch Centre, Glyndwr University.
- Booking marketing events for the next financial year: Events booked to date – Baby & Children Market on the 6th of June, Family Fun Day 20th of June, Anglesey Show 11th & 12th of August
- Organising venues, advertising re: National Adoption Week & ran 9 information sessions.

National Adoption Week

A total of 12 families attended the information evenings organised for the National Adoption Week in November. An additional 6 families contacted the service via the website during this week. Our focus

this year was very much on encouraging adopters who will be willing to consider sibling groups and older children.

Information sessions were held in the following areas:

Holyhead; Llangefni; Pwllheli; Colwyn Bay; Flint; Mold; Prestatyn; Wrexham.

Families that Attended Information Sessions across North Wales

CONW	DENB	FLINT	GWYN	WREX	YNYS	Total
2	2	2	0	4	2	12

Information session venues were advertised on the NWS website, LA websites, BAAF website, Radio, via Twitter and some LA Facebook pages. Wrexham press office did a press release in the Evening Leader. NWS arranged for one adopter and the recruitment officer to take part in a radio interview in the Welsh language. NWS was further contacted by ITV and arranged for a further interview for the news programme but this was not followed up by the media.

NWS also provided 3 case studies to the press office of the National Adoption Service which was provided to various media services. This was followed up by interviews with two of NWS adopters which were published in the Daily Post and Golwg.

8. Training

NWS Training Activity Report April 2014 – March 2015

Month	Course	Invited	Confirmed	Attended
April	Friends and relatives supporting Adopters	40+	24	19
	Attachment, Trauma and Neuroscience	30+	23	17
	Let's get started	22	22	22
May	Parents Protect	40+	19	14
	Preparing to adopt (4 days)	30	18	12
June	Panel Training	30+	16	9
	Let's Get started	17	9	9
July	Preparing to adopt (4 days)	24	11	9
August	FASD	100+	25	23
September	Let's get started	9	8	
	Attachment, Trauma and Neuro Science	30+	20	16
	Friends and relatives supporting adopters	30+	20	16
	Parents protect	30+	23	23
October	Attachment, Trauma and Neuro Science	30+	15	14
	Friends and relatives supporting adopters	40+	23	19
	Preparing to adopt (4 days)	30	12	11
November	Let's get started	11	11	11
	Emyr Owen's presentation 'Beyond PLO – Critical Thinking Analysis':-	20	18	18
	Preparing to Adopt (4 days)	15	12	11
	2 nd time Adopters	7	7	7
December	Gwynedd Panel members – linking and matching process			16
	Let's get started	6	5	5

	Christmas Gathering	50	21	15
January 2015	Friends and relatives supporting adopters	50	29	23
	Preparing to Adopt (4 days)	25	25	25
	Attachment, Trauma and Neuro Science	30	22	13
	Parents Protect	30	14	11
Feb	Let's get started	14	14	14
March	FASD	30	18	14
	Preparing to Adopt (4 days)	25	19	19
	Moving children on to adoption	25	23	16
	Beyond the placement order – presentation to Flintshire and Wrexham Magistrates	30	18	18

A total of 87 adopters have attended the Pre-approval training over the past year. The initial courses appear to have been significantly lower than those at the end of the year. On average the same amount of adopters are invited to attend the courses but a significant number chose to delay due to holidays, Christmas and other work commitments resulting in the higher attendance in January and March 2015.

In order to evaluate the courses the adopters were asked:

“To what extent did the course meet your expectations or needs in relation to each section:

All sections across all 6 courses scored an average of 87% Completely 11% Good 2% Average
The majority of comments had the same themes:

“This has been one of the best courses I’ve ever attended. Brilliant use of teaching group work and individual reflection. There was loads of opportunity to ask questions and explore particular issues”.

“Very good. Excellent information. I was able to ask questions and not feel intimidated or silly. Very intense course but Denise eased us and helped us through every aspect”.

No significant issues were raised and no further recommendations for change were felt necessary.

Relatives and Friends Training has also been well received with a similar average:

“Excellent!! I think all new parents should have a preparation re parenting skills. Well worth giving up my Sunday”.

All other course were rated very highly and no major issues have been identified.

The Training Officer writes, organises, and presents all the above training events for adopters except for Parents Protect which is provided by Stop It Now Wales free of charge. The Training Officer is currently working on developing a Parenting programme which can be delivered on a module basis for adopters pre and post placement.

9. Children

No: of Children Referred /Matched/Placed/Adopted in Each Authority April 2014- March 2015

	Conwy	Denbs	Flint	Gwyn	Wrex	Ynys Môn	Total
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Number of children referred	8	6	8	7	10	5	44
Number of children matched at panel	8	7	9	10	14	2	50
Number of children placed for adoption	8	7	16	8	13	3	55
Number of children adopted	8	7	8	5	13	7	48

Placement of Children with other agencies outside NWAS

Of the 55 children placed this year 8 children (2 sibling groups of two and 2 single child) were placed with families not approved by NWAS. This included 1 child from Denbighshire whose placement subsequently broke down (this child has now been matched with a NWAS family); 3 children from Flintshire and a sibling group of two children from Wrexham.

4 notifications were received regarding children from other agencies placed with adopters in North Wales.

No: of Children Referred, Withdrawn and Reason for Withdrawal Over the Past 4 years

Year	Total Referred	Total Withdrawn	Reasons for Withdrawal				
			SGO	Kinship Care	LTF	Returned to birth parent	Deceased
2011-12	59	17	5	0	9	2	1
2012-13	72	9	0	0	8	1	0
2013-14	66	6	0	2	1	2	1
2014-15	44	2	0	1	0	1	0

Two children were withdrawn, one mother decided not to relinquish her baby and a second child had moved on to kinship care.

Current Situation of Children Referred April 2014 -March2015

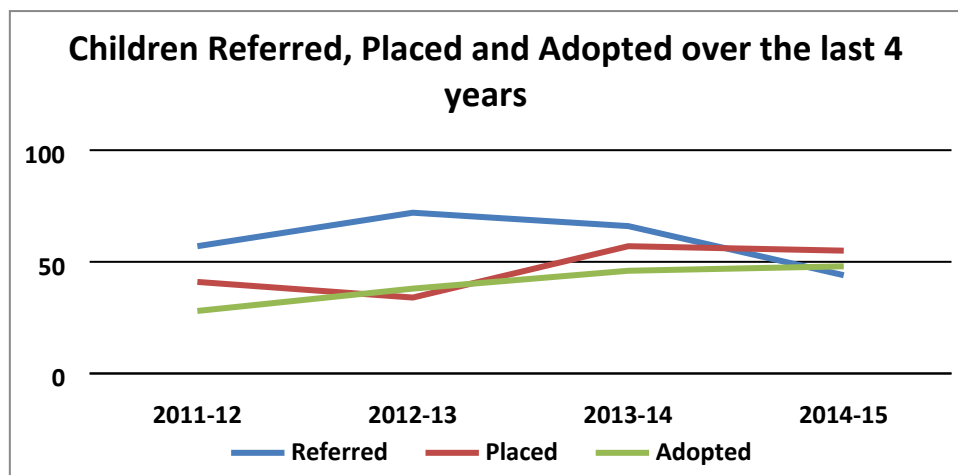
Year	Total Referred	Current Situation						
		Available	Matched or Hold for Link	Placed	Adopted	Waiting PO	On Hold /Agency	Withdrawn
2014-15	44	5	20	13	1	2	1	2

Of the 44 children referred to the service this year only five children had not been identified for potential links. One child did not proceed into placement during the introductions period but has since

been matched and placed with another family. In addition there were 9 children who had been notified to the service pre April 2014 who were still waiting for placements. These were made up of 4 sibling groups of 2 and a single child aged 7+ years.

Of the 14 children waiting for matches at the end of the year an additional 6 children have been provided with potential links in the past two months.

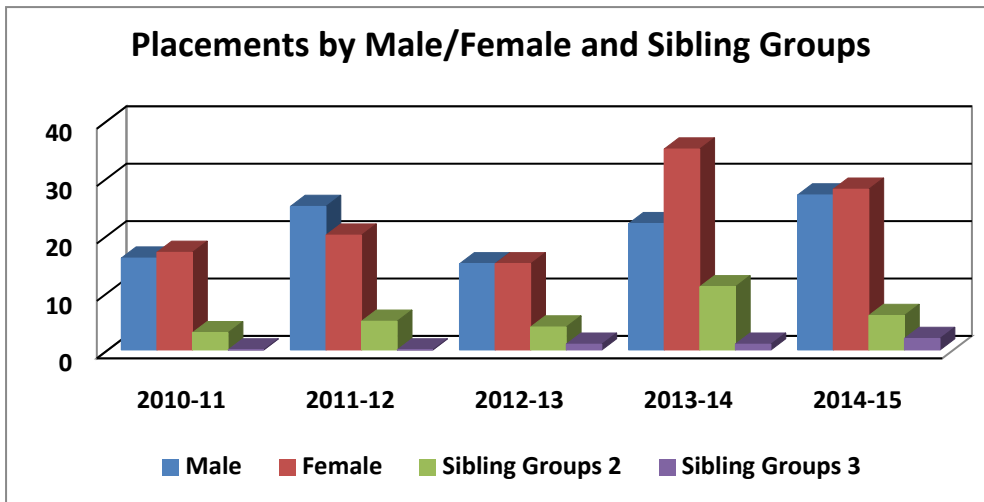
Number of Children Referred/Placed and Adopted between April 2011 and March 2015



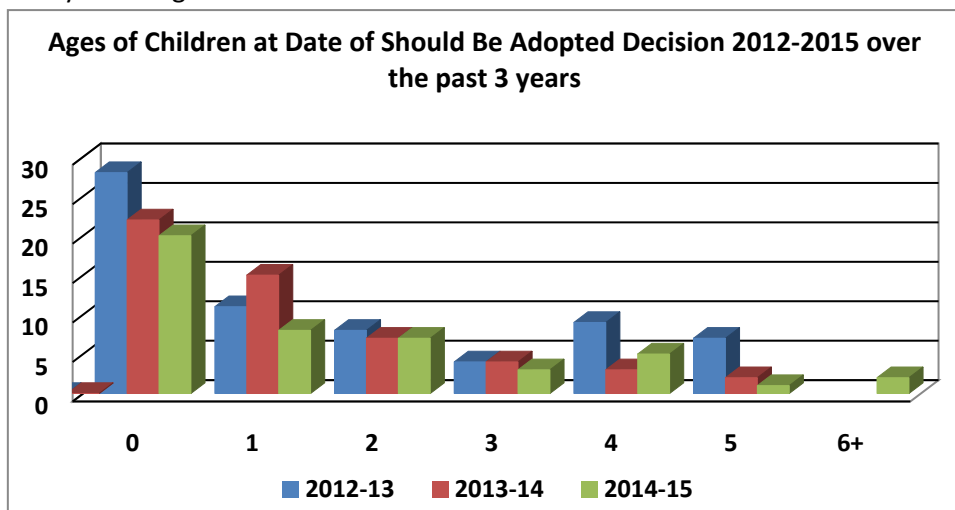
This year has seen a significant decrease (34%) of the total number of children referred to the service. The number of children placed has remained fairly stable and the number of children adopted has risen slightly, the highest number recorded in relation to previous years.

Gender Comparison of Children Placed for Adoption

2010-11 placed 16 boys 17 girls (29)	(11 placements outside NWAS)
2011-12 placed 25 boys 20 girls (45)	(4 placements outside NWAS)
2012-13 placed 18 boys 16 girls (34)	(all placements within NWAS)
2013-14 placed 22 boys 35 girls (57)	(2 single placement outside NWAS)
2014-15 placed 27 boys 28 girls (55)	(4 placements (6 children) outside NWAS)



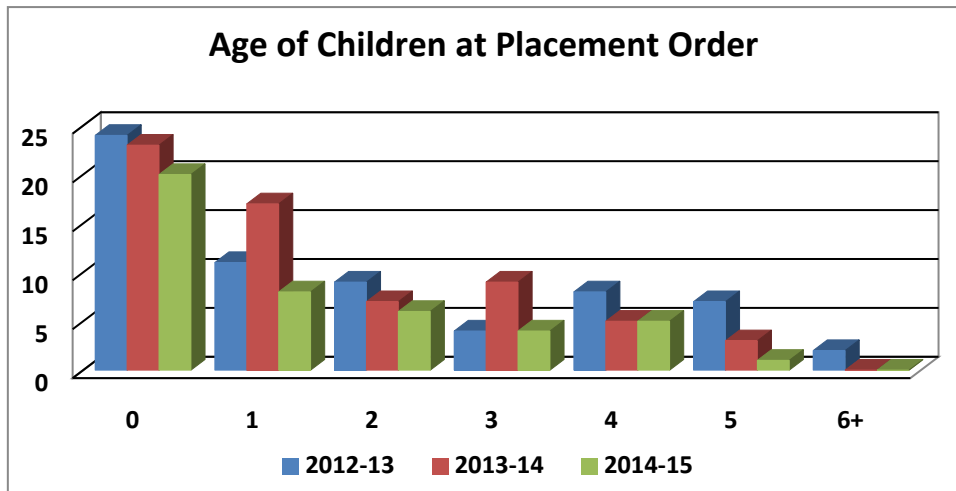
NWAS received 24 referrals for boys and 20 referrals for girls during this financial year. Following last year's trend to request preferences for girls NWAS has made an effort to encourage less adopters to specify the child's sex when considering their preferences in matching criteria. The graph highlights a more equal balance of placements for both sexes during this financial year. Of the 14 children waiting for families at the end of the year 11 were boys, the majority in sibling groups and only 3 were girls.



The graph shows a decrease in the number of children aged between 0-3 years at the date of the 'should be adopted' decisions by ADM over the past 3 years. However, this remains at a relatively high percentage (86%) of the total number of children, slightly less than last year (90%) and higher than 2012-13 (76%).

The following graph shows a similar pattern in terms of the ages of children at the date of placement Order.

Ages of Children at Date of Placement Order over the past 3 years



Ages of Children at Date of Placement over the past 5 years

There is a fluctuation between the number of children placed under the age of two over the past 5 years and it is anticipated that this may well be the case again next year due to the number of very young children referred to the service this year. The graph highlights a definite fall in the number of children placed under the age of 2 years in 2012-13 and this financial year. This could have been due to delays in the court proceedings from the previous years as well as the fall in overall numbers referred.

Number of Children Adopted by Former Foster Carers or Outside of NWAS Region

	2010-11	2011-12	2012-13	2013-14	2014-15
Number of children adopted	21	28	36	46	48
Number of children adopted by former foster carers.	0	1	1	2	4
Children Placed with NWAS Adopters from other Agencies	4	4	0	3	0
Children placed Out of NWAS region (all with NWAS approved adopters)	11	4	0	2	5

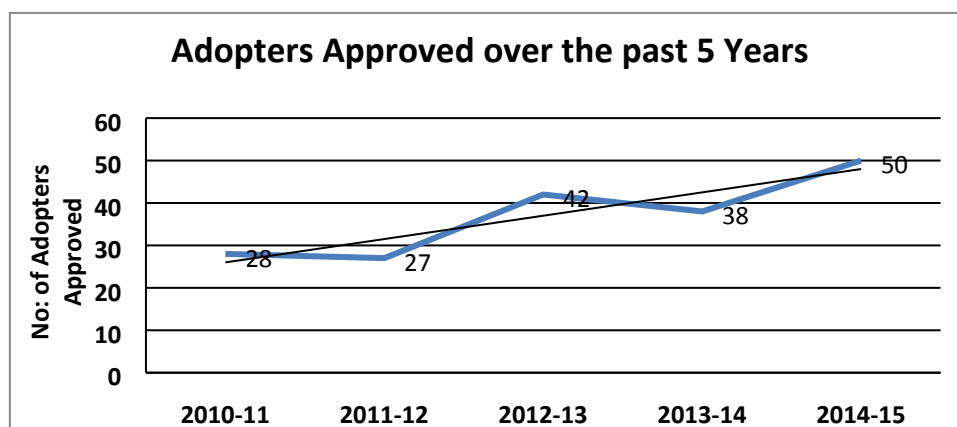
There are an additional 5 foster carers being assessed as potential adopters for the children already placed in their care. Consideration needs to be given as to whether or not these foster carers require a full PAR assessments or whether the foster carers are encouraged or advised to file their own application for an adoption order if the child has been in placement for over twelve months in line with legislation. Differing viewpoints have been presented to NWAS from various legal advisors across the region which results in inconsistency for foster carers in different agencies across the region.

10. Adopters

LA	Conwy	Denb	Flint	Gwyn	Wrex	Ynys Môn	Other	Total
Enquires	30	45	38	27	28	21	7	196
Response Forms	16	22	17	8	9	10	2	84
Initial Visits Undertaken	15	15	15	7	9	9	1	71
Application Forms	13	14	14	6	4	8	3	62
Adoption Assessments Completed	9	8	13	6	7	4	5	47
Adoption with a Foreign Element Enquiries	0	1	0	0	0	0	0	0

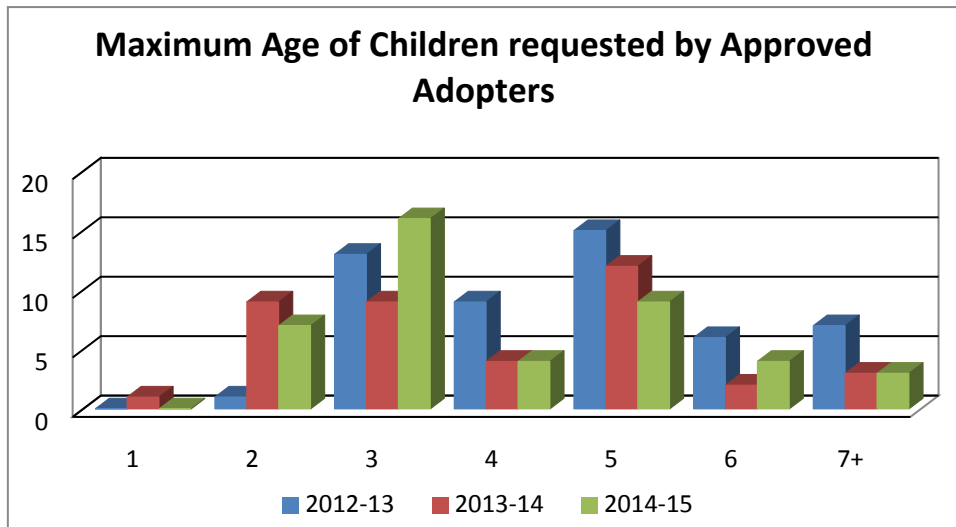
42% of enquiries received proceeded to Response forms. This is considerable ratio and may suggest that the media around adoption service and the National Service has raised awareness leading people to make enquiries. Despite the significant drop from enquiry to response forms the number of these which proceeded to training and application forms was higher than in previous years.

Adopters Approved April 2010 – March 2015

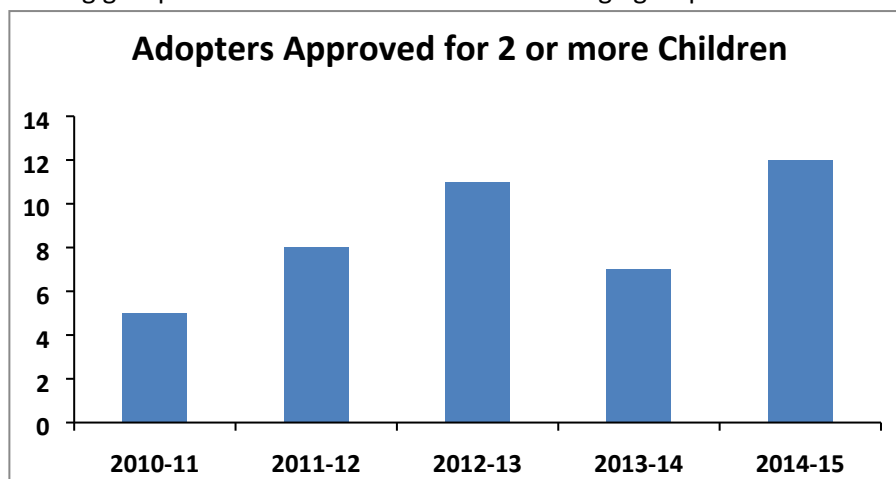


There has been a 32% increase in the number of adopters approved in this financial year compared to last year's figures.

Number of Placements Offered by Approved Adopters by Maximum Age of Child over the past 3 years:



The number of adopters approved for children up to the age of 3 + years has increased. Unfortunately there has been a decline in the number of adopters approved for children above this age group. Most adopters state a preference for having children placed prior to their attendance at full time education in order to have more time at home with the children to build on the attachment process. This does have some implications for the matching process, particularly when adopters are approved for sibling groups and the eldest child exceeds this age group.



Many adopters are reluctant to consider sibling groups due to financial constraints and in some cases lack of parenting experience given the needs of children in the care system. More robust adoption support plans need to be offered in order to encourage prospective adopters to consider more than one child.

Responses to Quality Assurance Questionnaires to Adopters with Child/Children Placed over the Past Year.

33 Questionnaires sent out, 17 responses

1 – 59% described the response and service received from the North Wales Adoption Service at the point of your first enquiry as very good; 35% rated Good and 5% stated Fair?

2 – 100% rated the information pack provided and subsequent initial visit as very good or good.

3 – 70.59% rated the Pre-Approval Training – Preparing to Adopt as very good and 24% as good

and 1 (5.88%) rated this as poor.

Comments:-

"It did seem irrelevant to us as we are foster carers"

"(Trainer) was very good and organised, with lots of information but was presented in a simple and non-boring way"

4 – Those attending further adoption training rate this as 50% Very Good; 42.86% Good; 7.14% Fair

Comments:-

"Safe Base training in March 2015 was very helpful"

"Been on various training days and all were very informative"

"Safe base training in March 2015. Was very helpful"

"Family/Friends Support FASD Both very good and informative"

5 - Adopters were asked about their experience of the assessment process and relationship with the assessing social worker- 13 rated this as Very Good, 2 Good; 1 Fair; 1 Poor

Comments:-

It was fair but we felt a little unsure and found some of the process very difficult to deal with, especially when dealing with issues in immediate relatives pasts that were absolutely nothing to do with us and happened before we were born (Parent's first marriage and children). All very frustrating and an upsetting experience, which could have been handled better. (the sessional social worker undertaking this assessment is no longer being offered assessments via NWS).

"Our assessing social worker was really good. Very personably and friendly".

"Couldn't of asked for a better social worker, Very supportive and still is, nothing is too much trouble and she has made our process a pleasant experience"

" We were her first assessment and she was just brilliant, very thorough, pleasant, professional and made the whole experience very good for us".

"Seemed a bit long winded as we are approved foster carers"

It was all very easy for me but I felt that I did all the work, without a great deal of support from the SW

"Our (NWS) Social Worker was excellent, we felt and still do feel very supported by her".

6 – What was your experience of the matching process?

9 Very Good; 6 Good; 2 Fair; 1 Poor

Comments:-

We changed Social Workers halfway through, which was difficult,

Our new social worker, has been excellent throughout – I would rate the experience with her as very good, only wish we had her all the way through!

Went quiet as told but when match was made went a lot quicker

We were delighted with the match!

"We found it a long period from initially being asked about a match until meeting with child's social worker and family finder due to holidays which we appreciate, but means a longer delay in things".

Some issues with first match On the other hand we had an excellent experience in our final match with our child nothing could really have gone better.

Some issues raised around CARA being out of date, delay over Christmas period

"found the child's SW and family finder judgmental and inconsistent".

"For me, this part was the most difficult - ie. making a decision. I found it hard to say yes to one child without knowing details of other children. In hindsight, trusting the Child Family Finder proved right"

7 - 88% felt they were given sufficient information about the child in order to make an informed decision as to whether or not to proceed with the match?

Comments:-

"The foster carers were particularly helpful with all of our questions".

"Yes, all meetings and information were very informative and relaxed".

"Ish. Never really understood why we couldn't see a video of the child alongside the CARA".

"Not on the Cara no but the foster carers report helped a lot to fill in the gaps"

"feel future adopters should be given time to think about a match when they are told of one".

8 – 88% felt supported appropriately throughout the introduction process?

Comments:-

"Our social workeralso made sure that we were happy with how the week was going, she regularly checked that we were happy with all the arrangements".

"Foster carers really made us feel welcome"

"We had issues with Foster Carers and felt supported by NWAS when issues were raised".

9 – 83% felt the length of the introductions and timescales for the child moving in to your home were appropriate? 17% said No

Comments:-

"Although it was a short introduction period, it worked really well as we were fully immersed into our daughter's routines by the end of the week. Foster carers could not have been more delightful to be with, they made all of us very welcome into their home and clearly adored our daughter. Their good attachments to our daughter helped us make similar attachments. We cannot thank them enough for everything they did for her in her first year".

"Yes and no, we had a long introduction process, which would of been shortened by at least a week as the children were ready to move in with us and were getting frustrated and up-set at not visiting their new home. Could of been a little bit more flexible to suit our children's needs".

"It turned out to be ok but ideally the introductions would have been better if they were five weeks we were restricted due to foster carers going on holiday, however it has all turned out ok for us"

"We feel that the foster carers option should be taken into account when deciding if the child/children are ready to go.... we feel our children should have been moved a couple of days sooner as they were ready".

"Introductions were long (over 3 weeks) since my child is older. It was hard going being out of the house for the first half of these. I feel it was mostly appropriate but that it was dictated by the Foster Carer trying to slow things down".

10 - 94.12% felt they had been provided with appropriate levels of support following placement?

Comments:-

The Independent Reviewing Officer, CCSW & NWAS social worker "were all brilliant at providing support and advice following placement. We had a particularly difficult couple of

weeks at the beginning of placement due to illness and the CCSW was especially supportive. NWSW "is very on the ball and has been fantastic with providing information and keeping in touch without being intrusive".

"I couldn't have got through the early days and weeks without the support I have received"

11 – 82% felt there was adequate consultation in regard to contact arrangements?

Comments:-

"This was organised in conjunction with our son's contact arrangements"

12 – 53% with active contact arrangements felt they had sufficient information and support to fully engage in this process? 23% did not and 24% did not respond or had no active agreement at this stage.

Comments:-

"I did feel that we were pretty much left to get on with our first letters and just wrote what I felt was appropriate. I didn't feel that we had any guidance as such". (An information pack is always provided to adopters and birth parents with example of letters and offer of home visit to support)

"Not yet but our first letterbox contact is not till June and we have an appointment with a social worker who will help us to put the contact information together".

13- What additional training/support do you think would be of benefit to you as parents and your child/ren? Please state any comments you wish to add.

"Maybe how to deal with the 'loss' of the Foster Carers, who played a significant part of the children's lives"

"in the future, training for how to tell our child she is adopted and the possibility of a group support network of other adoptees should she need it in the future".

"More practical information on parenting strategies before placement would (might!) have helped. But since it is child-specific it may be hard to tailor this correctly". More sharing of other peoples difficult experiences in the settling in period may also help prospective adopters

14 – 65% rated the service you received from the North Wales Adoption Service as very good; 29% Good and one person answered fair.

Comments:-

"We would like to thank both social workers for making this all possible. Our only criticism of the process would be the time delay from Placement Order to organising an assessing social worker ". (Due to distance social worker from LA in England undertook the assessment)

"Would recommend to anyone who is considering adoption".

"We had 2 Social Workers and they were great, other than that, the process hasn't been a great experience".

15 – 18% attend the Adoption Support Groups and 82% stated they did not attend.

16 – Of the 13 responses which stated they didn't attend Support Groups 77% stated they would be interested in attending a support group in their area.

"Personally, I would like to see a support group established for parents with newly placed children. The early weeks are difficult"

17 - What are your thoughts about a support group for adopted children?

"Would be nice to be in touch with other people who have adopted locally, and perhaps have play days".

“Interesting idea - not sure how it would help our child. Although she has enjoyed meeting other adopted children and sharing stories. I think it helps her realise adoption is normal”.

“Think it's a great idea”.

“I think this would be a great idea as already we feel we can help others as we have experienced a great deal already which would benefit other adopters. maybe beneficial to some”

would be good for children to grow with others in the same situation

“ it would likely be child-specific and I do not know how these may/may not benefit my child in the future”

“Wonderful idea”

11. Disruption

Number of disruptions compared to the number of placements (NWAS placements)

	2010-11	2011-12	2012-13	2013-14	2014-15
No: of placement disruptions	0	2 (3 children)	1 (3 children)	1 (2 children)	1 (1 children)
No: children placed in same period	22	45	30	57	55

There has been one disruption of a single child during this financial year. The child was placed with adopters from another agency and disrupted after months of placement. A disruption meeting is due to be held in April 2015.

The NWAS disruption Policy has been updated and is being presented to the Partnership Board in May for approval. In addition information leaflets will be available for adopters and professionals dealing with the disruptions.

12. Notifications

No notifications during 2014-15

13. Non Agency Adoption Activity

Partner of Parent Activity April 2014-March 2015

	Conwy	Denb	Flint	Gwyn	Wrex	Ynys Môn	Total 2014-15	Total 2013-14
Partner of Parent Enquiries	4	8	11	8	15	3	49	59
Partner of Parent Initial Visits	1	4	8	3	4	3	23	28
Partner of Parent checks in progress /Waiting Allocation	-	2	-	2	4	-	8	7

Partner of Parent Currently Under Assessment	-	1	3	2	-	2	8	5
Partner of Parent Adoption Orders Granted	3	-	1	-	2	-	6	9

There continues to be a significant amount of enquiries for Partner of Parent adoptions which necessitate initial visits and follow up of checks and references when requested to proceed. The number of enquiries, assessments and adoption orders for these assessments are not included in any statistics requested by the Welsh Government or the new National Adoption Service despite some of the complications that arise and the impact on resources.

14. Management information and development work

With the inception of the Nation Adoption Service for Wales a whole host of new data has been introduced and NWAS has been recording and inputting this data since the beginning of April 2014. There have been some issues in collating specific information which is not available to NWAS on the CHARMS database and needs to be available via the local authority IT systems and performance teams. The key data which needs to be considered by the local authorities includes:

- Provision of Life Story Work being undertaken by the child care social workers and information being provided by the second Adoption/LAC review.
- Total number of cases where adoption allowances were paid through the LA
- The number of referrals requesting practical/therapeutic support related to adoption via duty teams
- The number of referrals for both financial and practical support related to adoption
- The number of referrals that resulted in a post assessment offer of support services

Management Information is collated on the CHARMS system and reports on the service is provided on a quarterly basis to the Partnership Board and Joint Adoption Panels. This includes aspects of all activity undertaken by NWAS including recruitment, assessment, training, matching, waiting lists, adoption support, contact issues, finance and support provided via contracts and partnerships with voluntary agencies.

15. Legal issues /Placement Orders/Placements

New legislation to be in force as from the 1st April 2014 will have some impact on the adoption service in the coming year. It is envisaged that the following amendments will support NWAS in enabling more flexibility in the use of panels across the region:

The Adoption Agencies (Wales) (Amendment) Regulations 2014:

A. The central list

- 3.** (1) Subject to regulation 5, an adoption agency must maintain a list of persons who are considered by it to be suitable to be members of an adoption panel (“the central list”), including—
- (a) one or more social workers who have at least three years relevant post –qualifying experience, and
 - (b) the medical adviser to the adoption agency (or at least one if more than one medical adviser is appointed).
- (2) A person who is included in the central list may at any time ask to be removed from the central list by giving one month’s notice in writing.
- (3) Where the adoption agency is of the opinion that a person included in the central list is unsuitable or unable to remain in the list the agency may remove that person’s name from the list by giving them one month’s notice in writing with reasons.
- (4) Any two or more adoption agencies may jointly maintain a list of persons who are considered by them to be suitable to be members of an adoption panel.

B. Constituting the adoption panel

- 4.** (1) An adoption agency must constitute one or more adoption panels, as necessary, to perform the functions of an adoption panel under these Regulations and must appoint the panel members from the persons in the central list including—
- (3) Any two or more adoption agencies may jointly constitute an adoption panel (“a joint adoption panel”) in which case the appointment of members must be by agreement between the agencies.

16. Adoption Support

16.1 Individual Adoption Support

Referrals for Adoption Support for adopted children are referred via the relevant local authority Duty and Assessment Teams for initial assessment and referred or signposted to appropriate services. Recent requests for data on these referrals from the National Adoption Service have raised an issue which will need to be addressed at the Partnership Board and with IT professionals to ensure that the required data can be collated effectively by the individual Local authorities in the collaborative in the future.

16.2 Adoption Support Groups in North Wales

There are four adoption support groups available in the North Wales Region and NWAS are hoping to develop this resource in the next financial year but is limited in resources and finance currently available. As adoption support has been identified as an area of need of development the National Adoption Service is running a working group to look at these issues and it is hoped that this will be developed across Wales to provide equity in the availability of support, particularly therapeutic input across Wales.

NWAS Support Groups include:

- Flintshire/Wrexham Adoption Support Group run by adopters
- Conwy Support Group run by adopters.
- Ti a Fi Group for pre-school adopted children is organised by NWAS staff in Ynys Mon.
- Support Group post Safe Base Parenting programme run via After Adoption

16.3 Parenting Programme – Safe Base

NWAS continue to work in Partnership with After Adoption to provide the Safe Base Programme for approved adopters with children in placement.

No: of Adopters who have Attended the Safe Base Programmes to date:

		Invited	Attended
2013-14	September 2013	13	8
	January 2014	13	8
2014-15	July 2014	8	7
	March 2015	18	10
Totals		52	33

Feedback from Adopters attending the SafeBase programme provided by After Adoption to date:

After Adoption have undertaken the following programmes:

- **4** Safe Base programmes completed ;
- **2** Parent Support Groups completed
- **79** children referred
- **7** families due to attend an upcoming programme
- **8** families have withdrawn
- On average **8** families and **14** children attended each programme
- Average age of children who attended programmes **6.5** years

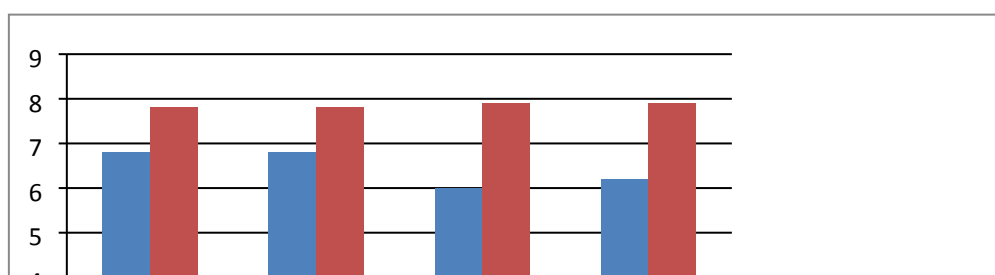
Feedback from Adopters:

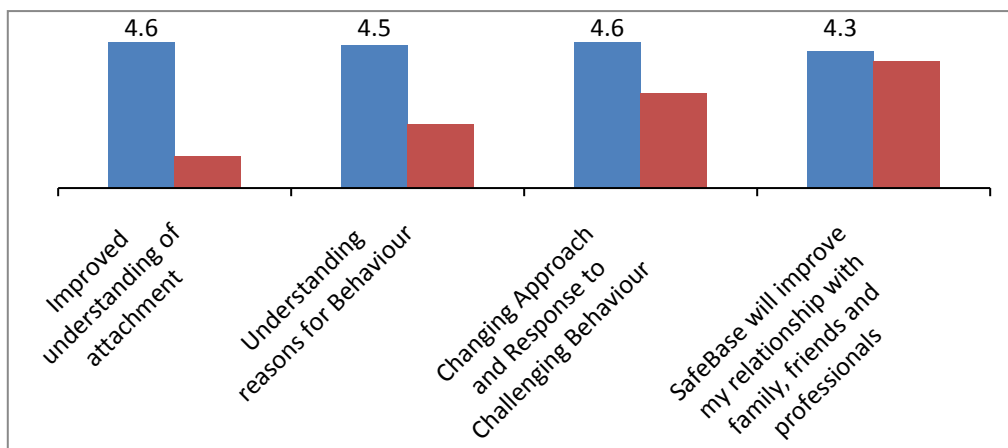
- 98% agreed or strongly agreed with the statement 'I am happy with the quality of the SafeBase programme.
'Excellent; 'Very good multi-layered approach'; 'Great handbook to take away for future use'
- 98% agreed or strongly agreed with the statement 'I am happy with the quality of the SafeBase trainers.
'Trainers were very good and friendly'; 'Excellent'; 'Very professional and approachable'
- 98% agreed or strongly agreed with the statement 'I would recommend SafeBase to other adoptive parents.'
'I feel everyone who adopts should do this!'; 'It should be compulsory'; 'Absolutely'

Parent Satisfaction Surveys:

Strongly Disagree - 0 1 2 3 4 5 – Strongly Agree

37





Feedback to After Adoption following the courses has been very positive and shows an increase in the adopters feeling more able to manage their children’s behaviour which will hopefully sustain placements and prevent disruptions in the future.

16.4 Letterbox Contact and Direct Contact – Support to adopted children, birth and adopted families.

By letterbox contact we refer to indirect contact and when making reference to direct contact this is in relation face to face contact.

On the system we have 623 letterbox agreements relating to indirect and direct contact. Within this figure 523 agreements are currently active. This is an increase of 91 new agreements in the last twelve months. Recorded against the active agreements 102 of these are direct face to face contacts. This has seen an increase of 23 direct contact agreements in the last twelve months. Each agreement will vary and could involve indirect and direct contact with birth relatives, previous carers or contact between siblings who have been placed for adoption in separate adoptive placements.

NWAS is responsible for the management of all of the 623 letterbox contacts but we are currently only involved in a small percentage of the direct contacts sessions. Our primary role in relation to direct contact sessions is one of organising and liaising with the relevant parties. Many direct contact sessions are arranged between adopters directly with no involvement from NWAS. Since 2014 NWAS have supervised three direct contact sessions.

From April 1st 2014 to March 31st 2015 we have received 59 new referrals relating to contact. During this same period we have also offered support to birth relatives and adopters, including 45 Office visits and 18 Home visits, with the primary role of offering assistance and support to birth relatives with writing contact letters.

	Conw	Denb	Flint	Gwyn	Wrex	Ynys Mon	Total
2012-13	71	78	35	33	53	24	294
2013-14	82	136	41	53	77	43	432
2014-15	102	152	45	61	107	56	523
Currently active							

16.5 Birth Record Referrals – Access to files, Counselling and Intermediary Service.

NWAS has had a contract with After Adoption to undertake this work and the numbers referred have been fairly consistent over the past 3 years. It is anticipated that this contract will continue until any changes appear in the 3-5 year plan currently being discussed at the Partnership Board Meeting and decisions of the Welsh Government on the National Adoption Service.

Birth record Referrals received and transferred to After Adoption 2014-15 and previous 2 years.

	2014/15			2013/2014			2012/2013		
	Birth Parent Counselling	Section 98 Pre 75	Section 98 Post 75	Birth Parent Counselling	Section 98 Pre 75	Section 98 Post 75	Birth Parent Counselling	Section 98 Pre 75	Section 98 Post 75
Ynys Mon	0	6	1	1	6	2	2	5	1
Gwynedd	4	12	3	2	15	6	3	9	2
Conwy	2	17	3	3	13	0	3	7	6
Denbighshire	2	7	2	4	11	5	3	10	1
Flintshire	1	16	4	2	11	5	2	13	5
Wrexham	12	12	4	7	13	5	6	12	4
Other	0	0	0	0	1	0	-	-	-
TOTAL	21	70	17	19	70	23	19	56	19
Total Referrals	108			112			94		

Response to Quality of Care Questionnaire to cases closed by After Adoption once work has been completed:

Of the 22 responses received:

- all felt they were greeted appropriately and informed about the transfer to After Adoption when contacting NWAS for the service; additional comments included, timescale explained and all staff were very helpful and supportive.
- 82% people stated they would rate the service as excellent, other stated very good and 1 average .

Comments from service users included:-

- Can't think of anything to improve – the service was excellent. My case worker was fantastic and helped me all the way through the process
- Everyone I dealt with was excellent

- Very sensitive and helpful
- Very understanding, friendly and very professional – excellent
- I could not have wished for better – knowledgeable, friendly and efficient
- I don't think anything could be improved from the Wrexham CC perspective. After Adoption were amazing. Both workers were absolutely amazing, supportive and understood my feelings at every stage. Took time to ring after 5 pm just before I met my half brother. They went that extra mile and helped me immensely. Forever grateful for their support.
- I cannot fault the service
- Speed up the process

The person who rated the service as average, had no comments to make

The service user who considered the service poor, suggested allocated Social Workers needed to be nearer to the Wrexham area. This issue will have been raised with After Adoption in our quarterly meeting as part of the contract included the availability of workers across North Wales including those who could speak Welsh.

17. Development of Adoption Service

NWAS awaits the outcome of the current sub groups being supported by the National Adoption Service regarding issues around, Common Policies, Performance Management, Adoption Support and Media and Marketing which may have an impact on the service currently provided. In the meantime NWAS will continue to develop the service as agreed in the Service Plan, Training Plan and Recruitment Strategy which are to be presented to the Partnership Board in May.

Developments over the past year have included reporting systems on CHARMS in order to more efficiently access data requested by the National Service, updating of the website and provision of further training. The availability of documents has also improved as the majority are now accessible on the online CHARMS database. This also ensures that any staff members access only the most recent documents as these are updated on a regular basis.

Adoption Support continues to be the main area of concern which requires funding and development and it is hoped that the National Adoption Service will have some impact on the provision and equity of these services across Wales.

NWAS is also currently seeking to develop a parenting programme to support adopters manage the challenges that often occur for adopted children

18. Policies and Procedures

A number of NWAS policies/procedures have been updated and will be presented to the Partnership Board in May, these include the Disruption Policy and Procedures, Financial Support for Adopters and List of Charges.

It is felt more appropriate to delay any alterations to other policies until further information is available from the Common Policies sub group of the National Adoption Service for Wales.

19. CSSIW

No inspections on the adoption services across North Wales were undertaken in the last financial year. This decision was taken due to the development of the National Adoption Service and for CSSIW to consider a revised method of inspecting the regional collaboratives.

20. Consultations

All feedback on the quality of the services provided by NWAS is collated following consultation exercises, via questionnaire undertaken with the following stakeholders:

- Staff members (annual questionnaire)
- LA Child Care Social Workers
- Panel Members (annual questionnaire and monthly comment sheet provided for each case presented to panel).
- Adopters attending Panel
- Adopters who have had a child placed within the stated period (April 2014 – March 2015).
- Attendees for all training events provided by NWAS (See Training Section)
- Adoptees, birth parents and relatives of adoptees accessing the After Adoption services contracted by NWAS.
- Responses are recorded within this report.

NWAS has taken part in the consultation exercises for:

- Extending Access to Intermediary Services for Descendants and Relatives of Adopted people
- Adoption and Children Act 2002 (Joint Adoption Arrangements (Wales) Directions 2015
- Pilot of the new format for the CAR/Annexe B

21. Compliments, comments, complaints and representations

2 complaints were received.

Complaint 1 - One Stage 2 complaint received following a placement breakdown in the previous financial year has been investigated by an independent person. The majority of 9 complaints were not upheld, however, 10 elements were either fully upheld or partially upheld. Recommendations included:

1. Adopters to sign a single issue specific form and NWAS to undertake references from employers to confirm financial arrangements and time off work for adoption leave before panels

2. NWAS develop a policy, which includes a timescale before which adopters will not be reconsidered after disruption;
3. An information leaflet for adopters;
4. NWAS to offer a social worker who is independent of the case to provide support; a formal standard letter is sent laying out the next steps and the support on offer, this should identify the supporting social worker.
5. Timescales to prevent any delay in disruption meetings and minutes.

All these issues have been dealt with by NWAS who will be seeking approval of the documents at the Partnership Board meeting in May 2015.

Complaint 2 – Received regarding issues around contact issues. This was resolved following a home visit by the manager and no further action was required.

Compliments:

A total of 12 specific compliments were received by NWAS over the past year. These do not include compliments included in the questionnaires or evaluation feedback on training events.

From Adopters

- Thank you for everything, you've been great and we do really appreciate everything you've done for us
- Our Social Worker in many ways knows us better than we know ourselves. Prior to beginning the adoption process we had often read about how intrusive and difficult it could be, but this has not been our experience at all. Our Social Worker has always been professional, honest, informative and sensitive. We could not have asked for a better Social Worker to help us through this journey. We have felt very valued by the North Wales Adoption Service.
- We would both like to thank you so very much for your guidance, support and enthusiasm over the past four days training. This is the most important journey of our lives, and although we know there is a long way to go, we have never felt so prepared, encouraged and excited, and that is because of you. Thank you so very much.
- We can't thank you enough for all your support and guidance over the past 15-months or so you've been a big part of our lives throughout this process and we wouldn't be where we are today without you
- Thank you for all that you have done to bring our family together. What you do is so special and we really appreciate the role you have played in our lives.
- Thank you for all your help, support and perseverance! We are truly grateful.
- Just wanted to say a big thank you for always being there for us over the past 2-years and to NWAS for helping us achieve our dream ... we are so proud to be the parents of two beautiful children, our family is now complete and we will cherish every single day!

From professional Colleagues

- I would like to thank you both for the work and support you have put in and given me whilst we have been working on our recent adoption case. It has been much appreciated and I am pleased that the outcome for the children has been positive (Childcare Social Worker)
- Having met up with his birth family – thank you so much for all the help you have given me
- Outstanding (view of NWAS Social Worker from Child Placement Team Leader)

22. Reporting Mechanisms to Senior Management, Scrutiny & Members

There has been a change in the governance and reporting arrangements for NWAS in that the monthly Operational Manager meetings have now been disbanded and NWAS reports and issues go directly to the Partnership Board on a quarterly basis. Membership of the Partnership Board has been amended in line with the new legislation as stated in the introduction of this report.

Performance Indicators are reported to the National Adoption Central Team on a quarterly basis and this information will be provided to the Advisory Group and Governance Board of the National Adoption Service.

23. Agenda for Change/Future Challenges

With the inception of the National Adoption Service NWAS anticipates a number of future challenges as changes occur to incorporate any new legislation, policies and procedures. However, the day to day challenges remain as follows:

- Increase the number of adopters being approved and particularly encourage those to consider sibling groups, older children and those with disability.
- improving timescales for both adopters and children
- increasing the availability and accessibility of adoption support for all adopters

23. Conclusion

NWAS continues to develop as a service. As highlighted in this report, this year has seen the highest number of enquiries, application forms received, children adopted and placement with foster carers since its inception in 2010. The latter, although, difficult for the fostering teams in terms of their resources, is beneficial to children who do not have to undertake a change of placement and experience further loss in their journey to permanency. The majority of North Wales children have been placed with NWAS adopters enabling our social workers to remain involved and supportive when required.

NWAS has focused on recruiting adopters who will consider sibling groups and evidence of this is coming into fruition with the more recent enquiries.

The number of children placed has remained fairly stable over the past 2 years and averages out as just above one child per week over the year. The number of children referred to the service has dropped by approximately 30% but there has been an increase in the number of very young children being referred following the “should be adopted decisions” being made by Agency Decision Makers. This is significant as it suggests that children at risk are being identified at a very early stage and the opportunities for finding adoptive families are increased.

It is evident that the pooling of resources across the authorities has proven to be successful and our colleagues in South Wales are now forming their collaboratives in order to form the National Adoption Service. We look forward to the benefits that this will bring to Adoption across Wales.

This report will fulfil the requirements of Regulation 22 but could also be used for distribution to senior managers, cabinet, scrutiny etc. Circulation of this report will be determined by each local authority area.

Date completed: 15th May 2015.
Author: Mandy Humphries
Title: Manager North Wales Adoption




















APPENDIX 1

Joint Adoption Panel Membership and Advisors April '14 – March '15

		Flintshire /Wrexham			Conwy/Denbighshire			Gwynedd/Ynys Môn		
	Panel Role	Name	End Date	Appraisal	Name	End Date	Appraisal	Name	End Date	Appraisal
1	Panel Chair	Emyr Owen	24/02/19	04/03/15	Sue Roberts	26/01/2017	16/07/2014	Non Davies	20/12/17	TBA June '15
2	Medical Advisor	Dr Ewoud Bos	N/A	14/11/14	Dr Sue Roberts	N/A	17/04/2015	Dr Teyrnon Powell	20/12/17	TBA June '15
3	Medical Advisor	Dr Anil Ninan	N/A	14/11/14	Dr Lindsay Groves	N/A	Planned for 15/05/2015	N/A	N/A	TBA June '15
4	Independent Member	Paula Spencer	26/09/15	27/11/15	Kate Dyke	26/01/2017	17/04/2015	John Peake	20/12/17	TBA June '15
5	Independent Member	Denise Nicholls	26/09/15	27/11/14	Gaynor Lanyon	26/01/2017	Long term illness	Robert A Jewell	20/09/18	TBA June '15
6	Independent Member	Denise Preece	26/09/15	Resigned	Rod Bowden	26/01/2017	17/04/2015	Dewi Rhys Jones	20/10/18	TBA June '15
7	Independent Member	Linda Vickery	26/09/15	05/03/15	Jacqui Döll	26/01/2017	Planned for 10/7/2015	Trish Girling	20/12/17	TBA June '15
8	Elected Member	Cllr Andy Dunbobbin	15/11/19	1st Panel 01/15	Cllr Jeanette Chamberlain Jones	26/01/2017	17/04/2015	Cllr Jeffrey Evans	20/01/19	TBA June '15
9	Elected Member –	Cllr Lloyd Kenyon	26/09/15	26/11/14	Cllr Cheryl Carlisle	26/01/2017	17/04/2015	Cllr Mandy Williams-Davies	20/12/17	TBA June '15
10	Social Worker	Hazel Reid	23/06/17	26/11/14	Sarah Halley	26/01/2017	17/04/2015	Sharron Williams-Carter	20/02/15	TBA June '15
11	Social Worker	Helen Smith	27/10/18	14/11/14	Helen Fenner	20/02/2020	17/04/2015	Carolyn Jones	20/12/17	TBA June '15
	Legal Advisors	Glenda Jones (Wrex) Beth Evans (Flint)			Wayne Cooper ; Ceri Williams (Conw) Heidi Roberts ; Jane Griffiths (Denb)			Sara Lloyd Evans (Gwyn) Rhys Hughes (Ynys)		
	Panel Advisor	Mandy Humphries			Trish Welsh			Heather Pearson		
	Administrator	Sarah Picken			Wendy Roberts			Glesni Williams; June Owen (resigned)		

APPENDIX 2

NWAS Training Activity Report April 2014 – March 2015

Month	Course	Evaluation
May 2014 July 2014 Oct 2014 Nov 2014 Jan 2015 Mar 2015	Preparing to adopt 4 Day Courses	 Evaluation  evaluation  evaluation  Evaluation
April 2014 Sept 2014 Oct 2014 Jan 2015	Friends and relatives supporting adopters	 evaluation  evaluation  Evaluation  evaluation
April June Sep Nov Feb Dec	Lets get started	
May 2014 Jan 2015	Parents Protect	 evaluation
June 2014	Panel Training	 evaluation
August/March 2014	FASD	 evaluation  Evaluation
April 2014 Sept 2014 Oct 2014 Jan 2015	Attachment, Trauma and Neuroscience	 evaluation  evaluation  evaluation  Evaluation
Nov 2014	Emyr Owen’s presentation ‘Beyond PLO – Critical Thinking Analysis’:- Presented to Adoption Panels and Staff members at Team Meeting	
Nov 2014	2 nd time Adopters	 Evaluation
Dec 2014	Christmas Gathering	 Evaluation
Mar 2014	Moving children on to adoption	 Evaluation
Mar 2014	Beyond the placement order – presentation to Flintshire and Wrexham Magistrates	

