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Chief Officer (Governance)
Prif Swyddog (Llywodraethu)



To: Councillor Carol Ellis (Chair)

CS/NG

Councillors: Adele Davies-Cooke,
Andy Dunbobbin, Veronica Gay, David Healey,
Cindy Hinds, Hilary Isherwood, Brian Lloyd,
Mike Lowe, Hilary McGuill, Dave Mackie,
Mike Reece, Ian Smith, Carolyn Thomas and
David Wisinger

16 September 2015

Maureen Potter 01352 702322
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Dear Sir / Madam

A meeting of the **SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE** will be held in the **DELYN COMMITTEE ROOM, COUNTY HALL, MOLD CH7 6NA** on **TUESDAY, 22ND SEPTEMBER, 2015** at **10.00 AM** to consider the following items.

Yours faithfully

Democracy & Governance Manager

A G E N D A

- 1 **APOLOGIES**
- 2 **DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**
- 3 **MINUTES** (Pages 3 - 10)
To confirm as a correct record the minutes of the last meeting.
- 4 **REVIEW OF ADOPTION SERVICES FOLLOWING IMPLEMENTATION**
(Pages 11 - 138)
Report of Chief Officer (Social Services)

- 5 **REVIEW OF RESIDENTIAL CARE HOME PROVISION IN FLINTSHIRE**
To receive a verbal update from the Chief Officer (Social Services)
- 6 **MELROSE CENTRE UPDATE**
To receive a verbal update from the Chief Officer (Social Services)
- 7 **QUARTER 1 – IMPROVEMENT PLAN MONITORING REPORTS** (Pages 139 - 158)
Report of Environment and Social Care Overview and Scrutiny Facilitator
- 8 **ROTA VISITS**
To receive a verbal report from Members of the Committee.
- 9 **FORWARD WORK PROGRAMME (SOCIAL & HEALTH CARE)** (Pages 159 - 164)
Report of Environment and Social Care Overview and Scrutiny Facilitator -

SOCIAL AND HEALTH CARE OVERVIEW AND SCRUTINY COMMITTEE **23 JULY 2015**

Minutes of the meeting of the Social and Health Care Overview and Scrutiny Committee of the Flintshire County Council held in the Delyn Committee Room, County Hall, Mold on Thursday, 23 July 2015

PRESENT: Councillor Carol Ellis (Chair)

Councillors: Andy Dunbobbin, David Healey, Dave Mackie, Mike Reece, Ian Smith, Carolyn Thomas and David Wisinger

APOLOGIES:

Councillors: Adele Davies-Cooke, Veronica Gay, Brian Lloyd, Mike Lowe and Hilary McGuill

CONTRIBUTORS:

Cabinet Member for Social Services, Senior Manager: Commissioning and Performance and Resources Service Manager
Contract Team Manager for agenda item 6

IN ATTENDANCE:

Social and Health Care Overview and Scrutiny Facilitator and Committee Officer

20. DECLARATIONS OF INTEREST

Councillor Andy Dunbobbin declared a personal interest in the following agenda items because he was a Kinship Carer:-

Agenda item 4 – CSSIW Safeguarding and Care Planning Looked After Children Progress Report to include update on the demands of Children’s Services

and

Agenda item 5 – Fostering Services Inspection Report

21. MINUTES

The minutes of the meeting of the Joint meeting of Education & Youth Overview & Scrutiny and Social & Health Care Overview & Scrutiny Committee held on 4th June 2015 and the meeting of this Committee held on 18th June 2015 had been circulated to Members with the agenda.

RESOLVED:

That the minutes be approved as a correct record and signed by the Chair.

22. **CSSIW SAFEGUARDING AND CARE PLANNING LOOKED AFTER CHILDREN PROGRESS REPORT TO INCLUDE UPDATE ON THE DEMANDS ON CHILDREN'S SERVICES**

The Senior Manager: Commissioning and Performance introduced a report to provide Members with a progress update on the implementation of the key findings after the Care and Social Services Inspectorate Wales (CSSIW) Safeguarding and Care Planning of Looked After Children. The report also provided an update on the demands on Children's Services and how these were being managed.

The Senior Manager advised that he was presenting the report on behalf of the Senior Manager Children's Lead as she was unable to attend this meeting. He detailed the background to the report and explained that CSSIW had undertaken a national thematic inspection that focussed on Safeguarding and Care Planning of looked after children and care leavers, who exhibited vulnerable or risky behaviours. All 22 Welsh local authorities had been inspected with the findings of each of these inspections captured in a national overview report. The final conclusions of the inspection were set out in the report in the form of a number of questions asked about practice and processes within the local authority. The report provided an overview of the key developments the service had taken in response to those key questions.

Question 1 – Did the authority effectively discharge its corporate parenting roles and responsibilities promoting the stability, welfare and safety of looked after children and care leavers?

The Senior Manager explained that a number of key activities had been undertaken by the authority, which were detailed in the report and included Bi-monthly Children's Services Forum, annual Climbie visits, regular scrutiny reports and the Annual Pride of Flintshire event. On the role of a dedicated Participation Officer, he said that the service was proud to have been able to retain the role and recruit Gwenan Roberts to the post. The Senior Manager spoke of the work that had been undertaken and the relationship that the Participation Officer had built up with the looked after children (LAC) and care leavers. He also spoke of the comments made by the Children's Commissioner following her visit to the Pride of Flintshire awards about how impressed she was that the children and young people had led the day.

The performance in relation to promoting outcomes for looked after children and care leavers had been positive throughout 2014/15 with a notable improvement in respect of educational outcomes. The Senior Manager felt that some areas could still be improved and added that a dedicated LAC nurse had now been appointed which would assist in improving the timeliness of health assessments. He commented on the issue of placement instability which had increased slightly in 2014/15 and explained that this was an area where further work was needed. The Resources Service Manager advised that a number of key learning outcomes had been identified and processes had been put in place which included working more

closely with Child and Adolescent Mental Health Services (CAMHS) colleagues and also officers being more proactive.

The Senior Manager spoke of the need to strengthen the links with the early intervention service and advised the Committee that the 'Team Around the Family' were moving to be co-located within Children's Services. A restructure of the service was also to take place which would directly impact on the LAC population and placements including a stronger integration of early intervention services. The Resources Service Manager advised that the restructure would mirror the development of the Wellbeing Act which would be in place from April 2016.

The report also highlighted the issue of Child Sexual Exploitation (CSE). A CSE multi-agency panel had been formed and Victim Contact Team arrangements in conjunction with the Police were in place. At a regional level the North Wales Safeguarding Children's Board had been established which had identified CSE as a key priority. The Cabinet Member spoke of a recent presentation to the Children's Services Forum by Detective Superintendent Ramessur-Williams on the pilot project to tackle child sexual exploitation.

Question 2 – Were care and pathway plans informed by relevant assessments, including explicit risk assessments, which supported a comprehensive response to the needs and experiences of children and young people?

The Senior Manager referred to the robustness of care plans and said that the quality assurance framework had been reconsidered. One of the national performance indicators was that every care leaver should have a named personal adviser and in 2014/15 the target of 100% had been achieved in Flintshire. A designated CAMHS officer for looked after children had been appointed and this would enable an improvement in the timeliness of CAMHS provision to looked after children but he added that there was still work to be done.

Question 3 – Were operational systems and procedures in place that ensured responsive coordinated action was taken to mitigate risk and achieve safe continuity of care?

Sickness levels within Children's Services had reduced significantly in 2014/15 and this was helping to reduce the potential for children experiencing changes in Social Workers. It was also recognised that there was further work to be undertaken to minimise the number of changes of Social Workers for children and young people which would be addressed through the forthcoming service restructure.

A survey had been undertaken in April 2015 to better understand employee's experience of supervision and over 97% had reported that they felt that supervision was timely, effective and of good quality, which was positive. It was reported that work was underway with the business systems team to streamline and improve assessment and care planning

documentation. An additional piece of work was being undertaken with children and young people to revise and improve the consultation documentation that they completed themselves. The Resources Service Manager advised that having one model form would ensure consistency.

Question 4 – Did Independent Reviews and quality assurance arrangements promote safe care and best outcomes for young people?/ Did care and pathway planning effectively capture and promote the rights and voice of the child?

It was reported that the Quality Assurance Framework was being developed with a stronger focus on the voice of the child being central to decision making and service delivery. The Senior Manager advised that the Placement Strategy needed to be reviewed and this was being undertaken as part of a wider piece of work to develop a new LAC strategy that would be focussed on a number of areas that were detailed in the report.

Demands on Social Services

The Senior Manager advised that the referrals and contacts to the service had grown significantly and work being considered as part of the restructure would look at how to effectively respond to it. Other areas that the restructure would focus on were detailed in the report.

Councillor David Healey thanked the Senior Manager for the presentation and he commended the officer that had produced the report. He sought clarification on the reasons for the increase in referrals. In response, the Senior Manager advised that there was no single reason for the increase but it could be as a result of increased awareness. He also spoke of multiple referrals such as from the Police, schools and GP surgeries which could account for some of the higher figures referred to. Councillor Healey also asked about the practical difficulties in streamlining the process and whether assessments were undertaken at the first visit. The Resources Service Manager indicated that the initial visit would be for evidence gathering and would be followed up by an assessment being undertaken after the visit. He also gave examples of the type of calls that the service received which could range from problems that were unrelated to children or young people to children being left unattended.

The Senior Manager spoke of CID16 referrals from the Police and of the need to streamline assessments. He commented on areas of good practice used by other authorities which were being considered by the Council.

In response to a question from Councillor Ian Smith, the Senior Manager advised that CYAST stood for Children & Younger Adults Support Team. He then provided details of the Council's successful young apprentice scheme and advised that a three year apprentice scheme was to commence in September 2015 to undertake modelling work to identify trends and where support was needed. He commented on work which had been undertaken in

the past with Cordis Bright to identify vulnerable families in Flintshire and advised that a refresh of the data was to be undertaken.

Councillor Andy Dunbobbin referred to his role as Armed Forces Champion and spoke of support options that could be achieved through the Covenant. The Senior Manager welcomed the suggestion to discuss options and advised that the Social Services and Wellbeing Act would place a duty on local authorities to enhance wellbeing. He commented on work to be undertaken with the voluntary sector to provide support for those who needed it.

In response to a question from Councillor Mike Reece about whether referrals were received from youth clubs, the Resources Service Manager indicated that this could be a source of referrals but that he did not have details available at this meeting. He added that he could review the data and provide a sample of where referrals were received from.

RESOLVED:

- (a) That the details of the report and the developments that had taken place and were underway in relation to the discharge of the Local Authority's duties in respect of safeguarding and promoting positive outcomes for looked after children be acknowledged; and
- (b) That an update report be provided to a future meeting of the Committee on improvements to the service that were being considered.

23. FOSTERING SERVICES INSPECTION REPORT

The Senior Manager Commissioning introduced a report to consider the Care and Social Services Inspection (2015) of the Flintshire Fostering Services and subsequent action plan (updated as of July 2015).

The Resources Service Manager explained that the purpose of the inspection was to ensure that the service was fit for purpose and that the Council was meeting the statutory regulations. The inspection team had identified a number of positive areas which were detailed in the report but there was also one area of non-compliance in which independent members of the Fostering Panel were employees of the Council. This had now been addressed with the appointment of two new members not employed by the Local Authority.

The Cabinet Member for Social Services indicated that the Fostering Team had won two accolades and there had been an increase in the uptake of foster carers. Events had been held to promote foster caring and the service was performing well.

In response to a question, the Resources Service Manager advised that Flintshire currently had 113 foster carers.

RESOLVED:

That the continuation of effective progress made by the Fostering Service in supporting foster carers and looked after children effectively be endorsed.

24. ROTA VISITS

In response to a question from the Chair, Members indicated that no rota visits had taken place.

The Contract Team Manager advised that during the previous six months, only 7 out of 20 rota visits had been undertaken and indicated that she had details with her of the outstanding visits. For the newer Members on the Committee, she explained the purpose of rota visits and the type of facilities that Members would be required to visit and stated that rota visits were to be extended to independent sector homes. She added that training could also be undertaken for Members who had not previously been on rota visits. The Contract Team Manager sought clarification from the Committee of whether they would prefer to undertake rota visits within their ward.

The Chair suggested that a list of outstanding rota visits could be provided for Members at each Social and Health Care Overview & Scrutiny Committee meeting to allow the outstanding visits to be allocated to Members.

Councillor Dave Mackie asked if an email could be sent to him as a reminder if he had not responded to an allocation of a rota visit within two weeks.

The Contract Team Manager spoke of a one page profile for each Member that would be undertaking rota visits which could be sent to the facility in advance of the visit so that the operators would know who to expect. She suggested that preparation of the profile could be undertaken in smaller groups which she was happy to arrange following this meeting. The Cabinet Member spoke of the importance of having the profile in place and suggested that the Members who had already prepared their profile should promote its importance to other Committee Members. The Social and Health Care Overview & Scrutiny Facilitator suggested that copies of the form be made available to the Committee following this meeting to allow them to complete it and return it to the Contract Team Manager.

On the issue of the Forward Work Programme, the Facilitator advised that a planning session had been held the previous day. She had met with the Chief Officer (Social Services) and had populated the Forward Work Programme which she had shared with the Chair. A copy would be circulated to the Committee Members and the Facilitator asked Members to advise her if they had any suggestions for additional items. She detailed the reports that were to be considered in the meeting scheduled for 22nd September 2015 which would include a report on the 'Review of Adoption Services following implementation'. In response to a query from Councillor Mackie about whether the report would contain the new organisational structure, the

Resources Service Manager provided details of what the report and appendices would consist of.

RESOLVED:

That the updates be received.

25. MEMBERS OF THE PUBLIC AND PRESS IN ATTENDANCE

There were no members of the public or press in attendance.

(The meeting started at 10.00 am and ended at 11.05 am)

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Chair

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FLINTSHIRE COUNTY COUNCIL

REPORT TO: **SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE**
DATE: **TUESDAY, 22 SEPTEMBER 2015**
REPORT BY: **CHIEF OFFICER (SOCIAL SERVICES)**
SUBJECT: **REVIEW OF ADOPTION SERVICES FOLLOWING IMPLEMENTATION**

1.00 PURPOSE OF REPORT

1.01 To inform and advise of the Annual Report of the North Wales Adoption Services (NWAS) and National Adoption Service (NAS) for 2014/15.

2.00 BACKGROUND

2.01 NWAS

This has been operational in its current form since 2010. Providing regional services for all aspects of adoption from recruitment, selection, assessment, matching and post adoption support.

The attached report (Appendix 1) provides a comprehensive and detailed analysis, evaluation and recorded activities for 2014/15.

2.02 NAS

This is the first full operational year of the N.A.S (appendix 2) The intent of N.A.S is to provide strategic overview in promoting “national” adoption issues and working collaboratively with Regional Adoption Services, third sector and voluntary partners.

The report highlights the progress of the service and the challenges associated with adoption matters.

3.00 CONSIDERATIONS

3.01 The regional and national services represent the continuing emphasis and growth in providing effective adoption provision. The advent of the national service is evidence of the Welsh Governments recognition of the value of adoption.

3.02 The local review further demonstrates the ongoing improvement in regional services and as noted in the annual report the need for further growth given the increase in adoption activity.

4.00 RECOMMENDATIONS

4.01 That both annual reports reflect National and Regional strategy, activities

and outcomes. They provide detailed and comprehensive information which captures and records key achievements and reflects the need for ongoing growth and development to meet the complex and sensitive work of adoption.

5.00 FINANCIAL IMPLICATIONS

5.01 The local authority continue to make contributions towards both services. These continue to be reviewed locally and nationally in line with agreed funding formulas.

6.00 ANTI POVERTY IMPACT

6.01 Empirical evidence demonstrates the socio-economic opportunities to children who have been adopted in terms of life style outcomes, employment opportunities and educational choices.

7.00 ENVIRONMENTAL IMPACT

7.01 None of any significant note.

8.00 EQUALITIES IMPACT

8.01 The provision of adoption provides more opportunity to engage in social inclusion opportunities. From evidence children who would have remained in their birth family would be more likely to be subject to negative social and interpersonal experiences.

9.00 PERSONNEL IMPLICATIONS

9.01 None of any significant note.

10.00 CONSULTATION REQUIRED

10.01 See 11.01

11.00 CONSULTATION UNDERTAKEN

11.01 Both annual reports are subject to regional and national management boards with representatives from FCC or the NWAS

12.00 APPENDICES

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

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Gwasanaeth
Mabwysiadu
Cenedlaethol

National
Adoption
Service

**Achieving More Together /
Cyflawni Mwy Gyda'n Gilydd**

Annual
Report
2014 - 2015



Western Bay
ADOPTION SERVICE
GWASANAETH MABWYSIADU
Bae'r Gorllewin

adoptionuk
ar gyfer pob teulu sy'n mabwysiadu
for every adoptive family



Mabwysiadu
Canolbarth a Gorllewin Cymru
Adoption
Mid & West Wales



Page 15

**Credwch
mewn plant
Believe in
children**
Barnardo's
Cymru



South East Wales Adoption Service
Achieving More Together
Gwasanaeth Mabwysiadu Deddfyrain Cymru
Cyflawni Mwy Gyda'n Gilydd!



Gwasanaeth
Mabwysiadu
North Wales
Adoption
Service

Cymdeithas Plant Dewi Sant



Message from the Independent Chair of the Advisory Group

I was delighted to be appointed as the first Independent Chair of the National Adoption Service Advisory Group in the autumn of 2014.

I am particularly pleased to be presenting the National Adoption Service's first annual report and to acknowledge the importance of the combined leadership of the Association of Directors of Social Services Cymru, the Welsh Local Government Association and Welsh Government.

Our aim was to fundamentally change how adoption services are delivered in Wales. I would like to highlight some of our achievements towards that.

- All of the regional collaborations are working. This is a considerable achievement in a time of so much organisational and financial uncertainty.
- The National Advisory Service launch event was well supported by Ministers and attracted media attention to adoption and adoption services.
- The role of City of Cardiff Council in hosting the central parts of the service.
- Our very important relationship with the voluntary sector adoption services is growing and deepening.
- We have a strong partnership with Health, via the Designated Doctor service.
- We have a strong relationship with Cardiff University through CASCADE (Children's Social Care Research and Development Centre, School of Social Sciences) and the Wales Adoption

Study (School of Psychology). We look forward to learning about best practice from their research.

- We have begun to engage with adopters and adopted young people, to find out what matters to them and how they would like to work with us in the future.
- We have established links with important partners such as Education, Child and Adolescent Mental Health Services, the Children's Commissioner for Wales and The Children and Family Court Advisory and Support Service.
- We have a better system to collect information about how we are doing. This shows where we need to do better and where we have already improved.

I know we still have much to do. However, I am pleased to acknowledge that a good start has been made - as this report will demonstrate.

Philip T. Hodgson

Phil Hodgson

Independent Chair of the National Adoption Service Advisory Group

Message from the Director of Operations

I felt enormously privileged to be appointed the first Director of Operations for the National Adoption Services for Wales last summer, and also a little daunted by the high expectations that went with it.

The success of the first year is testament to the huge amount of work undertaken by local authorities, the voluntary adoption agencies, Association of Directors of Social Services Cymru, Welsh Local Government Association, managers in the City of Cardiff Council and over the last few months the small central team of the National Adoption Service.

None of it could have happened without the commitment of the Task and Finish group that steered the development, the sterling work of the project manager, Jane Moore, who was employed by ADSSC to develop the national service and funding from the Welsh Government for the first year while arrangements were put in place for the service to be fully funded by local government in Wales.

The model for the National Adoption Service has a unique, collaborative way of organising and co-ordinating adoption service delivery. The model was developed by the Association of Directors of Social Services Cymru, the Welsh Local Government Association and the voluntary adoption agencies in Wales. Welsh Government sees it as an important example of delivering services in a very different way, in line with the principles of the Social Services and Well-being Act (Wales) 2014.

The creation of the National Adoption Service heralds the beginning of a very different relationship

between the statutory and voluntary sectors, a relationship that will need to be further developed into the regional and local arrangements over time.

This report records the work and achievements of the inaugural year of the National Adoption Service. I am very pleased with what has been achieved so far but this is, of course, just the beginning.....



Suzanne Griffiths

Director of Operations



What is the National Adoption Service?

The National Adoption Service was launched in November 2014 during National Adoption Week. It was developed during the previous 18 months under the leadership of a Task and Finish Group (Appendix 1).

The Service is run in line with regulations in the Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015.

The National Adoption Service is an umbrella that brings together local, regional and national organisations and activities.

Locally, each local authority identifies and meets the needs of looked after children, including those where a decision has been made that the child should be placed for adoption.

Regionally, local authorities work together within five regional collaboratives. The collaborations have (or will have) strong links with voluntary adoption services, health and education. Section 2 includes information from and about the five regional collaborations.

Nationally, the local authorities collaborate to provide central services and voluntary adoption agencies collaborate as the Strategic Voluntary Adoption Partnership.

The local authorities collaborate to provide:

- a central team, hosted by City of Cardiff Council. This team is headed by a Director of Operations. The start-up costs for the team were funded by the Welsh Government (see Appendix 4).
- a National Adoption Service Advisory Group, including four sub-groups. Appendix 2 has a list of members.
- a National Adoption Service Governance Board. Appendix 3 has a list of members.

- links with national voluntary adoption agencies.
- managing the new Performance Measurement Framework.

Members of the Strategic Voluntary Adoption Partnership played a strategic role in the setting up of the National Adoption Service. They continue to play a key role in the National Adoption Service Advisory Group and its sub-groups, the National Adoption Service Governance Board and the regional collaboratives. The five members are:

- St David's Childrens Society
- Barnardo's
- BAAF Cymru
- Adoption UK
- After Adoption

Section 2 includes information from each of these voluntary organisations.

Report on the 2014-2015 work plan

This first year saw the end of the work of the Task and Finish Group and the launch of the National Adoption Service itself.

This section reports on progress in these key areas:

1. Setting up the central operation for the service and getting it working
2. Developing the regional collaboratives
3. Collaborating with voluntary adoption agencies
4. Collaborating with the people who use adoption services
5. Collaborating with health services
6. Looking specifically at adoption support
7. Making sure there was a smooth hand-over from the Task and Finish Group to the National Adoption Service
8. Developing key aspects of running the National Adoption Service, such as:
 - Building good relationships between staff and managers
 - Getting into the media
 - Developing good relationships with key people outside the National Adoption Service

Setting up the central operation for the service and getting it working

Our goals, which were achieved, were to:

- Appoint the host authority. City of Cardiff Council was appointed.
- Recruit Director of Operations and appoint a Policy Officer, Business and Performance Manager and Administrative Officer. All had started work by 5th January 2015.



- Establish the National Adoption Advisory Group, Governance Board and appoint a Chairperson. Mr Phil Hodgson MBE was appointed as Independent Chair of the Advisory Group. He took up his post fully in April, after a short period of temporary arrangements for the role. Both the Advisory Group and Governance Board are fully operational. The Advisory Group has four sub-groups to take forward the work.
- Commission the All Wales website. This was 'live' in time for November's launch. It includes video and digital real life stories from adopters and professionals. The Task and Finish Group agreed a brand, logo and strap line. In time, they will be used regionally and locally as well as nationally.

Developing the regional collaboratives

We needed to:

- Make sure the regional collaboratives were working by October 2014. All the regional collaboratives were at least partly working by October 2014 thanks to the hard work of many, particularly the Heads of Service from the five regional lead authorities chaired by the Association of Directors of Social Services Lead

Director for Adoption Services. Four regional collaboratives were fully working by 31st March 2015.

- Make sure that children and adults who use adoption services have similar experiences across the regions, and, as far as possible, services are run in similar ways. The five Senior Adoption Managers meet every other month to develop ways of working that can be used in all the regions.

Collaborating with voluntary adoption agencies

Voluntary adoption agencies have played a strategic role in setting up the National Adoption Service and continue to play a strategic role in how it is run.

There are, were or will be representatives on:

- the Task and Finish Group
- Advisory Group and its four sub-groups
- Governance Board
- the interview panels for choosing the Host Authority, the Director of Operations, other staff in the central team and the Independent Chairperson of the Advisory Group
- the management committees of all five regional collaboratives

Representatives were also involved in:

- commissioning the All Wales website
- creating the brand
- the media strategy
- organising the launch event

The Director of Operations met with five representatives of voluntary adoption agencies before taking up her post, and has continued to do so.

Collaborating with the people who use adoption services

Section 3 has details about the work we commissioned to consult adopters and adopted children and young people, and what we learned about their priorities and how they would like to be involved in our work in the future.

We also found out about the current activities across Wales for listening to, talking with and working with people who use adoption services.

Based on this work, we will be making recommendations for the future, including how birth parents could have a say in the work of the National Adoption Service.

Collaborating with health services

Carolyn Sampeys, our Designated Doctor representative, has led this work. A number of workshops have been held to:

- find out about health services for looked after children and adopted children;
- develop and test 'standards' for the role of the medical advisor with adoptive parents;
- develop a plan for how adoption services and medical advisors will work together when they are dealing with adopters, children and matching children with adopters
- create a peer group and peer review process for medical advisors

Looking specifically at adoption support

We held a workshop on 7th July 2014. As a result, a framework has been agreed for providing adoption support services. The Adoption Support Services sub-group of the Advisory Group will take a lead role in taking this work forward.

A smooth hand-over

The Director of Operations and Project Manager (working for the Task and Finish Group) agreed a transition plan. The plan was approved by the Association of Directors of Social Services and the Welsh Local Government Association.

Four sub-groups were set up as part of the Advisory Group to make sure the hand-over was smooth and that work keeps progressing. The sub-groups are led by the Policy and Practice Officer and the Business and Performance Manager from the central team.

The sub-groups are chaired by members of the Advisory Group. The four sub groups are:

- Adoption Support Services
- Media and Marketing
- Common Policies and Good Practice
- Performance Management

Developing key aspects of running the National Adoption Service

Building good relationships between staff and managers

We held a conference in March 2015 for staff and managers who work in or alongside the regional and voluntary sector adoption services in Wales. This was important in helping staff in the wider service to understand what the National Adoption Service is and the implications for their work in the future. The conference was very well attended, feedback was good and we received lots of ideas and suggestions to consider in plans for the future.

Getting into the media

We contracted 'Brighter Comms' (formerly 'CAKE') to:

- manage the PR for the launch of the National Adoption Service
- promote the service
- train staff from the central team, regional collaboratives and voluntary adoption agencies so that they are ready to take responsibility for PR from 1st April 2015

Developing good relationships with key people outside the National Adoption Service

The Director of Operations, Chair of the Advisory Group and Chair of the Governance Board met with the Minister for Health and Social Services, Mark Drakeford AM, and Welsh Government officials. This was a positive meeting and confirmed the priorities for the service.

We held a number of events to tell people about the National Adoption Services, and took part in a number of events and conferences.

We have responded to two key Welsh Government consultations:

- the Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015
- regulations that say how to put into practice the Social Services and Well-being (Wales) Act 2014



SECTION 2

Reports from the regions and voluntary organisations

North Wales Adoption Service



Led by: Wrexham

Comprises: Ynys Mon, Gwynedd, Conwy, Denbighshire, Flintshire, Wrexham

Started: 2010

Our operational procedures are working well. We will be able to work well as part of the National Adoption Service.

We are fully staffed and good at keeping our staff. The staff group went to the National Adoption

Service Staff Conference in March. This helped them to appreciate the wider adoption community in Wales.

We have presented our Annual Report for 2014/15 to our Partnership Board, and shared it with other organisations including the courts.

We are revising our partnership agreement, to reflect recent changes in adoption legislation in Wales.

We have three joint panels. These are working together more closely and knowledgeably.

South East Wales Adoption Service



Led by: Blaenau Gwent

Comprises: Torfaen, Monmouthshire, Blaenau Gwent, Caerphilly and Newport

Started: 1st April 2014. Before this, three of the five local authorities had already been delivering some adoption services together.

We have specialist teams for:

- recruiting and assessing adopters
- family finding (matching adopters and children)
- adoption support

We will review how well it is working at the end of 2015.

Our management committee includes representatives from voluntary adoption agencies, education and health. The committee looks closely at our quarterly performance information.

We have agreed a logo, strapline and vision statement. We are working to make sure all advertising and documents use our branding and National Adoption Service branding.

Our work plan includes:

- organising task and finish groups to look at how the service operates
- reviewing adoption support and adoption panels
- producing practice guidance, for example 'From Enquiry to Approval'

Vale, Valleys and Cardiff Regional Adoption Collaborative

Led by: Vale of Glamorgan Council

**Comprises: Rhondda Cynon Taff, Merthyr Tydfil,
Cardiff and the Vale of Glamorgan**

Fully operational: 1st June 2015

We have already done a lot of work to develop joint working arrangements for:

- training prospective adopters
- a joint adoption panel
- sharing approved adopters
- matching children with adopters
- sharing the same policies and procedures

We launched a regional webpage in November 2014 for enquiries about becoming adopters, along with an 0800 number for telephone enquiries.

The service is based in Pontypridd. Staff not already employed by the Vale of Glamorgan were transferred on 1st June 2015. The Regional Adoption Manager and Business Support Manager are already in post. We are recruiting for vacant posts.



We are governed by a Joint Committee and a Management Board. The Joint Committee has councillors from all four local authorities, and the Management Board includes a representative from St David's Voluntary Adoption Agency. We have a legal agreement saying what the collaborative will do and what each local authority will do.

We have a joint budget. For now, budget decisions about placements outside the local authority, adoption support and adoption allowances are still made by the individual local authority.

The service will have three specialist teams:

- recruitment and assessment
- family finding (matching adopters and children)
- adoption support

We expect there will be a high demand on the service. We will keep checking that we have got the right structure to meet that demand.

Barnardo's Cymru

Our Welsh Adoption and Fostering service is long established.

We have bases in Cardiff and Colwyn Bay.

During 2014/15, we continued to recruit adopters and place children with approved adopters.

Our service is smaller than the other services, but we have played a full part in the development of the National Adoption Service and will continue to do this. We have been active in all the sub-groups, and we chair the media and marketing sub-group. We represent voluntary adoption agencies on the South East Wales Adoption Service management committee.

We placed 15 children for adoption in the last year, from both Welsh and English local authorities.

**Credwch
mewn plant
Believe in
children**

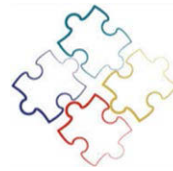


**Barnardo's
Cymru**

Our 2015/16 target is to:

- recruit 17 more adoptive families and place 22 children
- increase the number of children we place from Welsh authorities
- focus on children such as those on the National Adoption Register who are harder to match with adopters, for example sibling groups, older children and children with disabilities

Mid and West Wales Adoption Service



Mabwysiadu
Canolbarth a Gorllewin Cymru
Adoption
Mid & West Wales

Led by: Carmarthenshire

Comprises: Powys, Ceredigion, Pembrokeshire, Carmarthenshire

Launched: April 2014. However, three of the four local authorities were already working together to provide some adoption services.

We have regular meetings to develop working across the region.

We have produced new information leaflets. This has helped give us a regional identity.

One priority is to streamline the adoption enquiry process.

The TV programme O'r galon Teulu, which shows the changing nature of the Welsh family, includes adopters in West Wales, both pre and post approval.

We are focusing on how we will work with birth parents, for example:

- setting up a support group
- having a birth parent to speak at preparation training for prospective adopters
- encouraging adopters to meet the birth parent before being introduced to the child (if that is appropriate)

- filming a video clip of a birth parent to use as part of training
- making the postbox contact system clearer (this is a way for letters to be passed between adopted children and their birth family)

We are also focusing on checking and improving the quality of the reports that say whether a child should be adopted and who should adopt them.

We have run training and workshops for children's social workers, managers and independent reviewing officers. We have held activity days for adoptive families across the region.

We have a worker whose sole job is to develop adoption support. This has highlighted challenges in terms of resources and meeting the need for support. The worker is developing links with other services, such as the Education Psychology Service and Child and Adolescent Mental Health Services. We have surveyed adopters and used what they said to write a new adoption support policy.

Some of our staff are on National Adoption Service sub-groups.

We want more adoptive families and staff to take up learning opportunities. Our training officer is looking at alternative ways to provide learning opportunities.

BAAF Cymru



Our Director is on the National Adoption Service Governance Board and Advisory Group.

We are looking forward to being the voluntary adoption agencies' representative on the Mid and West Wales Regional Partnership Board. We are well represented on the National Adoption Service sub-groups.

During 2014/15 we were awarded two contracts by Welsh Government:

- Wales Adoption Register
- Independent Review Mechanism Cymru

These two services are central to the National Adoption Service.

The Wales Adoption Register

Launched: 4th June 2014

The register has information on children and adopters from the five regions, St David's Children's Society and Barnardo's. This information is critical to helping everyone understand adoption activity in Wales.

In the last nine months we have:

- set up systems for referring children and adopters to the register

- set up the Wales Adoption Register Steering Group
- held consultation meetings with colleagues from voluntary and public sectors
- led an Adoption Exchange day in November 2014

The register has generated 294 potential links.

41 children have found adoptive families as a direct result of the Register, including eight as a result of the Exchange day.

We are looking at the data we have collected, and this will be included in the Wales Adoption Register annual report.

We are constantly looking for ways to make the Register even more effective. We very much welcome the feedback from colleagues about this.

Priorities for the Register are:

- launching the website
- producing user-friendly leaflets for prospective adoptive parents, children and birth parents

Independent Review Mechanism (IRM)

Launched: April 2010

This service can independently review approval decisions when a foster carer, adopter or applicant to foster/adopt is not happy with the local agency's decision.

Our current contract is until 31st March 2016.

In 2014/15, we had 13 applications to the IRM, mainly for fostering decisions. This is the highest number we have had. We also had the first application from a prospective adoptive family.

We have now appointed seven additional Panel members to increase the Panel's diversity.

We have offered workshops to agencies across Wales to explain the work of the IRM.

We plan to revise the information for prospective applicants about the IRM.

We get feedback from applicants and agencies after each case is closed. Overall feedback is very positive. We use less positive feedback to improve our service.

We also give feedback to agencies on good practice to support them to improve their services.

Western Bay Adoption Service



Led by: Swansea

Comprises: Bridgend, Neath Port Talbot and Swansea

Plans approved: December 2014

Adoption teams relocated to Port Talbot Civic Centre: February 2015

Our model is based on:

- recruitment and assessment
- twin tracking and family finding (twin tracking means a child is fostered by someone who can adopt them if the plan becomes for the child to be adopted; family finding means matching adopters and children)
- adoption support

Staff work across the service as the need arises. As a result, different parts of the service are working together more closely.

We have agreed how we will buy services and we will be buying adoption support services.

Our website is now live. It links with the National

Adoption Service website and the three local authority websites. So far, feedback on our website is positive. Our logo uses the National Adoption Service colour scheme.

A councillor represents our service on the National Adoption Service Governance Board and is attending the meetings.

We are forming a management board. We have agreed representatives from the voluntary adoption agencies, and they attended the first meeting in May. Health and education representatives still need to be agreed.

We are developing policies and operational procedures for the region. These will fit with the policies and procedures of the rest of Wales. We are working on how to listen to and involve people who use our service.

Staff are beginning to settle to this new way of working. We hope this is just the start of a journey to give better outcomes for children, adopters and all those affected by adoption.

Adoption UK

Our role is to support and give a voice to adoptive families and people who want to adopt.

We currently have 350 adoptive family members in Wales who get:

- regular newsletters and magazines
- access to a Wales helpline
- invitations to a network of 11 support groups, which includes specialist groups for adoptive dads, single adopters and Lesbian and Gay adopters

Our Development Manager in Wales is a voluntary sector representative on the National Adoption Service Advisory Group.

adoptionuk

ar gyfer pob teulu sy'n mabwysiadu
for every adoptive family

The first year of the National Adoption Service was all about getting the new structures in place. The challenge for all of us now is to co-produce a service that gives adoptive families the support they need to enable their children to recover and move on from earlier neglect and abuse.

The long term success of the National Adoption Service will rest on whether we can all work together to get the adoption support system working across Wales.

After Adoption

We continue to work tirelessly to promote our perspective that adoption is lifelong, and to make sure that anyone involved in adoption can access our services.

We were delighted to work with others to help set up the National Adoption Service. However, setting up the National Adoption Service has resulted in local authority colleagues focusing on restructuring into regional collaboratives. This, together with the economic environment, has made life uncertain for voluntary sector colleagues.

We see a firm role for the voluntary sector and After Adoption in Wales in the future. The National Adoption Service gives the chance:



- for us to deliver on day to day adoption support
- for us and the people who use our services to have a voice in shaping the future of adoption practice in Wales

The National Adoption Service is creating good links with our Talk Adoption group of adopted young people.

We continue to work collaboratively. We have an ongoing role in the National Adoption Service support sub-group. We are in regular contact with the National Adoption Service central team.

St David's Children Society

Cymdeithas Plant Dewi Sant



St David's Children Society

We play an active role in the National Adoption Service.

In 2014/15:

- 41 Welsh children were placed with adopters we had approved

- 54 couples or single applicants came to pre-adoptive training
- we approved 36 applications to adopt

Our Chief Executive is on the National Adoption Service Advisory Group. We contribute to sub-groups and the regional collaboratives.

SECTION 3

Listening to people and working with them

Listening to adopted young people and adopters

We asked Adoption UK to consult adopters. We asked After Adoption to consult adopted young people.

We wanted to know:

- What current issues concern people?
- How would people like to engage with the National Adoption Service in the future?

Adoption UK and After Adoption have both produced reports. There is also a short video made by the children and young people. The key messages are in this section. You can get the full reports from the organisations.

Listening to professionals

We used discussions at conferences and events to consult with:

- The Wales Family Justice Network
- CAFCASS managers
- Some staff working in or linked to the National Adoption service

We know we need to listen to other people, particularly birth parents.

We have started to look at how different parts of the National Adoption Service listen to people and work with them.

Key messages from adopted young people and adopters

Young people said:

- I want support to understand my emotions
- School doesn't understand adoption
- I want to know about my past & my adoption
- There should be more support around birth family contact



Adopters said they had most issues with:

- Therapy for the child / access to CAMHS
- Getting support in school (primary & secondary)
- Life Journey work
- Contact with birth parents

Young people also said:

- People don't understand adoption
- I have been bullied because I am adopted
- I feel different and don't want to
- I feel there is a lack of support

Adopters also had concerns about:

- Therapeutic parenting
- Adoption allowances
- Statementing when a child has additional learning needs
- Social media
- Child to parent violence
- Sibling contact

Adopters were happier about support before the adoption order than after the order had been made.

Key messages from professionals

Their key messages were about the need for:

- better adoption support
- more choice of placements
- more support for birth parents
- better practice (eg better practice around Life Journey work)

Getting involved in the future

Young people and adopters would be willing to sit on the Advisory Group.

Adopters wanted to get involved by:

- answering surveys, with a preference for on-line surveys
- being consulted during support group meetings
- taking part in focus groups

Adopted young people wanted to get involved by:

- meeting with National Adoption Service staff
- making video blogs

SECTION 4

What we know about adoption activity in Wales

Introduction

This is the first year it is possible to report on data about adoption activity across Wales.

Having reliable data helps improve services throughout Wales as we:

- compare the activities of the five regional collaboratives and (where relevant) the two voluntary adoption agencies that approve adopters
- understand what the data means
- find out the stories behind the data
- compare data from Wales with data from other parts of the UK

The data is from:

- the new Adoption Performance Measurement System (data collection began in April 2014)
- the Wales Adoption Register
- local authorities and voluntary adoption agencies (who provided data from previous years)

Our annual report gives an overall picture of adoption activity in Wales.

This is the first time that the five regional collaboratives and the voluntary adoption agencies have had a chance to compare their activities with those of other agencies. It will take time for everyone to reflect on the data in this section, and think what it means for the future.

A note of caution: it was the first year of collecting many of these data, and we have identified some areas where data collection could be improved. However, the data presented here is reliable and gives a picture of the journeys of children who need to be adopted and adults who wish to adopt.

All data is for the year 2014-2015, unless it says otherwise.

Looked after children

Looked after children may live with foster carers, in residential care, with a family member or with their own parents. They may need to be looked after by their local authority for a short time, or may never be able to return to live with their birth parents. Some of these children will need a plan for a permanent home. For many, this will mean an adoptive family.

The most recent data about looked after children is from 2013-2014. The Welsh Government will publish data for 2014-2015 later this year.

What's the story in Wales?

The number of looked after children in Wales has been going up, year on year (see Figure 1). The rise was less in 2012-2013, and 2013-2014 was the first year where the numbers fell slightly. When we see the 2014-2015 numbers, we will know if the upward trend has changed to a downward trend. We cannot predict how this trend should affect the numbers of adoptions without knowing the reasons why more or fewer children became looked after. As yet, no-one knows this for sure.

Figure 1 Number of looked after children in Wales

Year	2009-10	2010-11	2011-12	2012-13	2013-14
Number of looked after children	5,160	5,410	5,720	5,765	5,755

How does Wales compare to England?

The rate for looked after children (the number of looked after children per 10,000 population) is higher in Wales than in England (see Figure 2)

Figure 2 Rate of looked after children in Wales and England

	Wales	England
2011	85	58
2012	90	59
2013	91	60
2014	91	60

No-one is sure why the rate is higher in Wales than England. Without knowing this, it is hard to interpret any differences in rates of adoption between Wales and England.

From looked after child to adopted child

Looked after children need a plan for their long term future.

If they cannot live with their birth parents, there may be a **“should be placed”** decision by the local authority that adoption is the best plan for them.

The local authority then applies to the court for a **placement order**, allowing them to place the child with approved adopters once a match is found.

After the child moves in with the approved adopters, there is a period of becoming a family before going back to court for an **adoption order**.

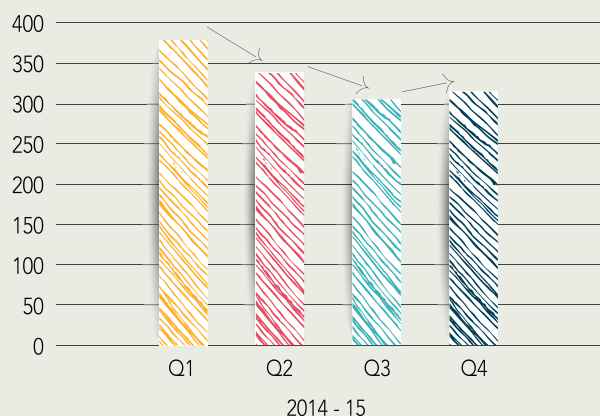
Sometimes, despite a “should be placed” decision or placement order, plans change. This could mean:

- adoption is no longer the best option
- there is no realistic chance of the child being matched for adoption as there are no suitable approved adopters

What we know about “should be placed” decisions

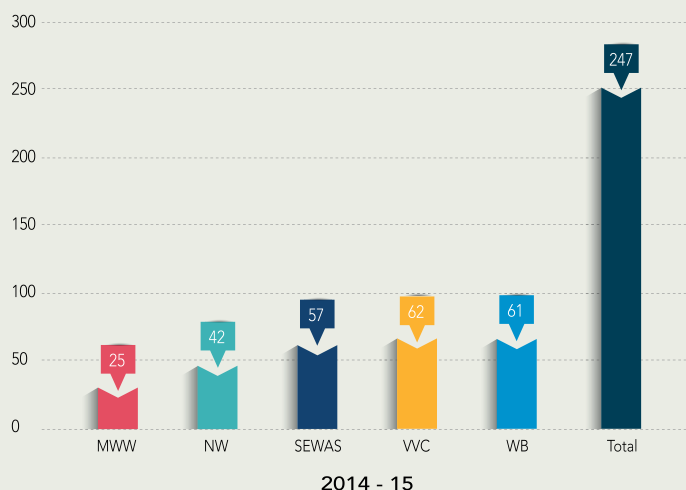
During the year, the number of children with “should be placed” decisions who had not been placed for adoption went down (see Figure 3). On 31st March 2015, 316 children with a “should be placed” decision were waiting for a match.

Figure 3 Number of children with a “should be placed” decision who have not yet been placed for adoption



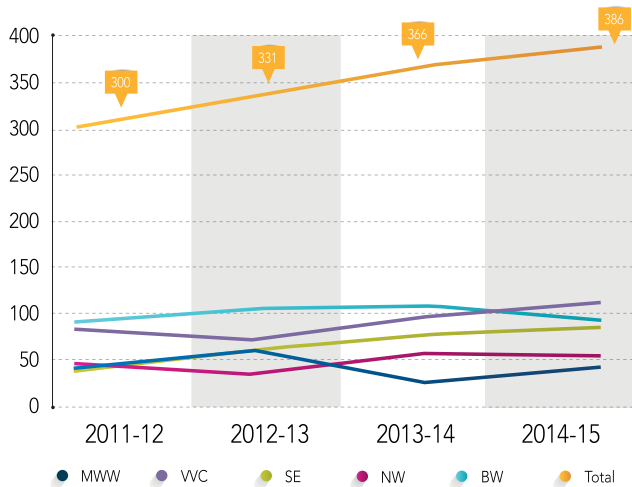
67% of the children who were matched in 2014-2015 were not matched until more than six months after the “should be placed” decision was made. This percentage varied considerably around Wales (see Figure 4).

Figure 4 Number of children matched who have waited longer than 6 months between a “should be placed” decision and being matched for adoption



What we know about being placed for adoption

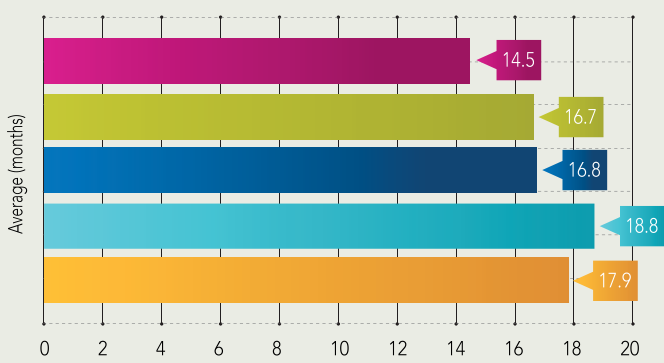
Figure 5 Number of children placed for adoption



386 children were placed for adoption in Wales (see Figure 5). This includes 38 children placed through St David's Children Society and 11 placed through Barnardo's.

On average, it took 16.5 months from becoming looked after to being placed for adoption. The previous year's average wait had been about 26 months. The average wait varied considerably around Wales (see Figure 6).

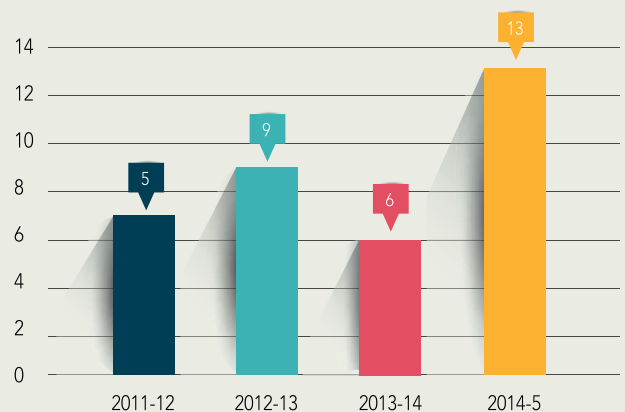
Figure 6 Average time between becoming looked after and being placed for adoption



Almost all placements lead to an adoption. However, for a small number of children and adopters, the placement breaks down before the adoption order (see Figure 7).

Region	Average (months)
WB	14.5
WC	16.7
SE	16.8
NW	18.8
MWW	17.9

Figure 7 Number of children whose placement breaks down before the adoption order



A small number of adoptions also disrupt after the adoption order. We know that on 31st March 2015, 34 looked after children had previously been adopted.

What we know about children who are still waiting

Children should be referred to the Wales Adoption Register if they are not matched within 3 months of a placement order. This increases the number of possible adopters.

On 31st March 2015, there were 201 children on the register. Most of these children were in the process of being matched.

Only 62 children were still available to be matched. These children were likely to be over the age of five, and wanting to be placed together with at least one brother or sister.

What we know about children whose plan is changed from "should be placed"

This is an area we want to understand better in the future. This is what we know:

- Fewer children had their plan changed in 2014-15.
- The most common reason for changing the plan is that there are no suitable adoptive placements. For these children, the plan is often changed to long term foster care. For some, the change is

because the child is going to live with someone permanently under a Special Guardianship Order or Residence Order.

What do we know about adoption orders?

In 2013-2014, 345 children were adopted. This is 6% of the looked after children in Wales. Both the number of children adopted and the percentage of looked after children who are adopted has gone up over the last few years (see Figure 8).

Figure 8 Children adopted in Wales and England

Year Adopted	2010	2011	2012	2013	2014
Wales	229	254	246	329	345
As % of looked after children	4.4%	4.7%	4.3%	5.7%	6.0%
England	3,200	3,100	3,470	4,010	5,050
As % of looked after children	5.0%	4.7%	5.2%	5.9%	7.3%

We know that a higher percentage of looked after children are adopted in England (7.3%) than in Wales (6%). We are not sure why this is. It may be due to differences in adoption activities, or it may be due to differences in the needs of children who are looked after.

From first enquiry to becoming an adoptive parent

What do we know about enquiries

Agencies received 1,161 enquiries about becoming adopters in 2014-2015. This is an increase of 27% since 2011-2012 (see Figure 9).

We know that some people made enquiries to more than one agency, so we cannot give a definite number of people who made enquiries.

Figure 9 Number of enquiries about becoming adopters

2011-12	913
2012-13	950
2013-14	1166
2014-15	1161

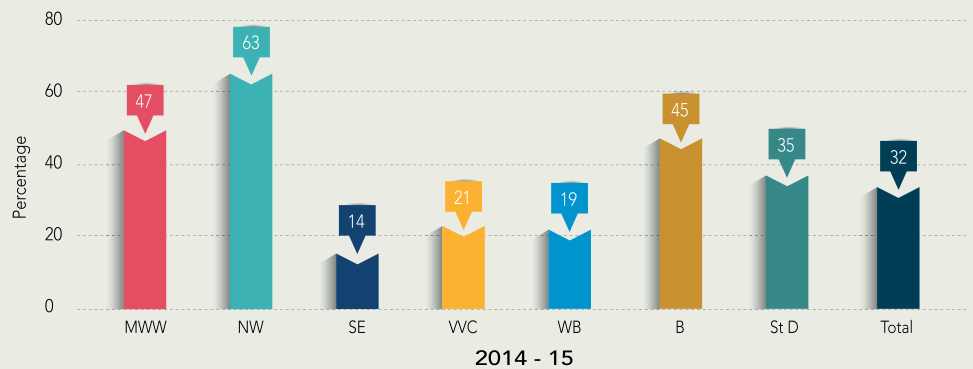
The target is to reply to 100% of initial enquiries within five working days. St David's, Western Bay and Barnardo's all achieved 100% and North Wales was very close to this (see Figure 10).

Figure 10 Percentage of enquiries responded to within five working days

Mid and West Wales	94%
North Wales	99%
South East	90%
Vale, Valleys and Cardiff	90%
Western Bay	100%
Barnardo's	100%
St David's Childrens Society	100%

What do we know about enquirers who don't then apply to adopt?

Figure 11 Percentage of enquirers who don't apply to adopt with that agency



After enquiring to an agency, a person will:

- have an initial visit from the agency to be given more information
- decide whether to make an application to adopt

32% of people who had an initial visit in 2014-2015 did not make an application to adopt with that agency within that year. This varied considerably depending on which agency did the initial visit (see Figure 11).

We need to understand the stories and reasons behind these numbers. We do know:

- some people enquire with more than one agency, and may have applied to another agency
- some may still be thinking and could apply in 2015-2016

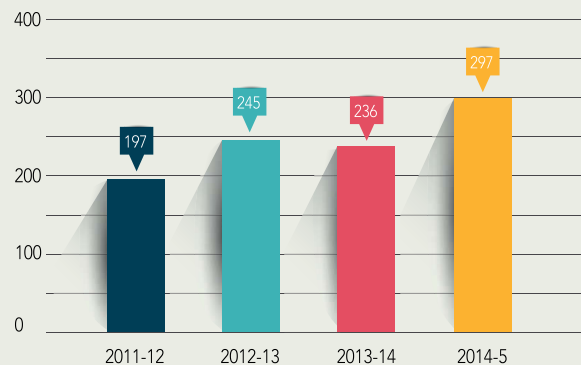
What we know about how long it takes to be approved

Welsh Government guidance says it should take 8 months between that first enquiry and when a person is approved as an adopter.

The average time for Wales as a whole was 9.4 months. However, as Figure 12 shows, the average time varies between under 7 months and over 13 months.

What we know about who is approved

Figure 13 Number of adopters approved



Across Wales, 297 people were approved as adopters. This number has been going up year on year (see Figure 13) and we want to make sure this continues.

Any adopters not matched within three months of approval are referred to the Wales Adoption Register to look for a match with a child looked after elsewhere.

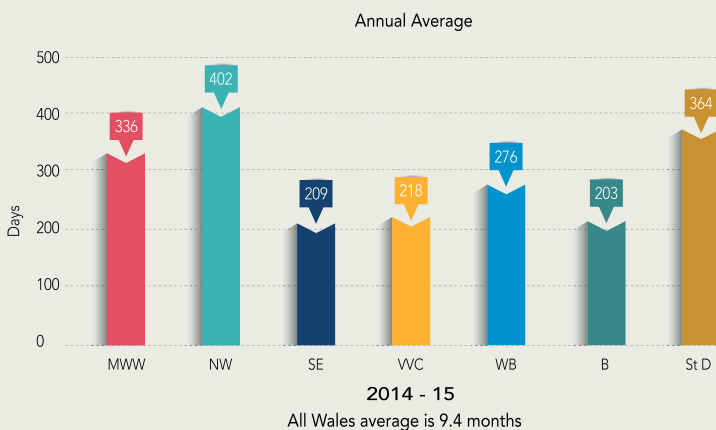
Of the 153 adopters referred to the Wales Adoption Register during the year:

- 75% wanted to adopt just one child who was under the age of five
- 89% were a couple (either heterosexual or same-sex)
- 86% were white

Of the 56 adopters on the Wales Adoption Register on 31st March 2015:

- 87.5% wanted to adopt just one child
- most of these wanted to adopt a child under the age of five.

Figure 12 Average time from initial enquiry to approval as adopters



What the data tells us about who we need to focus on recruiting as adopters

More people are being approved as adopters and there are more children needing adoption.

Currently, most approved adopters want to adopt just one child, and almost all want to adopt a child under the age of eight.

The mismatch is clearest if we look at adults and children on the Wales Adoption Register on 31st March 2015.

- Most adopters want to adopt younger children, but there are fewer younger children needing adoption.
- There are not enough adopters available to adopt older children, especially children from the age of four upwards.
- There are too few adopters available to adopt sibling groups.

Based on this, the National Adoption Service aims to increase the number of adopters who are willing to consider older children and sibling groups.

Other functions of adoption services

What we know about life journey material

Children who are going to be adopted need information about their lives before their adoption.

Under 25% of children had life journey materials before their second adoption review. This is a major concern, because life journey materials are so important for children's long term well-being.

What we know about work with birth parents

Figure 14 Percentage of birth parents offered counselling

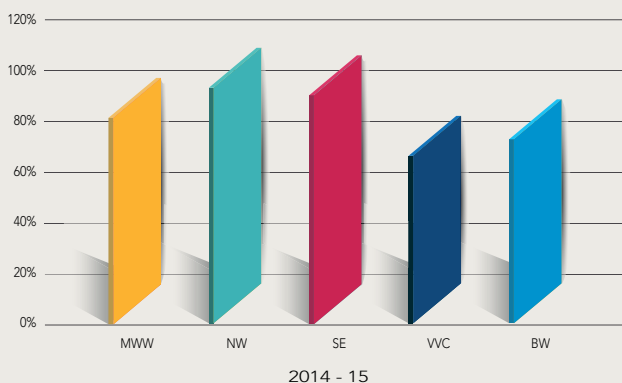
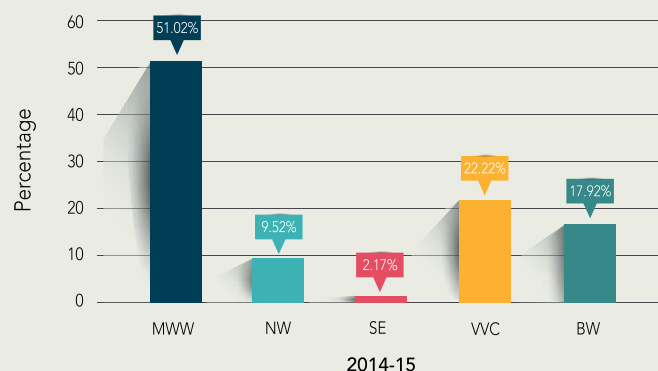


Figure 15 Percentage of birth parents who accept the offer of counselling



Birth parents whose children are to be adopted are entitled to have counselling to:

- explain the adoption procedure
- explain the legal implications of the adoption process
- find out their wishes and feelings about certain matters such as their child's religious and cultural upbringing and future contact

This was the first year of collecting data about whether parents were offered counselling and whether they accepted the offer (see Figure 14 and Figure 15). We have identified an issue with how the data were collected which means we may have under-recorded the number of parents who accepted the offer of counselling. We are changing how we collect the information next year.

What we know about adoption support

We are working out how to measure adoption support activities and setting targets for 2015-2016.

What we know about listening to and working with children and adults who use adoption services

We are working out how to measure these activities and setting targets for this for 2015-2016.

SECTION 5

What needs improving?

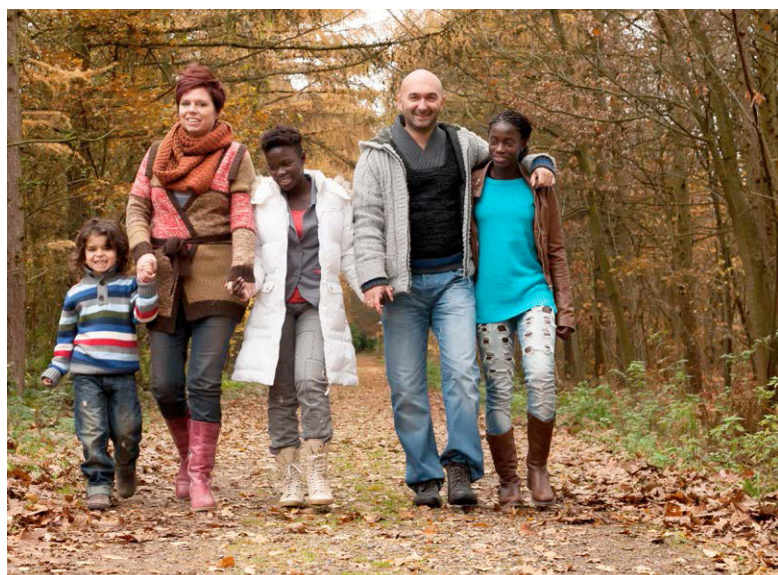
A lot has already been done to improve adoption services. A lot still needs to be done.

These are our top priorities.

1. We need more adopters who can meet the needs of children waiting for adoption, particularly for children over the age of 4 and sibling groups.
2. There is more work to do to improve how children and families are matched. We have speeded this up, but too many children still wait more than 6 months for a match. Too many children have their care plan changed from adoption because we cannot find an adoptive family for them. We do not have an agreed system that works well for matching children with a family. We aim to develop a system, and also address some practical matters such as getting life story work done.
3. A lot of work needs to be done to improve adoption support services. This is going to be challenging because of the cuts to public services. At the very least, we need a way for adopters to keep in touch with the adoption services if they want to. It would be a step in the right direction if adopters had an annual contact or information bulletin from the adoption service, were told what support is currently on offer and the process for accessing support was easier.
4. Everyone needs a way to get involved and have a say about adoption services. This applies to work with individuals, how we check the quality of services and how we run services. Both children and adults need a way to get involved. We will need to do some further development work on this, alongside doing what adults and young people have already told us. We need to

find out why we are not doing well at involving birth parents, and think of how to do this better in the future.

5. Research has been published about the quality of services, from the perspective of adopted children, young people and their parents. The research has some important and difficult messages for us. Everyone involved in adoption services needs to hear these messages. We all need to take the messages into account as we make changes.
6. The Welsh Government is developing work around looked after children. We are watching this work. We recognise that we have a role to play in this. In particular we have a role in promoting good practice about attachment and resilience in children, and in planning for permanent futures.



SECTION 6

What we plan to do

This is the summary of our plan for 2015/16.

During 2015/16, we will write a 3 year plan.

The plan says how we will deal with the issues we identified in Section 5.

We have written a detailed plan as well. Please ask if you would like a copy of the detailed plan.



Priority 1:	What we will do	Success means...	Why it matters
More adopters, including more adopters for sibling groups and older children.	<p>Look at everything from someone's first enquiry to their approval as an adopter. Then develop a model of best practice. And then use the model nationally.</p> <p>Agree a national adopter recruitment strategy.</p> <p>Think of different ways to market adoption, and use those different ways.</p> <p>Change the culture of organisations, and the way organisations do things.</p>	<p>The time between a child going into care and being placed for adoption is 13 months (or less).</p> <p>There are at least 25% more adopters.</p> <p>The average time from first enquiry to approval is 8 months (or less).</p> <p>There are fewer sibling groups and older children waiting for adoption.</p> <p>We have agreed and use the best practice model.</p> <p>We have agreed a multi-media recruitment campaign.</p>	<p>It makes sure we have the widest possible choice of adoption placements.</p> <p>It means children can be placed for adoption with minimum delay.</p> <p>It makes sure all potential adopters get high quality training and assessment without unnecessary delays. This will be true wherever they live in Wales.</p>

Priority 2:	What we will do	Success means...	Why it matters
More children are placed without delays.	<p>Agree and use a national way to find children an adoptive family.</p> <p>Work with local councils to help them plan for children's long term futures.</p>	<p>There is a NAS Family Finding process for all children in Wales who need an adoptive family.</p> <p>No more than 4 out of 10 children wait more than 6 months from a decision that adoption is the best option (a "should be placed" decision) to placement with approved adopters.</p> <p>We have halved the number of children whose plan for adoption is changed.</p>	<p>It means we have got better at matching children with potential adopters.</p> <p>It means the adoption process is working more smoothly. This includes improving how social workers work together.</p>

Priority 3:	What we will do	Success means...	Why it matters
Better adoption support.	<p>Do what is says in our framework for thinking about adoption support services.</p> <p>Make sure everyone knows what has already been agreed about adoption support.</p> <p>Make it easier to get an assessment for adoption support services.</p> <p>Make sure adopters are treated consistently in terms of financial support.</p> <p>Listen to what adopters and children and young people are telling us about their priorities.</p> <p>Agree plans to develop support for adopted children and their parents from health and education services.</p>	<p>All children placed for adoption have been assessed for adoption support services, there is a plan in place, and the plan has been discussed with the adopters.</p> <p>There is a system for adopters to stay in contact with adoption services, if this is what the adopter wants.</p> <p>A newsletter, at least once a year, to all adopters.</p> <p>Adopters say it is easy to get information about adoption support services.</p> <p>We have reviewed ways to get an adoption support assessment.</p> <p>At least 3 out of 4 children placed for adoption have life journey materials before their 2nd adoption review.</p>	<p>It keeps adoption breakdown to a minimum by providing the right adoption support services.</p>

Priority 4:	What we will do	Success means...	Why it matters
Listen to and work with children and adults who use adoption services.	Agree how to do this locally and nationally, and then do it.	<p>We have involved people who use adoption services at the national level.</p> <p>We have held at least one event to listen to, learn from and work with adopters.</p> <p>We have held at least one event to listen to, learn from and work with young people.</p> <p>We have agreed how people who use adoption services will be involved in the running of the five regional collaboratives and the five national adoption voluntary organisations.</p> <p>A full strategy for how to listen to, learn from and work with people who use adoption services.</p> <p>Every birth parent is offered counselling. Make sure at least half of the birth parents accept the offer of counselling.</p>	It consistently provides high quality adoption services throughout Wales.

Priority 5:	What we will do	Success means...	Why it matters
Doing better overall.	<p>Make sure we know how and when to use data and information.</p> <p>Develop better data.</p> <p>Think of ways to measure what is achieved, and not just what is done.</p> <p>Support the work of the Wales Adoption Register.</p>	<p>At least 4 reports a year. The reports are easy to read and use.</p> <p>There is a system for collecting and analysing local and regional information.</p> <p>We have a plan for when the Aspireview contract ends.</p>	It consistently provides high quality adoption services throughout Wales.

Priority 6:	What we will do	Success means...	Why it matters
The National Adoption Service is well run.	We have made sure the national and regional arrangements for running the service are working.	<p>The legal rules for running the service at the regional and national level are being followed.</p> <p>The voluntary sector, health, education and others are fully involved at the regional and national level.</p>	It means local councils, adoption agencies, health and education can work together well.

APPENDIX ONE

Members of the National Adoption Service Task and Finish Group

Organisation	Name	Main job title
Association of Directors of Social Services Cymru	Phil Evans	Director of Social Services Vale of Glamorgan
Welsh Local Government Association	Naomi Alleyne	Director, Social Services and Housing
North Wales Regional Collaborative	Susan Evans	Head of Children's Services Wrexham
Mid & West Wales Regional Collaborative	Stefan Smith	Head of Children's Services Carmarthenshire
Western Bay Regional Collaborative	Dave Howes	Head of Children's & Family Services Swansea
Vale Valley and Cardiff Regional Collaborative	Suzanne Griffiths then Rachel Evans	Head of Children's Services Merthyr Tydfil Head of Children's Services Vale of Glamorgan
South East Wales Regional Collaborative	Tanya Evans	Head of Children's Services Blaenau Gwent
CSSIW	Nigel Brown Ann Ferris Sandy Pearce	Deputy Chief Inspector Area Manager Inspector
Adoption UK	Ann Bell	Development Manager Wales
BAAF	Wendy Keidan	Director BAAF Cymru
St David's Children Society	Gerry Cooney	Chief Executive
Cardiff University	Heather Ottaway	Lecturer in Social Work
Coactiva.com	Richard Morton	Associate
Welsh Government Health and Social services	Heather Payne Emma Coles then Liz Lockwood	DPH - Maternal & Child Health Senior Official
Public Health Wales	Carolyn Sampeys	Designated Doctor

APPENDIX TWO

Members of the National Adoption Service Advisory Group

Independent Chair – Mr Phil Hodgson MBE

Organisation	Name
Director of Operations NAS	Suzanne Griffiths
ADSS Cymru	Phil Evans
WLGA	Naomi Alleyne
North Wales Regional Collaborative	Susan Evans
Mid & West Wales Regional Collaborative	Stefan Smith
Western Bay Regional Collaborative	Dave Howes
Vale Valley and Cardiff Regional Collaborative	Rachel Evans
South East Wales Regional Collaborative	Tanya Evans
Adoption UK	Ann Bell
BAAF	Wendy Keidan
St David's Children Society	Gerry Cooney
CASCADE	Katherine Shelton
Designated Doctor (Public Health Wales)	Carolyn Sampeys
Medical Advisor	In process of being appointed
CAMHS Services	Peter Gore-Rees
Association of Directors of Education in Wales	Owen Richards Ceri Bater
Children's Commissioner for Wales	Andy Wallsgrove
Legal advice	Host LA (City of Cardiff Council)

APPENDIX THREE

Members of the National Adoption Service Governance Board

Organisation	Name
WLGA Spokesperson for Social Services (chair)	ClIr Mel Nott
WLGA Deputy Spokesperson for Social Services	awaiting election
North Wales Regional Collaborative	ClIr Lloyd Kenyon
Mid & West Wales Regional Collaborative	ClIr Darren Mayor
Western Bay Regional Collaborative	ClIr Peter Richards
Vale Valley and Cardiff Regional Collaborative	ClIr Chris Elmore
South East Wales Regional Collaborative	ClIr Haydn Trollope
Voluntary Adoption Agency - BAAF	Wendy Keidan
City of Cardiff Council	ClIr Sue Lent
City of Cardiff Council	Tony Young
ADSS Cymru	Phil Evans
WLGA	Naomi Alleyne
Independent Chair of Advisory Group	Phil Hodgson

APPENDIX FOUR

Summary of expenditure 2014/15 (Welsh Government Grant)

National Adoption Service - Central Team	Amount Identified in Grant	Total Spend 2014 - 15	Variance
Staffing Cost	138,706	72,982.46	65,723.54
One Off Costs	112,000	165,249	53,248.89
Ongoing Costs	12,240	21,814	9,574.29
Totals	262,946	260,046	-2,900.36



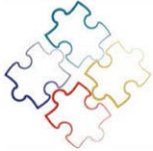
Western Bay
ADOPTION SERVICE
GWASANAETH MABWYSIADU
Bae'r Gorllewin



Vale, Valleys
and Cardiff
Adoption | **Mabwysiadu**
yn y Fro, y Cymoedd
a Chaerdydd



Gwasanaeth
Mabwysiadu
Cenedlaethol | **National
Adoption
Service**



Mabwysiadu
Canolbarth a Gorllewin Cymru
Adoption
Mid & West Wales



South East Wales Adoption Service
Achieving More Together
Gwasanaeth Mabwysiadu Deddwyrain Cymru
Cyflawni Mwy Gyda'n Gilydd I



**Gwasanaeth
Mabwysiadu**
Gogledd Cymru | **North Wales
Adoption
Service**



adoptionuk

ar gyfer pob teulu sy'n mabwysiadu
for every adoptive family



**Credwch
mewn plant
Believe in
children**



Barnardo's
Cymru

National Adoption Service Central Team
c/o City of Cardiff Council
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Gwasanaeth
Mabwysiadu
Gogledd Cymru



North Wales
Adoption
Service

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

North Wales Adoption Service
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APPENDIX 1 - Panel Membership

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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: Lambpit 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 NWS 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

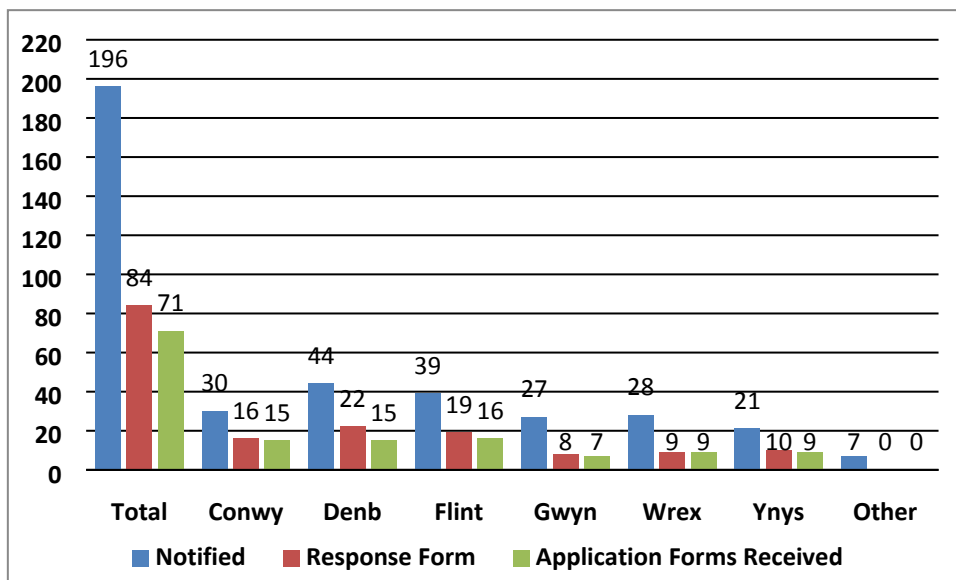
LA	Conwy	Denbighshire	Flintshire	Gwynedd	Wrexham	Ynys Môn	Other/ONWAS	Total
Enquires	30	45	38	27	28	21	7	196
Response Forms	16	22	17	8	9	10	2	84
Initial Visits Undertaken	15	15	15	7	9	9	1	71

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

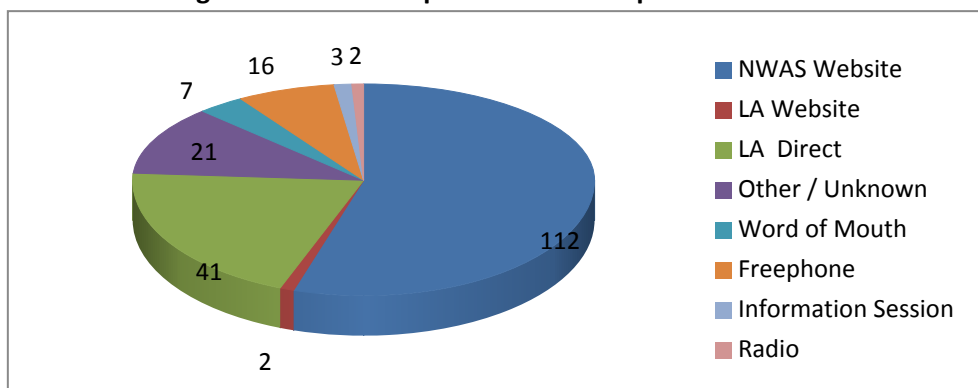
NWAS received it highest number of enquiries during this financial year. Despite the slight decrease in response forms the number of application forms is also significantly higher than in previous years.

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 NNAS 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 NNAS to update current information on NNAS 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 NNAS 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

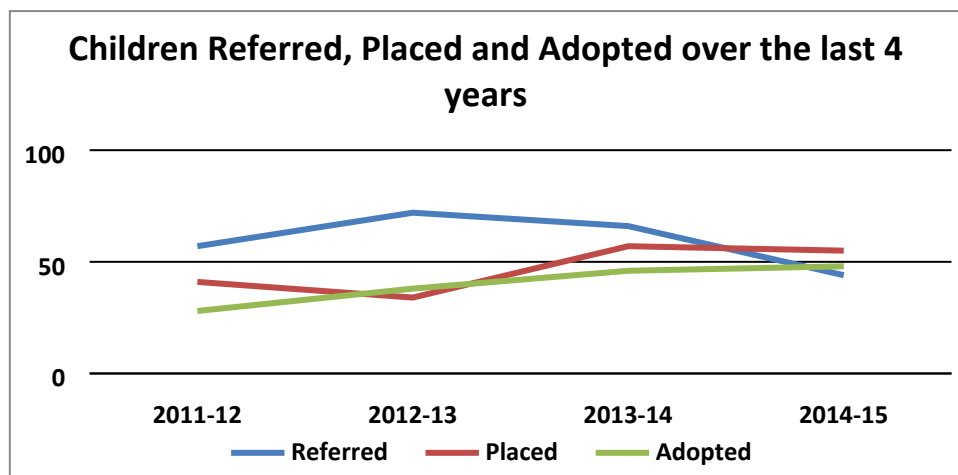
Year	Total Referred	Current Situation						
		Available	Matched or Hold for Link	Placed	Adopted	Waiting PO	On Hold /Agency	Withdrawn
2014-15	44	5	20	13	1	2	1	2

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.

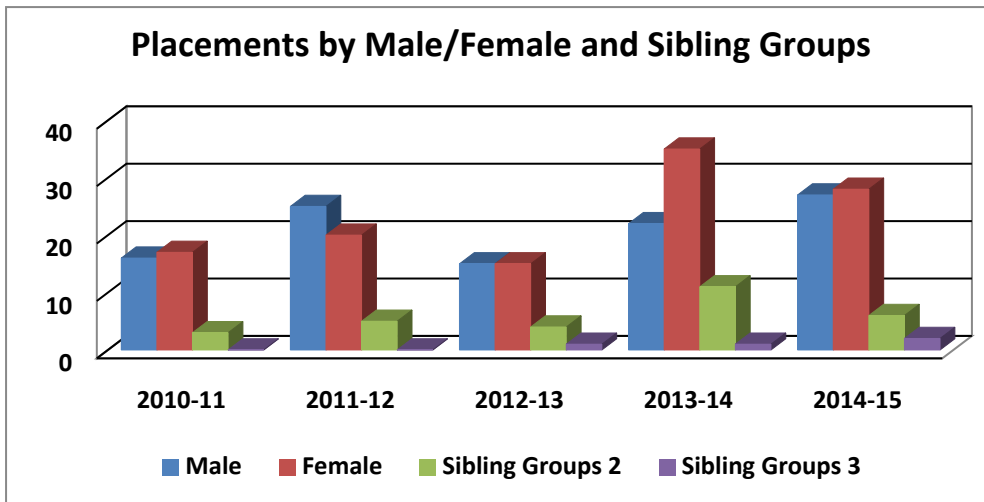
Number of Children Referred/Placed and Adopted between April 2011 and March 2015



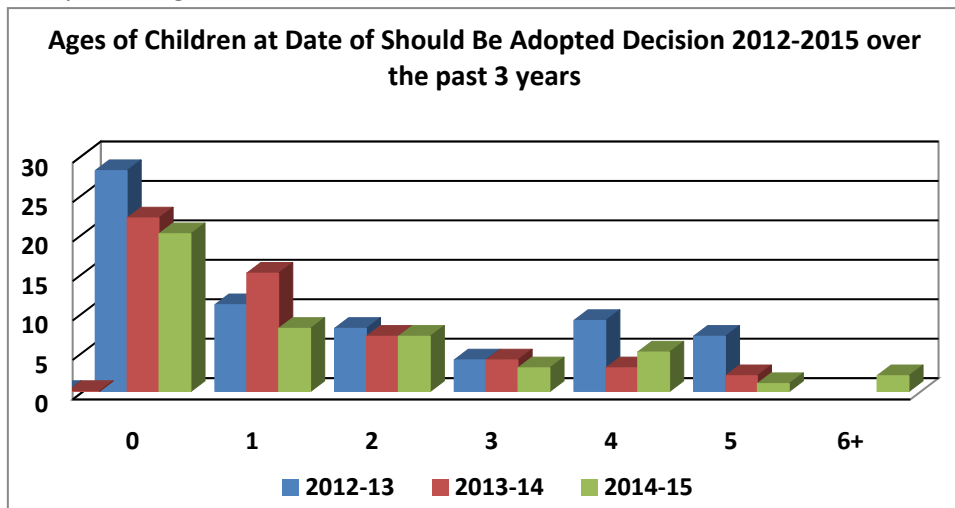
This year has seen a significant decrease (34%) of the total number of children referred to the service. The number of children placed has remained fairly stable and the number of children adopted has risen slightly, the highest number recorded in relation to previous years.

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)



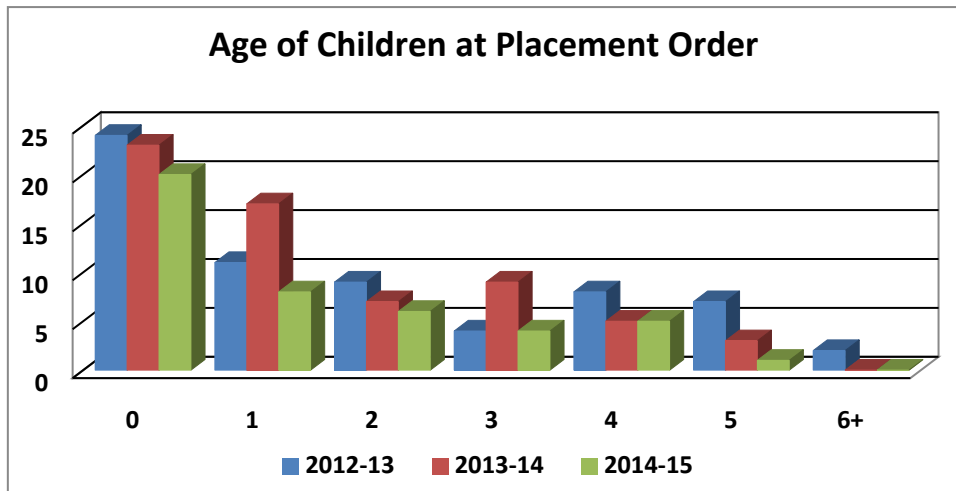
NWAS received 24 referrals for boys and 20 referrals for girls during this financial year. Following last year's trend to request preferences for girls NWAS has made an effort to encourage less adopters to specify the child's sex when considering their preferences in matching criteria. The graph highlights 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

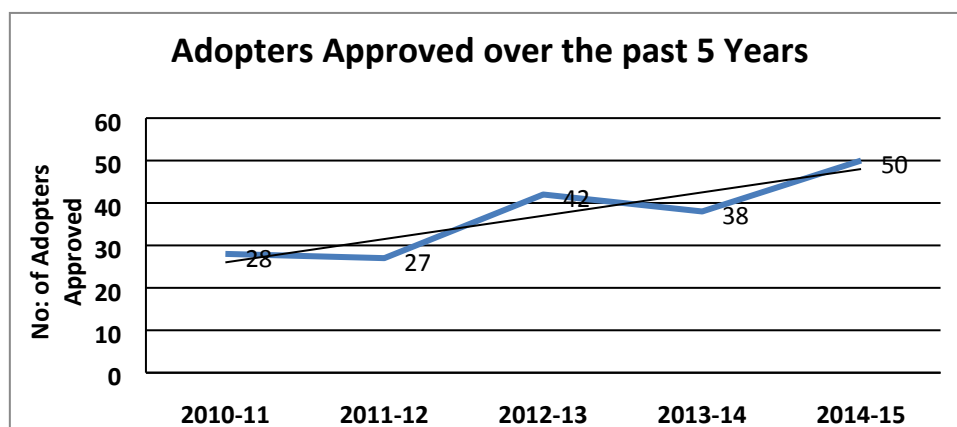
There are an additional 5 foster carers being assessed as potential adopters for the children already placed in their care. Consideration needs to be given as to whether or not these foster carers require a full PAR assessments or whether the foster carers are encouraged or advised to file their own 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

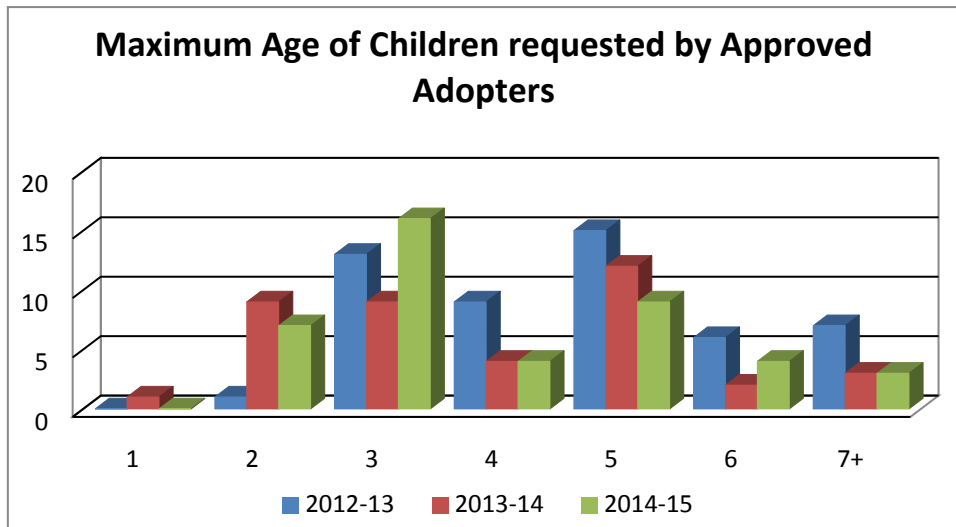
42% of enquiries received proceeded to Response forms. This is considerable ratio and may suggest that the media around adoption service and the National Service has raised awareness leading people to make enquiries. Despite the significant drop from enquiry to response forms the number of these which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

Adopters Approved April 2010 – March 2015

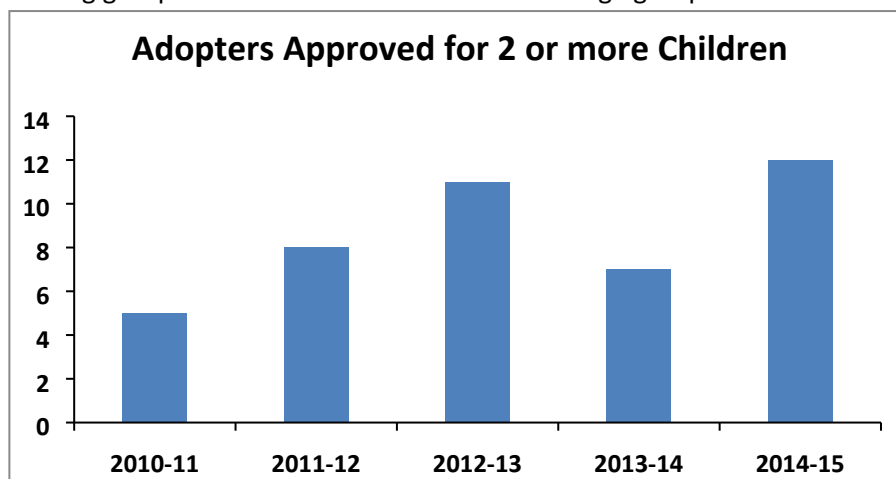


There has been a 32% increase in the number of adopters approved in this financial year compared to last year's figures.

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:

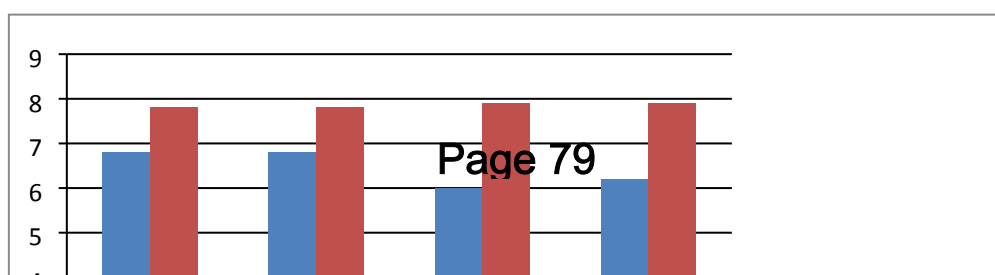
- **4** Safe Base programmes completed ;
- **2** Parent Support Groups completed
- **79** children referred
- **7** families due to attend an upcoming programme
- **8** families have withdrawn
- On average **8** families and **14** children attended each programme
- Average age of children who attended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

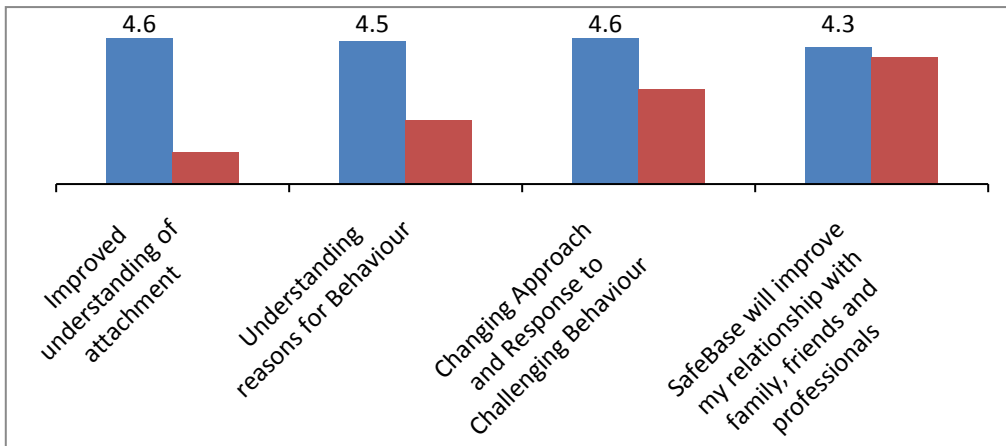
Feedback from Adopters:

- 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





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
Page 87	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
	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	

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Gwasanaeth
Mabwysiadu
Gogledd Cymru



North Wales
Adoption
Service

ADRODDIAD BLYNYDDOL AC ADOLYGIAD ANSAWDD GOFAL
EBRILL 2014 – MAWRTH 2015

Gwasanaeth Mabwysiadu Gogledd Cymru
Awdurdod Cynnal - Cyngor Bwrdeistref Sirol Wreccsam
3^{ydd} Llawr Stryt y Lampint
Wreccsam
LL11 2AR
Rhif ffôn 01978 295311

Awdur/Rheolwr Tîm - Mandy Humphries



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ATODIAD 1 - Aelodau'r Paneli

ATODIAD 2 - Gwerthuso Hyfforddiant

**Gwasanaeth Mabwysiadu Gogledd Cymru –
Adroddiad Blynyddol yr Asiantaeth ac Adolygiad Ansawdd Gofal
Ebrill 2014 – Mawrth 2015**

1. Cyflwyniad

O dan Reoliad 22 o Reoliadau Gwasanaeth Mabwysiadu Awdurdodau Lleol (Cymru) 2007, mae'n ofynnol bod pob asiantaeth fabwysiadu'n cwblhau adolygiad o ansawdd y gwasanaeth a'i bod yn ei gwblhau bob blwyddyn.

Mae hyn wedi'i ddangos isod.

Adolygu Ansawdd y Gwasanaeth

- (1) Rhaid i'r awdurdod lleol wneud trefniadau addas i sefydlu a chynnal system ar gyfer monitro, adolygu a gwella ansawdd y gwasanaethau mabwysiadu a ddarperir gan yr awdurdod lleol.
- (2) Rhaid i'r system a sefydlir o dan baragraff (1) ddarparu bod yr awdurdod lleol:-
 - (a) yn sicrhau bod ansawdd y gwasanaeth yn cael ei adolygu o leiaf bob blwyddyn; a
 - (b) yn sicrhau bod yr awdurdod lleol yn gofyn barn:-
 - (i) y rhieni mabwysiadol a'r rhieni naturiol a'r plant sy'n cael eu mabwysiadu;
 - (ii) unrhyw berson sy'n derbyn gwasanaethau gan yr awdurdod lleol, neu eu cynrychiolwyr mewn perthynas â mabwysiadu;
 - (iii) y staff a gyflogir gan yr awdurdod lleol; a
 - (iv) unrhyw awdurdod lleol,ar ansawdd y gofal sy'n cael ei ddarparu, a hynny fel rhan o unrhyw adolygiad a gynhelir.
- (3) Yn dilyn adolygiad o ansawdd y gofal, rhaid i'r awdurdod lleol lunio adroddiad ar yr adolygiad hwnnw o fewn 28 o ddiwrnodau gwaith a threfnu bod copi o'r adroddiad ar gael ar fformat priodol pan ofynnir iddo wneud hynny gan—
 - (a) y Cynulliad Cenedlaethol;
 - (b) defnyddwyr y gwasanaeth;
 - (c) cynrychiolwyr defnyddiwr y gwasanaeth;
 - (ch) staff a gyflogir gan yr awdurdod lleol.

2. Cefndir

Mae Gwasanaeth Mabwysiadu Gogledd Cymru wedi cwblhau pum mlynedd o weithgarwch. Ar ôl lansio'r Gwasanaeth Mabwysiadu Cenedlaethol yng Nghymru ar 5 Tachwedd 2014, mae GMGC wedi'i integreiddio â'r Gwasanaeth Cenedlaethol bellach, yn un o'r pum cydweithrediaeth sydd wedi'u dynodi. Mae'r Gwasanaeth Cenedlaethol yn gweithredu ar sail Cyfarwyddiadau Deddf Mabwysiadu a Phlant 2002 (Trefniadau Mabwysiadu ar y Cyd) (Cymru) 2015 a ddaeth i rym ar 31 Ionawr 2015.

Mae'r pum cydweithrediaeth yn cynnwys yr awdurdodau lleol a ganlyn:

Gwasanaeth Mabwysiadu Gogledd Cymru:

Conwy, Sir Ddinbych, Sir y Fflint, Gwynedd, Wrecsam ac Ynys Môn.

De-ddwyrain Cymru:

Blaenau Gwent, Caerffili, Casnewydd, Tor-faen a Sir Fynwy.

Canolbarth a Gorllewin Cymru:

Sir Gaerfyrddin, Ceredigion, Sir Benfro a Phowys.

Bae'r Gorllewin:

Pen-y-bont ar Ogwr, Castell-nedd Port Talbot ac Abertawe.

Y Fro, y Cymoedd a Chaerdydd

Caerdydd, Bro Morgannwg, Merthyr Tudful a Rhondda Cynon Taf.

Nodau cyffredinol y trefniadau mabwysiadu ar y cyd i Gymru gyfan sydd wedi'u pennu yn y Cyfarwyddiadau yw:

- Gwasanaeth cyson a ansawdd uchel
- Sicrhau'r lleiaf posibl o oedi
- Y dewis mwyaf posibl o leoliadau
- Dileu rhestrau aros am hyfforddi ac asesu
- Gwella'r broses baru
- Symleiddio gwasanaethau mabwysiadu gan wella'r cydgysylltu rhwng gweithwyr cymdeithasol mabwysiadu
- Sicrhau'r nifer lleiaf posibl o fethiannau drwy ddarparu cymorth mabwysiadu digonol
- Cydweithio rhwng awdurdodau lleol, asiantaethau gwirfoddol, y GIG a gwasanaethau addysg.

Trefniadau rheoli a goruchwyllo'r Gwasanaeth Cenedlaethol sydd newydd eu datblygu yw:

Bwrdd Llywodraethu

Mae'n cynnwys cynrychiolwyr o bob asiantaeth:

- Llefarydd a Dirprwy Llefarydd CLILC dros Iechyd a Gwasanaethau Cymdeithasol
- Maer neu arweinydd gweithredol yr Awdurdod Cynnal
- Cadeirydd Annibynnol y Grŵp Cynghorol
- Cynrychiolydd yr asiantaethau gwirfoddol

Swyddogaethau'r Bwrdd Llywodraethu yw: pennu'r cyfeiriad strategol, cymeradwyo'r rhaglen waith flynyddol, sicrhau bod barn rhanddeiliaid wedi'i chyfleu a monitro ac arolygu perfformiad, cwynion, ymgysylltu ag asiantaethau gwirfoddol, cynrychiolwyr defnyddwyr y gwasanaeth, y gyllideb a materion ariannol, y Gymraeg ac adrodd i Weinidogion Cymru.

Rydym yn falch o gadarnhau bod y Cyngorydd Lloyd Kenyon o Wrecsam, yr Awdurdod sy'n cynnal GMGC, wedi derbyn swydd gyda'r grŵp hwn. Mae ganddo wybodaeth helaeth am fabwysiadu a phlant sy'n derbyn gofal ar ôl bod yn aelod o baneli maethu a mabwysiadu am nifer o flynyddoedd.

Grŵp Cynghorol

Mae'n cynnwys cynrychiolwyr y canlynol:

- Pennaeth Gwasanaeth Plant pob cydweithrediaeth
- Cymdeithas Cyfarwyddwyr Gwasanaethau Cymdeithasol Cymru
- Cymdeithas Cyfarwyddwyr Addysg Cymru
- CLILC
- 3 sefydliad gwirfoddol

- Cynghorydd cyfreithiol yr awdurdod lleol arweiniol
- Gweithiwr iechyd proffesiynol dros Blant sy'n Derbyn Gofal
- Cynghorydd meddygol i banel mabwysiadu
- CAMHS
- Defnyddiwr Gwasanaeth
- Canolfan Ymchwil Gymdeithasol

Swyddogaethau'r Grŵp Cynghorol yw:

- Darparu cyngor proffesiynol
- Cynorthwyo'r Bwrdd Llywodraethu
- Rhoi cymorth i weithredu'r gwasanaeth yn effeithiol
- Hysbysu Gweinidogion Cymru am unrhyw faterion sy'n codi.

Cyngor Dinas Caerdydd sydd wedi'i ddynodi'n Awdurdod Arweiniol i'r Gwasanaeth Mabwysiadu Cenedlaethol ac, fel awdurdod cynnal, bydd yn cydweithio â phartneriaid allweddol i redeg gwefan mabwysiadu i Gymru gyfan, datblygu canolfan ragoriaeth ar gyfer gwasanaethau mabwysiadu a chyflogi Cyfarwyddwr Gweithrediadau i Gymru.

Y Cyfarwyddwr Gweithrediadau a'r Tîm Canolog:

Mae'r Gwasanaeth Mabwysiadu Cenedlaethol wedi penodi Suzanne Griffiths yn Gyfarwyddwr Gweithrediadau, Wendy Carroll yn Rheolwr Busnes a Pherfformiad, Martina McCrossan yn Swyddog Polisi ac Ymarfer a Bethan Thomas yn Gynorthwydd Gweinyddol.

Swyddogaethau'r Cyfarwyddwr Gweithrediadau a'r Tîm Canolog yw:

- Llunio rhaglen waith flynyddol sy'n cynnwys blaenoriaethau a thargedau
- Cynlluniau ariannu a chyfrifoldebau cyllidebu
- Monitro a dadansoddi data perfformiad
- Penderfynu ar gamau gweithredu i ddelio â materion sy'n codi
- Gwella a datblygu'r gwasanaeth
- Cyflwyno adroddiad cynnydd ac ariannol chwemisol a blynyddol
- Dadansoddi adroddiadau gan gydweithrediaethau rhanbarthol
- Sefydlu a chynnal gwefan
- Cydgysylltu hyfforddiant cyn cymeradwyo a gwasanaethau cymorth mabwysiadu

Yn ogystal â datblygu'r Gwasanaeth Cenedlaethol a'r Tîm Canolog, mae Cofrestr Mabwysiadu Cymru wedi'i datblygu o dan adain Cymdeithas Mabwysiadu a Maethu Prydain. Mae GMGC yn dechrau gweld y manteision o gael cofrestr gan ei fod wedi cael cynnig nifer o gysylltiadau ar gyfer plant sy'n disgwyl am deuluoedd dros y misoedd diwethaf. Mynegwyd rhai pryderon ynghylch y posibilrwydd bod y gallu i weld y gofrestr ar gyfer Cymru'n unig wedi cyfyngu ar nifer y teuluoedd mabwysiadol posibl sydd ar gael. Yn y gorffennol, roedd yn bosibl cyrraedd teuluoedd ym mhob rhan o'r DU ar y Gofrestr Mabwysiadu Genedlaethol a oedd yn cynnwys Lloegr, yr Alban ac Iwerddon. Fodd bynnag, mae GMGC yn derbyn yr egwyddor o gadw plant o Gymru yng Nghymru gan mai hyn oedd ein nod wrth ddatblygu Gwasanaeth Mabwysiadu Gogledd Cymru bum mlynedd yn ôl.

Mae pedwar is-grŵp i'r Gwasanaeth Mabwysiadu Cenedlaethol wedi'u sefydlu hefyd a'r rhain yw:

1. Y Cyfryngau a Marchnata – sy'n cynnwys Wendy Thomas, Swyddog Recriwtio GMGC
2. Fframwaith Perfformiad – sy'n cynnwys Mandy Humphries, Rheolwr GMGC
3. Cymorth Mabwysiadu – sy'n cynnwys Hayley Ennis, Gweithiwr Cymdeithasol o Ynys Môn
4. Polisiâu Cyffredin – sy'n cynnwys Hayley Ennis, Gweithiwr Cymdeithasol o Ynys Môn

Newydd eu sefydlu y mae'r rhain felly nid oes gwybodaeth ar gael am eu cynllun gwaith ar hyn o bryd.

Mae GMGC mewn lle manteisiol o hyd i symud ymlaen yn unol â'r Gwasanaeth Mabwysiadu Cenedlaethol, a fydd yn parhau i gynnwys elfennau darparu cenedlaethol, rhanbarthol a lleol. Edrychwn ymlaen at weld datblygu gwasanaethau cymorth mabwysiadu sy'n fwy cadarn ac sydd ar gael i'r holl fabwysiadwyr a phlant ledled Cymru o dan nawdd y Gwasanaeth Mabwysiadu Cenedlaethol.

3. Y Sefyllfa Bresennol

Mae'r gwasanaeth yn parhau i gael ei gynnal gan Gyngor Bwrdeistref Sirol Wrecsam ac mae'r brif swyddfa yn Stryt y Lampint, Wrecsam. Mae staff sydd wedi'u secondio i'r gwasanaeth wedi'u lleoli o hyd yn eu hawdurdodau lleol eu hunain mewn pum lleoliad arall ar draws y rhanbarth.

Mae Gwasanaeth Mabwysiadu Gogledd Cymru yn gyfrifol, mewn partneriaeth â'r chwe awdurdod lleol, am ddarparu'r gwasanaethau canlynol:

- Recriwtio, Hyfforddi, Asesu a Chynorthwyo darpar fabwysiadwyr a mabwysiadwyr a gymeradwywyd
- Paru plant â mabwysiadwyr
- Hawl i weld cofnodion o dan A98: Gwasanaethau Chwilio a Chanoli i oedolion a fabwysiadwyd a'u perthnasau
- Cwnsela Rhieni Biolegol
- Cymorth Mabwysiadu
- Datblygu a rheoli paneli mabwysiadu ar y cyd
- Mabwysiadu gan Bartneriaid i Rieni
- Mabwysiadu ag Elfen Dramor

MABWYSIADWYR – Yn Cael eu Hasesu (ar 31 Mawrth 2015)

	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Arall	Cyfanswm
Mabwysiadwyr sy'n Cael eu Hasesu ar hyn o bryd	3	8	6	1	1	4	1	24
Partner i Riant sy'n Cael ei Asesu	0	1	3	4	1	1	0	10
Cyfanswm yr Aseidiadau	3	9	9	5	2	5	1	34

Yn ychwanegol at y ffigurau hyn, mae tri gofalwr maeth yn cael eu hasesu gan weithwyr cymdeithasol Sir Ddinbych ar gyfer plant penodol.

MABWYSIADWYR – Ar Gael/Wedi’u Derbyn ar gyfer Paru Posibl (ar 31 Mawrth 2015)

	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Arall	Cyfanswm
Ar Gael	2	2	2	0	0	0	1	7
Wedi’u Derbyn ar gyfer Paru Posibl	3	1	6	3	0	1	4	18

Ymhlith y mabwysiadwyr sydd ar gael mae un teulu sy’n dymuno mabwysiadu plentyn o ethnigrwydd Indiaidd ac un teulu sy’n dymuno mabwysiadu plentyn sydd â Syndrom Down. Mae’r ddau deulu wedi’u hatgyfeirio at yr holl gofrestrau ledled y DU. O’r pum teulu arall, mae un yn dymuno mabwysiadu grŵp o sibliogiaid 2 – 6 blwydd oed a’r gweddill am fabwysiadu un plentyn rhwng 2 a 5 mlwydd oed. Mae dau deulu wedi nodi eu bod am fabwysiadu merch yn unig. Rhagwelir y bydd y teuluoedd hyn yn cael eu derbyn ar gyfer paru posibl ym mis Ebrill neu’n cael eu hatgyfeirio at Gofrestr Mabwysiadu Cymru pan fo angen.

Roedd 14 o deuluoedd wedi’u derbyn gan GMGC ar gyfer paru posibl ar 31 Mawrth. Roedd hyn yn cynnwys pedwar teulu a oedd yn cael eu paru â grwpiau o ddau sibling a 10 ar gyfer plant unigol. Roedd un teulu ychwanegol o Loegr ar ganol y broses o gael ei gymeradwyo gan weithiwr cymdeithasol annibynnol ar gyfer plentyn penodol ac roedd tri theulu o asiantaethau eraill yn cael eu hystyried ar gyfer paru â phum plentyn a oedd yn cynnwys dau grŵp o ddau sibling.

	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Arall	Cyfanswm
Mabwysiadwyr – yn cael eu gwirio /yn disgwyl dyrannu	2	2	1	2	1	2	0	8
Partneriaid i Rieni’n cael eu gwirio – papurau llys heb eu ffeilio eto	0	2	0	2	4	0	0	9

Mae’r rhai sy’n gysylltiedig â phob un o’r naw achos sy’n cael eu prosesu neu’n disgwyl eu dyrannu wedi dilyn y cwrs hyfforddi Cyn Mabwysiadu ym mis Mawrth a byddant yn dod i’r noson Gadewch i Ni Ddechrau ym mis Ebrill. Bydd dyrannu’n cael ei ystyried yng nghyfarfod y tîm ym mis Ebrill.

Ni fydd achosion y Partneriaid i Rieni’n cael eu dyrannu nes bydd y darpar fabwysiadwyr wedi ffeilio eu papurau yn y llys.

PLANT (ar 31 Mawrth 2015)

	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Arall	Cyfanswm
Plant wedi’u derbyn ar gyfer paru posibl	2	8	5	2	5	4	0	27
Plant ar restr aros heb eu paru ar hyn o bryd	2	4	1	1	3	3	0	14
Cyfanswm y teuluoedd sydd eu hangen	1	2	1	1	3	2/3	0	11

Ar ddechrau Ebrill penderfynodd dau deulu beidio â mynd ymlaen â pharu posibl ac felly bydd angen dau deulu ychwanegol ar gyfer un plentyn lle mae ansicrwydd ynghylch materion iechyd a grŵp o ddau sibling.

Yn ogystal â hyn, mae dau grŵp o ddau sibling wedi'u hatgyfeirio at y gwasanaeth ond maent yn aros am wrandawriad terfynol a gorchmynion lleoli.

PLANT YN AROS (ar 31 Mawrth 2015)

Awdur -dod Lleol	Cyf.	Dyddiad Geni	SHOBPA	GORCHYMY N LLEOLI	Nifer y pariau posibl a ystyriwyd	SYLWADAU
Conwy	1149 1150	5 mlwydd 9 mis 4 blwydd 10 mis	22/10/14	15/12/14	1	Grŵp o sibliogiaid – lleoliad anaddas
Sir Ddinbych	811 812	5 mlwydd 9 mis 4 blwydd 6 mis	28/03/13	18/04/13	4	Chwilio'n parhau
	1003 1004	3 blwydd 5 mis 2 flwydd 2 fis	19/11/13	03/12/13	6	Chwilio'n parhau – ystyriaethau ymddygiad ac iechyd
Sir y Fflint	1071	1 mlwydd 3 mis	06/05/14	17/06/14	3	Atgyfeiriwyd 01/15. Angen ei leoli y tu allan i ardal GMGC
Gwynedd	1192	10 mis	21/01/15	12/02/15	-	Atgyfeiriad newydd
Wrecsam	622	7 mlwydd 7 mis	02/11/12	13/12/12	20+	Chwilio'n parhau
	1101	3 blwydd 9 mis	29/08/14	26/09/14	1	Chwilio'n parhau
	1191	4 blwydd 11 mis	02/02/15	05/03/15	-	Atgyfeiriad newydd
Ynys Môn	315 316	7 mlwydd 11 mis 5 mlwydd 3 mis	05/07/12	08/08/12	3 4	Grŵp o sibliogiaid. Anghenion Iechyd Penodol
	1183	1 mlwydd 5 mis	15/01/15	11/02/15	-	Atgyfeiriad newydd

Ar 31 Mawrth 2015 roedd 14 o blant ar y rhestr aros am deuluoedd. Heblaw am yr atgyfeiriadau diweddaraf, mae'r rhan fwyaf o'r plant hyn wedi'u gosod ar Gofrestr Mabwysiadu Cymru, wedi'u proffilio mewn diwrnodau Cyfnewidfa Mabwysiadu a hysbysebion wedi'u gosod ar eu cyfer yn Be My Parent. Lle'r oedd pariau posibl wedi'u nodi, nid oedd yr un ohonynt wedi arwain at leoli oherwydd anghenion y plant cysylltiedig. Mewn rhai achosion, roedd mabwysiadwyr a ddarparwyd gan Gofrestr Cymru eisoes yn cael eu hystyried ar gyfer plant eraill.

Roedd y rhestr aros o blant ar ddiwedd y flwyddyn ariannol hon yn fyrrach o lawer nag yr oedd mewn blynyddoedd blaenorol. Y rheswm am hyn yw bod mwy o blant wedi'u lleoli yn ystod y flwyddyn a bod llai o atgyfeiriadau wedi'u derbyn.

4. Staffio

Rheolwr Cofrestredig

Rheolwr cofrestredig y Gwasanaeth Mabwysiadu yw Mandy Humphries a benodwyd ym Mehefin 2009. Mae wedi bod yn rheolwr ar y gwasanaeth ers Ebrill 2010. Ymhlith ei chymwysterau y mae B.Add.; Diploma mewn Gwaith Cymdeithasol; Diploma Anabledd; ILM Lefel 3; Tystysgrif i Raddedigion mewn Rheoli Ansawdd Ymarfer mewn Gofal Cymdeithasol.

Mae'r ddau ddirprwy reolwr yn weithwyr cymdeithasol cymwysedig sydd wedi dilyn hyfforddiant rheoli. Mae Trish Welsh (Dirprwy-Reolwr y Dwyrain) wedi ennill Tystysgrif i Raddedigion mewn Rheoli Ansawdd Ymarfer mewn Gofal Cymdeithasol. Mae Heather Pearson (Dirprwy-Reolwr y Gorllewin) yn cynnal trafodaeth â'r adran hyfforddi ar hyn o bryd i bennu hyfforddiant addas ychwanegol mewn rheoli.

Mae'r gwasanaeth yn cynnwys aelodau staff sydd wedi'u cyflogi'n uniongyrchol gan yr awdurdod cynnal a staff sydd wedi'u secondio i'r gwasanaeth gan y pum awdurdod lleol arall. Cyflogir gweithwyr sesiynol ychwanegol drwy Gyngor Bwrdeistref Sirol Wrecsam a'u lleoli ledled Gogledd Cymru.

Staff sydd wedi gadael:

Gyda golwg ar swyddi parhaol, mae pedwar aelod staff wedi gadael y gwasanaeth:

- **Conwy** – Ymddeolodd dau aelod staff rhan-amser o'r gwasanaeth ym Medi 2015. Llanwyd y swydd a oedd yn wag ers Ebrill 2014 drwy benodiad amser llawn ar 6 Hydref 2014. Mae'r swydd wag bresennol wedi'i hysbysebu a threfnwyd i gynnal cyfweiliadau ar 28 Ebrill 2015.
- **Sir y Fflint** – Ymddeolodd un aelod staff rhan-amser o'r gwasanaeth ym Mawrth 2015. O gyfuno'r swydd â'r swydd ran-amser sy'n wag er Mawrth 2014, mae hyn yn gadael swydd wag ar gyfer un aelod staff amser llawn. Mae'r swydd hon yn cael ei hysbysebu ar hyn o bryd ac mae cyfweiliadau i'w cynnal yn Ebrill 2015.
- **Gwynedd** – Roedd un aelod staff amser llawn yng Ngwynedd wedi gadael y gwasanaeth ym Mai 2014 – llanwyd y swydd hon ar 1 Rhagfyr 2014.

Aelodau Staff Newydd

- Roedd un gweithiwr cymdeithasol wedi derbyn y swydd wag i weithiwr cymdeithasol yng Ngwynedd ar 1 Rhagfyr 2014.
- Roedd un gweithiwr cymdeithasol wedi derbyn y swydd wag i weithiwr cymdeithasol yng Nghonwy ar 6 Hydref 2014.
- Roedd cyn-weithiwr wedi ymgymryd â swydd gweithiwr sesiynol ar 4 Mehefin 2014
- Roedd cyn-weithiwr wedi ymgymryd â swydd gweithiwr sesiynol ac roedd ar gael o 1 Mawrth 2015
- Roedd un gweithiwr sesiynol Cymraeg ei iaith ar gael i weithio yn ardal Ynys Môn/Gwynedd o 15 Ionawr 2015

Nifer presennol y gweithwyr cymdeithasol cyfwerth ag amser llawn yw 9 (ynghyd â 2 swydd wag). Nifer presennol y gweithwyr sesiynol sydd ar gael i asesu yw 6.

Parheir i gynnal cyfarfodydd tîm unwaith y mis yn Bedford Street, y Rhyl. Trafodir materion busnes gweithredol yn sesiwn y bore a materion hyfforddi/datblygu yn y prynhawn. Hyd yn hyn, mae'r sesiynau hyn wedi cynnwys:

- Iselder ar ôl mabwysiadu/codi ymwybyddiaeth o iselder ar ôl mabwysiadu
- Syniadau ac offer tîm 'Your kidding'
- Cynllunio ar gyfer trosglwyddo plant i leoliadau parhaol/Beth i'w wneud ar ôl dweud helô
- Bwyta er mwyn cysur
- Cyfyng-gyngor mam ynghylch cysylltu
- Y pwysigrwydd o fod yn gariadus
- Ymchwil i ddiogelu plant drwy gydweithio'n effeithiol â thadau
- Materion sy'n ymwneud â chyswllt
- Dadansoddi wrth Asesu

Datblygu a Hyfforddi Staff

Hyfforddiant a ddilynwyd gan staff yn y 12 mis diwethaf:

Mae'r holl aelodau staff heblaw un wedi dilyn hyfforddiant ar amddiffyn plant yn y tair blynedd diwethaf. Mae eraill wedi dilyn yr hyfforddiant canlynol:

- Paratoi i fabwysiadu; Ymwybyddiaeth o Anhwylderau Sbectwm Alcohol Ffetws
- Cofnodi profiadau bywyd, lefel ganolraddol – meithrin sgiliau craidd
- Sut i ddelio â sgysiau anodd a heriol. Hyfforddiant ar-lein mewn cysylltiad â Gofal Cwsmeriaid a Sefydlu Corfforaethol
- Panel busnes mabwysiadu, amddiffyn plant, cofnodi profiadau bywyd, gwasanaethau cymdeithasol a lles, hyfforddiant rheoli TDMP
- Ymlyniad, Anhwylderau Sbectwm Alcohol Ffetws a chofnodi profiadau bywyd
- Delio â Sgysiau Anodd, Cwrs BAAF i Weinyddwyr Paneli
- Dadansoddi wrth ysgrifennu adroddiadau – cyflwyno, camddefnyddio sylweddau, PLO ac asesiadau.
- Wynebu Facebook – cofnodi profiadau bywyd
- Recriwtio Mabwysiadwyr – Cwrdd â'r heriau
- Cynhadledd Marchnata Hyfforddiant Ymwybyddiaeth gyda Heart FM
- Ailfeddwl am Ddatblygiad y Plentyn
- Ceir cyflwyniadau a thrafodaethau ar bynciau perthnasol yn sesiynau'r prynhawn mewn cyfarfodydd o'r Tîm

Sylw gan aelod o'r staff:

Hyfforddiant staff – *“Mae'r hyfforddiant arbenigol yn gyfyngedig iawn. Byddai'n well pe byddai GMGC yn cael ei ariannu'n uniongyrchol gan yr Awdurdodau Lleol a fyddai wedyn yn gallu comisiynu'r hyfforddiant sydd ei angen ar gyfer y tîm cyfan”.*

Awdurdod/ Swyddfa	Swydd	Enw	Oriau
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Prif Swyddfa'r Awdurdod Cynnal: Stryd y Lampint, Wrecsam:	Rheolwr	Mandy Humphries	37 awr
	Gweinyddwr	Larry Groom Sarah Picken	37 awr 28 awr
	Gweithiwr Cymdeithasol	Lesley Davies Helen Kinney	37 awr 37 awr
	Swyddog Hyfforddi	Denise Roberts	32 awr
	Swyddog Recriwtio	Wendy Thomas	37 awr
	Cydlynnydd Cyswllt Gweinyddwr Cyswllt	Frances Williams Clare Pearce	22 awr 28 awr
	Gweinyddwr TG CHARMS	Martin Evans	18.5 awr
	Gweithiwr Cymdeithasol Sesiynol	Pat Fairclough	
Yr Wyddgrug Sir y Fflint	Gweithwyr Cymdeithasol	Bob Proctor Nicola Kernighan Swydd wag	18.5 awr (gorffen Mawrth 2015) 37 awr 18.5 awr (ers Ebrill 2014)
Y Rhyl Sir Ddinbych	Gweithwyr Cymdeithasol	Tracy Roberts Donna Thomas	37 awr 37 awr
Glan-y-Don, Conwy	Dirprwy Reolwr y Dwyrain	Trish Welsh	37 awr
	Gweithwyr Cymdeithasol	Beverley Herrington Barbara Jones Sian Peacock Swydd wag/ Gweithiwr sesiynol asiantaeth	18.5 awr (ymddeol Medi 2014) 18.5 awr (ymddeol Medi 2014) 37 awr (dechrau 6 Hydref 2014)
	Gweithiwr Sesiynol	Morwenna Berry	
Swyddfa'r Sir, Ynys Môn	Gweithwyr Cymdeithasol	Lydia Murphy Carolyn Jones	37 awr 37 awr
	Gweithiwr Sesiynol	Angela Walker	
Penrallt, Gwynedd	Dirprwy-reolwr y Gorllewin	Heather Pearson	37 awr
	Gweithwyr Cymdeithasol	Sue Adams Sara Williams	37 awr (gorffen 31 Mai 2014) 37 awr (dechrau 1 Rhagfyr 2014)
	Gweithiwr Sesiynol	Sian Peacock	37 awr (gorffen 6 Hydref 2014)
	Gweinyddwr	June Owen	18.5 awr (ymddiswyddo Tachwedd 2014).

Salwch Staff: Cofnodwyd cyfanswm o 76 o ddiwrnodau ar gyfer cyfanswm o 13 o aelodau staff. Roedd tri aelod staff wedi cael profedigaeth ar ôl colli perthynas agos yn y cyfnod hwn ac roedd hyn yn gyfrifol am 50 o'r diwrnodau o salwch a gofnodwyd.

AROLWG STAFF

Anfonwyd 25 o holiaduron. Cafwyd 16 o ymatebion drwy Survey Monkey. Roedd yr arolwg yn cynnwys gweithwyr cymdeithasol, gweithwyr sesiynol a gweinyddwyr:-

- roedd 100% yn gallu gweld y datganiad o'r diben, polisiau a threfnau
- roedd 93.75% yn gallu cael gafael ar y Safonau Gofynnol Cenedlaethol a Rheoliadau Gwasanaeth Mabwysiadu (Cymru) 2007
- roedd 100% yn teimlo eu bod yn cael cymorth i gyflawni eu rôl gan y Tîm Rheoli.
- roedd 93.33% yn teimlo bod ganddynt linellau atebolrwydd ac adrodd clir yn y gwasanaeth mabwysiadu.
- teimlai 100% fod cyfathrebu effeithiol rhwng y rheolwyr a'r staff.
- roedd 80% o'r ymatebwyr yn cael eu goruchwyllo bob mis.
- cadarnhaodd 80% eu bod yn cael copi wedi'i ddyddio o'u nodiadau goruchwyllo wedi'u llofnodi gan yr aelod staff a'i reolwr
- dywedodd 62.50% eu bod yn cael arfarniad yn rheolaidd, un ai'n chwemisol neu'n flynyddol. Roedd nifer o aelodau staff newydd a rhai staff sesiynol heb gael arfarniad blynyddol. Teimlai un nad oedd y system arfarnu'n fuddiol iawn "*gan nad oes opsiynau ar gael ar gyfer symud ymlaen*".
- dywedodd 73.33% eu bod yn dod i gyfarfodydd staff ac roedd 93.33% o'r rheini'n dod i gyfarfodydd misol.
- dywedodd 60% o staff eu bod yn gallu cael cyngor (gan gynnwys cyngor gan weithwyr proffesiynol eraill) a chwnsela gan gynnwys BAAF, Adoption UK ac After Adoption.
- teimlai 50% eu bod yn gallu cael yr hyfforddiant yr oedd ei angen i'w helpu i gofrestru gyda'r Cyngor Gofal. Dywedodd 42.86% nad oeddent ac roedd 7.14% nad oedd yn gwybod.
- teimlai 62% fod safleoedd y Gwasanaeth Mabwysiadu'n addas i'w diben ac roedd 19% yn teimlo nad oeddent. Gan fod aelodau staff wedi'u lleoli mewn swyddfeydd gwahanol ledled y rhanbarth, mae'r ymatebion yn gymysg. Mae rhai staff yn teimlo'n ynysig iawn ac mae'r mater hwn yn cael sylw.
- roedd 40% o'r farn bod ansawdd y gofal a ddarperir gan y Gwasanaeth Mabwysiadu i blant sy'n derbyn gofal a'u gofalwyr yn Rhagorol, 46.67% ei fod yn Dda, 13.33% ei fod yn Foddhaol, 0% ei fod yn Wael.

Ymhlith y sylwadau a gafwyd:

Materion Rheoli:

"Teimlaf fod y rheolwyr yn wybodus a phrofiadol a'i bod yn hawdd mynd atynt."

"Byddwn yn elwa'n fawr o fod gyda'n gilydd fel tîm" - nid yw'r Bwrdd Partneriaeth yn ystyried yr opsiwn hwn.

"Nid y Rheolwr Llinell yw Rheolwr y Tîm Mabwysiadu, sef yr un rydym yn delio ag ef o ddydd i ddydd".

Gall hyn fod yn bwysig i staff gweinyddol nad ydynt yn cael eu goruchwyllo neu eu harfarnu gan y rheolwyr mabwysiadu

"Rwy'n mwynhau'r cyfarfodydd tîm gan mai'r rhain yw'r unig gyfle i gwrdd â chydweithwyr yn GMGC"

"Yn fy mhrofiad i, mae bob amser yn bosibl cysylltu ag un o'r rheolwyr"

"Teimlaf fod angen cynnwys y camau gweithredu manwl yn y nodiadau goruchwyllo".

"Roedd anghysondeb weithiau yn y cyngor a roddwyd ac nid oeddwn yn ymddiried yn yr adborth bob amser".

Materion Hyfforddi:

"Cyfrifoldeb yr unigolyn yw sicrhau bod yr oriau wedi'u casglu ar gyfer cofrestru"

"Rwy'n gorfod chwilio amdano. Nid yw'r hyfforddiant yn berthnasol bob amser gan fod hyfforddiant ar fabwysiadu'n ddrud"

"Yn gyfyngedig am fod maes Mabwysiadu'n arbenigol. Mae hyfforddiant yn parhau'n gyfrifoldeb i'r awdurdod lleol sy'n fy nghyflogi gan fod y rhan fwyaf o staff wedi'u secondio i'r gwasanaeth"

“Nid oes arian ar gael yn y gyllideb bob amser”

Swyddfeydd:

“Byddai’n well pe bai’r swyddfa ychydig yn fwy. Pe bai mwy o le, byddai’n bosibl cael lle i fyfyrwr”

“Dylid edrych ar hyn o safbwynt daearyddol a dod â’r tîm at ei gilydd yn fwy canolog mewn dwy swyddfa. Drwy wneud hynny, byddai staff yn teimlo eu bod yn cael mwy o gymorth”

“Mae materion iechyd a diogelwch i’w hystyried o ran mynediad at ffenestri” (i’w ailystyried gyda’r rheolwr swyddfa)

Gwella’r Gwasanaeth

“Mae angen canolbwyntio ar wella’r gwasanaeth drwy ddarparu ein gwasanaethau cymorth mabwysiadu ein hunain, h.y. tîm therapiwtig yn GMGC”

“Mae rhai gweithwyr cymdeithasol yn cerdded yr ail filltir wrth leoli plant sy’n derbyn gofal – mae mabwysiadwyr yn teimlo’n fregus yn y cyfnod hwn”

“Mae GMGC yn ceisio gwella safon ac ansawdd gofal”.

Awgrymiadau am welliannau mewn gwahanol feysydd yn y gwasanaeth mabwysiadu

Roedd y rhan fwyaf o’r sylwadau’n cynnwys cyfeiriad at yr angen i ddatblygu rhagor o wasanaethau cymorth ar ôl mabwysiadu, gan gynnwys mynediad i CAMHS; asesiadau cychwynnol drwy CAMHS, hyfforddiant mewn ymyriadau therapiwtig a’u hargaeledd; sgiliau cwnsela wrth weithio gyda theuluoedd mabwysiadol.

“Hyfforddiant ychwanegol i ofalwyr maeth er mwyn symud plant ymlaen” (ar gael drwy gais drwy GMGC)

Roedd lle i wella’r amserlenni ar gyfer asesu a’r broses baru.

“Mae gwaith papur y broses baru’n rhy ailadroddus a choladu gwaith papur i ddibenion y panel”

“Teimlaf fod proses dda iawn gan y gwasanaeth mabwysiadu ar gyfer asesu mabwysiadwyr a’r broses baru.”

“Mae anghysondeb rhwng gwasanaethau cymorth y chwe awdurdod lleol yn gallu achosi anawsterau”

“Mae GMGC yn ceisio datblygu Grwpiau Cymorth Mabwysiadu. Mae’n creu rhwydweithiau cymorth a chymdeithasol anffurfiol. Mae amser staff yn cael ei ddefnyddio’n effeithiol i helpu nifer o fabwysiadwyr mewn amser real yn hytrach na threulio amser gydag unigolion.

Darperir gwybodaeth a hyfforddiant anffurfiol sy’n hybu trafodaeth”.

“Mae nifer mawr o blant yn cael eu lleoli heb unrhyw waith/llyfr cofnodi profiadau bywyd”

Materion allweddol a godwyd y mae angen eu hystyried/datrys:

1. Datblygu Cymorth Mabwysiadu – mae’r Gwasanaeth Mabwysiadu Cenedlaethol yn cynnal is-grŵp ar hyn o bryd sy’n ymdrin â darparu a datblygu cymorth mabwysiadu.
2. Trafodaeth mewn cyfarfodydd tîm ar yr amserlenni ar gyfer asesiadau, y broses baru a dyblygu gwaith papur.
3. Trafodaeth mewn cyfarfodydd rheolwyr am anghysondeb yn y cyngor gan reolwyr a’r pwyntiau gweithredu mewn nodiadau goruchwyllo

YMATEBION GAN WEITHWYR CYMDEITHASOL GOFAL PLANT SY’N YMWNEUD Â MABWYSIADU DRWY GMGC

Anfonwyd holiaduron at 21 o Weithwyr Cymdeithasol Gofal Plant. Cafwyd 4 ymateb.

- mae 100% yn deall pob agwedd ar rôl y Gwasanaeth Mabwysiadu
- mae 100% yn teimlo bod cyfathrebu agored a gonest rhyngddynt a’r Tîm Mabwysiadu
“Mae gweithwyr proffesiynol a rheolwyr GMGC yn gweithio mewn ffordd agored, gefnogol a chydweithredol iawn gyda’r gweithwyr proffesiynol mewn timau eraill”.
- roedd 100% o’r farn bod eu profiadau o weithio ochr yn ochr â’r Tîm Mabwysiadu wrth chwilio am leoliadau mabwysiadu i blant yn rhagorol neu’n dda
- teimlai 100% fod unrhyw bryderon a godwyd gyda’r Tîm Mabwysiadu ynghylch anawsterau mewn lleoliadau’n cael sylw **bob amser**
- eu barn am y cymorth a ddarparwyd gan GMGC wrth gyflwyno gwaith papur ac ymbresenoli mewn Paneli Mabwysiadu oedd 25% Rhagorol; 50% Da; 25% Boddhaol. *“Mae’n dibynnu weithiau ar ba weithiwr mabwysiadu sydd wedi’i ddynddi”*

Y farn gyffredinol am ansawdd y gofal a ddarperir gan fabwysiadwyr a gymeradwywyd gan Wasanaeth Mabwysiadu Gogledd Cymru oedd 50% Rhagorol; 50% Da.

Y farn gyffredinol am ansawdd y gofal a ddarperir gan fabwysiadwyr GMGC oedd 50% Wedi Gwella; 50% Dim Newid

Roedd **75%** wedi cael eu gwahoddi i hyfforddiant a ddarparwyd gan GMGC yn y 12 mis diwethaf.

Roedd **50%** wedi bod mewn sesiynau hyfforddi a ddarparwyd gan GMGC

Sylwadau:-

Hyfforddiant a dderbyniwyd:

“Gwaith cofnodi profiadau bywyd, paratoi plant ar gyfer mabwysiadu”

“Gwaith Cofnodi Profiadau Bywyd – roedd yr hyfforddiant blaenorol gan Intrac o well ansawdd a dysgwyd mwy o sgiliau ar gyfer rhyngweithio â phlant. Fodd bynnag, roedd yr hyfforddiant hwn yn cynnig cynghorion ychwanegol ar lenwi llyfrau cofnodi profiadau bywyd a llythyrau ar gyfer plant pan fyddant yn hŷn (safbwynt gwahanol)”

“Mae gweithwyr proffesiynol a rheolwyr GMGC yn gweithio mewn ffordd agored, gefnogol a chydweithredol iawn gyda’r gweithwyr proffesiynol mewn timau eraill”.

5. Aelodaeth y Paneli Mabwysiadu / Cynghorwyr a Hyfforddi

Mae GMGC yn parhau’n gyfrifol am dri Phanel Mabwysiadu ar y Cyd sy’n cael eu cynnal bob mis ar draws y rhanbarth: Sir y Fflint/Wreccsam, Conwy/Sir Ddinbych a Gwynedd/Ynys Môn.

Mae Rheoliadau Asiantaethau Mabwysiadu (Cymru) (Diwygio) 2014 a ddaeth i rym ar 1 Ebrill 2014 wedi cyflwyno Rhestr Ganolog o Aelodau Panel a fydd yn lliniaru rhai o’r problemau o ran sicrhau cworwm gan y bydd modd cyfethol aelodau ychwanegol sydd ar y Rhestr Ganolog i’r paneli lle ceir problemau o ran sicrhau cworwm. Bydd hyn yn atal oedi diangen wrth baru plant a chymeradwyo mabwysiadwyr. Mae’r gallu i gyfethol aelodau ychwanegol wedi bod yn fanteisiol eisoes yng Ngogledd Cymru lle mae aelodau o baneli eraill wedi cymryd lle aelodau absennol ar fyr rybudd. Yn ogystal â hyn, bydd y ffaith y caiff “unrhyw ddwy neu ragor o asiantaethau mabwysiadu ffurfio ar y cyd banel mabwysiadu” yn golygu y bydd GMGC yn gallu ystyried cymeradwyo mabwysiadwyr mewn unrhyw banel sydd ar gael os bydd angen yn y dyfodol. Mae’r defnydd o’r Rhestr Ganolog wedi’i ychwanegu at y Polisi Paneli ar y Cyd sydd ar ffurf drafft ar hyn o bryd.

Cynhelir yr holl baneli'n fisol. Roedd angen cynnal tri phanel brys yn ystod y cyfnod hwn. Mae'r holl baneli wedi cynnal diwrnodau Busnes Panel ac mae aelodau panel wedi'u harfarnu gan ddau banel ar y cyd. Mae arfarniadau'r panel arall wedi'u gohirio ond bwriedir eu cynnal ym Mehefin 2015. Mae'r holl baneli mabwysiadu yn cynnwys nifer priodol o aelodau annibynnol o nifer da o feysydd gan gynnwys oedolion a fabwysiadwyd, mabwysiadwyr, rhieni biolegol, gofalwyr maeth, gweithwyr proffesiynol CAMHS, cynrychiolwyr asiantaethau gwirfoddol yn ogystal â'r aelodau sy'n ofynnol o dan statud h.y. cynghorwyr meddygol, aelodau etholedig, gweithwyr cymdeithasol a chynghorwyr cyfreithiol ac mae pob awdurdod lleol wedi'i gynrychioli'n briodol. Mae swyddi aelodau annibynnol wedi dod yn wag yn ystod rhan olaf y flwyddyn a rhoddir sylw i hyn. Mae'r holl aelodau newydd wedi dilyn y broses recriwtio ofynnol, wedi cael cyfle i arsylwi ar waith y panel, wedi cymryd rhan mewn sesiwn sefydlu gyda chynghorydd y panel ac wedi derbyn deunydd darllen.

Ar ôl cyflwyno'r Rhestr Ganolog ac wedi i nifer o aelodau paneli ymddiswyddo, gosodwyd hysbyseb am aelodau annibynnol yn y papurau newydd lleol. O ganlyniad i hyn, cafwyd 60 o ymholiadau a chyflwynwyd 25 o ffurflenni cais wedyn. Bydd y cyfweiliadau ar gyfer ymgeiswyr sydd wedi cyrraedd y rhestr fer yn cael eu cynnal yn Ebrill 2015. (Gweler Atodiad 1 am wybodaeth fanwl am holl aelodau'r tri phanel.)

Panel Mabwysiadu ar y Cyd Sir y Fflint a Wrecsam

Ymunodd y Cynghorydd Andy Dunbobbin, aelod etholedig o Gyngor Sir y Fflint, â Phanel Mabwysiadu ar y Cyd Sir y Fflint a Wrecsam yn Ionawr 2015. Roedd Denise Preece wedi ymddiswyddo o fod yn aelod annibynnol o'r panel hwnnw yn Rhagfyr 2014 ar ôl bod yn aelod o'r panel ers ei sefydlu yn 2015. Y Penderfynydd Asiantaeth newydd dros Sir y Fflint yw Peter Robson wedi i Carol Salmon ymddeol yn 2014.

Sylwadau o Adroddiad Cadeirydd Panel Mabwysiadu ar y Cyd Sir y Fflint a Wrecsam

Hon oedd fy mlwyddyn gyntaf yn gadeirydd y Panel Mabwysiadu, a theimlaf fy mod wedi ymgyfarwyddo â'r rôl, heb brofi unrhyw broblemau neu anawsterau o bwys. Mae aelodau'r Panel hefyd wedi dweud fy mod wedi ymgyfarwyddo fwyfwy â'r rôl o'r naill gyfarfod i'r llall.

Mae'n dda nodi bod ansawdd yr adroddiadau o Wrecsam a Sir y Fflint wedi gwella'n gyffredinol. Mae hyn wedi'i adlewyrchu yn y cynnydd o ran dadansoddi a nodi materion arwyddocaol yn yr adroddiadau. Cafwyd nifer o adroddiadau o ansawdd gwael hefyd lle'r oedd angen rhoi adborth ar rai elfennau i Benderfynwyr yr Awdurdodau Lleol. Roedd yr adroddiadau hyn wedi cael effaith sylweddol ar y panel o ran yr amser yr oedd yn ei dreulio'n trafod materion y gellid bod wedi'u cynnwys yn yr adroddiadau a cheisio eglurhad arnynt. Y prif broblemau oedd gwallau a diffyg ffeithiau, a diffyg manylion am faterion penodol a oedd wedi'u nodi.

Cafwyd presenoldeb da at ei gilydd ymysg aelodau'r panel, ac yn gyffredinol mae'r panel wedi gweithredu'n dda yn fy marn i. Rydym hefyd wedi cynnal dau banel brys dros y 12 mis diwethaf, a chafwyd presenoldeb da hefyd yn y cyfarfodydd hyn, a alwyd ar fyr rybudd. Mae pob aelod o'r panel wedi bod yn destun adolygiad blynyddol, a'r neges gyffredinol a gafwyd o'r adolygiadau hyn yw bod ansawdd gwaith ac adroddiadau'r panel wedi gwella. Cafwyd hefyd fod y Panel yn canolbwyntio i fwy o raddau ar Gymeradwyo a Pharu, fel bod y cyfarfodydd yn fyrrach. Mae nifer o aelodau'r panel wedi nodi'r angen am hyfforddiant mwy penodol, i'w galluogi i gyfrannu'n well i waith y panel. Mae'r sylwadau hyn yn cael eu hadolygu ar hyn o bryd, ac mae'n bosibl y darperir hyfforddiant i'r holl baneli yng Ngogledd Cymru.

Rydym wedi cynnal cyfarfodydd busnes lle'r oedd cyfle i ddarparu gwybodaeth am ddatblygiadau cyfredol yng Ngwasanaeth Mabwysiadu Gogledd Cymru, yn ogystal â darparu hyfforddiant mewn sgiliau Dadansoddi a diweddiadau ar ymchwil gyfreithiol gyfredol sy'n effeithio ar y gwasanaeth. Roedd nifer o aelodau'r Panel Mabwysiadu hefyd wedi cael cyfle i fynd i gynhadledd gyntaf y Gwasanaeth Mabwysiadu Cenedlaethol, lle'r oeddent yn gallu dysgu am y datblygiadau cenedlaethol, a'r goblygiadau i wasanaethau mwy lleol.

Mae un swydd wag ar y Panel ar hyn o bryd sydd wedi'i hysbysebu ac a fydd yn cael ei llenwi drwy gystadleuaeth agored. Rydym yn rhag-weld y bydd aelodaeth y panel yn gyflawn eto o fewn yr wythnosau nesaf.

I grynhoi, mae'r panel wedi gweithredu'n dda, ac mae pob un o aelodau'r panel hefyd wedi nodi nad oes unrhyw faterion neu bryderon penodol y mae angen rhoi sylw iddynt.

Emyr Owen – Cadeirydd y Panel

Sylwadau gan Gadeirydd Panel Mabwysiadu ar y Cyd Gwynedd ac Ynys Môn

Mae panel ar y cyd Gwynedd ac Ynys Môn wedi cael blwyddyn brysur a chynhyrchiol iawn fel y mae'r ystadegau'n dangos. Cafwyd newidiadau mewn personél yn ystod y cyfnod hwnnw ac mae aelod etholedig newydd a chynghorydd cyfreithiol wedi ymuno â ni. Roedd colli'r cynrychiolydd CAMHS yn destun gofid gan fod hyn yn bwysig o ran dangos ymateb a chyfrifoldeb corfforaethol. Mae hyn ynghyd â'r swydd wag flaenorol wedi ein gadael â dwy swydd wag. Rydym yn ddiolchgar i'n cyd-aelodau o baneli GMGC sydd wedi dod i'r adwy o dro i dro er mwyn sicrhau cworwm ac osgoi oedi. Rydym yn parhau i geisio ymdopi â cholli June, gweinyddwr y panel, ac mae gormod o amser ac egni cynghorydd yr asiantaeth yn mynd at dasgau gweinyddol gan gynnwys y gwaith o ddod o hyd i fan cyfarfod addas. Rydym yn ddyledus iawn i Heather a Glesni, yr ysgrifennydd cofnodion sydd, gyda'u parodrwydd arferol, yn hwyluso busnes y panel yn rheolaidd gan wneud gwaith y cadeirydd yn ddymunol a chadarnhaol.

Rydym yn ymdrechu i sefydlu perthynas â'r gweithwyr cymdeithasol sy'n cyflwyno achosion gan geisio sicrhau'r cydbwysedd priodol rhwng craffu a pharch proffesiynol. Rydym wedi canolbwyntio ar baru a recriwtio yn ein cyfarfodydd busnes. Rydym yn croesawu'r datblygiad o ddarparu hyfforddiant paratoi i aelodau'r teulu estynedig ac yn ystyried hyn yn ffordd ragorol o gryfhau'r cymorth i deuluoedd mabwysiadol. Rydym yn parhau i weithio gyda'n gilydd ar draws GMGC ac rydym wedi cychwyn ymgyrch recriwtio er mwyn llenwi swyddi gwag ar y panel a sefydlu'r Gofrestr Ganolog. Mae lansio'r Gwasanaeth Mabwysiadu Cenedlaethol wedi arwain at gydweithio agosach ledled Cymru ac rydym yn edrych ymlaen at Ddiwrnod Cyfnewidfa Mabwysiadu Cofrestr Mabwysiadu Cymru a gynhelir yng Nghyffordd Llandudno ar 19 Mai 2015.

Non Davies – Cadeirydd y Panel

Panel Mabwysiadu ar y Cyd Conwy a Sir Ddinbych

Sylwadau o Adroddiad Cadeirydd Panel Mabwysiadu ar y Cyd Conwy a Sir Ddinbych 2015

Ni chafwyd unrhyw newid yn aelodaeth panel Conwy/Sir Ddinbych. Penodwyd Penderfynydd Asiantaeth newydd yng Nghonwy ym Mawrth 2014.

Mae'r Panel ar y Cyd yn gweithredu'n dda iawn yn awr ac mae'r holl aelodau'n cydweithio fel tîm. Yn ystod yr adolygiadau blynyddol a gynhaliwyd yn Ebrill 2015, cafwyd sylwadau cadarnhaol iawn gan holl aelodau'r Panel am y cynnydd a gafwyd drwy gydol y flwyddyn.

Ceir amrywiaeth fawr o brofiad proffesiynol a phersonol ymysg aelodau'r Panel sy'n helpu i gyfoethogi trafodaethau a rhoi mwy o allu i'r grŵp graffu ar gynigion a gyflwynir iddynt a sicrhau bod yr asesiadau'n drwyadl, yn deg, yn agored ac yn dryloyw. Roedd yr holl aelodau'n gytûn bod y dogfennau a ddarperir yn parhau i wella a bod y rhan fwyaf o'r papurau'n dod i law yn brydlon yn awr fel bod amser i'w darllen cyn y cyfarfod.

Cafwyd adborth cadarnhaol ac adeiladol am berfformiad y Cadeirydd, Cynghorydd y Panel a'r Cynghorwyr Cyfreithiol a Meddygol. Mae'r cofnodion o safon uchel iawn ac yn rhoi crynodeb clir o'r rhesymau yr oedd y Panel wedi gwneud argymhelliad ac yn nodi unrhyw anghytundeb â'r argymhelliad ymysg aelodau, lle'r oedd yn briodol.

Presenoldeb yn 2014/15

Yn unol â gofynion data GMGC, mae presenoldeb yn cael ei gofnodi bellach ar sail y flwyddyn ariannol (Ebrill i Fawrth) yn hytrach na'r flwyddyn galendr. Cynhaliwyd 11 o gyfarfodydd y Panel rhwng Ebrill 2014 a Mawrth 2015 a dau Gyfarfod Busnes. Roedd presenoldeb holl aelodau'r Panel heblaw dau yn uwch na'r lefel ofynnol o 75% ar gyfer cyfarfodydd Panel a 50% ar gyfer Cyfarfodydd Busnes.

Roedd pedwar aelod panel wedi cyrraedd lefel o 100%; roedd tri wedi cyrraedd 91%. Roedd eraill wedi cyrraedd lefel uwch na'r 75% sy'n ofynnol ac eithrio un Aelod Etholedig nad oedd ond wedi bod yn bresennol mewn 55% o'r cyfarfodydd (oherwydd ymrwymadau teuluol a gwaith awdurdod lleol) ac un Aelod Annibynnol nad oedd ond wedi gallu bod yn bresennol yn nau gyfarfod cyntaf y flwyddyn oherwydd iechyd gwael. Bydd ei henw'n cael ei gynnwys yn Rhestr Ganolog yr Aelodau Annibynnol am mai ei dymuniad, ar ôl ymadfer ar ôl llawdriniaethau, yw parhau i gyfrannu i waith y Panel ac roedd ei phresenoldeb cyn ei salwch ar lefel o 100%.

Cafwyd cworwm yn holl gyfarfodydd Panel ar y Cyd Conwy / Sir Ddinbych ac nid oedd yn rhaid gohirio na chanslo unrhyw gyfarfodydd yn ystod y flwyddyn.

Sue Roberts (Cadeirydd)

Gweithgor y Paneli ar y Cyd

Mae gweithgor y Paneli ar y Cyd wedi ailmygynnull er mwyn ystyried y ddeddfwriaeth newydd ar y "Rhestr Ganolog" ac mae polisi newydd yn cael ei lunio ar hyn o bryd.

Mae rhestr fanwl o holl aelodau'r Paneli, eu cyfnod yn eu swydd a dyddiadau Arfarnu yn Atodiad 1.

Mae Aelodau'r Paneli'n ymwybodol o'r gofyniad i fynychu o leiaf 75% o gyfarfodydd y paneli. Dim ond dau aelod a oedd heb gydymffurfio â'r gofyniad hwn, un o ganlyniad i iechyd gwael a'r llall o ganlyniad i fater a fydd yn cael ei godi wrth arfarnu.

Roedd 12 Aelod Panel wedi dilyn yr hyfforddiant i Baneli ar 'Trosolwg ar themâu a phrosesau'n ymwneud â mabwysiadu'. Darparwyd hyfforddiant i aelodau o ddau banel ar y cyd ar Ddadansoddi Asesiadau'n Feirniadol; ac roedd 13 o aelodau'r paneli wedi bod yn bresennol yng Nghynhadledd y Gwasanaeth Mabwysiadu Cenedlaethol ar 24 Mawrth 2015.

Ymatebion i Holiaduron Sicrhau Ansawdd gan Aelodau Paneli ac o daflenni sylwadau aelodau paneli ar Weithgarwch Paneli:

Dosbarthwyd 33 o holiaduron, cafwyd 17 o ymatebion (8 Sir y Fflint/Wrecsam; 6 Conwy/Sir Ddinbych; 3 Gwynedd/Ynys Môn)

1. Derbyn dogfennau ar gyfer cyfarfodydd paneli'n brydlon - 58.82% wedi dweud 'bob amser', 41.18% wedi dweud 'gan amlaf'
"Nid oes synnwyr mewn anfon achosion o ddwy ffynhonnell wahanol"
"Mae hyn wedi gwella – mae papurau'n cyrraedd o leiaf 10 diwrnod cyn cyfarfod y Panel"
"Mae papurau wedi bod yn hwyr weithiau neu roedd yn rhaid cael papurau ychwanegol"
"Anaml iawn y ceir oedi"
"Mae'r tîm yn rhoi gwybod i ni os bydd set o bapurau'n cyrraedd yn hwyrach nag eraill"
2. Barn am ansawdd y dogfennau a gyflwynir i'r Panel mewn perthynas â'r gwasanaeth mabwysiadu 35% Rhagorol; 59% Da; 6% Boddhaol.
"Da iawn neu ragorol" *"Mae ceisiadau am ddogfennau ychwanegol yn cael eu hateb bob tro"*
"Mae llawer ohonynt yn rhagorol; weithiau nid ydynt yn ymdrin yn ddigonol â materion penodol"
"Ceir rhai cyflwyniadau rhagorol... mae diffyg dadansoddi yn rhai ohonynt".
"Mae'r gwaith papur wedi gwella at ei gilydd" *"Mae eu hansawdd yn parhau i wella"*
3. Teimlai 93.75% eu bod yn cael gwybodaeth briodol gan Gynghorwyr y Panel am eu cyfrifoldebau yn y broses benderfynu.
4. Barn am ansawdd y gofal a gynigir i Blant a Phobl Ifanc ar sail y dogfennau - 29.41% Rhagorol; 76.47% Da; 5.88% Boddhaol; 5.88 Anfoddhaol
"Weithiau mae CARA yn awgrymu oedi cyn i'r awdurdod lleol ymateb i deuluoedd niweidiol. Mae'r gofal ar ôl achos cyfreithiol cystal ag y gellir ei gynnig gan mwyaf"
"Da iawn at ei gilydd. Weithiau bydd yn ymddangos bod plant wedi aros yn hir cyn cael penderfyniad ar fabwysiadu neu eu bod wedi symud nifer o weithiau ond mae'r rhan fwyaf ohonynt yn cael gofal cyson gan yr un gofawlwr maeth a fydd yn eu symud ymlaen ar gyfer mabwysiadu".
"Os caiff achos ei drosglwyddo ychydig cyn y paru ar gyfer mabwysiadu, mae'n bosibl na fydd y gweithiwr cymdeithasol yn adnabod y plentyn yn dda"
5. Barn am wybodaeth a phrofiad y staff mabwysiadu y mae'n ofynnol iddynt ddod i gyfarfodydd y panel i'w helpu i ystyried ceisiadau, paru ac adolygiadau o fabwysiadwyr: 30% Rhagorol; 65% Da.
"Mae nifer ohonynt yn rhagorol a phrofiadol, weithiau bydd un yn 'foddhaol' yn unig"
"Mae'n amlwg bod lefelau profiad gwahanol ymysg staff"
6. Teimlai 100% eu bod yn gallu mynegi eu barn i'r tîm mabwysiadu am welliannau/datblygiadau yn y panel mabwysiadu a/neu'r gwasanaeth.
"Weithiau byddaf yn teimlo fy mod yn ymatal rhag mynegi barn gan fy mod yn teimlo nad oes croeso i farn annibynnol os yw'n ymddangos yn wahanol i'r hyn sy'n cael ei dderbyn"
7. O'r 12 sydd wedi dilyn hyfforddiant a ddarparwyd gan GMGC dros y flwyddyn ddiwethaf, teimlai 33% ei fod yn rhagorol a 66% ei fod yn dda.
"Mae'r cyfle i hyfforddi ar y cyd rhwng paneli wedi bod yn fuddiol iawn. Byddai'n bosibl cael hyfforddiant ar rai pynciau ar y cyd â Phaneli Maethu"

8. Sylwadau ar Daflenni Ansawdd Aelodau Paneli:

Adroddiadau cyn mabwysiadu –

Wedi'i ysgrifennu'n dda, digon o fewnbwn gan y cwpl

Wedi'i ysgrifennu'n dda iawn, dadansoddi a mewnbwn da

Adroddiad da, wedi'i ysgrifennu'n glir. Llawer o ddadansoddi

Adroddiad clir a da, tystiolaeth/dadansoddi da

6. Gweithgarwch Paneli Mabwysiadu

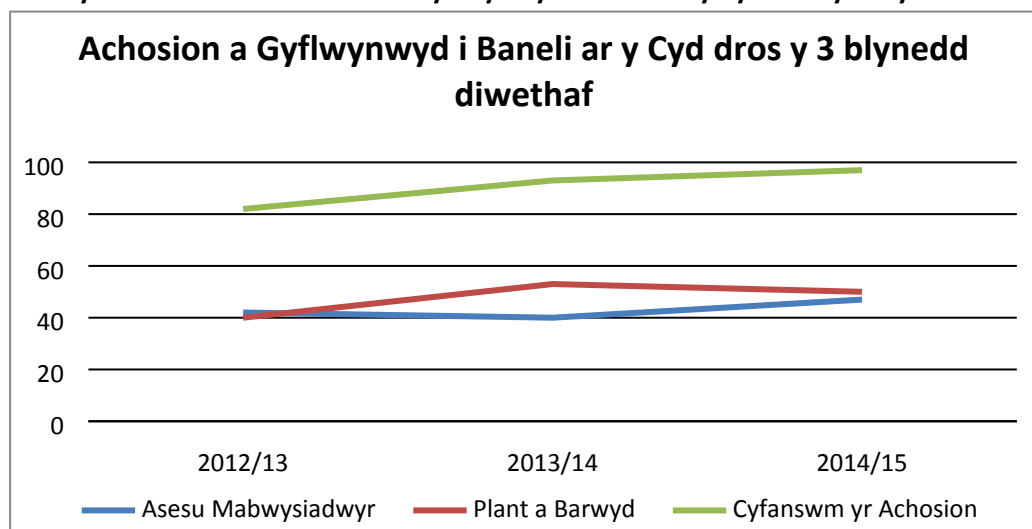
Mae pob Panel ar y Cyd yn cynllunio i gynnal panel misol ac mae'r holl ddyddiadau'n cael eu pennu ymlaen llaw. Lle'r oedd angen cynnal paneli ychwanegol yn ystod y 12 mis diwethaf, cysylltwyd ag aelodau i gael gwybod a oeddent ar gael. Nid yw hyn wedi peri anhawster yn y gorffennol gan fod aelodau paneli wedi bod yn barod iawn i helpu i sicrhau cworwm.

Gweithgarwch y Paneli, Ebrill 2014–Mawrth 2015

Paneli	Fflint/Wrecs	Conwy/Din	Gwyn/Môn	Cyfanswm
Asesiadau Mabwysiadu	19	17	11	47
Dylid eu Mabwysiadu	0	0	0	0
Paru (nifer y plant)	17 (23)	14 (15)	12 (12)	43 (50)
Gohirio	2	0	1	3
Datgofrestru	2	0	0	2
Cyfanswm	40	31	24	95

Cyflwynwyd cyfanswm o 95 o achosion i'r paneli mabwysiadu yn ystod y cyfnod hwn, gan gynnwys 47 o asesiadau mabwysiadu a pharwyd cyfanswm o 50 o blant. Cyfanswm y mabwysiadwyr a gymeradwywyd gan benderfynydd yr asiantaeth oedd 50.

Nifer yr Asesiadau a Phariadau a Gyflwynwyd i Baneli ar y Cyd dros y 3 blynedd diwethaf.



Mae'r graff yn dangos bod nifer yr achosion a gyflwynwyd i bob un o'r tri phanel ar y cyd wedi cynyddu'n raddol, bod nifer yr asesiadau wedi cynyddu (42:40:47) a bod gostyngiad bach yn nifer y plant a gyflwynwyd ar gyfer paru (40:53:50).

Nifer y Paneli ar y Cyd a gynhaliwyd yn ôl blwyddyn.

Paneli ar y Cyd	Sir y Fflint / Wrecsam			Conwy / Sir Ddinbych			Gwynedd / Ynys Môn		
	2012-2013	2013-2014	2014-2015	2012-2013	2013-2014	2014-2015	2012-2013	2013-2014	2014-2015
Nifer y paneli a		12	15	12	10	12	5	11	10

gynhaliwyd	15								
Nifer y paneli a ganslwyd oherwydd diffyg cworwm	0	0	0	0	0	0	0	0	0
Nifer y paneli a ganslwyd am resymau eraill	0	0	0	0	2	1	0	1	0

Ymatebion i Holiaduron Sicrhau Ansawdd gan fabwysiadwyr a ddaeth i baneli GMGC 2014-15

Detholiad o ymatebion gan fabwysiadwyr a ddaeth i gyfarfod o Banel (Darpar Fabwysiadwyr a Pharu):-

- *Nid yw cyn waethed â'r sôn! Cefais brofiad cadarnhaol iawn. Cadeiryddion rhagorol a phanel cyfeillgar iawn. Yr holiadur yn glir a syml*
- *Byddwn wedi rhoi sgôr o 10 ond roedd y profiad yn dreth ar y nerfau – am resymau amlwg – felly rwy'n rhoi 8*
- *Roeddem yn teimlo'n gysurus iawn gyda'r Panel Cymeradwyo a'r Panel Paru ac yn teimlo mor barod ag y gallem fod. Mae ein gweithiwr cymdeithasol wedi bod yn gefn mawr i ni ac yn dal i fod.*
- *Roedd y panel yn gyfeillgar a chroesawgar iawn. Yr unig adborth rwyf am ei roi yw bod gormod o bobl yn bresennol. Roedd yr ystafell yn eithaf bach hefyd ac mae'n bosibl mai hynny oedd yn creu'r teimlad bod gormod o bobl yno.*
- *Roeddem yn teimlo ein bod yn cael gwrandawriad. Roedd y cadeirydd wedi sicrhau ein bod yn cael gwybod am bopeth a oedd yn mynd ymlaen ac roedd yn ymddangos yn broffesiynol ac ystyriol iawn.*
- *At ei gilydd, roedd yn brofiad cadarnhaol iawn. Roedd y cadeirydd wedi ein gwneud yn gartrefol ar unwaith*
- *Byddai'n braf pe bai te a choffi ar gael. Ystafell breifat i ddisgwyl am benderfyniad y panel*
- *Roedd fy ngweithiwr cymdeithasol yn teimlo nad oedd ymatebion y panel cyn i mi ddod i'r ystafell yn gwbl broffesiynol. Roedd yn braf cymryd rhan.*
- *Roedd y panel yn rhedeg awr yn hwyr. Byddai wedi bod yn well pe bai'r cadeirydd wedi cadw at yr amserlen. Mae'n achosi digon o straen heb yr oedi. Roedd rhai o'r cwestiynau'n anffuddiol, er enghraifft, sut y byddech chi'n ymdopi pe byddai'ch plentyn yn sâl iawn. Byddai rhiant i blentyn biolegol yn ei chael yn anodd ateb y cwestiwn hwnnw mewn ffordd mor ddamcaniaethol a phenagored*

Rhai o'r materion a godwyd:

Mewn un ymateb, cyfeiriwyd at oedi yn ystod cyfarfod y panel am fod achosion wedi rhedeg yn hwyr. Yn anffodus, ni ellir rhag-weld amgylchiadau o'r fath bob amser ond mae amserlen yr agenda wedi'i newid.

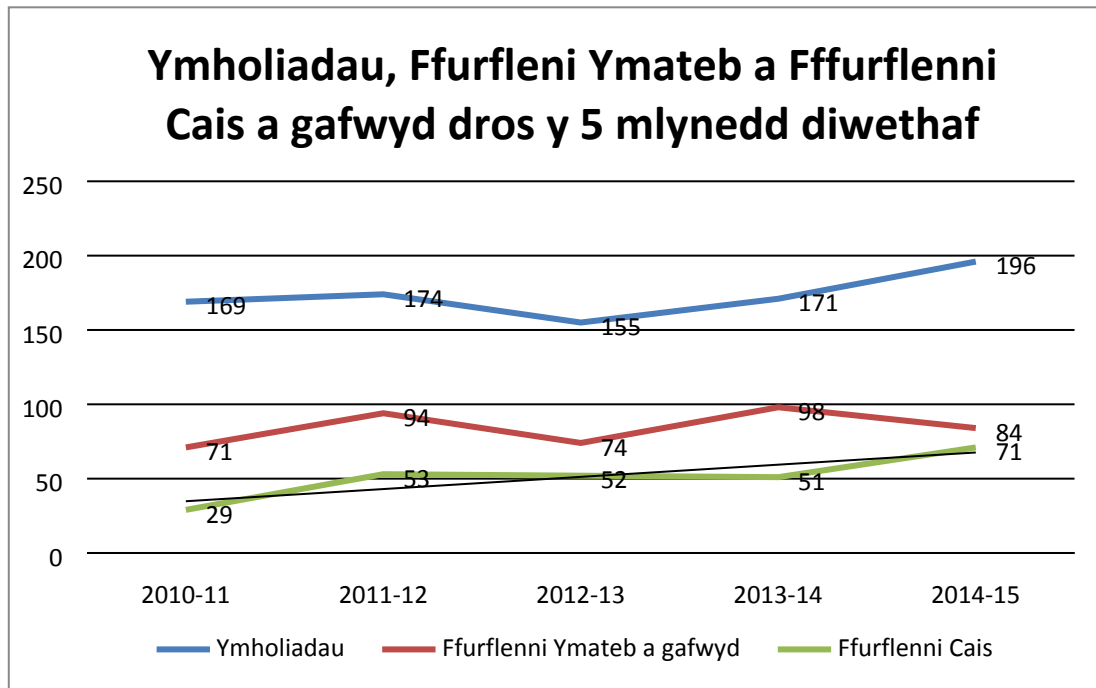
Roedd un ymatebydd wedi awgrymu darparu te a choffi i'r rhai sy'n bresennol. Yn anffodus, nid oes cyfleusterau ar gyfer darparu te a choffi mewn rhai o'r canolfannau.

7. Hysbysebu a Marchnata

Gweithgarwch gan y Swyddog Recriwtio ym mhob Awdurdod Lleol, Ebrill 2014– Mawrth 2015

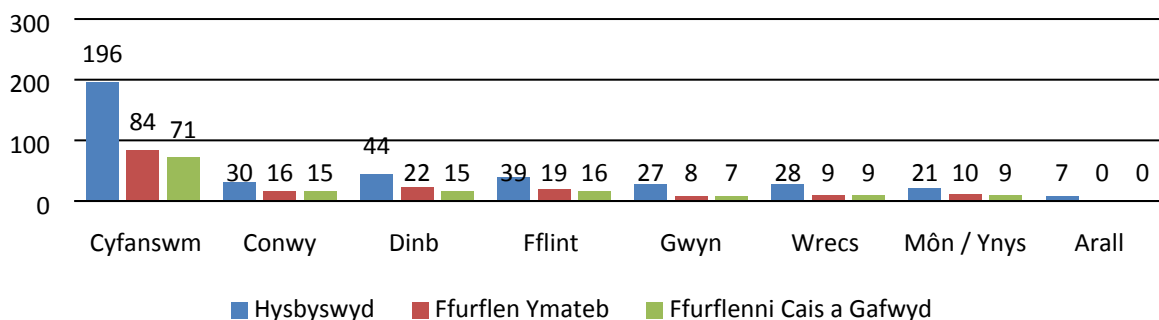
Awdurdod Lleol	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Arall/ONWAS	Cyfanswm
Ymholiadau	30	45	38	27	28	21	7	196
Ffurflenni Ymateb	16	22	17	8	9	10	2	84
Ymweliadau Cychwynnol a Gafwyd	15	15	15	7	9	9	1	71
Ffurflenni Cais a Dderbyniwyd	13	14	14	6	4	8	3	62

Ymholiadau, Ffurflenni Ymateb a Ffurflenni Cais a gafwyd dros y 5 mlynedd diwethaf



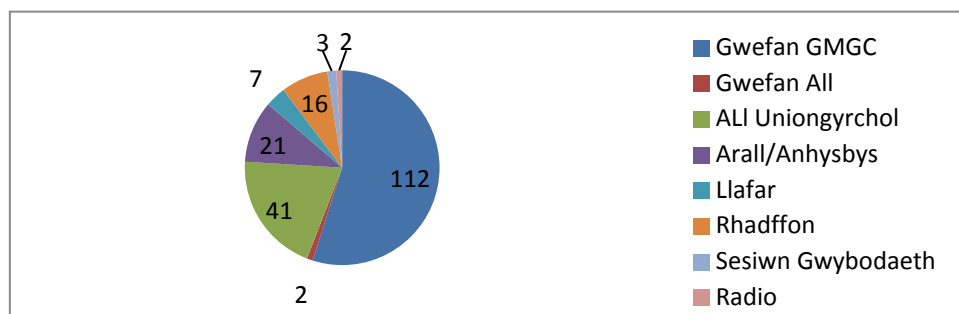
Cafodd GMGC y nifer mwyaf erioed o ymholiadau yn ystod y flwyddyn ariannol hon. Er bod nifer y ffurflenni ymateb wedi gostwng ychydig, mae nifer y ffurflenni cais hefyd yn fwy o lawer nag mewn blynyddoedd blaenorol.

Ymholiadau, Ffurflenni Ymateb a Ffurflenni Cais a gafwyd yn 2014-2015 ym mhob ardal Awdurdod Lleol



Cafwyd y nifer mwyaf o ymholiadau a ffurflenni ymateb yn ardal Sir Ddinbych (45:22:15) a'r ail fwyaf yn ardal Sir y Fflint. Mae nifer y ffurflenni cais a gafwyd ar ôl eu ceisio'n gyfartal rhwng Conwy, Sir Ddinbych a Sir y Fflint. Gellir defnyddio'r wybodaeth hon yn awr i lunio strategaethau recriwtio ar gyfer y dyfodol ar ôl canfod yr angen i dargedu ardaloedd penodol.

Ffynhonnell Marchnata ar gyfer yr holl ymholiadau rhwng Ebrill 2014 a Mawrth 2015



Cafwyd 55% o'r ymholiadau drwy wefan GMGC a hon yw prif ffynhonnell yr ymholiadau o hyd. Cafwyd 20% ychwanegol drwy wefannau'r awdurdodau lleol. Mae adran TG yr awdurdod cynnal a'n swyddog recriwtio wedi ymgymryd â gwaith sylweddol yn ystod y flwyddyn i ddiweddarau'r wefan. O ganlyniad i'r gwaith diweddarau, mae'r wefan yn ymddangos yn well, yn fwy cyfeillgar a rhyngweithiol ac mae ffrwd Twitter yn rhedeg ochr yn ochr â hi. Mae hefyd yn caniatáu i GMGC ddiweddarau gwybodaeth am ddigwyddiadau GMGC a'r Gwasanaeth Mabwysiadu Cenedlaethol yn ôl yr angen.

Gweithgarwch y Swyddog Recriwtio, Ebrill 2014 – Mawrth 2015

- Ymgymrodd â 5 noson 'Gadewch i Ni Ddechrau' a 71 o Ymweliadau Cychwynnol ledled Gogledd Cymru
- Diweddarau a datblygu gwefan GMGC/ sefydlu cyfrif Twitter
- Mynd i gynhadledd recriwtio HEART FM Capital FM a hysbysebu cyfarfodydd
- Rhoi cyfweiliad ar BBC Radio Cymru i godi ymwybyddiaeth o Wythnos Genedlaethol Mabwysiadu. Trefnodd i un o'n mabwysiadwyr gymryd rhan yn y cyfweiliad a rhannu ei brofiad o fabwysiadu.

- Cyfweiliad radio ar Calon FM i sôn am yr angen i ragor o Fabwysiadwyr a Gofalwyr Maeth Lesbiaidd, Hoyw, Deurywiol a Thrawsrywiol ddod ymlaen ac am ein digwyddiad yn ystod Wythnos Mabwysiadu a Maethu Pobl Lesbiaidd, Hoyw, Deurywiol a Thrawsrywiol.
- Aeth i gyfarfod lle'r oedd un o Ddirprwy Weinidogion Cymru yn bresennol ym Mae Colwyn

Stondinau gwybodaeth yn:

- Strafagansa'r Pasg (diwrnod hwyl i'r teulu) yng Ngresffordd, Wrecsam
- Cyfarfod Lesbiaidd, Hoyw, Deurywiol a Thrawsrywiol Heddlu Gogledd Cymru (ymbresenoli'n rheolaidd)
- Diwrnod hwyl i'r teulu yn Eglwys Gadeiriol Bangor
- Eisteddfod yr Urdd, y Bala
- Pont gyswllt Swyddfa'r Sir yn yr Wyddgrug am 1 wythnos
- Digwyddiad Balchder Gogledd Cymru
- Digwyddiad Balchder Gogledd Cymru ym Mangor
- Sioe Môn
- Siopau Tesco Wrecsam/ Porthmadog/Caergybi
- Mynd i Seminar BAAF ar Recriwtio Mabwysiadwyr yn Llundain
- Diwrnod Cyfnewidfa yng Nghaerdydd ar 7 Tachwedd

Gweithgareddau eraill:

- Rhannu posteri a phecynnau gwybodaeth – Meddygfeydd, milfeddygfeydd, Gwasanaethau Gwybodaeth i Deuluoedd, parciau gwledig, llyfrgelloedd, Gorsaf Awyrlu'r Fali.
- Cydgysylltu'n barhaus ag eglwysi yn Wrecsam i godi ymwybyddiaeth o fabwysiadu a maethu
- Bod yn bresennol yng nghyfarfod Panel Gwynedd ac Ynys Môn a chyflwyno gwybodaeth am recriwtio
- Paratoi ar gyfer Wythnos Mabwysiadu a Maethu Pobl Lesbiaidd, Hoyw, Deurywiol a Thrawsrywiol 2015 a chyflwyno gwybodaeth yn y digwyddiad yng Nghanolfan Catrin Finch, Prifysgol Glyndŵr.
- Archebu lle mewn digwyddiadau marchnata ar gyfer y flwyddyn ariannol nesaf: y digwyddiadau a archebwyd hyd yma yw Marchnad Babanod a Phlant ar 6 Mehefin, Diwrnod Hwyl i'r Teulu 20 Mehefin, Sioe Môn 11 a 12 Awst
- Trefnu manau cyfarfod, hysbysebu Wythnos Genedlaethol Mabwysiadu a chynnal naw sesiwn gwybodaeth.

Wythnos Genedlaethol Mabwysiadu

Daeth 12 o deuluoedd i'r nosweithiau gwybodaeth a drefnwyd ar gyfer Wythnos Genedlaethol Mabwysiadu ym mis Tachwedd. Cysylltodd chwe theulu ychwanegol â'r gwasanaeth drwy'r wefan yn ystod yr wythnos hon. Eleni canolbwyntiwyd ar ddenu mabwysiadwyr a fydd yn barod i ystyried mabwysiadu grwpiau o frodyr neu chwiorydd a phlant hŷn.

Cynhaliwyd sesiynau gwybodaeth yn yr ardaloedd canlynol:

Caergybi; Llangefni; Pwllheli; Bae Colwyn; y Fflint; yr Wyddgrug; Prestatyn; Wrecsam.

Nifer y Teuluoedd a Ddaeth i Sesiynau Gwybodaeth ledled Gogledd Cymru

CONWY	SIR DDINBYCH	SIR Y FFLINT	GWYNEDD	WRECSAM	YNYS MÔN	Cyfanswm
2	2	2	0	4	2	12

Hysbysebwyd y sesiynau gwybodaeth ar wefan GMGC, gwefannau awdurdodau lleol, gwefan BAAF, y radio, drwy Twitter a thudalennau Facebook rhai o'r awdurdodau lleol. Anfonwyd datganiad i'r wasg i'r Evening Leader gan swyddfa'r wasg Wrecsam. Trefnodd GMGC i un mabwysiadwr a'r swyddog recriwtio gymryd rhan mewn cyfweiliad radio Cymraeg. Cysylltodd ITV â GMGC wedyn a threfnu i gynnal cyfweiliad ychwanegol ar gyfer y rhaglen newyddion ond ni ddilynwyd hyn yn y cyfryngau.

Yn ogystal â hyn, darparodd GMGC dair astudiaeth achos i swyddfa'r wasg y Gwasanaeth Mabwysiadu Cenedlaethol a ddarparwyd i wahanol wasanaethau cyfryngol. Ar ôl hyn cyhoeddwyd cyfweiliadau â dau o fabwysiadwyr GMGC yn y Daily Post a Golwg.

8. Hyfforddi

Adroddiad ar Weithgarwch Hyfforddi GMGC, Ebrill 2014 – Mawrth 2015

Mis	Cwrs	Gwahodd	Cadarnhau	Presennol
Ebrill	Ffrindiau a pherthnasau'n cefnogi Mabwysiadwyr	40+	24	19
	Ymlyniad, Trawma a Niwrowyddoniaeth	30+	23	17
	Gadewch i ni ddechrau	22	22	22
Mai	Parents Protect	40+	19	14
	Paratoi i fabwysiadu (4 diwrnod)	30	18	12
Mehefin	Hyfforddi Paneli	30+	16	9
	Gadewch i ni ddechrau	17	9	9
Gorffennaf	Paratoi i fabwysiadu (4 diwrnod)	24	11	9
Awst	Anhwyldeira Sbectwm Alcohol Ffetws	100+	25	23
Medi	Gadewch i ni ddechrau	9	8	
	Ymlyniad, Trawma a Niwrowyddoniaeth	30+	20	16
	Ffrindiau a pherthnasau'n cefnogi Mabwysiadwyr	30+	20	16
	Parents Protect	30+	23	23
Hydref	Ymlyniad, Trawma a Niwrowyddoniaeth	30+	15	14
	Ffrindiau a pherthnasau'n cefnogi Mabwysiadwyr	40+	23	19
	Paratoi i fabwysiadu (4 diwrnod)	30	12	11
Tachwedd	Gadewch i ni ddechrau	11	11	11
	Cyflwyniad Emyr Owen 'Beyond PLO – Critical Thinking Analysis'	20	18	18
	Paratoi i fabwysiadu (4 diwrnod)	15	12	11
	Mabwysiadwyr yr Ail Dro	7	7	7
Rhagfyr	Aelodau Panel Gwynedd– proses cysylltu a pharu			16
	Gadewch i ni ddechrau	6	5	5
	Aduniad y Nadolig	50	21	15
Ionawr 2015	Ffrindiau a pherthnasau'n cefnogi Mabwysiadwyr	50	29	23
	Paratoi i fabwysiadu (4 diwrnod)	25	25	25
	Ymlyniad, Trawma a Niwrowyddoniaeth	30	22	13
	Parents Protect	30	14	11
Chwefror	Gadewch i ni ddechrau	14	14	14
March	Anhwyldeira Sbectwm Alcohol Ffetws	30	18	14
	Paratoi i fabwysiadu (4 diwrnod)	25	19	19
	Symud plant ymlaen at fabwysiadu	25	23	16
	Ar ôl y gorchymyn lleoli – cyflwyniad i Ynadon Wreccsam a Sir y Fflint	30	18	18

Mae 87 o fabwysiadwyr wedi dilyn hyfforddiant Cyn Cymeradwyo dros y flwyddyn ddiwethaf. Mae'n ymddangos bod y niferoedd yn y cyrsiau cyntaf yn is o lawer na'r rheini ar ddiwedd y flwyddyn. Gwahoddwyd yr un nifer o fabwysiadwyr i bob un o'r cyrsiau, ond roedd nifer sylweddol wedi dewis gohirio oherwydd gwyliau, y Nadolig ac ymrwymadau gwaith eraill fel bod mwy'n bresennol ym misoedd Ionawr a Mawrth 2015.

Er mwyn gwerthuso'r cyrsiau, gofynnwyd i'r mabwysiadwyr:

"I ba raddau yr oedd y cwrs yn cwrdd â'ch disgwiliadau neu anghenion ym mhob adran?"

Y sgorau cyfartalog ar gyfer yr holl adrannau ar ôl cynnal y chwe chwrs oedd: 87% Yn llwyr; 11% Da; 2% Gweddol

Roedd y rhan fwyaf o'r sylwadau'n ymwneud â'r un themâu:

"Hwn oedd un o'r cyrsiau gorau i mi fod ynddo erioed. Defnydd rhagorol o waith addysgu grŵp a myfyrio unigol. Roedd digon o gyfle i ofyn cwestiynau ac ymchwilio i faterion penodol".

"Da iawn. Gwybodaeth ragorol. Roeddwn yn gallu gofyn cwestiynau heb deimlo'n swil neu'n wirion. Cwrs dwys iawn ond roedd Denise wedi ein gwneud yn gartrefol a'n helpu ym mhob agwedd".

Ni chodwyd unrhyw faterion o bwys ac ni theimlwyd bod angen gwneud unrhyw argymhellion pellach ar gyfer newid.

Cafwyd derbyniad da hefyd i'r hyfforddiant i ffrindiau a pherthnasau a chafwyd sgorau tebyg:

"Rhagorol!! Credaf y dylai pob rhiant newydd gael ei baratoi drwy ddysgu sgiliau rhianta. Ffordd fuddiol iawn o dreulio dydd Sul".

Rhodddwyd sgorau uchel iawn ar gyfer yr holl gyrsiau eraill ac ni nodwyd unrhyw faterion o bwys.

Mae'r Swyddog Hyfforddi yn llunio, yn trefnu ac yn cyflwyno'r holl ddigwyddiadau hyfforddi uchod i fabwysiadwyr heblaw am Parents Protect sy'n cael ei ddarparu'n rhad ac am ddim gan Stop It Now Wales. Ar hyn o bryd mae'r Swyddog Hyfforddi yn datblygu rhaglen Rhianta y gellir ei darparu drwy fodiwlau i fabwysiadwyr cyn ac ar ôl lleoli plant.

9. Plant

Nifer y Plant a Atgyfeiriwyd /Parwyd/Lleolwyd/Mabwysiadwyd ym mhob Awdurdod Lleol, Ebrill 2014- Mawrth 2015

	Conwy	Dinb.	Fflint	Gwyn.	Wrecs.	Ynys Môn	Cyfan- swm
Nifer y plant a atgyfeiriwyd	8	6	8	7	10	5	44
Nifer y plant a barwyd yn y panel	8	7	9	10	14	2	50
Nifer y plant a leolwyd ar gyfer mabwysiadu	8	7	16	8	13	3	55
Nifer y plant a fabwysiadwyd	8	7	8	5	13	7	48

Lleoli Plant gydag asiantaethau eraill y tu allan i GMGC

O'r 55 o blant a leolwyd eleni, roedd wyth o blant (dau grŵp o ddau sibling a dau blentyn unigol) wedi'u lleoli gyda theuluoedd a oedd heb eu cymeradwyo gan GMGC. Roedd hyn yn cynnwys un plentyn o Sir Ddinbych yr oedd ei leoliad wedi methu wedyn (mae'r plentyn hwn wedi'i baru bellach ag un o deuluoedd GMGC); tri phlentyn o Sir y Fflint a grŵp o ddau sibling o Wrecsam.

Cafwyd pedwar hysbysiad oddi wrth asiantaethau eraill am blant a oedd wedi'u lleoli gyda mabwysiadwyr yng Ngogledd Cymru.

Nifer y Plant a Atgyfeiriwyd, a Dynnwyd yn Ôl a'r Rheswm dros eu Tynnu'n Ôl dros y 4 blynedd diwethaf

Blwyddyn	Cyfanswm a Atgyfeiriwyd	Cyfanswm a Dynnwyd yn Ôl	Rhesymau dros Dynnu'n Ôl				
			Gorchymyn Gwarcheidiaeth Arbennig	Gofal gan Berthynas	LTF	Dychwelyd at riant biolegol	Marw
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

Tynnwyd dau blentyn yn ôl: penderfynodd un fam beidio ag ildio ei baban ac roedd ail blentyn wedi symud i gael gofal gan berthynas.

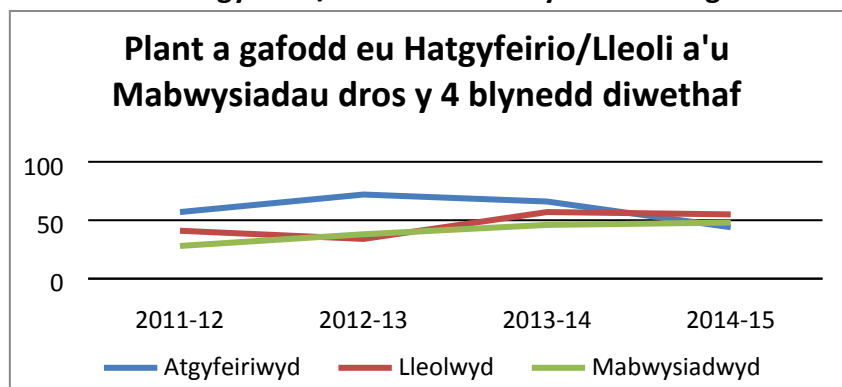
Sefyllfa Bresennol y Plant a Atgyfeiriwyd, Ebrill 2014 – Mawrth 2015

Blwyddyn	Cyfanswm	Sefyllfa Bresennol						
		Ar gael	Wedi'i baru neu ei gadw ar gyfer cysylltiad	Wedi'i leoli	Wedi'i fabwys-iadu	Yn aros am Orchymyn Lleoli	Wedi'i atal/Asiantaeth	Tynnu'n ôl
2014-15	44	5	20	13	1	2	1	2

O'r 44 o blant a atgyfeiriwyd i'r gwasanaeth eleni, dim ond pum plentyn a oedd heb gysylltiadau posibl wedi'u nodi ar eu cyfer. Roedd un plentyn heb fynd ymlaen i'w leoliad yn ystod y cyfnod cyflwyno ond mae wedi'i baru a'i leoli gyda theulu arall ers hynny. Yn ogystal â hyn, roedd naw plentyn yr oedd y gwasanaeth wedi'i hysbysu amdanynt cyn Ebrill 2014 a oedd yn parhau i aros am leoliad. Roedd y rhain yn bedwar grŵp o ddau sibling ac un plentyn unigol 7+ mlwydd oed.

O'r 14 o blant a oedd yn aros am bariadau ar ddiwedd y flwyddyn, darparwyd cysylltiadau posibl ar gyfer chwe phlentyn ychwanegol yn y ddau fis diwethaf.

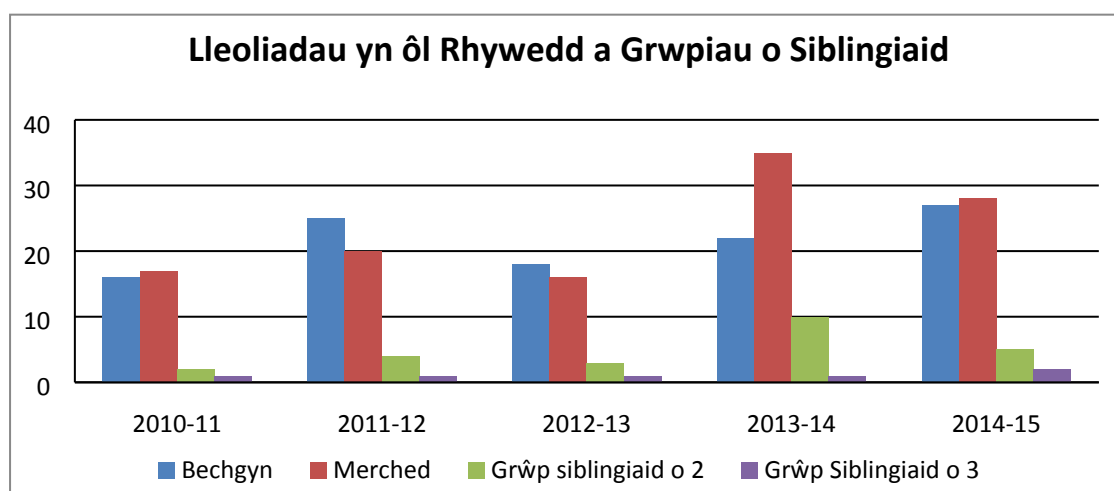
Nifer y Plant a Gafodd eu Hatgyfeirio/Lleoli a'u Mabwysiadu rhwng Ebrill 2011 a Mawrth 2015



Gwelwyd gostyngiad sylweddol (34%) yn y flwyddyn hon yn nifer y plant a atgyfeiriwyd i'r gwasanaeth. Mae nifer y plant a leolwyd wedi aros yn weddol sefydlog ac mae nifer y plant a fabwysiadwyd wedi codi ychydig at y nifer mwyaf a gofnodwyd o'i gymharu â blynyddoedd blaenorol.

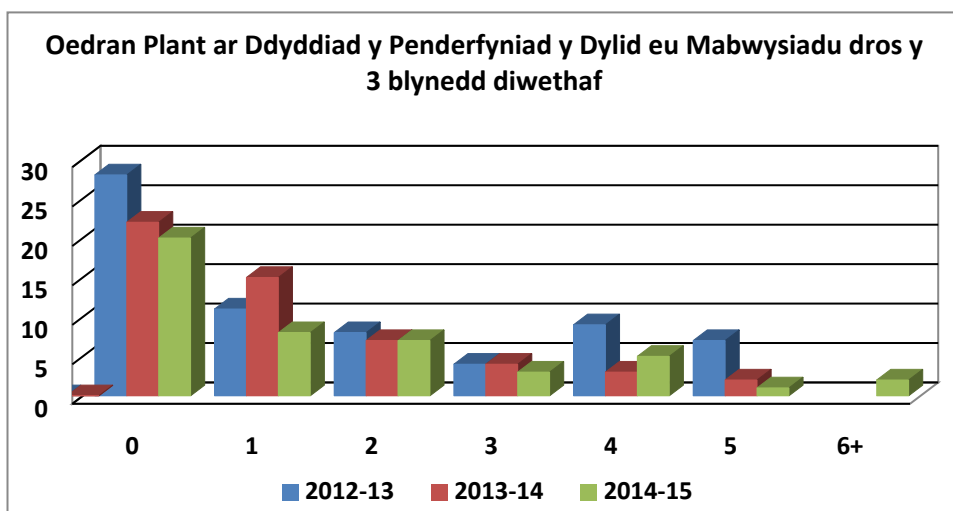
Cymharu Rhywedd y Plant a Leolwyd i'w Mabwysiadu

2010-11 lleolwyd 16 o fechgyn 17 o ferched (29)	(11 lleoliad y tu allan i GMGC)
2011-12 lleolwyd 25 o fechgyn 20 o ferched (45)	(4 lleoliad y tu allan i GMGC)
2012-13 lleolwyd 18 o fechgyn 16 o ferched (34)	(pob lleoliad o fewn GMGC)
2013-14 lleolwyd 22 o fechgyn 35 o ferched (57)	(2 leoliad unigol y tu allan i GMGC)
2014-15 lleolwyd 27 o fechgyn 28 o ferched (55)	(4 lleoliad (6 o blant) y tu allan i GMGC)



Cafodd GMGC 24 o atgyfeiriadau ar gyfer bechgyn a 20 o atgyfeiriadau ar gyfer merched yn y flwyddyn ariannol hon. Ar ôl y duedd a welwyd y flwyddyn ddiwethaf i ffafrio merched mewn ceisiadau, mae GMGC wedi annog mabwysiadwyr i roi llai o bwys ar bennu rhyw'r plentyn wrth ystyried eu dewisiadau o dan y meini prawf paru. Mae'r graff yn dangos bod mwy o gydbwysedd rhwng y rhywiau yn y lleoliadau yn ystod y flwyddyn ariannol hon.

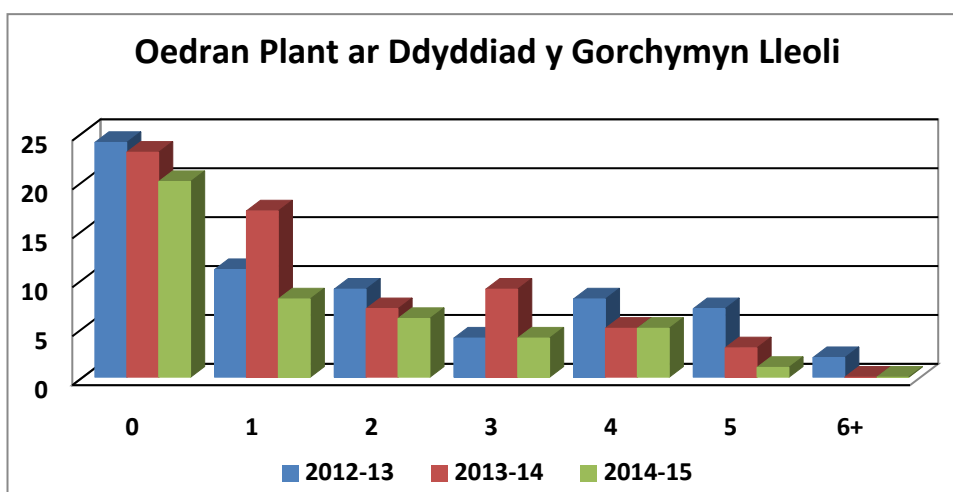
O'r 14 o blant a oedd yn aros am deuluoedd ar ddiwedd y flwyddyn, roedd 11 yn fechgyn, y rhan fwyaf ohonynt mewn grŵp o sibliogiaid ac nid oedd ond 3 o ferched.



Mae'r graff yn dangos bod nifer y plant a oedd rhwng 0-3 blwydd oed ar ddyddiad penderfyniad Penderfynydd yr Asiantaeth y dylid eu mabwysiadu wedi gostwng dros y tair blynedd diwethaf. Fodd bynnag, mae hyn yn ganran gymharol uchel o hyd (86%) o gyfanswm y plant. Mae ychydig yn is na'r flwyddyn ddiwethaf (90%) ac yn uwch nag yn 2012-13 (76%).

Mae'r graff isod yn dangos patrwm tebyg ar gyfer oedran plant ar ddyddiad y Gorchymyn Lleoli.

Oedran Plant ar Ddyddiad y Gorchymyn Lleoli dros y 3 blynedd diwethaf



Oedran Plant ar Ddyddiad y Gorchymyn Lleoli dros y 5 mlynedd diwethaf

Mae nifer y plant a leolwyd o dan ddwy oed wedi amrywio dros y 5 mlynedd diwethaf a rhagwelir y bydd hyn yn digwydd eto y flwyddyn nesaf oherwydd nifer y plant ifanc iawn a atgyfeiriwyd i'r gwasanaeth y flwyddyn hon. Mae'r graff yn dangos bod gostyngiad pendant yn nifer y plant o dan ddwy flwydd oed a leolwyd yn 2012-13 a'r flwyddyn ariannol hon. Mae'n bosibl bod hyn yn ganlyniad i oedi yn yr achosion llys yn y blynnyddoedd blaenorol yn ogystal â gostyngiad cyffredinol yn y niferoedd a atgyfeiriwyd.

Nifer y Plant a Fabwysiadwyd gan Gyn-Ofalwyr Maeth neu'r tu allan i Ranbarth GMGC

	2010-11	2011-12	2012-13	2013-14	2014-15
Nifer y plant a fabwysiadwyd	21	28	36	46	48

Nifer y plant a fabwysiadwyd gan gyn-ofalwyr maeth	0	1	1	2	4
Plant a leolwyd gyda mabwysiadwyr GMGC o Asiantaethau eraill	4	4	0	3	0
Plant a leolwyd y tu allan i ranbarth GMGC (pob un o'r mabwysiadwyr wedi'i gymeradwyo gan GMGC)	11	4	0	2	5

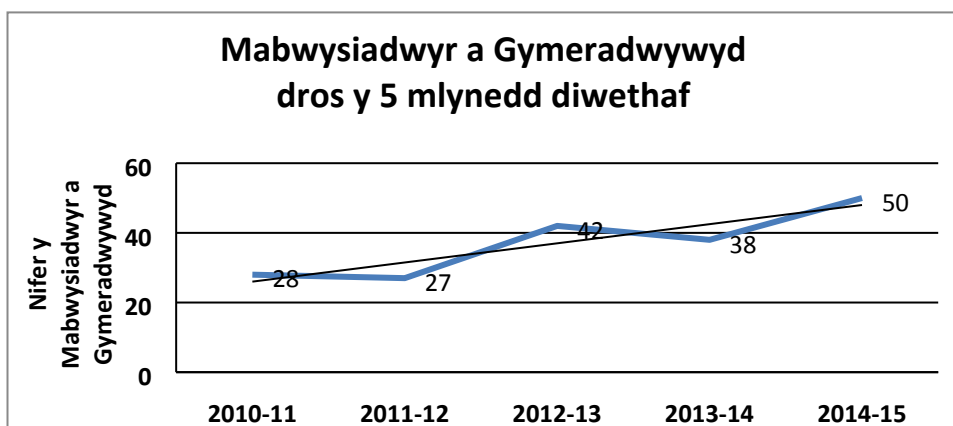
Mae pum gofalwr maeth ychwanegol yn cael eu hasesu fel mabwysiadwyr posibl i blant sydd eisoes wedi'u lleoli yn eu gofal. Mae angen ystyried a oes angen asesiadau PAR llawn ar gyfer y gofalwyr maeth hyn neu a ddylid annog neu gynghori'r gofalwyr maeth i gyflwyno eu cais eu hunain am orchymyn mabwysiadu os yw'r plentyn yn y lleoliad ers mwy na 12 mis, yn unol â deddfwriaeth. Mae gwahanol safbwyntiau wedi'u cyflwyno i GMGC gan wahanol gynghorwyr cyfreithiol ar draws y rhanbarth ac mae hyn yn arwain at anghysondeb i ofalwyr maeth mewn gwahanol asiantaethau ledled y rhanbarth.

10. Mabwysiadwyr

Awdurdod Lleol	Conwy	Din.	Fflint	Gwyn.	Wrecsam	Ynys Môn	Arall	Cyfan -swm
Ymholiadau	30	45	38	27	28	21	7	196
Ffurflenni Ymateb	16	22	17	8	9	10	2	84
Cynnal Ymweliadau Cychwynnol	15	15	15	7	9	9	1	71
Ffurflenni Cais	13	14	14	6	4	8	3	62
Cwblhau Asesiadau Mabwysiadu	9	8	13	6	7	4	5	47
Ymholiadau am Fabwysiadu ag Efen Dramor	0	1	0	0	0	0	0	0

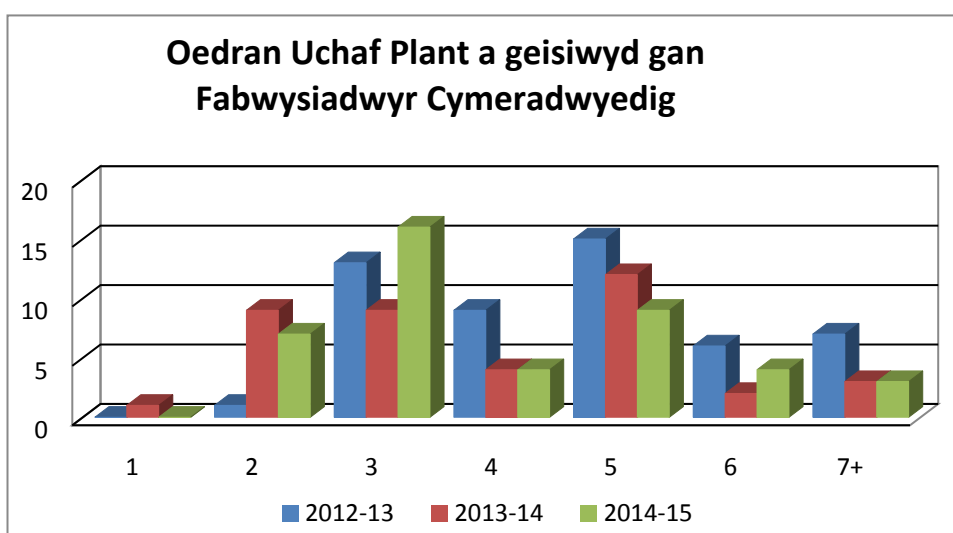
Roedd 42% o'r ymholiadau a gafwyd wedi arwain at gyflwyno Ffurflenni Ymateb. Mae hon yn gymhareb sylweddol a gallai awgrymu bod y sylw yn y cyfryngau i'r gwasanaeth mabwysiadu a'r Gwasanaeth Cenedlaethol wedi codi ymwybyddiaeth gan arwain pobl i wneud ymholiadau. Er gwaethaf y gostyngiad sylweddol rhwng nifer yr ymholiadau a nifer y ffurflenni ymateb, roedd y nifer o'r rhain a arweiniodd at hyfforddi a chyflwyno ffurflenni cais yn uwch nag mewn blynyddoedd blaenorol.

Mabwysiadwyr a Gymeradwywyd, Ebrill 2010 – Mawrth 2015

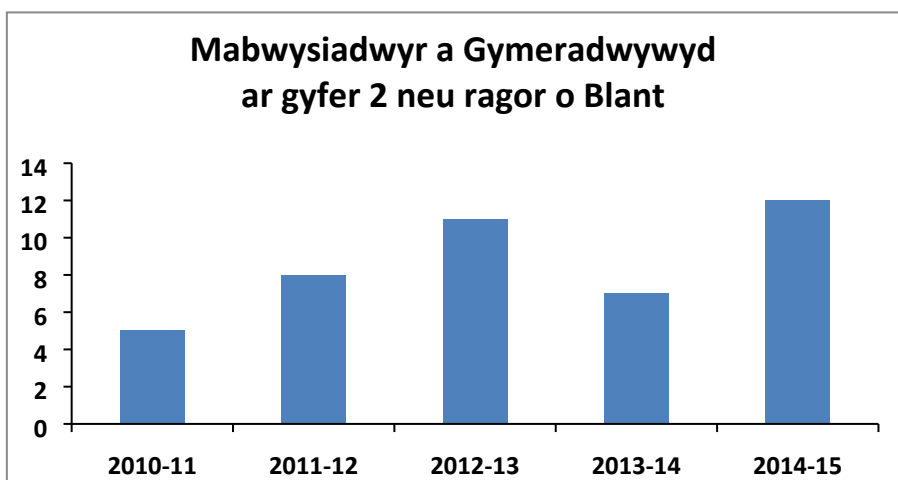


Cafwyd cynnydd o 32% yn nifer y mabwysiadwyr a gymeradwywyd yn y flwyddyn ariannol hon o'i chymharu â'r flwyddyn ddiwethaf.

Nifer y Lleoliadau a Gynigiwyd gan Fabwysiadwyr Cymeradwyedig yn ôl Oedran Uchaf y Plentyn dros y 3 blynedd diwethaf



Mae nifer y mabwysiadwyr a gymeradwywyd ar gyfer plant hyd at 3 + blwydd oed wedi cynyddu. Gwaetha'r modd, cafwyd gostyngiad yn nifer y mabwysiadwyr a gymeradwywyd ar gyfer plant sy'n hŷn na'r grŵp oedran hwn. Mae'r rhan fwyaf o fabwysiadwyr yn datgan ei bod yn well ganddynt gael lleoli plant cyn iddynt ddechrau mewn addysg amser llawn er mwyn cael mwy o amser gartref gyda'r plant i ddatblygu'r broses ymlyniad. Mae goblygiadau yn hynny i'r broses baru, yn enwedig os yw mabwysiadwyr yn cael eu cymeradwyo ar gyfer grŵp o siblingiaid a bod y plentyn hynaf mewn grŵp oedran hŷn.



Mae nifer o fabwysiadwyr yn amharod i ystyried grwpiau o sibliogiaid oherwydd cyfyngiadau ariannol ac, mewn rhai achosion, diffyg profiad o rianta o ystyried anghenion plant sydd yn y system gofal. Mae angen cynnig cynlluniau cymorth mabwysiadu cryfach er mwyn annog darpar fabwysiadwyr i ystyried mabwysiadu mwy nag un plentyn.

Ymatebion i Holiaduron Sicrhau Ansawdd gan Fabwysiadwyr y lleolwyd plentyn/plant gyda nhw dros y flwyddyn ddiwethaf.

Anfonwyd 33 o holiaduron, cafwyd 17 o ymatebion

1 – Dywedodd 59% fod yr ymateb a’r gwasanaeth a gafwyd gan Wasanaeth Mabwysiadu Gogledd Cymru wrth wneud yr ymholiad cyntaf yn dda iawn; dywedodd 35% ei fod yn dda a 5% ei fod yn weddol dda.

2 – Roedd 100% o’r farn bod y pecyn gwybodaeth a ddarparwyd a’r ymweliad cychwynnol wedyn yn dda iawn neu’n dda.

3 – Dywedodd 70.59% fod yr Hyfforddiant Cyn Cymeradwyo – Paratoi i Fabwysiadu yn dda iawn, dywedodd 24% ei fod yn dda a dywedodd 1 (5.88%) ei fod yn wael.

Sylwadau:-

“Roedd yn ymddangos yn amherthnasol i ni gan ein bod yn ofalwyr maeth”

“Roedd yr hyfforddwr yn dda ac yn drefnus iawn ac yn rhoi llawer o wybodaeth ond yn ei chyflwyno mewn ffordd syml a diddorol”

4 – O’r rheini a oedd wedi dilyn hyfforddiant mabwysiadu pellach, roedd 50% o’r farn ei fod yn dda iawn; 42.86% ei fod yn dda; 7.14% ei fod yn weddol dda.

Sylwadau:-

“Roedd yr hyfforddiant Safe Base ym Mawrth 2015 yn gymorth mawr”

“Rwyf wedi bod mewn amryw o ddiwrnodau hyfforddi ac roedd pob un yn llawn gwybodaeth”

“Hyfforddiant Cymorth gan y Teulu a Ffrindiau ac Anhwylderau Sbectrwm Alcohol Ffetws – y ddau’n dda iawn ac yn llawn gwybodaeth”

5 – Holwyd mabwysiadwyr am eu profiad o’r broses asesu a’u perthynas â’r gweithiwr cymdeithasol a oedd yn eu hasesu – roedd 13 o’r farn eu bod yn dda iawn, 2 yn dda; 1 yn weddol dda; 1 yn wael

Sylwadau:-

Roedd yn deg ond roedden ni’n teimlo braidd yn ansicr ac yn ei chael yn anodd iawn delio â rhai rhannau o’r broses, yn enwedig wrth ddelio â materion yn hanes perthnasau agos a oedd heb unrhyw gysylltiad â ni o gwbl ac wedi digwydd cyn i ni gael ein geni (priodas gyntaf a phlant rhiant). Roedd hyn yn creu rhwystredigaeth a gofid mawr a byddai wedi bod yn bosibl delio â hyn yn well. (Nid yw’r gweithiwr cymdeithasol sesiynol a gyflawnodd yr asesiad hwn yn cael cynnig gwaith asesu drwy GMGC bellach.)

“Roedd y gweithiwr cymdeithasol a’n hasesodd yn dda iawn. Dymunol a chyfeillgar iawn.”
“Ni ellid cael gweithiwr cymdeithasol gwell. Roedd yn gefnogol iawn ac mae’n parhau felly. Nid oes dim yn ormod o drafferth ac mae wedi gwneud y broses yn brofiad dymunol i ni”
“ Ni oedd y rhai cyntaf iddi eu hasesu ac roedd hi’n rhagorol, yn drwyadl, yn dymunol ac yn broffesiynol iawn ac yn gwneud y profiad yn un da iawn i ni”.
“Roedd yn ymddangos braidd yn hirwyntog gan ein bod yn ofalwyr maeth cymeradwyedig”
“Roedd yn hawdd iawn i mi ond roeddwn yn teimlo mai fi oedd yn gwneud y gwaith i gyd, heb gael fawr o gymorth gan y gweithiwr cymdeithasol.”
“Roedd y gweithiwr cymdeithasol (GMGC) yn rhagorol, roeddem yn teimlo ei bod yn gefnogol iawn i ni ac rydyn ni’n dal i deimlo hynny”.

6 – Beth oedd eich profiad o’r broses baru?

9 Da iawn; 6 Da; 2 Gweddol dda; 1 Gwael

Sylwadau:-

“Roedd ein gweithiwr cymdeithasol wedi newid hanner ffordd drwodd ac roedd hyn yn anodd. Mae’r gweithiwr cymdeithasol newydd wedi bod yn rhagorol drwy’r amser – byddwn yn dweud bod y profiad a gawsom gyda hi’n dda iawn a’i bod yn drueni nad oedd hi gyda ni drwy gydol y broses.”
“Roedd y broses wedi mynd yn ddistaw ond roedd yn gyflymach o lawer wrth baru.”
“Roedden ni wrth ein bodd â’r paru!”
“Roedden ni’n ei weld yn gyfnod hir rhwng cael ein holi’n gyntaf am bariad a chwrdd â gweithiwr cymdeithasol a swyddog darganfod teulu’r plentyn oherwydd gwyliau, ac rydyn ni’n deall hynny, ond mae’n golygu mwy o oedi wrth ddelio â phethau”.
 Rhai anawsterau ynghylch y pariad cyntaf ... *“Ar y llaw arall cawsom brofiad rhagorol yn y pariad terfynol â’n plentyn – roedd popeth wedi mynd yn dda.”*
 Rhai anawsterau am fod y cofnod CARA wedi dyddio, oedi dros gyfnod y Nadolig
“Roeddwn i’n cael bod gweithiwr cymdeithasol a swyddog darganfod teulu’r plentyn yn feirniadol ac anghyson”.
“I mi, hon oedd y rhan anoddaf – h.y. gwneud penderfyniad. Roeddwn yn ei chael yn anodd derbyn un plentyn heb wybod manylion plant eraill. Wrth edrych yn ôl, rwy’n gweld mai’r peth iawn oedd ymddiried yn swyddog darganfod teulu’r plentyn”

7 - Teimlai 88% eu bod yn cael digon o wybodaeth am y plentyn er mwyn gwneud penderfyniad gwybodus ynghylch a oeddent am fynd ymlaen â’r pariad.

Sylwadau:-

“Roedd y gofalwyr maeth yn gymorth mawr iawn wrth ateb ein holl gwestiynau”.
“Roedd yr holl gyfarfodydd yn gartrefol ac yn llawn gwybodaeth”.
“Gweddol dda. Doeddwn i ddim yn deall pam na allen ni weld fideo o’r plentyn ochr yn ochr â’r CARA”.
“Nid ar y CARA ond roedd adroddiad y gofalwyr maeth yn gymorth i lenwi’r bylchau”
“Teimlaf y dylai mabwysiadwyr gael amser i feddwl am bariad pan ydyn nhw’n cael gwybod am un”.

8 – Teimlai 88% eu bod yn cael cymorth priodol drwy gydol y broses cyflwyno

Sylwadau:-

“Roedd ein gweithiwr cymdeithasol hefyd yn sicrhau ein bod yn fodlon â’r ffordd yr oedd yr wythnos yn mynd. Roedd yn holi’n rheolaidd i sicrhau ein bod yn fodlon â’r holl drefniadau”.
“Roedd y gofalwyr maeth yn ein gwneud yn gartrefol iawn”
“Cawsom broblemau ynghylch Gofalwyr Maeth ond teimlem fod GMGC yn gefnogol pan godwyd cwestiynau”.

9 – Teimlai 83% fod hyd y broses cyflwyno a’r amserlen ar gyfer symud y plentyn i’r cartref yn briodol.

Dywedodd 17% nad oeddent.

Sylwadau:-

“Er bod y cyfnod cyflwyno’n fyr, roedd wedi gweithio’n dda iawn gan ein bod yn hollol gyfarwydd ag arferion ein merch erbyn diwedd yr wythnos. Roedd y gofalwyr maeth yn gwmni da iawn. Roedden nhw wedi gwneud i bob un ohonon ni deimlo’n gartrefol ac roedd yn amlwg eu bod yn dotio ar ein merch. Roedd yr ymlyniad da rhyngddyn nhw a’n merch wedi ein helpu ni i greu ymlyniadau tebyg. Ni allwn ddiolch digon iddyn nhw am bopeth a wnaethant drosti yn ei blwyddyn gyntaf”.

“Ie a nage. Roedd ein proses cyflwyno’n hir a byddai wedi gallu bod o leiaf wythnos yn fyrrach gan fod y plant yn barod i symud i mewn aton ni ac yn teimlo’n rhwystredig ac annifyr am nad oedden nhw’n gweld eu cartref newydd. Byddai wedi gallu bod ychydig yn fwy hyblyg er mwyn cwrdd ag anghenion ein plant”.

“Roedd yn iawn yn y diwedd ond byddai’r cyflwyniadau wedi bod yn well pe bydden nhw’n para pum wythnos. Roedden ni’n gyfyngedig gan fod y gofalwyr maeth yn mynd ar eu gwyliau, ond aeth popeth yn iawn i ni yn y diwedd”

“Rydyn ni’n teimlo y dylid ystyried opsiwn y gofalwyr maeth wrth benderfynu a yw’r plentyn/plant yn barod i fynd. Teimlwn y dylai ein plant fod wedi cael eu symud ychydig ddyddiau’n gynt gan eu bod yn barod”.

“Roedd y broses cyflwyno’n hir (mwy na 3 wythnos) gan fod fy mhentyn yn hŷn. Roedd yn anodd bod allan o’r tŷ yn ystod hanner cyntaf y broses. Teimlaf ei bod yn briodol gan mwyaf ond bod y Gofalwr Maeth yn pennu hyd y broses am ei fod yn ceisio arafu pethau”.

10 – Teimlai 94.12% eu bod wedi cael lefelau priodol o gymorth ar ôl lleoli plant.

Sylwadau:-

Roedd y Swyddog Adolygu Annibynnol, y gweithiwr cymdeithasol gofal plant a gweithiwr cymdeithasol GMGC “i gyd yn rhagorol o ran darparu cymorth a chynghor ar ôl lleoli. Cawsom bythefnos anodd iawn ar ddechrau’r lleoliad oherwydd salwch ac roedd y gweithiwr cymdeithasol gofal plant yn gefnogol iawn.” Roedd gweithiwr cymdeithasol GMGC “yn effeithiol iawn ac yn rhagorol o ran darparu gwybodaeth a chadw mewn cysylltiad heb ymyrryd”.

“Ni fyddwn wedi gallu ymdopi yn y diwrnodau a’r wythnosau cyntaf heb y cymorth a gefais”

11 – Teimlai 82% fod ymgynghori digonol wedi bod ynghylch trefniadau cyswllt.

Sylwadau:-

“Trefnwyd hyn ochr yn ochr â threfniadau cyswllt ein mab”

12 – Roedd 53% a oedd yn dilyn trefniadau cyswllt yn teimlo eu bod yn cael digon o wybodaeth a chymorth i gymryd rhan lawn yn y broses hon. Roedd 23% nad oeddent yn teimlo hynny a 24% nad oeddent wedi ymateb neu nad oeddent â chytundeb gweithredol ar y pryd.

Sylwadau:-

“Roeddwn i’n teimlo ein bod wedi cael ein gadael i ddelio â’n llythyrau cyntaf ar ein pen ein hunain a’r cyfan a wnes i oedd ysgrifennu’r hyn yr oeddwn i’n teimlo ei fod yn briodol. Nid oeddwn yn teimlo ein bod wedi cael unrhyw ganllawiau fel y cyfryw”. (Darperir pecyn gwybodaeth bob amser i fabwysiadwyr a rhieni biolegol gyda llythyrau enghreifftiol a chynigir cymorth drwy ymweld â’r cartref)

“Ddim eto ond ni fyddwn yn cael ein cysylltiad anuniongyrchol cyntaf tan fis Mehefin ac rydyn ni wedi trefnu i weld gweithiwr cymdeithasol a fydd yn ein helpu i roi trefn ar y wybodaeth gyswllt”.

13- Pa hyfforddiant/cymorth ychwanegol a fyddai’n fanteisiol i chi fel rhieni ac i’ch plentyn/plant? Sylwadau:

“Efallai ynghylch y ffordd o ddelio â’r ymdeimlad o gollu’r Gofalwyr Maeth, a oedd wedi chwarae rhan bwysig ym mywydau’r plant”

“Yn y dyfodol, hyfforddiant ar sut i ddweud wrth eich plentyn ei fod wedi’i fabwysiadu a’r posibilrwydd o gael rhwydwaith cymorth grŵp o blant eraill sydd wedi’u mabwysiadu os bydd arni angen hynny yn y dyfodol”.

“Efallai y byddai gwybodaeth fwy ymarferol am strategaethau rhianta wedi bod yn ddefnyddiol cyn lleoli. Ond gan ei fod yn ymwneud â phlentyn penodol, gallai fod yn anodd ei deilwra’n iawn”. Byddai

cael mwy o gyfle i rannu profiadau anodd pobl eraill yn y cyfnod cynefino yn gallu helpu darpar fabwysiadwyr hefyd.

14 – Roedd 65% o’r farn bod y gwasanaeth a gawsant gan Wasanaeth Mabwysiadu Gogledd Cymru yn dda iawn; 29% ei fod yn dda a dywedodd un unigolyn ei fod yn weddol dda.

Sylwadau:-

“Hoffem ddiolch i’r ddau weithiwr cymdeithasol am wireddu hyn i gyd. Ein hunig feirniadaeth o’r broses oedd bod oedi rhwng gwneud y Gorchymyn Lleoli a threfnu i gael gweithiwr cymdeithasol i asesu”. (Oherwydd pellter, roedd gweithiwr cymdeithasol o awdurdod lleol yn Lloegr wedi cynnal yr asesiad)

“Byddwn yn ei argymhell i unrhyw un sy’n ystyried mabwysiadu”.

“Cawsom ddau weithiwr cymdeithasol ac roeddent yn rhagorol. Heblaw am hynny, nid yw’r broses wedi bod yn brofiad da”.

15 – Roedd 18% wedi cymryd rhan mewn Grwpiau Cymorth Mabwysiadu a dywedodd 82% nad oeddent wedi cymryd rhan ynddynt.

16 – O’r 13 o ymatebwyr a ddywedodd nad oeddent wedi cymryd rhan mewn Grwpiau Cymorth, dywedodd 77% y byddai diddordeb ganddynt mewn cymryd rhan mewn grŵp cymorth yn eu hardal.

“Yn bersonol, hoffwn weld sefydlu grŵp cymorth ar gyfer rhieni â phlant sydd newydd gael eu lleoli. Mae’r wythnosau cyntaf yn anodd”

17 – Beth yw’ch barn am gael grŵp cymorth i blant a fabwysiadwyd?

“Byddai’n braf bod mewn cysylltiad â phobl eraill sydd wedi mabwysiadu plant yn yr ardal, a chael diwrnodau chwarae efallai”.

“Syniad diddorol – nid wyf yn sicr sut y byddai’n helpu ein plentyn, er ei bod wedi mwynhau cwrdd â phlant eraill sydd wedi’u mabwysiadu a rhannu hanesion. Rwy’n credu bod hynny’n ei helpu i sylweddoli bod mabwysiadu’n rhywbeth arferol”.

“Mae’n syniad da yn fy marn i”.

“Rwy’n credu bod hyn yn syniad rhagorol gan ein bod ni’n teimlo y gallen ni helpu eraill gan ein bod ni wedi cael profiad o lawer o bethau’n barod ac y gallai hyn fod o gymorth i fabwysiadwyr eraill.”

“Gallai fod yn fanteisiol i rai”

“Byddai’n beth da i blant dyfu gydag eraill sydd yn yr un sefyllfa”

“Byddai’n debygol o fod ar gyfer plentyn penodol ac nid wyf yn gwybod sut y byddai hyn yn helpu fy mhleintyn yn y dyfodol”

“Syniad ardderchog”

11. Amharu

Nifer yr amhariadau o’i gymharu â nifer y lleoliadau (lleoliadau GMGC)

	2010-11	2011-12	2012-13	2013-14	2014-15
Nifer yr amhariadau ar leoliadau	0	2 (3 plentyn)	1 (3 plentyn)	1 (2 blentyn)	1 (1 plentyn)
Nifer y plant a leolwyd yn yr un cyfnod	22	45	30	57	55

Cafwyd un amhariad a oedd yn effeithio ar un plentyn yn ystod y flwyddyn ariannol hon. Lleolwyd y plentyn gyda mabwysiadwyr o asiantaeth arall ac amharwyd ar y lleoliad ar ôl nifer o fisoedd. Mae cyfarfod i drafod yr amhariad i’w gynnal yn Ebrill 2015.

Mae polisi GMGC ar amharu wedi'i ddiweddarau ac fe'i cyflwynir i'r Bwrdd Partneriaeth ym mis Mai i'w gymeradwyo. Yn ogystal â hyn, bydd taflenni gwybodaeth ar gael i fabwysiadwyr a gweithwyr cymdeithasol sy'n delio ag amhariadau.

12. Hysbysiadau

Ni chafwyd unrhyw hysbysiadau yn ystod 2014-15

13. Gweithgarwch heblaw fel Asiantaeth

Gweithgarwch yng nghyswllt Partneriaid i Rieni, Ebrill 2014-Mawrth 2015

	Conwy	Din.	Fflint	Gwyn.	Wrecs.	Ynys Môn	Cyfanswm 2014-15	Cyfanswm 2013-14
Ymholiadau ynghylch Partner i Riant	4	8	11	8	15	3	49	59
Ymweliadau cychwynnol â Phartner i Riant	1	4	8	3	4	3	23	28
Gwiriadau o Bartner i Riant a gynhelir / sydd i'w dyrannu	-	2	-	2	4	-	8	7
Partner i Riant sy'n cael ei asesu ar hyn o bryd	-	1	3	2	-	2	8	5
Gorchmynion Mabwysiadu a roddwyd i Bartner i Riant	3	-	1	-	2	-	6	9

Ceir nifer sylweddol o ymholiadau o hyd ar gyfer mabwysiadu gan Bartner i Riant sy'n creu'r angen am gynnal ymweliadau cychwynnol a dilyn gwiriadau a thystlythyrau pan wneir cais i symud ymlaen. Nid yw nifer yr ymholiadau, asesiadau a gorchmynion mabwysiadu ar gyfer yr asesiadau hyn yn cael eu cynnwys mewn unrhyw ystadegau y mae Llywodraeth Cymru a'r Gwasanaeth Mabwysiadu Cenedlaethol newydd yn gofyn amdanynt er gwaethaf yr anawsterau sy'n codi a'r effaith ar adnoddau.

14. Gwybodaeth Reoli a Gwaith Datblygu

Wrth sefydlu'r Gwasanaeth Mabwysiadu Cenedlaethol i Gymru mae nifer mawr o ofynion am ddata newydd wedi'u cyflwyno ac mae GMGC wedi cofnodi a mewnbynnu'r data hyn ers dechrau Ebrill 2014. Cafwyd rhai anawsterau wrth goladu gwybodaeth benodol nad yw ar gael i GMGC yng nghronfa ddata CHARMS ac y mae angen iddi fod ar gael drwy dimau perfformiad a systemau TG yr awdurdodau lleol. Rhai o'r prif ddata y mae angen i awdurdodau lleol eu hystyried yw:

- Darparu Gwaith Cofnodi Profiadau Bywyd a gyflawnir gan weithwyr cymdeithasol gofal plant a gwybodaeth a ddarperir drwy'r ail adolygiad Mabwysiadu/Plentyn sy'n Derbyn Gofal.
- Cyfanswm yr achosion lle talwyd lwfansau mabwysiadu drwy'r awdurdod lleol
- Nifer yr atgyfeiriadau a oedd yn gofyn am gymorth ymarferol/therapiwtig sy'n ymwneud â mabwysiadu drwy dimau dyletswydd
- Nifer yr atgyfeiriadau ar gyfer cymorth ariannol a chymorth ymarferol sy'n gysylltiedig â mabwysiadu
- Nifer yr atgyfeiriadau a arweiniodd at gynnig gwasanaethau cymorth ar ôl asesu

Caiff gwybodaeth reoli ei choladu ar system CHARMS a darperir adroddiadau am y gwasanaeth bob chwarter blwyddyn i'r Bwrdd Asiantaeth a'r Paneli Mabwysiadu ar y Cyd. Mae hyn yn cynnwys agweddau ar yr holl weithgarwch a gyflawnir gan GMGC gan gynnwys recriwtio, asesu, hyfforddiant, paru, rhestrau aros, cymorth mabwysiadu, materion cyswllt, cyllid a chymorth a ddarperir drwy gontractau a phartneriaethau ag asiantaethau gwirfoddol.

15. Materion cyfreithiol /Gorchmynion Lleoli/Lleoli

Bydd deddfwriaeth newydd sydd i ddod i rym ar 1 Ebrill 2014 yn effeithio ar y gwasanaeth mabwysiadu yn y flwyddyn sydd i ddod. Rhagwelir y bydd y diwygiadau canlynol o gymorth i GMGC drwy roi mwy o hyblygrwydd wrth ddefnyddio paneli ar draws y rhanbarth:

Rheoliadau Asiantaethau Mabwysiadu (Cymru) (Diwygio) 2014:

A. Y rhestr ganolog

- (1) Yn ddarostyngedig i reoliad 5, rhaid i asiantaeth fabwysiadu gynnal rhestr o bersonau y mae'n ystyried eu bod yn addas i fod yn aelodau o banel mabwysiadu ("y rhestr ganolog"), gan gynnwys —
 - (a) un neu ragor o weithwyr cymdeithasol sydd ag o leiaf dair blynedd o brofiad ôl-gymhwyso perthnasol, a
 - (b) cynghorydd meddygol yr asiantaeth fabwysiadu (neu o leiaf un os oes mwy nag un cynghorydd meddygol wedi'i benodi).
- (2) Caiff person sydd wedi'i gynnwys ar y rhestr ganolog ar unrhyw adeg ofyn am i'w enw gael ei ddileu o'r rhestr ganolog drwy roi mis o hysbysiad ysgrifenedig.
- (3) Pan fo'r asiantaeth fabwysiadu o'r farn bod person sydd wedi'i gynnwys ar y rhestr ganolog yn anaddas neu'n analluog i barhau ar y rhestr caiff yr asiantaeth ddileu enw'r person hwnnw o'r rhestr drwy roi mis o hysbysiad ysgrifenedig iddo ynghyd â rhesymau.
- (4) Caiff unrhyw ddwy neu ragor o asiantaethau mabwysiadu gynnal ar y cyd restr o bersonau y maent yn ystyried eu bod yn addas i fod yn aelodau o banel mabwysiadu.

B. Ffurio'r panel mabwysiadu

- (1) Rhaid i asiantaeth fabwysiadu ffurfio un neu ragor o baneli mabwysiadu, yn ôl yr angen, i gyflawni swyddogaethau panel mabwysiadu o dan y Rheoliadau hyn a rhaid iddi benodi aelodau'r panel o blith y personau ar y rhestr ganolog gan gynnwys—
 - (3) Caiff unrhyw ddwy neu ragor o asiantaethau mabwysiadu ffurfio ar y cyd banel mabwysiadu ("panel mabwysiadu ar y cyd") ac yn yr achos hwnnw rhaid i'r asiantaethau gytuno rhyngddynt ar yr aelodau a benodir.

16. Cymorth Mabwysiadu

16.1 Cymorth Mabwysiadu Unigol

Cyflwynir atgyfeiriadau am Gymorth Mabwysiadu ar gyfer plant a fabwysiadwyd drwy Dimau Dyletswydd ac Asesu'r awdurdod lleol perthnasol er mwyn cael asesiad cychwynnol. Bydd yr achosion yn cael eu hatgyfeirio i'r gwasanaethau priodol neu eu dwyn i'w sylw. Oherwydd ceisiadau diweddar gan y Gwasanaeth Mabwysiadu Cenedlaethol am ddata ar yr atgyfeiriadau hyn bydd angen trafod y mater hwn yn y Bwrdd Partneriaeth a chyda gweithwyr TG proffesiynol i sicrhau bod modd coladu'r data gofynnol yn effeithiol gan yr awdurdodau lleol sydd yn y gydweithrediaeth yn y dyfodol.

16.2 Grwpiau Cymorth Mabwysiadu yng Ngogledd Cymru

Mae pedwar grŵp cymorth mabwysiadu ar gael yn rhanbarth Gogledd Cymru ac mae GMGC yn gobeithio datblygu'r adnodd hwn yn y flwyddyn ariannol nesaf ond mae ei allu i wneud hyn wedi'i gyfyngu oherwydd y terfyn ar yr adnoddau a chyllid sydd ar gael. Gan fod cymorth mabwysiadu'n faes y nodwyd bod angen ei ddatblygu, mae'r Gwasanaeth Mabwysiadu Cenedlaethol yn cynnal gweithgor i ystyried y materion hyn a'r gobaith yw y bydd hyn yn cael ei ddatblygu ledled Cymru i sicrhau tegwch o ran y cymorth sydd ar gael, yn enwedig drwy wasanaethau therapiwtig, ym mhob rhan o Gymru.

Grwpiau Cymorth GMGC yw:

- Grŵp Cymorth Mabwysiadu Wrecsam/Sir y Fflint sy'n cael ei redeg gan fabwysiadwyr
- Grŵp Cymorth Conwy sy'n cael ei redeg gan fabwysiadwyr.
- Grŵp Ti a Fi i blant cyn oedran ysgol a fabwysiadwyd sy'n cael ei drefnu gan staff GMGC yn Ynys Môn.
- Grŵp Cymorth sy'n dilyn y rhaglen rianta Safe Base sy'n cael ei rhedeg drwy After Adoption

16.3 Rhaglen Rianta – Safe Base

Mae GMGC yn parhau i weithio mewn partneriaeth ag After Adoption i ddarparu'r rhaglen Safe Base i fabwysiadwyr cymeradwyedig y lleolwyd plant gyda nhw.

Nifer y Mabwysiadwyr sydd wedi dilyn y rhaglenni Safe Base hyd yn hyn:

		Wedi'u Gwahodd	Yn Bresennol
2013-14	Medi 2013	13	8
	Ionawr 2014	13	8
2014-15	Gorffennaf 2014	8	7
	Mawrth 2015	18	10
Cyfanswm		52	33

Adborth gan Fabwysiadwyr sydd wedi dilyn y rhaglen Safe Base a ddarparwyd gan After Adoption:

Mae After Adoption wedi cynnal y rhaglenni canlynol:

- **4** rhaglen Safe Base wedi'u cwblhau;
- **2** Grŵp Cymorth i Rieni wedi'u cwblhau
- **79** o blant wedi'u hatgyfeirio

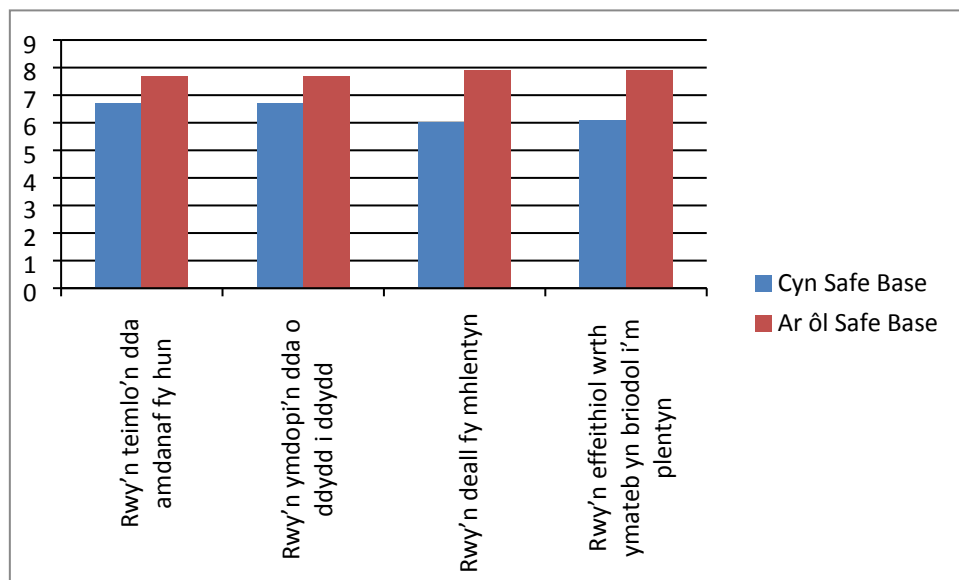
- 7 teulu y trefnwyd iddynt ddilyn rhaglen yn y dyfodol
- Mae 8 teulu wedi tynnu'n ôl
- Ar gyfartaledd, bydd 8 teulu a 14 o blant yn cymryd rhan ym mhob rhaglen
- Oedran cyfartalog y plant a gymerodd ran yn y rhaglenni oedd 6.5 blwydd

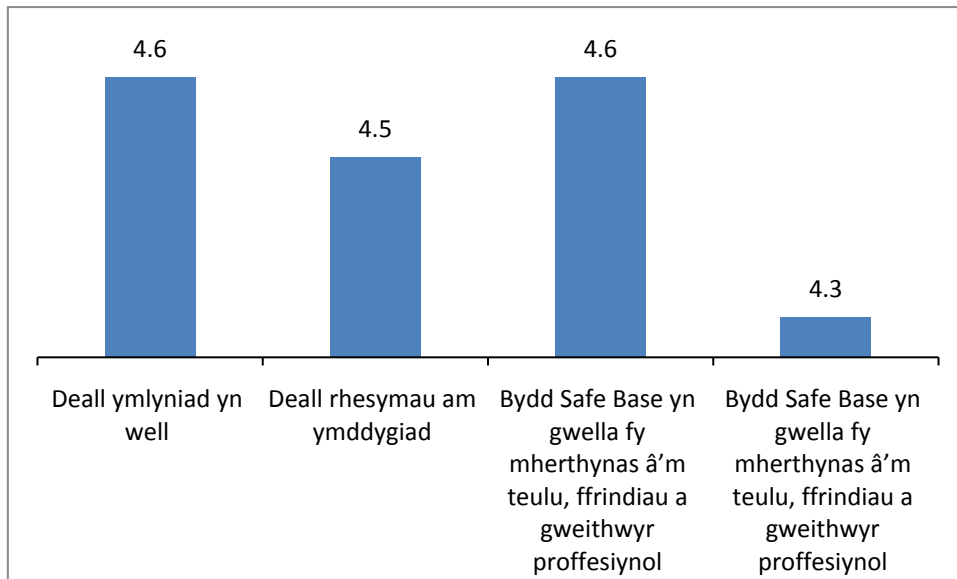
Adborth gan Fabwysiadwyr:

- Roedd 98% yn cytuno neu'n cytuno'n gryf â'r datganiad 'Rwyf yn fodlon ar ansawdd y rhaglen Safe Base'.
'Rhagorol'; 'Dull amlhaenog da iawn'; 'Llawlyfr da i'w ddefnyddio ar ôl y rhaglen'
- Roedd 98% yn cytuno neu'n cytuno'n gryf â'r datganiad 'Rwyf yn fodlon ar ansawdd hyfforddwyr Safe Base'.
'Roedd yr hyfforddwyr yn dda ac yn gyfeillgar iawn'; 'Rhagorol'; 'Proffesiynol iawn ac yn hawdd mynd atynt'
- Roedd 98% yn cytuno neu'n cytuno'n gryf â'r datganiad 'Byddwn yn argymhell Safe Base i rieni eraill sy'n mabwysiadu.'
'Rwy'n teimlo y dylai pawb sy'n mabwysiadu wneud hyn!'; 'Dylai fod yn orfodol'; 'Yn hollol'

Arolygon o Fodlonrwydd Rhieni:

Anghytuno'n Gryf – 0 1 2 3 4 5 – Cytuno'n Gryf





Mae'r adborth a roddwyd i After Adoption ar ôl y cyrsiau wedi bod yn gadarnhaol iawn ac yn dangos bod mabwysiadwyr yn teimlo'n fwy galluog i reoli ymddygiad eu plant. Y gobaith yw y bydd hyn yn cynnal lleoliadau ac yn atal amharu arnynt yn y dyfodol.

16.4 Cyswllt Uniongyrchol ac Anuniongyrchol – Cymorth i blant a fabwysiadwyd, teuluoedd biolegol a theuluoedd mabwysiadol.

Mae cyswllt uniongyrchol yn golygu cyswllt wyneb yn wyneb.

Mae gennym 623 o gytundebau cyswllt yn y system sy'n ymwneud â chysylltu uniongyrchol ac anuniongyrchol. Mae 523 o'r cytundebau hyn yn weithredol ar hyn o bryd. Gwnaethpwyd 91 o gytundebau newydd ychwanegol yn y 12 mis diwethaf. O'r cytundebau gweithredol, mae 102 yn ymwneud â chysylltu uniongyrchol. Gwnaethpwyd 23 o gytundebau ychwanegol ar gyfer cysylltu uniongyrchol yn y 12 mis diwethaf.

Mae pob cytundeb yn wahanol a gall gynnwys cysylltu uniongyrchol ac anuniongyrchol â pherthnasau biolegol, gofalwyr blaenorol neu gysylltu rhwng brodyr a chwiorydd sydd wedi'u lleoli i'w mabwysiadu ar wahân.

Mae GMGC yn gyfrifol am reoli pob un o'r 623 o gysylltiadau ond dim ond canran fach o'r sesiynau cysylltu uniongyrchol yr ydym yn ymwneud â nhw ar hyn o bryd. Ein prif rôl mewn perthynas â sesiynau cysylltu uniongyrchol yw trefnu a chydgyssylltu â'r partïon perthnasol. Mae nifer mawr o sesiynau cysylltu uniongyrchol yn cael eu trefnu rhwng mabwysiadwyr heb gynnwys GMGC. Er 2014 mae GMGC wedi goruchwylio tair sesiwn cysylltu uniongyrchol.

Rhwng 1 Ebrill 2014 a 31 Mawrth 2015 rydym wedi cael 59 o atgyfeiriadau newydd sy'n ymwneud â chysylltu. Yn ystod yr un cyfnod, rydym hefyd wedi cynnig cymorth i berthnasau biolegol a mabwysiadwyr, gan gynnwys 45 o ymweliadau Swyddfa a 18 o ymweliadau Cartref, gyda'r prif nod o gynnig cymorth a chefnogaeth i berthnasau biolegol i ysgrifennu llythyrau cysylltu.

	Conwy	Sir Ddinbych	Sir y Fflint	Gwynedd	Wrecsam	Ynys Môn	Cyfanswm
2012-13	71	78	35	33	53	24	294
2013-14	82	136	41	53	77	43	432
2014-15 yn weithredol ar hyn o bryd	102	152	45	61	107	56	523

16.5 Atgyfeiriadau Cofnodion Geni – Hawl i weld ffeiliau, Cwmsela a Gwasanaeth Canoli.

Mae GMGC wedi gwneud contract ag After Adoption i gyflawni'r gwaith hwn ac mae'r niferoedd a atgyfeiriwyd wedi bod yn weddol gyson dros y tair blynedd diwethaf. Rhagwelir y bydd y contract hwn yn parhau nes ceir newid yn y cynllun 3-5 mlynedd sy'n cael ei drafod ar hyn o bryd yng nghyfarfodydd y Bwrdd Partneriaeth ac ym mhenderfyniadau Llywodraeth Cymru ar y Gwasanaeth Mabwysiadu Cenedlaethol.

Atgyfeiriadau Cofnodion Geni a gafwyd ac a drosglwyddwyd i After Adoption 2014-15 ac yn y 2 flynedd blaenorol

	2014/15			2013/2014			2012/2013		
	Cwmsela Rhiant Biolegol	Adran 98 Cyn 75	Adran 98 Ar ôl 75	Cwmsela Rhiant Biolegol	Adran 98 Cyn 75	Adran 98 Ar ôl 75	Cwmsela Rhiant Biolegol	Adran 98 Cyn 75	Adran 98 Ar ôl 75
Ynys Môn	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
Sir Ddinbych	2	7	2	4	11	5	3	10	1
Sir y Fflint	1	16	4	2	11	5	2	13	5
Wrecsam	12	12	4	7	13	5	6	12	4
Arall	0	0	0	0	1	0	-	-	-
CYFANSWM	21	70	17	19	70	23	19	56	19
Cyfanswm yr Atgyfeiriadau	108			112			94		

Ymatebion i'r Holiadur Ansawdd Gofal ar achosion a gaewyd gan After Adoption ar ôl cwblhau gwaith:

O'r 22 o ymatebion a gafwyd:

- teimlai pawb eu bod wedi'u cyfarch yn briodol a'u hysbysu am drosglwyddo i After Adoption ar ôl cysylltu â GMGC i gael y gwasanaeth; cyfeiriwyd yn y sylwadau ychwanegol at egluro'r amserlen a bod yr holl staff yn gymwynasgar a chefnogol iawn.
- dywedodd 82% eu bod o'r farn bod y gwasanaeth yn rhagorol, dywedodd eraill ei fod yn dda iawn ac 1 ei fod yn weddol dda.

Rhai o'r sylwadau gan ddefnyddwyr y gwasanaeth:-

- Ni allaf feddwl am unrhyw ffordd i'w wella – roedd y gwasanaeth yn rhagorol. Roedd fy ngweithiwr achos yn rhagorol ac wedi fy helpu drwy gydol y broses
- Roedd pawb yr oeddwn wedi delio â nhw'n rhagorol

- Sensitif a chymwynasgar iawn
- Yn llawn cydymdeimlad, yn gyfeillgar ac yn broffesiynol iawn – rhagorol
- Ni allwn ddymuno am ddim gwell – gwybodus, cyfeillgar ac effeithlon
- Nid wyf yn credu bod dim i'w wella o ran Cyngor Wrecsam. Roedd After Adoption yn ardderchog. Roedd y ddau weithiwr yn rhagorol, yn gefnogol ac yn deall fy nheimpladau ar bob cam. Roedden nhw wedi mynd i'r drafferth o ffonio ar ôl 5 pm cyn i mi gwrdd â'm hanner brawd. Roedden nhw wedi cerdded yr ail filltir ac wedi fy helpu'n aruthrol. Byddaf yn fythol ddiolchgar am eu cefnogaeth.
- Ni allaf weld unrhyw ddiffygion yn y gwasanaeth
- Cyflymwch y broses

Nid oedd y person a ddywedodd fod y gwasanaeth yn weddol dda wedi gwneud unrhyw sylwadau.

Roedd y defnyddiwr gwasanaeth a gredai fod y gwasanaeth yn wael wedi awgrymu bod angen dyrannu gweithwyr cymdeithasol a oedd yn agosach i ardal Wrecsam. Bydd y mater hwn wedi'i godi gydag After Adoption yn ein cyfarfod chwarterol gan fod y contract yn cynnwys trefnu i weithwyr fod ar gael ledled Gogledd Cymru gan gynnwys rhai sy'n siarad Cymraeg.

17. Datblygu'r Gwasanaeth Mabwysiadu

Mae GMGC yn disgwyl canlyniadau'r gwaith gan yr is-grwpiau presennol sy'n derbyn cymorth gan y Gwasanaeth Mabwysiadu Cenedlaethol mewn cysylltiad â materion sy'n ymwneud â Pholisïau Cyffredin, Rheoli Perfformiad, Cymorth Mabwysiadu a'r Cyfryngau a Marchnata a allai effeithio ar y gwasanaeth a ddarperir ar hyn o bryd. Yn y cyfamser, bydd GMGC yn parhau i ddatblygu'r gwasanaeth fel y cytunwyd yn y Cynllun Gwasanaeth, y Cynllun Hyfforddi a'r Strategaeth Recriwtio sydd i'w cyflwyno i'r Bwrdd Partneriaeth ym mis Mai.

Ymhlith y datblygiadau a gafwyd yn ystod y flwyddyn ddiwethaf y mae systemau adrodd ar CHARMS er mwyn cael gafael yn fwy effeithlon ar ddata y mae'r Gwasanaeth Cenedlaethol yn gofyn amdanynt, diweddarau'r wefan a darparu hyfforddiant pellach. Mae dogfennau ar gael yn rhwyddach hefyd gan fod y rhan fwyaf ohonynt bellach ar gael yng nghronfa ddata ar-lein CHARMS. Mae hyn hefyd yn ffordd o sicrhau mai dim ond y dogfennau diweddaraf sydd ar gael i staff gan eu bod yn cael eu diweddarau'n rheolaidd.

Cymorth Mabwysiadu yw'r maes sy'n peri'r pryder mwyaf o hyd. Mae hyn yn galw am gyllid a datblygu a'r gobaith yw y bydd y Gwasanaeth Mabwysiadu Cenedlaethol yn cael effaith o ran darparu'r gwasanaethau hyn yn deg ledled Cymru.

Mae GMGC hefyd yn ceisio datblygu rhaglen rianta ar hyn o bryd er mwyn helpu mabwysiadwyr i ymdopi â'r heriau y bydd plant a fabwysiadwyd yn eu hwynebu'n aml.

18. Polisiâu a Threfnau

Mae nifer o bolisiau/trefnau GMGC wedi'u diweddarau ac fe'u cyflwynir i'r Bwrdd Partneriaeth ym mis Mai. Ymhlith y rhain y mae'r Polisi a Threfnau ar Amharu ar Leoliadau, Cymorth Ariannol i Fabwysiadwyr a Rhestr o Ffioedd.

Teimlir ei bod yn fwy priodol gohirio unrhyw newidiadau mewn polisiâu eraill nes bydd rhagor o wybodaeth ar gael gan is-grŵp Gwasanaeth Mabwysiadu Cenedlaethol Cymru ar Bolisiau Cyffredin.

19. AGGCC

Ni chynhaliwyd unrhyw arolygiadau o'r gwasanaethau mabwysiadu yng Ngogledd Cymru yn y flwyddyn ariannol ddiwethaf. Penderfynwyd hyn am fod y Gwasanaeth Mabwysiadu Cenedlaethol yn cael ei ddatblygu ac er mwyn i AGGCC ystyried dull diwygiedig o arolygu'r cydweithrediaethau rhanbarthol.

20. Ymgynghori

Mae'r holl adborth ar ansawdd y gwasanaethau a ddarperir gan GMGC yn cael ei goladu ar ôl ymgynghori drwy anfon holiaduron at y rhanddeiliaid canlynol:

- Aelodau staff (holiadur blynyddol)
- Gweithwyr Cymdeithasol Gofal Plant yr awdurdodau lleol
- Aelodau Paneli (holiadur blynyddol a thaflen sylwadau misol a ddarperir ar gyfer pob achos a gyflwynir i'r panel).
- Mabwysiadwyr sy'n dod i gyfarfodydd Paneli
- Mabwysiadwyr y lleolwyd plentyn gyda nhw o fewn y cyfnod dan sylw (Ebrill 2014 – Mawrth 2015).
- Y rhai sy'n dod i'r holl ddigwyddiadau hyfforddi a ddarperir gan GMGC (gweler yr adran ar Hyfforddi)
- Plant a fabwysiadwyd, rhieni a pherthnasau biolegol i blant a fabwysiadwyd sy'n defnyddio gwasanaethau After Adoption a ddarperir drwy gontract â GMGC.
- Cofnodwyd yr ymatebion yn yr adroddiad hwn.

Mae GMGC wedi cymryd rhan yn yr ymgynghoriadau canlynol ar:

- Ehangu Mynediad at Wasanaethau Canoli i Ddisgynyddion a Pherthnasau Pobl a Fabwysiadwyd
- Cyfarwyddiadau Deddf Mabwysiadu a Phlant 2002 (Trefniadau Mabwysiadu ar y Cyd) (Cymru) 2015
- Treialu fformat newydd y CAR/Atodiad B

21. Cwynion, Sylwadau a Chanmoliaeth

Cafwyd 2 gŵyn.

Cwyn 1 – Mae person annibynnol wedi ymchwilio i un gŵyn Cam 2 a gafwyd wedi i leoliad fetu yn y flwyddyn ariannol flaenorol. Ni chadarnhawyd y rhan fwyaf o'r naw o gwynion. Fodd bynnag, roedd 10 elfen wedi'u cadarnhau'n llawn neu'n rhannol. Roedd yr argymhellion yn cynnwys:

1. Bod mabwysiadwyr yn llofnodi un ffurflen benodol a roddir iddynt a bod GMGC yn dilyn atgyfeiriadau gan gyflogwyr er mwyn cadarnhau trefniadau ariannol ac absenoldeb o'r gwaith ar gyfer mabwysiadu cyn cynnal y paneli
2. Bod GMGC yn datblygu polisi sy'n pennu na fydd mabwysiadwyr yn cael eu hailystyried am gyfnod penodol ar ôl amharu ar leoliad;
3. Taflen wybodaeth i fabwysiadwyr;
4. Bod GMGC yn cynnig gweithiwr cymdeithasol sydd heb gysylltiad â'r achos i ddarparu cymorth; anfonir llythyr safonol ffurfiol sy'n egluro'r camau nesaf a'r cymorth sydd ar gael ac sy'n cynnwys enw'r gweithiwr cymdeithasol a fydd yn cynorthwyo.
5. Amserlenni i atal oedi mewn cyfarfodydd a chofnodion ar amharu.

Mae GMGC wedi delio â'r holl faterion hyn a bydd yn gofyn am gymeradwyo'r dogfennau mewn cyfarfod o'r Bwrdd Partneriaeth ym mis Mai 2015.

Cwyn 2 – Cafwyd cwyn a oedd yn ymwneud ag anawsterau mewn perthynas â chysylltu. Cafodd ei datrys wedi i'r rheolwr ymweld â'r cartref ac nid oedd angen cymryd camau pellach.

Canmoliaeth:

Mae GMGC wedi cael 12 o eiriau o ganmoliaeth benodol yn ystod y flwyddyn ddiwethaf. Nid yw hyn yn cynnwys canmoliaeth yn yr holiaduron neu yn yr adborth ar gyfer gwerthuso digwyddiadau hyfforddi.

Gan Fabwysiadwyr

- Diolch i chi am bopeth, rydych chi wedi bod yn ardderchog ac rydym yn gwerthfawrogi popeth rydych chi wedi'i wneud ar ein rhan
- Ar lawer ystyr mae ein gweithiwr cymdeithasol yn ein hadnabod yn well na ni'n hunain. Cyn dechrau'r broses mabwysiadu, roeddem wedi darllen yn aml pa mor anodd ag ymyrgar y gallai fod, ond nid dyna fu ein profiad o gwbl. Mae ein gweithiwr cymdeithasol wedi bod yn broffesiynol, gonest, gwybodus a sensitif bob amser. Ni fyddem wedi gallu gofyn am well gweithiwr cymdeithasol i'n helpu ar y daith hon. Rydym wedi teimlo bod parch mawr tuag atom gan Wasanaeth Mabwysiadu Gogledd Cymru.
- Byddai'r ddau ohonom yn hoffi diolch yn fawr i chi am eich arweiniad, cymorth a brwdfrydedd yn ystod yr hyfforddiant dros y pedwar diwrnod diwethaf. Hon yw'r daith bwysicaf yn ein bywyd ac, er ein bod yn gwybod bod ffordd hir o'n blaen, nid ydym erioed wedi teimlo mor barod, mor frwdfrydig a mor gyffrous, ac i chi mae'r diolch am hynny. Diolch yn fawr i chi.
- Diolch o waelod calon i chi am eich holl gymorth ac arweiniad dros y 15 mis diwethaf. Rydych chi wedi bod yn rhan bwysig o'n bywyd drwy gydol y broses hon ac ni fyddem wedi cyrraedd mor bell â hyn heddiw oni bai amdanoch chi.

- Diolch i chi am bopeth a wnaethoch i ddod â'n teulu at ei gilydd. Rydych chi'n gwneud gwaith arbennig iawn ac rydym yn gwerthfawrogi'r rhan rydych chi wedi'i chwarae yn ein bywyd.
- Diolch i chi am eich cymorth, cefnogaeth a dyfalbarhad! Rydym yn wir ddiolchgar.
- Diolch yn fawr am fod wrth law i'n helpu bob amser dros y ddwy flynedd diwethaf ac i GMGC am ein helpu i wireddu ein breuddwyd... rydym mor falch o fod yn rhieni i ddau blentyn hyfryd, mae ein teulu'n gyflawn bellach a byddwn yn gwerthfawrogi pob un diwrnod!

Gan Gydweithwyr Proffesiynol

- Hoffwn ddiolch i'r ddau ohonoch am y gwaith a'r gefnogaeth yr ydych chi wedi'u rhoi i mi wrth weithio ar ein hachos mabwysiadu diweddar. Gwerthfawrogwyd hyn yn fawr ac rwyf yn falch bod y canlyniad i'r plant wedi bod yn gadarnhaol (Gweithiwr Cymdeithasol Gofal Plant)
- Wedi cwrdd â'i deulu biolegol – diolch yn fawr i chi am yr holl gymorth yr ydych chi wedi'i roi i mi
- Rhagorol (barn Arweinydd Tîm Lleoliadau Plant am un o weithwyr cymdeithasol GMGC)

22. Adrodd ar Gynnydd i Uwch-reolwyr, Pwyllgorau Craffu ac Aelodau

Mae trefniadau llywodraethu ac adrodd GMGC wedi newid. Rhoddwyd y gorau i gynnal cyfarfodydd misol y Rheolwr Gweithredol a bydd adroddiadau GMGC a materion i'w trafod yn cael eu cyflwyno'n uniongyrchol i'r Bwrdd Partneriaeth bob chwarter. Mae aelodaeth y Bwrdd Partneriaeth wedi'i newid yn unol â'r ddeddfwriaeth newydd fel y nodwyd yn y cyflwyniad i'r adroddiad hwn.

Adroddir ar ddangosyddion perfformiad bob chwarter blwyddyn i Dîm Canolog y Gwasanaeth Mabwysiadu Cenedlaethol a darperir y wybodaeth hon i'r Grŵp Cynghorol a Bwrdd Llywodraethu'r Gwasanaeth Mabwysiadu Cenedlaethol.

23. Agenda ar gyfer Newid/Heriau'r Dyfodol

Ar ôl sefydlu'r Gwasanaeth Mabwysiadu Cenedlaethol, mae GMGC yn rhag-weld y bydd nifer o heriau yn y dyfodol wrth wneud newidiadau i ymgorffori unrhyw ddeddfwriaeth, polisiau a threfnau newydd. Fodd bynnag, mae'r heriau o ddydd i ddydd yn parhau fel a ganlyn:

- Cynyddu nifer y mabwysiadwyr a gymeradwyir a'u hannog yn benodol i ystyried mabwysiadu grwpiau o sibliogiaid, plant hŷn a phlant sydd ag anabledd.
- Gwella'r amserlenni ar gyfer mabwysiadwyr a phlant
- Darparu rhagor o gymorth mabwysiadu i'r holl fabwysiadwyr a fydd ar gael yn rhwyddach

24. Diwedd glo

Mae GMGC yn parhau i ddatblygu fel gwasanaeth. Fel y nodwyd yn yr adroddiad hwn, yn y flwyddyn hon y cafwyd y nifer mwyaf o ymholiadau a ffurflenni cais, a'r nifer mwyaf o blant a fabwysiadwyd a'u lleoli gyda gofalwyr maeth ers ei sefydlu yn 2010. Er bod yr elfen olaf yn anodd i'r timau maethu o ran yr adnoddau sydd ar gael iddynt, mae'n llesol i blant gan na fyddant yn gorfod newid lleoliad a phrofi mwy o golled ar eu taith at leoliad parhaol. Mae'r rhan fwyaf o blant Gogledd Cymru wedi'u

Ileoli gyda mabwysiadwyr GMGC fel y gall ein gweithwyr cymdeithasol barhau â'u cysylltiad a chynnig cymorth fel y bo angen.

Mae GMGC wedi canolbwyntio ar recriwtio mabwysiadwyr a fydd yn ystyried mabwysiadu grwpiau o sibliogiaid a chafwyd tystiolaeth bod hyn yn dwyn ffrwyth yn yr ymholiadau diweddaraf.

Mae nifer y plant a leolwyd wedi aros yn weddol sefydlog dros y ddwy flynedd diwethaf ac mae'n dod i ychydig mwy nag un plentyn ar gyfartaledd bob wythnos o'r flwyddyn. Mae nifer y plant a atgyfeiriwyd i'r gwasanaeth wedi gostwng tua 30% ond cafwyd cynnydd yn nifer y plant ifanc iawn a gaiff eu hatgyfeirio ar ôl penderfyniadau "y dylid eu mabwysiadu" gan Benderfynwyr yr Asiantaethau. Mae hyn yn bwysig gan ei fod yn awgrymu bod plant sydd mewn perygl yn cael eu hadnabod yn gynnar iawn ac mae mwy o gyfleoedd i ddod o hyd i deuluoedd mabwysiadol.

Mae'n glir bod cyfuno adnoddau rhwng yr awdurdodau wedi bod yn llwyddiannus ac mae ein cydweithwyr yn Ne Cymru bellach yn ffurfio eu cydweithrediaethau er mwyn creu'r Gwasanaeth Mabwysiadu Cenedlaethol. Edrychwn ymlaen at weld y manteision o hynny o ran mabwysiadu ledled Cymru.

Bydd yr adroddiad hwn yn ateb gofynion Rheoliad 22 ond gellir ei ddsbarthu hefyd i uwch-reolwyr, cabinetau, pwyllgorau craffu etc. Bydd pob awdurdod lleol yn penderfynu ar y ffordd o ddsbarthu'r adroddiad hwn yn ei ardal.

Dyddiad cwblhau: 15 Mai 2015.
Awdur: Mandy Humphries
Teitl: Rheolwr Mabwysiadu Gogledd Cymru






















ATODIAD 1

Aelodau a Chynghorwyr y Paneli Mabwysiadu ar y Cyd, Ebrill 2014 – Mawrth 2015

		Sir y Fflint /Wrecsam			Conwy/Sir Ddinbych			Gwynedd/Ynys Môn		
	Rôl ar y Panel	Enw	Dyddiad Gorffen	Arfarniad	Enw	Dyddiad Gorffen	Arfarniad	Enw	Dyddiad Gorffen	Arfarniad
1	Cadeirydd y Panel	Emyr Owen	24/02/19	04/03/15	Sue Roberts	26/01/2017	16/07/2014	Non Davies	20/12/17	I'w drefnu fis Mehefin 2015
2	Ymgynghorydd Meddygol	Dr Ewoud Bos	Amh.	14/11/14	Dr Sue Roberts	Amh.	17/04/2015	Dr Teyrnnon Powell	20/12/17	I'w drefnu fis Mehefin 2015
3	Ymgynghorydd Meddygol	Dr Anil Ninan	Amh.	14/11/14	Dr Lindsay Groves	Amh.	I'w gynnal 15/05/2015	Amh.	Amh.	I'w drefnu fis Mehefin 2015
4	Aelod Annibynnol	Paula Spencer	26/09/15	27/11/15	Kate Dyke	26/01/2017	17/04/2015	John Peake	20/12/17	I'w drefnu fis Mehefin 2015
5 Page 136	Aelod Annibynnol	Denise Nicholls	26/09/15	27/11/14	Gaynor Lanyon	26/01/2017	Salwch hirdymor	Robert A Jewell	20/09/18	I'w drefnu fis Mehefin 2015
	Aelod Annibynnol	Denise Preece	26/09/15	Ymddi-swyddodd	Rod Bowden	26/01/2017	17/04/2015	Dewi Rhys Jones	20/10/18	I'w drefnu fis Mehefin 2015
	Aelod Annibynnol	Linda Vickery	26/09/15	05/03/15	Jacqui Dôll	26/01/2017	I'w gynnal 10/7/2015	Trish Girling	20/12/17	I'w drefnu fis Mehefin 2015
8	Aelod Etholedig	Y Cyng Andy Dunbobbin	15/11/19	Panel 1af 01/15	Y Cyng Jeanette Chamberlain Jones	26/01/2017	17/04/2015	Y Cyng Jeffrey Evans	20/01/19	I'w drefnu fis Mehefin 2015
9	Aelod Etholedig	Y Cyng Lloyd Kenyon	26/09/15	26/11/14	Y Cyng Cheryl Carlisle	26/01/2017	17/04/2015	Y Cyng Mandy Williams-Davies	20/12/17	I'w drefnu fis Mehefin 2015
10	Gweithiwr Cymdeithasol	Hazel Reid	23/06/17	26/11/14	Sarah Halley	26/01/2017	17/04/2015	Sharron Williams-Carter	20/02/15	I'w drefnu fis Mehefin 2015
11	Gweithiwr Cymdeithasol	Helen Smith	27/10/18	14/11/14	Helen Fenner	20/02/2020	17/04/2015	Carolyn Jones	20/12/17	I'w drefnu fis Mehefin 2015
	Cynghorwyr Cyfreithiol	Glenda Jones (Wrecsam) Beth Evans (Sir y Fflint)			Wayne Cooper ; Ceri Williams (Conwy) Heidi Roberts ; Jane Griffiths (Sir Ddinbych)			Sara Lloyd Evans (Gwynedd) Rhys Hughes (Ynys Môn)		
	Cynghorydd i'r Panel	Mandy Humphries			Trish Welsh			Heather Pearson		
	Gweinyddwr	Sarah Picken			Wendy Roberts			Glesni Williams; June Owen (ymddiswyddodd)		

ATODIAD 2

Adroddiad ar Weithgarwch Hyfforddi GMGC, Ebrill 2014 – Mawrth 2015

Mis	Cwrs	Gwerthusiad
Mai 2014 Gor 2014 Hyd 2014 Tach 2014 Ion 2015 Maw 2015	Paratoi i fabwysiadu Cyrsgiau 4 Diwrnod	 Evaluation  evaluation  evaluation  Evaluation  Evaluation  Evaluation
Ebr 2014 Medi 2014 Hyd 2014 Ion 2015	Ffrindiau a pherthnasau'n cefnogi mabwysiadwyr	 evaluation  evaluation  Evaluation  evaluation
Ebr Meh Medi Tach Chwe Rhag	Gadewch i ni ddechrau	
Mai 2014 Ion 2015	Parents Protect	 evaluation
Meh 2014	Hyfforddi Paneli	 evaluation
Awst/Maw 2014	Anhwylderau Sbectwm Alcohol Ffetws	 evaluation  Evaluation
Ebr 2014 Medi 2014 Hyd 2014 Ion 2015	Ymlyniad, Trawma a Niwwrowyddoniaeth	 evaluation  evaluation  evaluation  Evaluation
Tach 2014	Cyflwyniad Emyr Owen 'Beyond PLO – Critical Thinking Analysis':- Cyflwynwyd i Baneli Mabwysiadu ac aelodau staff mewn cyfarfod tîm	
Tach 2014	Mabwysiadwyr yr Ail Dro	 Evaluation
Rhag 2014	Aduniad y Nadolig	 Evaluation
Maw 2014	Symud plant ymlaen at fabwysiadu	 Evaluation
Maw 2014	'Beyond the placement order' – cyflwyniad i Ynadon Sir y Fflint a Wrecsam	



SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	22 nd September, 2015
Report Subject	Quarter 1 Improvement Plan Monitoring Report
Portfolio Holder	Cabinet Member for Corporate Management
Report Author	Environment & Social Care Overview & Scrutiny Facilitator
Type of Report	Strategic

EXECUTIVE SUMMARY

The Improvement Plan 2015/16 was adopted by the Council in June 2015. This report presents the monitoring of progress for the first quarter of 2015/16 focusing on the areas of under performance relevant to the Social & Health Care Overview & Scrutiny Committee.

This report is an exception based report and therefore detail focuses on the areas of under-performance.

RECOMMENDATION

1	That the Committee consider the 2015/16 Quarter 1 Improvement Plan Monitoring Report, highlight concerns and feedback details of any challenge to the Corporate Resources Overview & Scrutiny Committee which is responsible for the overview and monitoring of performance.
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REPORT DETAILS

1.00	EXPLAINING THE IMPROVEMENT PLAN MONITORING REPORTS
1.01	The Improvement Plan monitoring report gives an explanation of the progress being made towards the delivery of the impacts set out in the 2015/16 Improvement Plan. The narrative is supported by performance indicators and/or milestones which evidence achievement. In addition, there is an assessment of the strategic risks and the level to which they are controlled.
1.02	The detailed sub-priority reports, shown at Appendix 1, are in a new format, which has been generated from the new performance management solution, CAMMS.
1.03	<p>CAMMS has been purchased to provide benefits which include:</p> <ul style="list-style-type: none"> • efficiencies by reducing duplication and data entry; • a single version of the truth; • improved visibility and accountability for performance and programme / project management objectives; including an audit trail; and • dynamic, exception based reporting with dashboards and standard reports.
1.04	During the process of setting the Improvement Plan into CAMMS, some changes were required/requested by officers. A log of all changes made can be found at Appendix 2.
1.05	<p>Analysis of performance against the Improvement Plan measures is undertaken using the RAG (Red, Amber and Green) status. This is defined as follows:-</p> <p><u>Performance</u></p> <ul style="list-style-type: none"> • RED – equates to a position of under-performance against target. • AMBER – equates to a mid-position where improvement may have been made but performance has missed the target. • GREEN – equates to a position of positive performance against target. <p><u>Outcome</u></p> <ul style="list-style-type: none"> • RED – equates to a forecast position of under-performance against target at year end. • AMBER – equates to a forecast mid-position where improvement may have been made but performance will miss target at year end. • GREEN – equates to a forecast position of positive performance against target at year end.
1.06	The high level (RED) risk area identified for the Social & Health Care Overview & Scrutiny Committee, is as follows:-

1.06.1	<p>Priority: Living Well (Safeguarding) <i>PI: The percentage of initial child protection conferences held within 15 days of the strategy meeting (SCC/014) - Target 95% - Actual 79.41%</i></p> <p>Due to unusually high numbers of requests for conferences during the quarter (more than double the usual volume), some of the conferences were unavoidably held outside the 15 day timescale to ensure due diligence. However, they were held at the first available appointment after the 15 days had elapsed.</p>
1.06.3	<p>Priority: Appropriate and Affordable Homes <i>PI: The average number of calendar days taken to deliver a Disabled Facilities Grant for Children (PSR/009a) - Target 316 days - Actual 660 days</i></p> <p>One highly complex case was completed during the quarter one which took a total of 660 days.</p>

2.00	RESOURCE IMPLICATIONS
2.01	There are no specific financial implications for this report; however the Council's Medium Term Financial Plan is aligned to resource the priorities of the Improvement Plan.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	The Chief Officer Team and the Performance Leads from across the Authority have contributed to help shape the new approach to reporting.

4.00	RISK MANAGEMENT
4.01	Progress against the risks identified in the Improvement Plan have been reported on for quarter 1 and the detail is included in the report at Appendix 1.

5.00	APPENDICES
5.01	Appendix 1 – Quarter 1 Improvement Plan Progress Report.
5.02	Appendix 2 – Log of changes to the Improvement Plan 2015/16.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p><u>Improvement Plan 2015/16</u></p> <p>http://www.flintshire.gov.uk/en/Resident/Council-and-Democracy/Improvement-Plan.aspx</p> <p>Contact Officer: Margaret Parry-Jones Environment & Social Care Overview & Scrutiny Facilitator</p> <p>Telephone: 01352 702427</p> <p>Email: ceri.shotton@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>Improvement Plan – the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.</p>
7.02	<p>CAMMS – is an integrated planning, risk management and programme/project management and reporting software. It was purchased in April 2015 and work to commence implementation began in Mat; focusing initially on the Council’s Improvement Plan and the Portfolio of Social Services. The link below provides further information about CAMMS.</p> <p>http://cammsgroup.com/</p>



Improvement Plan Progress Report for the Social & Health Care

Overview & Scrutiny Committee Quarter 1 2015/16

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Flintshire County Council





1 Housing

1.1 Improving the choice and quality of local housing

1.1.2 Modern, Efficient and Adapted Homes

PERFORMANCE INDICATORS



TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
PSR/009a The average number of calendar days taken to deliver a Disabled Facilities Grant for Children	Gavin Griffith - Housing Regeneration & Strategy Manager	N/A	316.00	660.00	 RED	This represents one highly complex case completed during the quarter 1.
PSR/009b the average number of calendar days taken to deliver a Disabled Facilities Grant for Adults	Gavin Griffith - Housing Regeneration & Strategy Manager	N/A	274.00	284.57	 AMBER	This represents 21 cases completed during Q1.

2 Living Well

2.1 Enabling more people to live independently and well at home

2.1.1 Independent Living

ACTIONS

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.1.1 Ensure Care Home Provision within Flintshire enables people to live well and have a good quality of life.	Lin Hawtin - Commissioning Manager	In Progress	01-Apr-2015	31-Mar-2016	80.00%		
<p>ACTION PROGRESS COMMENTS:</p> <p>Delivering the dementia awareness training programme to all care homes by September 2015 -We have delivered 5 initiatives through the dementia awareness programme:</p> <ul style="list-style-type: none"> • Voucher Scheme- commissioned activity session for EMI Independent Care Homes 3 sessions each in Art/Music/Exercise/ Happy Time Activities • Training for Care Staff- Commissioned and delivered training in Dance Circles/ Dementia Gardening with follow up sessions • Equipment loans and delivery support- Access to reminiscence pods and packs via the libraries with support to ensure creative use via 'Never Ending Story' • Memory Cafes- Access for Care home to attend Memory Cafes within the community to ensure community links are sustained <p>Evaluating the impact (including satisfaction levels) of the pilot project being undertaken with Age Concern 'Listening Friends' by March 2016 -The project will be delivered by Age Connects North East Wales using a pool of existing volunteers. Planning is complete and volunteers will receive training in September to complete their one-page profiles in conjunction with Helen Sanderson Associates. The project will commence in September and will pilot within 8 residential and nursing homes.</p> <p>Improving the quality of care through implementing pre-placement agreements for all care homes by May 2015 -Pre placement agreements have been sent to all care homes in Wales who have a Flintshire funded placement. The agreed start date was 1.6.15.</p> <p>We have received a challenge against the pre placement agreement from a home owner in Wrexham, following legal advice we have extended the date for return to 30.09.15 However approximately 80% of contracts have been returned signed</p> <p>Last Updated: 05-Aug-2015</p>							
ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.1.2 Support greater independence for individuals with	Susie Lunt - Integrated Services	In Progress	01-Apr-2015	31-Mar-2016	50.00%		

a frailty and / or disability.	Manager						
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ACTION PROGRESS COMMENTS:

The baseline for the existing access routes for obtaining information, advice and access to community services has been completed and there is recognition for the benefit of introducing a Single Point of Access for citizens and professionals alike. We are progressing our action plan in readiness for the implementation of the Single Point of Access and our duties under the Social Services and Wellbeing Act, as follows:

1. Adoption of outcome focused and person centred 'front door' approach to assessment.
2. Review of working practices to reflect the new approach and documentation.
3. Roll out of training and support programme to support staff to confidently offering information, advice and assistance.
4. Supporting the population of the new DEWIS Directory of Services (DoS).

The pilot of the night support service is underway and monitoring has taken place.

Last Updated: 07-Aug-2015



ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.1.3 Strengthen and enhance prevention and early intervention services for vulnerable children and families.	Vicky Allen - Safeguarding Services Manager	In Progress	01-Apr-2015	31-Mar-2016	30.00%		




ACTION PROGRESS COMMENTS:

Draft structure for Children's Services has been devised and is now subject to consultation with staff and managers. With regards to early intervention Team Around the Family has now moved into Children's Services and work is underway to integrate the team into the delivery of a spectrum of responses to children and families. The CSSIW inspection report is expected in early August and the recommendations from this will need to be factored into the restructure activity. At a corporate level an external consultant will be appointed to assist the authority in to undertake a specific piece of work to look at models of delivery and expenditure and the Children's Services restructure will be identified as the first priority.


Last Updated: 19-Aug-2015



PERFORMANCE INDICATORS

TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
SCAL/025 Percentage of Flintshire care homes using the One Page Profile as the foundation to person-centred practice	Lin Hawtin – Commissioning Manager	Nicki Kenealy – Contracts Team Manager	N/A	N/A		PI under review.
SCAL/023 - Percentage of referrals where support was maintained or reduced or no further support was	Christine Duffy – Localities Manager	Joanne Caffrey – Performance Officer	75.00%	78.54%		

required at the end of a period of reablement						
SCAL/027 Number of care homes which are a Service of Concern	Lin Hawtin – Commissioning Manager	Nicki Kenealy – Contracts Team Manager	3.00	3.00	 GREEN	Two nursing homes and one residential home are currently designated a 'service of concern', with actions plans being progressed through the Joint Inter-agency Monitoring Panel.
SCAL/028 Number of care homes in Escalating Concerns	Lin Hawtin – Commissioning Manager	Nicki Kenealy – Contracts Team Manager	2.00	2.00	 GREEN	Two nursing homes are currently in 'escalating concerns', with actions plans being progressed through the Joint Inter-agency Monitoring Panel.
FS/002 The percentage of service users who say that the advice and assistance received from the Family Information Service (FIS) enabled them to make an informed decision about childcare and family support	Gail Bennett – Early Intervention Services Manager	Peter Wynne – Information Services Manager	87.00%	100.00%	 GREEN	During Q1, 382 tailored packages of information were provided to customers. Of these, 100% were sent a customer survey form and 20 responses were received, of which 100% confirmed that they were able to make an informed decision about childcare and / or family support services from the advice and / or assistance received from the service.


RISKS

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICER	INITIAL RATING	CURRENT RATING	PROGRESS COMMENTS
Service users and carers do not take advantage of community and universal opportunities that would encourage greater independence.	Neil Ayling – Chief Officer, Social Services	Susie Lunt – Integrated Services Manager	 Amber Moderate (3)		<p>We continue to collect and use robust data to monitor and project service demand. Co-production of new services with the voluntary sector to meet future demands for early intervention has been completed. A new service specification with the voluntary sector is being developed, to go out to the market in Spring 2016.</p> <p>Training for practitioners and support staff to introduce new ways of working in line with the Act has been commissioned and is being rolled out over the next 6 to 9 months.</p>

The quality of care home services will not meet required standards.	Neil Ayling – Chief Officer, Social Services	Lin Hawtin – Commissioning Manager	 <p>Amber Moderate (3)</p>		Risk remains unchanged
Children and vulnerable families are not fully supported where multi-agency services and partners do not move toward an early intervention and prevention approach together.	Neil Ayling – Chief Officer, Social Services	Gail Bennett – Commissioning Manager	 <p>Green Insignificant (1)</p>		Not due for review until 31/03/15.

2.1.2 Integrated Community Social and Health Services


ACTIONS

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.2.1 Continue integrating community based health and social care teams to provide consistent service across localities.	Christine Duffy - Localities Manager	In Progress	01-Apr-2015	31-Mar-2016	33.00%	 RED	

ACTION PROGRESS COMMENTS:

Awaiting response from Health colleagues re-organisation of community services


Last Updated: 19-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.2.2 Ensure that effective services to support carers are in place as part of the integrated social and health services.	Lin Hawtin - Commissioning Manager	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 GREEN	

ACTION PROGRESS COMMENTS:

Review of the Carer's Strategy to redefine the priorities for the next 5 years by September 2015 - Consultation events with Voluntary organisations held March to July 2015 Wider consultation with all Flintshire Carers arranged for September 2015 Notification to Providers to end current contract and develop new contracts from April 2016.






Last Updated: 05-Aug-2015

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.1.2.3 Influence the use of Intermediate Care Funds to support effective discharge from hospital and ensure a smoother transition between Health and	Craig Macleod - Development & Resources Manager	In Progress	01-Apr-2015	31-Mar-2016	60.00%	 GREEN	

Social Care services.							
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ACTION PROGRESS COMMENTS:
 The ICF projects for Flintshire 2015/16 have been agreed and endorsed via the Integrated Services Board. This is a partnership group with Health, LA, Third Sector and Public Health in attendance. All projects are live with governance arrangements in place to assess and evaluate performance. A detailed quarterly performance report has been produced on the first quarter which include quantitative performance data as well as case studies.
 Last Updated: 18-Aug-2015

PERFORMANCE INDICATORS

TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
SCAL/030 Support people effectively through the use of 'step up and step down' beds	Craig Macleod – Development & Resources Manager	Jacque Slee – Performance Lead (Social Services)	90.00	29.00	 GREEN	29 people were supported through the use of step up or step down beds.
SCAL/026 The number of care homes Flintshire signed up to the Six Steps Success.	Lin Hawtin – Commissioning Manager	Nicki Kenealy – Contracts Team Manager	N/A	11.00		The programme was extended to residential homes and 14 homes signed up in April 2015. To date 11 homes remain on the programme.
SCA/018c - The percentage of identified carers of adult service users who were assessed or reassessed in their own right during the year who were provided with a service.	Lin Hawtin – Commissioning Manager	Joanne Caffrey – Performance Officer	82.00%	99.39%	 GREEN	
SCAL/029 Dementia Respect Empathy and Dignity (RED) project within GP surgeries	Lin Hawtin – Commissioning Manager	Luke Pickering-Jones – Planning Officer	50.00%	8.00%	 AMBER	2 GP surgeries signed up in Flintshire via the Alzheimer's Society.
SCA/001 – The rate of delayed transfers of care for social care reasons (per 1,000).	Christine Duffy - Localities Manager	Joanne Caffrey – Performance Officer	1.61	1.15	 GREEN	

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RISKS


RISK TITLE	LEAD OFFICER	SUPPORTING OFFICER	INITIAL RATING	CURRENT RATING	PROGRESS COMMENTS
<p>Funding between Health and the Council does not transfer smoothly, e.g. CHC, ICF, Primary Care</p>	<p>Neil Ayling – Chief Officer, Social Services</p>	<p>Craig Macleod – Development & Resources Manager</p>	<p> Moderate (3)</p>	<p> Moderate (3)</p>	<p>Joint regional discussions have taken place on how we ensure effective CHC working between Health and social care. Training has been undertaken in adult services and a working group has been established for children's services to ensure closer alignment and joint approaches. ICF funding has been agreed and all projects are operational with quarterly reporting schedules established.</p> <p>An indicative Primary Care Funding allocation has been given to BCUHB who have aligned funding at a high level with further detail to be developed. Dialogue and involvement of local authorities in this process has been limited but BCUHB have indicated a firm intention to ensure there is a shared approach going forward. This remains a risk area for FCC.</p>
<p>Service provision is not co-ordinated / integrated.</p>	<p>Neil Ayling – Chief Officer, Social Services</p>	<p>Craig Macleod – Development & Resources Manager</p>	<p> Moderate (3)</p>	<p> Moderate (3)</p>	<p>There is an established Integrated Services Board (ISB) which provides governance for integrated services between BCUHB and local authorities. The Memorandum of Understanding between the partners was refreshed in quarter 1 to underpin the work of the ISB and the associated commitment to integrated and co-ordinated service delivery. BCUHB are in the process of implementing their revised operating structure which has a greater focus on locality working and primary/community services. The structure is still being established and the strategic intention behind the new structure will need to translate into consistent organisational practice and approach. Integrated working through the Intermediate Care Fund (ICF) continues to be effective as well as working relationships between practitioners.</p>

2.2 Ensuring adults, young people and children are safeguarded

2.2.1 Safeguarding

ACTIONS

ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.2.1.1 Create a single Safeguarding Unit to manage safeguarding and protection processes for adults, young people and children.	Vicky Allen - Safeguarding Services Manager	Completed	01-Apr-2015	31-Mar-2016	100.00%	 GREEN	
ACTION PROGRESS COMMENTS: There is now an established Safeguarding Unit operational that covers both the adults and children's safeguarding processes and functions. The Unit is located in the Flint offices and has close contact with operational services in both Adults and Children's. Consideration is currently being given to the appointment of a dedicate Safeguarding Unit manager Last Updated: 05-Aug-2015							
ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.2.1.2 Prepare for the new and additional safeguarding requirements of the SSWB Act.	Vicky Allen - Safeguarding Services Manager	In Progress	01-Apr-2015	31-Mar-2016	20.00%	 GREEN	
ACTION PROGRESS COMMENTS: Thorough responses have been provided through the Welsh Government consultation process with regards to the proposed new legislation for safeguarding. The Flintshire and Wrexham Safeguarding Adults Delivery Group will hold a dedicated session to help prepare for the implications of the Act once the final Codes of Practice are published. Both the Regional Safeguarding Adults and Children's Boards have preparation for the Act as a key priority. The corporate safeguarding panel once established will have preparation for the Act as a primary priority. Last Updated: 19-Aug-2015							




ACTION	RESPONSIBLE PERSON	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
2.2.1.3 Strengthen arrangements within all Council portfolios to have clear responsibilities to address safeguarding.	Vicky Allen - Safeguarding Services Manager	In Progress	01-Apr-2015	31-Mar-2016	10.00%	 GREEN	

ACTION PROGRESS COMMENTS:

Named safeguarding leads have been identified by each Chief Officer and the first meeting of the Corporate Safeguarding Panel (expected in October 2015) will commence the establishment of these roles. A self-assessment will be completed against the recent Auditor General for Wales' 'Review of Corporate Safeguarding Arrangements in Welsh Councils' and presented to the appropriate Scrutiny Committee.

Last Updated: 19-Aug-2015

PERFORMANCE INDICATORS

TITLE	LEAD OFFICER	SUPPORTING OFFICER	PERIOD TARGET	PERIOD ACTUAL	PROGRESS RAG	PROGRESS COMMENTS
SCA/019 The percentage of adult protection referrals where the risk was managed.	Vicky Allen - Safeguarding Services Manager	Joanne Caffrey – Performance Officer	98.00%	100.00%	 GREEN	
SCC/014 – The percentage of initial child protection conferences held within 15 days of the strategy discussion.	Vicky Allen - Safeguarding Services Manager	Laura D'Arcy – Performance Officer	95.00%	79.41%	 RED	Due to the unusually high numbers of requests for conference in the quarter (more than double), some conferences were unavoidably held outside timescales to ensure quoracy, but were held on the first available appointment.
SCC/034 – The percentage of child protection reviews completed within timescales.	Vicky Allen - Safeguarding Services Manager	Laura D'Arcy – Performance Officer	98.00%	98.11%	 GREEN	

RISKS

RISK TITLE	LEAD OFFICER	SUPPORTING OFFICER	INITIAL RATING	CURRENT RATING	PROGRESS COMMENTS
Safeguarding arrangements do not meet the requirements of the SSWB Act.	Neil Ayling – Chief Officer, Social Services	Vicky Allen - Safeguarding Services Manager	<div style="background-color: yellow; text-align: center; padding: 2px;">Yellow</div> Minor (2)	<div style="background-color: yellow; text-align: center; padding: 2px;">Yellow</div> Minor (2)	Not due for review until 30/09/015.
Adults, young people and children are not sufficiently safeguarded.	Neil Ayling – Chief Officer, Social Services	Vicky Allen - Safeguarding Services Manager	<div style="background-color: yellow; text-align: center; padding: 2px;">Yellow</div> Minor (2)	<div style="background-color: yellow; text-align: center; padding: 2px;">Yellow</div> Minor (2)	Not due for review until 30/09/015.

Corrections / Amendments to Improvement Plan 2015/16 following Council approval**Improvement Plan:**

Page	Detail	Correction / Amendment
11	The impact for the Safeguarding sub-priority was missing: 'Ensuring adults, young people and children are safeguarded'.	Correction
11	The impact for the sub-priorities Business Sector Growth and Town and Rural Regeneration were incorrectly stated as 'Enabling more people to live independently and well at home' but should have read 'Creating jobs and growing the local economy'.	Correction
11	The impact for the sub-priority Transport Infrastructure and Services was incorrectly stated as 'Helping people to access employment, local services and facilities' but should have read 'Safely accessing employment, local services and facilities'.	Correction
11	The impact for the sub-priority Sustainable Development and Environmental Management was incorrectly stated as 'Developing and protecting the environment' but should have read 'Environmental development which maximises social and economic benefits'.	Correction
11	The impact for the sub-priority Developing Communities was incorrectly stated as 'Supporting communities to be resilient' but should have read 'Supporting communities to become more resilient'.	Correction
11	The impact for the sub-priority Improving Resource Management was incorrectly stated as 'Supporting front line services to perform well whilst being efficient' but should have read 'Front line services are efficiently and effectively supported'.	Correction
12	Sub-priority: Appropriate and Affordable Housing A measure to increase the number of gifted new homes using the Community Infrastructure Levy (CIL) was included under activity 2 (stimulate the growth of affordable housing). This has been amended as the CIL cannot be introduced until the LDP is adopted and this is approximately 3 years away. The measure has been changed to 'Increasing the numbers of gifted new homes using Section 106 Planning Agreement'.	Amendment
14	Sub-priority: Independent Living A measure to monitor care home inspection reports under the activity 'Ensure Care Home Provision within Flintshire enables people to live well and have a good quality of life', has been amended to reflect the monitoring of care homes, which will be undertaken through existing	Amendment

	contract monitoring arrangements.	
14	Sub-priority: Independent Living The milestone to evaluate the impact of the pilot project being undertaken with Age Concern 'Listening Voices' should have read 'Listening Friends'.	Correction
15	Sub-priority: Integrated Community Social & Health Services The four risks for this sub-priority have been amalgamated into two: (1) Funding between Health and the Council does not transfer smoothly e.g. CHC, ICF, Primary Care Funds (2) Service Provision is not coordinated / integrated	Amendment
21	Sub-priority: Safe Communities The risk 'New Community Safety Partnership arrangements will not be effective enough to fully deliver its priorities' has been reworded for clarity to 'Grant funded services that are administered through the Community Safety Partnership are not delivered effectively'.	Amendment
22	Sub-priority: Poverty A measure to increase the number of <i>parents</i> receiving an enhanced Health service, under the activity 'Help children, young people and families, in or at risk of poverty achieve their potential', should have read <i>children</i> .	Correction
25	Sub-priority: Sustainable Development & Environmental Management The risk 'The necessary planning approvals are not secured' has been amended for clarity to 'The necessary planning approval for the waste transfer station is not secured'.	Amendment
25	Sub-priority: Sustainable Development & Environmental Management The risk 'Recycling and energy efficiency programmes are not supported by the public and employees' has been amended removing the reference to energy efficiency programmes as they have a good response.	Amendment
27	Sub-priority: Improving Resource Management The measures under the activity 'Optimise purchasing efficiencies through the use of regional and national procurement collaborations and through the increased use of electronic solutions' were incorrect and related to alternative delivery models. They should have read: <ul style="list-style-type: none"> • Creating efficiencies through the use of the regional and national procurement collaborations. • Reducing the cost of procurement through the use of end to end electronic purchasing. 	Correction

Supporting Document (How we measure achievement):

Page	Detail	Correction / Amendment
2	Sub-priority: Appropriate and Affordable Housing The milestone to introduce the Community Infrastructure Levy (CIL) by July 2015 has been deleted. The CIL cannot be introduced until the LDP is adopted and this is approximately 3 years away.	Amendment
3	Sub-priority: Appropriate and Affordable Housing A measure to increase the number of gifted new homes using the Community Infrastructure Levy (CIL) was included under activity 2 (stimulate the growth of affordable housing). This has been amended as the CIL cannot be introduced until the LDP is adopted. The measure has been changed to 'The number of gifted new homes realized through Section 106 Planning Agreement between the Council, NEW Homes and the developers'.	Amendment
6	Sub-priority: Independent Living The milestone to evaluate the impact of the pilot project being undertaken with Age Concern 'Listening Voices' should have read 'Listening Friends'.	Correction
6	Sub-priority: Independent Living A measure to monitor care home inspection reports has been deleted and replaced with the contract monitoring measures to monitor care homes which are a 'service of concern' or deemed to be 'in escalating concerns'. In addition, the baseline data and targets for both have been confirmed as 3 and 2 respectively.	Amendment
7	Sub-priority: Independent Living The measure referenced 'SCAM2L' should have been referenced 'SCAL/023'.	Correction
12	Sub-priority: Business Sector Growth The roll out of superfast broadband across the county had been included as both a milestone and a measure. It should only have been included as a milestone; measure now deleted.	Correction
14	Sub-priority: Town and Rural Regeneration The milestone '72 unit extra care development in Flint by <i>Wales and West</i> to start construction in August 2015' should have read <i>Pennaf</i> .	Correction
23	Sub-priority: Maximising Income The measure to increase the numbers of <i>parents</i> receiving an enhanced Health service, under the activity 'Help children, young people and families, in or at risk of poverty achieve their potential', should have read <i>children</i> . In addition, the baseline data (2014/15) should have been 1515 instead	Correction

	of 1236.	
24	Sub-priority: Maximising Income The measure 'amount of additional Social Security and Tax Credits paid to Flintshire residents as a result of the work undertaken by Flintshire County Council', had been duplicated; one now removed.	Correction
26	Sub-priority: Fuel Poverty The target for the measure 'number of private homes receiving energy efficiency measures' had been incorrectly stated as 750. In total the target is for 750 homes to receive measures; 350 private homes and 400 council homes.	Correction
28	Sub-priority: Transport Infrastructure and Services The impact was incorrectly stated as 'People being able to safely access employment, local services and facilities' and should have read 'Safely accessing employment, local services and facilities'.	Correction
32	Sub-priority: Sustainable Development & Environmental Management The milestone for securing planning permission for the introduction of a waste transfer station by July 2015 has been expanded to include reference to its proposed location (Greenfield).	Amendment
34	Sub-priority: Developing Communities A milestone for the development and publishing of a volunteering policy was incorrectly included under the activity 'Ensure community benefit through our commissioning of goods and services. This has now been removed.	Correction
36	Sub-priority: Improving Resource Management The 2015/16 target for the amount of efficiency targets achieved should have been £12.874m in line with the final approved budget, not £10.3m.	Correction

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE**

DATE: **TUESDAY 22 SEPTEMBER, 2015**

REPORT BY: **ENVIRONMENT & SOCIAL CARE FACILITATOR**

SUBJECT: **FORWARD WORK PROGRAMME**

1.00 PURPOSE OF REPORT

1.01 To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee.

2.00 BACKGROUND

2.01 Items feed into a Committee's Forward Work Programme from a number of sources. Members can suggest topics for review by Overview & Scrutiny Committees, members of the public can suggest topics, items can be referred by the Cabinet for consultation purposes, or by County Council or Chief Officers. Other possible items are identified from the Cabinet Work Programme and the Strategic Assessment of Risks & Challenges.

2.02 In identifying topics for future consideration, it is useful for a 'test of significance' to be applied. This can be achieved by asking a range of questions as follows:

1. Will the review contribute to the Council's priorities and/or objectives?
2. Is it an area of major change or risk?
3. Are there issues of concern in performance?
4. Is there new Government guidance or legislation?
5. Is it prompted by the work carried out by Regulators/Internal Audit?

3.00 CONSIDERATIONS

3.01 Overview & Scrutiny presents a unique opportunity for Members to determine the Forward Work Programme of the Committees of which they are Members. By reviewing and prioritising the Forward Work Programme Members are able to ensure it is Member-led and includes the right issues. A copy of the Forward Work Programme is attached at Appendix 1 for Members' consideration which has been updated following the last meeting.

4.00 RECOMMENDATIONS

4.01 That the Committee considers the draft Forward Work Programme attached as Appendix 1 and approve/amend as necessary.

5.00 FINANCIAL IMPLICATIONS

5.01 None as a result of this report.

6.00 ANTI POVERTY IMPACT

6.01 None as a result of this report.

7.00 ENVIRONMENTAL IMPACT

7.01 None as a result of this report.

8.00 EQUALITIES IMPACT

8.01 None as a result of this report.

9.00 PERSONNEL IMPLICATIONS

9.01 None as a result of this report.

10.00 CONSULTATION REQUIRED

10.01 N/A.

11.00 CONSULTATION UNDERTAKEN

11.01 Publication of this report constitutes consultation.

12.00 APPENDICES

12.01 Appendix 1 – Forward Work Programme

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

None.

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CURRENT FWP

Date of meeting	Subject	Purpose of Report	Scrutiny Focus	Responsible / Contact Officer	Submission Deadline
Thursday 5 Nov 2015 2.00 p.m.	Social Service Wellbeing Act update	To receive an update report on the act.	Information	Christy Jones	
	Alternative Delivery Models - Day Services	To receive a report on alternative delivery models – day services	Options consultation	Suzie Lunt	
	Children Services Inspection Report	To receive the CSSIW Children Services Inspection report and action plan	Assurance	Vicky Allen	
Thursday 17 Dec 2015 10.00 a.m.	CSSIW Annual Report	To receive a presentation from CSSIW on their findings.	Assurance	Craig Macleod	
	Chief Officer Performance Report Q2 /Mid year Improvement Plan Monitoring	To enable Members to fulfil their scrutiny role in relation to performance monitoring	Assurance	Facilitator	
	Consultation on the Improvement Plan 2016-17	To consult with members of the Committee on the draft improvement plan 2016-17	Options consultation	Performance Team Leader	

Thursday 21 Jan 2016 2.00 p.m.	Extra Care	To receive an update on the development of Extra Care facilities in Flintshire.	Information	Chief Officer Social Services	
Thursday 3 March 2016 10.00 a.m.	Q3 Improvement Plan Monitoring Update	To enable Members to fulfil their scrutiny role in relation to performance monitoring.	Assurance	Facilitator	
Thursday 14 April 2016 2.00 p.m.	Annual Council Reporting Framework Consultation on the Improvement Plan 2016- 17	To consider the draft report To enable members to comments on the proposals within the draft plan.	Assurance Options consultation	Chief Officer Social Services Performance Team Leader	
Thursday 19 May 2016 2.00 p.m.	Comments, Compliments and Complaints	To receive a report on the compliments, representations and complaints received by Social Services for the year April 2015 – March	Assurance	Chief Officer Social Services	
Thursday 23 June 2016 10.00 a.m.	Year End & Q 4 performance reporting	To enable members to fulfil their scrutiny role in relation to performance monitoring	Assurance	Facilitator	
Thursday 21 July 2016 2.00 p.m.					

Regular Item

Month	Item	Purpose of Report	Responsible / Contact Officer
January	Safeguarding & Child Protection	To provide Members with statistical information in relation to Child Protection and Safeguarding	Director of Community Services
March	Educational Attainment of Looked After Children	Education officers offered to share the annual educational attainment report which goes to Lifelong Learning OSC with this Committee	Director of Lifelong Learning
March	Corporate Parenting	Report to Social & Health and Lifelong Learning Overview & Scrutiny	Chief Officer Social Services
Half-yearly	Betsi Cadwaladr University Health Board Update	To maintain 6 monthly meetings – partnership working	Facilitator
May	Comments, Compliments and Complaints	To consider the Annual Report.	Chief Officer Social Services
	Adult Safeguarding	To consider the annual statistical information	Chief Officer Social Services

Items to be scheduled

Joint meeting with Lifelong Learning Overview & Scrutiny Committee

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