

## NORTH WALES ADOPTION SERVICE QUARTERLY REPORT: APRIL 2012 – JUNE 2012

### 1. STAFFING

The staffing situation for the North Wales Adoption Service has been fairly stable this financial year, having experienced only one staff member being off sick since the 30<sup>th</sup> May and likely to be off for at least another two weeks following a fall. This will have some impact in the capacity for cases in Denbighshire as this only leaves one social worker to cover the majority of cases. Where possible assessments have been allocated to social workers in other areas.

Flintshire: Following Flintshire's agreement to Bob Proctor's flexible retirement package to a part time basis from January 2012 the part time social worker post in Flintshire has now been filled by Jackie Lloyd. Jackie took up her post in May and has been employed as a sessional social worker undertaking assessments for NWAS.

Advertisements for additional sessional social workers, particularly from the north west and mid North Wales area and a social worker for the Contact Co-ordinator Post were circulated in May. Three social workers have been shortlisted for interview next week for the sessional social worker posts.

Only one applicant applied for the contact coordinator post. This application was rejected as the candidate was due to qualify this year and had limited experience in child care and no experience of adoption work. The post will be re-advertised and an agency worker is currently covering this position. Claire Pearce also returned to the contact coordinator administrative post on the 7<sup>th</sup> June following maternity leave.

### 2. RECRUITMENT ACTIVITY

#### Enquiries received 1/04/2012-30/06/12

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Adopters	5	7	5	0	3	1	1	22
2 <sup>nd</sup> time adopters	1	0	0	0	0	0	0	1
Foster Carers wishing to adopt	1		1		2			4
Total	7	7	6	0	5	1	1	27
Partner of Parent	1	0	1	2	2	2	0	8

### Adoption Enquiries and Response forms received

<u>Month</u>	<u>April 2012</u>	<u>May 2012</u>	<u>June 2012</u>	<u>Total</u>	<u>Enquiries Q1 2011</u>
<u>Adoption Enquiries</u>	14	6	7	27	23
<u>Response forms received for general adoption</u>	13	13	7	33	18
<u>Initial Visit for General Adoption</u>	3	10	7	20	11
<u>Partner of Parent Enquiries</u>	3	4	1	8	9
<u>Initial Visit for Partner of Parent Adoption</u>	0	6	0	6	—

The number of enquiries and number of response forms received during the first quarter in 2012 has increased compared to those in the first quarter of 2011.

In the interest of safety for lone workers local authority checks are undertaken once a response form is received and prior to undertaking an initial visit. This has been the cause of some delay in the timescales for initial visits.

### Marketing Source for enquiries during April – June 2012

LA Direct	6
LA Website	5
News Paper Advert	1
NWAS Website	12
Word of Mouth	2
National Adoption Week	1
Other	1
Enquiries from Foster Carers	4
Total	32

### Recruitment Activities April – June 2012

- Radio interview on Radio Cymru to discuss the current situation on adoption in North Wales. – No Cost
- LGBT meeting; recruiting prospective adopters – No cost
- NWAS Website live on all Authorities Website – No cost
- Discussion with Jason Kendrick regarding advertisement in empty shop properties in the Conwy area. – No cost to date
- Awareness Campaign at Broughton Retail Park, Flintshire – No cost
- Awareness Campaign at Bangor Cathedral during a family fun day – No cost

- Community Routes Meeting; sharing information with other organisations and asking for their support in distributing posters & leaflets to the communities. – No cost
- Eisteddfod yr Urdd in Gwynedd
- Securing advertising slots for National Adoption Week on Real Radio.
- On going preparation work for the children under 5, story book.
- On going work with NAWAS website; liaising with adopters who wish to share their adoption journey and displaying it on the website for others to read.

### 3. ADOPTERS APPROVED & CURRENT SITUATION 1/04/2012- 30/06/12

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Approved	1	0	1	2	2	2	0	8
Under Assessment	3	2	7	7	2	4	0	25
Currently on hold for potential matches	4	3	0	2	3	1		13
Available	0	1	1	4	1	1	0	8
Adopters – checks in progress and waiting allocation	0	5	4	4	3	2	0	18

### 4. CHILDREN 1/04/2012-30/06/12

	Conwy	Denbigh	Flint	Gwynedd	Wrexham	Ynys Mon	Other	Total
Referred	7	2	3	1	1	1	0	15
Potential Matches	4	1	5	3	1	1	0	15
Placed	0	1	2	0	0	0	0	3
Adoption Orders Granted	2	0	1	2	2	0	0	7

There are 14 children being considered for potential links at present, several of these are waiting to go to adoption panels for matching in July:

Conwy	4 children 1 sibling group of 2 and 2 single children
Denbighshire	1 child possible links identified – waiting placement order
Flintshire	5 children – 1 sibling group of 3 / 2 single placements
Gwynedd	3 children – 1 sibling group of 2/ 1 single child to be adopted by foster carer
Wrexham	1 child – matched at matching meeting – panel delayed due to child being admitted to hospital and waiting outcome of results from consultant.
Ynys Mon	1 child – potential matches being considered – case in court in July

Children Waiting – Please refer to attached update lists of children waiting for details of all children and current situations.

An open evening is currently being organised for the 25<sup>th</sup> July 2012 where approved adopters will be invited to view profiles of all children waiting.

## **5. Letterbox and Contact arrangements.**

Number of ongoing contact arrangements currently active:

January	10
February	23
March	17
April	34
May	3
June	26
July	14
August	34
September	27
October	46
November	08
December	15

**Total**            **257**

The majority of these arrangements are reciprocal and sometimes include separate letter/arrangements for various parties. Historical cases from Conwy and Denbighshire and all new contact arrangements from all six authorities are now being co-ordinated via NWAS. Additional contact arrangements from Flintshire, Wrexham, Ynys Mon and Gwynedd are being managed by NWAS social workers in the various authorities but will eventually be transferred to NWAS main office.

## 6. TRAINING:

Date	Course	Invited	Attended	Applications	Language
23 March	Trauma Triggered Behaviour - Helen Oak Water	20+	14  Social workers & panel members	N/A	N/A
19 <sup>th</sup> , 20 <sup>th</sup> , 26 <sup>th</sup> & 27 <sup>th</sup> April	Preparing to Adopt	30	22  adopters	12 (22)	75% English 25% Welsh
15 <sup>th</sup> May	PAR Assessment & Analysis	20	19  NWAS Assessors	N/A	N/A
30 <sup>th</sup> May	Safe Caring/Let's Get Started	22	Adopters who attended April pre approval training April	As above	87% English 13% Welsh
14th, 15th, 21st, 22nd June	Preparing to Adopt	30	22	3 to date	
28th and 29th June	Moving children on - Good Practice	N/A	12 Pilot for Conwy foster carers and family placement social workers	N/A	
2 <sup>nd</sup> July	Adopting Again!	4	2 <sup>nd</sup> time adopters	Waiting application forms	
6 <sup>th</sup> July	PAR Assessments 'One Step Beyond'		19 NWAS SW's & Recruitment Officer		

Training on the 6<sup>th</sup> July was an Introduction to Transactional Analysis as a framework for enhancing observation and analysis skills when interviewing and assessing prospective adopters.

Adopters attending the Pre Approval training have specified the following consideration for matching:

### April

- 6 interested in sibling group of 2
- 2 interested in sibling group up to 3 children
- 4 interested in one child

## June

4 interested in sibling group of 2  
6 interested in sibling group up to 3 children  
6 interested in single children

Where adopters have shown an interest in sibling groups of 3 both deputy managers have made a further joint visit to discuss and assess the potential of prospective adopters in relation to sibling groups waiting in order to prioritise allocation for assessment. Where appropriate this will enable the assessor to discuss specific issues in relation to sibling groups waiting during the assessment period. This proved to be successful with one family who have recently been matched with a sibling group of 3 from Flintshire.

Evaluations on all courses attached.

### Forthcoming Training

July 16th 2012 - Education and Attachment - supporting your child at school (adopters).

July 18th 2012 - Safe Caring - part of lets get started evening

Sep 6th, 7th and 13th 14th 2012 - Preparing to Adopt

Sep 20th and 21st 2012- Moving children on - Good Practice

## 7. COMPLIMENTS & COMPLAINTS

### **Compliments:**

Santosh Prihar - Contact Co-ordinator - Thank You e-mail regarding reinstating direct contact from social worker and adoptive mother

Larry Groom Admin – *“A big thank you to Larry Groom for responding by email and for the telephone conversation we had earlier this year and for answering many questions”*. Quality of service rated 5 most positive to enquiry.

Wendy Thomas – *“Thank you for your information pack...it has provided us with valuable information”*. Quality of service rated 5 most positive to enquiry.

Tracy Roberts – Number of adopters have written to Tracy to thank her for her support. *“A big thank you for all your hard work and support, a great deal of work from you has gone in to the report.”*

Wrexham and Flintshire Joint Panel have commented on the improvement and quality of adopter's assessments, in particular, analysis, coming to panel over the past two months. This was also highlighted at the Panel Chairs meeting in July.

Good feedback received on training courses provided by NWAS (evaluation forms attached).

## **Complaints:**

Complaint received from Hayley Ennis re: allocation of case. This was a misunderstanding between the social worker and supervisor who believed the case had been allocated. Amendment made to CHARMS database to ensure date of allocation is now recorded.

One complaint received from Denbighshire 2<sup>nd</sup> time adopters – going to second stage. Issues around putting assessment on hold, adoption support initially re: education provision.

## **10. FLINTSHIRE INSPECTION – INITIAL FEEDBACK**

The Flintshire Adoption Inspection was undertaken in May 2012. Initial feedback was received on the 4<sup>th</sup> July and the final report due week beginning 6<sup>th</sup> August 2012.

Feedback received was generally positive with the following issues which need addressing:

1. SAF should have mentioned that OMG did not meet over a period of 3 months;
2. Reasons for Adoption Panel Recommendations needs to be clear and recorded appropriately
3. Annual Report for Adoption Panel not received (this was provided but will send again)
4. Declaration of Interest form required for panel members who are employed by other organisations e.g. Barnardos
5. Quality of Care review required by September 2012 (Draft provided at Wrexham's review for comment) – will also require local authority's response to quality of care.
6. Minutes of OMG meetings need to be recorded more appropriately.
7. HR required to follow up references of adoption staff with telephone call.
8. Legal advice from CSSIW states that we can only take prospective adopters to their own LA panel.

## **Positives**

1. Evidence of good progress
2. Assessments have improved
3. Inspectors able to see the child's story in adoption files – good preparation for adoption
4. Managers supportive and accessible
5. Recognition of skills and expertise
6. Consistency in allocated social worker
7. on line audits feel robust
8. Training improved



Changes in Inspection paperwork and process are being introduced. Mandy Humphries to attend information session run by BAAF in Llandrindod on the 12<sup>th</sup> July 2012.

11. **BUDGET**– Report attached (May/June 2012): format of future budget reports to be discussed with Megan Barker/Lee Robertson. Meeting with Lee Robertson to discuss current situation Wednesday 11<sup>th</sup> July 2012.

Mandy Humphries July 2012.

## 12. PERFORMANCE INDICATORS

### PERFORMANCE DATA FOR THE NORTH WALES ADOPTION SERVICE - APRIL 2012 – JUNE 2012

ADOPTERS					
Report Reference	Task	Performance Indicator NMS	% achieved	Comments	Target %
A1	Information packs sent out to prospective adopters after initial enquiry	1 day	95.5% 21	4.5% (1) more than 1 day	100%
A2	Initial visit undertaken following receipt of response form	Within 1 week	0%	<p>No initial visits undertaken within 1 week – LA checks required prior to visit</p> <p>20% (4) within 2/3weeks 40% (8) within 5-8 weeks 30% (6) more than 8 weeks</p> <p>Delays in receiving LA checks and adopters holidays etc.</p>	100%
A3-2	Attendance at Pre-approval training after Initial Visit	Within 1 month	10%	<p>32% Attended within two months 23% Attended with 3 months 45% Attended within 3 months</p>	50%

<b>A5</b>	Application Form received to Panel Approval Date	6 months	10%	60% within 8 months Some delays due to CRB issues, medical, moving house and assessment being put on hold.	100%
<b>A6</b>	Initial enquiry to Panel Approval Date	8 months	0%	10% within 10 months 20% within 12 months Over 12 months check Some delays due to CRB issues, medical, moving house and assessment being put on hold	100%

<b>CHILDREN</b>					
<b>Report Reference</b>	<b>Task</b>	<b>Performance Indicator NMS</b>	<b>% achieved</b>	<b>Comments</b>	<b>Target %</b>
<b>C1</b>	% of children taken to matching panel from 'Should be adopted	6 months	No children taken to matching panel during this quarter		100%
<b>C2</b>	% children taken to matching panel from Placement Order	6 months	No children taken to matching panel during this quarter		100%
<b>C3</b>	Placement Orders ?????? Made during the year to 31 <sup>st</sup> March as a % of the number of LAC children to	"applied for within 6 months of placement"	Unable to collate this information on CHARMS	PI needs clarification.	