

STATEMENT OF PURPOSE

**LINCOLNSHIRE
COUNTY COUNCIL**

**ADOPTION SERVICE
2012**

STATEMENT OF PURPOSE FOR THE LINCOLNSHIRE ADOPTION SERVICE

This Statement of Purpose fulfils the requirement of standard 18 of the Adoption National Minimum Standards (Care Standards Act, 2000) and the Local Authority Adoption Services (England) Regulations 2011. To be presented for approval by the Lincolnshire County Council Executive on 19/07/2012.

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AIMS, OBJECTIVES AND PRINCIPLES OF THE ADOPTION SERVICE

The main aims of the Lincolnshire County Council Adoption Service are to:

To identify children for whom the plan is adoption and to work with them and their carers to ensure children enjoy outstanding developmental outcomes with quick progress to successful placements with their adoptive parents, who are able to meet their cultural, ethnic, religious and linguistic needs

To recruit, assess and train prospective adopters to meet the assessed needs of the children requiring adoptive families, including those who may take a direct placement.

The focus of assessments will be on the applicants' ability to meet the assessed needs of children, improve their understanding of the adoption task and their suitability to be an adoptive parent and through on-going quality assurance, sustain a high standard of assessments.

Training and preparation courses which promotes knowledge, skills and competence for both prospective and approved adopters and staff, these courses will be monitored to ensure the standard is consistently high.

Applicants for inter-country adoption are provided with an appropriate service from skilled and experienced workers. The Lincolnshire Adoption Service is a member of the Overseas Adoption Service.

A comprehensive range of support services will be provided to children, birth parents, relatives and adoptive parents and those involved in the process of special guardianship.

To embed the National Minimum Standards 2011 within the practice, policy and procedure of Lincolnshire County Council Adoption Agency.

Lincolnshire County Council delivers its Adoption Service through a dedicated Adoption Team managed by a Team Manager.

The main principles underpinning the service are:

Lincolnshire County Council and its Adoption Agency believe that, wherever possible, it is best for children to be brought up within their birth families. Where this is not possible, then adoption should be a positive alternative for children to enable them to grow and reach maturity within a stable and loving family.

The Statement of Purpose links all sections in the document to the relevant Adoption National Minimum Standards 2011 and shares its values with those Standards.

Values – children

- The child's welfare, safety and needs are at the centre of the adoption process.

- Adopted children should have an enjoyable childhood, and benefit from excellent parenting and education, enjoying a wide range of opportunities to develop their talents and skills leading to a successful adult life.
- Children are entitled to grow up as part of a loving family that can meet their developmental needs during childhood and beyond.
- Children's wishes and feelings are important and will be actively sought and fully taken into account at all stages of the adoption process.
- Delays should be avoided as they can have a severe impact on the health and development of the children waiting to be adopted.
- A sense of identity is important to a child's well-being. To help children develop this, their ethnic origin, cultural background, religion, language and sexuality need to be properly recognised and positively valued and promoted.
- The particular needs of disabled children and children with complex needs will be fully recognised and taken into account.
- Where a child cannot be cared for in a suitable manner in their own country, inter-country adoption may be considered as an alternative means of providing a permanent family.
- Children, birth parents/guardians and families and adoptive parents and families will be valued and respected.
- A genuine partnership between all those involved in adoption is essential for the National Minimum Standards to deliver the best outcomes for children; this includes the Government, local government, other statutory agencies, Voluntary Adoption Agencies and Adoption Support Agencies.

Values - adopted adults and birth relatives

- Adoption is an evolving life-long process for all those involved - adopted adults, and birth and adoptive relatives. The fundamental issues raised by adoption may reverberate and resurface at different times and stages throughout an individual's life.
- Adopted people should have access to information and services to enable them to address adoption related matters throughout their life.
- Agencies have a duty to provide services that considers the welfare of all parties involved and should consider the implications of decisions and actions for everyone involved.

- Agencies should seek to work in partnership with all parties involved, taking account of their views and wishes in decision-making.
- Agencies should acknowledge differences in people's circumstances and establish policies that provide non-discriminatory services.
- Adopted adults have their adoptive identity safeguarded and the right to decide whether to be involved in contact or communication with birth family members.

STANDARDS OF CARE TO BE FOLLOWED BY THE AGENCY

The Adoption Service aims to provide safe, secure and high quality care in family settings for children whom a plan for adoption has been considered. This will be achieved to the standards set out in the Adoption Services Regulations 2005, 2011 (referred to as the 'Regulations), the Care Planning, Placement and Case Review regulations (2010) the National Minimum Standards for Adoption Services (2011). The service complies with the requirements of the Training, Support and Development Standards.

Working together with the Adoption Team, the Adoption Panel and the Panel Adviser we strive to continuously improve standards of care, informed by inspections, Quality Audits, new legislation and guidance.

STATUS AND CONSTITUTION OF THE AGENCY

Lincolnshire County Council is an approved Adoption service provider and will be inspected under the Care Standards Act 2000.

The adoption service is managed by the Head of Regulated Services through a Team Manager for Adoption. The Head of Service also acts as the Adoption Support Services Advisor. (Standard 25).

The Assistant Director for Children Services is the Agency Decision maker (Standard 17)

Lincolnshire Adoption Panel is constituted in accordance with regulations. (Standard 17)

The adoption panel has the primary function to consider whether:

- A child who is looked after by Lincolnshire County Council should be made available for adoption
- Prospective adopters are suitable to adopt, and
- Particular adopters are suitable for a particular child or children

There are ten panel members including an independent Chair. The Members of the Adoption Panel will be appraised annually against performance objectives. From 1 April 2011 the Regulations regarding the make-up of panel changed and allowed the adoption agency to draw its members from a list of people known as "the central list" these members the agency considers to have the "appropriate qualifications and/or experience to consider the cases submitted to the adoption panel for its consideration." There is no limit to the number of people on the central list and the same people do not have to be appointed to every panel meeting.

The agency can decide how many panel members should sit at each panel meeting, subject to the panel meeting being quorate.

The members of the central list must include (in addition to the independent chair): an adoption social worker with at least three years' relevant post qualifying experience in child care social work, including direct experience in adoption work. The medical adviser to the adoption agency is a panel member, also the agency can appoint other people whom the agency considers suitable. Suitable members could include specialists in education, child and adolescent mental health, race and culture; and those who have personal experience of adoption.

The composition of the Panels is given in Appendix 2.

A Legal Adviser who advises members of each application where the plan for child who is looked after by Lincolnshire County Council should be made available for adoption, this advice is provided in writing with regard to both procedural and legal issues. The Legal

adviser also gives advice to the Agency Decision Maker – the Assistant Director of Children's Services.

Lincolnshire Adoption Agency has medical adviser(s) who examine all children being considered for adoption and report to panel members on the child's health needs. The advisor will also meet with prospective adopters to consider health requirements of individual children.

The Agency Medical Advisers also advises panel members on health issues relating to prospective adoptive parents.

There is a professional adviser to the Adoption Panel who advises panel members on procedures, policies and professional issues.

However in June 2012 following a wide ranging review of the Family Justice System and the Adoption process the Government has issued new guidance and regulation that are to come into force on the 1st September 2012 which impact significantly upon the work of the Adoption panel.

The primary change made by the Regulations is that Adoption Panels must not be involved in deciding whether a child should be placed for adoption when the Court will be involved in the decision, where care proceedings are on-going or where the child has no parents, the case must be referred direct to the Agency Decision Maker who will make.

Panel will however still consider cases and make recommendations where the child's parents will consent to the child being placed for adoption.

There are other amendments and changes within the new regulations such as changes to the numbering of sections within the regulations. There will be an update to the Statement of Purpose in September to reflect these changes.

THE MANAGEMENT STRUCTURE OF THE ADOPTION SERVICE

The named manager of the Lincolnshire Adoption Service is:

Tara Jones – Head of Service, Regulated Services
Council Offices
Eastgate
Sleaford
NG34 7EB

Telephone: 01522 552686

Email: Tara.Jones@lincolnshire.gov.uk

Qualifications: DipSW
Diploma in Higher Education
PQ1
PQCCA
Post Graduate Certificate in Child Care Social Work
Post Graduate Certificate in Management (Health and Social Care)

Experience: 21 years' experience working in the field of social care, specialising in the area of children and families since 1991. Since 2004 has held first line and senior management posts with the local authority, predominantly within fostering and adoption.

The nominated manager to manage the Adoption Service in the absence of the named manager under Regulation 5 of the Local Authority Adoption Service (England) Regulations 2003 is Bryan Glover.

The Adoption teams are locality based and deliver a comprehensive service. These teams manage the recruitment, assessment, approval, support and placement processes which enable children looked after in Lincolnshire County Council to be placed in a range of appropriate Adoptive Placements.

Michael Mulvaney is the dedicated Professional advisor for both the Adoption and Permanence panels.

The organisational structure of the Service is shown in Appendix 1. The list of current staff is set out in appendix 3. This information in its fullest form is only available to Ofsted.

THE WORK OF THE ADOPTION SERVICE

Lincolnshire County Council's vision is

“that every child in every part of the county should achieve their potential”

The principles that the Council adheres to are:

- Early Intervention and Prevention
- Safeguarding
- Aspiration and Well being
- Learning and achievement
- Best use of Resources

The Adoption Agency has the expectation all children in its service is encapsulated into these principles, and will work with children to champion the importance of these aspirations.

We will work to develop self-esteem, self-belief and resilience in all children encouraging all children to be the best they can be.

We will use resources to focus on outcomes, life chances and opportunities.

The Adoption Agency strives to match, wherever possible, a child to an appropriate family, including considerations of ethnic origin and religion. However no child will wait indefinitely for the ideal placement. (Standard 13)

Unless there are clear and specific reasons why this should not happen our aim is to place siblings together. (Standard 13)

All children approved for adoption will receive a guide, which will give age appropriate information about adoption. (Standard 18)

The Adoption Agency will provide support from an individual social worker and, when required, family centre workers to enhance a child's understanding of and preparedness for placement. (Standard 15)

Life storybooks and other information which will help children understand their family and background will be provided by the Adoption Agency. (Standard 3,5,12)

The Adoption Agency will undertake assessment of needs and placement considerations, which inform matching process to focus on outcomes, life chances and opportunities. (Standard 1 &10)

Where local resources cannot meet their needs the opportunity to be matched with an adoptive family from within the East Midlands Adoption Consortium and the National Adoption Register (Standard 13) shall be considered.

Therapeutic support is provided by referral to other agencies if required as an outcome of assessment. (Standard 15)

For those seeking information counselling and advice in adulthood on tracing birth family members and reunion is available and provide individuals with counselling about the circumstances of their adoption. (Standard 16)

The Agency will offer supervision and support throughout the adoption process. (Standard 15)

To operate an adult to adult information exchange via the Lincolnshire letterbox system. (Standard 16)

To give an opportunity to talk with other young people who may be separated from members of their birth family. (Standard 16)

The Agency will offer information about how to contact the National Youth Advocacy Service. (Standard 16)

Through collaborative working with other agencies we will deliver and co-ordinate support for children, especially those with attachment difficulties, to facilitate the transition to new adoptive families). (Standard 1, 3, 10)

Aspiration and Well Being

All prospective Adoptive carers are, as part of their assessment and training required to inform the Agency of the plans that they will make to safeguard and maintain the child's welfare when they are adopted. The Agency will undertake to support carers to locate such services as GP, dentist and education services if required.

However before making the placement the agency must give the notifications required by AAR 35.6. These are important in ensuring as smooth a transition as possible in the child's health care and education, and in the safeguarding and support arrangements for the child.

Working collaboratively with the adopters, local agencies and the Statutory Authorities a plan will be presented to panel outlining the resources that the child needs and how the adopters will be assisted in meeting these needs.

Lincolnshire County Council Adoption Agency offers its adopters therapeutic parenting advice including "Theraplay" which is presented through the initial training course and is designed to assist adopters in identifying areas that may present challenges to them and where identified as a need further support from "Theraplay" is available to adopters.

Prior to consideration of the child's plan, a health assessment under regulation 7.1 of the Care Planning, Placement and Case Review (England) Regulations 2010 will have been carried out and a report of this assessment in accordance with those regulations. Once

the agency is considering adoption for the child, it immediately consults its medical adviser to ascertain whether the health information already obtained is sufficient, and sufficiently up to date, this report is needed to fulfil the requirements of the regulations and the need for full information for the child, the adoption panel and the prospective adopter.

This report is presented to Panel and the needs of the child are fully discussed to ensure that any future placement has both the information about the child and a plan as to how these needs are to be met.

Safeguarding

Lincolnshire's Children and Young People's Service and its Adoption service are part of Lincolnshire's Safeguarding Children's Board.

The assessment of Adopters includes the taking of full employment and accommodation histories. Checks with the Criminal Record Bureau (CRB) and local authority checks are completed on everyone aged over 18 years of age living in the household. A range of referees are contacted and visited.

All adopters have a safer caring assessment prior to approval which highlights key aspects of the safer caring process. Safe caring is an important part of the training offered and all adopters are given a Safe Caring Handbook.

This training is mandatory and covers specific areas such as safer caring, the implications of looking after children who may have been abused and the implications of how a child's attachment may have been affected in their early years.

Allegations that are made against adopters are investigated using an established procedure whereby all are considered by the Local Authority Designated Officer (LADO). An independent person chairs the initial strategy meeting and oversees the process to ensure its timeliness.

Aspiration, learning and achievement

Lincolnshire County Council are committed to maximising a child's potential in both academic attainment and personal achievement and will work collaboratively with prospective adopters, local agencies and any party it considers as necessary to plan and maintain the child's education.

A record of the child's achievements prior to being placed will be available to the prospective carer and information sharing will consider the short medium and long term needs of the child in education.

Research has shown that that in the vast majority of cases adoption works. Education and health outcomes are as good as for children growing up with their birth parents. To assist it is essential that information about their birth families is available to Adopters

and that there is a Matching Information Meeting before an application is made to the Adoption Panel to match a child with applicants. (Standard 1, 3, 10)

At the Information sharing meeting a well presented contact plan for children with birth relatives and siblings will be available. However Lincolnshire County Council considers that unless there are clear and specific reasons why this should not happen, it is our aim to place siblings together. (Standard 13)

Lincolnshire County Council will provide support from an individual social worker and, if required, other workers to enhance a child's understanding of and preparedness for placement. (Standard 15) Alongside of these life storybooks and other information which will help children understand their family and background will be provided. (Standard 3, 5, 12)

Supporting the Adoption Service

All of the work of the Service is delivered through the following relationships and support functions which are described below.

1. Prospective Adopters Social Worker

The role of the prospective Adopters social worker is to give support to the Adopter. They also assist and advise with practical difficulties and the provision of equipment. They are a crucial link between the Adopter and the child's social worker and the two workers need to work closely to prepare the adopters and share with them information that they need to assist in planning for the placement of a child.

2. Child's Social Worker

The child's social worker is responsible for the overall management of the child's care plan. They have a statutory duty to visit the child in line with the Care Planning, Placement and Case Review regulations (2010) the National Minimum Standards for Adoption Services (2011), however in some circumstances the visiting pattern will be more frequent particularly in the early stages of a placement or when there are particular difficulties, up to the time when the Adoption Order is made.

3. Adoption Support Groups

There are locally held Support groups for Adopters to attend, their Social Worker will assist them to join a local support group and discuss with the Adopters issues such as information sharing within the group. The Adoption service will provide adopters with access to the secure Opt2adopt website which provides discussion forums, and links to useful information relating to all aspects of adoption and signposting to services and resources.

TRAINING

The Adoption Service ensures that Adopters are trained in the skills required to provide high quality care to meet the needs of a child placed in their care.

Training is not an option but a clear expectation of all adopters and is evaluated prior to approval.

The training is delivered by qualified and experienced social workers in partnership with people who have experienced adoption, there is an adoptive carer and an adult who was placed for adoption in the past, these people experiences have been positively recognised by those attending the training.

Each training course is run over a four day period and covers:

Day one

- Introduction
- Children's Legislation
- Exploration of the changes that becoming an adoptive parent will bring
- Awareness of separation and loss
- Life story work
- Developmental issues

Day two

- Attachment cycle
- Therapeutic Parenting
- Diversity
- Prejudice that children may come with

Day Three

- Safe Care
- Disclosure of harm
- Resilience

Day four

- Confidentiality
- Life story
- Post Adoption Support
- Home study report

Pre-approval training is complimented by post approval learning and development opportunities, delivered through E.Learning and more traditional training seminars. All approved adopters are encouraged to attend a 10 week therapeutic training programme.

THE PROCESS OF RECRUITING AND APPROVING ADOPTERS

The recruitment of carers is currently managed and effected from within the Adoption Service by the Recruitment and Marketing Officer who has been in post since April 2008.

Adopters are recruited and assessed in line with Lincolnshire guidance based on the National Minimum Standards and Adoption Regulations.

Recruitment involves:

- Newspaper advertisements
- Newspaper articles
- Distribution of posters
- Information distributed through displays and presentations
- Word of mouth through existing carers
- The recommend a friend scheme
- Lincolnshire County Council LCC Connects website
- Targeted activity within specific communities in county.
- Participation in a range of county wide events.

The Adoption Agency's focus at this year's recruitment campaign is large sibling groups and children with complex health needs. The Agency is running a 'make your house their home' campaign which will aim to get people thinking about whether they have time and space in their homes for additional children. The recruitment strategy has a community focused approach, advertising through local media channels, parish magazines, and joins in with community events within Lincolnshire to maximise engagement with the public. The service has held a number of successful information drop in sessions specifically targeting adopters for sibling groups as well as other harder to place children.

Initial contacts are made via the Customer Service Centre where information is taken from prospective applicants. Following this a detailed information booklet is made available to all interested applicants about the adoption process which is sent within 5 working days to the enquirers in response to their enquiry. The enquirer's are then invited to an adoption information meeting, or they are offered an individual interview by the agency within 2 months of their enquiry. Enquires can also be filled in on our interactive website.

The prospective adopter report will be submitted to the adoption panel within 8 months of the receipt of their formal application being accepted by the agency detailing their suitability to adopt a child.

The prospective adopter report is completed by a social worker who is compliant with the restriction on the preparation of adoption reports regulations 2005 and is A person is within a prescribed description for the purposes of section 94(1) of the 2005 Act if—

(a) he is a social worker who is employed by a local authority or registered adoption society and who satisfies at least one of the conditions set out in paragraph (2)(a) or (b);

(b) he is a person who—

(i) is participating in a course approved by a Council under section 63 of the 2000 Act for persons wishing to become social workers;

(ii) is employed by, or placed with, a local authority or registered adoption society as part of that course; and

(iii) satisfies the condition set out in paragraph (2)(b); or

(c) he is acting on behalf of a local authority or a registered adoption society and is a social worker who satisfies the conditions in paragraph (2)(a) and (b).

The conditions referred to in paragraph (1) are that the person—

(a) has at least three years' post-qualifying experience in child care social work, including direct experience of adoption work;

(b) is supervised by a social worker who—

(i) is employed by the local authority or registered adoption society in question; and

(ii) has at least three years' post-qualifying experience in child care social work, including direct experience of adoption work.

The report is presented to the Adoption panel for consideration and a recommendation of their suitability is made. The organisation and composition of this panel is in accordance with Adoption Service regulations 2011

The Adoption panel makes recommendations on the suitability of prospective adopters; this recommendation is passed, along with the prospective adopter report, panel's final minutes and any other supporting documentation to the Agency decision maker who is the Assistant Director for Children's services. National Minimum Standards 23.17 sets out the qualifications, knowledge and experience decision-maker must have. The Assistant Director for Children's services does not have direct line management responsibility for the adoption panel but has the authority to make decisions on its behalf as to whether the prospective adopters are suitable to adopt a child. (AAR 27)

Prospective Adopters are invited to attend panel and participate in the panel discussions.

Feedback is received from those applicants who have commented on the process and have for the most part been satisfied with the experience of being at panel.

NUMBER OF ADOPTERS

At the end of March 2012, Lincolnshire County Adoption Agency had approved 30 adopters.

These included 6 adopters who sought to adopt specific child/children of which 1 was an inter country adoption.

Lincolnshire County Council is continuing to develop a direct placement/early placement scheme where the placement of a child, with adopters on the basis of parental consent, or prior to any legal consent or order. Direct Placement ensures that babies can be placed with suitable carers, dual approved, as foster carers, who could follow on with adoption, thus avoiding these difficulties. The further development of this service will allow for expansion to include any siblings or 'follow on' babies, to be placed with their siblings that have already been adopted and possible future development for dual carers for older more difficult to place children.

In 2011-2012, 3 families have been approved to provide direct placements.

It is considered that a direct or early placement would enable the Authority to reduce the number of moves/changes for a child and would lead to the enhancement of attachments in the early days of a child's life.

Profile of adopter approval:	
Adopters approved for 1 child	22
Adopters approved for 2 children	7
Adopters approved for 3 children	1
Total:	30

Adopters approved to adopt in following age ranges:	
0 – 5	25
5+	5

Adopters approved for Inter country adoption	1
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Of the 30 approved adopters, the following have these non-standard profiles:

Foster carers applying to adopt a foster child/ren	5
Adopters approved for a direct placement	1
Adopters applying to adopt a sibling of their adopted child/ren	1

NUMBER OF CHILDREN

Between April 2011 and March 2012 54 children (including 8 sibling groups of 2, 3 groups of 2 siblings, 4 groups of 3 and a sibling group of 4) have had recommendations for their plan for adoption through panel.

Age	Number of children Approved
0 – 5 years	48
6 – 10 years	6
10 plus years	0
Total:	54

The predominant ethnicity of the children is white British. However, there is a small increase in the numbers of dual heritage children. There were 2 Latvian children, one dual heritage British Portuguese, one dual heritage child of Caribbean heritage and 50 white British children. The matching policy for Lincolnshire already matches the approach advocated in the new Adoption Action Plan specifically to ensure that the child is not kept waiting for the perfect ethnic match if there is a good family who can meet all their other needs.

During 2011/12 37 children have been linked with adopters, which is an increase of 6 children as compared to last year.

PLACEMENTS

Adoption is subject to one national indicator NI61 that measures the length of time it takes to place a child with their adoptive family once a best interest decision for adoption has been made by the Agency Decision Maker. Current performance is at 84.1%, with 37 out of 44 children being placed within 12 months.

FINANCE

Adopters can be assessed for a means tested allowance based on the needs of the children placed. This allowance is discretionary and is reviewed in respect of the needs of each placement and the child.

COMPLAINTS AND ALLEGATIONS

Summary of the Complaints Procedure

The Directorate has a statutory complaints service, the detail of which is contained in the guide for staff 'Handling Comments and Complaints'. It is a three stage process:

- Stage 1 - Informal or problem solving
- Stage 2 - Formal stage at which an independent investigating officer is appointed
- Stage 3 - A formal review by a panel of elected members, chaired by an independent individual

Staff must ensure that all carers know how and to whom to complain.

Complainants have the right to involve a friend or advocate.

The Customer Relations & Complaints Manager is Linda Harrison

Telephone number: 01522 554237

Email: linda.harrison@lincolnshire.gov.uk

The Named Manager monitors all complaints and liaises with the Customer Relations & Complaints Manager and the Lincolnshire Safeguarding Children Board (LSCB) Business Manager. This information is available to authorised persons only. All Adopters have access to support and information regarding the complaints procedures.

NUMBER OF COMPLAINTS AND THEIR OUTCOMES

During the period April 2011 to March 2012 there were 3 complaints to the Adoption service and all were resolved at stage 1.

From 1st April 2009 the Independent Review Mechanism (IRM), for prospective adopters who wish to challenge decisions made by panel in respect of their approval status. There have been no representations made to the IRM in 2011/2012.

Allegations

Adopters can sometimes be the subject of allegations in respect of the care of the children or young people they are looking after. If this occurs the allegation will be investigated in line with Lincolnshire Safeguarding Children Board child protection procedures with all allegations managed by the Local Authority Designated Officer. In addition to the role of the supervising social worker, Adopters can have access to an independent social worker who can offer practical and emotional support.

All allegations and other matters listed in the Regulations are monitored by the manager who ensures that the appropriate notifications to Ofsted and other agencies are carried out.

There was 1 allegation made against adopters in 2011-12 which was managed within these procedures.

ADVOCACY AND CHILDREN'S RIGHTS

National Youth Advocacy Service

The Directorate provides a separate independent advocacy service to children and young people looked after through the National Youth Advocacy Service. The telephone numbers are:

Freephone 0800 61 61 01

Local office: 0151 649 8700

Children's Rights Director

The Children's Rights Director is Dr Roger Morgan. His job is to make sure that the Adoption Service carries out its duty to safeguard and promote the rights and welfare of children who are in foster care.

This work is done on behalf of Ofsted and is undertaken separately from inspections and reviews.

The law says that Children's Rights Director must listen to children and young people.

The Children's Rights Director can be contacted using any of the following methods:

By writing to him at The Office of the Children's Rights Director, Ofsted, 33 Kingsway, London, WC2B 6SE.

Phoning him on Freephone 0800 528 0731

Emailing him at RogerMorgan.rights4me@ofsted.gsi.gov.uk

Visiting the website www.rights4me.org.uk

EQUALITY AND DIVERSITY

The Lincolnshire Adoption Service works to the Lincolnshire County Council's Equality and Diversity Policy which is available on the council's intranet site.

The Adoption Service will treat all service users fairly, openly and with respect throughout their approval process. Applicants wishing to be approved as Adopters will be considered irrespective of ethnicity, religion, belief, gender, sexual orientation or disability providing the fostering service considers they can safely meet the needs of children throughout their childhood and into independence. The minimum age for applying to Adopt is 21 years old.

Every attempt will be made to find a placement which meets a child or young person's emotional and developmental needs taking into consideration their ethnicity, religion, language, culture, gender and disability. However Lincolnshire's Adoption Service recognises that it is unacceptable for a child to be denied adoptive parents solely on the grounds that the child and prospective adopter do not share the same racial or cultural background. If the prospective adopter can meet the majority of the child's needs and Service must not delay placing a child because they do not share the child's racial or cultural background.

The Lincolnshire Adoption Service recognises that no child or young person should have to wait indefinitely for the ideal placement.

All policies and procedures concerning the fostering service are subject to Equality Impact Assessment.

OFSTED

Ofsted is the single, independent inspectorate for all social care services in England. It is responsible for monitoring, regulating and inspecting Adoption services under the provisions of the Care Standards Act, 2000.

Questions or complaints

The one point of contact for all questions, queries and complaints is the Ofsted National Business Unit.

The telephone number is 08456 40 40 40. The National Business Unit manages all calls and will redirect them as necessary, they can also be contacted at enquiries@ofsted.gov.uk or write to:

Ofsted National Business Unit
Piccadilly Gate,
Store Street
Manchester
M1 2WD

FURTHER INFORMATION

The Adoption Statement of Purpose will be reviewed annually.

If you require this document in a different language or an alternative format such as large print, audio tape or Braille, please contact the Equality and Diversity Team on 01522 552246 or email diversity@lincolnshire.gov.uk

The Statement of Purpose, Children's Guides and other information are also available on the Lincolnshire County Council website: www.lincolnshire.gov.uk

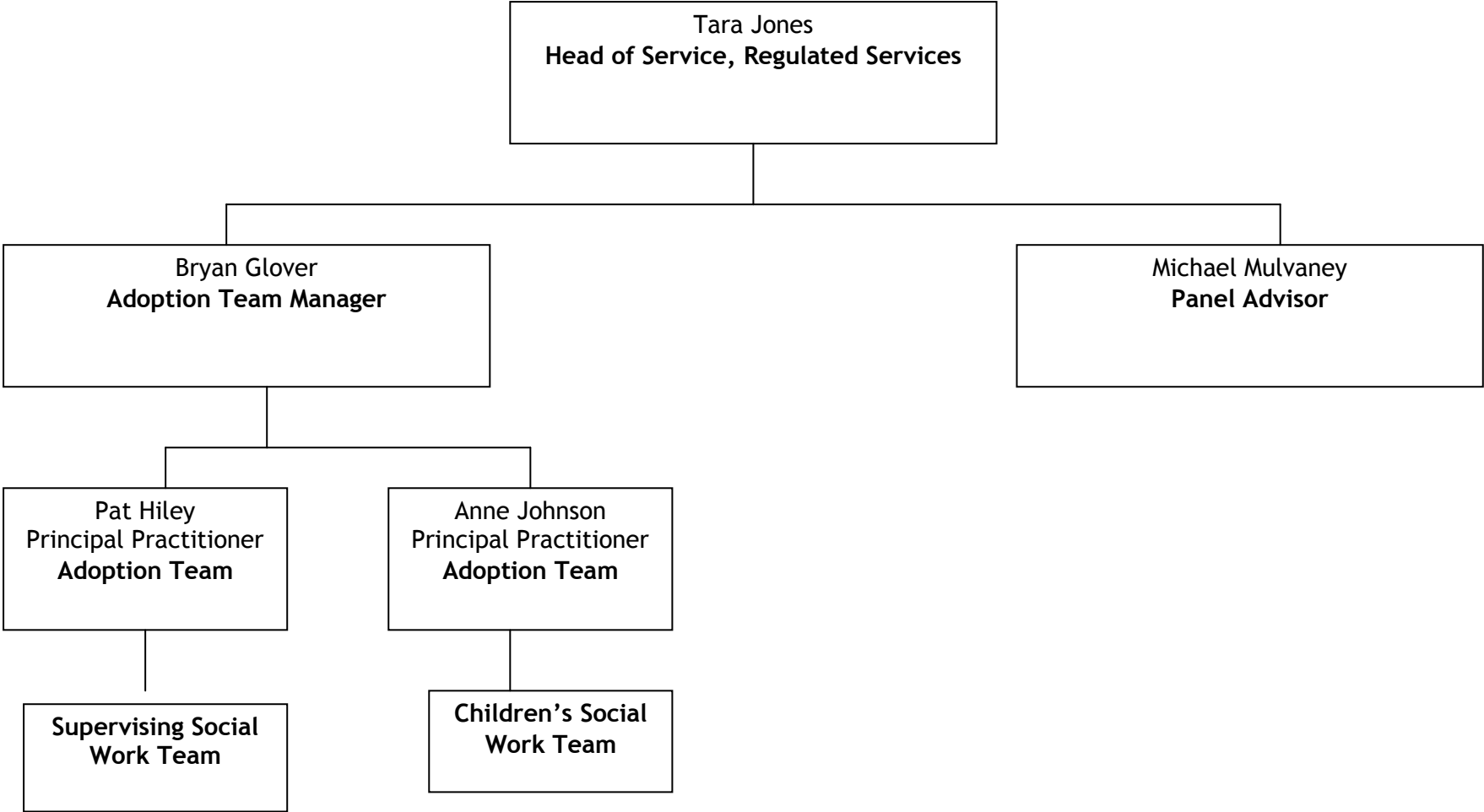
A copy can also be obtained from the registered manager:

Tara Jones – Head of Service, Regulated Services
Council Offices
Eastgate
Sleaford
Lincs
NG34 7EB

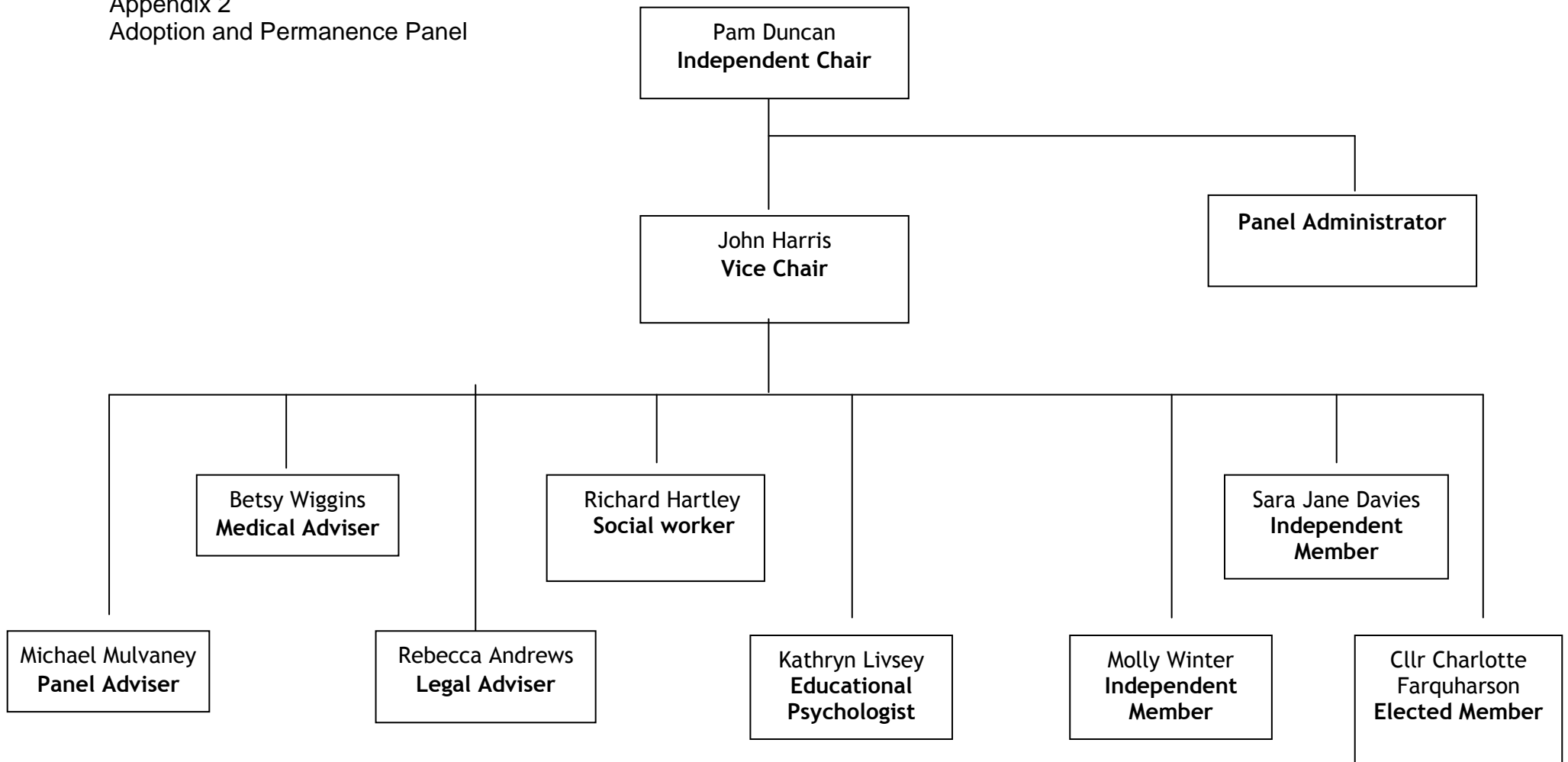
Telephone: 01522 552686

Email: Tara.Jones@lincolnshire.gov.uk

Appendix 1
Management structure



Appendix 2
Adoption and Permanence Panel



Appendix 3
ADOPTION SERVICE - STAFFING

Position	Qualifications	Length of time in LCC Adoption Services
Head of Service Regulated Services (Tara Jones)	DipSW Diploma in Higher Education PQ1 PQCCA Post Graduate Certificate in Child Care Social Work Post Graduate Certificate in Management (Health and Social Care)	1 Year(12 Years in regulated Services)
Team Manager Adoption Services (Bryan Glover)	BA (Hons) Psychology MSc Social Work DipSW	1 years (4 years in Regulated Services)
Principal Practitioner Adoption Services (Pat Hiley)	CQSW MA Social Work B Ed (Hons)	21 Years
Principal Practitioner Adoption Services (Anne Johnson)	CQSW Certificate of Education DMS PQ6	35 years
Supervising Social Worker (Di Farrell)	BA (Hons) Applied Social Studies CQSW	21 Years
Supervising Social Worker (Julie Gibson)	BSc (Hons) Psychology Certificate in Social Studies	15 Years
Supervising Social Worker (Julia Mann)	CQSW	6 Years
Social Worker (Sharon Meldrum)	BTEC ND Social Care BA (Hons) Applied Social Studies DipSW	8 Years
Supervising Social Worker (Debra Green)	BA (Hons) Social Worker	2 year
Supervising Social Worker (Julia Parker)	Certificate in Social Services Children and Adolescents Certificate in National Association for Maternal and Child Welfare Preliminary Certificate in Residential Care	7 Years
Social Worker (Sandy Allison)	BSc (Hons) Social Work and Social Work Policy DipSW	2 years 5 Months

Position	Qualifications	Length of time in LCC Adoption Services
Social Worker (Wendy Jennings)	BA (Hons) Social & Behavioural Studies MA, DIPSW Social Work CACDP Level 1 CACDP Level 2	3 years
Social Worker (Tracey Laing)	BA (Hons) Social Work DipSW	3 years
Social Worker (Kristin Daniilidis)	BA (Hons) Social Worker	4 Years
Adoption Support Worker (Dawn Button)	HNC Business and Finance	15 Years
Adoption Support Social Worker (Peter Cluse)	CQSW	4 Years
Adoption Support Social Worker (Maggie Nichol)	DipSW	5 Years
Post Adoption Support Social Worker (Pat Mills)	BA (Hons) Social Worker	1 Year
Post Adoption Support Social Worker (Jane Thornton)	BA (Hons) Social Worker	6 months
Adoption Support Social Worker (Jo Poole)	BA (Hons) Social Science CQSW Certificate in Counselling Advanced Certificate in Counselling	9Years