

STATEMENT OF PURPOSE



**LINCOLNSHIRE
COUNTY COUNCIL**

**ADOPTION SERVICE
2011**

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 .

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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 improve the likelihood of a successful adoption and ensure that children are matched as soon as possible with families 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 ongoing 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, 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, intercountry 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 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.

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 advise 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.

THE MANAGEMENT STRUCTURE OF THE ADOPTION SERVICE

The named manager of the Lincolnshire Adoption Service is:

Janice Spencer – Head of Regulated Services
Council Offices
Eastgate
Sleaford
NG34 7EB

Telephone: 01522 554476

Email: Janice.spencer@lincolnshire.gov.uk

Qualifications: CQSW, Advanced Award Social Work Practice, MA Child Protection, Certificate in Management Studies, Post Graduate Certificate in Health and Social Care.

Experience: more than twenty-four years of experience of working in the field of social care, specialising in the area of children and families since 1991 and has held first line and senior management posts with the local authority.

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 Barbara Starns.

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 "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.

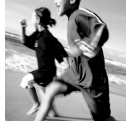
2. Child's Social Worker

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.

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

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.

A review of the process of engaging with prospective adopters has been undertaken. Initial contacts are made via the Customer Service Centre where information is taken from prospective applicants. Following this a detailed pack is made available to all interested applicants. Following this written information about the adoption process is sent within five working days to the enquirers in response to their enquiry; the enquirers are then invited to an adoption information meeting or they are offered an individual interview by the agency within two months of their enquiry;

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.

Feed back 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 2011, Lincolnshire County Adoption Agency had approved 26 adopters

These included 5 adopters who sought to adopt Specific child/children of which 1 was an inter country adoption from Pakistan

In 2010/2011 following the Inspection by Ofsted in 2009, a recommendation was made to explore direct placement as a means of speeding plans for relinquished babies. Direct placement is the placement of a child, with adopters on the basis of parental consent, prior to any legal consent or order. It is considered that a direct placement would enable the service to reduce any moves/changes for a child and would lead to the enhancement of attachments in the early days of a child's life.

There have been an increasing number of foster carers, who are not assessed as suitable to adopt, wishing to apply to adopt a baby placed in their care. These carers have not always been the most able to meet the child's needs and it has led to costly viability studies, delay in progressing plans for children and inevitable rejection of some carers. Direct Placement ensures that babies are placed with suitable carers, dual approved, who could follow on with adoption, thus avoiding these difficulties.

There is potential 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 2010-11 there have been 2 approvals of direct placements.

Also in this period there have been 8 approvals of adopters for one child aged 0-7 and a further 6 adopters who were approved for 2 children aged 0-5. Whilst recognising the challenge that can come from placement of sibling groups Lincolnshire County Council consider the support needs of those families who are looking to adopt siblings and as such one family were approved for a sibling group of three.

NUMBER OF CHILDREN

At the end of March 2011 51 children had their plans for adoption approved, this is made up of 27 boys and 24 girls, the age and range of those children are as follows:

Age	Number of children Approved
0-1	12
1-2	7
2-3	10
3-4	5
4-5	7
5-6	0
6-7	3
7-8	5
8-9	1
9-10	1

There have been a number of requests for approval of sibling groups which include 7 groups of 2 siblings, 3 groups of 3 siblings and 1 group of 4 siblings' plans have been approved.

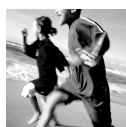
Within this group the ethnicity of the children breaks down in to 47 of those children are White British, with 2 Lithuanian, 1 British/Polish and 1 other defined as dual heritage.

At the end of March 2011 30 links had been approved for children.

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 90% with 36 out of the 40 children placed with in 12 months of the best interest decision

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 complaints officer is John Stephenson
Telephone number: 01522 554237
Email: John.Stephenson@lincolnshire.gov.uk

The Named Manager monitors all complaints and liaises with the Complaints Officer 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 2010 to March 2011 there were 2 complaints to the Adoption service both were resolved at stage 1. There was also 1 complaint from a member of the public and this was also 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 2010/2011

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.

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.

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
Royal Exchange Buildings
St Ann's Square
Manchester
M2 7LA

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

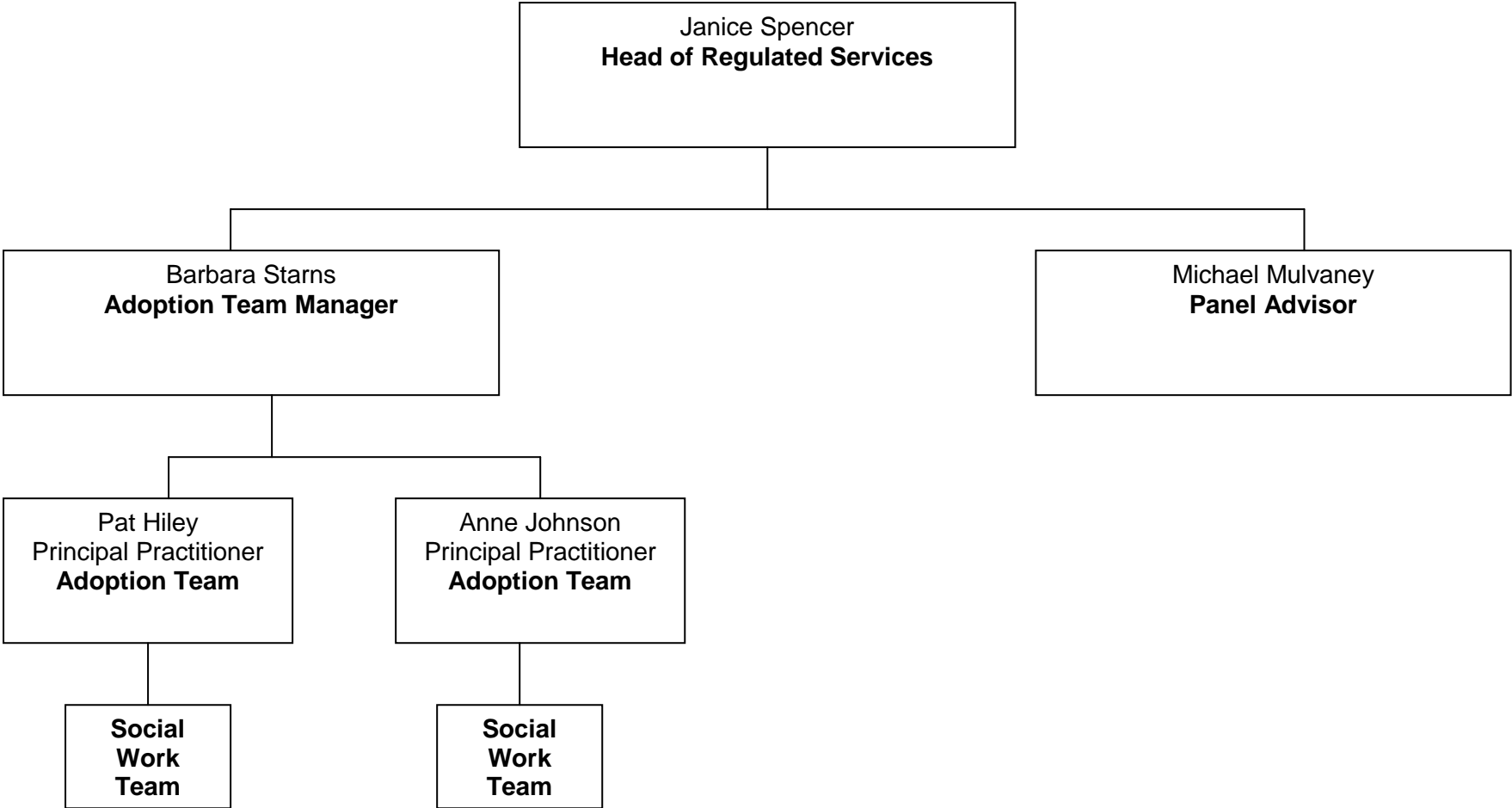
The Statement of Purpose, Children's Guides and other information are also available on the Lincolnshire County Council website: www.lincolnshire.gov.uk

A copy can also be obtained from the registered manager:

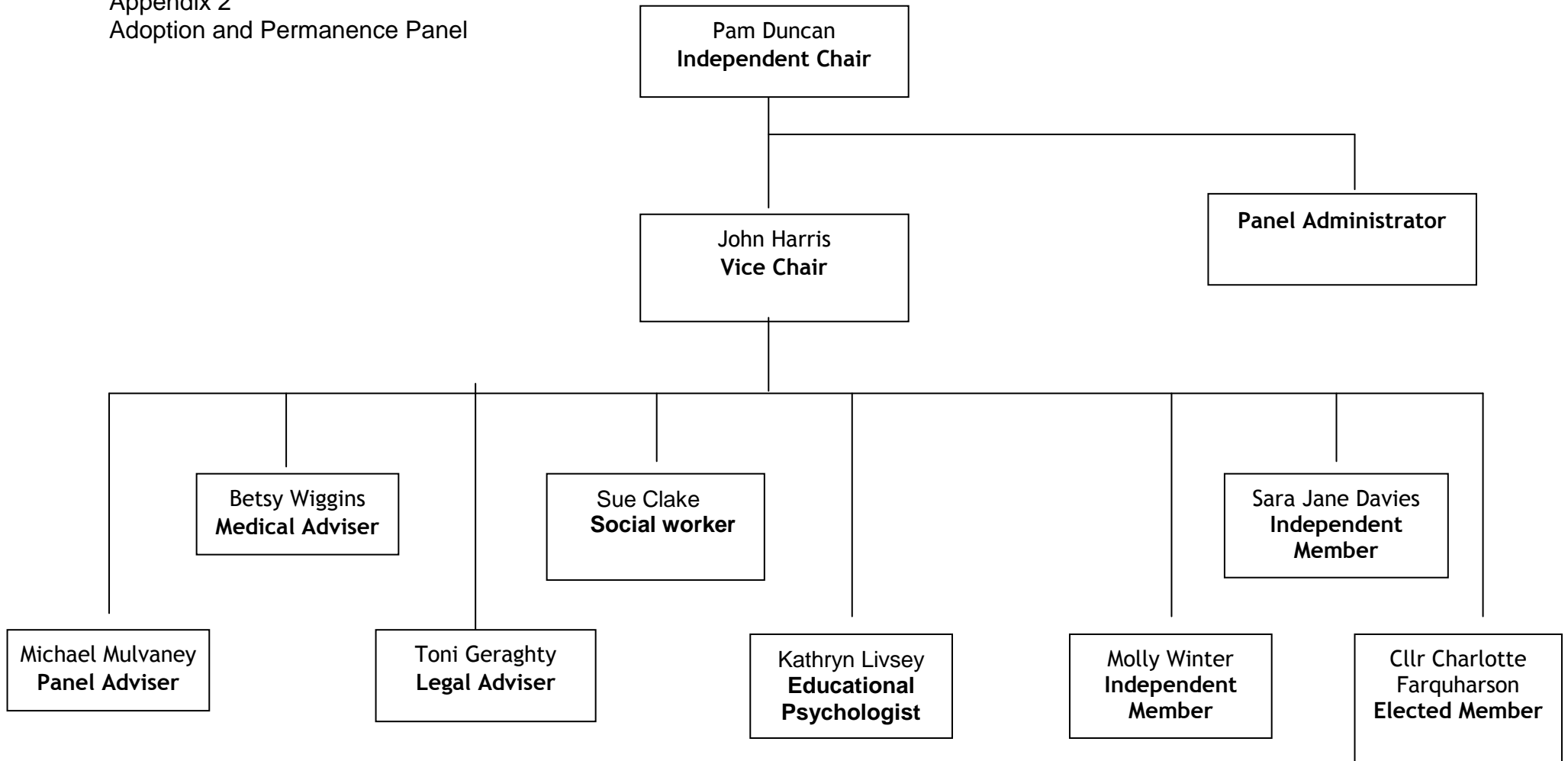
Janice Spencer
Head of Service – Regulated Services
Council Offices
Eastgate
Sleaford
Lincolnshire
NG34 7EB

Telephone: 01522 554476

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 (Janice Spencer)	CQSW Advanced Award Social Work Practice MA Child Protection Certificate in Management Studies Post Graduate Certificate in Health and Social Care	4 years
Team Manager Adoption Services (Barbara Starns)	BA(Hons) Politics MA Social Work DIPSW HND Post Grad Business Administration Practice Teacher Award Post Graduate Certificate in Social Care Management	3 years
Principal Practitioner Adoption Services (Pat Hiley)	CQSW MA Social Work B Ed (Hons)	20Years
Principal Practitioner Adoption Services (Anne Johnson)	CQSW Certificate of Education DMS PQ6	34years
Supervising Social Worker (Di Farrell)	BA (Hons) Applied Social Studies CQSW	20 Years
Supervising Social Worker (Julie Gibson)	BSc (Hons) Psychology Certificate in Social Studies	14 Years
Supervising Social Worker (Julia Mann)	CQSW	5 Years
Social Worker (Sharon Meldrum)	BTEC ND Social Care BA (Hons) Applied Social Studies DipSW	7 Years
Supervising Social Worker (Debra Green)	BA (Hons) Social Worker	1 year

Position	Qualifications	Length of time in LCC Adoption Services
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	6 Years
Social Worker (Sandy Allison)	BSc (Hons) Social Work and Social Work Policy DipSW	18 Months
Social Worker (Mandy Mason)	BA (Hons) Social Worker	1 year
Social Worker (Wendy Jennings)	BA (Hons) Social & Behavioural Studies MA, DIPSW Social Work CACDP Level 1 CACDP Level 2	2 years
Social Worker (Tracey Laing)	BA (Hons) Social Work DipSW	2 years
Social Worker (Kristin Daniilidis)	BA (Hons) Social Worker	3 Years
Adoption Support Worker (Dawn Button)	HNC Business and Finance	14 Years
Adoption Support Social Worker (Peter Cluse)	CQSW	3 Years
Adoption Support Social Worker (Jo Poole)	BA (Hons) Social Science CQSW Certificate in Counselling Advanced Certificate in Counselling	9Years
Adoption Support Social Worker (Maggie Nichol)	DipSW	4 Years
Adoption Support Social Worker Pat Mills	BA (Hons) Social Worker	6 months
Adoption Support Social Worker Lisa Cassells	BA (Hons) Social Worker	6 months