

NORTH WALES ADOPTION SERVICE



**Gwasanaeth
Mabwysiadu**
Gogledd Cymru

North Wales
**Adoption
Service**

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

QUALITY OF SERVICE REVIEW

April 2020 – September 2020

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1. Introduction

- 1.1** The requirement to provide six monthly reviews of the Adoption Service is set out in Regulation 39 of The Local Authority Adoption Services (Wales) Regulations 2019. The aim of this report is to bring into one document a presentation and analysis of the activity of each of the local authority adoption agencies, operating as a regional service. In addition, Section 15 (c) of The Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015 sets out the responsibilities of regional collaboratives to report to the Director of Operations for the National Adoption Service (NAS) on a quarterly and annual basis.
- 1.2** The report and information within it will be used for:
- The Review of Service (Regulation 39 report).
 - Given the broad content of this report it will be used for informing senior managers, cabinets and scrutiny committees.
 - Quarterly and annual reports to NAS.
- 1.3** This report is in respect of the period April 2020 to September 2020. Every effort has been made to ensure that the information presented is an accurate record of the activity and quality of the Adoption Service.
- 1.4** The North Wales Adoption Service (NWAS) has completed its tenth year of activity. We continue to work with our colleagues in the National Adoption Service, our partners in the voluntary sector and regional adoption services across Wales to improve the services for children and adults involved in adoption in Wales.

2. Current Position

- 2.1** Children and families supported through adoption with the North Wales Adoption Service (NWAS) can be confident that the service operates in accordance with its statement of purpose. The recently updated statement of purpose, dated September 2020, outlines the ethos of the service which continues to work as an effective partnership between local authority adoption teams in Wrexham, Flintshire, Denbighshire, Conwy, Gwynedd and Ynys Mon.

Following a review of the service in 2019/20, recommendations to restructure the management arrangements and develop post adoption services were endorsed by the NWAS Partnership Board. A decision was made jointly by the 6 North Wales Heads of Children Services and the Directors for Social Care Services and endorsed by the Partnership Board that the North Wales Adoption Service should continue to be managed on a partial rather than a fully managed basis, with Wrexham remaining as the host authority.

- 2.2** During the last 6 months NWAS has focused heavily on two key areas:

- 1) Management restructure; and
- 2) Development of the post adoption service

- 2.3** The team has experienced a demanding period with the challenges of the Covid-19 pandemic, changes to the management structure and expansion of the team. However all members of the team are enthusiastic, motivated and approaching changes with a forward thinking mind-set.

- 2.4** The following pages within this report present an analysis of the performance of the North Wales Adoption Service during the period April 2020 to September 2021. The report presents a review of the areas listed below and in each case examines 'what do we do well' and 'what areas do we want or need to develop further'. The action plan presented in Appendix 1 identifies the actions developed as a result of the review.

- Staffing
- Adoption Panel
- Children
- Adopters
- Advertising and Marketing
- Development of Post Adoption Support
- Policies and Procedures
- CSSIW
- Local Monitoring and Governance
- Consultation and Engagement

- Quality assurance, compliments, comments complaints, safeguarding issues, whistleblowing and representation.
- Safeguarding Issues

3. Staffing

What do we do well?

3.1 The management structure has undergone significant change over the last year. Appendix 2 illustrates the new structure which includes three team managers with clear lines of responsibility and accountability for performance. The three areas have been divided into:

- Marketing & Recruitment/Assessment/Performance
- Post Adoption Support
- Family Finding/Contact

3.2 Division of the accountability areas to the three managers will significantly improve outcomes. The posts provide the following benefits:

The creation of a full-time Service Lead/Regional Manager Post:

- Provides capacity to attend regional and national meetings and contribute to the development of regional and national priorities.
- The Service Lead will focus on setting strategic goals for the development and improvement of the service.
- Ensures the quality and range of services on offer are broadened and improved.

Creating three Team Manager Posts:

- Allows the post holders to focus on operational activities and create the additional capacity to manage all aspects of the service.
- Ensures development of the post adoption support element of the service.
- Provides increased support for frontline staff and linked staff working in frontline childcare teams, based in their areas.

3.3 Each manager has responsibility to lead two county areas and acts as a panel advisor for the three adoption panels. These areas are split into:

- Wrexham/Flintshire
- Conwy/Denbighshire
- Gwynedd/Anglesey

3.4 Alongside the restructure of management arrangements, vacant and newly created posts for the delivery of post adoption support have been successfully recruited to within the last six months. Interviews that were placed on hold in March 2020 as a result of the Covid-19 pandemic have now taken place and all posts have been filled.

3.5 Team meetings continue to be held virtually on a monthly basis where operational issues and training/development are discussed. The sessions are interactive, allowing the opportunity for all staff to share feedback including on

proposed changes to the service.

3.6 To ensure staff are also able to share their feedback regarding the service in a confidential setting, an annual staff questionnaire is provided as part of the quality of care review. The last questionnaire took place in April 2020 and was reported in the September Quality of Care Report. Responses were very positive. NWAS has responded to concerns identified within the questionnaire – some key areas are outlined below:

- 7.1% of NWAS employees, who responded felt that they didn't know where to access relevant adoption documents. This has been addressed by implementing the following actions:
 - All new staff received individual time with the CHARMS administration;
 - All staff will receive training on using the new CHARMS online data base, prior to the new system going live April 2021;
 - Accessing reports and recording on CHARMS is placed on monthly team meeting agendas; and
 - Accessing reports and recoding on CHARMS is monitored and regularly reviewed through staff monthly supervision.
- The need to create more consistency in staff training with more adoption specific opportunities. NWAS has now focused staff training on developing a package of support for the changes to the Stage 1 and Stage 2 process. The Training Officer has prepared staff to use the new forms and systems, while redeveloping the assessment toolkit to align with the new legislation. Appendix 3 provides details of Good Practice Guide Events to support staff with second tier implementation.
- The majority of the training provided to staff is conducted either through individual local authorities, the NWAS Training Officer and Afa Cymru. However, the NWAS has utilised the Welsh Government Grant to commission bespoke training to staff delivering post adoption support, such as Theraplay.

What areas do we need to or want to develop further?

3.7 As of March 2020 there were two sessional workers employed in the service, one to undertake assessments and one to provide one to one support to adopters. During the last six months one of the sessional workers has retired and the other has become a permanent employee with NWAS. To improve resilience of the service, post January 2021 an advertisement campaign across the 6 authorities will take place to create a pool of sessional workers to manage fluctuations in demand in the Service.

3.8 In the last annual staff survey, between 75% and 85% of staff:

- Felt supported in their role by the management team.
- Have regular supervision and appraisals.
- Access to support, advice and training.

Although a positive response, it is recommended that NWAS undertake a review of staff development procedures in line with the new management structure, aligning bi-annual appraisals with yearly objectives for the team. This will ensure NWAS continues to retain staff and fosters a positive and forward thinking workforce.

4. Adoption Panel

What do we do well?

4.1 The adoption panels continue to operate as three separate adoption panels for:

- Wrexham/Flintshire – Reflection from Chair Appendix 4
- Conwy/Denbighshire – Reflection from Chair Appendix 5
- Gwynedd/Anglesey – Reflection from Chair Appendix 6

4.2 All adoption panels continue to be appropriately resourced with independent members from a good cross section of the community, including adopted adults, adopters, birth parents, foster carers, CAMHS professionals and voluntary agency representatives. As well as the statutory required members i.e. medical advisers, social workers and legal advisers with each local authority being represented appropriately.

4.3 The adoption panels ensure that decision making is robust and offers quality assurance on evidence that is presented for the adoption process. The panel meets on a monthly basis and there is evidence of the panel deferring decisions based on scrutiny of evidence presented. Additional panels are scheduled as required in order to avoid cases being delayed.

4.4 The adoption panels perform a vital function and due to the Covid-19 pandemic, all panel business had to be moved to virtual platforms very quickly to minimise service disruption. Virtual panels will continue to operate in 2021 and as a consequence it has been necessary to review and update the Adoption Panel Policy to reflect this change in arrangements. The draft policy was circulated to Panel Chairs for their input and comments prior to it being finalised.

4.5 Panel members have embraced the new virtual adoption panels with no immediate plans to return to face to face panels. NWAS will continue to review this in accordance with each local authority's Covid-19 recovery plans. All Chairs agree that despite early reservations the virtual panels are all working well and individuals have adapted to the challenges the current situation presents. The following quote from an Adoption Panel Chair addresses the commitment of staff and panel members to ensure that the adoption panels have continued throughout the Covid-19 pandemic.

'This period coincided with the advent of the Covid-19 pandemic and related restrictions. It is a testament to the North Wales Adoption Service, the local authority adoption agencies and respective practitioners, multi-agency colleagues, to panel members and ultimately to the tenacity of prospective

adopters and foster carers that adoption activity has continued throughout. Systems were developed to address the deficits including conducting virtual panels which were compliant with Welsh Government and Coram BAAF Guidance’.

- 4.6** All Chairs agree that NWS has improved the quality and timeliness of documentation which ensures that robust decisions are made from evidence based discussions.
- 4.7** All Chairs also agree that vacancies had a real impact on the operational aspects of the panel, although many positions have now been filled. NWS has recently recruited new Panel Members and increased the central list numbers after previous members have left to take up full time employment. NWS has combined three separate inductions into one to make the best use of management time.
- 4.8** As part of the documentation required to access the Adoption Panel and agree the transition, NWS and Child Care Social Workers are using the NAS Risk assessment tool “transition of moving children on to their adoptive placement”. This tool was developed for adoption services to undertake a transitional risk assessment. The assessment takes place before the children are placed, which includes Covid-19 isolations, including staff involved in the case. No children are moved unless the risk assessment is complete and signed off by a senior manager.
- 4.9** The table below illustrates the panel activity during quarter one and two.

	Flintshire/ Wrexham		Conwy/ Denbighshire		Gwynedd/ Ynys Mon		Total 2019/20	Total 2020/21
	Q1	Q2	Q1	Q2	Q1	Q2		
Approval Deferred	0	0	0	0	1	0	5	1
Continued Suitability Deferred	0	0	0	0	0	1		1
Matching Approved	3	6	5	1	1	0		16
Approvals	1	1	1	2	1	2	29	8

- 4.10** Feedback from panel members is collected through an Annual Adoption Panel Survey. Responses were very positive and shared in the previous Quality of Care Report. Within the survey panel members had the opportunity to provide additional comments to help develop the service.
- 4.11** Within these comments it was suggested that ‘*some documents need to be summarised/more and Support Plans should acknowledge potential issues*’. NWS has responded to this feedback by creating a new role: The Adoptive Support Services Advisor (ASSA) now offers specialist advice and support for

childcare social workers. This includes developing post adoption support plans, ensuring they meet the child's needs and are of a good standard before being finalised. The ASSA identifies post adoption support requirements and refers to the Post Adoption Team.

- 4.12** To ensure effective delivery, the ASSA liaises with the local authority areas to identify the support offer available and provides the receiving authority with a copy of the adoption support plan for children being placed in their area. The new role provides a robust approach, guaranteeing children's needs are met and are reflected clearly in support plans.
- 4.13** Adoptive families can access the support offered by the ASSA, via the online form on the NWAS website. Where appropriate the ASSA will access their needs and make referrals to the Post Adoption Support team.
- 4.14** Medical reports are presented to the panel as part of the approval process. No concerns have been raised to date in relation to obtaining prospective medical reports. The Health Co-ordinator, is supportive in ensuring any issues which might cause delay are dealt with promptly to avoid interruption for children waiting for adoptive placements. Adaptions have been made in light of the Covid-19 pandemic and adopters and paediatrician visits take place remotely, followed up with a written report from the medical advisor prior to matching. Medical advisors work well with the service and continue to be available to the adoption panels, providing vital medical advice and support in moving children on to their adoptive placement.

What areas do we need to or want to develop further?

- 4.15** Ensure all vacant positions on the Adoption Panel are filled.

5. Children

What do we do well?

5.1 As of December 2020 Children Waiting

There are currently 53 children open to NWAS and the breakdown is as follows:

- 17 Children have an active link.
- 4 Children are awaiting a decision relating to the following: possible Special Guardianship Order (SGO), re-unification to parent, awaiting a placement order for a sibling, consideration being given to one child being placed with adoptive sibling.
- 32 children are available – however we have 19 prospective adopters currently being assessed.

5.2 Children Placed awaiting an Adoption Order

There are 31 children currently placed and the details are as follows:

- Individual Children: = 27
- Sibling groups = 2 sibling groups of 2 children. = 4
- Of the 31 children there are 18 Boys and 13 Girls.
- Children continue to wait on average 6 to 9 months for a placement.

5.3 Children in Links

There are currently 12 children in active links, either in Introductions or waiting to be matched with 11 approved adopters. A further 5 children are in the early stages of linking.

- 5.4 The use of virtual platforms continues to be a vital tool in supporting service continuity, enabling matching meetings, the linking of children with adopters and meetings with paediatricians and foster carers to go ahead.
- 5.5 Staff continue to make best use of ARW for family finding with both children and adopter's being placed on the register within 1 month. Staff are referring children to adopting together that are considered to be more difficult to place. One child within NWAS is part of the child specific recruitment scheme piloted by Adopting Together.
- 5.6 As part of the Post Adoption Support package, a new service 'Connected' is currently in development (Appendix 7 and 8) which will operate across the region providing monthly sessions for adopted children. The Service aims to *'improve children and young peoples' self-confidence, build self-esteem and reduce the sense of isolation which some adopted children experience whilst*

providing opportunities for them to meet up with their peers and develop life skills’.

What areas do we need to develop further?

- 5.7** Reduce the number of children waiting for an adoptive placement in line with the target set by NAS of 31 children waiting for a placement by 31st March 2021.
- 5.8** To avoid drift, NWAS has reminded childcare social workers of the need to review the care plans of children subject to a Placement Order but have not been linked and matched within 12 months of the Order being made. As these children are reviewed through the LAC system, Heads of Children’s Services have also made their Independent Reviewing Officers aware of this requirement and the need to ensure care plans remain relevant to the child’s needs. It is hoped that there will be the possibility of developing an automatic notification of care plans that are due to be reviewed within the new Charms system, due to go live in April 2021. This will support social workers in ensuring care plans are effectively managed.
- 5.9** A key focus during the review period has been to develop and review the Post Adoption Support offered to children in light of the new developments within the service. This will include a measure of the time it takes to act on referrals that are submitted via the website. A benchmark has been set as 5 working days to ensure referrals are dealt with quickly and support is implemented in a timely manner.
- 5.10** Children’s life stories are completed by the Child Care Teams across the region and as a consequence it has been problematic for NWAS to collect data relating to this activity. Consequently, a new specialist role of Regional Life Journey Social Worker has been developed. This post will support frontline childcare social workers across the region and ensure life journey work is produced at the right time, is comprehensive and of a good standard and the data can be collected. This is an area where North Wales lags other Welsh regional adoption services and having a dedicated worker to support frontline staff will ensure NWAS makes improvements in this area.

6. Adopters

What do we do well?

6.1 Prospective Adopters in Assessment

As of December 2020, there are currently 28 prospective adopters in assessment. The 28 assessments are as follows:

- Prospective Adopters = 19
- Partner of Parent Assessments = 9
- Of the 28 assessments, 19 adoptive families could potentially be available for LAC.

6.2 An additional 3 potential adopters whose assessments were commenced asked to have them put on hold due to concerns over their future employment status related to the impact of Covid-19 on the economy and jobs.

6.3 At the end of 2018/19 there was a total of 25 prospective adopters. At year end 2019/20 there was a total of 27 prospective adopters, showing a marginal improvement on the previous year.

6.4 At the end of 2019/20, 5 adopters were available for potential links and 13 on hold giving a total of 18 available for LAC, an improvement and upward trend with the potential to increase further by year end.

6.5 It is important to note that the number of partner of parent's assessments continues to place pressure on the service due to the tight time scales and the complexities of the assessments. Almost one third of on-going assessments are partner of parents. The table below illustrates the number of partner of parent assessments in quarter 1 and 2 (2020/21) in comparison to quarter 4 (2019/20).

Partner of Parent	Gwynedd	Ynys	Conwy	Denbigh	Flint	Wrexham	Total
(2019/20) Q4							
Enquiries	4	3	4	2	3	8	24
Initial Visit	0	1	1	0	0	1	3
Adoption order	0	0	0	0	0	0	0
(2020/21) Q1							
Enquiries	3	0	2	6	3	2	16
Initial Visit	2	0	1	1	1	2	7
Adoption order	0	0	0	0	0	0	0
(2020/21) Q2							
Enquiries	1	4	3	3	4	1	16
Initial Visit	1	1	0	3	2	0	7
Adoption order	0	0	0	0	0	0	0

- 6.6** NWAS expect the Stage 2 assessment process to be completed within four months. Occasionally, due to exceptional circumstances assessments will take longer to complete. Whilst enquiries during the last six months have increased the conversion rate has not seen a corresponding increase. NWAS have looked to identify the reasons for this and found that some adopters have placed their applications on hold due to uncertainty regarding their future employment linked to the Covid-19 pandemic. Going forward, it is expected that this situation will improve when the Covid-19 situation is brought under control.
- 6.7** The Training Officer has continued to adapt to the challenges of the Covid-19 pandemic and found alternative methods to ensure that pre-approval training continues. Appendix 9 gives details of all the training that has taken place and scheduled to be delivered up to March 2021, including the number of attendees.
- 6.8** Although initially a number of training courses were cancelled and rescheduled as a result of the Covid-19 pandemic, NWAS quickly adapted and moved their training on-line. Initially, NWAS commissioned an external trainer to deliver virtual pre-approval training sessions allowing time for the NWAS Training Officer to adapt the training courses to delivery via a virtual platform. The

Training Officer focused on making the training as interactive as possible using a range of methods including group work and quizzes. NWAS has continued to collect feedback with evaluations collected post training. The Training Officer shares a summary of the feedback, along with attendance figures, quarterly with the adoption panel and it is incorporated into reports to the NWAS Partnership Board.

6.9 A new Training Support Officer was recruited to assist the Training Officer and create capacity to develop and expand the training offer. The Training Officer is enthusiastic regarding the future development of a suite of training for post adoption support. This includes undertaking two qualifications which will allow the service to deliver in-house specialist training, removing the cost of out sourcing for example the Not Violent Restraint (NVR) course.

6.10 NWAS understand the impact of engaging and listening to the views of adopters and are committed to improving the support they offer, valuing feedback from their stakeholders. NWAS understand the importance of incorporating this into the review process to help shape the service. There is evidence that feedback is acted upon, for example in the previous quality of care report one comment from the Independent Reviewing Officers and Child Care Social Workers survey suggested that:

“The adoptive parents would benefit from annual contact to ensure that the placement, once the order has been granted, continues to manage and prevents breakdowns in later years”.

6.11 This contributed to NWAS recognition of the importance of on-going support and the creation of a post adoption support team with the aid of a Welsh Government Grant.

What areas do we need to or want to develop further?

6.12 Increase the number of approved adopters in line with NAS targets of 32 approved adopters by the end of 2020/21. The figure has been revised down due to the impact of the Covid-19 pandemic. Some potential adopters have asked for their assessments to be put on hold due to recent redundancy or being subject to furlough. In the short-term this will undoubtedly result in fewer adopters being available for children requiring permanency through adoption. However, NWAS is continuing to work collaboratively with Cowshed an advertising and marketing organisation, to promote the service and increase the number of enquiries from potential adopters.

6.13 NWAS continue to develop the post adoption support package including a range of training to support smooth transition. NWAS aim to reinstate the work

undertaken before the impact of the Covid-19 pandemic and the procurement of a range of packages available.

- 6.14** Continue to plan and provide bespoke training, via the provider and in-house Super Users on the new Charms system, to support the Team Officer in developing a training performance management system, including the development of a new post training evaluation form.
- 6.15** Develop the virtual social networking groups, divided between the pre-approval adopters and approved adopters to ensure each group having a service tailored to their needs.

7. Advertising and Marketing

What do we do well?

- 7.1** NWAS now has a dedicated Marketing and Recruitment Officer who is responsible for increasing the number of enquiries and conversion rates, which is essential to reduce the number of children waiting.
- 7.2** The table below shows that enquires have increased in September and October compared to the same months in 2019. NWAS must continue to build upon these figures to provide opportunities to increase conversion rates.

Enquiries Prospective Adopters (A1)	August	September	October
2020			
Gwynedd	1	4	4
Anglesey	2	1	0
Conwy	1	2	3
Denbighshire	2	2	6
Flintshire	3	3	1
Wrexham	3	5	3
Other	0	0	0
	12	17	17
2019			
Gwynedd	2	4	2
Anglesey	2	1	0
Conwy	2	0	3
Denbighshire	2	0	1
Flintshire	1	1	2
Wrexham	2	2	3
Other	1	0	0
	12	8	11
Partner of Parent	August	September	October
2020			
Gwynedd	0	1	0
Anglesey	1	1	2
Conwy	1	2	1
Denbighshire	0	1	2
Flintshire	0	0	3
Wrexham	0	1	2
Other	0	0	0
	2	6	10
2019			

Gwynedd	0	0	0
Anglesey	0	3	0
Conwy	0	1	1
Denbighshire	1	0	0
Flintshire	1	0	5
Wrexham	0	1	1
Other	0	0	0
	2	5	7

7.3 The work of NAS, Cowshed and the NWAS regional marketing and recruitment Officer as well as continued use of television adverts and social media platforms has contributed to the increase in enquiry figures. All local authority communication teams have received a toolkit to help promote and share the national marketing and recruitment campaign. NWAS's social media pages are being updated regularly by NWAS's Marketing & Recruitment Officer.

7.4 NWAS is expected to benefit from a national recruitment campaign funded by the National Adoption Service. This is planned to take place during September and October and should provide further opportunities to recruit potential adopters at a time when staff have been unable to interact face to face with stakeholders at various events throughout the year, such as the Eisteddfod.

7.5 The following list illustrates some of the marketing events which were scheduled but unable to take place during quarter 1 and 2. NWAS has taken advantage of a virtual market hosted by the Urdd during the Eisteddfod week.

- Pop up stall at a theatre production based on adoption (Pontio, Bangor 31st of March-1st of April)
- Prom Xtra (Colwyn Bay 2nd of May)
- Caernarfon Food Festival (9th of May)
- Eisteddfod yr Urdd (Denbigh 25th of May-30th of May)
- Eisteddfod Genhedlaethol (Tregaron 1st of August-8th of August)
- Anglesey Show (11th-12th of August)

7.6 NWAS identified the need to improve and expand the range of information to attract more potential adopters. The NWAS website has recently undergone a refresh and is due to go live in February 2021. The new format will allow for easier navigation and access to information designed for the user.

7.7 The table below illustrates the response forms received, initial visits, training and application forms for quarter 1 and quarter 2 (2020/21). The table includes 2019/20 year-end figures for comparison.

	2019/2020 Year End Cumulative	Q1 (2020/21)	Q2 (2020/21)	Q1+Q2 2020-2021
Gwynedd				
Response forms received	8	0	4	4
Initial Visits	8	0	4	4
Attend training	-	0	0	0
Application form	6	0	0	0
Ynys Mon				
Response forms received	5	2	1	3
Initial Visits	5	2	1	3
Attend training	-	0	0	0
Application form	2	0	0	0
Conwy				
Response forms received	9	1	4	5
Initial Visits	9	4	4	8
Attend training	-	2	4	6
Application form	8	2	2	4
Denbigh				
Response forms received	5	4	3	7
Initial Visits	5	2	3	5
Attend training	-	1	1	2
Application form	5	0	0	0
Flint				
Response forms received	11	2	3	5
Initial Visits	11	6	3	9
Attend training	-	3	2	5
Application form	6	3	3	6

Wrexham				
Response forms received	10	4	4	8
Initial Visits	10	3	3	6
Attend training	-	0	1	1
Application form	9	0	0	0

7.8 10 application forms have been received during quarter 1 and quarter 2 (2020/21). In comparison to year end 2019/20, this is a downward trend. 2 out of the 6 counties application form submission numbers are low for the half year period, in comparison to the previous year end figures. However with the increase in initial enquiries, NWAS has an opportunity to increase the conversion rate for the latter part of the year. NWAS acknowledges there is still work to be done to improve conversion rates to reduce the number of children waiting. Some of the reasons put forward relate to applicants being smokers, still considering IVF, recent miscarriage and a general misconception regarding adoption. Further analysis is being carried out to establish what the regions can do to increase conversion rates.

7.9 22 prospective adoptive families (42 people) attended pre approval training, 'preparing to adopt' between April 2020 and September 2020. A further training session is scheduled for November 2020. Training was largely impacted by the Covid-19 pandemic and it is hoped that those who have placed applications on hold due to uncertainty in employment will seek to continue their applications as the pandemic is brought under control.

7.10 The table below shows the approval figures for quartile 1 and quartile 2 (2020/21). Including quartile 4 (2019/20) for comparison. The impact of the Covid-19 pandemic is reflected in the figures. Two counties have had no approvals during quarter 1 and 2. Gwynedd received the most with 3 approvals. Comparisons will be made at year end for 2020/21 between counties and against 2019/20 year end, to determine if there are any clear fluctuations and investigate possible reasons for these.

Approvals							
	Gwynedd	Ynys	Conwy	Denbigh	Flint	Wrexham	Other
Quarter 4 2019/2020	0	0	0	0	3	0	0
Quarter 1 2020/2021	1	0	1	0	0	1	0
Quarter 2 2020/2021	2	0	0	1	0	0	0

What areas do we need to or want to develop further?

- 7.11** Focus on advertising and marketing in the four areas where there has been fewer applications. Identifying the reasons and providing additional support to encourage and increase in applications from suitable adopters.
- 7.12** Further investigate other methods of advertising/marketing during the pandemic, including market research into why some people opt to use independent agencies rather than local authority run agencies.

8. Development of Post Adoption Support

What do we do well?

8.1 A common theme identified through feedback from both adopters and staff suggested that the current support systems, which mostly consist of signposting to external providers did not fully meet the needs of their stakeholders. Therefore, a key focus of the NWAS in the last six months has been the creation and development of the post adoption support element of the service funded by the regions share of a £2.3 million Wales wide grant.

8.2 The NWAS has developed an annual delivery plan identifying the following objectives:

OBJECTIVE 1 - Implementation of the TESSA programme.

OBJECTIVE 2 - New support and information services for children and young people.

OBJECTIVE 3 – Changing practice. A new best practice approach to placing children; providing early support and helping ensure stability and permanence providing.

OBJECTIVE 4 - Embedding the new life journey materials framework.

OBJECTIVE 6 - Implementation of individual plans for adopter post approval training / development.

OBJECTIVE 7 - Improving the range of targeted / specialist therapeutic support available through health, social care and education.

OBJECTIVE 8 - Consistent delivery of high quality adoption services.

8.3 NWAS are making good progress on all objectives and there is now a Post Adoption Support Team in place which includes a Team Manager, Therapeutic Family Support Workers and other specialists' posts responsible for the delivery of post adoption support. The specialist support on offer is an innovative and an exciting development within the service, offering adopters the quality of support needed to ensure successful transition. The package will offer adopters bespoke training meeting their individual needs. The quality of the support package is an incentive for prospective adopters to opt to adopt through NWAS over private organisations.

8.4 A referral pathway has been implemented and information for adoptive parents is located on the NWAS website. Adopters are able to self-refer ensuring they can access the information and support they need.

What areas do we need to or want to develop further?

8.5 After a period of embedding continue to report on targets identified in the Adoption Support Investment Annual Delivery Plan and review impact.

8.6 Continue to promote the therapeutic support for adopted children and young people.

9. Policies and Procedures

What do we do well?

- 9.1** The majority of policies within the NWS are date stamped 2017, excluding Data Protection and Safeguarding Policies which have been updated recently, in line with government guidelines. Stage 1& 2 policies have been developed and are now in place and the updated Adoption Panel policy is due to be implemented. However, NWS recognise that all policies required revising and it has been agreed with other Adoption Consortia and the National Adoption Service that National, rather than local policies should be developed. The NAS have taken on responsibility to commission the development of national policies.

What areas do we need to or want to develop further?

- 9.2** Continue to implement reviewed policies and procedures as and when they are updated. Ensure all staff and stakeholders have access to new policies and are aware of amendments.
- 9.3** Full attendance at all national/regional and task and finish groups to support good practice.
- 9.4** Continue attendance at NAS local authority Business Planning Days to support good practice.

10.CSSIW

- 10.1** No inspections on the adoption services across North Wales were undertaken in the last financial year.

11.Local Monitoring and Governance

What do we do well?

- 11.1** The NWAS continues to be governed by the NWAS Partnership Board who provide governance and scrutiny of the service. There is evidence that quarterly briefing reports are submitted in advance of the meetings, which include quarterly performance measures. Directors of the 6 North Wales Authorities are also provided with information regarding the performance of the Service.
- 11.2** The August 2020 Partnership Board report records a request from the Directors for 'a simple and clear' action plan for the 12 months April 2020/March 2021, to include quarterly outcomes (including activities, performance measures and benchmarking data) for reporting to the Partnership Board Meetings. Aligning outcomes with the National Adoption Service.
- 11.3** NWAS has a signed partnership agreement although this now needs to be updated in light of the recent management restructure and expansion of the service. Wrexham Council's legal department is redrafting the agreement to take account of the changes and include more contextual detail regarding lines of accountability, enabling Wrexham as the host authority to more easily manage the service. Once completed the draft agreement will be circulated to the other 5 local authorities' legal departments and Heads of Children Services for consideration and comment before sign off.

What areas do we need to or want to develop further?

- 11.4** Update and include the NWAS action plan in all quarterly reports to the NWAS Partnership Board using the traffic light system to report on progress.
- 11.5** NWAS action plan to be reviewed bi-annually and developed in conjunction with the Quality of Care review and report findings.
- 11.6** The NWAS action plan used to plan and drive change within the service to support improving outcomes.
- 11.7** Review the format of the action plan in 12 months' time.

12. Consultation and Engagement

What do we do well?

12.1 Annually the NWAS undertake the following quality assurance questionnaires of which the previous results were shared within the September 2020 Quality of Care Report. These include:

- Adopters with child/children placed over the past year.
- Adopters attending NWAS adoption panels.
- Panel members.
- NWAS staff.

12.2 Feedback is also encouraged through feedback forms from adopters post training and from panel members. The following feedback was received after a virtual in-house training session, November 2020.

Attendee One Commented; "I was really impressed with the way Denise managed to run this training via technology. She made the sessions feel intimate and I was engaged through the whole three days. Overall, a brilliant course which I am very grateful is offered at the outset of the adoption journey. Thank you for putting so much time and effort into preparing us for what may lie ahead."

Attendee Two Commented "Given that the course was done online, overall we enjoyed the experience. Denise was very helpful, informative, engaging and very knowledgeable of the subjects she was presenting. We have taken away a lot of useful information, not only for adoption, but for general life parenting."

13. Quality Assurance, Compliments, comments, complaints, safeguarding issues, whistleblowing and representation.

What do we do well?

13.1 Quality assurance mechanisms are in place for the service. The Quality of Care review has now moved to a six monthly process. Within this review, the NWAS working action plan is reviewed and updated, based on findings presented in this report.

13.2 The action plan will be updated bi-annually, and accompanying the quarterly reports provided to the Partnership Board.

13.3 Quarterly performance reports are consistently presented by the Service Lead to the Partnership Board, panel members and other professionals involved in panel business days throughout the year. Service managers in each authority

are able to present the reports to their respective Scrutiny Committees and Corporate Parenting Panels.

13.4 Performance Indicators are reported to the National Adoption Central Team on a quarterly basis and this information is collated and shared with the Advisory Group and Governance Board of the National Adoption Service. It has been agreed that these should be presented at the Partnership Board meetings and any issues raised with the data collated by them will be dealt with within the region.

13.5 NWAS has integrated its complaints procedures into the Wrexham County Borough Council complaints department. This will ensure that complaints are dealt with consistently, impartially and within agreed time limits.

14. Safeguarding issues

14.1 All staff receive mandatory safeguarding training and any issues are brought to the immediate attention of a manager and where appropriate the Duty and Assessment Teams or the Out of Hours Team for further investigation.

15. Summary

15.1 NWAS are committed to providing a service that is transparent and fit for purpose that places children and adopters at the centre of their work: a service that is open to continuous change, values the importance of listening to their stakeholders and utilises their views in shaping future direction. In the last 6 months, the team has experienced a demanding period with the challenges of the Covid-19 pandemic, changes to the management structure and the expansion of the team. However, all members of the team are enthusiastic regarding the benefits that the re-organised and streamlined management hierarchy will bring in improving outcomes for the children, young people and adoptive families in their care. NWAS continue to prioritise the improvement in the following outcomes:

- Increase the number of approved adopters.
- Reduce the number of children waiting for an adoptive family.
- Develop the adoption support service and review in a years' time. (November 2021).

15.2 The action plan – Appendix 1 will support the NWAS in improving these outcomes.

16. Future Recommendations

Please see working action plan – Appendix A

Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
Key Performance Outcomes 2020/21						
Increase the number of approved adopters.	Increase the number of approved adopters in line with NAS targets of 32 approved adopters by the end of 2020/21. The figure has been revised down due to the impact of the Covid-19 pandemic, the recurring lockdown and the additional factor of employment uncertainty for potential adopters	No. of approved adopters	32		31st March 2021	
Reduce the number of children waiting for an adoptive family.	Reduce in line with the target set by NAS of 31 children waiting for a placement by 31st March 2021.	No. of children waiting for an adoptive family.	31		31 st March 2021	
Implement the adoption support service and review in a years' time. (November 2021).	Adoption Support Service embedded and vacancies filled. Performance measures to measure success of service to be reported quarterly and at year end. Review to include feedback from adopters.	Number of days from making a referral to allocation is set at 5 days	Establish Baseline		Review Oct/Nov 2021	
Staff						
Training on the Stage 1 and Stage 2 assessment procedures.	NAS with AFA Cymru have provided guidance and developed policies relating to the new Stage 1 and 2 assessments.	All staff completed training.	N/A		November 2020	
A fully functioning online CHARMS facility.	Wrexham IT department is working with NNAS and providers on the development and implementation of the new CHARMS IT	New system Go-live date April 2021	N/A	All managers	Complete	

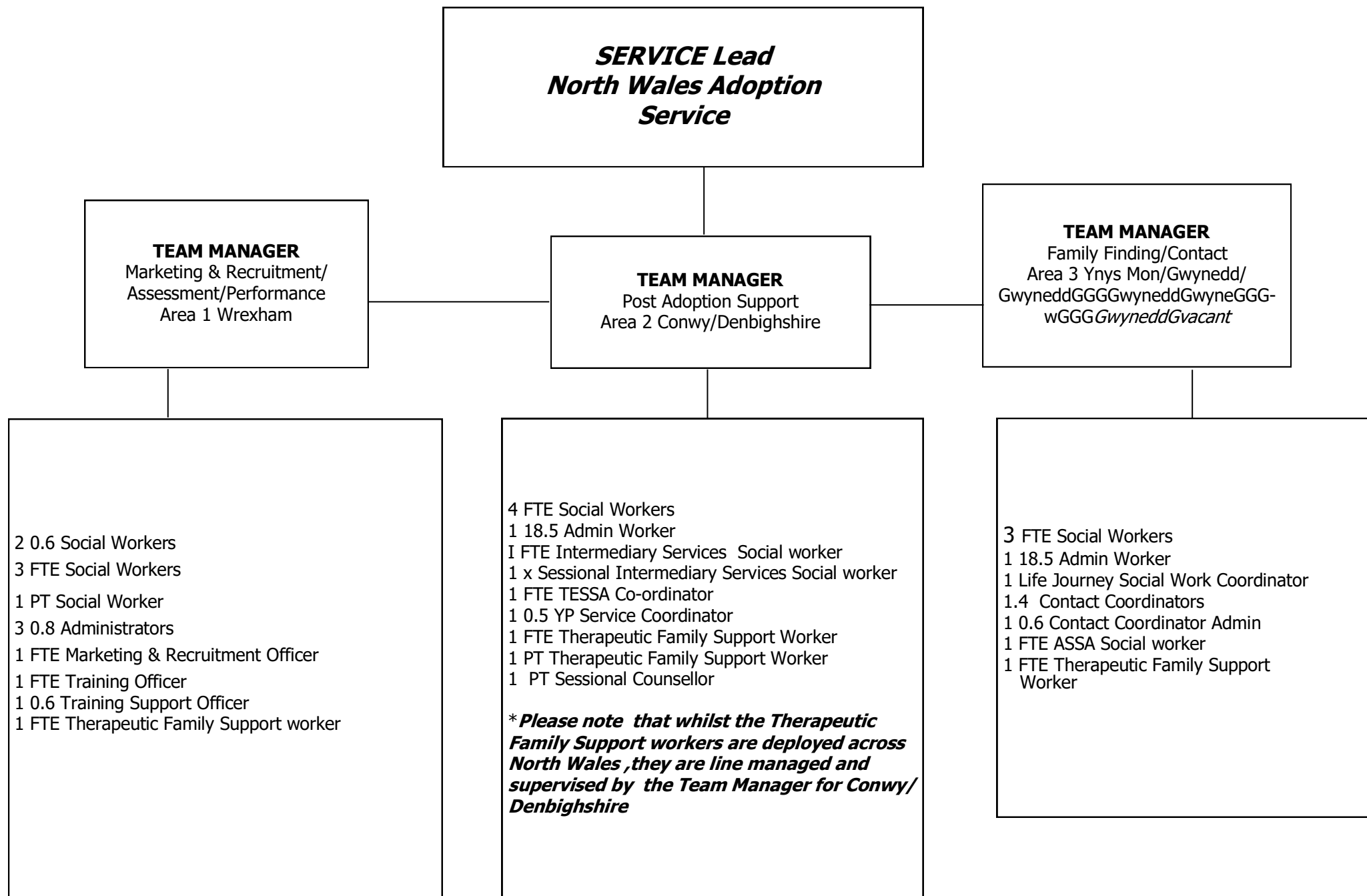
Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
	system. This will assist the new Stage 1 and 2 processes, with the capability to produce standardized letters and support data collection.					
Implement new management structure.	Each manager to lead on one of the following: <i>Marketing & Recruitment/Assessment/Performance Post Adoption Support Family Finding/Contact</i>	Managers in post.	N/A	Service Lead	Complete	
Recruitment campaign across all counties to increase the pool of sessional workers.	As of March 2020 the number of sessional workers available to undertake assessments stood at 2. One post holder has since retired and the other has taken up a permanent post with NWAS. In January an advertisement campaign to recruit new sessional workers will go ahead.	No of Sessional Workers.	Establish Target	Marketing and Recruitment Manager	Ongoing 2020/2021	New Action
Review staff development procedures in line with individual Councils and the NWAS management restructure.	To ensure feedback continues to shape the development of the service a review of staff development procedures could now take place in line with the new management structure. Including aligning professional development appraisal objectives with those set for the team. Support staff to access relevant training provided by the National Adoption Service and Afa Cymru to increase knowledge and skills and provide performance based feedback.	New staff development procedures in place.	N/A		November 2021	New Action

Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
Adoption Panel						
Ensure all vacant positions on the Adoption Panel are filled and increase the numbers on the Central List		All posts filled where possible.	N/A		November 2021	New Action
Children						
Explore the possibility of developing an automatic notification within the new Charms system, so Childcare social workers can receive an alert when care plans are due to be reviewed to ensure these are effectively managed.	Due to go live in April 2021.	No. of reviews taking place within 12 month timescale	Target 100% within statutory timescales		31 st March 2021	New Action
Develop and roll out the Connect Service in partnership with AUK for young adoptive children and young people.		No of children accessing the service	N/A		March 2021	
Develop quarterly Life Story performance reporting.	A new specialist role has been created to take the lead across the region in delivering training to childcare social workers, and measuring the quality and timing of the life story work. Progress in this area will be reported quarterly to NWAS Adoption Board and to the NAS	Summary included in quarterly performance report	N/A		November 2021	New Action

Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
Adopters						
Continue to develop the post adoption support training programme for transition and new and established adopters	Reinstate the work undertaken before the impact of the Covid-19 pandemic and the procurement of a range of packages available.	Increase in the training offer	N/A		March 2021	
Develop a training performance management process via Charms.	Including the development of a new post training evaluation form.	Training system set up and in use.	N/A		March 2021	
Develop a range of support systems for post adoption.	Reinstate the Peer Mentoring service alongside the development of a virtual platform to support a social group, divided between the pre-approval adopters and those approved so the impact of the support group can be measured	Peer Mentoring implemented	N/A		November 2021	New Action
Advertising and Marketing						
Focus on advertising and marketing across the 6 counties and adopt a more targeted approach where applications are low	Identify the reasons for the low response rates in some areas and provide additional support to encourage and increase the number of enquiries and conversion rates	Increase in application forms	N/A		November 2021	New Action
Further investigate other methods of marketing during the pandemic	Including market research into why some people opt to use independent agencies rather than local authority run agencies	Establish new opportunities	N/A		March 2021	New Action

Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
Post Adoption Support						
Continue to promote therapeutic support for adopted children and young people.		No of children and young people accessing therapeutic support			March 2021	New Action
Policies and Procedures						
Collaborate with the NAS to develop national policies	This work is being commissioned by the National Adoption Service.	All policies updated.	N/A		November 2021	
Full attendance at all national/regional and task and finish groups to support good practice.	Including continued attendance at NAS LA Business Planning Days to support good practice.	Feedback shared with team	N/A		On-going	
Local Governance and Monitoring						
Update and include the NWS action plan bi-annually to the NWS Partnership Board using the traffic light system to report on progress.	<p>NWS action plan to be reviewed bi-annually and developed in conjunction with the Quality of Care review and report findings.</p> <p>The NWS action plan used to plan and drive change within the service to support improving outcomes.</p> <p>Review the format of the action plan in 12 months' time.</p>	Action Plan included in quarterly reports and updated.	N.A		On-going	

Quality of Care Review 2020/21. Update November 2020						
Action	Further Details	Milestone/ Performance Measure	Baseline /Target	Led By	Timescale	Progress
Other						
Birth Parents Support Groups, leaflets and welcome pack.	Developed by the Post Adoption Social Worker.	Welcome pack established.	N/A	Post Adoption Support Worker	November 2020	
Letterbox leaflets for birth parents, adopters and child care social workers explaining the letterbox system and how it works.	NAS is currently working with AFA Cymru on best practice guidance on direct, indirect, and sibling contact etc. This will be further developed by the letter box coordinator in accordance with the best practice guidance during the course of the coming year	Letter box leaflets distributed.	N/A			





Good Practice Guides 2nd tier implementation for North Wales Adoption Service

Webinars for TM's/Senior Practitioners/IRO managers/Panel chairs/CAFCASS/Legal – as appropriate
(these webinars will be recorded for further dissemination)

Canllawiau Ymarfer Da Gweithredu 2^{il} haen ar gyfer Gwasanaeth Mabwysiadu Gogledd Cymru

Webinarau ar gyfer Rheolwyr Tîm/Uwch Ymarferwyr/Rheolwyr/Rheolwr IRO/Cadeiryddion
Panel/CAFCASS/ Cyfreithiol – fel y bo'n briodol
(bydd y gweminarau hyn yn cael eu recordio i'w lledaenu ymhellach)

Contact / Cyswllt	Monday 11 th January 2021 Dydd Llun 11 ^{eg} Ionawr 2021	9.30-1.00pm
Transitions and Early Support / Pontio a Chymorth Cynnar	Wednesday 3 rd February 2021 Dydd Mercher 3 ^{ydd} Chwefror 2021	9.30-1.00pm
Working with Birth Parents / Gweithio gyda Rhieni Geni	Thursday 4 th March 2021 Dydd Iau 4 ^{ydd} Mawrth 2021	1.00-4.30pm
Adoption Support / Cefnogaeth Mabwysiadu	Thursday 11 th March 2021 Dydd Iau 11 ^{eg} Mawrth 2021	9.30-1.00pm

WREXHAM AND FLINTSHIRE JOINT ADOPTION PANEL APRIL – OCTOBER 2020.

During this 6 month period the major adjustment for panel has been that all 6 panels held have had to be held virtually via ZOOM. We have dealt with both applications to adopt and matches in this period. Panel is an experienced and reflective panel, has adapted well and has worked hard to develop processes to make the experience of those attending as seamless as possible. These have included providing information about the virtual panels process in advance, panel members submitting questions to myself as chair in advance so that I can collate and send out to the social workers and applicants prior to panel, having a maximum of 3 cases on the agenda and allowing a break between each agenda item as panel members have found that virtual panels require a greater level of concentration plus the chair telephoning applicants to inform them of the recommendation and give them feedback.

In October we undertook a review of the virtual panels and as part of this we sought feedback from those who had attended. We received 9 response from social workers including 2 from outside of North Wales and 11 responses from prospective adopters and the majority were very positive about the virtual panel experience and several applicants felt they were less anxious because they were in their own homes and had the questions in advance. Panel members felt that virtual panels are now generally working well but do not work as well for complex cases and in the one case where the agency advisor and I had to feedback via ZOOM that panel were not recommending approval this was particularly difficult.

Panel have had a social work vacancy since July, which has placed additional pressure on our remaining social worker, but this vacancy has now been filled with the new social work representative starting in December. Panel also has one independent vacancy with another independent member finishing in December and these vacancies are being advertised. Panel have not had a consistent agency advisor during this period but we are to have one in the New Year nor again no regular ADM in Wrexham but again this is now in place.

Independent Panel Chair

**Report from the Chair of DCC & Conwy Joint Adoption Panel
April 2020 to Oct 2020**

There have been seven Panel meetings between the start of the 2020/21 financial year and October 2020. Attendance has been excellent, and no meetings were cancelled due to not being quorate. Members have needed to adapt to working initially by telephone conferencing and then by Microsoft Teams. A Panel Adviser and Legal Adviser have been available at every Panel and the two Medical Advisers shared the role very effectively. There were 2 Vice Chairs in place and the Panel Administrator does an excellent job of supporting Panel.

Adjusting to virtual working from home has taken time but members are committed to making this work and learning to function in the best way possible in the absence of face-to-face meetings. The availability of technical support is a key issue as Independent Members do not have the same access to help as employees and there are often problems with connections and downloading information. More time is spent preparing for Panel with members submitting comments and questions on cases to the Chair in advance of Panel meetings. Social Workers therefore know the questions to be answered before they join Panel. This has proved to be worthwhile to ensure that Panel runs smoothly on the day and cases do not need to be deferred due to lack of information.

There continues to be a wide range of professional and personal experience in adoption amongst Panel members which helps to enrich discussion and strengthen members' ability to scrutinize the proposals put before them. Time is taken to ensure that assessments have been thorough, fair, open and transparent. Members agreed that the quality of the documentation presented to them by NWAS is mostly of a very high standard and sent to members well in advance of Panel meetings. It has been an unsettling period for NWAS with gaps in staffing and staff changes alongside the impact of Covid. How Panel continues to work in the long-term future is a key debate still to be had but it is clear the effective use of technology will be key to any developments.

Chair of DCC and Conwy Joint Adoption Panel

Panel Mabwysiadu Gwynedd a Môn Ebrill - Hydref 2020

This period coincided with the advent of the Covid-19 pandemic and related restrictions. It is a testament to the North Wales Adoption Service, the local authority adoption agencies and respective practitioners, multi-agency colleagues, to panel members and ultimately to the tenacity of prospective adopters and foster carers that adoption activity has continued throughout. Systems were developed to address the deficits including conducting virtual panels which were compliant with Welsh Government and Coram BAAF Guidance.

We are also delighted to report a more stable period for the North Wales Adoption Service with increased staffing levels which has resulted in greater panel activity and a demonstrable commitment to the development of enhanced support services. We have welcomed a number of practitioners to observe the panel during this period, mainly NWAS personnel but also including children's services personnel which is particularly pleasing and helpful in developing a shared understanding vis a vis role and responsibility between NWAS and the permanence functions retained in the individual adoption agencies. We continue to miss our well established Medical Adviser's attendance at panel, however, we are extremely pleased to note that we have another Medical Adviser in attendance at all panel meetings and that we have welcomed another Medical Adviser as an observer at two meetings. This role is not only invaluable at panel, it brings added value by ensuring that panel considerations of matching are better informed due to the Medical Adviser's knowledge of the child and in identifying the support needs in matching. Prospective adopters invariably report how useful meeting with the Medical Adviser is in their matching experience. We are well served by respective local authority legal advisers on a rota basis and as always NWAS and local authority personnel go above and beyond. We have benefited from colleagues' attendance from the regional central list. Due to Covid-19 we have all had to adjust and embrace technology which is not always completely without its challenges.

During this period the panel considered and made recommendations in respect of:

- five 'suitable to adopt' considerations resulting in the recommended approval of four couples (one case was deferred and re-considered following further information).
- seven 'matching' considerations resulting in the recommended approval of seven matching arrangements
- two considerations of 'ongoing suitability' resulting in the recommended approval of one ongoing suitability (the case having been deferred initially)

We are mindful that as we develop systems to accommodate Covid-19 challenges such as the development of virtual panels we do need to consider potential unintended consequences, one example being the need for digital document security which has resulted in the development of a Data Policy. We are also mindful, as the Covid-19 restrictions extend beyond what was first anticipated, that we will need to consider how we address assessments

of suitability involving an increasing element of being conducted virtually. All in all, on reflection, I think we've done exceptionally well as a panel and in accordance with that well known adage, the panel is greater than the sum of its parts.

26 November 2020

growing together

Connected

tyfu gyda'n gilydd

**Are you
adopted?**
Age 7-10, 11-18
& 18-25 years?

**Do you know
there is youth
club just for
adopted
people?**

**Do you enjoy
art, film making,
trips out,
blogging, getting
your voice
heard?**

**Connected
could be
for you**

Want to get involved?
Message us

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 [facebook.com/connected.cyps](https://www.facebook.com/connected.cyps)

Connected - Part of CONNECT

The National Service for Adopted Children and Young People

Why do we have groups just for adopted people?

"Doing activities together with opportunities to talk, because they understand what you are going through"

growing together

Connected

tyfu gyda'n gilydd

"My friends at school don't get what it is like to be adopted and I can't talk to them about it. When I have tried before, they didn't understand what I was talking about. I like being with other adopted kids because I don't feel like I am the only one"

"It is good because I don't have to explain things to them and they don't say stupid things like 'what happened to your real mum then?'"

adoptionuk

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



Gwasanaeth
Mabwysiadu
Cenedlaethol | National
Adoption
Service



Mabwysiadu
Canolbarth a Gorllewin Cymru
Adoption
Mid & West Wales



Gwasanaeth
Mabwysiadu
Adoption Service



South East Wales Adoption Service
Achieving More Together

Gwasanaeth Mabwysiadu Deddfyrain Cymru
Cyflawni Mwy Gyda'n Gilydd



Wales, Valleys
and Cardiff
Adoption
Mabwysiadu
ym y Ffôn a Cymoedd
a Chae'r Gwlad



Western Bay
Adoption Service
Gwasanaeth Mabwysiadu
Bae'r Gorllewin



Connected - Part of CONNECT

The National Service for Adopted Children and Young People

Connected is the name of a bespoke service for adopted children age 7- 10 and young people age 11 – 25 years old. The monthly groups aim to improve children and young peoples' self-confidence, build self-esteem and reduce the sense of isolation which some adopted children experience and also develop life skills. This is achieved by offering a range of activities such as art, drama, circus skills, healthy eating/cooking and music sessions to name but a few.

As well as fun and creative activities, the young people age 11- 25 years old are also offered the opportunity to help produce material for their peers; to speak to professionals and prospective adopters about their experiences as adopted people and to have their voices and opinions heard by wider society.

The service is provided through a unique collaboration between Adoption UK and the five regional adoption services of Wales and is funded by grants from Welsh Government.



twitter.com/connected_cyps



[instagram.com/connected.cyps](https://www.instagram.com/connected.cyps)



[facebook.com/connected.cyps](https://www.facebook.com/connected.cyps)

adoptionuk

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

Adopted?

7-25



#GetConnected

As we know, some adopted children can struggle to attend group activities where the numbers are high, staff and venues continually change, and where there are excessive noise levels and/or pressure on them to perform. This can cause anxiety, stress and a reluctance to join in. Connected seeks to address these difficulties by ensuring our staff and venues remain as constant as we can; staff are trained to understand and support the needs of adopted children in the group environment, so they feel safe and supported to build relationships with staff and their peers.

These monthly sessions are offered in limited areas at the moment (Carmarthen, Swansea and Cardiff) however we hope over time more groups may be developed and become available across Wales.

Want to know more?

If you are interested in our existing groups or would like to express interest in a group starting in your area, please complete our Enquiry Form which can be found at www.adoptionuk.org/cyps-cymru and send to wales@adoptionuk.org.uk or call and request a form by post.

Alternatively if you have any questions or queries about the service, please contact our Cardiff office 02920 230319

adoptionuk

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for every adoptive family



Gwasanaeth
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National
Adoption
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Mabwysiadu
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Adoption
Mid & West Wales



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



Vale, Valleys
and Cardiff
Adoption

Mabwysiadu
yn y Fro-y Cymoedd
a Cheerdydd



Western Bay
ADOPTION SERVICE
GWASANAETH MABWYSIADU
Bae'r Gorrlewin



Gwasnaeth
Mabwysiadau
Gogledd Cymru

North Wales
Adoption
Service

NWAS Training Activity Report April 2020 – March 2021

Month	Date	Course	Provider	Numbers Attended	Cost £
April 2020	21st	Stage 1 and 2 adoption process for staff - panel** <u>cancelled due to Covid 19**</u>	AFA Cymru	0	
April	30th	Getting the best from your child's experience of education - Working with your child's school** <u>cancelled Covid 19**</u>	Braveheart Education	0	750.00
May	6th	When caring hurts – compassion fatigue** <u>cancelled Covid 19**</u>		0	639.50
May	14 th , & 15 th	Managing Violent Behaviour <u>**cancelled Covid 19**</u>	NATP	0	2400.00
May	3 rd 8 th , 9 th	Preparing to Adopt – online via Zoom		19	1485.00
May	19th	FASD webinar online	Adoption UK	19	00.00
May	20th	Q&A webinar legal process and matching - zoom	NWAS	19	00.00

June	4 th	Theraplay an overview <u>** cancelled Covid 19**</u>		0	1100.00
June	5 th	Theraplay an overview <u>** cancelled Covid 19**</u>		0	1100.00
June	12th	Developmental Awareness NATP <u>** cancelled Covid 19**</u>	NATP	0	1345.00
June	21st	Friends and Relatives <u>** cancelled Covid 19**</u>	NWAS	0	00.00
June	24th	Covid 19, toxic stress and community resilience via KCA and mid and west wales collaborative zoom	KCA	7	00.00
July	8th	Community resilience and secondary trauma via KCA and mid and west wales collaborative zoom	KCA	5	00.00
August	6 th , 7 th , 10 th	Preparing to Adopt – online via zoom		11	1485.00
August	18th	FASD webinar online	Adoption UK	11	00.00
August	17th	Q&A legal process and matching via zoom	NWAS	10	00.00
September	20th	Fun Day <u>** cancelled Covid 19**</u>	NWAS	0	00.00
September	25 th , 28 th , 29 th	Preparing to adopt – online via zoom		12	1485.00
September	29th	Stage 1 and 2 adoption process – panel & staff via zoom	AFA Cymru	38	750.00

October	19th – 22 nd	Theraplay Level 1(PAS) team training Via zoom	The Family Place	5	4750.00
October	20th	Q&A workshop – PAR Toolkit Via zoom	NWAS	7	00.00
November	2nd	Assessing and Preparing Adopters and Carers for Brother/ Sister Groups Via zoom		11	639.50
November	4th	Q&A legal process and matching Via zoom	NWAS	13	00.00
November	5th	FASD webinar	Adoption UK	12	00.00
November	13th	Attachment Trauma and recovery Via zoom		32	
November	24th	Professionals Protect - Via zoom	Stop It Now Wales. Lucy Faithful foundation WAG project	TBC	00.00
November	25th	Parents Protect – Via zoom	Stop It Now Wales. Lucy Faithful foundation WAG project	TBC	00.00

November	19 th , 20 th , 23 rd	Preparing to Adopt - online Via zoom	NWAS	TBC	00.00
November	27th	The Centre of Excellence in Child Trauma National Conference 'From Reactive to Proactive' 27.11.2020 – NATP Via zoom	NATP	TBC	00.00
December	3rd	communicating and direct work with traumatised children therapeutic life journey work – Via zoom		TBC	
December	3rd	Contact – Adoption UK Via zoom	Adoption UK	TBC	00.00

Upcoming training until March 2021

December 2020

<u>Date</u>	<u>Event</u>
10th	contact
15th	Digital Resilience
16th	Digital Resilience

January 2021

<u>Date</u>	<u>Event</u>
11th	Buckle up for the ride – parenting teenagers
12th	Harmful Sexual behaviour
13th	Harmful Sexual behaviour
15th	Preparing to Adopt
18th	Preparing to Adopt
19th	Preparing to Adopt
20th	Getting the best from your child's experience of education - Working with your child's school

February 2021

<u>Date</u>	<u>Event</u>
8th	When caring hurts – compassion fatigue
9th	Child Sexual Exploitation
10th	Child Sexual Exploitation

March 2021

<u>Date</u>	<u>Event</u>
12th	Preparing to Adopt
15th	Preparing to Adopt
16th	Preparing to Adopt

Training to be rearranged due to Covid

Managing Violent Behaviour	NATP
Theraplay an overview	
Developmental Awareness	NATP
Domestic Violence	NATP