

NORTH LONDON
ADOPTION AND
FOSTERING
CONSORTIUM

ANNUAL REPORT
2010 – 2011.



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1. “Welcome to the Annual report of the North London Adoption and Fostering Consortium.”

2010-11 has been a busy and active year for the consortium. All five boroughs have continued to work well together and we have had helpful support from our associate member, Norwood.

We have tried out some new initiatives in our adoption work and have made a good start in developing our work in fostering. Already we are starting to see where we can operate more efficiently together and where we can learn from each other’s practice in this area of work.

We have been ably supported by our consortium manager, Peter Stevens who has taken on the additional challenge of developing our fostering work with great enthusiasm and expertise.

We look forward to another successful year, despite the harsh economic climate, as it is quite clear that by working together as members of our consortium we can produce efficiency savings and more effective usage of the resources that we do have.

A handwritten signature in blue ink, appearing to read 'Liz Hill', is positioned above the typed name.

Liz Hill – Chairperson and Head of Looked After Children’s Services,
London Borough of Enfield.



2. Report from Peter Stevens, NLAFC Manager.

Introduction:

This has been an exciting year of consolidation and expansion for the Consortium against a backdrop of political, economic and legislative change. A new political era has heralded rethinking and challenging of the way things are done in Adoption and Fostering. The economic crisis is necessitating radical cuts in the public sector and a general reappraisal of priorities. Finally, on April 1st, 2011, we are awaiting the new Adoption Guidance and National Minimum Standards in Adoption and Fostering and the implementation of Sufficiency. For the Consortium this has meant rethinking and planning how best a collaborative approach amongst its members can meet these challenges and provide opportunities for maintaining, or even developing services.

In response to these developments the Consortium :

- Is revising its Memorandum of Understanding to become the North London Adoption and Fostering Consortium.
- Agreed to appoint a part time Project Manager for a year to develop Fostering in the Consortium. I agreed to take on this post to get it established and so will work full-time until October 2011. This has been achieved partly due to a grant from the North London Strategic Alliance. An Action Plan is in place and developments will be detailed later in this report.
- Is progressing new joint commissioning initiatives in adoption and fostering, and developing collaborative working in existing and new areas of work in the Consortium teams.

I find these developments exciting and challenging. But they could not be achieved without the trust and goodwill built up within the Consortium. So I would like to extend my thanks to the Managers and team members who have built such effective collaborative working relationships. Finally, my particular thanks go to Liz Hill for chairing the Consortium and acting as my supervisor and support in the last year..

The Consortium.

The last Annual Report identified some key areas of work that needed to be progressed:

- **On a strategic level Child Sufficiency Plans should incorporate NLAC activities and drive further developments (check on this)**
- **The introduction of ideas from the Northamptonshire model will be used to enhance matching of children with adopters across the Consortium and increase the number of such placements** - The Parents for Children Evening model has been adopted and the first Consortium matching evening was held in October 2010.
- **The possibilities for further joint commissioning of adoption services needs to be explored, particularly in post adoption. The idea of commissioning services needed rather than buying into existing services to be explored** – A Consortium Post Adoption Service Specification is near completion, after which contractual negotiations will proceed with the Post Adoption Centre. Other possibilities for joint commissioning are being actively explored.
- **A new administrator of the NLAC website to be commissioned. NLAC Manager to promote pan London adoption consortium initiatives in recruitment, linking and training** – The Consortium now has two websites, one for Fostering and one for Adoption. These websites have been designed, and are now administered, by the Consortium Publicity and Recruitment Group.
- **NLAC Adopted Children’s Group to be established** – The Proposal for the Children’s Group has been drafted and agreed by Heads of Service and Managers. The first Children’s Group will take place in 2011.
- **NLAC Adoption Panel Advisors Group to be set up and annual training for Adoption Panel members to be arranged** – At present the need for a Panel Advisors Group has not been agreed. Training for Adoption Panel Members has been set up and is detailed below in Section 6.
- The Black Adopters Group has been reviewed and the decision taken not to continue due to lack of demand.
- **NLAC Manager to arrange meetings with Fostering Managers and Heads of Service to explore areas of developing joint working** – an annual Planning Meeting is held with Heads of Service and all Fostering and Adoption Managers, in the Consortium, to establish priorities and objectives, including joint commissioning proposals, for the following year.

LAC figures have increased from being stable at about 60,000 to 64,400, at the end of March 2010. As expected, the number of children adopted declined last year 3,200 looked after young people were adopted during the year ending 31 March 2010. This represents a 4% decrease from the previous year’s figure of 3,300 and a 14 %

decrease from the 2006 figure of 3,700. This decline probably reflected the increased use of Special Guardianship Orders instead of adoption. However, it is expected that the numbers of children adopted will increase this year in line with the increase in numbers of Looked After Children, and of those in younger age groups.

3. Membership and Organisation.

Membership.

The Consortium comprises the five London Boroughs of Barnet, Camden, Enfield, Haringey and Islington. Norwood continues to be an associate member. Following letters of invitation being sent to adoption agencies in North London, in 2010, the Post Adoption Centre has been accepted to fill the second associate member place . In 2010/11 the Consortium was chaired by Liz Hill, Head of Childrens' Services in Enfield. In 2011/12 it will be chaired by Sally Joseph, Head of Childrens' Services in Camden.

Meetings.

The Consortium meets at various levels and in relation to various functions, with ongoing meetings in place for:

- Heads of Service
- Adoption Team Managers
- Fostering Team Managers
- Special Guardianship Team Managers
- Adoption Support Team Managers
- Adoption Preparation Group Organisers
- Adoption and Fostering Publicity and Recruitment Coordinators.

The work of these groups is detailed later in this Report.

Websites.

The North London Adoption Consortium website has just been completely revised this year and is now fully administered by the Consortium Publicity and Recruitment Group Organisers. This has achieved a saving of nearly £4000 annually, and also enables them to continuously update the website themselves. The website can be found at www.adoptionnorthlondon.org

This year we have also developed and posted a North London Fostering Consortium website, which is also fully administered by the P & R Group Organisers. It can be found at www.fosteringnorthlondon.org.

The websites are used as recruitment and information resources to the public, and as tools for communication and information sharing across the Consortium.

4. Consortium Activity.

Information Exchange.

One of the key functions of the Consortium is to exchange information about approved adopters and children waiting for adoption, and approved foster carers and children looking for foster homes. This is done in a variety of ways:

- On regularly updated spreadsheets which are circulated by the Consortium Manager to all the adoption and fostering teams
- In Team Manager meetings, where profiles on children to be placed are shared
- My circulating profiles by email among Consortium Managers and Adoption Social Workers.
- On occasions, profiles are circulated to all the London Consortium Managers and, on one occasion to all the national Consortia Managers. I have developed a mailing list to enable us to now circulate profiles nationally, when asked to do so.

In 2010/11, 5 children needing adoptive families were placed with approved adopters from other Borough members in the Consortium. This is an increase of 2 over the previous year. The plan is to develop Consortium matching activities to increase upon this number next year. The following table shows the number of children placed for Adoption and Special Guardianship in the Consortium by team, and those placed for adoption in other Consortium teams:

Table 1: Children placed for adoption in the NLAC Member Boroughs 2010-2011.

| | Total Adoption & Special Guardianship Orders | Total children placed with other NLAFC Consortium Teams |
|-----------|---------------------------------------------------------|----------------------------------------------------------------|
| Haringey | AO - 15 SGO - 12 | 3 |
| Enfield | AO - 14 SGO - 7 | 1 |
| Camden | AO - 4 (poss 7 by end March) SGO - | 0 |
| Barnet | AO - 6 (poss 13 by end March) SGO - 10 | 0 |
| Islington | AO - 3 SGO - 22 | 1 |

In October 2010, the Consortium piloted a Parents for Children Evening, based on the Northamptonshire model of linking children with prospective adopters. 9 prospective and approved adopters from across the Consortium were invited to a meeting to view details of 10 children/sibling groups approved for adoption. Although no matches were made on this occasion, we learned:

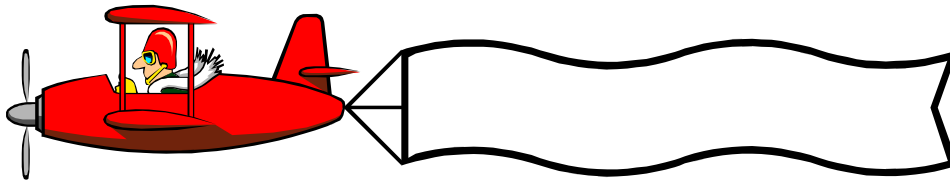
- We can run such an event across the Consortium. There had been concerns about the feasibility of such an event.
- Initial verbal feedback from the adopters who attended was good. They found it very helpful to see the children on DVD and be able to talk to the Family Finding workers about them. Several commented that it made them think more about the type and ages of children they were considering
- There is an issue in finding enough available adopters to attend, even from across the 5 Boroughs in the Consortium; and making the childrens' DVD's is a complex process.

As a result, we will be running another evening in July and we hope to make some positive links for children waiting.

The North London Adoption Consortium Manager also links in with other London Adoption Consortium Managers to exchange information about children needing adoptive homes, and to organize an Exchange Event, which took place in September, 2010, and attracted over 100 potential adopters from across London.

The Consortium also participates in 2 Adoption Exchange Events, organised by the Adoption Register, each year.

5. Publicity , Advertising and Recruitment.



The Publicity and Recruitment Group consists of five publicity and marketing officers from each of the five Boroughs comprising the Consortium. The Group is in charge of planning and co-ordinating the Consortium's Annual Adoption Recruitment Event which took place this year at the Islington Assembly Rooms, during National Adoption Week, on 2 November, 2010. Despite there being a tube strike, the event was attended by 120 interested members of the public (85 in 2010), 15 adoption social workers and all 5 Consortium Heads of Service, and acknowledged by everyone to have been a very successful evening. Sinitta was the main guest speaker and shared her experiences of adopting two children. Ian Fitzsimmons, an Islington adoptive parent gave a very informative talk about the adoption matching process and Cat Lewis gave a moving account of her experience of being adopted. Finally Patricia McCinty, from BAAF, spoke about the children who are waiting. A lively and very informative question and answer session followed. Following the event, Norwood contacted and screened over 70 of those who attended, the remainder could not be reached. 15 firm expressions of interest resulted and were passed to the Consortium adoption teams to follow up. Of these, at the beginning of December, 2010, 10 were still being progressed. Thanks go to all those who helped in the organisation and production of such a successful event.

The Group also represented the Consortium at a number of Adoption Exchange events throughout the year, as well as being present at targeted events, including London School and the Black Child, Capital Woman etc.

The Publicity and Recruitment Group meet every 4-6 weeks to discuss ways they can work together to improve the services they offer to prospective adopters and children

waiting, and recently to the fostering teams.. They then feed back respectively to each of their teams, facilitating a clear and consistent flow of communication between the five Boroughs. The Group is also responsible for the NLAC and NLFC websites, which were both updated in 2010.

The Group is currently working on a joint Consortium Fostering Marketing Plan with a view to advertising and recruiting collectively in 2011/2012.

6. Training.

- The NLAC Manager arranges a monthly training programme for adoption team members from the Consortium. The programme for 2010 is attached as Appendix 1. All courses are well attended and feedback has been positive. Certificates are issued to attendees to evidence continuing professional development. An evaluation was undertaken of attendees feedback, of 4 of last year's courses, on a random basis, and feedback was generally Good to Excellent , for each course.
- Each member Borough arranges a training course for approved adopters from across the Consortium. As such there are 5 courses per annum. The 2010 programme is attached as Appendix 2.
- The Consortium is planning large training events, in partnership with the other London Adoption Consortia, and a Conference was held with Dan Hughes on 11 February, 2011, on "Meeting the psychological needs of fostered and adopted children and young people, and their families." 400 delegates attended and feedback was universally outstanding. The cost per delegate was under £10 per head! Many thanks to Islington for letting us use the Assembly Rooms. The London Consortia Managers have agreed that we will arrange at least one such Conference each year.



- The Consortium put on an Adopting Changes Training for Trainers Course in May 2010 and ran its first course for adopters from across the Consortium, over 6 sessions, from September to November. This is a Webster-Stratton/positive parenting training programme for adopters of older children or children with behaviour management issues. The Consortium now has a pool of trained Leaders from each adoption team, who are introducing elements of the course into Preparation Training, and running shortened versions in their areas. I attended the final day of the first course and was delighted with the adopters' feedback – 10 adopters completed the training and they reported changes in their parenting; the value of having a toolbox of new strategies and techniques; and possibly avoiding the need for therapy had they been on this course when they first had their children placed. The course represents value for money for the Consortium insofar as places usually cost £400 - £500 per person.

The next course is planned for May – July, 2011.

- The Consortium ran one course for Adoption Panel Members in September, 2010. A further course will be arranged annually by the Consortium for Fostering and Adoption Panel members.

The London Consortia Managers are increasingly working together to provide high quality training at low cost. Induction training for Fostering and Adoption panel members is planned in November. The NLAFC will have 10 places at a cost of about £8 per place. Other Panel member training is planned on Safeguarding, and the National Minimum Standards, in 2010.

7. Heads of Service Meetings.

This is the steering group of the North London Adoption Consortium and meets bi-monthly to plan and develop the work of the Consortium at a strategic level. During the year this group has overseen:

- The redrafting of the Consortium Memorandum of Understanding
- The monitoring of the new pre-adoption counselling service for birth families;
- The planning of the annual adoption publicity and recruitment event and the Fostering Marketing Plan for the Consortium.
- The introduction of parents for Children evenings in the Consortium.
- The implementation of the Fostering Action Plan, appointment of the Project Officer, and the development of joint working in fostering across the Consortium.
- And provided the Consortium Chairperson.

The HOS and Managers meet annually to plan the development of the Consortium. The meeting with the Adoption and Fostering Managers in 2011 will consider developments such as joint commissioning of post adoption and other adoption services; joint recruitment and commissioning in fostering; developing shared protocols in Special Guardianship.

8. Adoption Managers Meetings.

This is the NLAC operational management group for adoption and meets monthly. The meetings have been used to:

- 1) Oversee all aspects of the NLAC operations.
- 2) Help co-ordinate the Annual Training programme.
- 3) Monitor the implementation of the Birth Family Counselling Scheme and the Overseas Adoption Service. There is a quarterly monitoring process for the Pre-Adoption Birth Family Counselling Scheme provided by Adoption Plus. There are Service Level Agreements between the five Boroughs and Norwood Adoption Agency for the provision of the Overseas Adoption Service, and the Norwood manager with responsibility for Overseas Adoption attends the NLAC Adoption Team Managers' meetings bi-annually for monitoring purposes. Feedback about this service continues to be very positive.
- 4) Exchange information about children waiting for adoption and approved adopters waiting for children.
- 5) Exchange information about best practice, policies and procedures, Ofsted inspections; administering letter box contact etc.
- 6) Oversee new developments in the Consortium e.g. Parents for Children evenings.
- 7) Develop joint commissioning e.g. post adoption services; tracing utilities.
- 8) Oversee the annual recruitment event, the NLAC website etc.

9. Fostering Managers Meetings.

This group is comprised of the five Fostering Managers from Consortium Borough teams who now meet monthly to:

- Share information about best practice, policies and procedures in Fostering and Private Fostering e.g. they have shared annual review forms; and set up a meeting to share information about Supportive Lodgings.
- Discuss issues arising from Ofsted inspections, new legislation, guidance and National Minimum Standards.
- Protocols and procedures have been developed for the sharing of Foster Carers across the Consortium. Managers are starting to try and share information about vacant long-term foster carers and children waiting for carers, and a spreadsheet is updated and circulated regularly.
- Managers have exchanged contact information about themselves and their teams so that, when placements are urgently required by other Consortium teams, they can be contacted before going to IFP's.
- Managers are considering areas for joint commissioning of services e.g. they have just agreed a proposal for a support service for foster carers who have had an allegation made against them.

A Fostering Action Plan is in place to outline planned Consortium developments in 2011 and this is monitored by Heads of Service, and the North London Strategic Alliance, who are partly funding the Fostering Project Management work currently being undertaken by the Consortium Manager..

10. Special Guardianship Managers Meetings:

These Managers meet four times per annum and focus on sharing best practice, policies and procedures, and organisational issues.

At a recent London Fostering and Adoption Network Meeting the NLAFC agreed to lead on trying to develop protocols for allowances and grants to Special Guardians in the London area.

Training for special guardianship teams will be included in the Consortium training programme and in October, John Simmonds, BAAF's Director of Policy, Research and Development, will be running a day on "New developments and best practice in Special Guardianship."

11. Adoption Support:

A Consortium Adoption Support Group meets bi-monthly to plan and develop collaborative working initiatives and share best practice. As a result, a number of exciting and productive ventures are run on a Consortium basis:

- **The NLAC Adopted Adults Group:**

Adults who have been adopted who live in North London can now attend a Consortium bi-monthly support group. This very successful group has been running for 2 years in a comfortable centre in Holloway. It provides an opportunity for attendees to discuss how adoption has influenced their lives, to consider the impact of searching for birth family members and hear other peoples' stories. The group also runs its own website.

This is what people said about the group:

'A platform for thoughtful & considerate, interactive comments'

'An opportunity to connect with other adopted adults and share experiences and hope'.

'I really enjoy the time I spend with other adults who have had similar experiences to myself. Understanding others situations and how it has affected them has helped me to come to terms with the aspects of my personality that may have been a result of moving family a lot as a child.

(Submitted by Judith Ellis, Adoption Support Social Worker, Enfield.)

The group is run by a Steering Group of adopted adults and supported by a small group of adoption support social workers from across the Consortium.

- **The NLAC Adopted Childrens' Group:**

This group is planned to run in October, 2011.

- **Joint Training of adopters:**

Five Consortium training courses are run each year for approved adopters, one by each Borough Adoption Support Team. Feedback from staff is very positive as to how these are working. The courses for 2011 are detailed in Appendix 2.

- **Pre – adoption birth family counselling:**

This is externally commissioned and provided by Adoption Plus. A Quarterly Monitoring Group meets with the service provider and reports back to Heads of Service and Adoption Managers. This service is provided by qualified counsellors in two centres in the Consortium. Referrals are steadily increasing and we are reaching a point where the additional funding allocated for extra sessions is now being utilised. Feedback from service users is good e.g. In the last quarter, the Adoption Plus Manager has received five positive feedback reports, and I have received positive emails from Managers in Barnet saying the service user “feels that Adoption Plus is an invaluable service and has further sessions booked”, and Islington reporting that everyone working with a service user of the scheme had “observed significant changes in him.”

This is an excellent example of where a tailor-made service can be commissioned to meet the needs of a particular service user group, and provide a high quality service at a lower cost.

12. The NLAC Adoption Preparation Group Organisers Meetings:

These are held quarterly involving the Adoption Preparation Training Organisers from all the Consortium members. Each Borough runs two Preparation Training Groups, per annum, for adoptive applicants from the whole Consortium area, resulting in a total of ten Groups per annum. There is an agreed protocol in place for managing this. Feedback from the Organisers is that this continues to work well

13. Norwood Report, 2010-2011:

The Norwood Adoption Service has continued to value its associate membership with NLAC, and believe we have made a valuable contribution to the work of the Consortium over the last year.

The Adoption Service continues to provide a duty and assessment service for the Consortium and the Adoption Manager provides regular updates to Team and Service Managers as requested.

Although the number of inter country enquiries has reduced in the last year, following national trends, the number of inter country assessments being presented to Panel have remained similar with 2 more than in 2009/2010.

Following the decision of the Head of Inter Country Adoption to leave Norwood in October 2010 there is now one manager responsible for both the Domestic and Inter country Service.

We are pleased to report that the Norwood Adoption Service took responsibility for the telephone screening in November 2010 following the annual recruitment event. This was well received and acknowledged in a ‘thank you’ letter from Liz Hill – Chair of the NLAC Consortium.

Norwood is continuing to develop and promote our Domestic Adoption Service and also provides a range of post adoption support services and workshops available to both inter country and domestic adopters.

In view of the revised Adoption Guidance recently circulated and at a time of significant restructure in many Local Authorities, we look forward to working with our partners in the coming year for what will hopefully provide opportunities to enhance the availability of appropriate placements for children within the statutory and voluntary sector.

**BREAKDOWN OF STATISTICS - NLAC
1ST APRIL 2010 TO 31ST MARCH 2011**

| Local Authority | Service | 1st April 2010 to 31st March 2011 |
|------------------------|---------------------|--------------------------------------------------------------------|
| Barnet | Referral | 17 |
| | Panel | 4 |
| | Welfare Supervision | 2 |
| Camden | Referral | 11 |
| | Panel | 6 |
| | Welfare Supervision | 3 |
| Enfield | Referral | 18 |
| | Panel | 1 |
| | Welfare Supervision | 0 |
| Haringey | Referral | 18 |
| | Panel | 4 |
| | Welfare Supervision | 1 |
| Islington | Referral | 9 |
| | Panel | 7 |
| | Welfare Supervision | 3 |



14. Report to the North London Consortium from the Adoption Register for England and Wales 2010 – 2011.

The Adoption Register works very closely with the consortium and all its member agencies and in the near future the Register Manager will be attending a consortium management meeting to report on use of the Register by the consortium and the new pilot project 'Maximising the use of the Adoption Register'. The following is information about how the consortium agencies have used the Register.

Current referrals - Currently there are 45 children referred to the Register by the 5 Local Authorities, 32 of whom are from BME backgrounds and 17 of whom are aged 5 years and over.

There are also 14 families referred, 5 of whom would consider a sibling group, 7 from BME backgrounds and 8 who would consider a child aged 5 years or over.

Matches - As a result of links identified by the Adoption Register 3 Local Authorities made 7 placements, in total 10 children.

These were 4 single placements and 3 sibling groups of 2.

Of these 10 children 2 were aged 4 years or over and 5 were from BME backgrounds. Also, as a result of links made by the Adoption Register, 4 agencies had a total of 5 children placed with 5 of their families. These agencies included 1 VAA and 3 LA's. All these 5 children were placed singly. 4 were from a BME background and all 5 were aged under 2 years.

In comparison with last year the number of children from the consortium referred to the Register has risen by almost a quarter which is in line with the trend throughout England and Wales. There has been a significant decrease in the number of adopters on the Register from the consortium with fewer than half the number there was this time last year. This is not particular different from the trend seen throughout England and Wales. 10 children were matched through Register links this year compared to 3 last year which may reflect the need for agencies to look outside the consortium for families as local resources are used up quickly with the increasing numbers of children. There was also an increase in the number of Register matches made with families from agencies in the consortium.

The consortium also fully involves itself with the exchange events organised by the Register and is a regular attender at both National and BME events with all agencies represented, profiling children in need of placement and inviting their approved adopters to attend. Children have been placed from the consortium as a result of these events. The Register also provides all the Local Authorities with information for court reports on the potential availability of families for children in proceedings for whom adoption is the LA's plan. One agency in the consortium is part of the DfE pilot project 'Maximising the use of the Register'.

Andy Stott, Adoption Register Manager, April 2011.

16. Development Plans for 2011 – 2012

Adoption:

- Adoption Panel Advisors meeting to be established
- Shared support groups across some teams in the Consortium
- Joint commissioning
 - Post adoption services
 - Tracing services
 - Intensive services to families – CAMHS; Tavistock

Fostering:

Shared training opportunities – Fostering Changes? Mother/Baby ?

Shared Skills To Foster groups to be explored.

Supportive Lodgings group consultation – April 2011

Relief carer protocols

Specialist schemes – Mother/Baby; Therapeutic fostering; Emergency and Assessment

Joint commissioning - support to foster carers who are subject to allegations.

Joint publicity and recruitment campaign.

Special Guardianship:

London allowances protocol to be steered by NLAFC.

General:

Increased links with London Adoption and Fostering Consortia and National Consortia, to share best practice, arrange training; promote matching for children and adopters etc

Peter Stevens.

Manager, North London Adoption and Fostering Consortium.

Appendix 1.

North London Adoption and Fostering Consortium Staff Training 2011.

1. Wednesday, 19 January, 2011
“Meltdowns and muddles - More on direct work with children in transition.”
Trainers - Marietjie Strydom, independent social worker and play therapist and
Lizanne du Plessis paediatric occupational therapist.
2. Friday, 11 February, 2011
“Meeting the psychological needs of foster and adopted children, youth, and their
families.”
Trainer - Dan Hughes, PH.D, is a Psychologist and the developer of Dyadic
Developmental Psychotherapy, an attachment focused treatment for childhood.
3. Thursday, 17 March, 2011:
“Learning from Research – How social Workers can Improve their relationship with
birth parents during court proceedings and when placing children for adoption.”
Trainers - Dr Beth Neil, Senior Lecturer, University of East Anglia and Joanne Alper,
Director of Adoption Plus.
4. Monday, 18 April, 2011
“Managing Diversity in assessments” – Roana Roach , BAAF.
5. Wednesday, 18 & 25 May, 2011
“The new Adoption Guidance, and National Minimum Standards in Adoption and
Fostering for Staff. – Seamus Jennings, Independent Training Consultant.
6. Thursday, 16 June, 2011
“Legal and Medical issues and updates in adoption.” – Rebecca Evanson, Medical
Advisor, London Borough of Islington and Leonie Jordan, Solicitor.
7. Thursday, 21 July, 2011
“The new Guidance, and National Minimum Standards in Adoption and Fostering for
Panel Members. – Seamus Jennings, Independent Training Consultant.
8. September
TBA
9. Thursday, 27 October, 2011
“Special Guardianship” – John Simmonds, BAAF.
10. November
TBA



Appendix 2

The NLAC Training Programme for Approved Adopters – 2010.

1. **January** – Islington – Education in Adoption – Louise Bomber, PAC and Independent Trainer.
2. **March** – Camden – How to keep your child safe (on computers) – Camden IT Team.
3. **May** – Enfield – Emotion and Behaviour – Mary Corrigan, Independent trainer.
4. **July** – Barnet – Talking about Adoption – Liz Segal, Barnet Adoption Team.
5. **November** – Haringey – Parenting adopted children in teenage years – Elsie Price, Independent trainer.



Appendix 3 : PROPOSED NLAFC BUDGET 2010 – 11

| Item | Cost | Justification/ notes |
|-----------------------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Adoption Programme Manager including expenses etc | £32,320 | £42,813 pro rata = £25,934 + 2,594 pension + 2,020 NI + 2,020 expenses. (0% increase on 2010). |
| Fostering Project Worker until 30 September, 2011. | £12,500 | 16 hours per week (until October, 2011) £5,000 funded by North London Strategic Alliance (until October, 2011) |
| Birth family counselling | 36,000 9,000 | For additional sessions from Adoption Plus |
| Adoption Staff training Adoption Panel member training | 15,000 1,000 | As per 2009/10 |
| Adoption support | 6,700 | 1,000 Adopted Adults Group 2,200 Adopted Childrens' groups 2,500 NLAC Adopters training 1,000 Adopting Changes training. |
| P&R/ Advertising | 15,000 | 5,000 Annual Adoption Recruitment Event. 10,000 Fostering advertising. |
| Websites | 2,000 | New provider |
| Adoption Exchange/ London Consortia | 2,000 1,500 | Adoption exchange days and costs. Parents for Children matching meetings. |
| Haringey Admin. Fee | 5,000 | As per 2009/10 |
| TOTAL | £138,020 | |