



Annual Report on Adoption Activity

Coram Ambitious for Adoption

2019-2020

Mission Statements:

Bromley Council's Adoption Service believes that every child has the right to a permanent, secure and loving family which embraces their individual needs and differences, including their culture and identity where this is possible.

Coram's mission is to develop, deliver and promote best practice in the support of vulnerable children and young people. Our vision is that every child has the best possible chance to lead a fulfilling life.



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1. Introduction

This report details the work of Bromley Adoption Service from 1st April 2019 to end of March 2020. The main purpose of this document is to report on the activity of Bromley Adoption Service, update on the new developments and set out the ambitions and plans for the future.

The most significant development which took place last year was the completion of the regionalisation process in July 2019 when Bromley Adoption Service joined Coram Ambitious for Adoption, the first London Regional Adoption Agency.

The regionalisation reforms as set out in Regionalising Adoption paper (2015) intended to reduce the large number of agencies providing adoption services by creating 25-30 regional agencies. The expectation was that larger organisations should be able to pool resources and share best practice resulting in targeted and efficient recruitment of adopters; speedier matching with a larger more diverse pool of adopters; and an improved range of adoption support services.

This partnership is intended to help to simplify and speed up the adoption process in Bromley. Coram Ambitious for Adoption is a partnership between Coram, the UK's oldest children's charity, and several local authorities in London, bringing together their expertise to match children more quickly with their new adoptive families.

Coram Ambitious for Adoption is the first port of call for adoption enquiries on behalf of Bromley Council and provides access to adoption support for all its adoptive families. Coram is judged Outstanding by Ofsted and has more than 40 years' experience in finding vulnerable children permanent loving families.

In addition to Bromley Council, Coram Ambitious for Adoption also provides adoption services for Hillingdon, Waltham Forest, Harrow, Redbridge, Bi-Borough and The City of London.

The services provide through the Regional Adoption Agency include the recruitment and assessment of prospective adopters and the management of adoption panels, which take place in the 'hub' at Coram main office in **Brunswick Square**, and the family finding for children, and adoption and post adoption support are provided by Coram staff in the 'spokes' situated in each of the local authorities.

The transfer of the adoption service into the new Regional Adoption Agency took place over a few months, which included recruiting of new staff, had no negative impact on the way services were delivered and more importantly, the family finding activity for the children who needed adoptive placements.

Adoption concerns only a small proportion of Bromley children who are unable to safely return to their families, but they are some of the most vulnerable children in society. Adoption usually offers the benefits of family life throughout childhood and beyond into adulthood. It provides the opportunity for secure relationships to develop and the chance of developmental recovery for adopted children; the majority of whom have been maltreated and/or suffered significant trauma (Selwyn. et al., 20158).

There were 11 looked after children placed for adoption in the year 2019/2020, and 8 Adoption Orders made.

Coram 'Ambitious for Adoption' is responsible for recruitment, assessment, approval and support of adopter's pre- and post-order, family finding for looked after children with an adoption plan and post-adoption support services. The team provides a duty service for adopters and offers consultancy on adoption matters to social workers from the Referral & Assessment, Safeguarding, Children in Care and Court Teams. The team also provides post placement and post adoption support and a range of services for adopted adults and descendants. The function of assessment of intercountry adoption applicants is subcontracted to 'the Intercountry-Adoption centre'.

2. Early Permanence

Early permanence for children has continued to be the main focus and a viable option for young children in Bromley who are likely to need adoptive families.

Coram family finder tracks all the cases that might need EP carers and works closely with the social work team to identify the most suitable placement for the baby.

Cases needing an early permanence placement are discussed and scrutinised at different stages of the Bromley Children Service's involvement. A bi-weekly Legal Gateway Panel provides management oversight and scrutiny of all cases where a Legal Planning Meeting has been requested by Children Social Care and to ensure effective early case planning, timely interventions and pre-proceedings assessments. This panel is chaired by the Head of Safeguarding Service.

Similarly, for the Legal Gateway panel another layer of scrutiny is added by the Permanence Planning Meetings. This Panel meets fortnightly and focuses on children and young people entering care in Bromley, analyses care plans and ensures that all aspects of care arrangements, permanency and contingency plans are in place. All children and young people coming into care are presented between 6-8 weeks after accommodation. The panel is chaired by the Head of Adoption and Fostering and Connected Persons Service.

Coram family finder also uses the weekly performance data to monitor the progress of all the potential early permanence cases and any new referrals are discussed with the Early permanence team responsible for recruiting, assessing and approving early permanence carers in Coram Adoption and Permanent Families Service based in Central London.

Coram family finder is also part of the London Wide Early Permanence Steering group, a forum which meets bi-monthly to share expertise, ideas, good practice and family find for children who need early permanence carers.

Bromley are was the first London borough to be awarded the '*Working towards Quality Mark*' in Early Permanence and are now benefiting from focal work on consolidating the Early Permanence service.

Fostering for adoption is an established early permanence practice in Bromley; 4 out of the 8 children who were made subject to adoption orders last year, were placed in early permanence carers who later adopted them.

3. Children with an Adoption Plan

There were 13 children with an Agency decision for adoption in 2019/20, of which 4 were male and 7 were female. Of this cohort, there was one sibling group of 2 whose plan was to be placed together.

The ages of this cohort of children when an adoption decision was made were as follows:

| Age | Number |
|-----------------|---------------|
| Under 12 months | 8 |
| 1 | 0 |
| 2 | 2 |
| 3 | 0 |
| 4 | 2 |
| 5 | 0 |
| 6 | 1 |
| Total: | 13 |

The number of ADM adoption decisions granted had stayed the same, three years in a row, with 13 in the year 2018-19 and 13 ADM decisions made in 2017/18.

There is also no change in the number of sibling groups requiring a placement together in 2019/20, comparing to previous year 2018/19 and an increase in the number of children under the age of one. Bromley undertakes a comprehensive Together or Apart assessment in circumstances where separation of siblings may be required to determine the best permanence option.

Of the cohort of 13 children who had adoption plans agreed in the year 2019/20,

- 4 placed and subsequently adopted within the same year 2019/20
- 1 matched at Adoption Panel but not placed due to the global pandemic and restrictions which were put in place
- 6 were still waiting to be placed for adoption at 31st March 2020 and had already been linked to prospective adopters.
- 2 children had the adoption decision reverted (1 went to live with a family member and 1 had the care plan changed to SGO).
- 2 children whose adoption plan was agreed in the year 2018/2019 had the adoption decision reverted

4. Children Placed for Adoption in 2019/2020

Adoption performance has improved in the year 2019/20, both in terms of timescales and number of children placed for adoption.

Following an Adoption diagnostic of our performance, a Family Finding Lead role was created in September 2017. This is a senior practitioner with dedicated role in family finding for children with adoption plans from early stages of the child's care planning. This role was transferred into the new Regional Adoption Agency.

The Family Finding Lead undertakes the family finding in house (Coram RAA) and nationally for all cases where adoption is the plan, or likely to be the plan/ early family finding, working closely with practitioners from other teams, services or partner agencies.

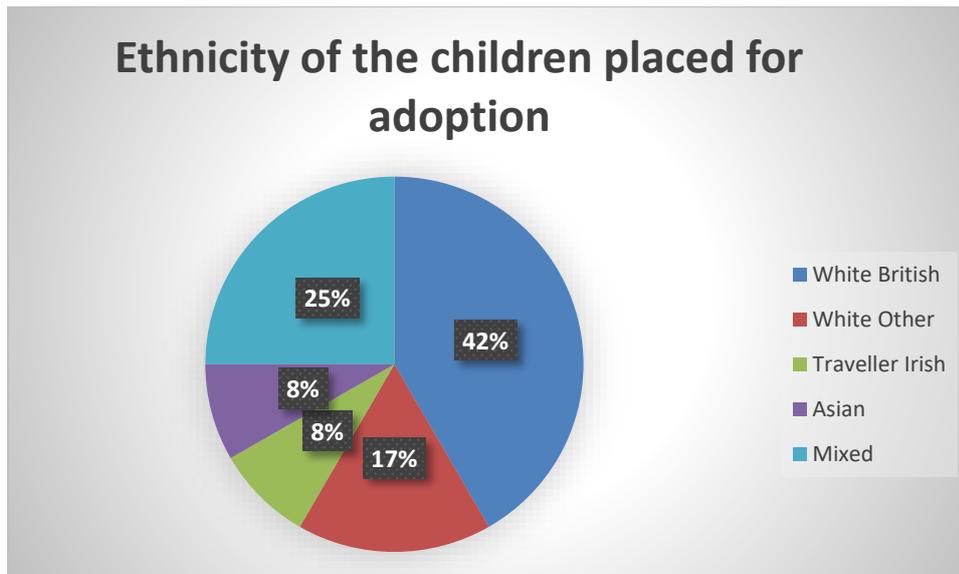
There were 12 Bromley looked after children placed with prospective adopters during the year, compared to 9 in 2018/19.

In this cohort there were 1 sibling group of 2 and 10 individual children.

In terms of gender, there were 5 male and 7 female children, with the eldest being 6-year-old and the youngest 4 months at the time of adoption placement.

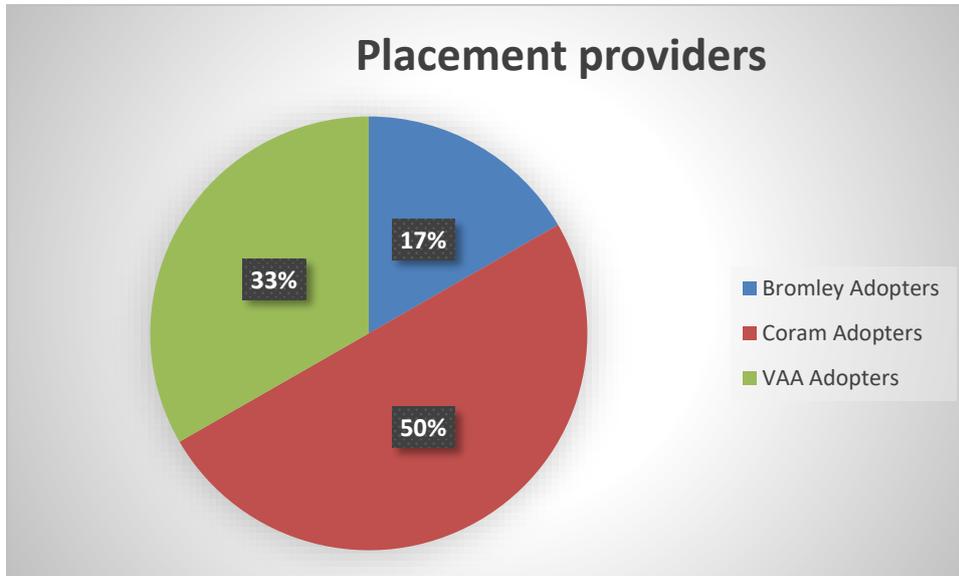
In terms of ethnicity out of the 12 children placed:

- 5 were of White British heritage
- 2 were of White European heritage
- 1 were of Traveller Irish Heritage
- 1 of Asian heritage
- 3 of mixed White and Black British/African heritage



Of the cohort of 12 children placed for adoption, 2 had been initially been placed with their carer as fostering for adoption placement, both just after their first birthday (13 and 12 months respectively).

In terms of placement provider, of the cohort of 12 children, 2 were placed with Bromley adopters (*before Bromley joined the RAA*), 6 were placed with Coram adopters and 4 were placed with adopters from voluntary adoption agencies under inter-agency arrangements.



4.1. Family finding status at 31st March 2020 for the 7 children waiting for adoption placement was:

- One child was already matched at Matching Panel, but the introductions were postponed due to global pandemic
- All the other children had links and were either booked at Matching Panel or awaiting the conclusion of Care Proceedings and the making of the Placement Order.

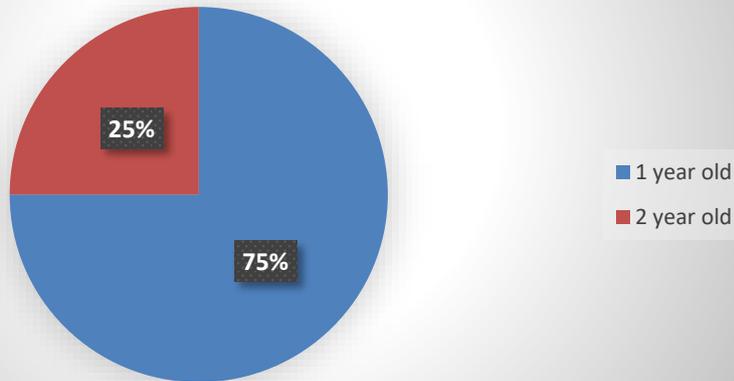
5. Children Made Subject to Adoption Orders

8 children were made subject to Adoption Orders in 2019/2020.

Out of the 8 children subject to an Adoption order:

- 6 children were 1 year old
- 2 children were aged 2-year-old

Age of children at the time of Adoption order



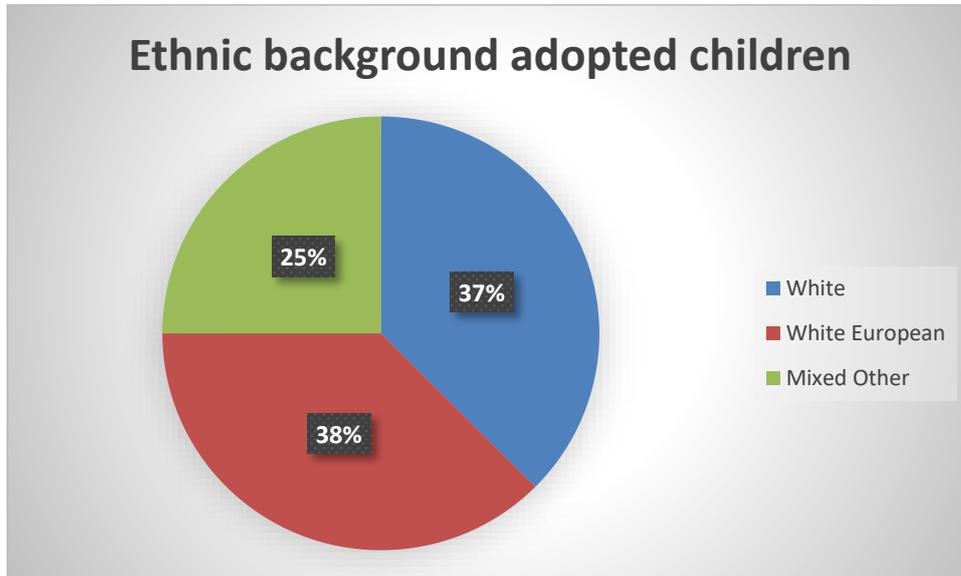
Out of the 8 children, the eldest child was aged 29 months at the time the Adoption order was granted, and the youngest child was aged 17 months.

Of the 8 children cohort:

- All children were placed in separate adoptive placement
- 6 children were placed in new adoptive families
- 2 children joined their older siblings who were adopted previously
- 6 of the children were female and 2 were male
- 4 children had been placed for adoption within the year 2019/20

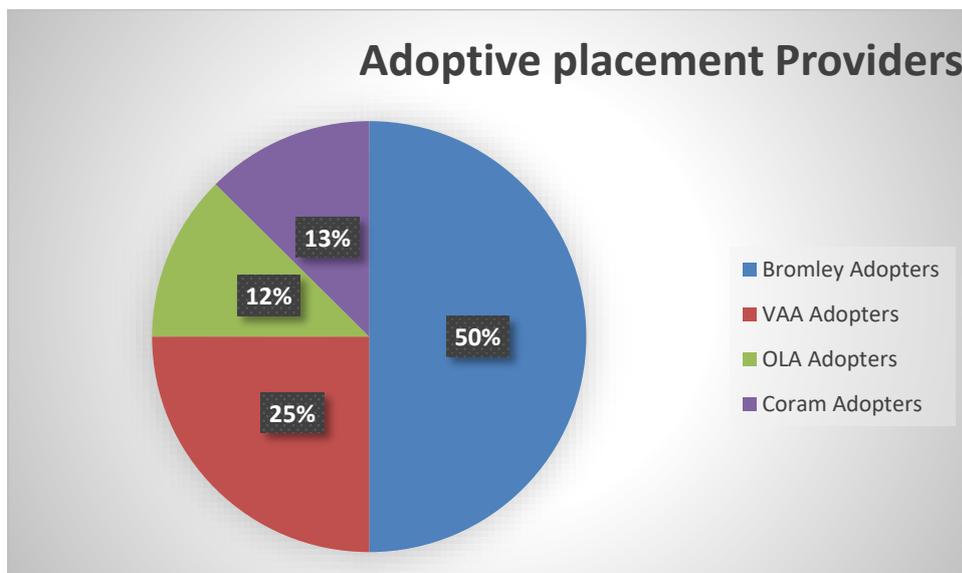
In terms of children's ethnic background, out of the 8 children:

- 3 were of White British heritage
- 3 of White European heritage
- 2 of Mixed – White/ Black Caribbean heritage



In terms of placement provider, of the 8 children adopted in the year 2019/20,

- 4 of the children were adopted by Bromley adopters
- 1 was adopted by adopters from other local authorities
- 2 were adopted by adopters from voluntary adoption agencies
- 1 was adopted by Coram adopters





6. Adoption scorecards

The timeliness has been improved for adoptions completed in 2019/20 with sustained improved performance being predicted for the year 2019/20.

The average number of days between a child entering care and moving in with an adoptive family in 2017/20 (3 years average) was 427. This is 1 day longer than the National target of 426 days. The average number of days between a child entering care and moving with an adoptive family in 2019/20(single year) is 374 which means that Bromley children wait an average 52 days less to be with their new family in comparison to other UK children.

The average number of days between Bromley receiving court authority to place a child for adoption and matching the child with an adoptive family is 147 days in 2019/20. This is 26 days longer than the National target of 121 days. The 3 year average for 2017/20 is also above this at 172 days.

The scorecards were higher this year in comparison to other years due to a combination of factors such as adoptive placements need siblings group, BAME children and an adoption placement that broke down in 2018 (child needed to wait 9 months until he was ready to move with another family)

7. Panel

A new Joint overarching Bromley Adoption and Fostering Panel was created in January 2018 to ensure that decisions relating to children, prospective adopters and foster carers are not delayed as the joint panel was to meet fortnightly.

With the newly formed Regional Adoption Agency, the approval function of the Panel was transferred to Coram Ambitious for Adoption Regional Adoption Agency, including matching recommendations, process completed in November 2019.

During 2019 -2020, 22 panels were conducted at Coram Ambitious for Adoption.

50 adopters were presented for approval and 17 matches were brought to Panel, 3 of which were for Bromley children. The rest of the children (8) were matched at Bromley Adoption Panel.

New RAA Panel dates have been added to meet demand and now occur three times a month with the exceptions of December, January and August.

7.1. Overview of the service

The Adoption and Permanency Panel for the region is constituted in accordance with legislation, regulations and guidance. The panel members, chair and vice chairs, are drawn from an approved central list of panellists. The work of the panel is supported by a Panel Adviser and Panel Administrator.

Members of the Adoption and Permanency Panel include individuals with personal experience of adoption, adopters and adopted adults and other independent members with experience of fostering and looked after children. Panels are balanced as far as possible in terms of gender, age, ethnicity and experience.

There are 3 Panel Chairs appointed that rotate to ensure timely panels in response to the needs of the service. In addition, there are 3 Panel Vice Chairs appointed to the Panel. The central list of panel members comprises of 27 members (6 from the original Coram panel and 21 new panel members from partner agencies).

7.2. The purpose of the Panel

The panel considers all applications from prospective adopters and foster carers (for early permanence) and makes recommendations of approval. The recommendation is made to the Agency Decision Marker for Ambitious for Adoption

The panel considers all applications for the approval of a match between a child/ren and suitable adopters. This recommendation goes to Bromley Agency Decision Maker.

The panel also considers placements for adoption where the birth parent(s) request their child be adopted. The recommendation of the match goes to Bromley ADM.

The Panel considers 'brief reports' on adoption and fostering applications during stage 2 of the assessment on whether the assessment to approve adopters should continue if the agency is considering terminating the assessment.

The Panel may consider reports on proposed or actual placements for the purpose of information and advice.

The Panel considers reports on the progress of placements from time to time and gives advice.

The Panel considers reports on disrupted placements and reports of any cases referred to the IRM and advises on lessons to be learned.

The Panel performs a quality assurance function, commenting on the standard of reports received and the quality of assessments. This may relate to a particularly complex case, or the required six monthly or annual report

An annual quality report is received from the panel and submitted to senior managers and Trustees, the findings of which are incorporated in progress reporting for the regional agency.

Panel training is offered regularly to ensure child centred and informed delivery incorporating case law and panel outcomes.

The Panel can also give advice about the numbers and ages of children in relation to prospective adopters; about post adoption contact; delegated parental responsibility and adoption support plans.

The Panel makes recommendations based on written reports prepared in advance by the relevant social worker, and the social worker and/or team manager attend at Panel to discuss and clarify any matters relevant to the application. When considering the approval of prospective adopters or a match between prospective adopters and a child, prospective adoptive and adopters have the option of attending the panel in person. Applicants who decide not to attend in person are not disadvantaged in any way and no judgement is made from their decision not to do so although every effort will be made to assist their attendance.

The recommendations and advice of the Panel are referred, along with the final minutes of the meeting, to the relevant Agency Decision Maker, for a decision to be made and conveyed to all parties within the time scales laid down in the Adoption & Children Act 2002.

8. Recruitment and Approval of Adopters

In 2019/20, 5 prospective adopters, who were assessed and approved at Bromley Adoption Panel have transferred to Coram RAA.

Between June 2019 and March 2020, 2 Bromley residents were approved for adoption at panel.

In terms of enquiries, Coram RAA had 76 from Bromley residents in 2019/20, the monthly number increased towards the end of the year.

In relation to preparation training delivered to prospective adopters, Coram RAA had delivered during the year:

- 22 information events;
- 9 preparation courses at Stage 1;
- 7 preparation courses at Stage 2.

8.1 Recruitment/promotion activities

Coram Ambitious for Adoption RAA are continuously running activities aimed at promoting adoption and attracting prospective adopters. A dedicated team continually run Google Ads, press and social media activity promoting the RAA. In addition, they run small digital campaigns around key adoption calendar events, for example LGBT Fostering & Adoption Week including integrated marketing activity across a digital and offline channel, campaigns for 1919 - 2020 such as National Adoption Week.

8.2. Assessment

The assessments are undertaken by the Adoption Recruitment and Assessments Teams based at the Coram office.

The teams are guided by the statutory timescales for the adoption approval process and adopters are asked to ensure that they can meet these at the start of the assessment. This is a child focused process, and adopters need to understand our commitment is to the welfare of children needing permanence through adoption.

Once an adopter's approval by the ADM is confirmed the allocated social worker will work with the adopter to identify a child who will benefit from the skills and experience of the prospective adopters. This will include working with colleagues in Ambitious for Adoption, and referring children to other agencies and to Link Maker.

8.3. Information evenings and preparation courses

Information Meetings have taken place at Coram head office on a bi-monthly basis for most of 2019/20. Some Information Meetings have taken place in RAA locations including in Waltham Forest and Bromley. These events are very well attended and give adopters the opportunity to ask questions to social workers from the Recruitment and Assessment team. Feedback forms are gathered at the end of the event where prospective adopters can request to be contacted about progressing further into the adoption process.

8.4. Intercountry Adoption

The Adoption Team is responsible for providing a service to people living within the borough that wish to consider inter-country adoption. Through membership of the Inter-country Adoption Centre (IAC) additional information on inter-country adoption; preparation groups for first- and second-time adopters and training is provided.

The service is also responsible for providing support to applicants waiting for a match, which last year included children being matched and adopted from Bangladesh and India.

9. Adoption and Post Adoption Support Services

DATA:

| Activity | 2019-2020 |
|--|------------------|
| Requests for assessments for post-adoption support did you receive from families | 39 |
| How many assessments resulted in the provision of support | 35 |
| How many assessments were still being carried out at 31 March 2020? | 3 |

| | |
|--|---|
| Number of families in receipt of pre-adoption support (not one off advice) for support that was provided on any date between | 6 |
| Total ASF (pre and post order) | 55 applications |
| Number of cases where Bromley had contributed financially in addition to ASF funding / cost | 2 |
| Number of families in receipt of adult adoptee adoption support (not one off advice) for support that was provided | 27 |
| Number of children with an active letterbox – some with more than one exchange | At 31st March 2020, the adoption team were managing 563 letterbox contact exchanges for 228 children. |
| Number of children with direct contact arrangements | 13 |

9.1. Overview of the service

Statutory adoption support is a key service to the regional agency and these services operate from local authority settings and managed by Coram RAA.

Adoption support services are prescribed by Adoption Support Regulations Services 2005 and listed as:

- Financial support
- Services to enable groups of adoptive children, adoptive parents and natural parents or former guardians of an adoptive child to discuss matters relating to adoption;
- Assistance, including mediation services, in relation to arrangements for contact between an adoptive child and a natural parent, natural sibling, former guardian or a related person of the adoptive child;
- Services in relation to the therapeutic needs of an adoptive child;

- Assistance for the purpose of ensuring the continuance of the relationship between an adoptive child and his adoptive parent, including—
- Training for adoptive parents for the purpose of meeting any special needs of the child; and
- Assistance where disruption of an adoptive placement, or of an adoption arrangement following the making of an adoption order, has occurred or is in danger of occurring, including—
- Making arrangements for the provision of mediation services; and
- Organising and running meetings to discuss disruptions in such placements or arrangements.

If there is a high level of crisis, safeguarding concerns or high risk of adoption breakdown/disruption it may require a different type of intervention and a referral will be sent to MASH to access safeguarding and family support services and work together with these professionals to ensure the family have the right kind of support.

Children's presenting with emotional difficulties who are posing risk to themselves or others are referred to CAMHS and Bromley Adoption Service have a great working relationship with the CLA Team.

The post order team also works closely with the virtual school in providing advice and support to schools, parents and individual children with regards to education matters.

There has been a long-standing tradition for Bromley Post Adoption Service to organise a yearly adoption picnic for adopters and their adopted children. This event has been a success year after year, and the 2019 annual picnic event was very well attended. Feedback from the event was extremely positive with adoptive parents having an opportunity to network and children engaging and participating with other adopted children.

9.2. Adoption Support Process

9.2.1. Pre-Adoption Order

Child's allocated social worker completes the Adoption Support Plan as part of the Adoption Placement Report (APR) and the support plan is discussed with and signed by adopters and any ongoing financial support will be agreed at this stage. Decision re: financial support lays with Head of Service for Bromley Permanence Service.

Signed contact arrangements: indirect (letterbox) and direct contact will be agreed and signed by birth family and adopters pre-Adoption Order.

The life story book and later life letter will be completed by child's social worker and given to the adopters before the case can be transferred to post adoption, 10 days after the Celebration Hearing.

9.2.2. Post Adoption Order

Once the adoption order has been granted, the case will be transferred to Post Adoption Team and one of the following pathways will be followed:

- There is no need for immediate support - Case to close and adoptive parents to be informed how they can refer themselves for support.
- Case to remain open for letterbox exchange only. Adopters will be advised how they can refer themselves for support
- Case to remain open with an allocated social worker due to ongoing support plan. ongoing support plans will be reviewed at 3 or 6 monthly intervals until case closes.

We receive referrals directly from adoptive parents and professionals via phone call or email.

All cases which are open to post adoption support require an assessment of need and adoption support plan completed by the Post Adoption Team social workers, this will be then be reviewed once a year or any time the plan needs to significantly change.

9.3. Adoption Support Fund (ASF) Applications

The introduction and availability of the Adoption Support Fund in England has stimulated the provision of support services in an unprecedented way. Much of the focus of Bromley Post Adoption Service has been on ensuring a speedy application to the Fund to enable therapeutic services to be commissioned with minimal delay. This is usually based on a comprehensive assessment of need to ensure that services are responsibly and effectively commissioned in a joined-up and child-and-family centred way.

The therapeutic interventions offered via the Adoption Support Fund are mainly in-depth attachment /trauma models and they are often long-term interventions. The adoption support social worker works closely with other teams in Bromley Social Care,

Thrive, independent therapists and CAMHS Teams to provide the relevant support to the adoptive families.

It is the responsibility of the Post Adoption Team to assess the need of the family, identify relevant services and make the application to the fund.

A total of 55 applications were made to Adoption Support Fund in 2019/20 and funding of £151,082.83 secured which enabled us to purchase various resources for our adoptive families. This included Family therapy, specialist assessments, sensory integration programme, therapeutic parenting courses, family mediation provisions, play therapy, creative therapy.

9.4. Work with Birth Families

It is the responsibility of local authority adoption agencies to ensure that birth families affected by adoption have access to independent advice, information and support when the plan for the child becomes adoption. This is now provided in Bromley through referral to the therapeutic support team; THRIVE'. A team of therapeutically trained social workers in this service offer a counselling service to birth parents affected by adoption to help assist them with loss and separation. As part of this work Bromley Therapeutic Support Service offer advice with letter writing and at the end of the continuum, preparation and support for '*Wishing Well Contact* or with direct contact should there be a plan for this to occur post-adoption. Due to the transition to the Regional Adoption Agency, there was less take-up for this service and only one birth family receiving Birth parent counselling in 2019/20.

9.5. Other adoption support services offered

9.5.1. Education Support

Educational support to adopters is provided by Bromley's Head Teacher of Virtual School for Children Looked After. The Virtual Head supports adoption via consultations with adoption service to support adopters in accessing the right educational provision for Children Looked After.

Additionally, the Adoption Support Fund has been used to provide play therapy resources in schools and this has reduced the need to access Pupil Premium Plus fund being used.

9.5.2. Post Adoption Contact

The letterbox arrangements are managed as part of the post adoption support duty system. At 31st March 2020, the adoption team were managing **563** letterbox contact exchanges for **228** children.

The duty social worker with logistical support from an administrator provides the initial point of contact for information, advice and support to all those involved in indirect contact between adopted child and their birth families. If counselling or intensive support is required a designated social worker will be allocated for further work.

There were 13 adopted children with direct contact arrangements in place with birth family's members in 2019/20. The contact was mostly with siblings, but there is an increase in the number of direct contact arrangements involving both birth parents and grandparents. Each child will have one, two or more direct contacts annually with one or more parties.

Contact arrangements require a great deal of time and sensitivity from the service. The post adoption social worker prepares adoptive family members and birth family members to ensure the best possible outcomes from these contacts. The contacts are emotional and require sensitivity and empathy on the part of the adoption social worker. Direct contacts are an important piece of work for the child as it assists identity formation, reinforces important attachments made to significant people and promotes the cultural identity. Direct contacts continue until the child is 18 or until either party requests a review to either increase or changing contacts arrangements to better meet the needs of the child.

This service is in the process of being transferred over into the RAA and is currently held within the permanency service.

9.5.3. Adoption Allowances

This function of the Adoption Service was not transferred to the Regional Adoption agency, so a Bromley Finance officer has been undertaking all Adoption allowance reviews, overseen by the Head of Service for Permanence Service

49 adoption allowances were reviewed in 2019/20. This was primarily to pay regular adoption allowance payments in relation to adopted children. There were in addition to one-off payments made towards the costs of introductions and settling in allowance.

This payment is reviewed annually and is means tested.

10. Disruptions, Complaints & Allegations and Compliments

There were no placement or adoption disruptions during 2019/20, compared to 2 in

the previous year.

There was one complaint in 2019/20 which was partially upheld.

A log of compliments was maintained in the last year. Various compliments were recorded from adopters, foster carers, birth parents, Judges or other professionals.

There were no allegations in 2019/20.

11. Future developments and priorities

As part of our drive for improving further on service delivery the action plan for the year ahead is to continue to:

- Aim for an 'outstanding' adoption service, by continuing to engage in the development of the Coram Ambitious for Adoption RAA, developing closer working relationships with the other Local Authorities which are part of the RAA in order to form a collective identity
- Continue to work in partnership with the Regional Adoption Agencies to look at best practice and service delivery, share ideas and expertise.
- To continue to further reduce the timescales for children with an adoption plan and to improve our Adoption scorecard by ensuring most of the children are matched with adopters within 4 months of the adoption order being made.
- Bromley and Coram Ambitious for Adoption RAA to work in partnership in placing children with adopters who can meet their needs avoiding delays. Alongside this, we will work with other RAAs partners and VAAs to deliver efficient and cost-effective services for our children needing permanent families;
- Improve on the quality of CPRs and support plans for children with an adoption plan. This will be achieved by getting more involved in working in partnership with the relevant teams at the pre-order stage and upskilling the workforce and training the is writing good CPRs.
- Continue to develop the post-adoption assessment tools in order to support the process of making decisions on the right intervention for the adoptive families;
- Continue to apply to the Adoption Support Fund in a timely manner;

- Continue to expand the therapeutic independent provider list in order to have a wider choice when commissioning these services;
- Continue to develop our post order support services as well as the pathways of working together with other Bromley CS teams to ensure that adoptive families receive the relevant type of support;
- Ensure that post adoption support services are offered on the basis of clear, transparent and individualised support plans, which are reviewed regularly, with financial support provided based on the child's individual needs;

12. Coram Ambitious for Adoption RAA aims and objectives for the future include:

- To work closely with participating authorities to identify children who are looked after where adoption is the plan and, in their interest, seek to place a child with permanent families as expediently as possible;
- To secure for each child a loving family to 'belong' to on a permanent basis and to form secure attachments and reach their potential and developmental milestones;
- Through the location of adoption services within each local authority children with a proposed plan for adoption will be identified and matched early to avoid delay in the child's journey to permanency;
- Actively recruit, prepare, assess and support prospective adopters and carers from a diverse range of backgrounds who have the ability to meet the needs of children coming forward for adoption within the regional agency and beyond.
- Coram adopters will be supported to consider matching options for children identified with a plan for adoption within the RAA
- To recruit and support carers who are willing and able to be dually approved as foster carers and as prospective adopters to undertake early permanence placements for children aged 0-2 where the final care plan remains uncertain.
- To provide post placement support to newly created and existing adoptive families;
- To provide access to information, counselling and support as appropriate to adults whose lives have been affected by adoption, including adopted adults and their birth relatives

- To promote best practice in permanence planning for children by undertaking research and disseminating information to the professional network; This includes providing information through the Coram Centre for Early Permanence which hosts the early permanence subscription scheme.
- To work with each local authority within the RAA to enable best outcomes for children where adoption is the plan by:
 1. Investing in our workforce to ensure staff have the right skills and capacity for reflective and inspired practice to deliver excellent services;
 2. Actively listening to complaints and feedback from users of the service learning and developing to inform the cycle of provision;
 3. Engaging with young people and adopters by experience by coproduction approaches that inform the work of the regional agency;
 4. Safely commissioning the delivery of services for adopters and children through the network of specialist adoption support services;
 5. Delivering sufficiency in the commissioned regional adoption agency to enable best chances for children requiring adoption in timely placement and quality in line the scope of the service specification for the RAA and the scale and quality of the delivery system.

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