



# PETERBOROUGH ADOPTION

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## **Introduction**

The Adoption Minimum Standards (2014) places a requirement on local authority adoption services to ensure that the executive side of the Council receives a written report on the management, outcomes and financial state of the adoption agency every 6 months to satisfy themselves that the agency is effective and is achieving good outcomes for children and/or service users. This report has been prepared to support Council Members understanding of Peterborough's Adoption service.

## **Summary**

- Child timeliness:  
-The average number of days between a child entering care and going to live with their adoptive family was 371 which is a significant improvement on the previous year of 130 days. It is also significantly lower than the government target of 487 days.
- 86% of children were placed with their adopters in less than 18 months, an improvement of 38% on the previous year.
- 10 children were waiting for an adoptive home to be found for them on 31 March 2016.
- The number of children adopted from care has remained stable with 31 children adopted.
- Adopter timeliness is being maintained with 50% of assessments being completed within 6 months of registration. This compares favourably with the national average where the number of assessments completed within 6 months has declined to 28%.

### **Fostering for Adoption**

- The number of adopters being assessed as suitable to be Fostering For Adoption (FFA) carers has doubled, from 33% to 65%.
- The numbers of children being placed under FFA regulations has continued to increase from 25% of all placements in the first 6 months of the year to 50% at 31 March 2016.
- Almost a third of children adopted in 2015-16 had been placed under FFA regulations.

## **Adoption Service Activity in Peterborough 01/04/15 to 31/03/16**

### **Children Adopted from care**

- 1.0 The national figures are not yet available for this period but there were 5,330 looked after children adopted during the year ending 31 March 2015. Whilst numbers continue to increase, the rate of increase in 2015 was lower than in previous years: there was an increase of 5% between 2014 and 2015, compared with an increase of 26% between 2013 and 2014.
- 1.1 In March 2016, the government advised that over the last 2 years, the number of decisions for adoption made by courts and councils has fallen by around 50% - almost half, which will inevitably lead to a reduction in the number of children placed and adopted. This reduction has not been experienced in Peterborough however. In 2014 – 15, 27 placement orders were granted and in 2015 – 16, 29 placement orders were granted.
- 1.2 **Peterborough adoptions**  
These figures relate only to adoption orders made in respect of children adopted from care in Peterborough during the above period.
- 1.3 During this period adoption orders were made in respect of 31 Peterborough looked after children. This is very similar to last year when 32 adoption orders were granted.
- 1.4 **Fostering for Adoption**  
Almost a third of the children adopted (n:10) were placed with the adopters under Fostering for Adoption regulations, enabling them to join the family who would be their permanent home at the earliest opportunity. A further 4 children were adopted by their foster carers.

### **Profile of adopted children**

- 1.5 Of the 31 children adopted from care in Peterborough between 1 April 2015 and 31 March 2016, 19 were girls and 12 were boys.
- 1.6 The average age at the time of the adoption order was 1 year 8 months showing a decrease from last year when the average child's age was just under 3 years old, and the previous year when it was 2 years and 8 months. Peterborough still has a high number of very young children being adopted, with almost two thirds of the children adopted last year being placed before their first birthday.
- 1.7 22 children were placed singly and 9 children were placed at the same time as, or joined siblings in their adoptive placement, allowing the sibling relationship to be preserved.
- 1.8 There was a reduction in the number of children over 5 being adopted, with just 2 children placed in this age group. Searches were being carried out for suitable families for 4 children for the whole year and for an additional 3 children for part of the year. Adopters have now been found for 4 of the children and 2 of the children have had their plans changed away from adoption.

**1.9 Age Span**

The oldest child adopted from care in Peterborough was 5 years of age at the point of the adoption order, the youngest was 10 months old. This little girl had been placed with her adopters at 3 months old under Fostering For Adoption regulations.

**1.10**

Age	0	1	2	3	4	5	6 +	Total
Number	2	17	6	2	2	2	0	31

**Numbers of children adopted by age 01/04/15 – 31/10/16**

**1.11 Ethnicity**

In line with previous years the majority of the children adopted from care in Peterborough for this period were of white British ethnicity (n: 24). 4 children were of a mixed White and African Caribbean heritage, and 3 were from a White Eastern European heritage.

**1.12 Children's needs**

Similarly to last year approximately a third of Peterborough's children who were adopted had been prenatally exposed to drugs and alcohol, although it should be recognized that this figure may be higher. Of the remaining children most had parents who have learning difficulties.

**1.13 Court timescales**

The increase in adjournments of adoption applications that was experienced in the previous year also continued this year, with challenges from birth parents and other significant people leading to delays in the making of adoption orders. This causes inevitable anxiety for the adopters, although it is reassuring that the legal advice and support offered to the adopters and the department on these occasions has been of a very high quality and resulted in the adoption orders being made.

**1.14 National Children's timescales**

DfE statistics published on 1 October 2015, when full data was last available, showed that there had been a drop in the number of children looked after with a placement order at 31 March 2015, from 9,580 (14% of looked after children) in 2014 to 7,320 (11%) in 2015. This is in line with quarterly adoption data collected by the Adoption Leadership Board, which has indicated that since Quarter 2 2013-14, numbers of Adoption Decision Maker decisions for adoption and numbers of adoption placement orders granted have decreased. The National Adoption Leadership Board has linked this trend to the impact of two court judgments, known as Re B and Re B-S.

1.15 The average time between entry into care and adoption order has consistently reduced since 2012. In 2015 it was 2 years 3 months, a reduction of 1 month since 2014 and 4 months since 2011.

**1.16 Peterborough's children's timescales**

In Peterborough the average time between a child entering care and being placed for adoption, of those children adopted (A1), was 371 days. This is a significant improvement on last year's figure which was 501 days.

- 1.17 Last year the figure was elevated by some of the children who had waited a long time to find their adoptive family, particularly the older children and siblings although this compared with other children who joined their families at a few weeks old.
- 1.18 The children that waited longest this year, were adopted by their foster carers, and whilst it is still important to ensure that children achieve legal permanence at the earliest opportunity, they were living with their permanent family almost 2 years prior to the adoption order being made.
- 1.19 The average time between placement order and match in the period 2012 – 15 was 249 days. (A2) In 2015 – 16 the figure has improved to 176, with a range of 28 days to 676, but again the children with the highest scores were living with their adoptive family 134 days after their placement order, having experienced a first match which did not proceed. This figure does not also take into account that 14 of the 31 children were living with their family prior to the official date of adoption placement.
- 1.20 90 % of the children adopted were placed with their adopters within 20 months of entering care, and 86% of children were placed with their adopters within 18 months. This figure does take account of being placed with foster carers or FFA carers prior to being adopted. It represents a significant improvement on last year when 52% of children were placed with their adoptive family within 18 months of entering care. The high number of young children adopted in the last year is a significant factor in the improved figure.

## **2.0 Children Placed for adoption**

- 2.1 At 31 March 2016, there were a total of 14 Peterborough children in adoptive placements. This is a reduction of a third on last year's figure at the equivalent date of 21. The reason for this decrease is that there has been a reduction in the numbers of children waiting for adoption and an improvement in the length of time before children are adopted. Whilst Peterborough has not seen the same decrease in placement orders or adoption orders as other agencies, the number of children waiting has reduced, such that children who have waited for some time for adopters are finding permanent homes now, when they did not previously.
- 2.2 19 children have been matched with adoptive families during this period. All but 1 was matched with Peterborough adopters.

## **2.3 Children Waiting**

Nationally the numbers of children being made the subject of a placement order has continued to decrease. Current figures are not available but at 30 June 2015, there was a decrease of 45%. On 31 March 2016, 10 children with a placement order were waiting. These were 2 sibling groups of 3 children and 2 sibling groups of 2 children.

## **2.4 Placement stability**

There were no recorded adoption disruptions of Peterborough children within the period, continuing the trend of previous years. There were 2 teenage young people who were accommodated in this period, to support the family to

manage the challenging behaviour of the young person.

### **3.0 Adopters**

The adoption reform agenda had a tremendous impact on the numbers of adoptive families and saw a large pool of adopters created where there had been a significant deficit. In the previous year 41 adoptive families were approved in Peterborough. The decrease in the number of children needing adoption nationally meant that many of these families have waited longer than previously. There was not, therefore, the same need for adoptive families and Peterborough like many other agencies, closed its doors to adopters for 3 months of the year, and when they were reopened the priorities were for adopters who were able to have FFA and sibling placements.

Throughout the year, enquiries relating to adoption have remained steady, averaging between 2 and 6 enquiries a week. A large proportion of those enquiries are now web based, with potential adopters accessing information through either our own website or the first4adoption website. Anyone enquiring about adoption is sent an information pack along with an invitation to attend an information session.

Information sessions are held in the first week of every month. Potential adopters are invited to attend one of these sessions following making a first enquiry, and the event is always facilitated by 2 social workers from the team. The session consists of a 30 minute presentation, followed by the opportunity for applicants to speak with a social worker privately to discuss their own personal situation. Attendance at these events continues to be between 5-15 families per session.

**Sandra Nelson**

### **3.1 Recruitment**

There remains the highest number of adopters waiting for many years in line with nationally reported figures. At 31 March 2016 there were 16 adoptive families looking for a child and this figure has been as high as 20 during the year.

3.2 The National Adoption Gateway provided by First4adoption figures for Q4 of 2015-16 saw that the numbers of enquirers converting from their website to Peterborough's adoption website is very high and is only bettered by 7 agencies, all of which are large counties or unitaries.

3.3 The website is kept updated with local initiatives and national policy to inform prospective and current adopters. This is kept under review and is refreshed regularly.

3.4 There have been 167 enquiries in the year which is a reduction on last year's figure of 210. This is in line with other agencies as the numbers of adopters waiting meant that the need for recruitment was reduced.

3.5 100% of enquirers were given detailed information about adoption within 1 working day if they gave contact details when they enquired. The information is

given by a member of the adoption service, following positive feedback about enquirers' preference to speak to a suitably qualified person with specialist knowledge rather than a contact centre service.

- 3.6 Enquirers are given the opportunity to find out more about adopting and to discuss their personal circumstances through a further phone call, attending a drop in or an information session and a home visit if required.
- 3.7 Enquirers are also advised about the checks and references that are required to be carried out in stage 1. In order to ensure that checks are carried out in a timely way, the CoramBAAF health forms have been left with the applicant/s to be returned with the Registration of Interest for most of the past year.

**3.8 Adopter timeliness**

Adopter assessments are expected to take no longer than 6 months. In Peterborough almost half of all assessments were completed within 6 months which matches the improvements seen in the second half of last year and the figures reported from other agencies.

Peterborough's Prepare to Adopt Course is facilitated by team members who aim to achieve a supportive and relaxed atmosphere that is conducive to open and productive learning. Potential adopters are invited to attend for three full days to help prepare them for the process and reality of adoptive parenting.

The course uses a number of training methods. Formal presentations are used to share information about the assessment and legal processes as well as giving information about the background of children who need adoptive homes. Group discussions take place to encourage the potential adopters to consider how their own childhood impacts on them as adults and to help them develop an understanding of what would be required to bring up an adopted child throughout their whole childhood. Practical exercises are used to consider the needs of adopted children and how they learn to feel secure, and to encourage awareness of the feelings and actions of others in the adoption triangle.

Chris Clipston

- 3.9 As the number of children waiting has decreased and the numbers of adopters has increased many adopters are waiting longer than previously, and consequently the number of annual reviews have also increased.
- 3.10 Fostering For Adoption (FFA)**  
Since July 2014 it has been a requirement that all adopters should be assessed for their suitability as prospective FFA carers. A duty has also been placed on local authorities to consider placing all children with a plan for adoption with FFA carers when there is no family member or friend able to look after the child.
- 3.11 Peterborough has embraced this legislation recognizing the benefits to the child and their prospective adopters of developing a relationship from a very young age, potentially from birth. There are risks involved, however, which need to be explored fully both during the training and preparation of prospective adopters and then specifically when a child is identified. The risks relate to the uncertain

legal position and the unknown development of the child. Prospective adopters receive additional training and support during their assessment, and in conjunction with their assessing social worker will arrive at a decision about whether they are suitable for a FFA placement. Adoption panel does not make a decision about the suitability of an FFA placement for adopters, and the decision lies with the agency.

- 3.13 The success of FFA in Peterborough was recognized in the Ofsted inspection in April 2015, which commented that it:

*“Is well embedded in the care planning process for young babies who need legal permanence, and adopter recruitment processes positively promote it. This is a significant strength as it means that children are able to form attachments with their permanent families at the earliest opportunity.”*

- 3.14 15 of the 23 approved families have been assessed as suitable to provide a FFA placement in the year 2015-16. This represents 65% of all approvals, and is double the percentage of last year. A further 3 families were assessed following their approval at panel, and which was agreed by the agency following further training and assessment.
- 3.15 In order that children with plans for adoption are known about at the earliest opportunity the Team Manager attends Unborn Baby Tracking meetings and Legal Planning Meetings.
- 3.16 In the year 2015 -16, 8 FFA placements were made and a further 4 children were adopted from FFA placements.

#### **4.0 Considering and deciding whether a child should be placed for adoption**

- 4.1 As stated above in March 2016, the government advised that over the last 2 years, the number of decisions for adoption made by courts and councils has fallen by around 50% - almost half
- 4.2 In Peterborough the decrease noted in the first 6 months of the year when there were 8 decisions made has not continued and the second half of the year saw an increase with a further 19 decisions being made, giving a total of 27.

#### **4.3 Family Finding**

An adoption social worker is allocated as a family finder for a child when the care plan includes a plan of adoption, to ensure that if adoption becomes the primary plan the child's needs are well known and a family can be found at the earliest opportunity. 51 children were allocated family finders in this period.

4.4 As there have been fewer children at any one time who are waiting for a family, there has been a reduction in the number of Adoption Activity Days held nationally. A sibling group of 2 children attended a Coram BAAF activity day and this was successful in identifying prospective adopters for the children.

4.5 The East Midlands Adoption Consortium has continued to work together to pool adopters and children, and a monthly meeting of family finders shares profiles with the other agencies. This has been successful in finding adoptive families for 3 Peterborough children. Profiling exchange days and Adoption Activity Days have been planned in the last year, however they have been cancelled due to the low number of children waiting.

#### **4.6 Interagency placements**

If adopters and children are unable to find a suitable match within Peterborough their details are placed on the National Adoption Register and registered with EMAC as described above. For adopters, the agency does not wait until the 3 month stage recommended by the regulations unless this is requested by the family. Interagency fees are paid when adopters are exchanged with another agency. The government sought to encourage interagency matches for children and local authorities were able to recoup fees for some interagency matches. This will extend to 1 October 2016 and the government is yet to make a decision about whether this will continue past this date.

4.7 In this period Peterborough provided adopters for 1 interagency child; which attracts revenue of £27,000 on completion and it has sourced an interagency match for 1 child. The fee for this child was reimbursed through the scheme mentioned above.

#### **5.0 Adoption Support Services**

Peterborough provides adoption support assessments and services in line with its statutory duties, to all those affected by adoption including adopters, adopted children, their birth families and adopted adults.

5.1 All adopters in Peterborough are able to access a range of adoption support services. The agency is required to provide services to all adopters of Peterborough children for 3 years post adoption order irrespective of where they live and to any families with adopted children who live within Peterborough where the child has been adopted for over 3 years. In this period 41 families requested adoption support services and 35 received an assessment of their needs.

5.2 In line with previous years the main reason for parents to refer is for advice about managing children's challenging behaviour and for support with accessing health or educational resources. It is clear that there are many adoptive families supporting children with complex needs including attachment issues, foetal alcohol disorder, autism and ADHD.

5.3 Adoption financial support is available to support families in their parenting of their children. It is also available to assist families at particular times of financial pressure, with one off items or therapy. These are means tested if ongoing and reviewed annually. As of 31 March 2016 there are 70 financial

support arrangements in place.

**5.4 Post adoption contact services**

Peterborough has an active and well respected Post Adoption Contact Service, which is staffed by 2 Team Support Workers; 1 full-time and 1 part-time. 372 children have active post adoption contact agreements. Most of the contact that takes place is indirect with mail being exchanged between the adopters and birth family members. Contact agreements vary in the number of exchange participants from between 1 and 8 parties and generally occur at a frequency of 1 or 2 times per year.

5.5 Good relationships are formed between the support workers and the birth families leading to a high rate of interaction from birth family members. Direct contacts are supervised and arranged by the service. In addition birth parent and adopter meetings have been facilitated.

**5.6 Birth family counselling services**

Birth family members are able to access independent counselling services, commissioned from Adoptionplus at any time. Last year 36 birth parents accessed the service. The service was reduced after the first 6 months from 2 days per week to 1 day due to not being taken up. This has led to a small waiting list now being in place and there were 3 people on the list on 31 March 2015. When there was a period of low take up the service was also offered to a parent whose child was made the subject of a SGO.

5.7 The children in care and adopted psychology service has continued to operate within the last year, although alternative arrangements have been put in place as the lead psychologist was on maternity leave from March 2015. Firstly the educational psychology service operated the service but this was handed over to the adoption service to triage from July 2015. The service has employed independent clinical and forensic psychologists since July. They have been able to provide adopters and their children with psychological assessments, parenting strategies, educational assessments and support with accessing appropriate educational and health services. They have also provided some counselling and therapeutic services.

**5.8 Adopter training and support**

Adopters have access to the full foster carer and adopter training programme which incorporates a programme of e-learning and courses provided by Peterborough Safeguarding Children Board.

Adopter training programmes are booked through a portal called 'Children and Adult's Workforce Development also known as 'CPD.' It allows adopters to create an account, browse through the training events coming up and book onto courses that they feel are relevant and beneficial for them. Examples of training events are: Attachment and stages of development, resilience, transitions, keeping children safe, caring with a child who has been sexually abused etc.

Once an adopter has set up an account on the training programme, their Social worker has the opportunity to notify them of any training events that is deemed to be beneficial to their learning and development of becoming an adoptive parent who will be caring for an adopted child. In addition, using this training programme is also an effective way for prospective adopters to demonstrate their commitment and willingness to learn the skills that will equip them to become an approved adopter. Danielle Murrells

5.8 Adoption support groups continue to operate to offer peer support to adopters and their children. The co-ordination of adoption support groups continues to be shared with Coram-Cambridgeshire. Opportunities exist for adopters to meet with other families socially at least twice monthly. The preschool and parent group 'Play and Stay' is very popular. There are also shared family social events; the summer picnic, the Christmas party and a Halloween event. A new Easter event was added this year and is likely to become a regular event.

#### 5.9 **The Adoption Support Fund (ASF)**

The Adoption Support Fund was established to provide a means of funding therapeutic support for adopted children. The Fund enables them to access the services they need more easily. It was accessible from 1 May 2015, following an assessment by a local authority. From 1 May 2015 until 31 March 2016 PCC has been successful in securing funds of £51,031.02 in respect of 20 families. It included a pilot filial therapy parenting group which was received very positively by the families. An application for the group to continue as a post support group was agreed in the current financial year. Funding for a second group was also agreed.

#### 5.10 **Support to adopted Adults**

The adoption service supports adopted adults in accessing their adoption files and offers counselling as appropriate. 25 adults approached the agency for this support during the period, which is in line with previous years. Peterborough City Council does not offer an intermediary service to adopted adults or their families but will signpost if required. Enquiries and advice on a range of issues are often received which do not progress to formal intervention, however callers are appreciative of the opportunity to discuss adoption related issues about themselves or a birth family member.

The Adoption team run a number of social events throughout the year. These events are always well attended by the adoptive families and year upon year the numbers of families coming along has steadily increased. The type of events that we run are as follows; an Easter get-together, a Summer picnic and Halloween and Christmas parties. The reason why we believe these events have a high turn-out is because of the relaxed and informal environment and it's a chance for adoptive families to network and support one another. Overall, these events provide an opportunity for everyone to have fun!

As an agency we are constantly reviewing how we can best meet the needs of our adoptive families and children. We are currently looking into how we can best engage our older children with social events and get them more involved. We are at the early stages of planning a children's forum for the older children where they can voice their concerns/issues alongside organising specific social events for our teens.

**Fae Barnsdale**

## **6.0 Multiagency and Interagency working**

6.1 Interagency working arrangements have continued with EMAC. The annual conference was attended by 10 members of the adoption service. The Head of Service attends the bi-monthly meetings to support interagency initiatives.

6.2 Peterborough is part of the Lincolnshire lead Regional Adoption Agency (RAA) and has been involved in meetings with the manager to scope the services in the region. Representatives have also met with the adoption team to outline the progress of the RAA.

6.3 Peterborough remains part of the Eastern Region Adoption Leadership Board which gives opportunities for further practice sharing. This is attended by the Head of Service.

6.4 Links with Coram-Cambridgeshire have been strengthened in this period, in respect of adoption support services and meetings between the team managers take place 3 times a year.

6.5 Multiagency/professional working takes place with CAMHS, the Virtual School, health visiting and midwifery services, Child Health Clinic and schools and nurseries. This is an area that would benefit from ongoing development due to changes in staffing in partner organisations and their structures.

## **6.6 Support to Children's Services**

The adoption team provides training courses for foster carers and other social workers on 'Moving foster children on to Adoption,' 'Preparing children for adoption' and 'Life story work and communicating with children.' Team members offer mentoring to colleagues in relation to adoption planning, in areas such as post adoption contact, life story work and in respect of previous siblings' adoptions.

Play and Stay is a group that we hold once a month for pre-school children and their parents. It is an opportunity for adoptive parents to meet one another and share their experiences whilst their children play with a variety of toys, play dough and arts and crafts in a safe and friendly environment. Sixteen families have attended this group throughout the year and during school holidays older siblings are invited to join the fun.

**Heather Maxwell**

## **7.0 Staffing and staff development**

- 7.1 The adoption service has 6.6 full time equivalent social workers, and 1.8 team support workers. Overall the staffing group has remained stable however there has not been a full staff group at any point during the year due to parental leave for 3 team members. This has unfortunately necessitated some adopters and children having 2 or 3 changes of social workers.
- 7.2 2 team members completed their Practice Educators Award and this has led to them being involved in mentoring PCC colleagues completing the course this year.
- 7.3 2 members of staff have completed their Level 1 qualifications in theraplay and have been able to use the techniques with families during the adoption process and in adoption support. A further member of staff has been attending the VIPP-SD pilot training through the Tavistock and Portman. This will conclude in the summer 2016.

## **8.0 The National Agenda - The Government's Adoption Reform Programme – updates and Peterborough Service development**

- 8.1 Achieving permanency through adoption remains a priority for government. The Children and Families Act (2014) introduced a range of changes in adoption including contact between prescribed persons and adopted person's relatives, Placement of looked after children with prospective adopters, Repeal of requirement to give due consideration to ethnicity: England; Recruitment, assessment and approval of prospective adopters; Adoption support services: personal budgets; Adoption support services: duty to provide information the Adoption and Children Act Register.
- 8.2 The Act introduced a requirement on the local authority to consider placing a child in a 'Fostering for adoption' (FFA) placement if there is a plan of adoption.
- 8.3 Changes to statutory adoption pay and leave also came into place for all adopters and in particular FFA carers who are also now able to start their adoption leave when a child is placed in a FFA placement, rather than matched at panel, which has enabled more adopters to consider this option.

- 8.4 In March 2016, the DfE updated Adoption: A vision for change in which the following five areas were a focus:
- Deliver radical, whole system redesign by regionalising adoption services
  - Invest in developing the workforce
  - Reduce the time children wait to be adopted
  - Provide more high quality adoption support
  - Further embed strong performance management and accountability arrangements
- 8.5 In April 2016, the DfE published the Practice and Improvement Fund: Adoption services, which outlined the commitment to improve services in three areas:
- Driving improvement in recruitment and the way children and adopters are matched
  - Speeding up stable placements by use of early placement schemes
  - Support for adoptive families

## **Appendix 1**

### The roles and responsibilities of local authorities in respect of the provision of adoption services

#### The legal concept of adoption

Adoption is a legal concept which creates a complete and permanent transfer of parental responsibility from a birth parent to an adoptive parent when a court makes an Adoption Order. Adoption Orders, once made, cannot be revoked. Children, who were in the care of a local authority before an Adoption Order was made, are no longer 'looked after' by that authority once the Adoption Order has been made.

#### What are the statutory duties of local authorities in respect of adoption?

All local authorities have a statutory duty under the Adoption and Children Act 2002 to provide an adoption service for all those affected by adoption living in their area. These include adopters and prospective adopters, adoptive families, children in need of adoptive homes and those already adopted, adopted adults, and birth relatives of those who are being or have been adopted.

#### How are adoption services organised in Peterborough?

In Peterborough, these services are provided within Children and Families Services, as part of Children's Social Care. The Adoption Services team take the main responsibility for the provision of most of those services, with fieldwork child care teams taking responsibility for care planning for those children for whom adoption is the plan, including direct work with the birth family. The fieldwork child care teams also take the lead in the court process until an Adoption Order is granted. The Adoption Services team members, all of whom have built up expertise in this specialist area of work, are available to offer advice, guidance, and support to fieldwork child care social workers as needed. They act as a resource to the fieldwork child care teams in respect of research in matters related to adoption, for example, post adoption contact and sibling placements. The Adoption Services team also advises on the preparation of children being placed for adoption, and the family support practitioners in the team take responsibility for the preparation of life story books and direct life story work with individual children, dependent on their age and level of understanding.

Further information about the organisation of adoption services, including details of the management and staffing within the Adoption Services team can be found in the Adoption Service Statement of Purpose 2015 - 16 which can be accessed on the Peterborough City Council website.

<b>Team Member: Name</b>	<b>Position / Joined service</b>	<b>Qualifications</b>
<b>Fae Barnsdale</b>	Social Worker 2005	BA (Hons) Social Policy, 2002 – University of York  BA (Hons) Social Work, 2010 – Anglia Ruskin University  Newly Qualified Social Work programme, 2012.
<b>Christine Clipston</b>	Social Worker (seconded) 2001	BA (Hons) Social Work, 2012 – Anglia Ruskin University
<b>Jade Cullum</b>	Advanced Practitioner 2012	BA (Hons) Humanities, 2000 – Nottingham Trent University.  M Dip Social Work, 2003 – University of Nottingham.  PQ Award, 2006 – Nottingham Trent University.
<b>Laura Dilkes</b>	Advanced Practitioner 2003  (Parental Leave)	BTEC National Diploma in Childhood Studies, completed June 2000, Stamford College  Diploma in Social Work, 2004 - University College of Northampton  Post Graduate Diploma in Specialist Work, Children and Young People, their Families and Carers, 2011- Anglia Ruskin University
<b>Stacey Ding</b>	Advanced Practitioner 2012  (Parental Leave)	BA (Hons) Social Work, 2007 - Leeds Metropolitan University  Post Qualifying consolidation award, 2010 - Anglia Ruskin University
<b>Simon Green</b>	Head of Service 2002	BA (Hons) Social Work, 2002 – University of Northampton.  Post Graduate Diploma Specialist Child Care Award, 2005 – University of East Anglia  MA Health and Social Care Management – London Metropolitan University.
<b>Tammi Jones</b>	Team Support Worker 2006	

<b>Sue King</b>	Team Manager 2011	BSc (Hons) Sociology and Social Work; CQSW, 1987 – University of Bath  PQ Consolidation Award Social Work, 2007 - Nottingham Trent University.  Post Graduate Diploma in Specialist Social Work, Children and Young People, their families and Carers, 2012 – Anglia Ruskin University.
<b>Richard Marsh</b>	Advanced Practitioner 1987	Diploma in Social Work, 1993- Anglia Ruskin University  PQ 1 Child Care Award, 2007 - University of East Anglia
<b>Heather Maxwell</b>	Team Support Worker 2002	NNEB, 1984 - Kingston College.  DPQS-NNEB, 1992 – Ipswich College.
<b>Anna Messinger</b>	Agency Advisor Adoption & Fostering Service 2014	Diploma in Social Work, 1995 - Anglia Polytechnic University  Introduction to Post Qualifying Child Care Level 3, 2010 - Anglia Ruskin University
<b>Danielle Murrells</b>	Social Worker (Interim) 2014	BA (Hons) - Social Work, 2014 - Anglia Ruskin University.
<b>Sandra Nelson</b>	Advanced Practitioner 2007	Certificate in Health and Social Care, 2003 – Open University  BA (Hons) Social Work, 2008 – Anglia Ruskin University  BA (Hons) Specialist Practice: Children and Families, 2012 – University of East Anglia.  VIPP-SD Intervener, 2016 - Leiden University (in conjunction with the Tavistock Centre)
<b>Tasalla Shaiyen</b>	Advanced Practitioner 2012	PGDIPSW, 2005 – London Southbank University  Post Qualifying award 1, 2006 – Bournemouth University  PQ Consolidation Award, 2010– Anglia Ruskin University  Part 1, 2010 Introduction to Practice Education - Anglia Ruskin University