



Adoption

Information book

Adoption Information



Welcome

Thank you for expressing an interest in adopting with our service. The London Borough of Hammersmith & Fulham (LBHF), the Royal Borough of Kensington and Chelsea (RBKC) and Westminster City Council (WCC) joined their adoption services in April 2012 to provide a dedicated service for adoption across the three west London local authorities.

We welcome applications from people from all backgrounds. You can adopt whatever your ethnicity, religion, gender or sexuality; whether you are single, married or living with a partner, if you are disabled and whether you own your own home or not.

We are looking for people with the time and space in their lives and homes to make a life-long commitment to a child.

This booklet will provide you with information to help you decide if adoption is for you. You will also find information about the type of support and advice you can expect from our service.

The adoption and fostering service aims to assess families within the timeframes stipulated by the Adoption Agency Regulations 2005 (amended 2013). These timeframes are outlined in this booklet.

Should you have any queries, please feel free to contact The Recruitment and Assessment Team at any time on: 0800 781 2332 or via email at: adoption@rbkc.gov.uk

Kind regards

**The Adoption Recruitment
and Assessment Team**

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What is adoption?

Adoption is a way of providing a permanent family for children who cannot be brought up by their own parents. It is achieved through a legal order in which all parental responsibility is transferred to the adopters. Adoptive families provide stability, emotional support and guidance to children to enable them to achieve their full potential as young people and adults.

An adopted child becomes a full member of the new family, in the same way as a birth child, and usually takes the family's surname.

There are a number of different routes into adoption for a child:

Placement Order

Most children who are placed for adoption are subject to care proceedings initiated by a local authority. As part of the proceedings the local authority will apply to the court for a Placement Order if it has made a decision that adoption is in the child's best interests. A Placement Order gives the local authority legal consent to place a child for adoption with approved adopters who have been 'matched' with the child.

Fostering for Adoption

This is a new government initiative introduced on 1 July 2013. Fostering for Adoption offers a child who has been removed from their parents (and for whom the proposed local authority care plan is adoption) the opportunity to join their new family before the court has made a final decision on the adoption plan. This provides continuity of care for the child, as they are placed with their potential adoptive parents rather than temporary foster carers at a much earlier stage in the process. In these circumstances, prospective adopters are also temporarily approved as foster carers for the period of time that the child is placed with them, and the placement is made under the fostering regulations. If the court later decides that the child should be adopted, the 'match' between the prospective adopters and the child is presented to the agency adoption panel, and the placement becomes an 'adoption placement'.

The agency's plan of adoption for the child is not finalised until the court endorses it. On occasions,

the court may decide that the child should return home.

Concurrent planning

This is a service whereby a baby or child under the age of two is found a suitable foster home with carers who are willing to adopt them later (if adoption is decided to be the best option for their long-term future). Through concurrent planning young children are given a greater chance of finding stability and forming secure relationships with permanent adoptive parents. Children are usually placed at the initial stages of care proceedings while a local authority undertakes parenting assessments on the birth family. Concurrent planning provides consistency and prevents the upheaval of a child being moved between families while a decision is made about their future. Concurrent carers are dually approved as foster carers and adopters.

Adoption is not finalised for the child until all of the parenting assessments are completed and the court endorses the plan. Occasionally, the courts may decide that the child should return home.

Relinquished for adoption

Some parents feel that they are unable to care for their child and voluntarily give consent for their child to be placed for adoption. There are a number of different reasons that a parent may relinquish their child for adoption, including lack of support, cultural expectations, or they may be young or not in a place in their own lives where they feel they can parent a child. Very few children enter the adoption process through this route.

Inter-country adoption

Inter-country adoption is an arrangement whereby prospective adopters are assessed to adopt a child from a specific country outside of the UK. The application and assessment process is similar, but the child joins the family from overseas. The Inter-country Adoption Centre undertakes assessments of prospective adopters who wish to adopt from abroad on behalf of LBHF, RBKC or WCC. You can find details of the Inter-country Adoption Centre at the back of this booklet. However, please do contact us first to have a discussion about adoption from the UK.

Step-parent adoption

This is an arrangement whereby children are adopted within their family, usually by one of their birth parents' partners. If you are considering adopting your partner's child, please contact us and we can advise you which department undertakes these assessments for your local authority.

What is the difference between adoption and fostering?

Foster carers share parental responsibility for the child with a local authority and the child's parents.

Fostering is usually a temporary arrangement of care for a child, while permanent plans for the child are made. Usually, children move on from foster care and return home to their family or other permanent arrangements.

Other ways of providing permanency for children in care

Permanent foster care

Some children who cannot return to their birth families and are not adopted may be looked after permanently in a fostering arrangement. Children in permanent foster care would stay with the foster carers until they are at least 18 years old. This means that the child remains 'looked after' by the local authority. Ongoing contact with the child's birth family may continue but the foster parents have the primary day-to-day responsibility for the child. Permanent foster carers receive a weekly fee and allowance, and work in partnership with social workers and birth parents.

Special Guardianship

Special Guardianship offers a further option for children needing permanent care outside their birth family. Special Guardianship is a legal order that can offer greater security for the child without absolute severance from the birth family as in adoption cases. The order gives parental responsibility to the special guardian - shared with the birth parents - but allows the special guardians to exercise parental responsibility to the exclusion of birth parents on most issues. It comes to an end when the child reaches age 18.

Residence Order

Residence Orders specify the arrangements as to where the child should live. The child retains his/her original surname and any involvement from the local authority comes to an end. Residence Order holders share parental responsibility with the birth parent until the Residence Order expires when the child reaches age 18.



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Who are the children who need adopting?

There are around 4,000 children across the UK needing adoption every year. These children are from a variety of cultural and religious backgrounds. Many of these children are of school age and are part of a sibling group. Some of the children may have additional needs.

A large number of these children will have experienced abuse and/or neglect and experienced at least one placement move as well as some uncertainty about their future.

The profiles of children waiting for adoption in LBHF, RBKC and WCC generally reflect the profiles of children waiting nationally.

Who can adopt?

The legal requirements to apply for adoption are:

- You must be at least 21 years old.
- You or your partner must be domiciled in the British Isles and have been habitually resident in the British Isles for at least one year before applying to the court for an adoption order.
- Neither you nor an adult member of your household have been convicted or cautioned for a violent offence or an offence against a child.

We are particularly keen to hear from people who:

- Are interested in adopting older children or sibling groups.
- Can reflect or can actively promote a child's cultural, linguistic or religious background.
- Have the capacity to empathise about the children's background stories and can work with any contract arrangements in the best interests of the child.
- Would be willing to consider adopting children with special needs or disabilities

Please also refer to our good practice requirements that accompany this booklet for further information to help you consider if adoption is right for you.



The assessment process

The assessment process is divided into three stages. These stages are outlined below:

1. Seeking Information

If you would like more information about adoption, the first step is to talk through your interest with a duty social worker in the Recruitment and Assessment Team. Information will be gathered and advice given at this stage. We will invite you to an information event to give you an opportunity to:

- find out more about the adoption process, which will help you think about whether you are ready to embark on the adoption process at this time;
- learn more about the children currently waiting for adoptive families;
- meet with adoptive parents and social workers.

Following the information event you may be visited at home or invited to meet with a member of our team. This will give you a chance to learn more about the process of becoming an adoptive parent and address any further questions you may have about adoption. The social worker will discuss the following with you in more detail:

- your motivation to adopt;
- your relationships, support network, and the local resources within your community;
- any childcare experience, knowledge of children waiting for adoption and the children you are interested in adopting and your understanding of adopted children's life-long needs;
- your housing, financial and employment circumstances including your plans to take adoption leave to care for a child post-placement and any childcare arrangements.

Following this, we hope you will feel that you have sufficient information to make a decision about whether to proceed with your interest in adopting. We can also offer advice to help you make your decision using the eligibility criteria, the information obtained from you and the current needs of the children waiting.

Registration of interest

You are invited to complete a registration of interest form if you feel that adoption is the right plan for you at this time. The registration of interest form gives you the opportunity to provide further information about you and your current circumstances. It also asks for your consent for the local authority to undertake statutory checks.

We will make a decision about whether to accept your registration of interest within five working days of your form being received. We will confirm our decision in writing and will outline the reasons why we cannot proceed to stage one if that is our decision.

We ask that you return your registration of interest as soon as possible after meeting with the social worker, no later than six months following the meeting. Otherwise a further meeting will need to be scheduled.

2. Stage One: The Pre-Assessment Process

If your registration of interest is accepted, you will move to stage one of the process and will be allocated an assessing social worker. You will be guided through stage one by your allocated social worker, but you will be responsible for completing the work and providing the information required at this stage. You will be asked to complete a self-assessment workbook that requests further information about you and why you wish to adopt. You will need to submit your workbook within two months.

The workbook will ask for further information including:

- individual profiles of all members of your household;
- information about your home and local community;
- details of your education and employment: past and present;
- income and expenditure;
- details of past and present relationships;

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- motivation to adopt (including childlessness);
- your experience of being parented;
- experience of caring for children;
- your support network, including family and friends.

You will also be invited to a one-day 'Introduction to Adoption' workshop and will have a further individual session with your allocated social worker during the eight week period.

During this stage we will undertake all of the statutory checks that you authorised in your registration of interest form. The checks that we undertake are outlined below:

- Criminal Records Bureau-enhanced criminal record certificates will be sought for you and all members of your household over the age of 18;
- Health – we will ask you to undertake a medical examination with your GP
- NSPCC
- Housing or mortgage check
- Education authority (if you have children of school age)
- The local authority in which you currently live and have lived in over the last 10 years
- If you or other members of your household over the age of 18 have moved to the UK in the last 10 years, you will be asked to obtain the equivalent police check from the relevant countries you have lived in during that period.



References

Personal referees

We will ask you to provide the names of three personal referees - two people who are not related to you and one family member. These people will be asked to provide written references and will be interviewed by your assessing social worker.

Referees should know you well and be able to comment on your childcare experience.

Employer

A written reference will also be sought from your current or most recent employer. Your employer will be asked to verify your employment dates and inform us if there are any outstanding disciplinary issues that we need to be aware of. If your work involves working with children we will request a more detailed reference.

Former partners

We will also need to contact any former partners with whom you have lived with or if any children were born out of the relationship. We are aware of the sensitive nature of this and will plan this process in consultation with you.

Adult children

If you have adult children we will talk to them about their experience of being parented.

Stage one should be completed within two months. Occasionally it may take longer if there are delays with statutory checks or if other issues arise from the checks or the information provided in the workbook needs further consideration. Your social worker will inform you if there are likely to be any delays.

On receipt of your completed workbook and all the statutory checks being processed, the social work team will discuss your application and a decision will be made within five working days on whether to proceed to stage two.

You or the agency may decide that you should take a break between stage one and stage two to resolve a particular issue. Examples of reasons why a break may be necessary include housing, finances or employment issues, or time to recover from an illness or bereavement. Any agreed breaks can be taken for a maximum of six months. If the

break is longer than six months you would need to repeat stage one.

If at any point during or at the end of stage one we have any concerns about your suitability to adopt we will discuss this with you and provide a clear written explanation of the reasons why we do not feel that you should proceed to stage two. In that instance, we will confirm our decision in writing and will outline the reasons why we are not proceeding to stage two.

If you are dissatisfied with how your case has been managed during stage one you can write to the head of service or the complaints department.

Write to:

Sally Pillay

Head of Service
4th Floor
Town Hall Extension
Hammersmith Town Hall
King Street
London
W6 9JU

Complaints

2nd Floor
Kensington Town Hall
Hornton Street
London W8 7NX

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3. Stage Two: The assessment process

Stage two begins when you have successfully completed stage one and have confirmed your intention in writing to proceed with the assessment process.

Stage two offers intensive preparation to prospective adopters through a rolling programme of training and social work assessment. Your allocated social worker will meet with you to explain this stage of the process, including the role of the Adoption and Permanence Panel, and the Independent Reviewing Mechanism. An assessment plan will be drawn up with you detailing the assessment process, dates for meetings/visits, agreed training and any further information required based on the information collected during stage one.

Stage two should take four months to complete from your notification that you wish to proceed through to the decision to approve you as adopters. Occasionally stage two may take longer to complete if, for example, you are struggling with the process or there have been events in your life such as a family bereavement or illness that have contributed to delay. Any delays in the process will be discussed with you and documented in your Prospective Adopters Report (PAR).

This stage of the assessment process is more social work-led and you may find discussing your personal circumstances and expectations with your allocated social worker demanding. We are aware of this and aim to work in as open a way as possible with you to make this a positive experience. It can also feel intrusive but we want to be sure that you are fully informed and prepared for the challenges, as well as the rewards, that adoption may bring.



If any areas of concern arise these will be discussed with you at the time.

Stage two of the assessment comprises of a series of interviews, the majority of which will take place in your home. The assessment interviews will cover in greater detail the information provided during stage one. If you are part of a couple, the social worker will want to see you together as well as individually. We will look at your strengths and identify any areas for development, further learning and any likely need for adoption support services.

Alongside the one-to-one interviews you will be required to attend preparation training sessions, which are usually held at one of our local authority offices. The preparation training covers:

- the backgrounds and experiences of children who need adoption;
- the research you have undertaken to progress your learning about children needing adoption;
- the ways in which you feel you will meet the needs of children who may be from a different racial, cultural or linguistic background from you;
- the meaning of adoption for the children and their birth families;
- the fostering regulations for people interested in Fostering for Adoption.

The aim of the preparation sessions is to raise awareness of key issues that need to be addressed by all prospective adopters, and assist prospective adopters' learning and understanding of the impact of the early experiences of children on their development, behaviour and relationships. It will also assist you in considering the full implications of adoption, whether it is right for you and what you feel you can offer children who are waiting for adoptive families.

During the preparation training you will have the opportunity to meet professionals and adopters who will share their knowledge and experiences of adoption.

Prospective Adopters' Report

All of the information gathered at this stage and the earlier stages will be collated into one document called the Prospective Adopters' Report (PAR), written by the assessing social worker. This will be a reflection and analysis of the information gathered during stages one and two including all of the statutory checks and personal references. It will highlight your strengths and any potential areas of concern or vulnerability. The report will conclude with a recommendation about your suitability to adopt and the proposed approval range including the age, gender, background and needs of a child or children.

Where there are significant areas of concern or where clarification is needed, the manager may arrange for a second person to visit you to discuss the issues and provide a second opinion. This is usually limited to one visit and the outcome of the visit is included in the final report.

You will be given five working days to read and comment on the report. The completed report including your comments is presented to the Adoption and Permanence Panel for consideration and recommendation.



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Adoption and Permanence Panel

The Adoption and Permanence Panel contributes to the quality assurance of the adoption service. The panel's role is to make recommendations as follows:

- to consider the suitability of prospective adoptive applicants;
- whether a child should be matched for adoption with particular prospective adopters.

The panel is chaired by an independent chairperson and is made up of at least five members. These include at least one experienced social worker, a medical advisor and independent members who have personal experience of adoption. Each panel also has an agency advisor and a legal advisor and an elected member of the representative local authority.

The panel will have considered your report and will seek to clarify any areas it feels necessary before making its recommendation about your suitability to adopt a child. We encourage you to attend the panel with your social worker so that you can jointly respond to any questions the panel may have. The panel then normally asks you to return to the waiting room. Your social worker may be asked to provide additional information required before the panel makes its final recommendation.

The panel will make a recommendation about your suitability to adopt and may offer advice about the number of children you may be suitable to adopt, their age range, gender and likely needs and backgrounds. You will be informed immediately of this decision by the panel.

The panel's recommendation is then passed to the agency decision maker who will determine your suitability to adopt a child, based on the reports presented to panel and the minutes detailing the panel's recommendation and advice.

The decision to approve you as an adopter will usually be made within seven working days from the panel recommendation.

Representations/ Independent Review Mechanism

In the event that the agency does not make a positive decision about your suitability to adopt during stage two you can appeal. Representations should be submitted within 28 working days, either directly to the agency decision maker or you can request a referral to the Independent Review Mechanism.

Write to:

Independent Review Mechanism

Unit 4
Pavilion Business Park
Royds Hall Road
Wortley
Leeds
LS12 6AJ

Telephone: 0845 450 3956

Email: im@baaf.org.uk

Post-approval: Matching you with a child

Once you are approved, children who are waiting for adoption will be discussed with you. In some cases, discussions about possible suitable children may have happened prior to your approval, as this reduces the delay in the matching process for the child or children waiting for a permanent family.

We hope to be able to match you with one of the children waiting in the three local authorities. However, if this is not possible we will refer you to the West London Adoption & Permanence Consortium and the National Adoption Register within three months of your approval. We will also help you prepare a profile of yourself, including a photograph, to circulate to other agencies. We will advise and help you subscribe to specialist publications that feature children who have a plan of adoption including:

- Be My Parent, published by the British Association of Adoption and Fostering (BAAF)
- Adoption Today and Children Who Wait, published by AdoptionUK

When a child has been identified who may be a suitable match for you, your PAR will be sent to the child's social worker and in return your social worker will be sent a comprehensive report about the child called the Child Permanence Report (CPR). Your social worker will discuss this in detail with you.

There may be other families interested in this child (or children). The child's social worker will create a list of families who they feel will best meet the child's needs and visits will be arranged to meet the families. Visits give both the professionals and the family the opportunity to discuss the child in more detail.

Once all the families have been visited, the social workers and their managers will select one family who they consider the best match for the child.

The next step in the matching process is for your PAR, the Child's CPR, a matching report and the adoption support plan to be presented to the Adoption Panel. These form the matching panel papers that are presented to the child's local authority's Adoption Panel for consideration.

You will be invited to attend the panel with the relevant professionals. Having read the papers and on hearing from the attendees at panel, members will make a recommendation about your suitability to adopt the named child. The chairperson will advise you of the recommendation, and this will be passed to the agency decision-maker who will make a decision based on the documents presented along with the minutes of verbal discussions at the panel. The decision to match you with a specific child will usually be made within seven working days from the panel recommendation.

Post-matching: Panel - placement of children

Once a match has been approved an adoption introductions planning meeting is held to arrange the best way forward for the child or children to move into your family. The introductions are a series of meetings between you and the child or children over a number of days or weeks to help you and the child or children become familiar with each other. When you are both ready, the child moves from his/her foster family to join your family.

Your social worker will continue to offer support and advice to you after placement. The children's social worker will also continue to visit until an Adoption Order is made. There are certain legal requirements that the local authority has to undertake before the child is adopted. These requirements are discussed with prospective adoptive families before placement.

The legal process of adoption

You can submit an application to adopt a child when a child has lived with you for ten weeks. The supporting social workers will help you decide when it is the right time for you and the child. Many adopters wait until the second Looked After Children's Review, which occurs within four months of the child being placed. The prospective adopters complete court application forms and the court requests a report from the relevant adoption agency and the child's agency on the circumstances of the child, birth family and adopters. There is usually a court hearing to set down a timetable for the legal process, during which the report is submitted.

On making the Adoption Order, the court transfers all parental rights to the adoptive parents. At a later hearing, called the Proclamation Hearing, the judge will meet the children.

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Post-adoption support

Under the Adoption Agencies Regulations 2005 (updated 2011) local authorities have a duty to assess your adoption support needs. An adoption support meeting is held prior to a child being placed with you to identify the child's needs and yours and a support plan is drawn up outlining how each of these needs will be met. You will be invited to the support planning meeting.

We have a well-established Post-Order Support Team who you can contact for advice. Adoptive families known to our adoption agency will also be invited to the West London Consortium's quarterly adoption workshops and can access counselling and training via the Post-Adoption Centre and after adoption.

It is recognised that adoption is rarely an easy task and that adopters, adopted children and adopted adults (as well as birth relatives) may need advice, information and support throughout the adopted child's life.

Examples of support include financial, workshops and training on adoption issues, therapeutic services for children, counselling, advice and information, as well as assistance with contact arrangements.

Potential support needs for the placement are determined at the time of your assessment and when a child is matched with you. An adoption support plan is prepared with your involvement, before the matching panel, and your support needs will also be reviewed after the placement, at the adoption reviews.

The local authority that places a child with you is responsible for assessing your support needs for up to three years after the Adoption Order is made. If you need adoption support after three years you will need to contact your local authority and request an assessment.

Financial support

Financial support is based on a child or children's needs and the adopter's financial circumstances. Financial support requirements are assessed and agreed before the matching panel and are subject to annual review.

Allowances will be considered for sibling groups and children with special needs in recognition of the additional commitments of parenting.

Contact arrangements

Where the plan for a child in local authority care is adoption, the contact needs of that child are carefully considered. In almost all cases children will have a contact arrangement in place. You will be briefed on this arrangement from the outset when you are considering a specific child joining your family.

Decisions about contact arrangements are always based on what is in the best interest of the child. During the prospective adopters' assessment you will be asked to consider what type and level of contact you feel you can manage in an adoption placement. When you are considering a specific child or children, the contact plan will be a matching consideration for you and for the social workers involved in planning for the child or children.

In the majority of cases, the contact plan will involve the exchange of letters and sometimes photographs between the adoptive family and the birth family. This is called 'letterbox' or 'indirect' contact.

For some children it is important that face-to-face contact with their birth family is maintained. This is referred to as 'direct' contact.

The placing local authority is responsible for co-ordinating contact arrangements. Our Post-adoption Support Team co-ordinate and facilitate both indirect and direct contact arrangements for LBHF, RBKC and WCC adopted children and will be able to provide you with support and advice regarding all contact arrangements in respect of these children.

National Minimum Standards: Adoption

The National Minimum Standards together with the Adoption Regulations form the basis of the framework under the Care Standards Act 2000 for the performance and management of adoption agencies.

The values statement below explains the important principles that underpin these standards.

Values statement/children

- The child's welfare, safety and needs are at the centre of the adoption process.
- Adopted children should have an enjoyable childhood and benefit from excellent parenting and education, enjoying a wide range of opportunities to develop their talents and skills leading to a successful adult life.
- Children are entitled to grow up as part of a loving family that can meet their developmental needs during childhood and beyond.
- Children's wishes and feelings are important and will be actively sought and fully taken into account at all stages of the adoption process.
- Delays should be avoided as they can have a severe impact on the health and development of the children waiting to be adopted.
- A sense of identity is important to a child's wellbeing. To help children develop this, their ethnic origin, cultural background, religion, language and sexuality need to be properly recognised, positively valued and promoted.



- The particular needs of disabled children and those with complex needs will be fully recognised and taken into account.
- Where a child cannot be cared for in a suitable manner in their own country, inter-country adoption may be considered as an alternative means of providing a permanent family.
- Children, birth parents, guardians and adoptive parents and families will be valued and respected.
- A genuine partnership between all those involved in adoption is essential for the National Minimum Standards to deliver the best outcomes for children. This includes the government, local government, other statutory agencies, voluntary adoption agencies and adoption support agencies.

Values/adopted adults and birth relatives

- Adoption is an evolving life-long process for everyone involved/from adopted adults to birth and adoptive families. The fundamental issues raised by adoption may resurface at different times and stages throughout an individual's life.
- People who are adopted should have access to information and services to enable them to address adoption-related matters throughout their life.
- Agencies have a duty to provide services that consider the welfare of all parties involved and should consider the implications of decisions and actions for everyone.
- Agencies should seek to work in partnership with all parties involved, taking account of their views and wishes in decision-making.
- Agencies should acknowledge differences in people's circumstances and establish policies that provide non-discriminatory services.
- Adopted adults have their adoptive identity safeguarded and the right to decide whether to be involved in contact or communication with birth family members.

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Anti-discriminatory practice

We believe we have a duty and responsibility to counter discrimination. We believe in people's right to respect in relation to their age, disability, ethnicity, gender, health, religious beliefs and sexuality.

We aim to provide:

- polite, courteous, positive and encouraging responses to all inquiries;
- relevant information to the public;
- a process that will seek to include rather than exclude potential adopters and take full account of people's individuality, differences and life experiences;
- a balanced decision about how applicants can best meet the needs of children.

If you are dissatisfied with any part of our service please contact:

Sally Pillay

Head of Service
4th Floor
Town Hall Extension
Hammersmith Town Hall
King Street
London
W6 9JU

Alternatively you may make a complaint via the complaints department:

Complaints

2nd Floor
Kensington Town Hall
Hornton Street
London
W8 7NX





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Adoption Assessment Process

Information seeking

Potential Adopters request information from the local authority. Information provided within 10 working days.

Potential adopters attend an information event.

Potential adopters meet with a social worker either in their home or the office for further information and discussion.

Potential adopters submit their registration of interest form (ROI).

Agency decision within five working days.

Stage 1 Pre-Assessment Process (two months)

Stage one agreement completed

Applicants attend a one-day
'Introduction to Adoption'
preparation workshop

Self-assessment workbook
completed

Statutory checks
completed

Agency decision within five working days

Potential adopters notify the agency in writing of their intention to proceed to stage two. Potential adopters now referred to as prospective adopters.

Break of up to six months agreed between adopter and agency

Stage 2 The Assessment Process (four months)

Stage 2 agreement completed

One to one interview sessions with your
assessing social worker

Group preparation training

Allocated social worker completes the Prospective Adopters Report incorporating information obtained during stage one and stage two. You will be given five working days to read and comment on the report

Prospective adopters attend panel for approval

Agency decision-maker ratifies panel's recommendation

The Adoption Process

Matching

- Child identified • Visit from Social Worker
- If match considered suitable Matching Report prepared and presented to Panel

Placement of Children

- Planning meeting • Introductions • Placement of child/children into family

Adoption

- Adoption application lodged • Reports prepared • Court hearing • Adoption order granted

 /adoptionandfostering
adoption@rbkc.gov.uk
www.lbhf.gov.uk
www.rbkc.gov.uk
www.westminster.gov.uk

