

DUNDEE CITY COUNCIL

REPORT TO: SOCIAL WORK AND HEALTH COMMITTEE – 23 SEPTEMBER 2013

REPORT ON: FOSTERING AND ADOPTION SERVICES

REPORT BY: DIRECTOR OF SOCIAL WORK

REPORT NO: 332-2013

1.0 PURPOSE OF REPORT

1.1 This report informs members of the work of the Fostering and Adoption Service during 2012 including the business of both the Fostering and Adoption and Permanence Panels as detailed in Appendix 3. In addition it advises members of plans to increase the recruitment and retention of in-house foster carers and adopters. It also provides the amended constitution of both panels. (Appendices 1 and 2).

2.0 RECOMMENDATIONS

It is recommended that the Committee notes:

2.1 The content of the report and approves the amended constitution for both the Fostering and Adoption and Permanence panels.

2.2 That the Director of Social Work will pursue the establishment of an additional Resource Worker post through the Establishment Change Note process.

3.0 FINANCIAL IMPLICATIONS

3.1 The improvements around the recruitment and retention of foster carers and adopters will be met from within existing resources within the Social Work Department's Revenue Budget. Should these lead to substantial increases in the number of approved Dundee City Council foster carers and adopters, this will in time result in reduced reliance on more expensive external fostering placements and will deliver financial efficiencies.

4.0 MAIN TEXT

The main issues and development around fostering and adoption services are set out in the following section.

4.1 National Issues – Fostering Services

4.1.1 The Looked After Children Strategic Implementation Group (LACSIG) is a Scottish Government backed initiative to improve the way services work for looked after children, young people and their families. It facilitates the joint development and implementation of policy and innovative practice. LACSIG consists of a high-level strategic Board (chaired by the Scottish Government's Minister for Children and Families) and a number of task specific 'activity hubs' including Foster Care. The Centre for Excellence for Looked After Children in Scotland (CELCIS) hosts the LACSIG Programme Office, overseeing the day-to-day management of the Activity Hubs.

4.1.2 In March 2011 the Scottish Children's Reporter Administration (SCRA) published research into care and permanency planning for looked after children. In response to this the Scottish Government published plans to speed up and improve care planning procedures. Part of this plan includes a national review of foster care provision to ensure that provision across Scotland is of the standard required to provide children with stable, nurturing, placements. The review will consider a range of issues including the standard of management, training and support available to foster carers, fees and allowances, the

maximum number of children who should be placed in any fostering household and the foster carers place in the 'team around the child'. The review will be making recommendations for reform throughout 2013.

- 4.1.3 The National Foster Care Contract came into full operation in early 2013 with a number of the independent and voluntary fostering agencies operating across Scotland participating in this process. The contract is designed to provide greater consistency and improvements in delivery of fostering services as well as assisting local authorities to achieve best value in terms of their purchase of fostering placements from external providers.

4.2 **Local Developments- Fostering Services**

- 4.2.1 Within the next few months the Foster Carers Website will be introduced. This will include an area restricted to approved adopters and foster carers, allowing for easier and more responsive sharing of information, improved support and training opportunities and access to reports. This website will also include a facility to register an interest in becoming a foster carer or adopter online and will include video clips and soundbites of carers and adopters being interviewed about their experiences and motivations to become a carer. National research has shown that sharing the experience of existing foster carers is a key component of the recruitment strategy.

- 4.2.2 The Foster Care Handbook is a reference tool provided to all prospective and approved foster carers and adopters. It is currently provided in hardback but will, in future, be published online or in DVD form only and will be accessible on the website. A working group of foster carers and family placement staff began a complete review of the handbook, which is scheduled for completion by the end of 2013.

- 4.2.3 The system for the review of foster carers' approval was changed during 2012 and became fully operational in January 2013. The previous system, whilst complying with national care standards and regulatory requirements, did not provide the level of independent monitoring and scrutiny the service aspired to. All foster carer reviews are now undertaken by the Fostering Panel within 12 months of approval and thereafter bi-annually. The revised structure of the reviews and format of the reports required for it take account of aspects of the BAAF Good Practice Guidance and provide the basis for greater reflection by carers on their capacities to meet the needs of the individual children placed with them, their personal development needs, the agency expectations and the carers own views on the service they have been offered by the Department.

- 4.2.4 Additional Resource Worker posts established in Report 146-2010 have helped to increase the number of applications to foster which have been progressed whilst maintaining a high quality support service to foster carers, an essential element of the strategy to retain good quality carers and provide better outcomes for children looked after in foster care.

- 4.2.5 The service has now established comprehensive contractual arrangements with each of the independent and voluntary agencies it commissions to provide fostering services. A framework for monitoring and review of these arrangements is in place to ensure that the services provided represent good value as well as good quality services and outcomes for the children and young people who are looked after.

4.3 **National Issues – Adoption and Permanence**

- 4.3.1 Research undertaken by the Scottish Children's Reporter Administration (SCRA) and published in 2011 highlighted a national picture of permanence taking too long for many children. The Scottish Government response, published in their Care & Permanence Plan, highlights an ambitious plan to reduce timescales, improve outcomes and achieve sustained increase in adoption rates. A permanency team, established within CELCIS with funding for 3 years, is working in partnership with key stakeholders, including local authorities, to deliver these improvements across Scotland.

- 4.3.2 Scotland's Adoption Register, funded by the Scottish Government and run by BAAF (British Association for Adoption and Fostering), was established in March 2011 with the aim of increasing the opportunities for finding families for children via a data-linking facility. Use of the Register has increased steadily with 94% of adoption agencies in Scotland now making use of some or all Register services. The Register has also hosted a number of activities, such as adoption exchange days and film featuring events. Adoption exchange days are

an opportunity for prospective adopters to attend and hear first hand about children who are waiting for adoptive placements and to see photos and DVD's of the children.

They are aimed at identifying adoptive placements for children who are harder to place perhaps because they are older, have complex needs or are part of a sibling group. The combined activities of the Adoption Register have led to matches being secured for 35 children in 2012, an increase of 325% on the previous year.

4.4 **Local Developments**

4.4.1 Dundee City Council's Adoption Service Plan was published in February 2013, in accordance with Section 4 of the Adoption and Children (Scotland) Act 2007. This addresses the expectations of the Scottish Government and provides a clear framework for service development focused on improving positive outcomes for Dundee's children within the Adoption Service Improvement Plan.

4.4.2 Dundee has engaged fully in all of the activities of the national Adoption Register, including participation in the four adoption exchange days and film feature evenings. A small number of matches between children and adoptive families have been made as a result.

4.4.3 Family finding activities have been reviewed taking account of emerging evidence about the effectiveness of using photographs and DVD's to profile children. A number of staff and carers have received training and support in producing high quality digital materials which have been used at national recruitment events and on secure web-based family finding sites.

4.4.4 A confident and skilled workforce is required to ensure that robust, evidence-based permanence plans are made for children within timescales which meet their needs. A programme of training was commissioned from BAAF in 2011 focusing on permanence planning from a child-centred perspective. Using a Training for Trainers model the process of rolling this out across the Social Work Department has continued and will be extended to staff from partner agencies.

A new practitioner led permanence forum has been established, providing an opportunity for practitioners and managers to share good practice and consultation.

Recruitment and Retention of Carers and Adopters

4.4.5 Recruitment and retention of all categories of foster carers has continued to be a high priority. A report to Dundee City Council's Social Work and Health Committee in March 2010 highlighted the growing pressures around fostering and adoption services with demand for foster carers outstripping the supply of in-house foster carers with the council becoming more dependent on using more expensive external agency placements. The number of children in external placements at that stage was 49. The recommendations of the report were to put in measures including increasing the number of support staff and increasing fostering fees and allowances to maintain and expand the in-house foster care service by 10 carers. The aim was to reduce the number of external placements by at least 10, resulting in a net financial saving of approximately £250,000 per annum.

4.4.6 While there has been an increase in the number of children accommodated with in-house carers since 2010 (from 132 to a current figure of 162) with the overall numbers of foster carer households rising to 105, there continues to be a mismatch both in terms of numbers and profiles between the children and young people requiring placements and the carers available. Dundee currently has around 80 children in external fostering placements. The average cost of fees and allowances payable to an in-house foster carer is around £300 per week while payments to external fostering agencies can range from around £660 to £1,500 per week therefore the increased usage of external fostering agencies has resulted in significant financial pressures within the Social Work Departments budget for which additional resources have been allocated. However given the current financial climate, this is not sustainable.

4.4.7 The Social Work Department has recently reviewed its current fostering and adoption recruitment activity in addition to the associated carer's assessment and support processes and resources and the planned developments to increase the recruitment and retention of carers and adopters are outlined in the following paragraphs.

- 4.4.8 The service will set out a clear fostering and adoption recruitment strategy each year with targets set for the recruitment and retention of foster carers to ensure the pool of in-house foster carers continues to grow to a level which provides a more affordable balance of in-house and external provision and which will over time reduce the reliance on external fostering placements. This will include specific targets for those children who the authority finds hard to place such as temporary carers for children over 9 years old, children with very specific challenging behaviours, permanent carers for children aged 7 plus, sibling groups and children with additional health needs.
- 4.4.9 In order to identify the recruitment target required to at least maintain the number of in-house foster carers at the current level, a workforce planning approach has been undertaken which takes into account profiles of existing carers and natural turnover the next 10 years. This highlights that at least 5 new carers must be recruited per annum just to maintain current levels of demand. This is set against a context of 9 new foster care approvals made over the last year.
- 4.4.10 Further targets will be set to reduce the number of external placements however given many of these placements are “permanent” placements, the emphasis will be more on avoiding making further external placements in order to reduce external placements through natural turnover.
- 4.4.11 In order to attract potential carers, the Council needs to ensure it has an effective publicity and marketing strategy in place. The Council currently spends approximately £8,000 per annum on advertising the main activity incurring direct expenditure is through advertisements on local radio stations and on local buses/taxis. However, the most frequent source of information referred to by enquirers is the dedicated Council fostering adoption website, Change their Lives, with word of mouth from current foster carers also the source of a good number of the enquiries.
- 4.4.12 The Change their Lives website can be reached from the Council’s main website and was developed in 2005 following Scottish Government investment in fostering services. A number of developments previously mentioned will make the website more interactive and more attractive to prospective adopters and foster families. The website will also be used to better target recruitment for carers for those children who are hard to place through regularly updating profiles of children who are awaiting placement.
- 4.4.13 The review has also looked at other recruitment activity across Scotland. Glasgow City Council for example has recently undertaken a large high profile recruitment campaign including television advertising using celebrities which has had some success in increasing the recruitment of foster carers. Dundee City Council previously undertook a TV advertising campaign, financed by specific Scottish Government funding which did result in a significant upsurge in enquiries. Given the level of resources currently available the council could not afford a TV advertising campaign itself. However discussions with neighbouring authorities are progressing with a view to developing a joint TV campaign to be run early in the next financial year. This would spread the production and airtime costs across the authorities who are willing to take this forward.
- 4.4.14 National research has identified that one of the key issues in recruiting and retaining carers and adopters is through the provision of high quality support services. It is therefore essential to ensure that the number of resource workers is adequate to provide support to an increasing number of in-house foster carers should the recruitment strategy be successful. An assessment has been made of current capacity within the fostering and adoption teams and while the current number is appropriate for current carers and adopters, a successful recruitment strategy will require an increase in this capacity. It is anticipated that an additional one FTE Resource Worker is required on a temporary basis in order to support the increase in anticipated demand.
- 4.4.15 National research also identifies that those agencies with a dedicated fostering and adoption recruitment post have the greatest success in recruiting carers. Within Dundee, this is unlikely to require a full time resource and it is proposed that in order to take advantage of existing marketing experience that arrangements are made with the Council’s Communication and Policy Division to support this activity.

4.5 **Themes Arising from the Fostering Service**

- 4.5.1 The demand for placements for children and young people has continued to rise during 2012 whilst the number of new applicants has been unable keep pace.
- 4.5.2 The number of carers willing to consider offering placements to older or more challenging children and young people or larger sibling groups remains significantly less than the requirement for such placements. This gap has been filled, to some extent, by independent fostering providers. Not only are there significant financial implications but there are also hidden costs when children are moved away from their local communities, schools and friends to access care placements.
- 4.5.3 The numbers of children identified as requiring permanent fostering remains high. Kinship carer and fostering applicant assessments have been expanded to include the carers' capacity to provide both temporary and permanent care. It is anticipated that most carers will now be dual approved as temporary and permanent carers, although there may be some cases where it is appropriate only to approve as temporary carers.
- 4.5.4 The number of children and young people who are looked after by kinship carers or informal kinship carers continues to rise. The majority of these arrangements are likely to become permanent placements that require on going support.

4.6 **Themes Arising from the Adoption Service**

- 4.6.1 There has been a continuing rise in the numbers of children and young people looked after and accommodated during 2012. A high proportion of these are unable to return to the care of their parents and long-term or permanent substitute care options need to be explored. Adoption provides one of the most stable and secure placement options for children but other options, such as permanent fostering or permanent kinship care are increasingly being considered, as reflected in the Panel statistics.
- 4.6.2 When children are unable to return home it is vital that they are secured in an alternative permanent family as quickly as possible and with the minimum of disruption. Robust, early and effective decision-making and care planning is key. The younger a child is at time of permanent placement, the better the outcome.
- 4.6.3 Timescales for achieving permanence for children and young people are variable but overall are longer than would be wished for. In 2012 the average time from a child becoming looked after to being matched with an adoptive family was 21 months whilst the average time from accommodation to matching with a permanent foster family was 27 months. Reasons for these protracted timescales include delays in preparing reports for panels and court, late exploration of extended family as potential carers, delays in court processes and lack of suitable permanent placements. This remains an area for improvement.
- 4.6.4 Reports for the Adoption and Permanence Panel need to be comprehensive and evidence-based to ensure that sufficient information is available to agree and progress plans. Work continues to be undertaken through training, supervision, the Adoption Service Improvement Plan and the Permanence Action Plan, to help social workers produce consistently high quality reports within timescales.
- 4.7 Minor amendments have been made to the constitutions of the Adoption and Permanence and Fostering Panels to reflect the changing roles, responsibilities and terms of appointment of Panel members.
- 4.8 Detailed information about the business of the Panels is included in Appendix 3.

5.0 POLICY IMPLICATIONS

5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty and Equality Impact Assessment.

There are no major issues.

5.2 An Equality Impact Assessment is attached to this report.

6.0 CONSULTATIONS

The Chief Executive, Director of Corporate Services and Head of Democratic and Legal Services have been consulted in preparation of this report.

7.0 BACKGROUND PAPERS

None.

**JENNIFER G TOCHER
DIRECTOR OF SOCIAL WORK**

DATE: 29 AUGUST 2013

**DUNDEE CITY COUNCIL
SOCIAL WORK DEPARTMENT**

ADOPTION AND PERMANENCE PANEL CONSTITUTION

Dundee City Council Social Work Department, in accordance with its duty as an Adoption Agency, and the requirement of the Adoption and Children (Scotland) Act 2007 and the Adoption Agencies (Scotland) Regulations 2009 hereby appoints an Adoption Panel.

ROLE AND FUNCTION

The Panel's primary functions are to make recommendations on the following matters:

- (a) whether adoption is in the best interests of the child;
- (b) whether an application for a permanence order granting authority for the child to be adopted should be made under section 80 of the Act;
- (c) whether a prospective adopter is suitable or continues to be suitable to be an adoptive parent;
- (d) whether a prospective adopter would be a suitable adoptive parent for a particular child; and
- (e) any other matter referred to the adoption panel which is relevant to the adoption agency's functions under the Act.

SUPPLEMENTARY FUNCTIONS OF THE PANEL

The Panel also undertakes the following supplementary functions:

- (a) considers permanence plans for children;
- (b) considers plans to place siblings together or separately;
- (c) monitors and reviews the implementation of permanence plans for children;
- (d) reviews after 12 months approved adoptive parents who have not been linked with a child;
- (e) considers reports on the disruption of any adoptive placement and make recommendations about whether adoption is still in the best interests of the child,
- (f) considers matters relating to adoption support, including financial assistance for adopters.

COMPOSITION

An Adoption Agency must satisfy itself that the numbers, qualifications and experience of individual members of an Adoption Panel will enable it to discharge its functions. In order to do so Dundee City Council Adoption and Permanence Panel will comprise a minimum of 6 members

The Panel membership will include:

- A Social Work Manager or an independent person appointed by the Director of Social Work who co-ordinates and chairs the panel.
- Social Work Staff members with appropriate qualifications and expertise in adoption, fostering or the needs of looked after children appointed by the Director of Social Work.
- Representatives from other agencies, departments and independent members appointed by the Director of Social Work who are considered competent in terms of their knowledge, skills and experience.

- A Medical Adviser, who is a registered medical practitioner and is appointed by the Health Board. There may be more than one Medical Adviser
- A Legal Adviser, who is a solicitor or advocate and who is nominated by the Head of Democratic and Legal Services. There may be more than one Legal Adviser or the named Legal Adviser may delegate this task to others.

A designated Depute Chair will undertake the responsibilities of the Chair if required due to the chair's unavailability.

The balance of Panel members offers a wide experience and reflects a multi agency approach that provides objectivity. Panel members should have an awareness of differing racial, ethnic and cultural backgrounds. Other staff, such as translators or diversity advisers may be asked to participate in any particular panels where there is a specific need.

Except for the medical and legal advisers, membership of the Panel will be for 12 months in the first instance. Thereafter, renewal of membership will be considered on a bi- annual basis. Where the agency is of the opinion that any member of the Panel is unsuitable or unable to remain as a member it may terminate membership at any time by giving notice in writing with reasons

MEETINGS

A quorum for each Panel meeting will be 3 voting members, excluding the medical adviser and legal adviser.

The Panel may only make a recommendation relating to whether adoption is in the best interests of the child or whether an application for a permanence order granting authority for the child to be adopted should be made if a legal adviser is present at the meeting of the panel at which the recommendation is made or legal advice has been provided to the panel by such an adviser.

The Panel must make a written record of its proceedings and the reasons for its recommendations.

The timing and the frequency of meetings is determined by the needs of the Authority in its capacity as an Adoption Agency.

AGENCY DECISION MAKING

A minimum of 2 Agency Decision Makers will be appointed by the Director of Social Work.

The Agency Decision Maker will make decisions in relation to the recommendations arising from the mandatory and supplementary duties of the Adoption and Permanence Panel.

The Decision-Maker receives all reports presented to Panel and the Panel minutes. This allows the Decision-Maker to make decisions on full information and to understand why the Panel has reached particular recommendations. The Decision-Maker is required to make a decision within fourteen days of the Panel.

Panel recommendations and the agency decision are intimated in writing, by the Panel Chair or Panel Co-ordinator to prospective adopters and parents of children when a decision has been made that their child is in need of permanent substitute care.

APPEALS

Appeals by prospective adopters against a Panel's recommendations and subsequent agency decision should be made in writing to the Director of Social Work within 28 days of the receipt of notification of the agency decision. Upon receipt of such an appeal the Director of Social Work will consider the matter and appoint an Appeal Panel where appropriate in accordance with the Agency's published appeals procedure. .

**DUNDEE CITY COUNCIL
SOCIAL WORK DEPARTMENT**

FOSTERING PANEL CONSTITUTION

Dundee City Council Social Work Department, in accordance with its duty as a Fostering Service, and the requirements of the Looked After Children (Scotland) Regulations 2009 hereby appoints a Fostering Panel.

ROLE AND FUNCTION

The Panel's primary functions are to consider and recommend to the agency:

- (a) whether a prospective foster carer is suitable or continues to be suitable to be a foster carer;
- (b) whether a prospective foster carer would be a suitable foster carer for -
 - (i) a particular child or children;
 - (ii) any child; or
 - (iii) certain categories of child;
- (c) the maximum number of children a particular foster carer may have in their care

SUPPLEMENTARY FUNCTIONS OF THE PANEL

- (a) advise on specific issues during the assessment process;
- (b) reviews of foster carers on a bi-annual basis or where amendments to approval are sought
- (c) recommend whether approval of carers should be terminated
- (d) consideration of emergency extensions to foster carer approval
- (e) whether a relative or friend would be a suitable kinship carer for a specific child

COMPOSITION

A Fostering Agency must satisfy itself that the numbers, qualifications and experience of individual members of a Fostering Panel will enable it to discharge its functions. In order to do so Dundee City Council Fostering Panel will comprise a minimum of 6 members appointed by the Director of Social Work.

The Panel membership will include:

- A Social Work Manager or an Independent person who co-ordinates and chairs the panel.
- Social Work Staff members with appropriate qualifications and expertise in fostering or the needs of looked after children.
- Representatives from other agencies, departments and independent members who are considered competent in terms of their knowledge, skills and experience.
- A Medical Adviser, who is a registered medical practitioner, and is appointed by the Health Board. The pool of Panel members may include more than one Medical Adviser.
- A Legal Adviser, who is a solicitor or advocate and who is nominated by the Head of Democratic and Legal Services. There may be more than one Legal Adviser or the named Legal Adviser may delegate this task to others.

A designated Depute Chair will undertake the responsibilities of the Chair if required due to the chair's unavailability.

The balance of Panel members offers a wide experience and reflects a multi agency approach that provides objectivity. Panel members should have an awareness of differing racial, ethnic and cultural backgrounds. Other staff, such as translators or diversity advisers may be asked to participate in any particular panels where there is a specific need.

Membership of this Panel will be for 12 months in the first instance. Thereafter, renewal of membership will be considered on a bi-annual basis. Where the agency is of the opinion that any member of the Panel is unsuitable or unable to remain as a member it may terminate membership at any time by giving notice in writing with reasons.

MEETINGS

A quorum for each Panel meeting will be 3 voting members, excluding the medical adviser and legal adviser.

The Panel must make a written record of its proceedings and the reasons for its recommendations.

The timing and the frequency of meetings is determined by the Panel Co-ordinator in consultation with the Panel Chair and will be determined by the needs of the Authority in its capacity as a Fostering Agency.

AGENCY DECISION-MAKING

A minimum of 2 Agency Decision Makers will be appointed by the Director of Social Work.

The Agency Decision Maker will make decisions in relation to the recommendations arising from the mandatory and supplementary duties of the Fostering Panel.

The Decision Maker receives all reports presented to Panel and the Panel minutes. This allows the Decision-Maker to make decisions on full information and to understand why the Panel has reached particular recommendations. The Decision-Maker is required to make a decision within fourteen days of the Panel.

Panel recommendations and the agency decision are intimated in writing, by the Panel Chair or Panel Co-ordinator to foster carers, prospective foster carers and kinship carers.

APPEALS

Appeals by foster carers, prospective foster carers or kinship carers against a Panel's recommendations and subsequent agency decision should be made in writing to the Director of Social Work within 28 days of the receipt of notification of the agency decision. Upon receipt of such an appeal the Director of Social Work will consider the matter and appoint an Appeal Panel where appropriate in accordance with the Agency's published appeals procedure.

Dundee’s Fostering Panel

A full review of the Panel was undertaken in 2012 and has led to significant changes from January 2013 focused on increasing capacity and streamlining processes. The number of Panels has doubled and are now weekly with one Panel dedicated to foster carer reviews. Additional Panel members have been recruited with induction and training being prioritised.

The Panel continues to fulfil its statutory functions and a number of supplementary functions.

These include:

- considering assessments of all prospective foster carers
- making recommendations on the numbers and categories of child the approval should be made for
- considering amendments to approval of carers
- bi-annual reviews of all foster carers
- 8 weekly reviews of emergency extensions to approval
- applications from relatives or friends for approval as kinship carers
- applications for Residence Allowances
- private fostering applications

Panel Statistics

| | 2012 | 2011 | 2010 |
|---|-------------|-------------|-------------|
| Fostering approvals | 9 | 15 | 6 |
| Foster carer reviews | 22 | 25 | 56 |
| Emergency Extensions | 7 | 9 | 6 |
| Foster carer de-registrations | 5 | 4 | 5 |
| Kinship carer applications | 59 | 41 | 45 |
| Kinship carer de-registrations | 0 | 10 | 14 |
| Residence allowance applications | 8 | 10 | 22 |

Dundee’s Adoption and Permanence Panel

A full review of the Panel was undertaken in 2012 and has led to significant changes focused on increasing capacity and streamlining processes. The number of Panels has doubled to weekly, additional Panel members have been recruited and long-term care planning for young people aged 12 years and over has been located wholly within the LAAC (Looked After and Adopted Children) system.

The Panel continues to fulfil all of its statutory functions and a number of supplementary functions.

These include:

- considering all permanence plans for children aged under 12 years
- considering all proposed permanent matches between children and permanent carers
- reviewing permanence plans for children
- considering all applicants to adopt
- reviewing all approved permanent and adoptive carers who have not been linked with a child within 12 months
- considering adoption support plans

Panel Statistics

| | 2012 | 2011 | 2010 |
|--|-------------|-------------|-------------|
| Adoption plans identified | 17 | 18 | 19 |
| Permanent fostering plans identified | 28 | 12 | 8 |
| Permanent kinship placement identified | 34 | 9 | 6 |
| Total Permanent plans agreed | 79 | 39 | 33 |
| Reviews of permanence plans | 21 | 37 | 29 |
| Adoption matches | 15 | 20 | 15 |
| Permanent fostering matches | 16 | 13 | 18 |
| Kinship matches | 35 | 10 | 9 |
| Total matches | 66 | 43 | 42 |
| Applicants to adopt | 9 | 10 | 8 |
| Applicants to permanently foster a specific child | 2 | 1 | 3 |
| De-Registrations | 1 | 1 | 2 |