



**Coram Fostering Service
Statement of Purpose for Foster Care
September 2017**

Fostering Service (England) Regulations, 2011



FOSTERING SERVICE*

STATEMENT OF PURPOSE

1. Aims and objectives

- To place and support children who are looked after by local authorities, who have suffered separation and may also have been abused, neglected or be at risk of this, with adopters, foster carers or members of their extended family network, in order to provide emotional security and nurture and to develop their ability to live independent and fulfilling lives.

Children may be placed with:

- Concurrent Planning or Foster for Adoption carers (referred to as Early Permanence Placements below) as part of a plan to achieve permanence for them with as little delay as possible.
 - Long term foster carers.
 - With birth parents or relatives.
 - With respite carers to support a permanent placement.
 - Adopters.
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- To provide support to children in foster placements and their families
 - To provide counselling and support as appropriate to adults whose lives have been affected by adoption, fostering or other permanent placements.
 - To ensure that permanence plans for looked after children are made and implemented with minimum delay, and to influence practice and policies within Local Authorities and nationally to that end.

2. Status and Constitution

Coram Family is a children's charity established by Royal Charter and Act of Parliament in 1739. The Adoption and Permanent Families Service is one of the child care services run by the charity and seeks to find and support placements for children in the care system who are in need of legal and emotional permanence. The Fostering Service offers specialist placements for selected children where that is the placement of choice.

3. Management Structure

See Annexures (B) and (C)

4. Services Provided

* *The Fostering Service contributes to the work of Coram's Adoption and Permanent Families Service. This Statement of Purpose necessarily parallels some aspects of the provision of permanence via adoption but has a focus on foster care. Issues that are adoption – specific are omitted from this document.*

(a) Early Permanence Programme

Coram's Early Permanence Programme (EPP) operates across London and other identified Local Authorities. The EPP offers a specialist service to children aged 0-2 years who are subject of care proceedings and where in the view of the local authority and the courts, on the basis of the past history, there is likelihood that the children will need a permanent placement outside the birth family. Viability assessments on any known relatives will have been undertaken to determine whether there is a possibility of permanence within the extended family. In some cases pre-birth assessments will have been undertaken and completed with the result that placements may be made at birth or soon after. In other cases assessments will need to be undertaken. In Foster for Adoption placements the Local Authority will have completed *all* assessments and have decided that the plan for the child should be adoption, with this plan being confirmed by the ADM. However in all cases the court will have to consider the evidence and come to a decision and there may be the possibility of a relative coming forward to be assessed at a late stage. Thus until the court makes a decision, there is no legal certainty about the outcome, and the placement remains a foster placement until a Placement Order is made. These placements do not pre-empt the decision of the court nor undermine the rights of the child's parents.

- The overall aim is to prevent drift and delay in achieving permanence for these children and to reduce placement moves.
- The EPP provides carers who act as foster carers during the time that care proceedings are underway. The foster carers are dually prepared, assessed and approved as foster carers as well as adopters.
- Their role as foster carers may involve supporting contact with the child's parent/s or extended family during proceedings, and the carers will bring the children for contact at Coram and will be involved with the handover to the children's birth parents, helping to maintain the child's attachment to his/her parent or relative.
- The EPP supports the carers who receive intensive training and assessment prior to being approved.
- The EPP also provides support to the birth parents/relatives of the children.

This work with birth parents and relatives includes:

- (i) Supervised contact sessions which are supportive and provide advice to the parents on child care if necessary.
 - (ii) Support to parents and relatives regarding their child's future and help in preparing life story books if their child is not returned to their care.
 - (iii) Support to parents/ relatives during the reunification process if the child is returned to their care.
- The EPP provides reports on contact to the Courts and liaises closely with Children's Services, Children's Guardians and other professionals in planning for the child.

If the outcome of the care proceedings is that the child should return to birth parents/relatives, the EPP will facilitate this, supporting all the parties. If the outcome of care proceedings is that the child cannot return to birth parents/relatives, s/he will then remain with the carers and be adopted by them. In this way the child's attachments are protected, whatever the outcome (a win/win situation for the child). In addition if the child is adopted, the adopters will have a real understanding of their child's family background to share with their child in future years. They will also be in a good position to support post adoption contact. Coram provides post adoption support to early permanence adoptive families and children in line with other Coram adopters.

(b) Long term fostering

For some children who are referred to Coram for permanent placement, the placement of choice may become long term foster care, not adoption. For example carers of children with complex disabilities sometimes believe they will receive more reliable financial support if the children are fostered than adopted. In addition birth parents of such children may wish to retain parental responsibility even though they are unable to provide care for their child. They may request a foster placement rather than adoption. Likewise carers from some ethnic minority groups many chose long term fostering rather than adoption as the Western/UK concept of adoption is alien to them. Older children who feel loyalty to their birth family may not want legal severance of their tie to their birth family although they may want to remain living with their foster family. Some of these carers may later decide to apply for Residence Orders or Special Guardianship. Coram may approve and/or support foster carers for particular children in consultation with the referring local authority.

(c) Early Permanence Network

Coram established a subscription scheme in September 2012 which provided support to local authorities and voluntary adoption agencies who wished to develop concurrent planning services. The scheme provided a package of consultation, training and direct service provision (eg attendance by prospective carers referred by LAs at preparation groups run by Coram).

This scheme has been used by over 20 Local Authorities and 10 VAAs. In 2016/17 member agencies placed 115 infants and young children between them.

In 2017 Coram reviewed the Subscription scheme and replaced it with an Early Permanence Network which provides three training and peer support events pa on the topic of early permanence. The scheme is open to LAs and VAAs, and has a full programme.

Coram also received a Practice Improvement Fund grant from the DfE in 2016/17 to develop a Quality Mark which would recognise good practice in this field and be open to LAs and VAAs to apply on a voluntary basis for this recognition.

5. **Aims and objectives, principles and standards of care**

Objectives

To provide foster placements which are safe and which meet the child's holistic needs, whether on a short term basis prior to rehabilitation to a family member or placements for adoption, or occasionally on a long term basis.

Principles

The work of the Fostering Service is informed by the principles of the National Minimum Standards for Fostering Services (2011).

- The needs, rights and welfare of children are our paramount concern.
- Children are consulted about the services they receive in ways appropriate to their age and understanding.
- We work within an equal opportunities framework and value diversity. We recruit carers who reflect the ethnic, religious, language and racial backgrounds of the children needing placement in so far as that is possible, but avoid causing unnecessary delay by searching for close ‘matches’ when these are not available. We support carers to promote a positive sense of the children’s identity and personal history. We recruit carers on the basis of their capacity to provide sensitive care which meets the children’s needs.
- We value the role of birth parents and relatives of the children we place. We promote contact between the foster children and their birth family to the extent that this is in the interests of the children and directed by the courts.
- We strive to work in partnership with the birth parents of the children placed and to involve them in planning for their children where appropriate.
- Depending on the outcome of care proceedings, where appropriate we support plans for children to return to the care of their birth parents/relatives.
- We work in partnership with local authorities who refer children to the Fostering Service and with the multi-disciplinary and multi-agency network involved with the children.
- We have a rigorous policy to safeguard children’s welfare and implement Coram’s Safeguarding Policy.

Standards of Care

- We aim to provide a professional service which is delivered to a high standard, efficiently, and with sensitivity to the feelings of the children and other parties involved.
- We are respectful of parents and members of the children’s birth family, and support them through the process in so far as we have a professional role with them.
- We prepare and assess the dually approved carers who take on this complex role and strive to support them whatever the outcome of their placement.
- We only employ staff with the appropriate professional/vocational qualifications and experience.
- Our recruitment and retention employment policies include appropriate safeguarding checks, and ongoing opportunities for reflective supervision, appraisal and training for staff at all levels.

6. Staff List

See Annexure A

7. Foster Carers update

Concurrent Planning*

- (i) Ninety eight households have been approved over the life of the project. These include 14 single carers and 83 couples, of which 3 were same sex couples and 11 black or bicultural households.
- (ii) Three households of dually approved carers have children in placement
- (iii) Five households of dually approved carers are available for new placements
- (iv) Eleven households are in the process of home study assessment.
- (v) The project has a rolling programme of recruitment and provides information and training to prospective applicants. Potential carers attend three days mainstream adoption training –and an additional two day training on Early Permanence.

8. Numbers of children update

- (a) Early Permanence*
In September 2017 three children were in Early Permanence placements.
- (b) Long Term Foster Placements
None

9. Complaints

None

10. Recruiting, approving, training, supporting and reviewing carers

RECRUITMENT, PREPARATION AND ASSESSMENT - SUMMARY

- (i) The welfare of the child is Coram's paramount consideration in all plans for permanence, whether via adoption, foster care or kinship placement. Promoting the welfare of the child includes taking account of the following:
 - a. Avoiding unnecessary delay and achieving early permanent placements with the minimum of broken attachments.
 - b. Ensuring best practice in matching children and prospective carers, so that we can be confident that a child's needs will be met in their foster placement. We endeavour to consider the child's holistic needs in discussion with Local Authorities about matching
 - c. We value children's histories and respect their relationship with birth relatives. We believe in openness and ensuring that children understand their personal history and where appropriate, have contact with birth relatives. We play an active role in creating Life Story Books, including using contact sessions to ensure that there is a record of photos of parents/relatives with the child during contact sessions. We encourage parents to contribute to the LSB.
- (ii) We welcome prospective adopters and carers and treat them with respect at all stages of the process. Whilst Coram's role is to prepare, educate and assess potential carers, we recognise that delivering a service to the children we aim to place depends on the motivation and resourcefulness of the carers we recruit. Our role in relation to (prospective) adopters/carers is to:

- a. Give them information to enable them to make decisions and choices about whether or not they wish to be assessed and approved as carers for Looked After Children.
 - b. Help them prepare for the complex task of providing early permanence placements whilst children are in proceedings.
 - c. Advise them through the matching process and ensure they have as much information about the child as possible.
 - d. Provide support when they have children placed with them including via support groups and to refer families and children to other specialist sources of support when necessary.
- (iii) The Early Permanence Programme provides a specialist service which aims to ensure that decisions about children's permanent placement (whether with birth relatives or adopters) are reached with minimum delay, and avoid unnecessary moves with consequent broken attachments. This gives the children the maximum opportunity to develop secure attachments.

Initial Response

All enquiries are dealt with promptly and helpfully – whether by telephone, letter or e-mail. Telephone enquires are dealt with on the same day if at all possible. The service runs a duty system and all social workers are aware of the need to include a discussion about EPP placements when they talk to enquirers. Letter and email enquiries are dealt with within five working days by telephone contact. Enquirers can download our on-line information pack or this can be emailed to them. Enquirers from outside our area are referred to First for Adoption or other agencies where appropriate.

All enquirers are invited to an information session and those who meet the eligibility criteria for adoption and fostering are invited to an initial interview within statutory timescales. Information evenings include content on early permanence, both concurrency and foster to adopt. The team operates within the timescales of the two stage adoption assessment process, whilst also taking account of the preferences of the applicants who may need additional time to consider the issues raised by early permanence which incorporates both the fostering and adoption tasks.

Enquirers who attend an initial interview are provided with a Registration of Interest form to return when they feel ready to proceed to Stage 1.

The information sharing with potential carers will include ensuring that the risks and benefits of EPP placements are understood, that is that the child placed with them may return to a member of the birth family and the carers will need to support a child to do this. If after consultation with a manager it seems that Coram will probably not be able to place a child with the potential carers through EPP the reasons for this will be explained in detail.

Enquirers who are not able to proceed as prospective early permanence carers may be suitable to be considered as prospective adopters.

During Stage 1 statutory checks are taken up, the potential carers are invited to attend a two day dedicated preparation course for early permanence carers as well as the preparation groups for prospective adopters. Potential carers will have an allocated social worker to discuss any concerns that arise. Stage 1 is expected to last 2 months unless there are delays

in obtaining statutory checks or medicals, or unless the potential carers need additional time for any reason.

Stage 2 commences when the applicant has successfully completed Stage 1, and returns their application form following a review by the relevant social work manager. Stage 2 for adoptive applicants is expected to last 4 months unless the applicant chooses to take longer, or issues arise which require more time to resolve. Early Permanence applicants who are applying to be dually approved have additional issues to consider and it is expected that many of these assessments may require an additional couple of weeks by agreement with the applicants. Some of the preparation groups may be completed during Stage 2.

Applicants who have previously fostered or adopted may be fast tracked.

Preparation Groups

The preparation groups for prospective adopters consist of three days, one of which may be completed towards the end of the assessment process. In addition early permanence applicants are invited to attend two full day sessions which cover issues regarding foster care including the legal framework, managing contact, working with birth parents, working in partnership with the Local Authority, health and developmental uncertainties when placing young children from adverse backgrounds, etc.

The preparation groups are designed to help people assess their own capacity and motivation to permanently care for a child by providing information, stimulating discussion and also through meeting experienced adopters/foster parents. Because of this element of self-selection, there is an opportunity for enquirers to decide whether or not to proceed. The groups are not formally assessed; however if the group leaders have particular concerns about any issues that arise, these will be shared with the individual and a comment made on feedback forms re any issues where further discussion would be helpful for the information of the social worker who assesses the applicant in Stage 2.

Coram operates across two regions: London and the East Midlands. The London Branch has been offering an early permanence placement programme since 1999. The East Midlands Branch has been developing a similar service with support from the London Branch over the past two years. Until Quarter 2 of 2017/18, prospective early permanence carers based in the East Midlands have attended the dedicated preparation groups for early permanence carers in London. However the Early Permanence Lead is supporting the East Midlands team to run these preparation groups locally as from Quarter 3 of 2017/18.

Statutory Checks

All statutory checks, DBS checks and medicals are taken up as soon as Registration of Interest forms are received. Applicants are aware that negative police/statutory checks may result in them not being able to proceed with their assessment. Enquirers are advised to inform us of any adverse history or medical condition which any of these checks may reveal. Checks with employers or former partners are taken up in Stage 2, and are timed to take account of the applicant's concerns – e.g. an early check with an employer might affect the applicant's career prospects.

Medical Assessment

Applicants will be asked to have their medical as soon as their Registration of Interest form is received.

The Medical Advisor sees and comments on the medical report(s). He/she may follow up any concerns with the GP/hospital consultant. The Medical Advisor's opinion is taken into account in assessing the applicants' suitability alongside other information however we would normally require a positive recommendation with regard to health issues from the Agency Medical Advisor in order to continue with the assessment.

Assessment of Carers

The relationship between the worker and the applicant(s) is a professional one within which the worker is making an assessment and will make a recommendation to Panel. The worker will approach the assessment with openness and honesty and will share any reservations and concerns s/he has with the applicant(s). We hope that a relationship of mutual respect and trust will develop during this process.

An adoption assessment is expected to take 4 months, but in early permanence is often extended by 2-4 weeks to take account of the additional discussion required to encompass both the fostering and adoption elements of the proposed future role of the applicant. If the applicant requests a slower pace or if other significant issues are identified, the process may be extended. Most of the work of the home study is completed by one social worker, but joint interviews or second opinion interviews may be arranged if areas of particular concern emerge. All home studies are regularly discussed in between the worker and her/his manager and are also discussed by the team at a mid point in the process. Applicants are given to understand that we see the process as a shared responsibility between themselves and Coram and that we will raise concerns with them. This generally enables us to resolve concerns or sometimes applicants may decide that this is not a good time to proceed with their application.

Applicants see their Prospective Foster Carer/Adopter Report and may contribute to it/correct it or attach their own written comments. They may have up to 5 days for this work. Applicants may attend panel if they wish, however the Panel's recommendation is based on the social worker's assessment and is not dependent on the applicant's attendance which is voluntary.

In the course of the assessment, the topics listed on the CoramBAAF report which was designed for the approval of EP carers will be covered. Each applicant is offered at least one individual interview. Particular attention is paid to attitudes to race and other equal opportunities issues; attitudes to sex and sexuality; how applicant(s) express anger and how comfortable they are about acknowledging conflict and differences of opinion; the stability of their partnership for applicants who are part of a couple; whether the applicant has been able (or not) to reflect on any experience of loss and on their childhood years and formative experiences and to what extent s/he has put them in context and constructed a coherent account of these events. The availability of support networks and reliable adult confiding relationships is also significant. At least one visit is paid to the applicant's house, and a health and safety check undertaken. We also discuss types of children/ backgrounds the applicant would consider.

Former Partners with whom the Applicant has previously cared for a child

Coram will contact former partners with whom any applicant has previously cared for a child to ask whether the former partner has any reason to be concerned for the welfare of a child who may be placed with the applicant. S/he will also be asked whether there was any history of violence on the part of the applicant. If there is positive response to such an enquiry it will be followed up – usually with an interview. If there are particular circumstances why the applicant would prefer Coram not to contact a former partner (e.g. fear of violence), Coram may use discretion and it will record the reason in the Panel report. Panel's views on this will form part of the basis for their recommendation. Additional referees may be requested in such situations in order to obtain an independent view of the situation regarding the ex-partner.

Interviewing Members of Extended Family/Adult Children

If members of the extended family are expected to play a particular role in an adopted child's life (e.g. by providing day care for a working parent) they should be interviewed. Family members or friends who may **regularly** provide back-up care should complete DBS checks.

Where possible grown up children of the applicant(s) including those who live away from home should be interviewed. They can provide useful information on parenting skills and insight into the applicant's ability to keep children safe and to protect them from abuse. Involving them appropriately in the process can ensure greater understanding of their new sibling and support for their parents. Where an interview is not possible, adult children should receive a letter explaining their parents' plans and seeking their comments. The comments of adult children should be taken seriously. They do not have an automatic veto but their views should be considered. If we can obtain their permission their comments will be shared with the applicants.

Referees

At least three personal referees need to be interviewed. One of these should be a family member. If a couple is applying jointly, Coram requires a reference from each side of the family if possible. Two referees who are not family members are required. Additional referees may be needed if there are issues about a particular stage in the applicant's life about which we need to obtain another view. A written summary of each interview is necessary. Interviews with referees are confidential and referees should be assured that we will not disclose anything said in confidence but if there are court proceedings at a later stage, the court may do so. Referees are asked to sign the summary of the interview which goes to Panel and to agree to being contacted again if the EP carers go on to adopt the child.

Panel:

The approval report is presented to the Adoption and Fostering Panel. Applicants are invited to attend Panel, but this is not compulsory. Panel's recommendation is submitted to the Agency Decision Maker (ADM) for a decision. The applicants will be informed promptly – immediately after Panel if they attend or within 24 hours if they choose not to do so.

Agency Decision Maker:

The ADM will reach a decision based on the minutes of the panel plus all the reports considered by Panel within seven days of receiving the minutes of the meeting – usually sooner. If the ADM approves the application, the applicant/s will be informed within 2 days, and in writing. Applicants who are not successful will be informed of their right for a further

consideration of their application before the same panel, or to request that their application is considered by the Independent Review Panel (IRM).

Independent Review Mechanism:

The IRM considers the application with all the reports available to Panel plus any additional reports from the applicants and the agency. The IRM's recommendation is then sent to the agency and submitted to the ADM. The ADM then reconsiders application and makes his/ her decision which is final.

Reviews

1. Foster carer reviews will be conducted when the need arises, but at least annually.
2. When conducting the review, the agency will seek the views of:
 - (i) The carer/s
 - (ii) Any child placed with the carer/s if s/he is of an age to understand
 - (iii) Any local authority which has placed a child with the carer during the period under review
 - (iv) The carer's link worker
 - (v) The child's social worker
 - (vi) The child's parent/s and any person who has parental responsibility in respect of the child in placement
3. The fostering panel will be asked to consider reports on the first annual foster carer review and may be asked to consider other reviews if particular concerns arise. These reports will be shared with the carers. If there is a recommendation to remove the carer's approval, s/he will have the right to represent his/her views as at the time when their approval report is considered. Depending on the outcome of Panel and the ADM's consideration of Panel's recommendation, the foster carer has the right to apply to the IRM to have their case reviewed. As with applications to be approved, the IRM's recommendation is submitted to the ADM, whose decision is final.
4. DBS checks, other statutory checks, medicals and references will be updated every three years, and this will be confirmed at each the Annual Review.

Supporting Placements

1. Social work visits to foster/adoptive families should be appropriate to the needs of each placement. As a minimum, all foster/adoptive families should be visited within a week of the child being placed, thereafter weekly/fortnightly till the first review, two/three weekly to the second review, two/four weekly till third review. After this visits should be no less than six/eight weekly. Occasionally unannounced visits to foster homes will be undertaken – not less than annually.
2. Social workers should keep in telephone contact with carers/adopters between visits. Carers/adopters should have the office phone numbers of their social workers, the relevant manager and the administration team. Carers/adopters should also have the EDT phone number of the local authority which is the care authority for the child placed with them. They should also have the home phone/work mobile number of their social worker and/or her manager although they may not be available out of hours. Calls should be responded to promptly, the same day if possible.

3. Where necessary, Coram will refer carers/adopters and their children to appropriate specialists services. Coram has an established adoption support team which also provides support to foster children and their families.
4. Coram provides a menu of support services including:
 - Regular support groups for Early Permanence carers
 - Ongoing foster carer training and development (as outlined in the Fostering Skills Programme programme)
 - Baby Care Skills Information Sessions
 - Placement visits by the family support worker to provide support and guidance in the first week of placement and subsequent visits as and when needed
 - Friends and Family meetings for Early Permanence carers' relatives and friends
 - Stay and Play groups for foster carers/ adopters and their pre-school children
 - Study days
 - Annual picnic and Christmas Party
 - Newsletter
 - Consultation and advice on behavioural problems
 - Consultation and advice on talking to children about their history
 - Support in arranging contact
 - Supervised contact in Early Permanence cases
 - Support in creating Life Story Books, including obtaining photos and information from birth family members
 - Books and DVD library
 - Parenting Skills training

Annexure A

STAFF LIST

Responsible Individual/ Managing Director – Henriette Jeanne Kaniuk, BA (Hons)

Qualifications:

BA Hons English Literature, University of the Witwatersrand, 1966

BA (Hons) Social Work, University of the Witwatersrand, 1971

Career:

1972-1980, Social Worker/Senior Practitioner Camden Social Services Dept

1980-Present, Head of Coram Adoption & Permanent Family Service

Registered as a social worker with the Health and Care Professions Council

Head of Service/Manager, Early Permanence – Alice Kathleen Noon, BA (Hons)

Qualifications:

BA Hons English Literature, University of Nottingham, 1981

Certificate of Qualification in Social Work Croydon College, 1990

Certificate of Management Studies Lewisham College, 1999

Graduate Diploma in work with Children and Families including Enabling the Professional Development of Others Royal Holloway/University of London, 2009

Career:

1990-1992, Social Worker, Bexley CAMHS Team

1995-1999, Social Worker, Bexley Adoption and Fostering Team

1995-1999, Social Worker, Lewisham Adoption Team.

1999-2000, Development Officer, BAAF

2000-2002, Independent Social Worker

2002-2009, Senior Practitioner and then Acting Team Manager, Childlink Adoption Society; also continuing some work for Lewisham Adoption and Permanent Families Service

2009-Present, Manager London Adoption Team/Deputy Head of Coram Adoption and Permanent Families Service

Registered as a social worker with the Health and Care Professions Council

Early Permanence Lead London – Hannah Moss

Qualifications:

Advanced Certificate in Systemic Practice with Couples and Families, Institute of Family Therapy, 2016

MA Social Work, University of Manchester, 2009

BA Combined Honours English Literature and Film Studies, University of Newcastle, 1995

Registered with HCPC

Career:

Sep 2009 to Dec 2010 – Contact and Family Support Worker, Manchester Children's Services

Jan 2011 to Feb 2013 – Social Worker, Family Support and Child Protection Team, Hammersmith and Fulham Children's Services

Feb 2013 to Sep 2013 – Senior Social Worker, Family Support and Child Protection Team, Hammersmith and Fulham Children's Services

Sep 2013 to 2016 – Principal Social Worker, Family Support and Child Protection Team, Hammersmith and Fulham Children's Services

2016 to present – Senior Practitioner, Early Permanence, Coram Adoption

Manager Coram East Midlands - Hayley Howlett

Qualifications:

BA Hons English Literature, University of Leicester, 1988
MA/CQSW Social Work University of Leicester 1993
Certificate in Leadership, Management and Safeguarding at Nottingham Trent University. Module 1 February 2016.
Registered as a social worker with the HCPC

Career:

1993-2004 Social Worker/Senior Practitioner Leicestershire County Council
2004-2011 Social Worker Adoption Team Leicester City Council
2011-2013 Senior Practitioner, Coram Adoption East Midlands
2014-2017 Deputy Adoption Manager, Coram Adoption East Midlands
2017 – present Branch Manager Coram Adoption East Midlands

Deputy Manager Coram East Midlands – Julie Hall

Qualifications

BSc Hons Psychology University of Derby 1999
MA/ Dip Social Work University of Leicester 2003
Post Graduate Certificate/ Specialist Award in Safeguarding and Caring for Children and Young People (BAAF/ Sheffield Hallam University) 2009
Registered as a Social Worker with HCPC

Career

2003 – 2017 Social Worker/ Senior Practitioner Coram Adoption East Midlands
2017– present Deputy Manager, Coram Adoption East Midlands

Deputy Manager Coram East Midlands - Anne Rooney

Qualifications

BA Psychology and Sociology, Queens University Belfast 1979
CQSW University of Liverpool 1984
ILM Level 5 2009
HCPC registered

Career

1984–1985 SW Northants CC
1985–1989 SW Voluntary Sector Services
1989–1996 SW Leicestershire County Council
1996-2002 Team Manager Leicester City
2002–2004 Team Manager Connexions Northamptonshire
2004-2008 Team Manager, Fostering, Leicestershire County Council
2008-2010 Interim Service Manager, Leicestershire County Council
2010-2011 Team Manager, Fostering, Leicestershire County Council
2011-2012 Principal Manager, Stoke City Council
2012–2016 Team Manager, Leicester City Council
2016–2017 Interim LA posts at Team and Service Manager level
2017-present Deputy Adoption Manager, Coram Adoption East Midlands

Contact Supervisor and Family Worker – Donna Andrews

Qualifications:

N.N.E.B: Strengthening Families Strengthening Communities:
City and Guilds level 1- Parent Education; Counselling Skills and Studies level 1 and 2. Thirty years of experience of working to support children and families; 1982 -1992 Nursery nurse in Day nursery and in education setting; 7 years as Project Manager for

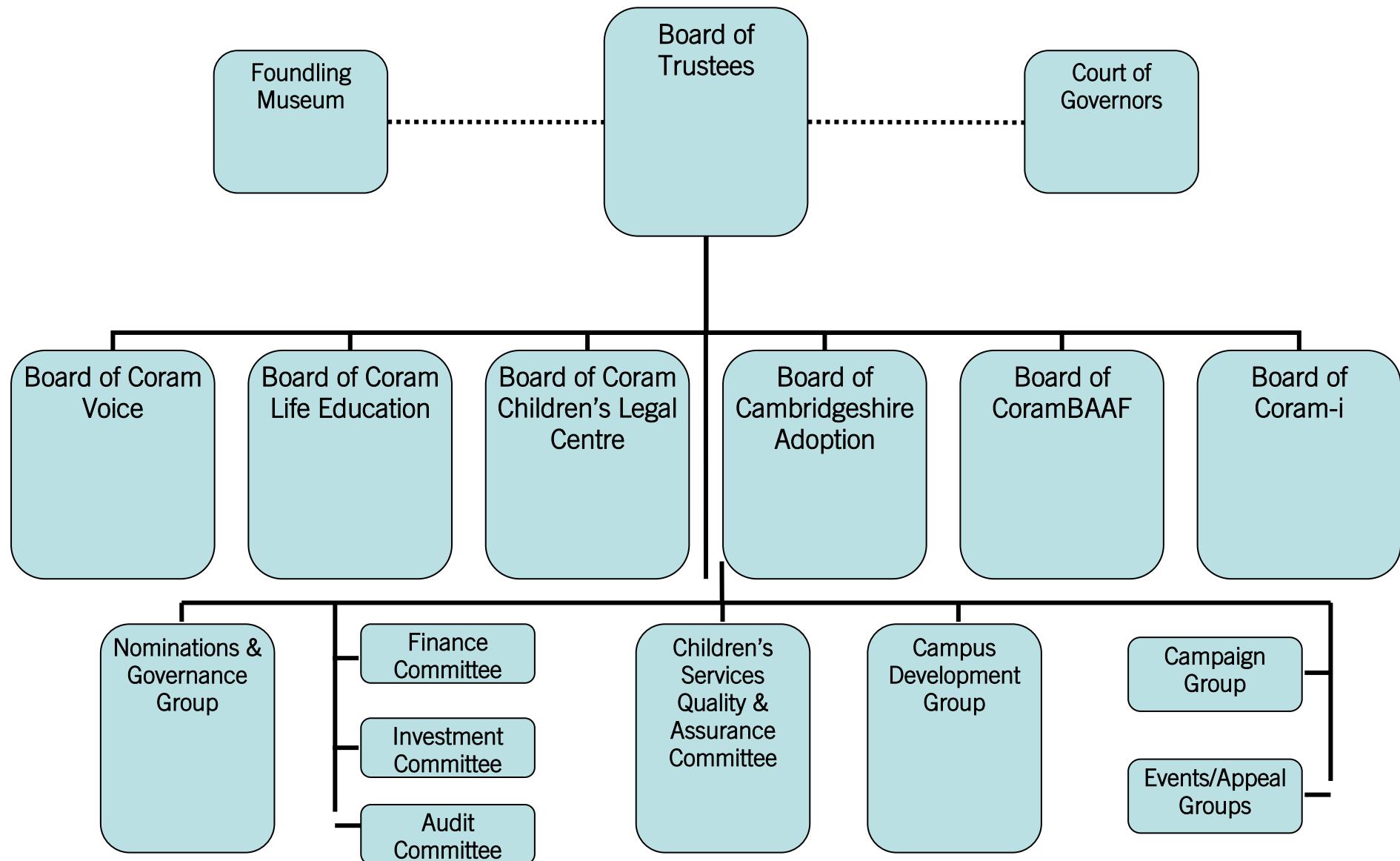
Toy Library Service for families with children with special needs; 2 years as Education Tutor developing parenting skills. 2001-2008 Home School Link Officer with families with vulnerable children. 2009 -2011 Family Support Worker at Coram Family Assessment Centre. 2011 to present Contact supervisor and Family Worker Coram Concurrent Planning Project.

Contact Supervisor - Anne King

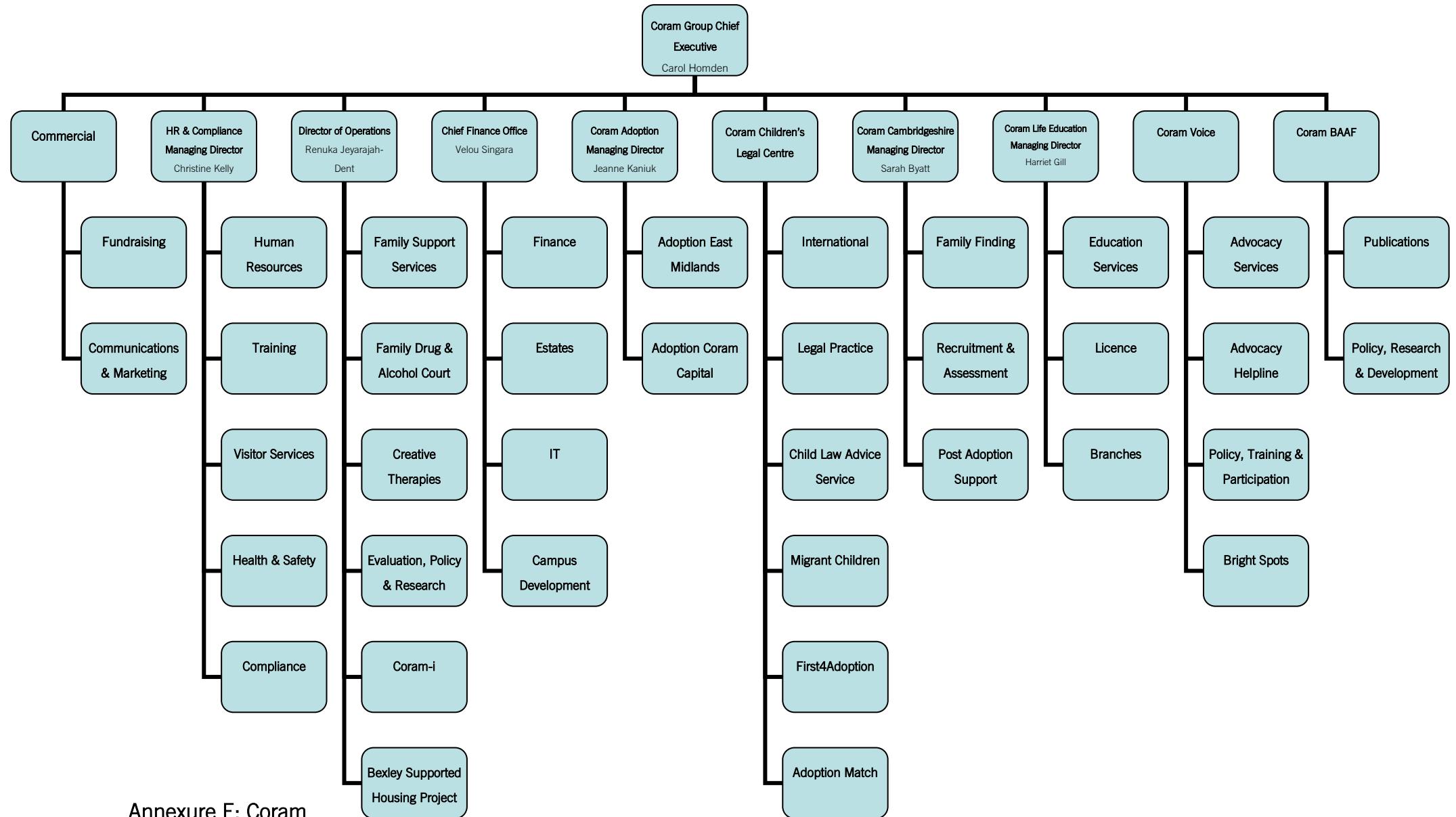
Anne King has been a contact supervisor at Coram since October 2013. Prior to this she has worked as a registered childminder working privately and for Camden Social Services with children at risk. She has NVQ Levels 2 and 3 in Early Years Care

Other members of Coram's London Branch of the Adoption and Permanent Families Service support the work of the dedicated concurrent planning staff who are embedded within the London teams and we also work closely with our colleagues in the East Midlands Branch of Coram.

Annexure C: Governance Chart – 2017



Annexure D: Organisational Chart 2017



Annexure E: Coram

Annexure E: Coram Capital Adoption Management Structure - 2017

