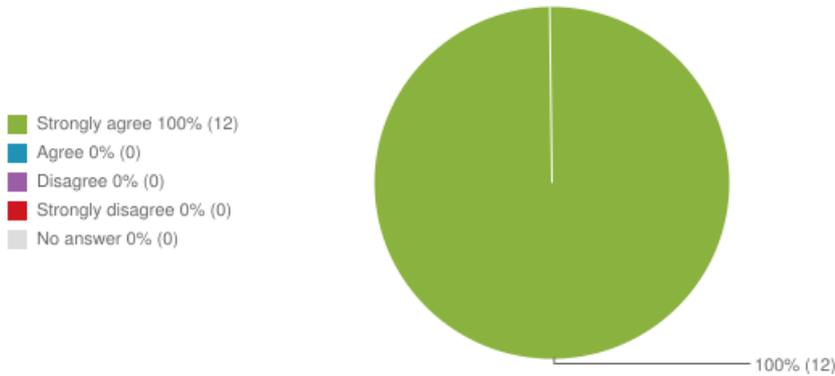
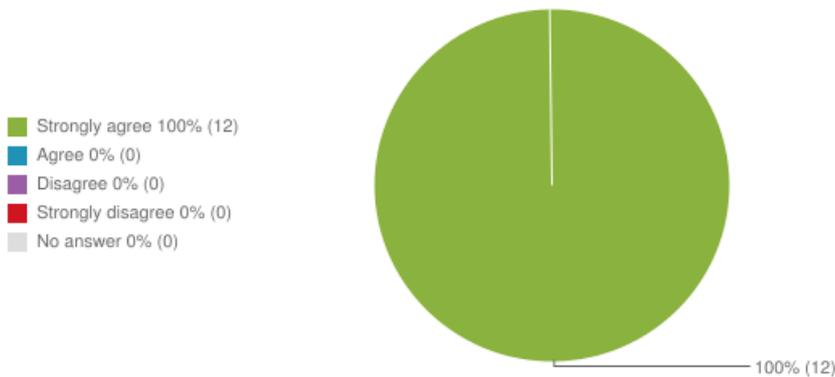


Adoption: Agency staff and panel members (2015)

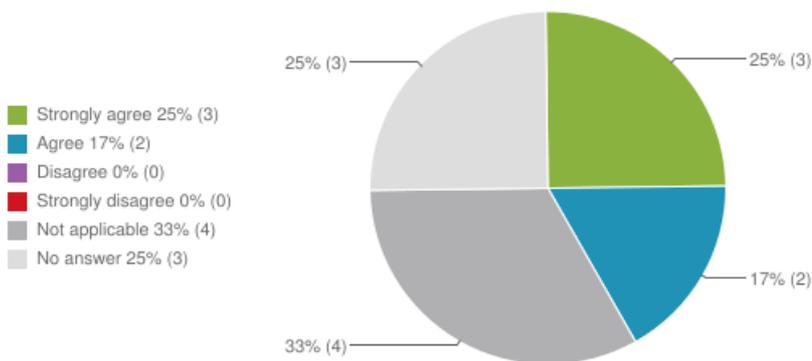
1 The services provided by the adoption agency are excellent



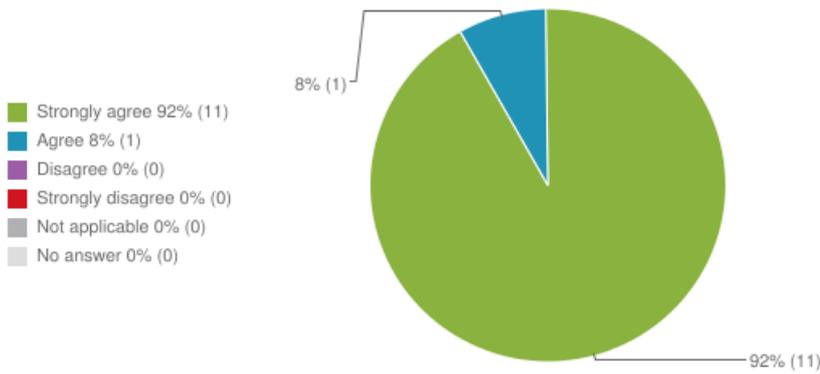
2 The needs of all children are considered appropriately by the agency.* In particular any prejudice-based bullying, harassment, or discrimination is tackled effectively



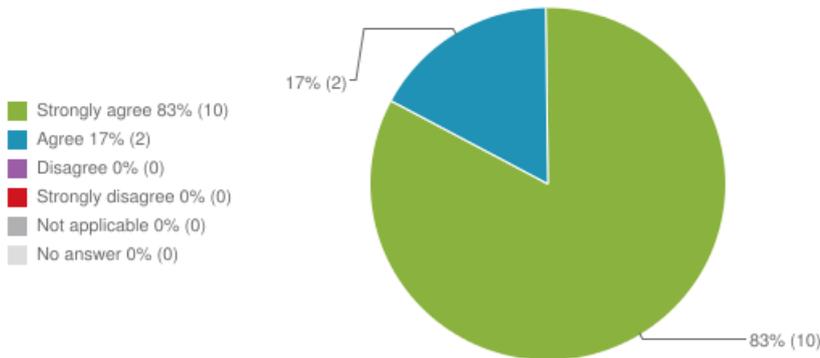
3 Children are involved in decisions about their adoption



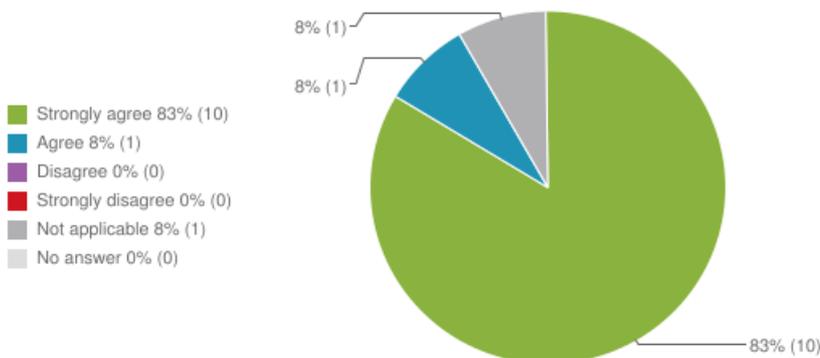
4 The adoption agency effectively recruits prospective adopters from a wide range of backgrounds



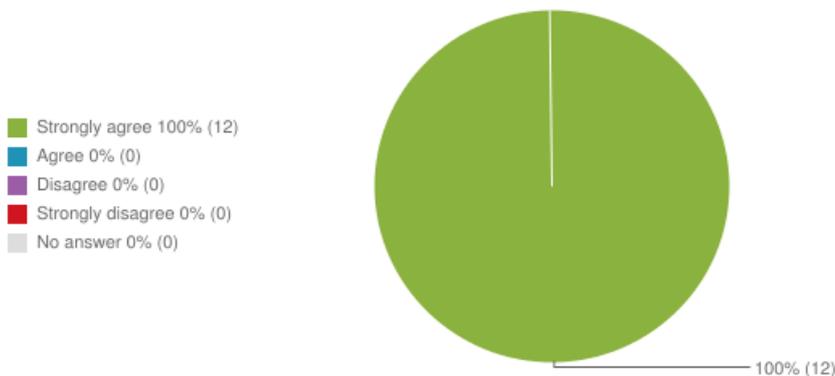
5 The adoption agency minimises any delays to decisions about adopters' approvals



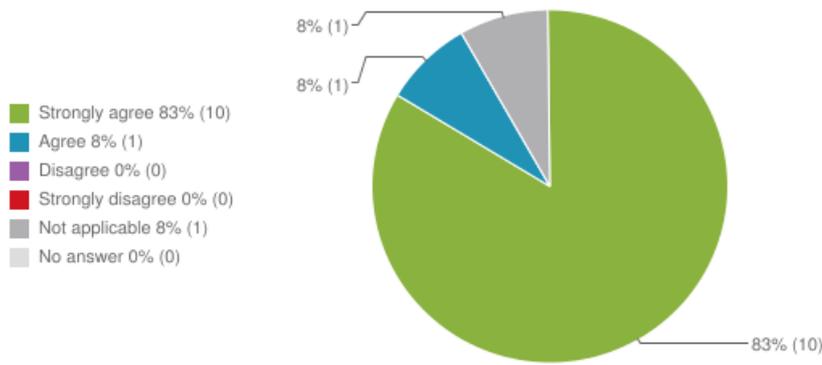
6 Birth parents are routinely offered independent help and support (if applicable)



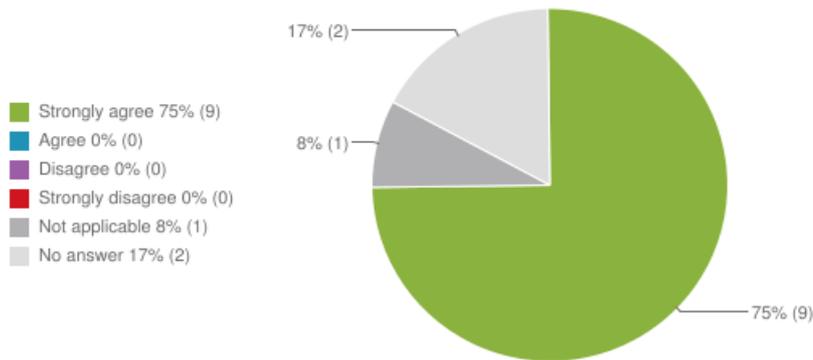
7 I know what difference the adoption agency makes to children's lives



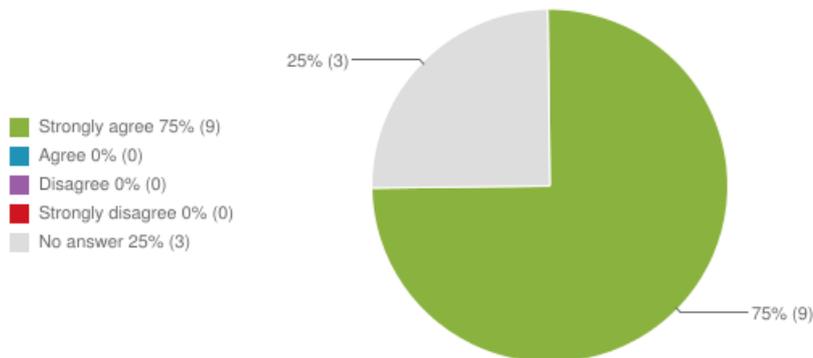
8 My induction prepared me for my role in the adoption agency



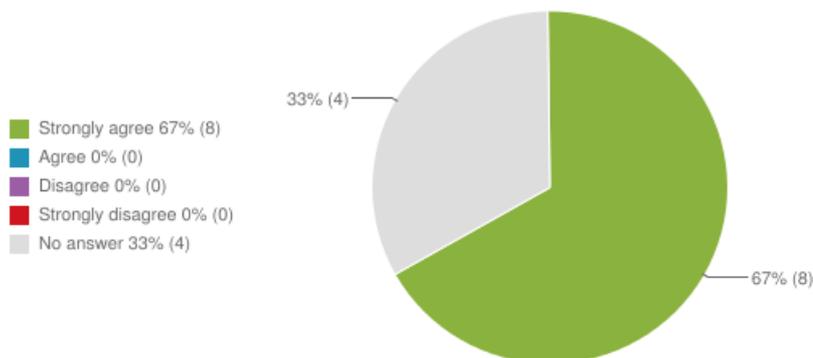
9 My supervision supports and challenges my performance



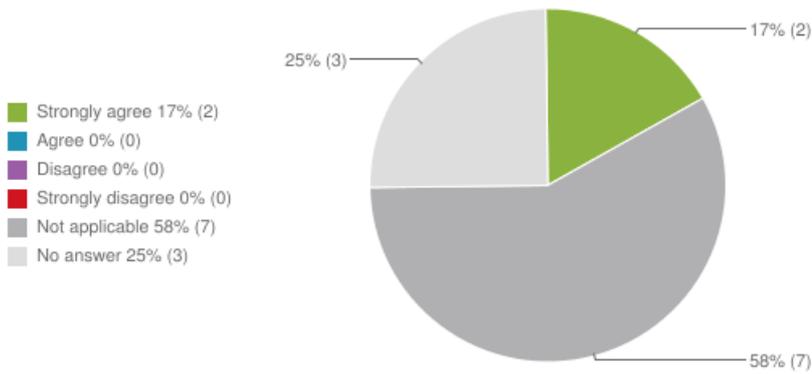
10 My appraisal identifies my strengths and helps me to improve



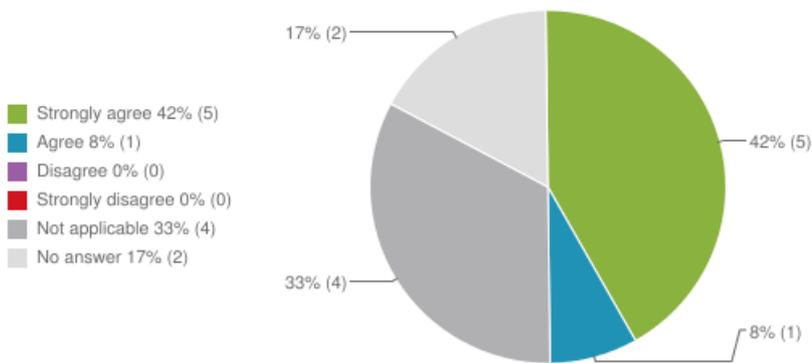
11 My training helps me to ensure that adopters can meet children's specific needs



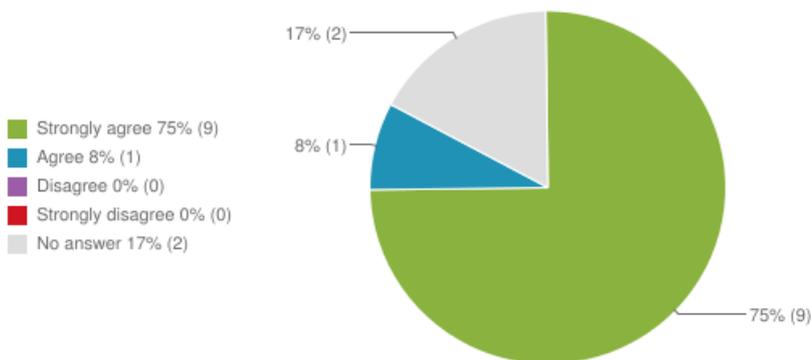
12 My training helps me to constructively challenge foster carers care and to support their care of the children they foster



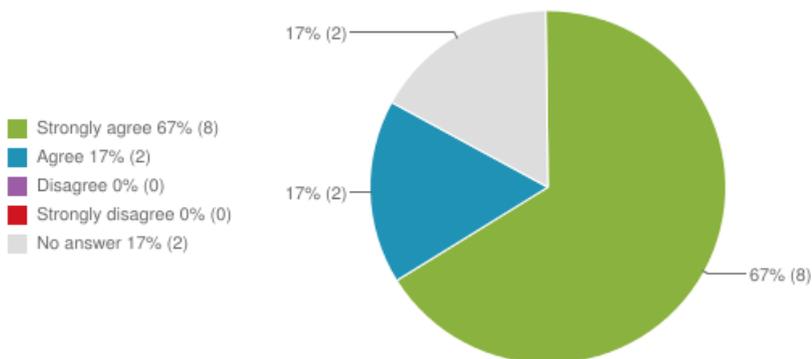
13 I feel confident about dealing with safeguarding and child protection concerns



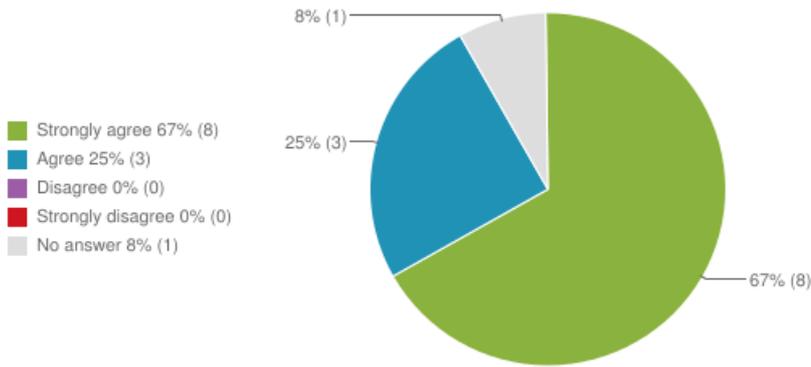
14 Allegations of abuse and disclosures are handled appropriately and sensitively



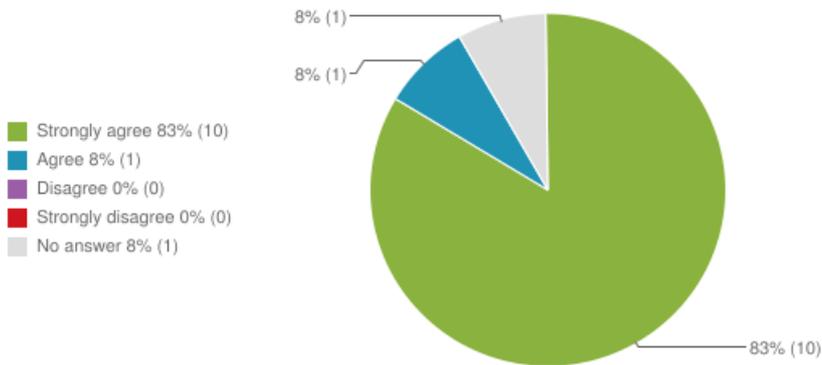
15 I am confident that I would be supported if I was the subject of a complaint or allegation



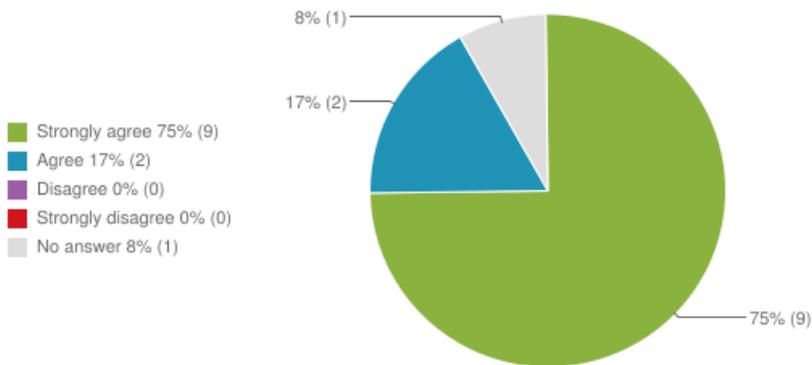
16 Managers listen to and consider my views about how we can improve the adoption agency



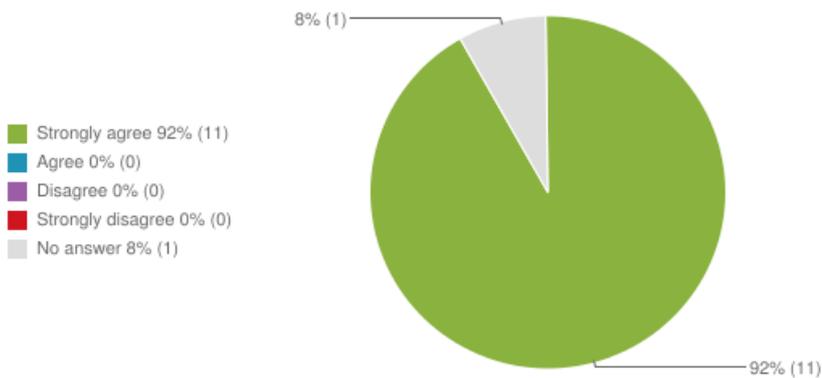
17 Senior staff of the organisation are contactable and approachable



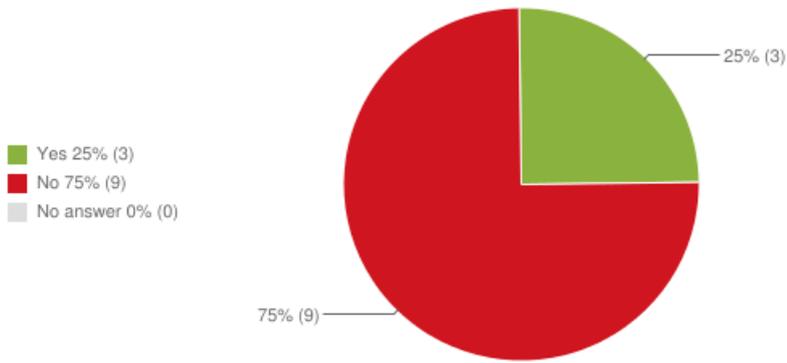
18 Communication is effective (please tell us more in the comment box)



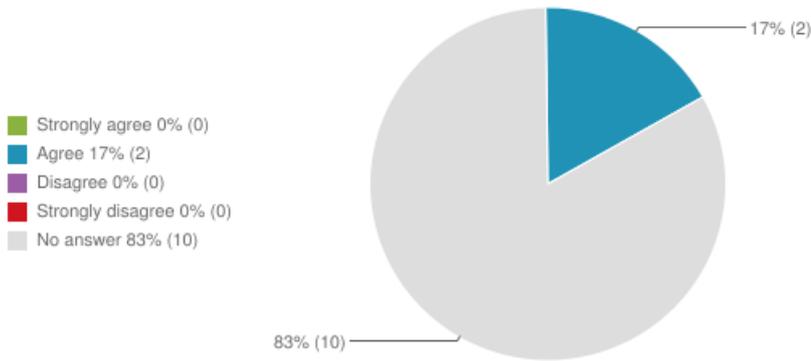
19 The agency I work for continually strives to improve the services we provide



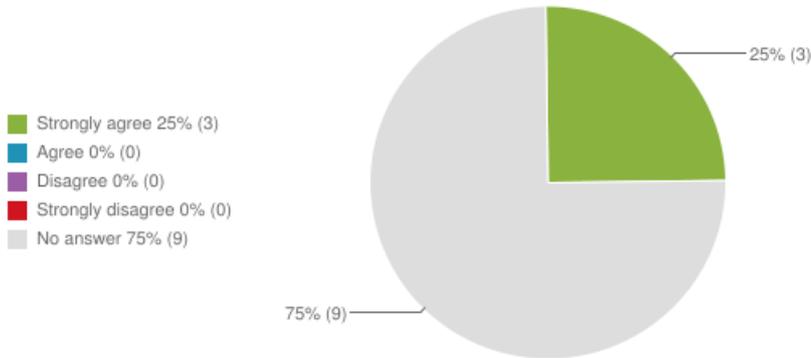
20 Are you a panel member?



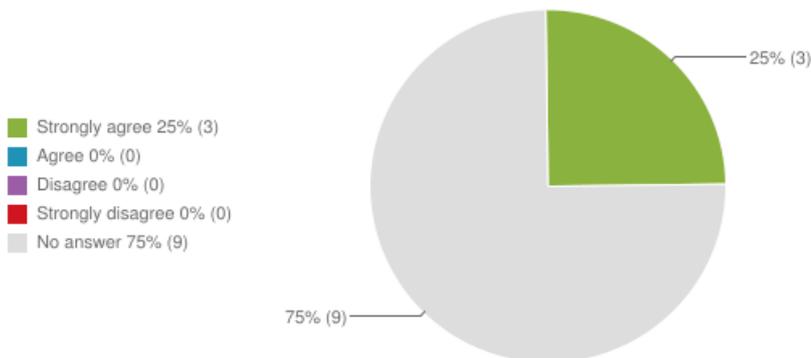
21 I receive safeguarding and child protection training from the adoption agency which helps me in my role on the panel



22 The panel reports regularly to the adoption agency management team about the quality of assessments and other areas of practice



23 Assessments presented to the panel are analytical, comprehensive and clear. They contain all the information I need to make a judgement



24 Assessments and associated documents are presented and made available in a timely fashion so that I can read these before the panel meeting

