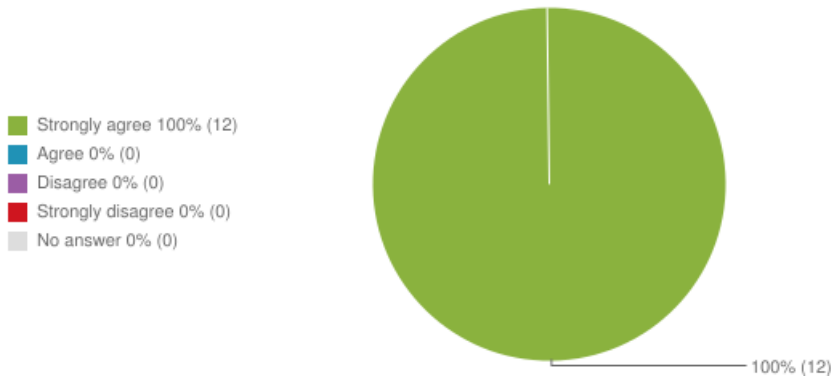
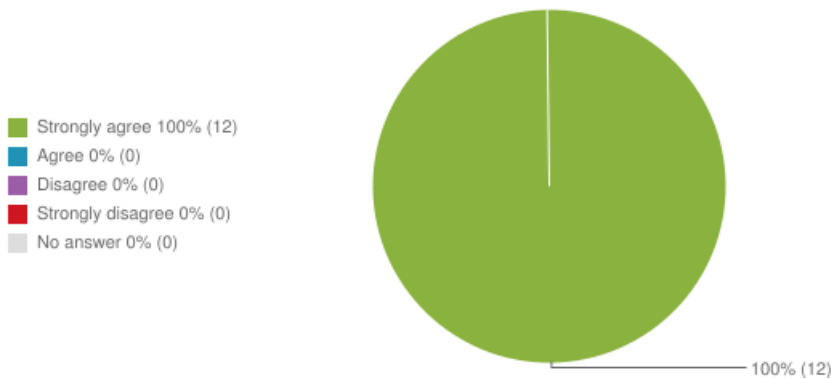


**Adoption: Agency staff and panel members (2015)**

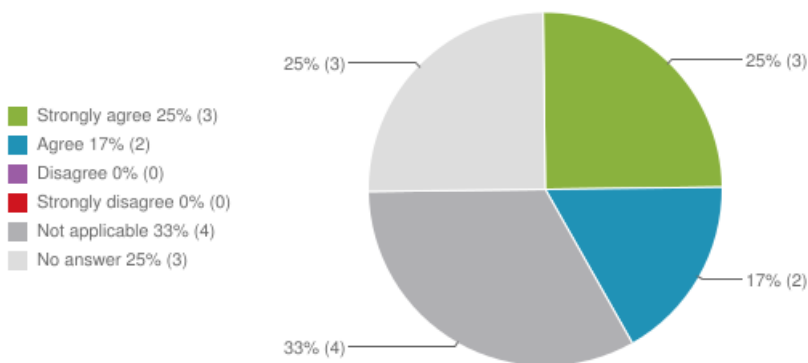
**1 The services provided by the adoption agency are excellent**



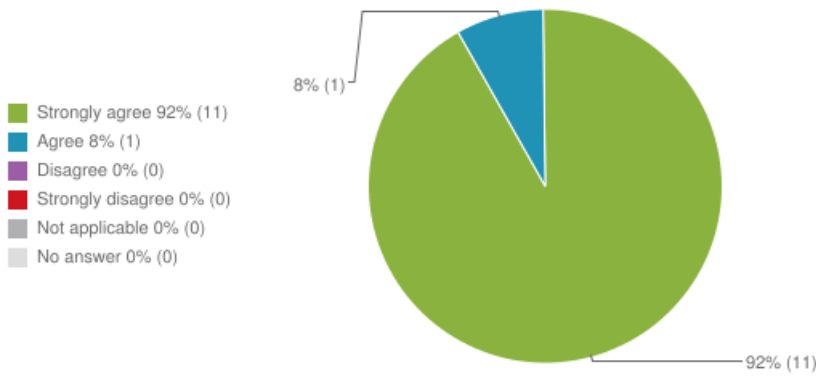
**2 The needs of all children are considered appropriately by the agency.\* In particular any prejudice-based bullying, harassment, or discrimination is tackled effectively**



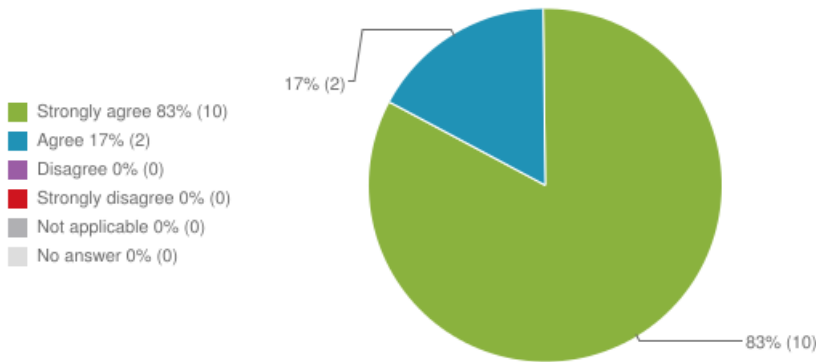
**3 Children are involved in decisions about their adoption**



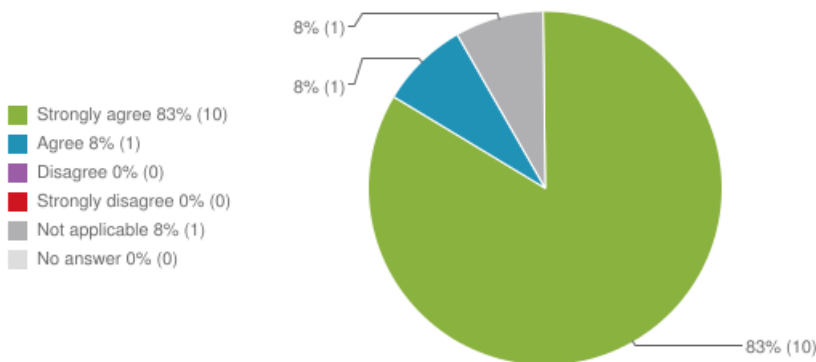
**4 The adoption agency effectively recruits prospective adopters from a wide range of backgrounds**



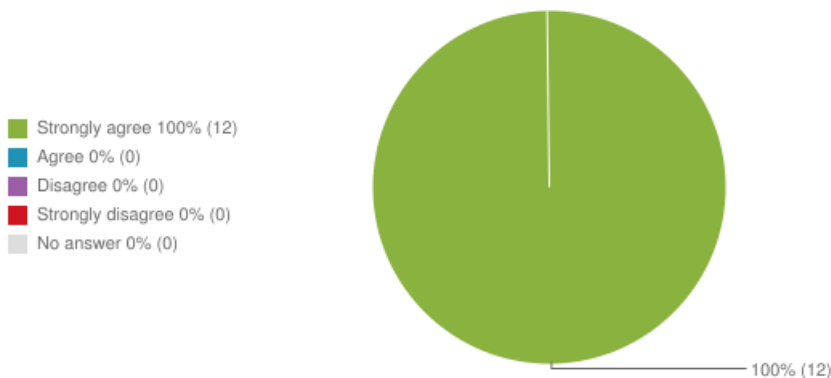
**5 The adoption agency minimises any delays to decisions about adopters' approvals**



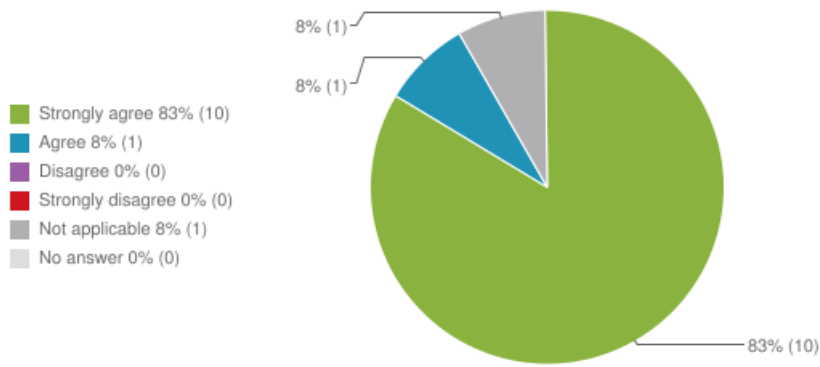
**6 Birth parents are routinely offered independent help and support (if applicable)**



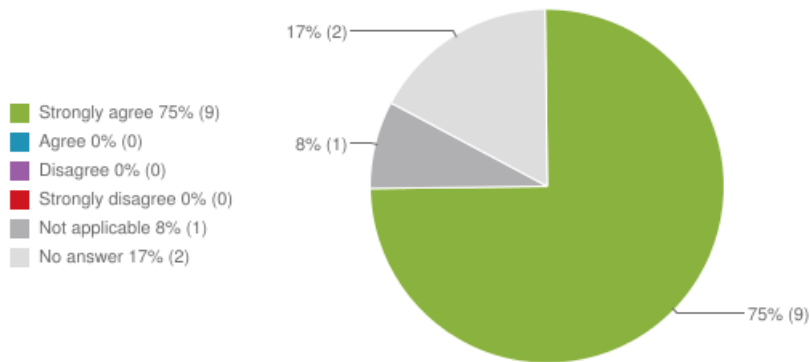
**7 I know what difference the adoption agency makes to children's lives**



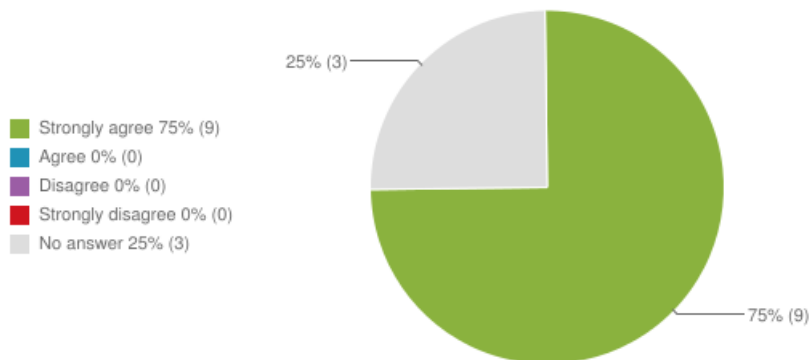
### 8 My induction prepared me for my role in the adoption agency



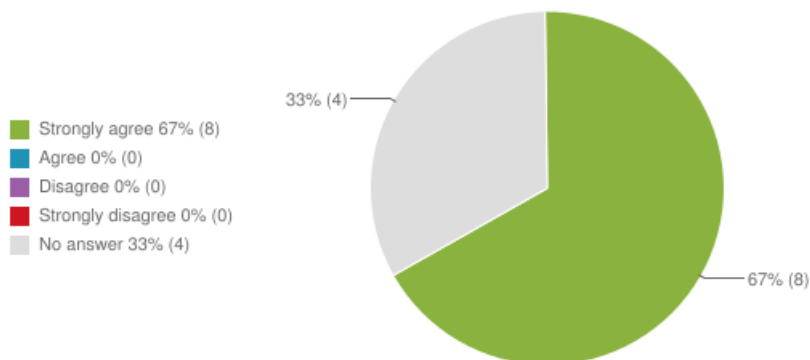
### 9 My supervision supports and challenges my performance



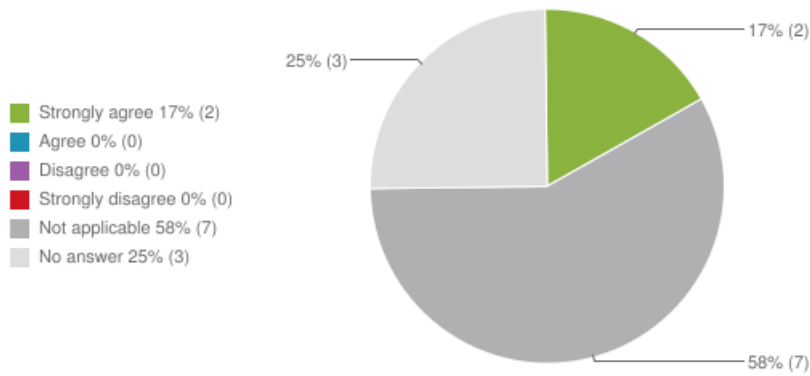
### 10 My appraisal identifies my strengths and helps me to improve



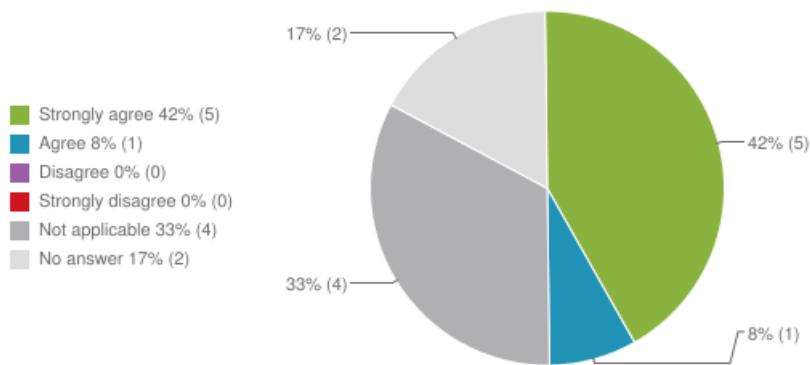
### 11 My training helps me to ensure that adopters can meet children's specific needs



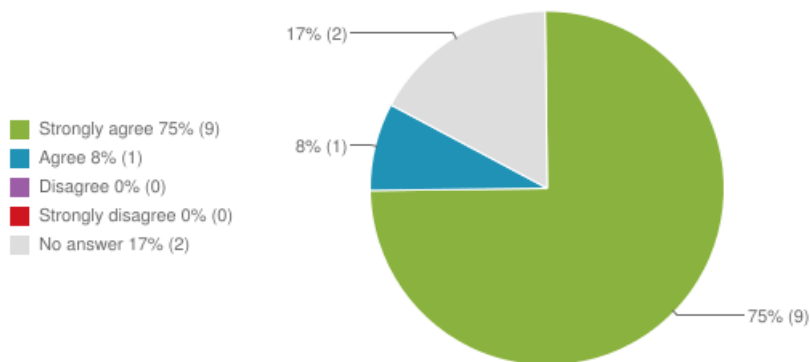
**12 My training helps me to constructively challenge foster carers care and to support their care of the children they foster**



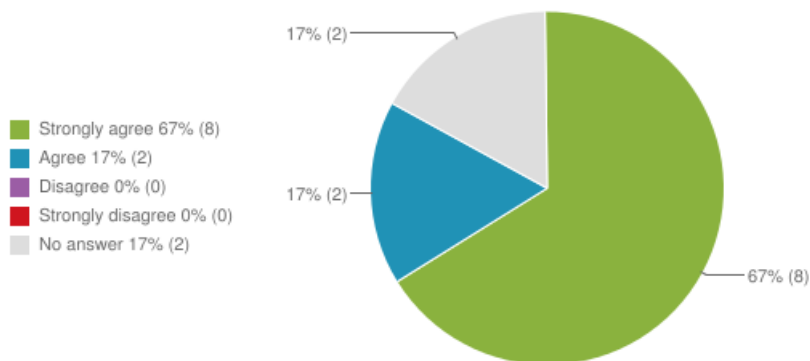
**13 I feel confident about dealing with safeguarding and child protection concerns**



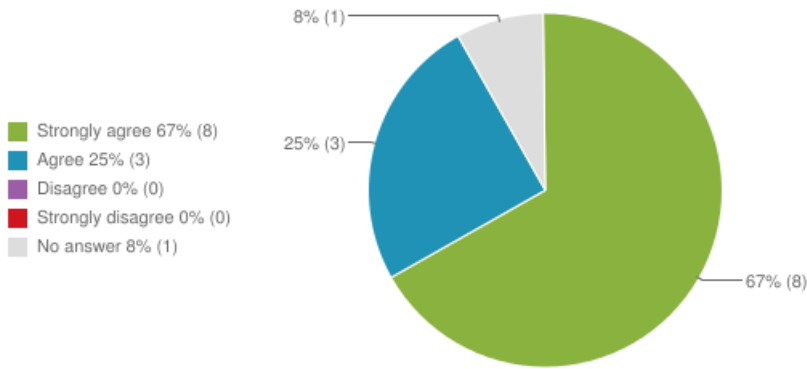
**14 Allegations of abuse and disclosures are handled appropriately and sensitively**



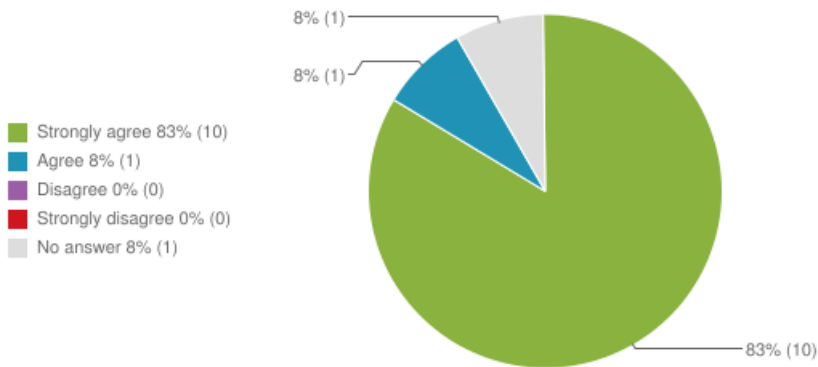
**15 I am confident that I would be supported if I was the subject of a complaint or allegation**



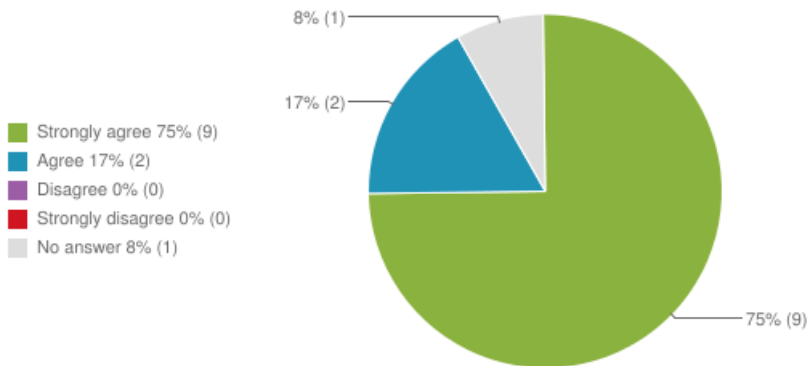
**16 Managers listen to and consider my views about how we can improve the adoption agency**



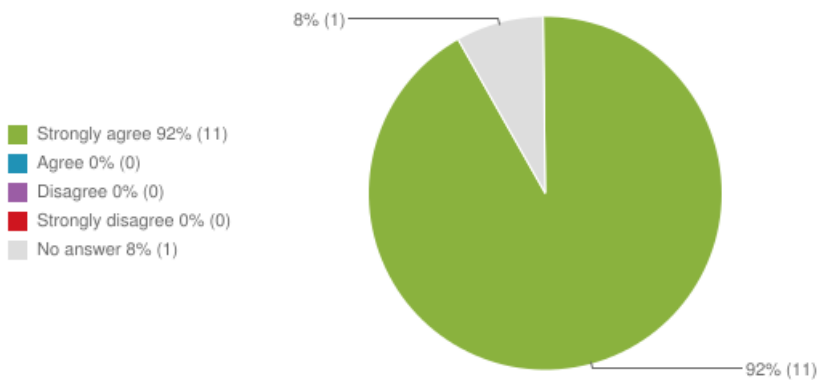
**17 Senior staff of the organisation are contactable and approachable**



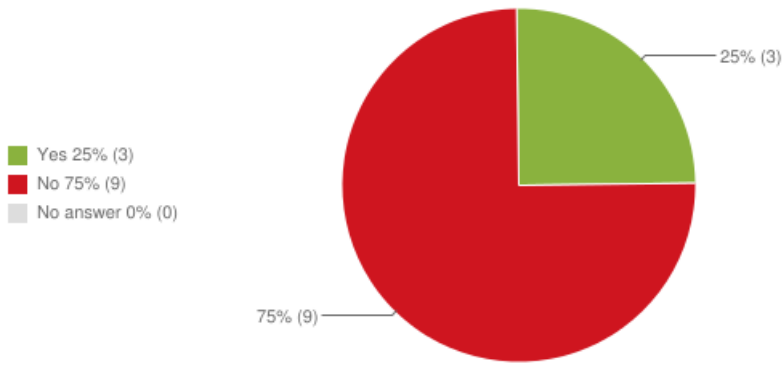
**18 Communication is effective (please tell us more in the comment box)**



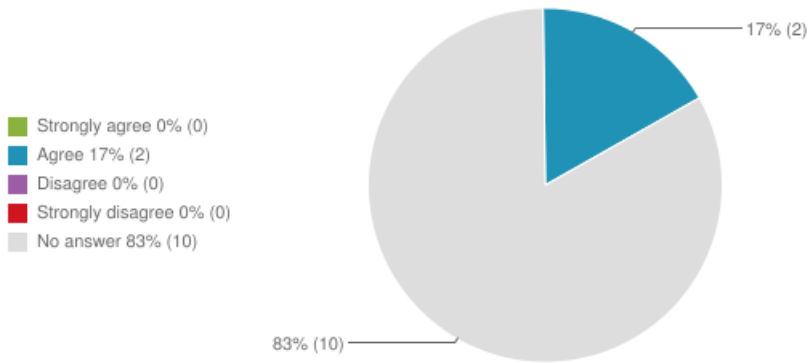
**19 The agency I work for continually strives to improve the services we provide**



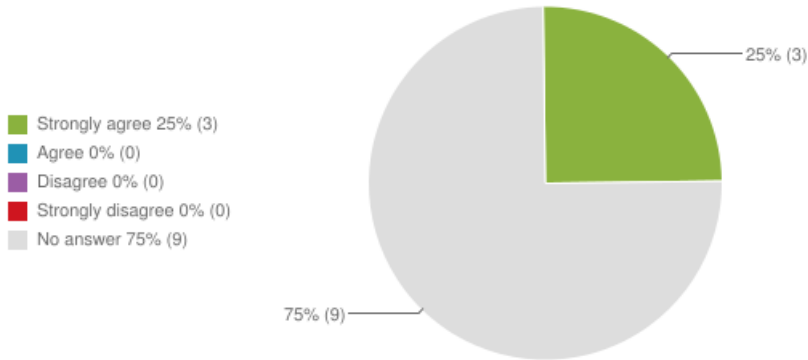
**20 Are you a panel member?**



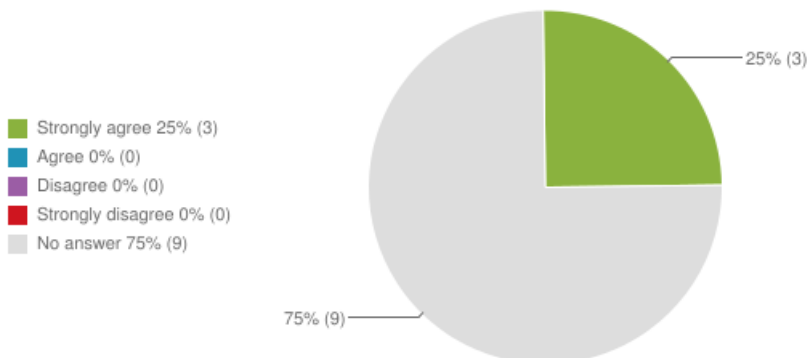
**21 I receive safeguarding and child protection training from the adoption agency which helps me in my role on the panel**



**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**

