

**A Comprehensive Training Programme for  
Adoption Support Workers who work with  
Adopted Adults  
Birth Parents of Adopted Adults  
Other Relatives**

Six highly evaluated programmes for workers engaged in  
**Birth Records Counselling  
Sharing Adoption Records  
Locating Missing Relatives  
Providing Intermediary Services**

**Venue**

**AAA-NORCAP Training Room  
Wheatley, Oxon OX33 1LU**

*(Easy access from Junction 8/8A of M40 and local bus from Oxford)*

**£95 per delegate from subscribing agencies  
£120 per delegate from other agencies**

Each single day programme can be booked separately  
**Book the whole set for one worker and attend all six days whilst  
paying for only five!**

Full details and booking form also available to download from our website  
[www.adultsaffectedbyadoption-norcap.org.uk](http://www.adultsaffectedbyadoption-norcap.org.uk)  
where you can read the evaluation comments from delegates  
**Book places by telephone 01865 875088 or email.**

## Birth Records Counselling - the statutory process

Tuesday 18 May or Wednesday 22 September 2010 09.45 to 16.15

This one day course will begin with an overview of the history of adoption in England and Wales and in particular the changing face of adoption from the era when to be an unmarried mother was socially unacceptable and adoption the key route to acceptability for both mother and child, to the current child focused adoption practice that frequently involves finding adoptive families for children who have spent part of their life in public care. The legislation and regulations will be explained. Role play will be used to enable delegates to identify with the experiences of, and work constructively with, service users who may:-

- only have learned of their adoption recently and as adults
- have been adopted transracially or transnationally
- have been 'privately' adopted
- learn they were adopted within their own family
- recall periods of abuse and neglect within their family of birth
- have suffered abuse within their adoptive family
- consider adoption the factor that has caused their life to be problematic

Key areas to be addressed include:-

- preparation for the statutory interview and the interview itself will be discussed.
- conducting a birth records counselling interview will be practised
- additional services that can be offered to the applicant will be reviewed.
- the information the court is required to share will be explained and how to request discretionary information from courts will also be explored.
- guidelines for locating adoption record information will be provided.

*This course can most usefully be followed by Access to Adoption Records*

## Access to Adoption Records for Adopted Adults

Wednesday 19 May or Thursday 23 September 2010 09.45 to 16.15

The day will begin with exploration of what further information adopted adults who know their birth details may hope to find out. The roles of the agency doing the work and the appropriate adoption agency will be explored and clarified. It will cover the challenges of finding adoption record information and explore what actually is adoption record information. Varied examples will be used to help delegates create a reasonable narrative for an adopted adult where there is very little information available and to empower workers who are faced with multiple and complex care records when adoption records have been requested.

Principles involved in preparing personal narratives for adopted adults and the selection of key documents to include will be covered. This will also include negotiation with both Courts and the Appropriate Adoption Agency to agree release of original documents that will have emotional significance for the adopted person.

The sharing of the narrative and documents will be practised and reviewed.

The complex questions concerning third party information, data protection provisions and variations in agency policy will be explored.

*This course forms a stand alone programme or can be combined with either the Birth Records Counselling and/or Intermediary Work programmes to make a two day or completely comprehensive three day training programme*

## Revisiting the Past - Effective work with Birth Relatives who wish to use Intermediary Services

Tuesday 16 March, Thursday 6 May or Tuesday 21 Sept 2010  
09.45 to 16.15

This programme begins by highlighting the statutory checks and processes necessary before intermediary work for birth relatives can be undertaken. Through presentation, role play, group work and discussion delegates will identify the needs and aspirations of birth relatives requesting intermediary service. The diverse range of situations that over the 80 year period of legal adoption in the UK have led to the adoption of children will be explored and the impact of these situations upon service users will be considered.

The AAA-NORCAP model of "Revisiting the Past" as an effective tool to enlighten assessment of the service user whilst meeting his/her underlying needs will be examined and practised. Principles involved in preparing personal narratives for birth parents and the selection of key documents to include will be covered. The roles of the agency doing the work and the appropriate adoption agency will be explored and clarified. The challenges of finding adoption record information will be explained. Varied examples will be used to help delegates create narratives in situations where there is very little information available and to empower workers who are faced with multiple and complex care records when the adoption records have actually been requested.

The day will conclude with an examination of the factors to be considered in reaching the agency decision of whether or not it is appropriate to proceed.

*This course forms a stand alone programme or can be most usefully combined with the Safe Searching and/or Intermediary Work programme below for workers engaged in provision of intermediary services to birth relatives.*

## Safe Searching Skills

Tuesday 23 March, Wednesday 16 June or Thursday 14 October 2010  
09.45 – 16.15

This one day course begins with comprehensive input from experienced AAA-NORCAP Person Locators that details all the publicly available sources of records, how these may accessed, the costs involved and the information that can be gained. It includes two examples of searches, one that could be done by or for an adopted adult and the other for when intermediary service is to be provided to a birth relative and the agency needs to locate the adopted person.

During the middle of the day delegates are able to work in small groups to try out the searching methodology and to use the AAA-NORCAP resources to complete a searching exercise or to undertake some searching relating to a piece of casework the delegate brings with her/him.

The final session is a review of the experience of trying to locate people and discussion of other options that may be explored if public records do not lead to location of the subject.

*This programme is useful as a stand alone session for any worker who may need to locate people; it can also most usefully follow the programmes above and precede the training on intermediary work.*

## Effective Intermediary Work

Tuesday 20 April, Thursday 17 June or Wednesday 20 October 2010  
09.45 to 16.15

This training day covers the provision of service to adopted people or birth relatives who are the *applicant* from the point at which the relative sought, *the subject*, has been established. It will briefly cover the essential statutory requirements including the determination that it is appropriate to proceed, but will primarily focus upon the professional skills necessary to be an effective intermediary.

Areas covered through presentation, role play, group work and discussion will include:-

- Description of the role of the intermediary and the core skills needed to fulfil the role effectively
- Preparation of the applicant
- Making approaches
- Receiving initial responses
- Support and counselling for the subject
- Helping the subject to reach an informed decision on how to respond to his/her relative's request
- Helping the applicant to understand the response of the subject
- Facilitating mutually desired contact
- Factors that cause additional complexity to casework
- Managing expectations, elation and despair
- Moving to closure

*This skills development day will prove most useful for social workers who have already participated in the Birth Records Counselling and/or Access to Adoption Records and/or Revisiting the Past programmes*

## Adoption - a matter of life and death

Thursday 13 May or Wednesday 3 November 2010  
09.45 – 16.15

Since adoption began over 80 years ago it has been its permanence, for life, that has made it unique amongst the range of child care options. Adoption does not end when the adopted person becomes an adult but its end may be brought about by death. Sadly the extensive experience of AAA-NORCAP as a leading provider of intermediary services for over 25 years is that death may impinge upon adoption work far more frequently than would be expected.

This one day programme will begin with a presentation of the experiential findings of AAA-NORCAP and the commentary on these findings provided by a leading actuarial service.

The gender variation will be explored and the targeting of support and pre-emptive services considered.

In the afternoon delegates will engage in a range of exercises linked to sharing the news of a death within the adoption context with adopted adults, birth parents and other relatives and with adopted children through their adoptive parents. Consideration will be given to the need for ritual. Balancing the potentially conflicting needs of all parties will be explored.

Key issues that should influence preparation of prospective adopters will be identified and the implications for intermediary work of possibly discovering that the person sought has died.

Clearly this is not a cheerful day but one that will be led in a reflective and supportive manner that may be particularly helpful for workers who have felt isolated when confronted by death in adoption casework or who recognise they may well encounter it in their work.

*If you would like to commission any of these courses for your agency or consortium at a venue you provide please contact Mandy D'Souza Email: [professionalenquiries@norcap.org](mailto:professionalenquiries@norcap.org) Tel: 01865 875088*