

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

Four highly evaluated programmes for workers engaged in

Birth Records Counselling
Sharing Adoption Records
Locating Missing Relatives
Providing Intermediary Services-
including the use of Facebook

Venue

AAA-NORCAP Training Room
Wheatley, Oxon OX33 1LU

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

£120 per delegate from subscribing agencies
£140 per delegate from other agencies

Full details and booking form also available to download from our website
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-
and
Access to Information for adopted adults

Thursday 19th May 2011 09.45 to 16.15

This day includes:

- A brief history of adoption
- Relevant Legislation and Regulations
- Working constructively with adults relinquished as babies and those who were adopted from the care system
- Preparation for the statutory interview
- Conducting a birth records counselling interview
- Information about additional services
- Court information and how to ask for discretionary information
- Locating adoption records
- The role of the Adoption Support Agency (ASA) and the Appropriate Adoption Agency(AAA)
- The challenges of finding adoption information
- Adoption records: what can be shared, what can't, and what discretion means
- Preparation of file summaries
- Complex questions concerning third party information, data protection, and variations in agency policy
-

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

Thursday July 7th 2011
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. 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, where there is no file 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

Thursday 15th September 2011
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

Thursday 17th November 2011
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, including via Facebook
- 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 Access to Adoption Records and/or Revisiting the Past programmes

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 Tel: 01865 875088