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|  | **Buckinghamshire Council Adoption Service****Early Permanence Addendum** |

Throughout the Addendum the Social Worker needs to provide the new narrative as given by adopters, additional information from other sources, followed their own analysis of all evidence available to inform a recommendation. The Addendum should relate to the original Prospective Adopter’s Report (PAR), as this will be considered alongside the new document to inform the Head of Service recommendation.

# Addendum Structure

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| Additional Learning on Early Permanence since Approval |
| * Via all types of media.
* Via discussions and contact with adopters who have undertaken early permanence, including those for whom it has been particularly challenging.
* Via formal training with the agency, discussions with Social Worker and foster carers etc.
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| Motivation |
| * Why do they feel that early permanence is something they would like to consider?
* What do they feel they have to gain from having a child placed under this process?
* What would the child gain?
* Why have they changed their mind about Early Permanence since approval?
* How does this relate to any shifts from the point of approval in terms of *the family’s ability and capacity to offer Early Permanence successfully*? What are the vulnerabilities in this particular family and how can these be buffered?
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| Placement uncertainty, grief, and loss |
| * What do you think are the family strengths and vulnerabilities in this area?
* Are they secure enough adults, with secure enough attachments for Early Permanence? Can they maintain relationships with others through adversity?
* Are they emotionally resilient enough to keep the child’s needs centre stage under stress and irrespective of the outcome?
* Do they actively use their network (confide in and ask for support)?
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| Relationship and support network |
| * Strength of relationship and in particular ability to support each other as a couple given additional pressures of Early Permanence.
* What are network views of Early Permanence, do they understand the difference between Early Permanence and adoption? Do they understand the additional stressors involved for all parties?
* What are the network strengths and vulnerabilities in terms of being able to support the family with realities of Early Permanence (emotionally and practically)?
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| Background Factors and capacity to manage developmental uncertainty  |
| * What is the applicant’s understanding of uncertainty in this domain? Is it well-grounded and realistic?
* What background factors do they feel able to consider and is this realistic?
* What are the applicant’s specific strengths and vulnerabilities in terms of living with developmental uncertainty?
* Should significant additional needs emerge over time, what are the couple’s strengths and vulnerabilities in this area too?
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| Fostering Role |
| * What are the applicant’s expectations of the fostering role? What discussions have there been about the Local Authority’s expectations of them as a foster carer?
* How will they manage the considerable practical tasks required of a foster carer? (paperwork volume, multiple professionals involved, day to day requirements)
* How will the applicants work in partnership with professionals? How will they cope with the additional scrutiny of professionals and expectations of them through the fostering period? How will they cope with little control over decisions and arrangements for the child?
* How will the applicants manage the expectations of them in supporting family time (up to 4 times per week, at times and in places often inconvenient), with stress of potentially meeting family, having to work with them and be judged by them?
* What is their capacity to manage relationships with the birth family given the real potential for conflict? Can they maintain relationships under stress, and will they prioritise the child’s need to maintain positive relationships with birth family even after conflict prior to a Placement Order?
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| Employment and finance |
| * Impact of work roles. Can they leave work with short notice? Is there flexibility for both parties given foster care demands, especially in terms of contact.
* Work and financial options should the child not be adopted after a year?
* Likelihood of employer allowing further adoption leave should a child return home. Implications of all possibilities?
* Transferable skills relevant to Early Permanence?
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| Household members |
| * What are the likely impacts for other children of Early Permanence at all points of the process (and in relation to all possible outcomes)?
* What will be the challenges for each child *specifically* given their individual personality and needs, and how will these be buffered?
* What is the child’s understanding of Early Permanence? What is their perception of why it is now being considered? How do they feel about it?
* How have children been prepared and how will they be supported?
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| Ongoing contact with birth family both direct and indirect |
| * Is the applicants’ offer and expectations about contact post adoption order realistic and of benefit to any child placed?
* How will they manage the transition from family time to direct contact?
* How would they manage any challenging times, would they seek advice? What is their capacity to manage ongoing contact for the benefit of their child?
* Do they have any experiences whether in their network or from discussions with adopters who have managed contact post order?
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# Conclusion and Recommendation:

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# Signatures

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| **Adopter signature** |
| **N****AME:** |  |
| **SIGNATURE:** |  | **DATE:** |  |

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| **Adopter signature** |
| **NAME:** |  |
| **SIGNATURE:** |  | **DATE:** |  |

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| **SOCIAL WORKER SIGNATURE** |
| **NAME:** |  |
| **SIGNATURE:** |  | **DATE:** |  |

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| **SOCIAL WORK TEAM MANAGER SIGNATURE** |
| **NAME:** |  |
| **SIGNATURE:** |  | **DATE:** |  |

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| **hEAD OF SERVICE SIGNATURE**  |
| **NAME:** |  |
| **SIGNATURE:** |  | **DATE:** |  |

# Confidential References

## Early Permanence Trainer Updates

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| **Early Permanence Trainer**  |  |
| **Date of Training** |  |
| **Comments** |  |

## **Referee Updates**

*Specifically, about Early Permanence in relation to the areas as outlined above.*

*Minimum of three (one to be relative).*

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| **Name of referee** |  |
| **When interviewed** |  |
| **Content** |  |
| **Analysis** |  |

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| **Name of referee** |  |
| **When interviewed** |  |
| **Content** |  |
| **Analysis** |  |

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| **Name of referee** |  |
| **When interviewed** |  |
| **Content** |  |
| **Analysis** |  |

**March 2022**