

Three Year Plan: 2023 - 2026

What we'll do...



Our vision

To be a supportive and active adoption community within our region, working with our partners to innovate and improve local and national adoption standards for children, adoptive families and those affected by adoption.

Our mission

We put children at the heart of our decisions; our children come first and we are dedicated to finding loving, secure, and permanent homes that are right for them, whilst also providing a range of tailored support to children and families who have come together via adoption, and adults affected by adoption.

Outcomes

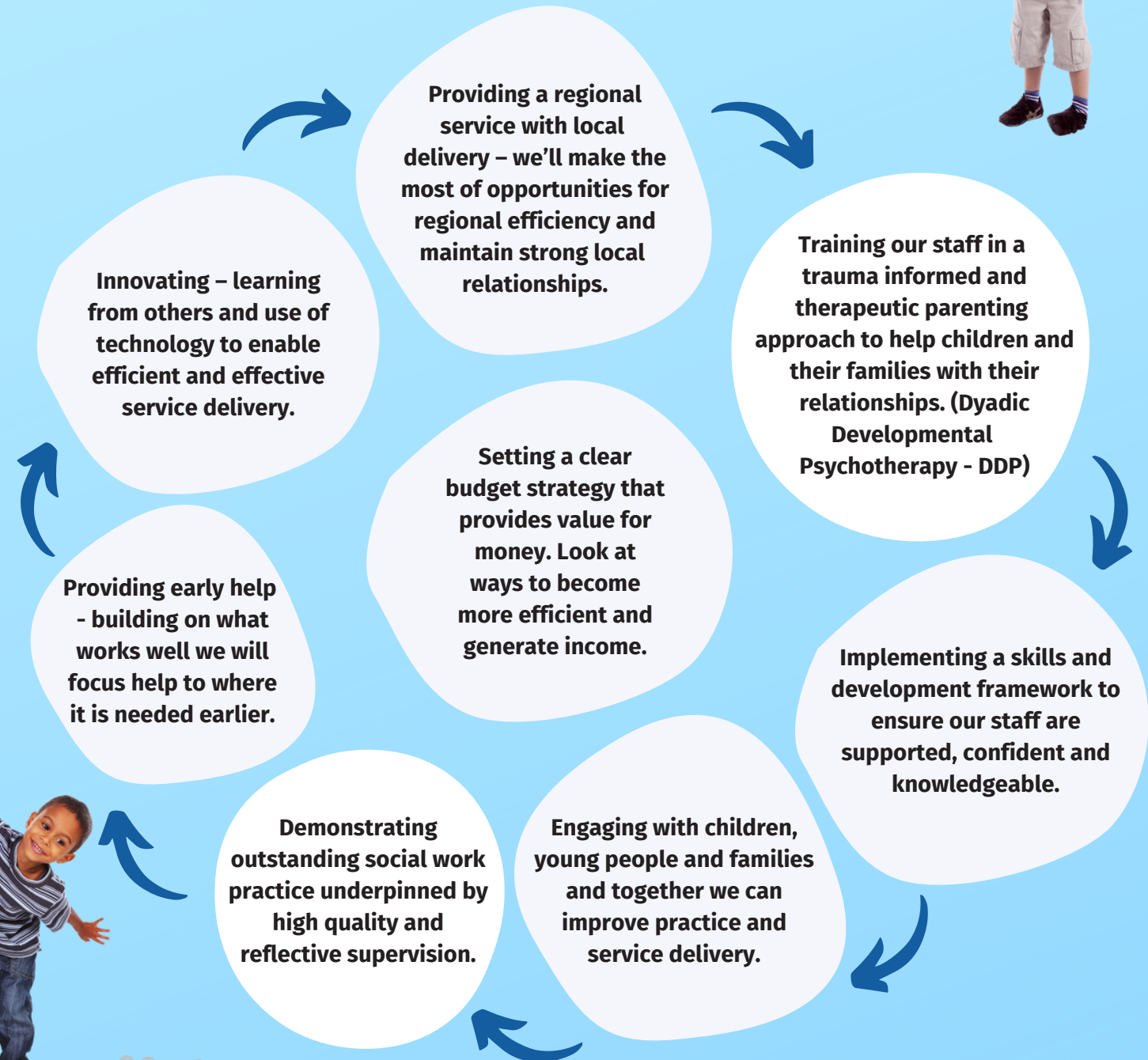
- 1 Children move in with their adoptive family without unnecessary delay.
- 2 Families receive help and support at every stage of the adoption journey.
- 3 Children have good quality care, a good understanding of their identity, a sense of belonging and stability within their adoptive family.
- 4 Children, adoptive and birth parents and adopted adults feel they have a voice and influence.

Priorities

- 1 Meeting the needs of all children, recognising those with complex needs, sibling groups and diverse ethnic backgrounds, we will recruit and assess a diverse range of adopters.
- 2 Working with local authorities and partners to improve the early identification of children needing adoption; the use of early permanence and to promote children remaining within or close to Bexley, Kent, or Medway.
- 3 Addressing the trauma children may have experienced through their early life experiences by supporting carers and parents to ensure children feel safe and secure within their family.
- 4 Improving the timeliness, accessibility, and flexibility of adoption support provision across the region.
- 5 Implementing a multi-disciplinary model of adoption support to help parents support their children and build strong relationships.
- 6 Working collaboratively with partners to improve the flexibility, variety, and quality of staying in touch, contact arrangements.



How we'll do it...



How we'll know if we've made a difference

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| Increased diversity of adopters, approved and matched. | Positive service user feedback. |
| Reduced timescale in which children move in with their adoptive family. | Improved outcomes from evidenced based evaluations. |
| High level of family stability. | An increase in the frequency and type of contact between families. |

Three behaviours which underpin everything:

1. Listening to and responding to the voice of the child.
2. Being open and engaged, with relationships being at the focus of our organisation with ruptures repaired quickly.
3. Asking that "so what?" question - using Outcomes Based Accountability to identify impact.

