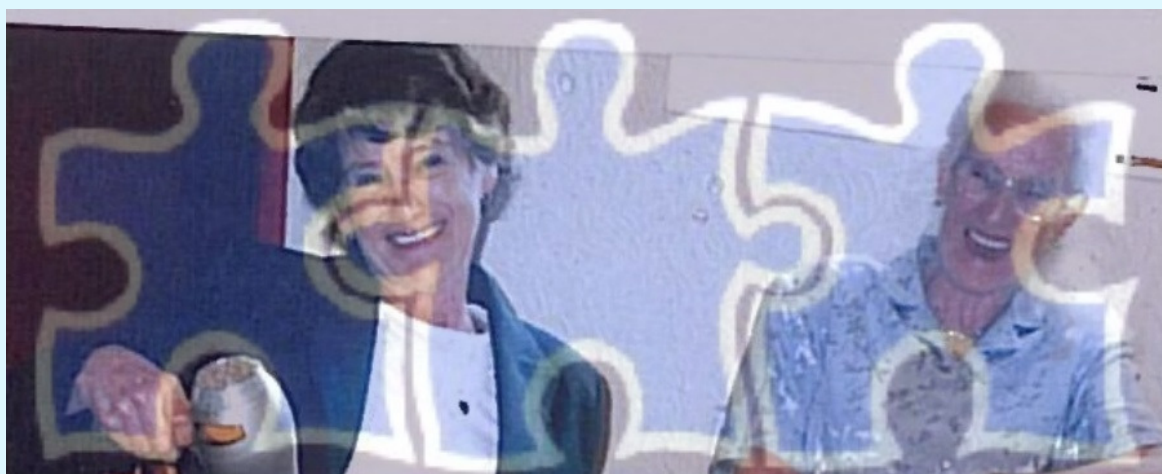


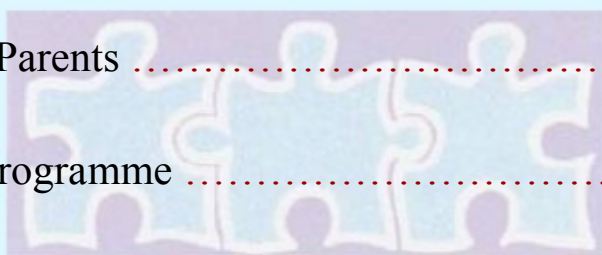
After Adoption Yorkshire
Adoption Support Services for Those
Involved in Adoption in Yorkshire
and the Humber



Annual Review 2008/09

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Chair's Report

The Chairman's report last year concluded with the words "I will definitely not be Chairman by next year ..." and Angela Wheatley proved true to her word: she resigned from the position in July and I, as vice-Chair, took over. Stepping into Angela's shoes and wearing them as effectively as she did has been a big challenge but with the support of the board of Trustees I judge the transition to have been acceptable and I am delighted that Joy Everall agreed to be vice-Chair.

We owe a debt of gratitude to the enduring support and commitment that Angela gave to the organisation during the six years that she served as Chair and also to the years as a Trustee that she devoted to AAY prior to her appointment. We also thank Ernest, Angela's husband, who has valiantly supported her during her years in office; also for the work he has done and continues to do for the organisation in his capacity as a volunteer worker. Indeed, we extend heartfelt thanks to all our volunteers without whose contribution the splendid work that AAY provides would not be as extensive as it now is. Thanks are also due to all the professional and administrative staff for their commitment and team effort in ensuring that our service-users are given the very best support possible in what is a highly sensitive area of work.

This acknowledgement of gratitude to all our staff is especially relevant as the year has been a difficult one for the organisation. Whilst the service has continued to expand and remain financially sound, there has been sadness and loss within the team. David Marshall's death in August cast a long shadow over all his colleagues and especially over Lyndsey, our Chief Executive Officer. Recovery was slow and painful. During Lyndsey's absence we were exceptionally lucky to be able to recruit Paul Dyson who agreed to devote two days a week of his busy life to take over as Interim Executive Officer. He has proved to be an enormous asset and it is difficult to see how we would have managed without his expertise and profound commitment to our service.

Chris Gunter and Chris Tidy have taken on David's work for UK DonorLink.

We also lost the highly-esteemed services of our Admin Manager, Joanne Hazelgrave, but we were lucky enough to obtain an excellent replacement in the person of Tracie Jordan. In the admin team we also welcomed Sue Clark and Faith Parmenter whilst in the social work team we were very pleased to appoint Les Ryan to the post vacated by Steve Jackson.

Viv Jackson joined the board of Trustees and her contribution to the prison service work has been much appreciated. The board of Trustees is composed of a group of people with wide-ranging experience and skills. It is acknowledged to be a particularly impressive and effective facet of the organisation's work and takes responsibility for all major decisions affecting the service. One pressing concern is the unsatisfactory nature of the accommodation we currently occupy. We hope to remedy this situation as soon as our financial situation will allow.

Margaret Rhodes



CEO's Report

In Memoriam

David Marshall. 1945 - 2008

It was with great sadness that we reported in last year's review that David Marshall, Project Coordinator of UKDL since September 2007, died in August 2008. David was a highly respected member of staff who had been associated with UKDL since its inception. He is greatly missed and our condolences are extended to the whole family.

Introduction

The 2008-2009 year was a difficult year for After Adoption Yorkshire (AAY). The Chief Executive, Lyndsey Marshall, experienced an extended period of ill-health. I was appointed by the Trustees to provide some interim cover to some aspects of the role in November 2008 and remained with AAY until May 2009. However Lyndsey then was successful in an application for another post and left AAY at the end of July 2009. I was again asked by the Trustees to provide some interim cover for the role until a new appointment is made and I rejoined AAY in August 2009.

All members of staff wish Lyndsey well in her new post. She had worked for AAY for seven years and led the organisation through a period of extensive growth. Lyndsey negotiated contracts for AAY with all 15 Yorkshire and Humberside authorities and she oversaw a period of unprecedented development in the agency. Lyndsey displayed energy, verve and sheer professionalism. She was an important player in the national field of Adoption Support Agencies (ASAs) making major contributions to the Consortium of Adoption Support Agencies, the national collaborative of ASAs. However it was in her unstinting commitment to AAY that she will forever be remembered. She was a brilliant advocate for the organisation and that combined with her almost unrivalled professional knowledge and skill in the field of adoption was the key characteristic of her period of tenure as Chief executive. We all wish her well in her new career.

The 2008-9 Year

AAY continues to grow from strength to strength despite the issues identified above. We dealt with more than 2000 service users in the year, many utilising the

range of services that we provide. The helpline continues to be a valuable service dealing with over 1000 calls in the year. The agency prides itself on its service user centred approach and this has been reiterated and reinforced in the many replies that we receive to our service user questionnaires. Alongside the commitment to a service user centred approach stands the management and support of staff. The staff have maintained business as usual over the last few months and I would like to acknowledge the help and support that I have been afforded by all staff.

Training and Seminars

Our external training programme was not as extensive as we would have hoped in 2008-09 because of the difficulties identified above. Having said that we did organise a range of events including two very successful visits by Nancy Thomas from America.

The following events were organised by AAY during the year.

Intermediary Services. Training for the Consortium of Yorkshire Adoption Agencies.

The 'struggle to attach/ can trauma be the barrier? - Renee Marks

Rebuilding the Broken Bond - Nancy Thomas.

When Love is Not enough - Nancy Thomas

New Life Work Model - Edith Nicholls.

Contact in Adoption - workshops facilitated by AAY staff.

The following events were organised through our Hull office.

A Child's Journey Through Placement

The Impact of Adoption .

These were successful training events and made a small profit for the organisation.

Organisational Developments and Activities.

After Adoption Yorkshire continues to provide adoption support services across the Yorkshire and Humber region through our 24 bases. We are clear that our partnerships with our commissioning agencies are good value for money for the Local Authorities. Also feedback continues to be that our presence in each area helps authorities during their regulatory inspections. We are grateful to our partners for their continued support.

In the year we recognised that contracts and SLAs are approaching the time when they will need to be renewed and it became increasingly clear that many of our partners, despite their satisfaction with our service, will be advertising the new service as a competitive tender so we are preparing for a round of tendering exercises in the next year to 18 months.

During the year we welcomed Faith Parmenter (replacing Kathy Lynam), Tracie Jordan (replacing Joanne Hazelgrave) and Susan Clark (replacing Emma Kendal) as new members of the administrative staff though Tracie subsequently, just into the new year, immigrated to Canada.

After Adoption Yorkshire continues to organise the Yorkshire and Humber Post Adoption Network (YAHPAN) which meets about three times a year and is primarily practice based meeting available to Local Authorities and voluntary agencies across the region.

UK DonorLink

AAY continues to manage the Register that it established in 2004. Interest in UK Donor Link (UKDL) continued to grow matches continue to be identified using DNA testing.

During the year two extra funding streams were awarded to the organisation. The Department of Health awarded UKDL £20,000 to undertake an extensive advertisement campaign nationally to invite people to join the register. Additionally we received a £10,000 grant at the end of the year to explore the Inheritance rights of people involved in the donor conception prior to 1991.

The register continues to play an important part in the highlighting of the needs of people who have been conceived through donation. UKDL takes every opportunity to contribute to the increasing political debates on this subject.

Fund Raising

It has been a tough environment in which to raise additional funds. We continue to receive a regular stream of small donations and are particularly proud of the fact that satisfied service users regularly contribute. However service planning is difficult as we are dependent on relatively short term funding streams. Also we are approaching a period when many of our contracts will be retendered. Still it is a challenging environment in which to raise funds. For example during the year we made what proved to be an unsuccessful application to the parenting fund; it became clear during that application process that we literally competing with hundreds of other bids. Such circumstances starkly illustrate the reality of seeking additional funds.

Conclusion

I would like to finish this report by thanking Lyndsey Marshall for her many years of service as Chief Executive for AAY. Lyndsey gave vision and leadership to AAY and oversaw a major expansion of the services we offer to the Yorkshire and Humberside region.

Of course no annual review is complete without also thanking all staff for their hard work and dedication. 2008-9 really has been a difficult year for AAY and the staff have kept the core business running and remain ever supportive and

committed. Our dedicated team of sessional workers and volunteers work alongside the staff and I acknowledge their tremendous contribution to the life of AAY. They really are an integrated and essential element of the organisation bringing an added value to our services.

The Trustee Board continue to give freely of their time and offer guidance and support to the Chief Executive and the organisation. I know that Lyndsey Marshall, as indeed I do as well, greatly valued their support. In the coming year there are going to be many challenges and AAY is indeed fortunate to have such a committed group of trustees; we all thank them for their hard work.

Paul Dyson



UK DonorLink Report 2008/9

UK DonorLink

Voluntary Information Exchange and Contact
Register Following Donor Conception Pre-1991



Staffing

Following the sad death of David Marshall in August 2008 the project was left without a Co-ordinator. Chris Gunter came into this post in late September and Chris Tidy joined her in Spring 2009. Emma Kendal, the Project Administrator left in September and we welcomed Sue Clark as our new Administrator at the start of November. Therefore, the UKDL staff are now Chris Gunter, Project Co-ordinator (3 days each week), Chris Tidy, Project Co-ordinator (1 day each week) and Sue Clark, Project Administrator (3 days each week).

Publicity and Promotion

The number of people registering with UKDL has continued to rise. This has been aided by exposure in the media regarding donor conception issues. The Department of Health gave us a substantial grant to publicize UKDL during the year. A large proportion of this was used to commission Home Advertising Agency to run a campaign on our behalf. We decided to target donors and, following a demographic analysis of donors currently registered with UKDL, the advertisements were run in *The Times* and *The Daily Telegraph*.

Home graphic designers produced new eye-catching ads which were used in the newspaper campaign in March and have been used in subsequent publications. This resulted in a tripling of enquiries, especially from donors. Part of the money was also used to run banner advertisements for UKDL on the website of Friends United and Genes Reunited.

Again enquiries rose when one our Donor Registrants spoke about his experience of being a donor on Radio 4's Saturday Live programme in January. Another Registrant promoted UKDL in an article in *The Guardian* entitled '*I could have 300 siblings*' published last November.

Human Fertilisation and Embryology Authority (HFEA)

Links with the HFEA were strengthened in December when Chris Gunter, Chris Tidy and our Project Advisor, Marilyn Crawshaw, attended a meeting with the HFEA Interim Chief Executive, Alan Doran, and other staff at their HQ in Bloomsbury. This was followed by Marilyn giving a presentation on the setting up of the Register. This was well attended by, and gave us the opportunity to talk informally with, HFEA staff members.

LGC Forensics

In November 2008 Lyndsey Marshall, Chris Gunter and Chris Tidy went to the LGC Laboratory in West London to discuss joint protocols. We are working together to improve turn-around times for genetic tests which should lead to quicker matching for Registrants.

UKDL Sessional Workers

The annual Sessional Workers' day was held in Spring 2009 in Leeds. This was a very successful day attended by all but one of the regional Sessional Workers. There was much professional discussion around donor conception issues and participants also enjoyed a film about telling children they are donor conceived.

Conclusion

2008/9 has been a difficult year for UKDL with a complete change of staff in difficult circumstances.

However, the Register has continued to grow and to fulfil its commitment to Registrants. Now that we have a settled staff team we are hoping to develop more promotional activities to increase public awareness of UKDL and to expand the project further.



Search Service

2008/9 has been another busy year for AAY's search service, with Chris Tidy completing 50 searches and Clare Baldwin completing 73 searches.

Ernest Wheatley has continued to provide invaluable support to the search team and this year he has undertaken work to archive all the paper copies of our completed searches.

Civil Registration

The Governments restriction in allowing electronic access to post-2005 marriage indexes has proved to be a difficult hurdle for the search team, and this restriction is becoming more difficult as we get further away from 2005. AAY has now raised this matter with the National Consortium of Adoption Support Agencies in the hope that pressure can be put on the General Register Office to allow easier access to these records, which are an essential tool in our attempt to trace birth relatives.

Development

This year has seen the development of a “quick search” facility – where we can check the Electoral Registers or the Land Registry as an alternative to conducting a full search. For service users who have done their own tracing, or where we have very recent information from adoption files, this provides a cost effective alternative.

Clare Baldwin

Support for Adoptive Parents

During the last year we have seen an increase in the number of adopters receiving support from AAY.

This support is in four main areas:

- **Individual support** at one of our 24 outreach bases. Here we are meeting parents who are desperate to understand their children's behaviours and to develop strategies to contain and redirect these behaviours. Sometimes they feel that no-one understands what is happening in their home. We support them in accessing local services; either through the Social Care Team or local CAMHS.
- **Training opportunities.** We have offered two courses of Parenting Strategies during the last year; both in Leeds. The course looks at the theoretical knowledge underpinning alternative strategies for parenting children with distorted attachment and behaviour symptoms of early trauma. As well as gaining knowledge and expertise, the parents meet others in a similar situation and often form longstanding support networks. In addition to the courses for parents a day's training on Parenting Strategies was offered to family placement practitioners who were supporting adoptive families. This was offered through the Yorkshire Adoptive Consortium.
- **Support groups.** We co-facilitate evening support groups for four local authorities. Some sessions are targeted on a particular topic whilst others are open to whatever the participants bring to the session.
- **School support.** Again we have seen an increase in the number of adopters requesting support at school meetings. Many parents feel the school does not understand their child's behaviour and these challenging behaviours can be heightened rather than reduced if responded to in a conventional way. We have also offered some training for teachers on attachment issues and the impact of early trauma. In addition, we have invited Louise Bomber to give a day's training in this area, which is booked for November 2009.

Jean Jackson

Training & Seminar Programme 2008/9

A Child's Journey Through Time

February 2008 & July 2008

Consortium Training

June 2008 & September 2008

Contact in Adoption (Barnsley)

March 2008

Parenting Strategies

September 2008, & January - May 2009

Nancy Thomas: When Love is Not Enough

May 2008

Nancy Thomas: Rebuilding the Broken Bond

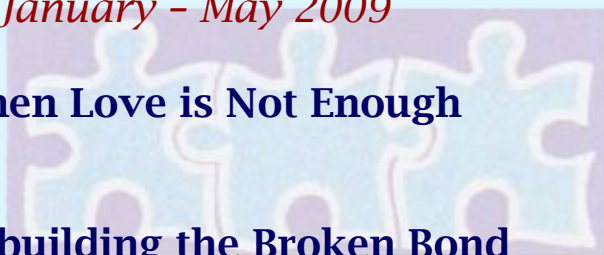
Jan 2009

Renee Marks: The Struggle To Attach - Can Trauma be the Barrier

October 2008

Edith Nicholls: New Life Work Model

July 2008



Prison Project Report 2008/9

The Project's Progress so Far ...

We are very pleased with the progress of our Prison Project this year. We have now fully established our post adoption support service at HMP/YOI New Hall in Wakefield and we are using the lessons we acquired here to set up a similar service at HMP Askham Grange, York and HMP Leeds.

Alongside the work supporting offenders we have also developed a good working relationship with prison staff and departments. We appreciate that a multi-agency approach is essential when supporting this vulnerable service user group and so we have also begun working in partnership with other local agencies who support offenders or people at risk of offending. We have started to work closely with the 'Developing Initiatives Supporting Communities' (DISC) charity, in particular their 'Drugs Intervention Programme' (DIP) which provides support to drug users inside and outside of prison. This year we have provided training for DISC staff on the post adoption issues that some of their service users may be struggling to deal with and we are considering ways in which our agencies can work together.

Behind the scenes we have been working hard to put systems in place to monitor and assess the work we do. The project's administration support worker, Celia Hewson, has been working closely with the project's support worker to develop the admin worker role and also to develop a user-friendly means of recording and using the data from the support work.

In addition we have been considering ways of evaluating and reviewing the project. We recently asked for feedback for some of the women at HMP New Hall and received some encouraging feedback:

"I think you do a real good job with people. Some people don't have any support from anyone but when we are in contact with you we know we will get support. Thank you."

"The lady Claire Sinclair was very bubbly but yet very sophisticated and able to deal with my situations and the advice was very amenable. Thanx for your service"

"My support worker is Claire Sinclair and I am more than happy with the support she has given me. I don't know what I would have done without her. I can only thank you for all your help and support"

The Challenges We Have Faced

After one year of running the prison outreach project we have come to realise that this work brings with it numerous challenges. As a result we have invested a substantial amount of time reflecting on the work and find ourselves continually refining the work we do.

A primary concern with our support work in the prisons is service users' safety. HMP New Hall has a high number of women who self harm and our awareness of this plays a large part in how we carry out the service. The post-adoption issues we deal with (loss, guilt, shame and grief) are sensitive ones that can often result in the women feeling upset and down. Such an emotionally-charged session can leave the women vulnerable to their own self harming coping mechanisms or mean that they return to their prison wing in a fragile state. We have to very carefully weigh up the risk to each individual and have developed ways of passing vital information to prison staff concerning the well-being of service users.

Service users tell us that being in prison can be a very intimidating and isolating experience and we hope to offer a caring presence in this environment. The birth parents we support in prison often describe feeling cut off from the world and can suffer with high levels of anxiety if they have not heard any news of their child's adoption. This serves to reinforce our belief in the value of the service we provide in prisons. We liaise with the child's social worker and find out any useful information. We then meet with the birth parent to help them understand what this means as we appreciate that birth parents who are distressed often find it difficult to read through long documents and process the information.

For service users it can become too difficult emotionally for them to continue. We have an 'open door policy' so, when the time is right, the service user can request our support again. We understand how difficult it can be to address these post-adoption issues and so want to provide a flexible service that meets the service user's needs.

Plans for Developing the Prison Project

We plan to continue to develop our support service within HMP New Hall and focus on establishing a regular support service at HMP Askham Grange and HMP Leeds.

We are looking into the possibility of a birth parent support group and intend to consult with our service users and prison staff regarding this.

We also hope to develop our Prison Advisory Group and are always looking for interested parties to join this group which meets three times a year.

Claire Sinclair

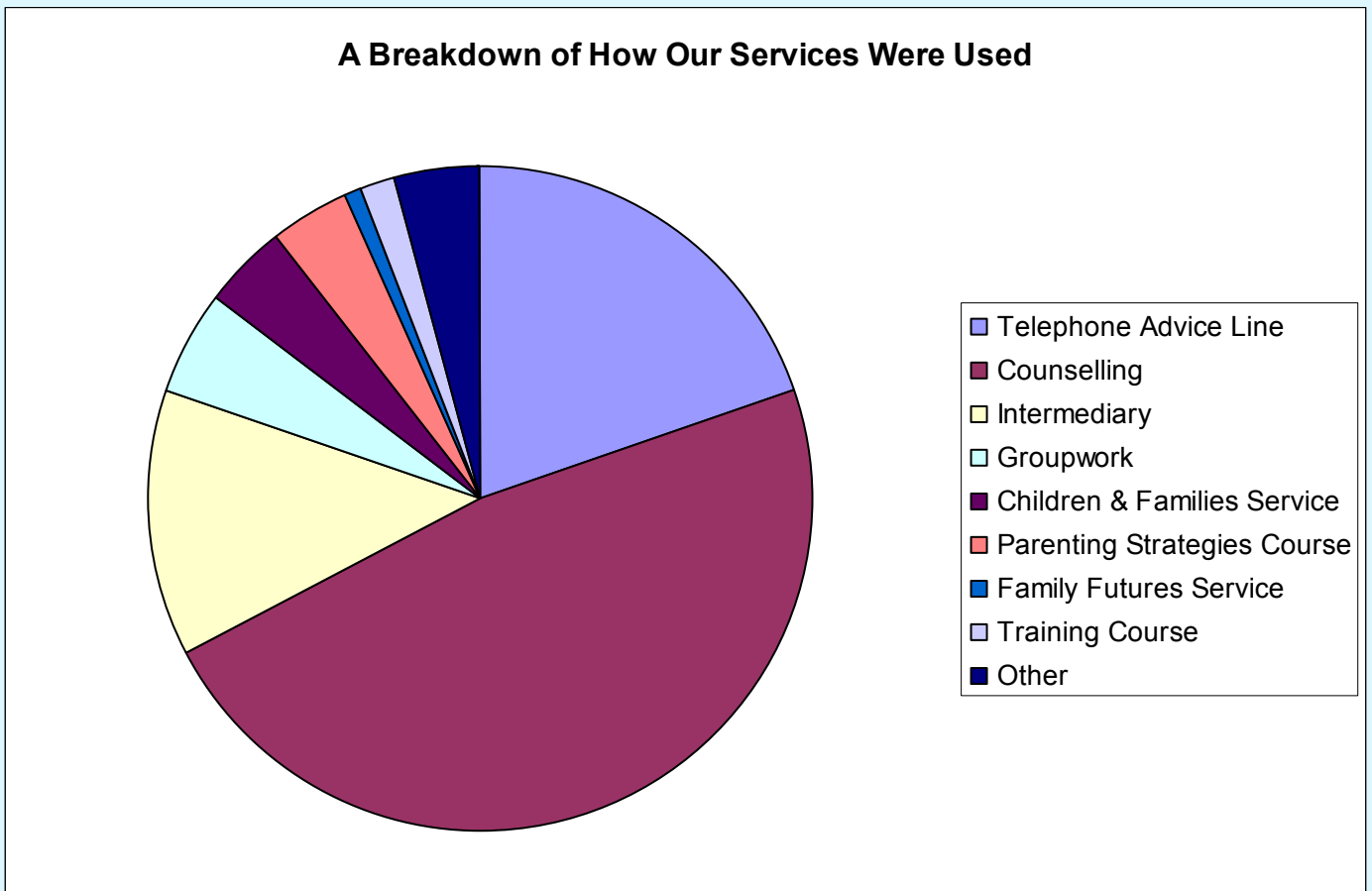
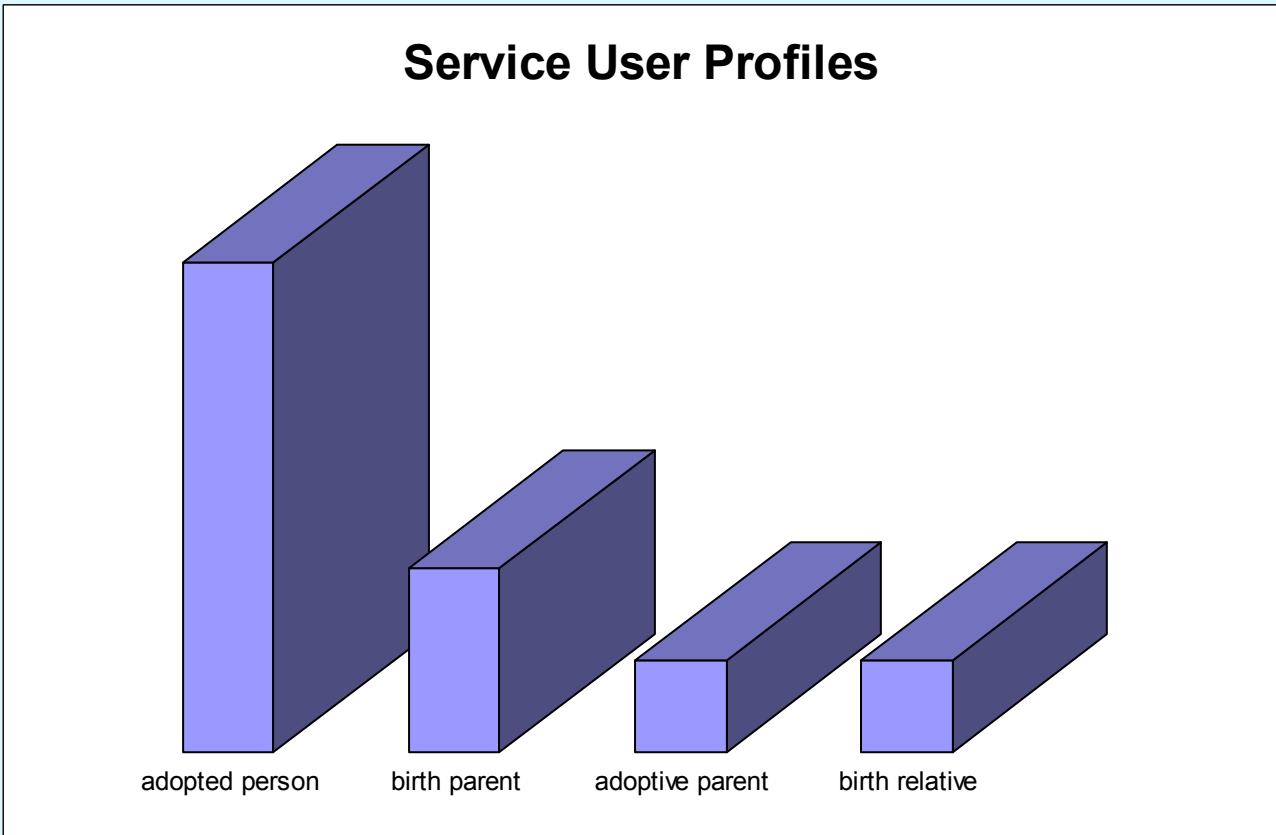
Statement of Financial Activities for the Year Ended 31 March 2009 (Including Income and Expenditure Account)

	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds 2009 (£)	Total Funds 2008 (£)
Incoming Resources				
Donations	1346		1346	3138
Income resources from charitable activities	438821	148266	533537	514469
Investment Income	3527		3527	4199
Total incoming resources	443694	148266	591690	521806
Resources Expended				
Charitable Activities				
Adoption Support	402605	54182	456247	433530
Contact Register		92323	92323	88249
Management & Administration	5310		5310	5740
Total resources Expended	407375	146505	553880	527519
Net income/(expenditure) for the year and net movement in funds	36310	1761	38080	(5713)
Fund balances brought forward at 1 April 2008	110118	18018	128136	133849
Fund balances carried forward at 31 March 2009	146347	19779	166216	128136

There were no recognised gains and losses for 2009 and 2008 other than those included in the income and expenditure account. All incoming resources and resources expended derive from continuing activities.

Our Profile

Between April 2008 and March 2009 we received 98 completed questionnaires from After Adoption Yorkshire's service users. The information below is taken from these questionnaires.



Fundraising Report 2008/9

The environment in which we try to fundraise is becoming evermore challenging. This year we made an unsuccessful application to the parenting fund; it became clear during that application process that we are literally competing with hundreds of other bids. Such circumstances starkly illustrate the reality of seeking additional funds.

We continue to receive a regular stream of small donations and are particularly proud of the fact that satisfied service users regularly contribute. We would like to thank them for their generosity.

Equally important are the donations of time or resources. The help of these volunteers allows us to continue our work.

Finally, we are still looking for a patron for After Adoption Yorkshire. Ideally, we are looking for someone reasonably well known, with a link to adoption or Yorkshire (or possibly both!), who would be willing to act as a “figurehead” for us. We would not make a great demand on their time, but it is important that they are generally supportive of our work. We are receptive to both suggestions for people we could contact and practical help in contacting them. Please forward your suggestions to Barbara Stewart (barabara.stewart@aay.org.uk), or phone our head office on 0113 278 6487.

Administration Report

The administration team had another successful year although very busy and challenging, and faced many staff changes.

Emma Kendal, UKDL Project Assistant & AAY Admin Assistant, sadly left us in September to join a design company. Emma was a valued member of the administration team, and we would all like to take this opportunity in extending our thanks to Emma for her contribution to UKDL & After Adoption Yorkshire.

Kathy Lynam, Training Co-ordinator & AAY Admin Assistant, also sadly left us to take up a new position at Pre-school Learning Alliance. Kathy worked at AAY for over 3 years and during that time made a great contribution. We all wish her well, and again, would like to extend out thanks and gratitude to her.

We were delighted to welcome Tracie Jordan to the organisation in April as Administration Manager. Tracie previously worked for HMCS for over 20 years and brings a wealth of experience with her to AAY. We wish her a warm welcome.

We also extend a warm welcome to Celia Hewson who joined in May and works two days a week. Celia supports the Prison Project and also contributes to the day to day running of the Admin section. Celia has a vast amount of experience in admin which can only contribute in strengthening our team.

Another new addition is Sue Clark, UKDL Project Assistant & AAY Administrator; again, Sue, has a wealth of experience and has already implemented procedures which are proving to be very effective. UKDL is preparing for a new database and Sue is helping to take this forward.

Our final addition is Faith Parmenter. Faith will take a lead role as the Training Co-ordinator, and assist in AAY administration. Faith brings a host of admin knowledge to our team which is already proving to be very useful.

Jane Clark-Joyce, Senior Administrator continued to work closely with the IT development team in taking forward the database to implement new procedures that are proving more effective for the smooth running of the administration section. This project is on-going.

Val Garrett, continued to be a vital part of the admin team and part of her duties continued to include the scheduling of base appointments, the library including book sales, and the monitoring of questionnaires.

Finally, I would like to thank the administration team for all their hard work, support, dedication and patience. They are an excellent team and work very well in supporting one another and After Adoption Yorkshire as a whole.

Jane Clark-Joyce

Personnel

for year 1st April 2008 – 31st March 2008

Trustees

Angela Wheatley (Chair — retired Jul 08), Margaret Rhodes (Chair — from Jul 08), Graham Ives (Treasurer), Philip Cotterill (resigned Jul 08), Marilyn Crawshaw, Joy Elson, Joy Everall, Paula Newson-Smith, Ian Spafford, Vivien Jackson (from Nov 08).

Advisor to the Board of Trustees

Val Hales

Auditor

Ian Pickup & Co

Chief Executive

Lyndsey Marshall

Team Manager

Jean Jackson

Adoption Support Workers

Clare Baldwin, Chris Phillips, Lesley Ryan, Claire Sinclair, Chris Tidy

Hull Co-ordinator

Linda Bleasby

Administrators

Tracie Jordan (Admin Manager), Jane Clarke-Joyce, Val Garrett, Emma Kendal, Kathy Lynam, Celia Hewson, Sue Clark, Faith Parmenter

Fundraiser

Barbara Stewart

Volunteers & Sessional Workers

Maureen Ashton, Chris Bourne, Michelle Bronson, Judith Calvert, Tim Cox, Peter Dixon, Cathie Gibbs, Corrine Gregory, Lesley Gordon, Val Hunter, Joanna Leser, Debra Marsh, Alison Rawcliffe, Margaret Rhodes, Molly Shutt, Ann Steval, Allison & Peter Turner, Ernest Wheatley, Maria Walker, Carol Warren

UK DonorLink

Project Co-ordinator

David Marshall (until August)
Chris Gunter (from September) & Chris Tidy

Administrator

Emma Kendal (until September)
Sue Clark (from November)

External Advisor and Chair of Advisory Group & Registrants Panel

Marilyn Crawshaw

Sessional Support Workers

UK DonorLink has a network of fourteen staff located throughout the UK, working on an 'as required' basis.

Contact List

Leeds Office

Opening Hours: Monday to Thursday 9am to 5pm
Friday 9am to 4pm

Address: 31 Moor Road
Headingley
Leeds
LS6 4BG

Telephone: 0113 278 6487
Fax: 0113 278 6050
Email: info@aay.org.uk
Website: www.afteradoptionyorkshire.org.uk

Adviceline

Opening Hours: Monday, Tuesday, Thursday & Friday
10am to 1pm
Wednesday
4pm to 7pm

Telephone: 0113 230 2100

Hull Office

Address: Centre 88
Saner Street
Kingston upon Hull
HU3 2TR

Telephone: 01482 585 444

UK DonorLink

Telephone: 0113 278 3217
Email: info@ukdonorlink.org.uk
Website: www.ukdonorlink.org.uk



After Adoption Yorkshire

Adoption Support Services for Those
Involved in Adoption in Yorkshire
and the Humber

How we helped, in their own words ...

“Would go as far as to say ‘Couldn’t have managed without you’”

“Everything was dealt with compassionately and you and all your staff have made my life complete”

“I should like to thank you for everything that you have done”

Visit us at: afteradoptionyorkshire.org.uk