

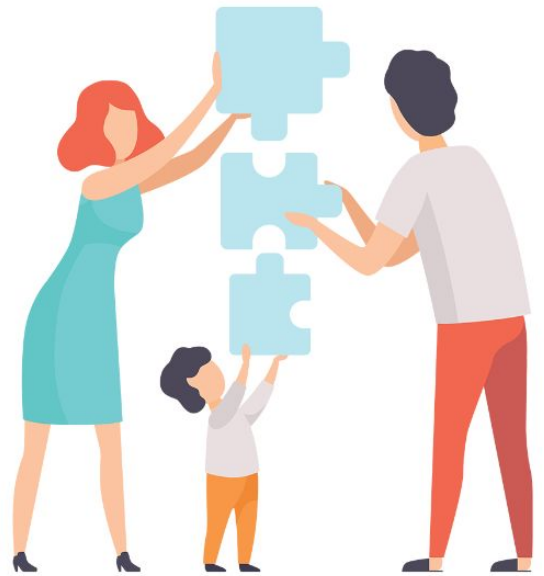
Finding a Home for a Child

STRATEGIC PLAN 2023-2026



VISION

Children who are adopted experience a loving, caring, supportive childhood and have the opportunity to thrive

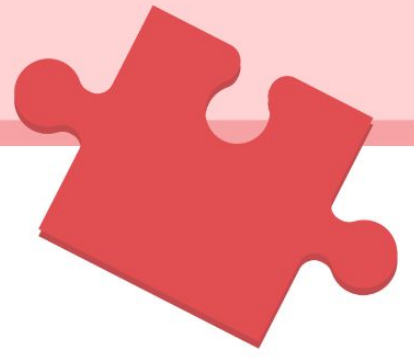


MISSION

- Deliver positive outcomes for children and families in adoption and pre-adoption fostering, through assessment of capacity to care
- Assess families who wish to adopt in a compassionate and professional way
- Support the people who work for us so they experience a good working environment while delivering a quality service
- Be transparent and accountable in everything we do



VALUES



Child Centeredness

- The best interests of the child is central to everything we do

Respect and Compassion

- We will be inclusive and treat people with dignity and respect. We will treat people fairly in all our contacts
- We will show honesty, integrity and professionalism

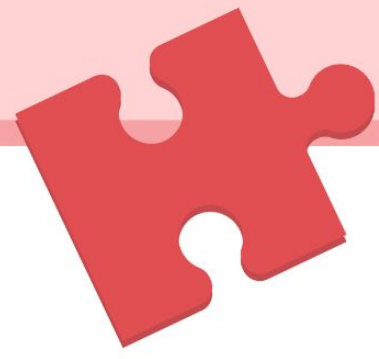
Quality and Accountability

- We will act in an open, transparent way that people can trust
- We will meet the requirements of confidentiality as set out in regulation
- We will ensure that we meet legislative, regulation and accreditation requirements

Learning

- We will listen to the views and opinions of those we work with. We will learn from experience and adapt practice when needed

GOALS



- 1** Provide fair, respectful, professional assessments for adoption
- 2** Assess, support and retain pre-adoption fostering families
- 3** Promote a culture that is open, adaptable and professional
- 4** Ensure accountability and meet all finance and social work governance requirements
- 5** Value and develop the organisation and the people who work in it

GOAL 1

Provide fair, respectful, professional assessments for adoption

We will

- Manage assessments in a way that gives families the opportunity to show their capacity to care
- Provide clear, factual information to the family so that they are aware of their options
- Ensure separate representation for birth and step parent applicants
- Communicate with families at all points of the process
- Provide supervision and support to social workers
- Address complaints as they arise, in line with our complaints policy
- Learn from feedback

Measures of progress

- Percentage acceptance of recommendations for suitability and eligibility at Adoption Committees and the Adoption Authority of Ireland (AAI)
- Audit of compliance of adoption guidelines
- Evidence of the separate representation available to birth and step parent applicants
- Documentation showing review of and sign off for assessment plans and timelines
- Completed assessment report with sign off
- Record of supervision and actions planned and completed
- Complaints log, and note of process and outcome
- Stakeholder feedback
- Accreditation by the Adoption Authority of Ireland



GOAL 2

Assess, support and retain pre-adoption fostering families

We will

- Assess families in line with best practice and regulations
- Allocate a link worker to the foster family to ensure ongoing support
- Provide training as required, including Children First and Paediatric First Aid
- Carry out foster care reviews
- Evaluate foster family experience of the service

Measures of progress

- Audit of record of assessments, annual training plan, social work records and foster care reviews
- Record and detail of the family link person
- Annual review of training plan and record of training completed, including certification where relevant
- Completion of review as per national standards
- Family continues to foster

GOAL 3

Promote a culture that is open, adaptable and professional

We will

- Ensure professional standards are known, communicated and tracked
- Respond to changing needs in a way that supports clients and is appropriate for staff
- Encourage clients and staff to highlight issues

Measures of progress

- Induction programme and evidence of completion
- Partnership with statutory bodies
- Membership of the Wheel
- Provision of a mechanism for feedback
- Timely resolution of issues

GOAL 4

Ensure accountability and meet all finance and social work governance requirements

We will

- Ensure governance is adequate
- Have a Finance Committee
- Make accounts available to external audit as required by TUSLA
- Provide a work plan in a timely way to allow funders to assess and agree it
- Manage the annual and monthly budget in a way that ensures we are within the annual budget and getting the best return for the money spent
- Receive and manage donations in a way that supports the work of Pact
- Work with the regulator and respond to reports
- Carry out periodic Board reviews

Measures of progress

- Accreditation by the AAI
- Adherence to the governance code
- Monthly reports from the Finance Committee to the Board
- Audit report and associated action report
- Submission and acceptance of Service Level Agreement
- Record of donations received and use of money noted
- Follow up action completed from regulatory reports
- Report of Board review and action plan



GOAL 5

Value and develop the organisation and the people who work in it

We will

- Keep up to date with changing work practices and evidence of effectiveness in pre-adoption fostering and adoption assessment and take this into account when planning services
- Plan changes in the volume and/or type of services provided in a way that maintains our standards, ensures a quality service and adheres to governance
- Present ourselves professionally and to a high standard with state organisations, the AAI and adoption committees.
- Provide learning and skill development opportunities for staff and Board members
- Complete personal development plans for staff members

Measures of progress

- Protected time for review and idea generation and individual and peer supervision
- Involvement in policy development and decision making with outside stakeholders
- Agreed Service Level Agreement (SLA) with aligned budget in place
- Supporting documentation for SLA, showing resources lined up with level of service delivery
- Continued accreditation by the AAI
- Continued funding
- Induction and training for Board members
- Planning and review day for office staff
- Appraisals with staff including details of organisational support





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