



Pre-adoption
Post-adoption
Permanency
Advice &
Counselling

1,219
participants
on PAC training
courses

80% rated
the training
'excellent' or
'very good'



15 new
topics in
our training
programme

2,500
website hits
per month
(90% increase)

New
Twitter and
Facebook
profiles



Delivery of
Enhancing Adoptive
Parenting programme
by Skype

Five
new local
authority
partnerships

Partnership
with BAAF to train
social workers in new
adoption reforms

Sold over 2,000
copies of Good
Practice Guide
for Schools



Extra
hours
added to
Advice Line

New
Education
Advice
Line



PAC's annual
Birth Mother
Gathering
"a life saver"

338 school staff
attended workshops
led by PAC's Education
Advisers

85 professionals trained to
deliver PAC's home-based
Enhancing Adoptive
Parenting programme



Six
new
outreach
surgeries

PAC's CEO joins
Adoption Support
Fund Expert
Advisory Group

annual review
2013/2014



This year's Annual Review celebrates nearly 30 years of PAC's adoption support services. We have included a time line showing the main milestones in our development over the years and an interview with Phillida Sawbridge who, along with Sue Wates, founded Post-Adoption Centre back in 1986.

We are privileged this year to have contributions from two individuals who have used our services in different ways: one, an adopted adult who was supported by us during reunion with his birth family; the other, a young person (aged 15), who has been attending one of our outreach centres with her adoptive mother for counselling and who writes poignantly of her recollections of when she was first adopted.

This has been an incredibly important year for all involved in providing adoption support services, with many changes and proposals for change arising from the government's review of adoption; this review highlights how PAC is responding to these changes – and in the section "Introducing PAC-UK" we set out our exciting plans for the future!

A handwritten signature in blue ink, appearing to read 'P. Sandiford', with a long horizontal line extending to the right.

Peter Sandiford
Chief Executive, PAC

PAC's North London education project

PAC has been providing specialised training for schools around adoption issues for a number of years. Our expertise in this field is encapsulated in our Good Practice Guide for Schools which many local authorities have bulk purchased for their schools.

Developing from this work, in September 2013 PAC's Education Advisers Ruth Pimenta and Dr Emma Gore Langton began working on a project with the five local authorities – Barnet, Camden, Enfield, Haringey and Islington – which comprised the North London Adoption and Fostering Consortium.

Engaging families

In the first three months of the project Ruth and Emma worked with three families in each of the participating boroughs, carrying out home visits to gather background information about



the children's difficulties in school and collecting pre-project measures. Ruth and Emma

asked the children and young people to complete a questionnaire about their experiences of being an adopted child in school, with their responses informing the project's content.

Monthly parenting groups - offering daytime and evening sessions to ensure all parents could attend - were prefaced by a launch event at which parents were consulted over the topics they would like to discuss in the groups. All parents were invited to participate in a dedicated project forum on PAC's website.

Engaging schools

To introduce the project the Advisers met with the fifteen schools involved, all of which were keen to accept the offer of training for teachers.



Ruth and Emma asked schools to identify how they could include the needs of permanently placed children in their policies and procedures. Secondary schools were found to be harder to engage than primary schools, mirroring parents' experience. The Advisers liaised with the schools' educational psychologists and in some boroughs with virtual head teachers to encourage participation.

Engaging local authorities

The Advisers also met with adoption support managers, virtual head teachers and/or senior educational psychologists in each of the five boroughs to discuss building capacity within their authorities to support adopted children and their families with education issues. They audited the teams' needs in this respect and in January began delivering training. They also engaged and provided training for three of the boroughs' virtual schools, in some instances in tandem with the adoption teams, in order to strengthen links between social care and education.

Evaluating the impact of the project

In line with the aims of the project PAC is collecting the following data:

- Parents' rating of their confidence in their child's school

- Parents' rating of the impact of their child's difficulties on their education
- Children and young people's rating of their sense of belonging within their school
- School staff, adoption support teams and virtual schools' rating of their knowledge, skills and confidence in supporting adopted children in school

"The project is a rare opportunity to work with schools to change their practice at a systemic level" said Emma. "Parents have fed back their great appreciation and schools are welcoming the opportunity to expand their knowledge and skills. The recent acknowledgement by the DfE of the needs of adopted children in terms of their new eligibility for Pupil Premium Plus highlights that the project is important and timely".

The results of the project will be presented at a conference in December 2014



PAC's Education Advisers: Ruth Pimenta (left) and Emma Gore Langton.

Birth record counselling and intermediary services at PAC

PAC has provided a counselling service for adopted adults from its earliest days. In some cases clients wish to know more about their early life and the circumstances which led to their adoption. The PAC counsellor's role is then twofold: to trace where this information is held and to apply to the General Register Office, adoption agency or court; and to explore the client's hopes and fears to prepare them for what they may discover, which may include distressing information.



the date and place where the birth was registered. It also gives the name of the court and the date the adoption order was made.

The court can provide the name of the adoption agency, if there was one. Prior to 1975 "private" adoptions - perhaps arranged by doctors or clergy - were legal. In these cases no adoption agency was involved and the only information about the circumstances leading to the adoption will be that held by the court. It is always distressing when the court has then lost the records.

The adoption agency should retain all records. The requirement, which used to be for 75 years, has now been extended to 100 years. Of course human error and "acts of God" do

sometimes occur, for example records destroyed in wartime bombings.

Adopted adults have to decide at what point in the process they want to draw a line and go no further. For some it's enough to have the initial information from the GRO while others use public records to expand on this, for instance to find out if their birth mother married and/or had more children. Some want to know their entire story - the circumstances of their conception, the pregnancy and their early life. In these situations the counsellor will trace the adoption agency for more information.

In possession of more of their history, some adopted adults decide to trace members of their birth family, often their birth mother. The PAC counsellor helps them manage their expectations and prepare for the range of possible outcomes, including further rejection, joining a large sibling group and the possibility of genetic sexual attraction. The counsellor also acts as an intermediary in the early stages of a reunion, writing the initial letter to ascertain the birth relative's response to the contact. Commonly, letters between the parties are exchanged via PAC until both are happy to communicate with each other directly: this can happen after one or two exchanges, or it may take several years.

Birth relatives have a right to a similar intermediary service, in the first instance for them to let an adopted relative know of their wish for contact. As the birth relative is not legally



entitled to any identifying information they must use an intermediary if they wish to trace. Legislation requires the counsellor to seek the view of the adoption agency before acting as an intermediary. As with adopted adults who trace, the counsellor's role is to prepare the birth relative for the range of possible responses and outcomes: as in the reverse situation, the expectation of each party may be very different, potentially leading to both feeling disappointed and frustrated.

There can also, of course, be complex issues for more recently adopted people, virtually all of whom have been adopted from care. Reunions between adopted adults and their birth families require sensitive and careful consideration. PAC staff are highly experienced in this area of work and can offer insight and support throughout the process.



A reunion story: James Edwards

I was adopted at birth on June 22, 1974.

In February 2003 I received a call from Essex Social Services informing me that



one of my birth parents wanted to contact me. I had thought about tracing my birth family before, but because of my career and the busyness of my

life, my energy and urgency to find out had slipped by the wayside.

I made contact with the social workers and went for a meeting. On my second meeting I read a letter from my birth mother Janet and saw some

photos of her and other members of my birth family. After a few weeks, I decided I really wanted to meet Janet and went to meet her at her house in Southend-on-Sea. Meeting Janet felt like coming home; I couldn't believe how comfortable I felt sitting in her living room with her. This is where my journey began and the starting point at which I needed help. I now had what I had been yearning for

the whole of my life – contact with my birth mother and answers to a lot of questions - but had no idea what to do with it.

I went for some sessions with a psychotherapist who was very supportive but did not have any specific experience in adoption issues. When I hunted on the internet for somewhere that did, up flashed PAC on my computer screen and I got in touch to arrange a session with them in Camden.

The difference between my psychotherapy sessions and the couple of sessions I had at PAC was obvious. I was reassured by the fact that they had the knowledge and expertise to help me and the sessions, in which I was accepted and validated, were uncomplicated and very helpful. As well as working on specific issues in the sessions I was given advice on reading material.



Since then I have been using my profile as an opera singer to promote the work of PAC and have also been involved in PAC's Young Person's Advisory Group (YPAG).

In a recent YPAG meeting I was asked to introduce myself. After saying who I was, what I did for a living and offering a brief account of my adoption journey, I was about to say that I had had help and support from PAC and that everything was fine and finished. But then I realised it would have been a mistake and indeed a lie to say that!

The truth is I am continually amazed at the depth of my feelings and at the stories of others. I will always be an adopted person and now accept this with all the pain, joy and experiences that it brings.

Through the approach and ethos of PAC, I am able to understand the three parts of what we call the adoption triangle. I now have wonderfully rich and real connections with my adoptive family, my birth family, my children and in my other personal relationships. It's not all perfect or fixed – I have good days and bad days - but if I need help in the future, I know who I can call.

James Edwards is an international opera singer. James will be singing in Madam Butterfly at the Royal Albert Hall in February 2015.

PAC's Child and Family Service welcomes adoption reforms

Franca Brenninkmeyer, Head of Child and Family Service

Throughout 2013/14 PAC's Child and Family Service has continued to offer specialist consultation, assessment and therapeutic services for parents and families with adopted or permanently placed children and adolescents. Our interventions have included intensive dyadic (i.e. between parent/s and one child at a time) therapeutic work, intensive parents-only support, adolescent/young adult sessions, disruption support and much liaising and co-working with social workers and other professionals involved with the families.

Most of the children and young people referred to PAC have experienced developmental trauma - chronic and pervasive neglect and abuse in early life plus disrupted attachments as a result of being moved from carer to carer before their adoptive/permanent placement. Even when adoptive parents provide all the care, love and commitment imaginable, more often than not these early life traumas continue to affect children in various areas of their subsequent development. Adoptive parents therefore have a parenting task that outweighs, often by a considerable measure, the 'normal' parenting challenges and which typically continues well beyond their child reaching adulthood.

Adopted children have the tasks of processing their painful early life traumas, learning to manage the ongoing effects of these and developing their adoptive (and often cultural/racial) identity, whilst slowly allowing their adoptive parents' love and care to overcome their often forceful emotional and physical defences. Specialist support with these 'tasks' faced by both adoptive parents and adopted child has proven to be much needed.

PAC's Child and Family Service is therefore delighted that the government's adoption reforms have embraced the need for adoption support in such a broad and promising manner. Martin Narey, the chairman of the new Adoption Leadership Board, has admitted that he had failed to appreciate the magnitude of the gap in adoption support when he wrote his 20,000 word report on adoption in England for The Times in 2011. He has since come to the conclusion that it is a "moral imperative to support these families... ..who have made the life changing decision to adopt some of the most vulnerable children". We couldn't agree more.

Out of the long list of reforms in the 2014 Children and Families Bill, PAC's Child and Family Service will be most directly affected by two:

- **An Adoption Support Fund** (£19.3 million) available from summer 2015 - designated for high quality therapeutic services (such as PAC's) for adoptive families. Some of these funds have already been made available to ten pilot authorities.
- **Personal budgets** drawn from the Adoption Support Fund - granted to families after an assessment process to allow them more choice and control over the therapeutic services they access.

Significantly, the latter measure will enable PAC's Child and Family Service to appeal more directly to adoptive families needing therapeutic help. We will therefore feel confident in continuing to develop innovative therapeutic services specifically devised for the needs of adoptive families, adding to our skills of SI (Sensory Integration), SE (Somatic Experiencing), Theraplay, DDP (Dyadic Developmental

Psychotherapy), EMDR (Eye Movement Desensitisation and Reprocessing), Attachment Focused Family Therapy, VIG (Video Interaction Guidance), ACT (Attachment Communication Training), NVR (Non-Violent Resistance) and 'therapeutic parenting' support, as well as to a range of assessment methods and tools.

We also anticipate seeing our work being influenced, both positively and possibly in challenging ways, by other reforms. The positives might be seen in:

- a) parents who are better informed about adoption support, less exhausted – at least in the early days, due to increased adoption pay and leave - and who are supported by well-trained social workers;
- b) some children with less disruption in their histories due to their having been fostered for adoption;
- c) better support for families around issues in school;
- d) improved communication/liaison with CAMHS and
- e) lastly and crucially, dedicated funding for high quality therapeutic services.

The assessment and therapeutic work carried out by PAC's Child and Family Service will respond to all the opportunities and potential challenges the adoption reforms entail by continuing to carefully assess every family's particular needs and flexibly tailoring its therapeutic interventions to meet these.

The recognition of adoptive families' legitimate need for support has long been hoped for by parents and professionals alike. We now intend to make the best of the reforms which have already been implemented – and those that are promised!

Delivering the Enhancing Adoptive Parenting (EAP) programme via Skype: some findings from a small trial

Enhancing Adoptive Parenting (EAP) is a ten-week programme designed to be delivered in the homes of adoptive parents of recently placed children between the ages of three and eight who exhibit challenging behaviour.

PAC has been involved in the development of the EAP programme and has run a number of training courses for Parent Advisers to facilitate sessions.

Although feedback from parents has been excellent, home delivery has been found to be a challenge in at least three ways: travel time to the parents' homes, the added cost this entails and the degree of pressure placed on parents in hosting the Parent Adviser (feeling obliged to tidy up beforehand, provide refreshments and so on).

PAC held the view that this programme is uniquely capable of being provided in parents' homes via Skype (or FaceTime, though this option was not selected by the participating parents) and so developed a trial to test the efficacy of this delivery system.

In November 2013 PAC produced a short video, distributed via social media, outlining the EAP programme and inviting adoptive parents of



children in the target group to volunteer to participate in a trial Skype EAP programme. Three families were chosen at random from among the responses.

PAC provided two Parent Advisers: one with considerable experience of working by telephone and Skype in other settings and who delivered the programme to two families; the second Parent Adviser, who worked with one family during the trial, had not previously delivered using Skype.

Feedback from parents who took part in the trial included:

- "School find it hard to accept their part in the problems our children face; being able to tell them I've done this programme acts as ammunition for schools so they know what I've done".
- "It's a living document for us to access".
- "It was so valuable to have it delivered by Skype as we are so time poor. There's no pressure to go somewhere or tidy up. I was able to focus fully on it".
- "My daughter is letting us know what her feelings are whereas it was hard for her to be in touch with them before. Her impulse control has improved and she's 'thinking through' more. Positively, she's more playful!"

This small trial suggests the great potential for Skype as a delivery method for EAP – and perhaps other adoption support programmes – with many advantages for adoptive parents and the agency providing the support. Parents like the home-based element - being able to give their undivided attention to the material and not feeling obliged to tidy up and provide sustenance for the adviser – while the elimination of travel time and costs offers clear benefits for agencies.

Poised to meet the challenges of adoption reform

Reflecting recently on his initial view of the government's adoption reforms, Sir Martin Narey, former government adoption 'Tsar' and current chairman of the new Adoption Leadership Board, wrote:

"Many of the reforms... were, primarily, aimed at addressing the delay in the adoption process and the shortfall in the number of adopters needed. At that time I failed remotely to appreciate the magnitude of the gap in adoption support. I now know that not only is adoption support essential for encouraging people to come forward to adopt in the first place, but it is our moral imperative to support these families after they have come forward, families who have made the life-changing decision to adopt some of the country's most vulnerable children"

Recent research shows that only around 3% of adoptions break down. While this is encouraging, many families still struggle to get the help they need and so PAC welcomed the launch of the Adoption Support fund in ten pilot areas in June.

The Adoption Support Fund aims to make the provision of high quality adoption support a joint responsibility between government, local authorities and the voluntary sector. One of the key principles is to empower parents with choice in the support they access, without having to battle for funding. In the pilot phase families will be allocated personal budgets and will be able to choose how they spend their portion of the fund. The fund will be rolled out across England in summer 2015.

At this stage it is not clear where decisions about the types and extent of adoption support to be made available will be made, but a more service user led commissioning process will have implications for the way PAC works and for the nature of our relationships with those who use our services.

For the first time, there will be clarity about adopters' entitlement to support. Each family will have a fixed budget, enabling forward planning. However adopters will need advice on how - and when - to spend their allocation.

One result of this is that PAC foresees becoming more closely involved in the longer term planning of individual children's needs. This may include

designing individually tailored adoption support plans, involving a wide breadth of service provision. Another consequence is the likely increase in approaches from families who, prior to the introduction of the fund, had not been aware that adoption support existed! In some cases this may mean working in innovative ways with children who have been placed for considerable periods.

The introduction of the Adoption Support Fund coincides happily with PAC's merger with AAY.

The combining of two highly established, expert adoption support services will create an unrivalled pool of expertise with a wide geographical spread, poised to meet the challenges outlined above.



A child's journey through adoption **by Jordan, aged 15**

You are thinking of adoption? I know from a child's viewpoint how adoption affects the child. This is not my life history. It's an article to explain how the child may feel during the journey. As an adult you want what is best for the child, the right things for them but most of all you want them to feel safe and secure. I was eight years old when I was adopted, I had been in care for one year and a half with my sister. She was adopted before me and at that moment when I had to say goodbye to her, I felt like I was dying. But that's not the point.

During the time of adoption the child is put through a lot. They have been taken from their birth parents and placed with another family for a short period of time until they are moved again. For a young child moving to different adult's houses is scary. I remember being taken from my birth parents and to this strange lady's house. I was scared and didn't fully understand what was happening, I was six years old during this stage and for that age this was huge. I spent nights crying because I was scared, I didn't know the lady or why I had to live with her. I didn't understand much of what I was told.

Sometimes that period of time in care can be terrible for the child or it could be good. The child could hate the foster carer and cause trouble and feel closed in but the child may create a bond with the foster carer and not want to leave. For me I hated it, I didn't like my foster carer and I didn't like the food I was given. I didn't cause trouble but I also didn't create a bond. I became distant from people and closed off my feelings and acted grown up. I gave up with childhood things like having fun and just made sure my sister was happy.

There are some children who are taken into care at a young age and therefore create a bond with their carers, so when they find out they have to go and live with someone else they can become different. I was happy to find that I was moving to another person's house but I also was scared about how she would act. I was scared that it



would be horrible. I know that I wanted to move but I didn't want to have to live with someone who treated me horribly and didn't let me do my own thing.

During the moving stage, I felt nothing. I had stopped feeling; I didn't attach myself to anyone because I thought that everyone would leave me. I felt lonely. For most children around the age of about seven they may feel this. It's normal in a way because they had a bond with their parents and then they were taken from them and put into care; they might have created a bond with their carer only to be taken away again. I feel that you need to give the child time to adapt into the new house and life. It may take a few weeks for a bond to be formed or it may only take a few hours. I advise you not to overwhelm them though as this could cause problems as they need time to get comfortable with everything and understand what has happened.

I remember the day I went to live with my new mum. She had a spotless house, no mess, the walls white - in fact everything was white. It looked nice but made me worried. I was

nervous to sleep because the bed sheets and duvet were white and I didn't want to wet the bed or make it messy. I had been brought up in an untidy and dirty house. I didn't want to do anything to cause my new mum to shout at me. It caused me to feel scared and closed off, I didn't know what I should do and how I should act as everything was overwhelming. I'm not saying have clutter all over your house just don't make your house immaculate. In the room where the child is sleeping, I advise you to add colour and maybe a few toys or beanbags?

A few weeks after I had moved to a different place, I started to create a bond with my new mum and felt more normal and comfortable. I didn't let her understand how I felt or what I felt; I had a bond with her but I didn't have a bond like you would with a child and their parents. I was distant from her but that wouldn't change and I knew that. Due to the experience I had been through as a child I stopped letting people help me. I stopped caring and attaching myself to people. I became independent and that did cause problems but not during my childhood, or what I had left of it.

Hopefully you found this helpful and not just a waste of time. I hope that you have a happy time with your new child and that everything goes well in the future. I have had a great life since I was adopted but I did go through times where I wish I wasn't. Looking back on my life I feel that being adopted was the best thing to happen to me. I want you to understand that I haven't written this to put you off adopting, I feel that adoption is great and a special gift to a child. I wrote this to help you understand about how a child may feel during the journey of adoption. I wish you luck and I know that you will make a child's life extremely happy.

Introducing PAC-UK

This Annual Review covers the work of PAC from 1 April 2013 to 31 March 2014. As it turns out, it will be our very last using our current identity!

Those of you for whom we have email addresses will, we hope, have seen the announcement circulated by PAC's Chair of Trustees of the creation on 1 October 2014 of PAC-UK, the largest independent Adoption Support Agency in the UK, arising from a formal merger between PAC and After Adoption Yorkshire.

This merger has not come about overnight. It is the result of more than a year of careful consideration and planning by both organisations. Whilst we could have continued as we were, both charities recognised that a combined organisation, with nationwide reach, would bring extra strength at a time when the whole basis of adoption support is being clarified and redefined.

PAC-UK will bring together the two organisations' 45 years of experience in adoption support, enhancing the service to beneficiaries as well as benefitting the organisation as a whole. Advantages will include:

- Increasing profile for both;
 - Ensuring expert adoption support is more readily available to more beneficiaries;
 - Creating easier access across a wider geographical area;
 - Providing a more flexible response to users' needs;
 - Offering a wide choice of services to adoptive families seeking to spend their individual support budgets, which will be implemented from summer 2015.
- PAC and AAY provide adoption support services throughout a substantial part of England: PAC covering Greater London, the south and the south east and AAY covering the north. Between them they have contracts with nearly 50 local authorities and provide services to more than 100.
- Through this merger, PAC and AAY are responding energetically to the challenge of meeting the future needs of the adoption communities they serve. In addition to our core support work with all those affected by adoption, we will continue to use our unique expertise in contributing to two highly specialised areas:

- Strengthening the skills and services of both organisations;

1. Our prisons service

We have an established project covering prisons in the north as well as a small project offering counselling to birth mothers and adopted people within HMP Holloway.

2. Our education service

PAC has more than five years' experience of helping adopted children in schools. From September 2014 we shall be operating a dedicated Education Service, led by a highly-qualified Educational Psychologist. As well as individual projects, we will also be conducting more training in schools and running a weekly Education Advice Line as part of our Advice Line service.

Peter will be taking on the role of CEO for the merged organisation. Chair of the organisation will be Paula Newson-Smith (currently Chair of AAY and herself an adoptive parent) and Paul Fretten will be taking on the role of Vice Chair. We and all the rest of the staff are immensely looking forward to this wonderful new opportunity.

Paul Fretten
PAC Chair of Trustees

PAC-UK



TOGETHER WITH **AAY**

**THE AGENCY FOR
ADOPTION &
PERMANENCY
SUPPORT**

Financial review 2013/14

In 2013/14 PAC showed an increase in both income and expenditure. This reflects more activity in all three of our established services - Child and Family, Adult Counselling and Training - plus the further development of a new sector of activity, Education.

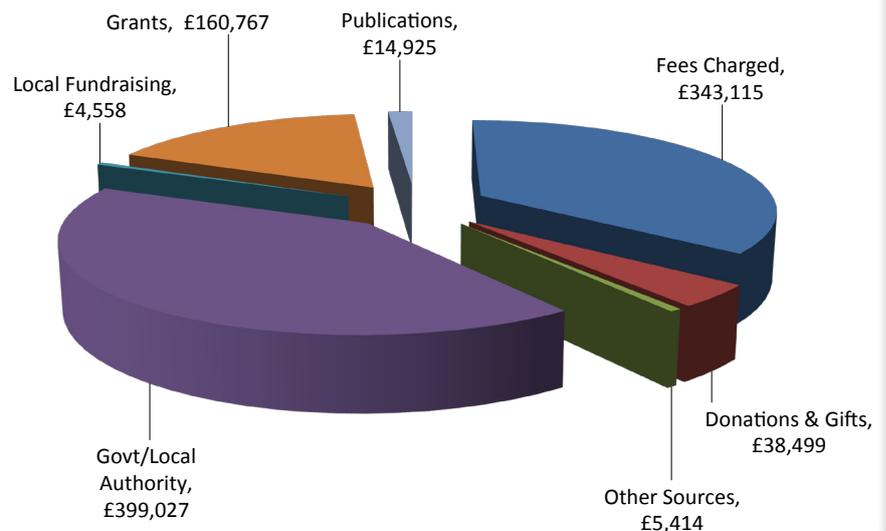
Following successful tenders we recruited further local authorities to our subscriber base and signed contracts to deliver extra services to a number of existing subscribing authorities, adding significantly to our subscriber income. Our income from fees for training courses and counselling services also increased over the year while fundraising and other income remained stable.

On the expenditure side, each service increased its activity over the year. Education work became a new 'slice' in our expenditure pie chart, as a result of a special project funded by the North London Adoption and Fostering Consortium and Big Lottery Fund within 15 North London schools.

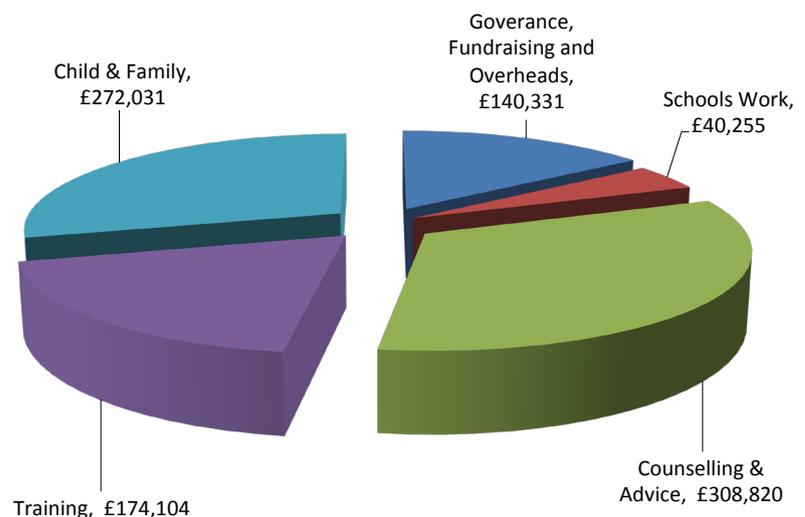
Our Child and Family team saw a second year of growth in terms of the number of sessions delivered to adoptive families. The increase in local authority subscribers brought with it an expansion of Advice Line hours and the addition of seven new outreach surgeries for adult counselling. The Training Service continued to grow, providing a wide range of training courses, seminars and workshops of interest to adopters, permanent carers and professionals as well as groups for adopted adults and birth relatives.

Income and Expenditure 2013/14

INCOME 2013/14



EXPENDITURE 2013/14



An interview with PAC's founder



With PAC entering a new stage of its journey as an organisation, we asked Phillida Sawbridge, founder of Post-Adoption Centre 28 years ago and its first Director, to talk about the developments she has seen at first hand over the years.

Going back to the beginning of this journey, can you remind us what the driving thoughts were behind the foundation of PAC?

Awareness from my work at Parents for Children of the importance of long-term support being available for adoptive families and realising that this applied to all of them, not just parents of children with special needs. Also being aware that professional support for the other participants in an adoption was virtually non-existent.

What did the adoption landscape look like then and what other services existed at that time?

Most placement agencies and local authorities offered some continuing support, which became a requirement in later legislation, but few resources were allocated to this work and almost nothing was available for adult adoptees or birth relatives.

Did you ever have doubts that things might not succeed?

The research I did before we got going, backed up by the amazing promise from Sue Wates of funding for three years, showed there was considerable support for the project, so although any new venture must incur doubts at some points, these were not overwhelming.

When did you realise that you had a 'going concern' on your hands and that Post-Adoption Centre was likely to have a successful future?

The day we offered an open evening for any birth relative to come and tell us what services, if any, they needed, and 40 people streamed through the doors and didn't stop talking for two hours!

What do you consider to be PAC's major achievements?

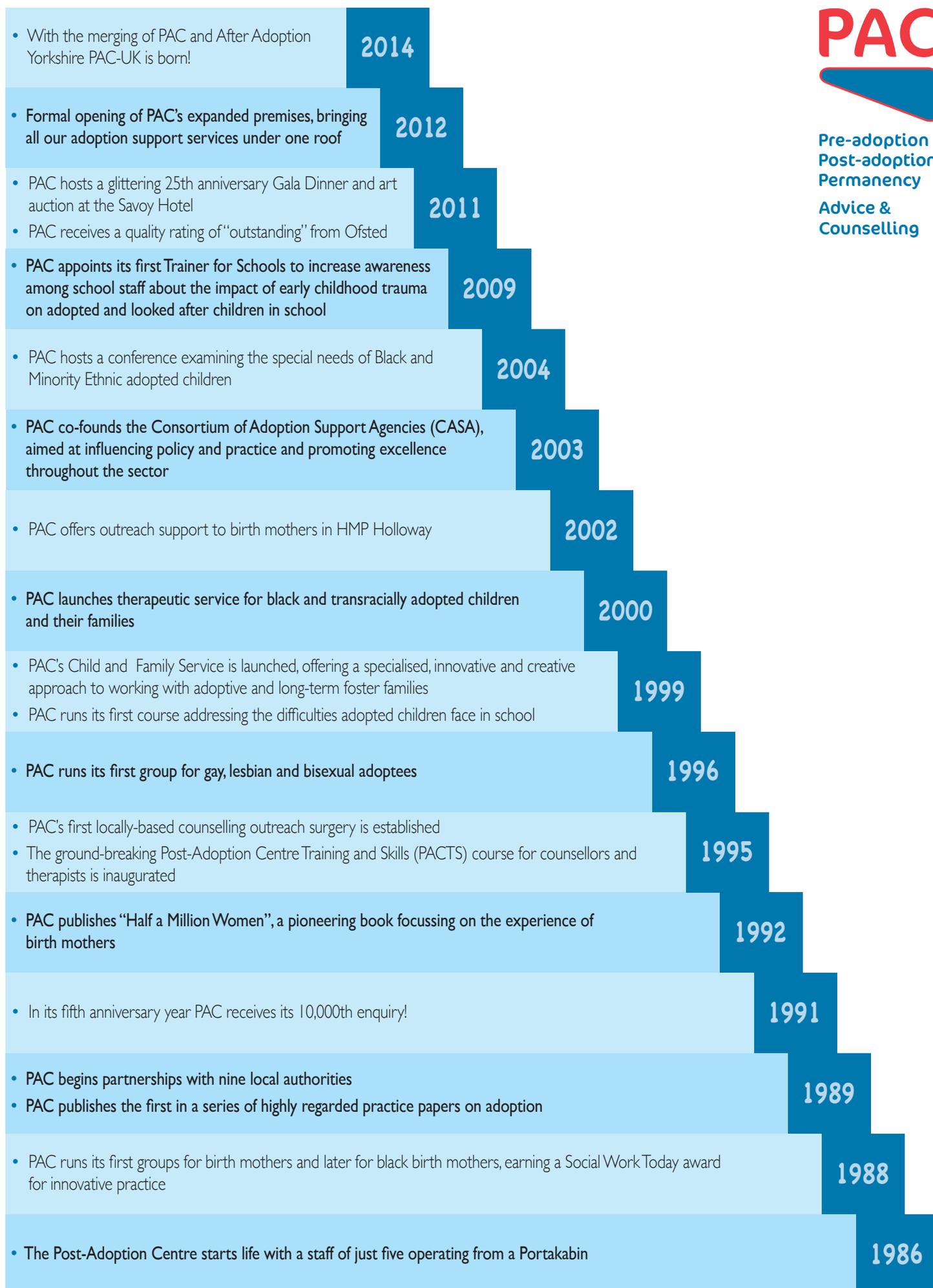
There have been many since I retired, but in the early days I would pick out in particular the service to birth relatives, which was an entirely new development. Also the training in adoption issues offered to other professionals.

What would you like to say about the future?

Who could have foreseen this in 1986, when five staff got going in a Portakabin?! PAC has grown steadily and successfully and if a further increase in size means the service becomes truly national and available to all, that can only be applauded. Merging organisations is rarely an easy task, but I hope that for you it goes smoothly and I wish the new expanded service every success.



Pre-adoption
Post-adoption
Permanency
Advice &
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PAC: 28 years of adoption support



Pre-adoption
Post-adoption
Permanency

Advice &
Counselling

CEO and Company Secretary:

Mr Peter Sandiford

Board of Trustees:

Mr Paul Fretten
Chair from July 2013

Ms Anna Boyle
From September 2013

Prof A Rushton
Interim Chair until July 2013

Mr Barry Morris
Treasurer

Mr Robert O'Reilly
Until November 2013

Ms Jenny Lord
Until November 2013

Ms R Sheridan

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Phillida Sawbridge MBE

Sue Wates MBE

Patrons:

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Baroness Young of Hornsey OBE

Baroness Hamwee

Matthew Fort

Jackie Kay

Dr Alastair Niven OBE

Martin Rowson

Tessa Baring CBE

Baroness Butler-Sloss

A big thank you to our many donors during 2013/14 and to the following charitable trusts which have supported us during the year:

The Big Lottery Fund

The Esmée Fairbairn Foundation

The Fitzdale Trust

Help a Capital Child

The Henry Smith Charity

Special thanks to eminent chef, restaurateur and food writer Mark Hix who hosted a fundraising dinner for PAC at the Tramshed restaurant, Shoreditch in March 2014.

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