

CCS Adoption

Building a positive future for children



Your Guide to Adopting with CCS Adoption



Registered Charity Number 286814

“CCS staff are highly trained, competent, friendly and encouraging while maintaining professionalism with everyone they engage with. CCS is a fantastic agency.”


CCS Adoptive Parent

**162 Pennywell Road
Bristol BS5 0TX**

T: 0117 9350005

E: info@ccsadoption.org

W: www.ccsadoption.org

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 Follow us on Twitter

Welcome to CCS Adoption

Thank you for requesting an information pack about adopting with us. This guide provides information on the adoption process so we hope you find it helpful and informative. We appreciate that this is an important step to take in your life and CCS has a stable, highly experienced team of social workers and professionals who can support you and guide you through each step of the journey.

CCS Adoption has an 'outstanding' Ofsted rating and works closely with local authorities and the Centre for Adoption Support and Education, to prepare, assess, match and support you and your family. Our adopters say they chose us because of the lifelong support we are able to offer throughout the adoption process and beyond.

After reading this guide you will probably have lots more questions so please give us a call on **0117 9350005** or email **advice@ccsadoption.org**. Jude will be able to talk to you in confidence, answer your questions and allay any fears you may have. We also have Adoption Advisers who are themselves adoptive parents and they are available to speak with you too about what it's really like to adopt Monday to Friday 10.00 am to 2pm. To reserve your place on one of our local information drop-in events, please email or call 0117 9350005. This will also offer you the opportunity to speak directly with adoptive parents about their own experiences of adopting.

We very much look forward to hearing from you.
Best wishes

Maggie Pitts

Chief Executive Officer

Forthcoming Information Events

Up to date Information on our Facebook pages:
www.facebook.com/ccsadoption

These events offer you the opportunity to speak with our friendly adoption team and learn more about becoming an adoptive parent. There is also the opportunity to meet other prospective adopters and hear from our own adoptive parents about their experiences. Please call **0117 9350005** or email **info@ccsadoption.org** to book your place.

One of our adoptive parents explains why they choose CCS

"Obviously we were very impressed with the Outstanding Ofsted grading, but the impression we got from looking at the website and looking through the information pack felt personal and caring, which was the main appeal to get in contact at first.

CCS's Jude was happy to have a good long talk when we made the first call and the steps after that were all very efficient. We'd seen posts on forums about people having to constantly chase their agency or local authority to get any kind of response and we could see that wouldn't be the case with CCS.

We were also very impressed with the Introduction to Adoption Day, which gave a huge amount of information and things to think about, whereas another agency's information session was just 2 hours long (we didn't bother going because we were completely happy with the initial contact with CCS)."

About CCS Adoption

1. CCS Adoption (Clifton Children's Society) has been finding families for children since 1904. Over the years our work has developed in different ways but always with a focus on helping children.
2. We are a Voluntary Adoption Agency, rated 'Outstanding' by Ofsted. We cover the areas of Bristol, South Gloucestershire, Gloucestershire, Somerset, Bath and North East Somerset, North Somerset, Swindon and Wiltshire.
3. Our aim is to offer adoptive parents and their children a positive and secure family life through adoption. We recognise the lifelong impact of adoption and offer life long advice and support.
4. We are an independent organisation and work in partnership with Local Authorities Children's Services to find the right child or children for you.
5. We have a stable team of highly skilled adoption social workers who are all very experienced and trained in adoption work, and who are registered with the Health and Care Professionals Council.
6. We work with a diverse range of adopters including single adopters, LGBT applicants and people from black and minority ethnic groups to promote the welfare of children of all religions, races, cultures and abilities and believe that the best place for a child to grow up is within a family unit.
7. We are a specialist agency with particular expertise and success in placing brothers and sisters together. *"If we could have our own special wish we would want to stay together"* (Quote from a child waiting for an adoptive family).

Our Adoption Services

CCS Adoption offers the opportunity of family life through adoption and is committed to supporting adoptive parents, and children throughout the process. We offer a comprehensive, individual and supportive service through:

1. **Raising awareness** about adoption and encouraging people to think about adoptive parenthood.
2. **Guiding** prospective adopters through the assessment process and preparing them for adoptive parenthood.
3. **Matching** children with adoptive parents and supporting them in getting to know each other. Guidance is offered leading up to and beyond the legal adoption order.
4. **Building long-term relationships** with adoptive families, providing lifelong support in the form of training sessions, parenting support groups, networking, and social and seasonal events.
5. **Providing counselling and advisory services** to adopted adults seeking information about their early life history and also assisting their adoptive and birth families. Our adopters' feedback shows a very high level of satisfaction regarding the support they receive from us. This support is easily accessible and described by our adopters as 'lifelong'.

What is Adoption?

- Adoption is a way of providing new families for children who cannot be brought up by their biological parents or in their family of origin.
- It is a legal process in which all parental responsibility is transferred to the adoptive parents.
- Once an adoption order has been granted it cannot be reversed.
- An adopted child loses all legal ties with their birth parents and becomes a full member of the adoptive family, usually taking the family's name.
- Adoption enables people without children to experience the rewards of being a parent. Adoption enables people who already have children to use their experience to help other children.
- Adoption offers long term security, and the opportunity for children to grow up in a family where they can experience acceptance and belonging.

Different Routes to Adoption

Adoption

CCS recruits all types of adopters. Most children join their adoptive family following a legal process and a period of living with a foster family. This is the established route to adoption.

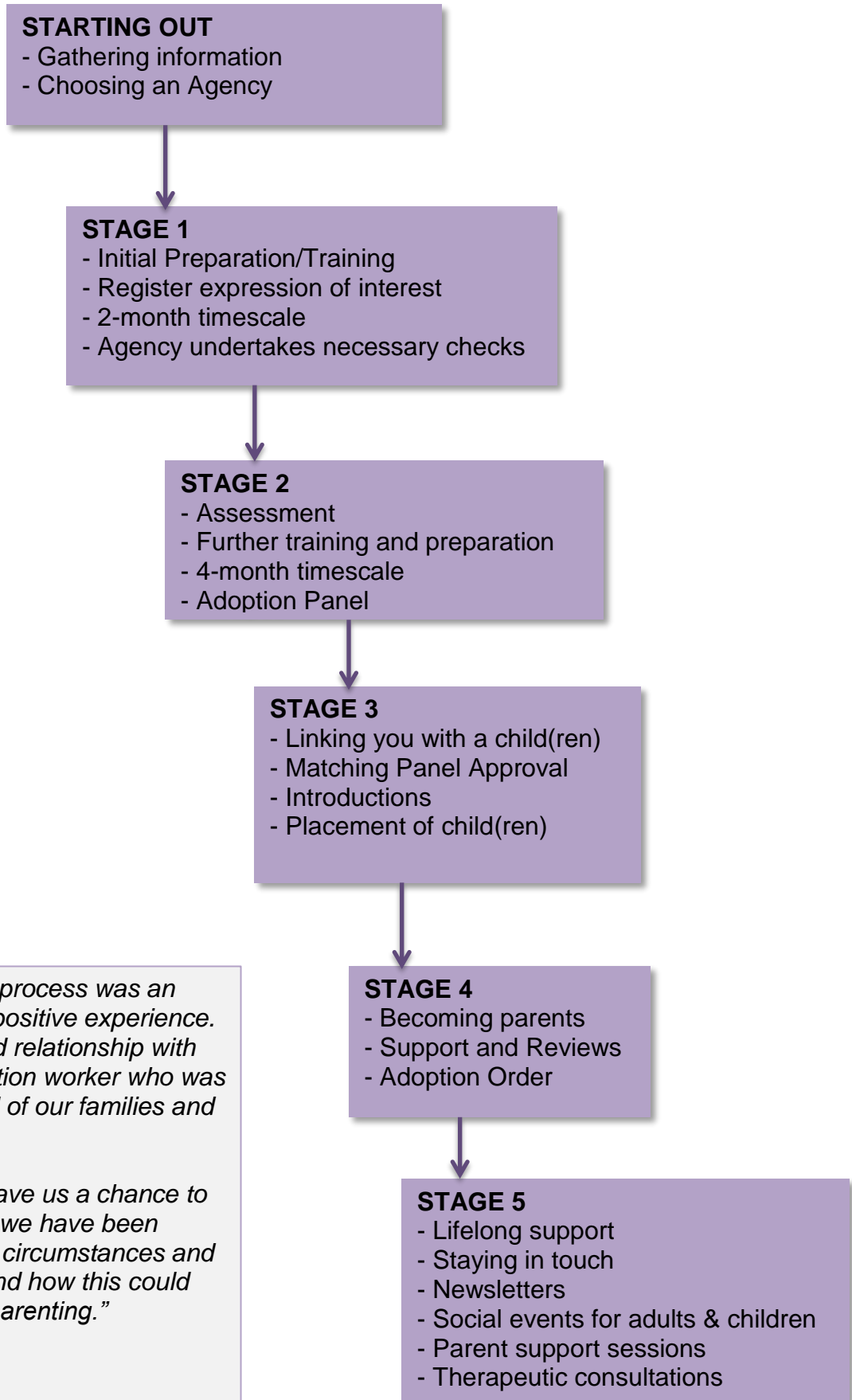
Those working in adoption recognise that most children unable to live with their birth families need a new 'forever family' as quickly as possible. Unfortunately many children have to wait before they can live with a new permanent family. Early Permanence is a way of trying to speed things up for children.

Early Permanence is an umbrella term which includes **Concurrent Planning and Fostering for Adoption**

- **Concurrent Planning** involves placing, usually babies and young children with approved adopters (who are also approved as special foster carers) while the local authority and the courts decide whether or not the child can return to their birth parents. If the courts decide that the birth parents have shown they can be able and loving parents, the baby will be returned to their care. However, if the courts decide that the child's parents cannot provide the security and care they need, and there are no alternative carers the baby will remain with their Early Permanence carers and be adopted by them.
- **Fostering for Adoption** involves placing a child who is in temporary Local Authority care with approved adopters who can be linked to that specific child under a special fostering arrangement. This means that if the court agrees with the Local Authority that the child should be adopted, and the adoption agency approves the 'match' between the carers as adopters and the child, then the placement can become the adoptive placement. Fostering for Adoption carers are approved adopters who have been prepared and assessed as suitable to undertake a temporary fostering role for a specific child and then adopt the child if the court is in agreement.

We are happy to talk to you about all your choices when you contact us.

Quick Reference Guide to the Adoption Process



"The approval process was an unexpectedly positive experience. We had a good relationship with our CCS adoption worker who was very respectful of our families and lives.

Assessment gave us a chance to reflect on how we have been shaped by our circumstances and experiences and how this could influence our parenting."

CCS Adopter

A Detailed Look at the Adoption Process

CCS offers preparation and assessment designed to help you make your decision about adoptive parenting and to understand as much as possible about what will be involved. We are committed to supporting you throughout, whatever the outcome. Adopters play a central role in the training that you will take part in, and will share their personal experiences of adoption. The timescales given below are those set out by national guidelines and CCS aims to accommodate your personal circumstances within those timescales.

The adoption process will involve:

1. **Gathering Information** - You will have received a copy of this information pack and you may wish to consider information available from a range of agencies (see www.first4adoption.org.uk for further info). In order to meet your information needs, you will be contacted by one of our Adoption Advisors either by email or telephone who will answer your questions and offer you an appointment to discuss your interest in adoption. **Please complete the initial information form attached to this pack** to provide our Adoption Social Worker with your details.
2. **Drop in Adoption Information event** - This is an informal information sharing event. It is an opportunity to meet the team and CCS Adopters. You will hear about the children who are waiting, adopters' experiences and the adoption assessment process.
3. **Introduction to Adoption Day** - A training day to help you decide whether you want to apply to adopt with CCS. After the Introduction Day, you will be invited to register your interest and attend a meeting with an Adoption Social Worker to discuss your application and response to the day. Following this meeting the Adoption Manager will decide if it is the right time to progress to assessment.
4. **Stage 1 – 2 months** (this can vary according to circumstances). A plan is made between you and CCS, agreeing on training days, at least two CCS office-based interviews with your allocated workers and one home-based interview. You will need to complete written information about your life experiences using the CCS 'Adoption Guide' (if you do not have access to the Internet or other difficulty with this task let us know so we can help you). CCS will undertake checks including police, health and local authority and references from three personal referees (not relatives) and a range of other relevant references.
5. **Completion of Stage 1** - There will be an end of Stage 1 meeting held between you and CCS staff that will review all of the information obtained to date. CCS can choose to not progress with your assessment, should this be the case you will receive a full written explanation.
6. **Choose to continue to Stage 2** - On successful completion of Stage 1, it is now possible to continue with Stage 2 or take a break of up to 6 months.
7. **Stage 2 – about 4 months and involves training and assessment** - On receiving notification that you wish to continue with Stage 2, you will meet with your allocated Adoption Social Worker to create your assessment plan. This will include further

training days, approximately five interviews with the assessing Adoption Social Worker, your completion of written tasks, a proposed date of the completion of assessment report, and a proposed date of Adoption Panel meeting. You will receive a copy of the completed Prospective Adopters Report (PAR) (without references) and have the opportunity to comment on its contents.

8. **Adoption Panel** - The Panel meets monthly and makes a recommendation about whether or not your application should be approved. You are invited to attend the Panel meeting and participate in discussion of your application. The Panel's recommendation then has to be ratified by the CCS's Decision Maker and confirmed to you in writing within seven days. If your application is not approved and you disagree, you have the right either to make representation to CCS or to apply to the Independent Review Mechanism (IRM). Further information will be available to you at the point of making an application.
9. **Linking and Placement** - Once approved you are then able to consider specific children and move forward to a potential adoption placement. Your details will be referred to the South West Adoption Consortium and the National Adoption Register and/or you may choose to respond to a child/ren featured in Link Maker or in Adoption UK. We will work closely with you at this important time and continue to offer support throughout and beyond adoption. CCS provides a range of lifelong post adoption support.

What's the Next Step?

If you decide to continue with your enquiry, please complete the attached Initial Information Form and return it to us at the address below or email it to advice@ccsadoption.org. We will then arrange for an Adoption Advisor to contact you to discuss your interest.

Adoption can seem daunting and it is certainly one of the most important decisions you will make in your lifetime. That is why we take seriously our responsibilities to ensure that you are as well prepared as possible and that you are well supported throughout. We hope to offer you every opportunity to think, reflect, learn and share both with other applicants and with experienced adopters so you can make the best decision for you and your family.

Give us Your Feedback

CCS welcomes feedback so please get in touch if you have any comments or complaints on **0117 9350005** or email info@ccsadoption.org For further information about CCS Adoption Complaints Procedure please contact:

Maggie Pitts, CEO
CCS Adoption
162 Pennywell Road
Easton
Bristol BS5 0TX
Tel 0117 9350005 or email Maggie.Pitts@ccsadoption.org

You can also leave feedback about CCS on our website at www.ccsadoption.org

Some Useful Reading in Adoption

A Child's Journey Through Placement (1994) Vera Fahlberg: BAAF, ISBN: 187 386 8138.

Adopted Children Speaking, Caroline Thomas & Verna Beckford with Nigel Lowe & Mervyn Murch. BAAF.

Approaching Fatherhood: A guide for Adoptive Dads (2005) Paul May. BAAF: 978 1 903699 65 2.

Attachment Focused Parenting, Dan Hughes 978 0 393705 55 3.

Big Steps for Little People, Celia Foster Jessica Kingsley 978 1 843106 20 3.

Brain-Based Parenting: The Neuroscience of Lovegiving for Healthy Attachment,

Building the Bonds of Attachment: Awakening love in deeply troubled children. Daniel A Hughes, Rowman & Littlefield, ISBN: 076570237 1.

First Steps in Parenting the Child who Hurts: Tiddlers and Toddlers (2nd edition) (1999), Caroline Archer. Jessica Kingsley. 1 85302801 0.

Next Steps in Parenting the Child who Hurts: Tykes and Teens (1999) Caroline Archer. Jessica Kingsley: 1 85302802 9.

New Families, Old scripts (2006) Caroline Archer & Christine Gordon. Jessica Kingsley: 978 1 843102 58 8.

No Matter What, (2013), Sally Donovan. Jessica Kingsley Publishers. 978-1849054317

Parenting The Hurt Child, Gregory Keck & Regina Kupecky. 978 1 576830 94 9.

Parenting with Love & Logic, Jim Fay & Foster Cline. 978 1 576839 54 6.

Raising Boys, Steve Biddulph, 978 0 007153 69 5.

Raising Girls, Steve Biddulph, 978 0 007455 66 9.

Real Parents, Real Children: Parenting the adopted child (1995) Holly Van Gulden, Lisa M Bartels-Rabb Crossroads Publishing Co., USA: 0 8245 15145.

Talking about Adoption to Your Adopted Child 3rd Edition (2004) Prue Chennells & Marjorie Morrison. BAAF: 1 903699 061.

Teenagers & Attachment (2009) Andrea Perry. Worth Publishing: 978 1 903269 13 8.

The Adoption Experience: Families who give children a second chance (1999) Ann Morris. Jessica Kingsley: 1 85302783 9.

The Great Behaviour Breakdown, Bryan Post. Post Publications: 978 0 984080 10 6.

The Pink Guide to adoption (2012) Nicola Hill. BAAF: 978 1 907585 593.

The Primal Wound: Understanding the Adopted Child (1993) Nancy Verrier. Gateway Press Inc, Baltimore USA: 0 9636480 0 4.

The Science of Parenting, Dr Margot Sunderland, 978 0 756639 93 8.

The Whole Brain Child (2012) Dr Dan Siegel. 978-1-78033-837-8

What Every Parent Needs to Know, Dr Margot Sunderland, 978 1 405320 368.

Whatever Happened to Adam: Stories of Disabled People who Were Fostered or Adopted (1998) Heidi Argent. BAAF: 1 873868 56 1.

Why Love Matters: How Affection Shapes a Baby's Brain, Sue Gerhardt. Routledge: 978 1 583918 17 3.

Useful Links

www.corambaaf.org.uk



Adoption UK
www.adoptionuk.org



First for Adoption
www.first4adoption.org.uk
<http://firststeps.first4adoption.org.uk/>



Please visit our website:
CCS Adoption
www.ccsadoption.org



The Centre for Adoption
Support & Education
www.adoptionsupportcentre.org



Adoption Concurrency
www.adoptionconcurrency.org



CCS's Statement of Purpose for Adoption (2016). Please download from our website.

CCS's Outstanding Ofsted Report (2014-2015)
<http://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/CARE/SC048462>

These are examples of the kinds of children waiting

Names and photos changed

Profile 1. Sophie, Ben, Liam and Andrew

Ethnicity: White British

Sophie, Ben, Liam and Andrew are half siblings who became looked after due to neglect and their mother's lifestyle. The children have close attachments to each other and wish to stay together in an adoptive placement with a Mum & Dad. Sophie, Ben, Liam and Andrew have a strong bond to each other and all need to be placed together.

Sophie (age 7)

Sophie being the eldest has experienced the most neglect. Sophie has been examined on a number of occasions for unexplained injuries and her early years were characterised by constant house moves that were interspersed with periods in women's refuges, Guesthouses and short-term foster placements. Despite her background Sophie presents as a happy child who loves school and responds to the structure that it provides. She is currently placed with her brother and the children see their younger siblings every week. Sophie is very close to her brothers and needs the reassurance from experienced carers that she does not have to be their carer anymore. Sophie likes to draw and colour in and her carers says he likes to do things and be busy. Sophie likes to be active and is just learning to swim. She loves to ride her bike and loves dressing up. Sophie likes watching DVD's such as 'Lassie' or listening to music. Her favourite food is curry and rice, and she loves McDonald's milkshake!



Ben (age 5)

Ben is a bright and friendly little boy who really wants a Dad to be part of his life. Because of this Ben tends to be over affectionate with men but he is responding to his carers careful management of this. Ben has also suffered from his mother's neglect, and badly burnt his foot on one occasion. He has no long-term effects from this but like Sophie he has sometimes had to care for himself and his younger siblings, and thrives on the security that structure and boundaries provide. Ben is doing well at school and is described as popular. He likes football and is a real character who likes to dress up as a 'Power Ranger' and 'Spiderman'. He loves to play with his pirate ship. He is a good eater and his favourite food is sausages and Yorkshire pudding.

Liam (age 4)

Liam is currently in foster placement with Andrew. Liam's carer describes him as a happy child who also likes structure in the day and enjoys his afternoons in school. Liam sleeps through the night and likes to be up and around at 6am with Andrew and they always ask if they can play until 6.30am. He needs plenty of activities to keep him occupied and has a good appetite. His carer says Liam will eat anything and loves Sunday dinners. He is very active and goes swimming with his carer most weeks. Liam likes to 'push in' if Andrew is getting more attention and he and Andrew will fight sometimes. Because of the lack of stimulation in his background Liam is only now learning play skills, however he is responding and loves the attention that his current carers provide for him. His favourite activity is playing in the garden in his wellies!

Andrew (age 3)

Andrew is described as an exceptionally loving child who can be quite attention seeking, particularly when Liam is around. He attends a pre-school group at the moment where he is doing well. Andrew is a good eater but tends to prefer fruit to vegetables, however he says his favourite food is beans and sausage. He is an active child, who likes to be outdoors and is learning to swim. Andrew is also just learning how to play. Andrew sleeps through the night and responds well to the family routines in the morning. Andrew still wears a nappy at night, although he manages well through the day.

Profile 2. Gareth (aged 7)

Ethnicity: White UK

Gareth has been with his carers for almost a year. He has developed good attachments with them. Gareth enjoys school and he takes part in a wide range of social activities. He enjoys playing with his power rangers, transformers and dinosaurs. He also enjoys dressing up in his Spiderman and Batman outfits. Gareth is a talkative little boy who has excellent communication skills. Gareth is very articulate for his age and has a charming and entertaining manner. Gareth is a bright little boy who has a good understanding of his situation. Gareth has disclosed sexual and physical abuse. Gareth has been prescribed an asthma pump but has hardly used this since he has been with this foster carer.



Contact: yearly with birth mother.

Profile 3: Leroy and Atila

Ethnicity: Birth Mother White English & Birth Father White English/Black Caribbean

Leroy (aged 4) and Atila (aged 5) are brothers who are active and enjoy stimulating toys and games. Both boys need to wear glasses. Difficult early life experiences have had an emotional impact on both boys and they need to be placed together in a stable, secure and affectionate adoptive family. The boys and their younger brother have lived together with the same foster family since becoming looked after. Their younger brother has special needs and we are seeking a separate adoptive family for him.



Leroy is an inquisitive boy who seeks attention and reassurance and thrives on being loved. He enjoys playing outdoors especially at the local park. He also has a passion for drawing and colouring. He has settled within his foster care family and responded well to the structure of routines. In his foster home Leroy has shown affection and closeness towards his foster siblings and carers. It is expected that he will make significant attachments to his new family but needs support to

recognise that affection shared is not affection diluted. He missed out on early education but since placed with his carers he has started reception class and is enjoying learning and socialising with peers.

Atilla is an outgoing little boy with a cheeky smile. He loves to give affection and receive it. He needs help to recognise that he is important and significant and does not need to resort to attention seeking behaviour to be loved and receive attention. He enjoys playing with Leroy and being in the garden. He has started nursery school which he enjoys. Because his attention seeking behaviour can affect his ability to concentrate, he has some learning needs and will receive support in the future when he attends school, to help him reach his potential.

Contact: twice yearly letterbox contact is envisaged with their birth parents, as well as twice yearly contact with their brother. Leroy and Atilla's adoptive parents may need to reflect the children's ethnic, cultural and religious background if appropriate.

Profile 4: Katie (aged 1)

Ethnicity: White British

Katie is a happy baby who usually wakes up smiling. She has lived with her current carers since she was 10 days old. Katie has poor muscle tone which means she has to be handled as if a new baby. Katie has been identified as a child with special needs; the extent of these needs is not yet clear due to her age. Tests have proved inconclusive, but it is thought Katie will have special educational needs and may need continuing care. Katie is beginning to sit unaided for a few minutes and likes to push herself along on her back. She is having physiotherapy to help her develop the right muscles to develop her mobility. Katie is now beginning to eat more solids.

Katie's carer describes her as being a delightful little girl and says her smile makes everything worthwhile. Katie is aware when her carer leaves the room and is responsive when she returns. Katie is aware of new environments and can be unsettled by change, taking time to settle down. Katie likes having close contact with people and being cuddled. She thrives on attention, enjoys watching people, and loves company and other children. Katie likes having baths, she needs great care at bath time as she appears to have no muscle control and can have spasms in the bath. However Katie now has special equipment which gives her support and helps her feel secure. Letterbox contact is envisaged with her birth parents.

Profile 5: Saffron, Jamile and Tia (aged 3, 2 & 1)

Ethnicity: Mother – White British, Father believed to be Muslim and Asian

These three children have a close bond and need to be adopted together. Jamile and Saffron are fostered together; they have frequent contact with Tia who is fostered separately.



Jamile is an inquisitive and active child with a happy disposition, his behaviour is quite normal for his age. Jamile's overall developmental progress is within normal limits. He is developing appropriate

attachments to his birth family and his foster family.

Saffron is a cheerful and very affectionate little girl. She is meeting all her developmental milestones. She has a good appetite and overall her growth pattern has been normal. She has plenty of energy and sleeps well. Her developmental progress is normal.

Tia has a healthy appetite and eats most things that she is offered. The foster carer feels that Tia is currently ahead of her age on her milestones. Tia shows strong appropriate attachments. Tia is a very active and alert baby she does not stop moving. She enjoys playing with a variety of toys. Whilst she is able to play and amuse herself, Tia clearly enjoys playing with foster carer more than any toy.

Saffron, Jamile and Tia's adoptive parents may need to reflect the children's ethnic, cultural and religious background if appropriate.

All names and images are fictional to protect the identity of any children used in this information pack.

CCS adopted girl Hermione won National Adoption Week's Picture of the Year competition.

To this little girl, being adopted made her feel as special and important as a princess.

This picture reminds us that every child, whether they are a Prince or a little girl called Hermione, is special and important and deserves to have a loving, secure forever family.



CCS Adoption



Building a positive future for children

CCS Initial Information Form

Thank you for your interest in CCS Adoption. Please complete this form to provide us with your details (please note it is not an adoption application form).

Thank you for your interest in CCS Adoption. Please complete this form to provide us with your details (Please note this is not an adoption application form).

(In compliance with the Data Protection Act all information held on the CCS's Database will be treated as strictly confidential and will not, under any circumstances, be disclosed to a third party. All information held will be deleted from the Society's records if you decide not to proceed.)

	1 st Applicant	2 nd Applicant
SURNAME		
Other surnames e.g. former/maiden name		
FORENAMES		
ADDRESS		
POSTCODE		
Email address		
How long have you been at the above address?		
If under two years please give previous address		
TELEPHONE NUMBER		
DATE OF BIRTH		
PLACE OF BIRTH		
NATIONALITY		
RELIGIOUS DENOMINATION (if any/practising or not)		

CURRENT MARRIAGE/CIVIL PARTNERSHIP	Date:	Place:
Length of Relationship		
Have you been married/in a civil partnership before?	Yes/No	Yes/No
If Yes, please state how and when the marriage/civil partnership ended?	Death/Divorce/Annulment	Death/Divorce/Annulment
OCCUPATION		
FAMILY INFORMATION Details of any children in the household. Details of any other children		
Have you previously applied to this or any other agency? If so, when?		
Please let us know why you are considering adoption.		
Please share anything else you would like us to know?		
SIGNED:		
DATE:		

Children need parents from a wide variety of cultural and ethnic backgrounds, therefore it is very helpful to us if you could share information about your family descent. Many thanks.

1st Applicant

2nd Applicant

<p>White</p> <p>British <input type="checkbox"/></p> <p>Irish <input type="checkbox"/></p> <p>Traveller of Irish Heritage <input type="checkbox"/></p> <p>Gypsy/ Roma descent</p> <p>Any other White background</p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>		<p>White</p> <p>British <input type="checkbox"/></p> <p>Irish <input type="checkbox"/></p> <p>Traveller of Irish Heritage <input type="checkbox"/></p> <p>Gypsy/ Roma descent</p> <p>Any other White background</p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>Dual Heritage</p> <p>White and Black Caribbean <input type="checkbox"/></p> <p>White and Black African <input type="checkbox"/></p> <p>White and Asian <input type="checkbox"/></p> <p>Any other dual heritage background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>		<p>Dual Heritage</p> <p>White and Black Caribbean <input type="checkbox"/></p> <p>White and Black African <input type="checkbox"/></p> <p>White and Asian <input type="checkbox"/></p> <p>Any other dual heritage background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>Asian or Asian British</p> <p>Indian <input type="checkbox"/></p> <p>Pakistani <input type="checkbox"/></p> <p>Bangladeshi <input type="checkbox"/></p> <p>Any other Asian background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>		<p>Asian or Asian British</p> <p>Indian <input type="checkbox"/></p> <p>Pakistani <input type="checkbox"/></p> <p>Bangladeshi <input type="checkbox"/></p> <p>Any other Asian background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>Black or Black British</p> <p>Caribbean <input type="checkbox"/></p> <p>African <input type="checkbox"/></p> <p>Any other Black background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>		<p>Black or Black British</p> <p>Caribbean <input type="checkbox"/></p> <p>African <input type="checkbox"/></p> <p>Any other Black background <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>Any other ethnic group</p> <p>Chinese <input type="checkbox"/></p> <p>Any other ethnic group <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>		<p>Any other ethnic group</p> <p>Chinese <input type="checkbox"/></p> <p>Any other ethnic group <input type="checkbox"/></p> <p><i>Please specify</i></p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>I would prefer not to answer <input type="checkbox"/></p>		<p>I would prefer not to answer <input type="checkbox"/></p>	

The following information is for Equal Opportunities purposes. Do you consider yourself to have a disability?

Yes No Prefer not to answer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Yes No Prefer not to answer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Please tell us how you found out about us? E.g. web search, leaflet, magazine article, etc			
Have you visited our website? If yes, did you find the info you needed?			