

Scottish Adoption and Fostering

Strategic Priorities 2026-2029

Our Vision

We believe every child deserves the opportunity to grow up in a safe, loving and nurturing family. Through adoption, fostering, continuing care and specialist support services, we work to improve outcomes for children, young people, adults and families across Scotland.

Our Purpose

For more than 100 years, Scottish Adoption and Fostering has supported children and families through adoption and family-based care. We are committed to delivering high-quality, relationship-based services that place children's rights, wellbeing and lifelong support at the heart of everything we do.

Our Strategic Priorities

1. Delivering Excellence in Adoption

We will continue to build on our strong reputation as a specialist adoption agency, providing high-quality assessment, matching and lifelong support services.

Our focus will be to:

- Support children to achieve permanent, stable family relationships.
- Provide high-quality services for adoptive families.
- Ensure access to support services throughout a family's adoption journey.
- Continue supporting adults and birth family members affected by adoption.

2. Growing Our Fostering and Continuing Care Services

We will strengthen our fostering and continuing care services to provide safe, nurturing homes for children and young people who cannot live with their birth families.

Our focus will be to:

- Recruit, assess and support foster carers from a wide range of backgrounds.
- Provide trauma-informed and relationship-based support.
- Support young people to remain in stable family environments as they move into adulthood through continuing care.
- Promote positive outcomes, stability and lifelong relationships.

3. Strengthening Support for Children and Families

We recognise that children, young people and families often need support beyond moving to live with foster carers or adopters and permanence decisions.

Our focus will be to:

- Continue to provide access to therapeutic, emotional and practical support.
- Listen to and learn from people with lived experience.
- Develop and adapt services that respond to emerging needs.
- Work to improve wellbeing, resilience and family stability.

4. Building Strong Partnerships

Working collaboratively is central to achieving positive outcomes for children and families.

Our focus will be to:

- Develop partnerships with funders, trusts, foundations, businesses and supporters to help us grow our impact.
- Raise awareness of our work and the difference that adoption, fostering and family support services make to children's lives.
- Maintain effective partnerships with local authorities and other agencies.
- Work alongside health, education and community partners.
- Share learning and contribute to improvements across the sector.
- Promote children's rights under UNCRC and the principles of The Promise.

5. Investing in Our People and Organisation

Our staff, volunteers and carers are at the heart of our success.

Our focus will be to:

- Invest in learning and professional development.
- Maintain high standards of quality, governance and accountability.
- Use digital systems and innovation to improve services.
- Ensure we remain a sustainable and resilient organisation.

6. Ensuring a Sustainable Future

To continue delivering high-quality services for children and families, we need a strong and sustainable organisation.

Our focus will be to:

- Maintain a financially sustainable organisation that can continue to meet the needs of children, young people and families.
- Develop and strengthen fundraising, grant funding and other income opportunities to support and enhance our services.
- Build strong relationships with funders, supporters and partners who share our vision.
- Invest resources responsibly to maximise our impact and ensure long-term resilience.

Measuring Success

We will review progress regularly through feedback from children, young people, families, carers, staff and partners. We will use this learning, alongside quality assurance and inspection findings, to continually improve our services and ensure we remain focused on achieving the best possible outcomes.

Looking Ahead

Over the next three years, Scottish Adoption and Fostering will continue to build on its heritage while responding to the changing needs of children and families. Through adoption, fostering, continuing care and specialist support services, we will remain committed to helping children experience safe, stable and loving family relationships and ensuring that everyone affected by adoption and fostering can access the support they need, when they need it.

Sue Brunton

CEO