

## PERFORMANCE ACTION PLAN TEMPLATE

This template is to be completed for ALL measures showing **RED** status of non-compliance against the specified target reported.

INDICATOR OVERVIEW	
Indicator Title	Timeliness of Adoptions, within 12 months of decision date
Strategic Director Lead	Clare Fish
Departmental Lead	Emma Taylor
Target	80% (June 2014) / 80% (March 2015)

CURRENT SITUATION: Detail what the performance is for this measure and reason/s for non-compliance	
Performance this Period	29% + / - Target: -64%
Non-compliance reason	Of the 7 adoptions completed during 2014-15 to date, a total of 2 have been placed within 12 months of the decision date.
ACTIONS: This describes what's necessary or how to achieve a 'green' score. This way everyone is clear on what is required and when; knows the expected outcome and how to achieve it.	
What (is required)	<p>The data needs to be validated to ensure it marries with adoption scorecard data produced nationally. Query over whether the current data measures the timescale from the adoption decision to the Adoption Order, rather than the correct measurement to the date the child was placed in an adoptive placement. The latter is made prior to the order being made and so is a shorter timescale.</p> <p>An analysis of the 7 children adopted shows that 4 of them were part of 2 separate siblings group with a plan to be placed together, which meant that they were hard to place and which lengthened the time it took for them to be placed for adoption. Two children who had a plan to be placed together, were eventually placed separately due to their complexities. Research highlights that large sibling groups and children with complexities are much harder to place. For another child, the child's father appealed the court decision for the child to be placed for adoption. The appeal process therefore, delayed the placing of the child in an adoptive placement.</p>
How (will it be achieved)	Senior Manager, Children in Care to meet with the performance section
Who (will be responsible)	Senior Manager, Children in Care
When (will results be realised)	One month