

## 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	Became Looked After to Adoption Timescale in days
Strategic Director Lead	Clare Fish
Departmental Lead	Emma Taylor
Target	547.0 (June 2014) / 547.0 (March 2015)

CURRENT SITUATION: Detail what the performance is for this measure and reason/s for non-compliance	
Performance this Period	922.7 + / - Target: +69%
Non-compliance reason	<p>Of the 7 adoptions completed during 2014-15, 1 has been within the target timescale of 547.0 days.</p> <p>5 of the remaining 6 have exceed 1,000 days with the longest having taken 1,133 (3.1 years).</p>
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 6 of them were part of large siblings group and were being placed together, which meant that they were hard to place and which therefore, lengthened the time it took for them to be placed for adoption. For three of the children, they were eventually placed separately due to their complexities. Research highlights that large sibling groups and children with complexities are 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 making of the placement.</p> <p>Work has been taking place with C4EO to improve adoption performance focusing primarily on permanence planning for children. We are continuing to work with C4EO to improve overall performance in this area by focusing on the following: -</p> <ul style="list-style-type: none"> <li>-timeliness of decision making</li> <li>-performance monitoring</li> <li>-improved permanence planning</li> <li>-practice and culture</li> </ul>

	<ul style="list-style-type: none"> <li>-marketing strategy and the recruitment of adopters</li> <li>-raising awareness that the clock is ticking, from the moment a child becomes looked after</li> <li>-prompt family finding to match the needs of children with the skills of prospective adopters.</li> </ul>
How (will it be achieved)	Senior Manager, Children in Care to meet with the Performance section. Ongoing work with the locality social work teams and adoption team.
Who (will be responsible)	Senior Manager, Children in Care
When (will results be realised)	One month with regards to validating the data and March 2015 with regards to seeing sustained improvements in the timeliness of adoption. The practice and culture issues in particular, mean that improvements in performance will not be evident immediately. The complexities of some children, means that achieving the target will be more difficult for this group and will impact on performance.