

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	S Butcher
Target	80% (December 2014) / 80% (March 2015)

CURRENT SITUATION: Detail what the performance is for this measure and reason/s for non-compliance	
Performance this Period	63.2% + / - Target: -16.8%
Non-compliance reason	<p>Of the 19 adoptions completed during 2014-15 to date, a total of 12 have been placed within 12 months of the decision date.</p> <p>There were no adoptions during December.</p> <p>The number of adoptions now includes three children who were adopted by their existing carer.</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>An exercise is needed to scope the number of adoptions that it is possible to achieve before 31st March 2015.</p> <p>Scoping will need to continue into 2015/16 to ensure that performance is optimised.</p>
How (will it be achieved)	<p>Managers in the districts will be mandated to individual scrutinise case work with children who have a plan for adoption to minimise drift and delay.</p> <p>Managers will make timely responses to requests for information to input into the departmental adoption tracker so that it can effectively inform strategic decision making.</p> <p>Contact will be made with the court to ensure that hearing dates are set as early as possible.</p>
Who (will be responsible)	Sue Butcher Head of Specialist Services (interim)
When (will results be realised)	An improvement in this indicator is expected by March 2015.