

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	68.1 % + / - Target: -11.9 %
Non-compliance reason	<p>Of the 22 adoptions completed during 2014/15 to date, a total of 15 children have been placed within 12 months of the decision date.</p> <p>(3 of these adoptions have taken place since the last report and were all in time).</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>One further adoption is anticipated before the 31st March, which will take the total figure for the 2014/15 to 23. If the court care plan is accepted by the judge at the next hearing this will also be in time. (16 of 23 which is 69.5%) .</p> <p>Tracking will increase to weekly for the rest of 2014/15 and 2015/16 to identify and chase delay. It will also be widened to cover the adoption work being carried out in the districts.</p>
How (will it be achieved)	<p>The Adoption Service manager has planned a series of workshops for social workers in front line district teams to improve their understanding of adoption timescales and what makes a good Child Permanence Report, later life letters and life story books. . This should mean that less time is spent on quality assurance processes and minimises delay in reaching a 'should be placed for adoption' decision for the child.</p> <p>The Permanence Policy has been reviewed, signed off and is being promoted to workers. A greater understanding of the routes to permanence will facilitate the child's journey to adoption.</p> <p>The adoption service will increase its oversight of the assessment and approval of prospective adopters with particular focus on stage 2 of the assessment process. This is more likely to shorten the time it takes</p>

	<p>to recruit adopters as stage one is adopter led.</p> <p>Currently, all children with a plan for adoption have a family identified for them. This is a positive position from which to minimise delays going forward.</p>
Who (will be responsible)	Simon Fisher Senior Manager, Children in Care
When (will results be realised)	<p>If the pending adoption progresses smoothly through the court process the indicator will have risen to 69.5% by 31st March 2015</p> <p>We anticipate further improved performance in 2015/16 to meet the standards set out in the government's Adoption Scorecard.</p>