

Report for:	Corporate Parenting Advisory committee	Item Number:	
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Title:	Adoption Service Improvement Plan.
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Report Authorised by:	Wendy Tomlinson / Debbie Haith
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Lead Officer:	Wendy Tomlinson
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The Haringey Adoption service was inspected on the 8th July, 2011. The overall quality rating is satisfactory, with some good features.

This plan encompasses the actions identified by the inspectors and actions identified by the Adoption Management Team as being necessary to improve permanency outcomes for looked after children. These actions will enable the Service to move from a satisfactory to a good OFSTED Inspection rating. Requirements noted in **bold** are statutory requirements described in the Ofsted report.

This improvement plan will support the Permanency Strategy and the Bi-annual report on the Adoption Service which are due to be presented at a future CPAC.

The positive outcomes identified in the inspection included:

1. Children benefit from an experienced and skilled adoption team which works well with other teams in the authority and agencies in their best interests.
2. The effective support provided to families is a strength of the service.
3. The information provided to adopters in the early stages of the process helps them make informed decisions that increase the likelihood for secure and stable placements.
4. Overall the adoption management, team and staff work co-operatively with their colleagues in the child care teams to achieve good outcomes for children and young people.

5. The service is focused on the welfare of children and ensures that they are safe and protected from significant harm. Allegations and suspicions of harm are handled in a way that provides effective protection and support for children, the person making the allegation, and at the same time supports the person who is the subject of the allegation.
6. The agency is committed to engaging birth families in the adoption process and encourages birth parents to contribute to the planning for their children's futures. It takes seriously the wishes and feelings of birth parents and works with them to achieve manageable outcomes. Birth parents are encouraged, and given the opportunity, to access independent counselling services at any stage of the adoption process, or afterwards, if required.
7. Contact is well recorded.
8. There is good scrutiny of assessments presented to the Adoption Panel and the Panel's role in monitoring the agency's progress is sound.
9. Children and service users receive a service from staff, panel members and decision makers who have the competence to meet their needs.
10. The adoption service approves prospective adopters who can meet most of the needs of children who are able to be placed for adoption. The recruitment strategy is based on knowledge of trends in children becoming looked after and activities are monitored and shortfalls identified.

Statutory Requirements

Requirement	Present Position	Implementation Plan	Timescale	Responsible Officer
<p>1. Regulation 17 and 31 The adoption agencies Regulations. Prepare children's permanence reports in a full and complete way to ensure the adoption panel and prospective adopters have all the information needed to make recommendations and effect sound matching in every case.</p>	<p>The quality of children's permanence reports has improved. However, there are still instances of child permanence reports not meeting required standards. Team managers have oversight of reports and sign them off as suitable to be presented to the Adoption Panel.</p>	<p>1. Deputy Head of Service to quality assure a sample of Children's Permanence Reports to be presented to Panel. 1.1 UPDATE THE DEPUTY HEAD OF SERVICE FOR ADOPTION HAS QUALITY ASSURED 6 CPRs SINCE NOVEMBER 2011 AND HAS HELD CONSULTATION SESSIONS ABOUT CPR WRITING WITH THE CHILDREN'S SOCIAL WORKERS. 2. Practice surgeries facilitated by the Adoption Service for CLA social workers and managers are to be resumed. 2.2 PRACTICE SURGERIES HAVE BEEN RESUMED AND 2 HAVE BEEN FACILITATED TO DATE. WORK IS BEING UNDERTAKEN TO IMPROVE ATTENDANCE.</p>	<p>Commenced November, 2011. UPDATE January 2012 Commenced November, 2011 Update January 2012.</p>	<p>Lesley Kettles Adoption Management Team.</p>
<p>2. NMS 23.3 All new staff, including agency staff, undertake the Children's Workforce Development Council's induction standards.</p>	<p>Induction programme is put in place for new permanent entrants to the service. However induction for agency staff is variable in its quality.</p>	<p>1. Deputy Head of Service to devise a comprehensive induction programme for all new entrants to the service to comply with CWDC</p>	<p>January 2012</p>	<p>Lesley Kettles</p>

		standards. 1.1 INDUCTION PROGRAMME WILL BE COMPLETED AND IMPLEMENTED BY 31 st JANUARY.		
3. NMS 25.6 The executive of the local authority receives twice yearly written reports on the management, outcomes and financial state of the agency.	An annual report was presented to CPAC, in future a report will be presented 6 monthly.	1.Twice yearly reports to commence from 31 st MARCH, 2012 and presented to the Corporate Parenting Advisory Committee. 1.1 REPORTS TO BE PRESENTED TO THE CPAC IN MARCH AND OCTOBER, 2012.	Commencing March, 2012	Lesley Kettles
5. NMS. 24.4 and 24.5 Staff are provided with regular supervision, a written record is kept by the agency which details the time, date and length of time of the session.	Current practice is in line with these standards. Inspectors praised the supervision system. Inspectors confirmed that concerns raised about the frequency of supervision referred to the Children in Care Service.	Action referred to the Children in Care Service.	January 2012	Wendy Tomlinson
6. NMS. 17.10 Written minutes of panel meetings are accurate and clearly cover the key issues and views expressed by panel members and record the reasons for its recommendations.	Current practice is in line with this standard. Following the implementation of new regulations and NMS the presentation and content of minutes has been reviewed.	No further actions needed.		

		<p>ordinary tracking meetings with Adoption and Permanency Service and CiC Service. DRAFT HAS BEEN COMPLETED AND IS READY FOR CONSULTATION></p> <p>OPERATIONAL PROCEDURES ARE IN THE PROCESS OF BEING DRAFTED. TRAINING WORKSHOPS ARE IN THE PROCESS OF BEING PLANNED.</p>		
Standard 10. Recruiting and Assessing Adopters.	The recruitment and assessment of a pool of adopters who can meet the multiplicity of looked after children's needs is essential to ensure that they have optimum opportunity to enjoy permanent placements. There is a Recruitment Strategy in place for 2010 – 2011 but this needs revising and updating to include both methodology and specific targets. There are procedures and guidance notes in place for the assessment process. Monitoring procedures are being put in place as part of the supervisory and management information processes.	<ol style="list-style-type: none"> 1. Updated Recruitment Strategy for 2012 – 2013. 2. Monitoring processes to be implemented to ensure compliance with statutory timescales. 3. Increase pool of suitable adopters. 4. Targets for completed assessments to be included in Service Plan and Performance Plans. 	<p>March, 2012.</p> <p>January, 2012.</p> <p>Ongoing.</p>	<p>Lesley Kettles</p> <p>Adoption and Permanency Management Team.</p> <p>Adoption and Permanency Team.</p> <p>As above.</p>
Standard 13 Matching and Placing The Child With Adopters Who Can Meet Most of Their Assessed	Children are matched with adopters through a variety of methods, including with in house adopters, through the North	<ol style="list-style-type: none"> 1. Introduction of specific employee and service targets. 	<p>March, 2012.</p>	<p>Lesley Kettles and</p>

Needs.	London Consortium, referrals to nation wide local authorities, The Adoption Register, BAAF, Adoption UK and to Voluntary Adoption Agencies.	<ol style="list-style-type: none"> 2. Monitoring of progress to targets and reporting mechanisms. 3. Introduction of matching linking considerations at each team meeting to identify potential matches at the earliest possible opportunity and to minimise reliance on use of external agencies. Where no in house match is identified immediate referral to Adoption Register, BAAF, Adoption UK and national LA and voluntary adoption agencies. 4. Professional booklets of children's profiles to facilitate above process. 	<p>March, 2012.</p> <p>Already commenced.</p> <p>Already commenced.</p>	<p>Management Team.</p> <p>Lesley Kettles and Management Team.</p> <p>As above.</p>
Service Plan and Employee Performance/ Work Plans.	There is a Service Plan in place and work plans.	<ol style="list-style-type: none"> 1. Service Plan for 2012 – 2013 to be formulated to contain overall service objectives and targets. 2. Individual performance plans to be introduced to include specific employee targets cascading from overall service targets. 3. Monitoring and reporting processes to be introduced to ensure compliance. 	<p>March, 2012</p> <p>March, 2012.</p> <p>March, 2012.</p>	<p>As above.</p> <p>As above.</p> <p>As above.</p>

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