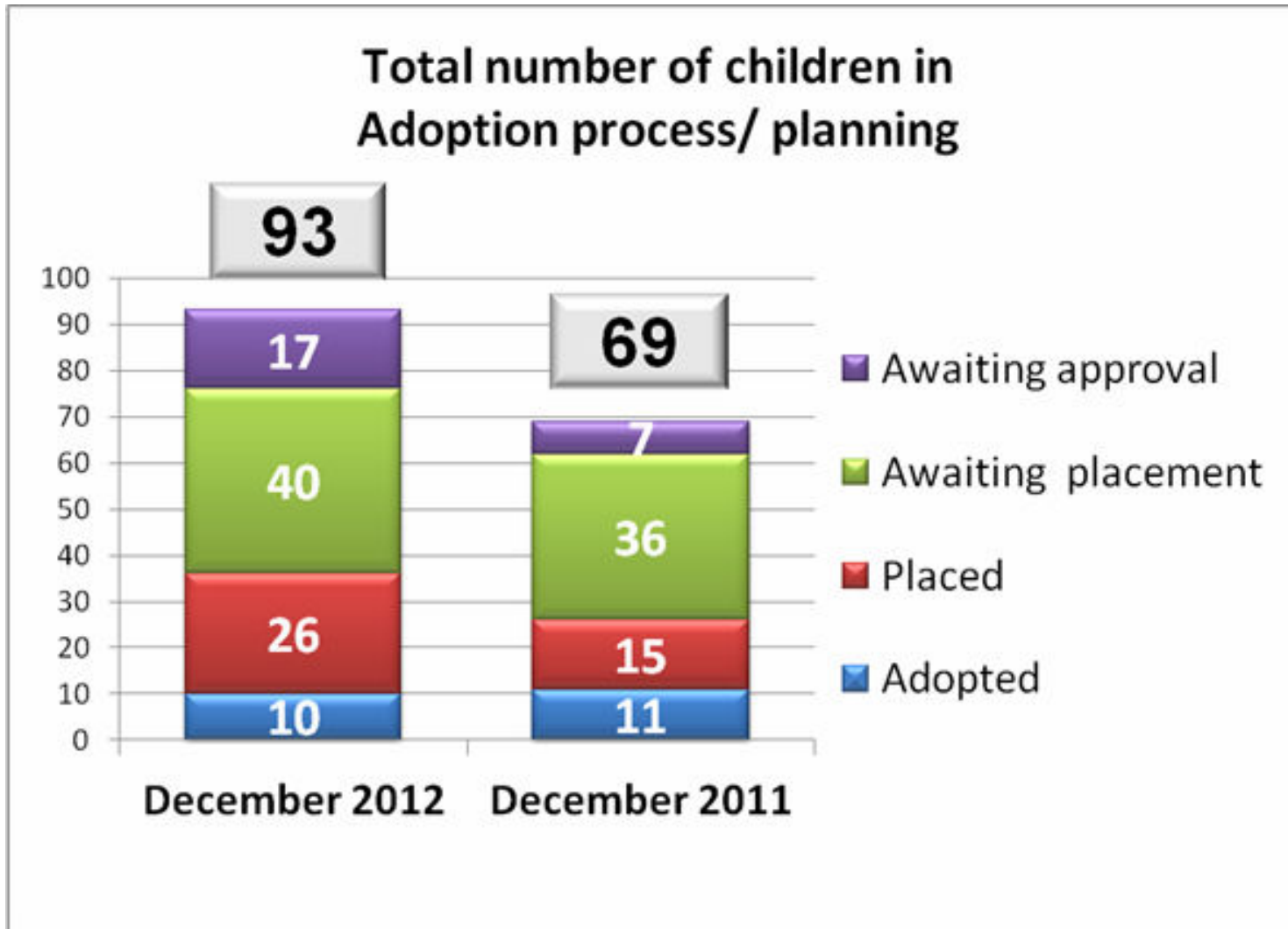


# Haringey's Adoption Service

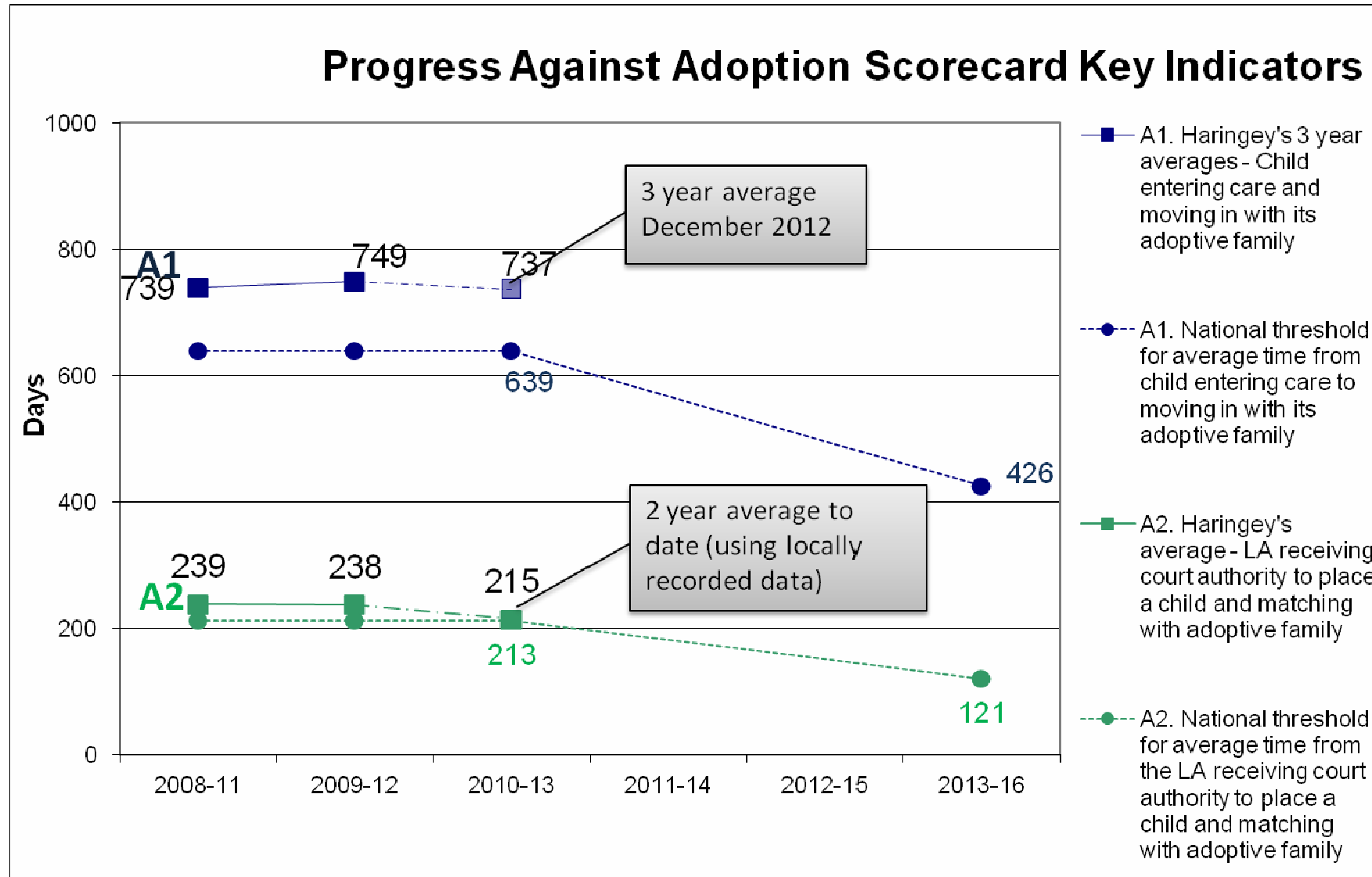
29 January 2013



# Where are we now?

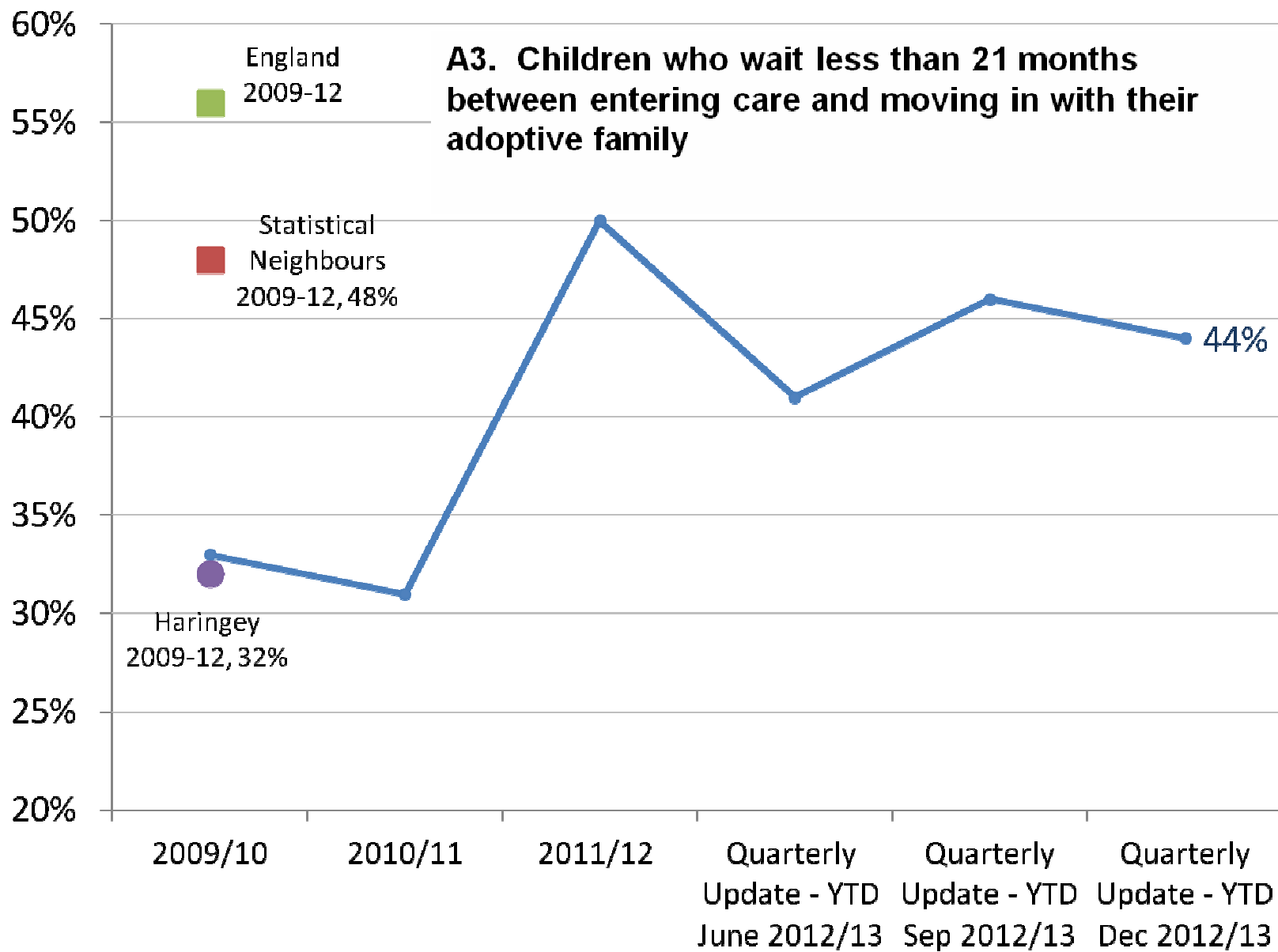


# Where are we now?



# Where are we now?

| Indicator  | Performance now   | Comparison  |
|--|---|---|
| Average no. of days per child from entering care to placed for adoption (A1)   | 711 days (for children adopted between April and December 2012) | 749 days (for children adopted between 2009 and 2012) |
| Average no. of days per child from entering care to moving in with adoptive parents – adjusted for foster carer adoption (A10) | 455 days (for children adopted between April and December 2012) | 647 days (for children adopted between 2009 and 2012) |
| Number of adopters approved  | 26 adopters approved in 2012/13                                 | 9 adopters approved in 2011/12                        |



# A process of continuous improvement

Since July 2012 we have taken steps to improve every stage of the adoption process:

- Developed a Permanency Policy
- Introduced linking meetings
- Improved tracking meetings – more to be done
- Added extra capacity
- Reviewed roles and structures in the service
- Developed the workflow to speed up the process
- Strengthened performance management
- Strengthened scrutiny and profile of adoption at senior level

# A process of continuous improvement

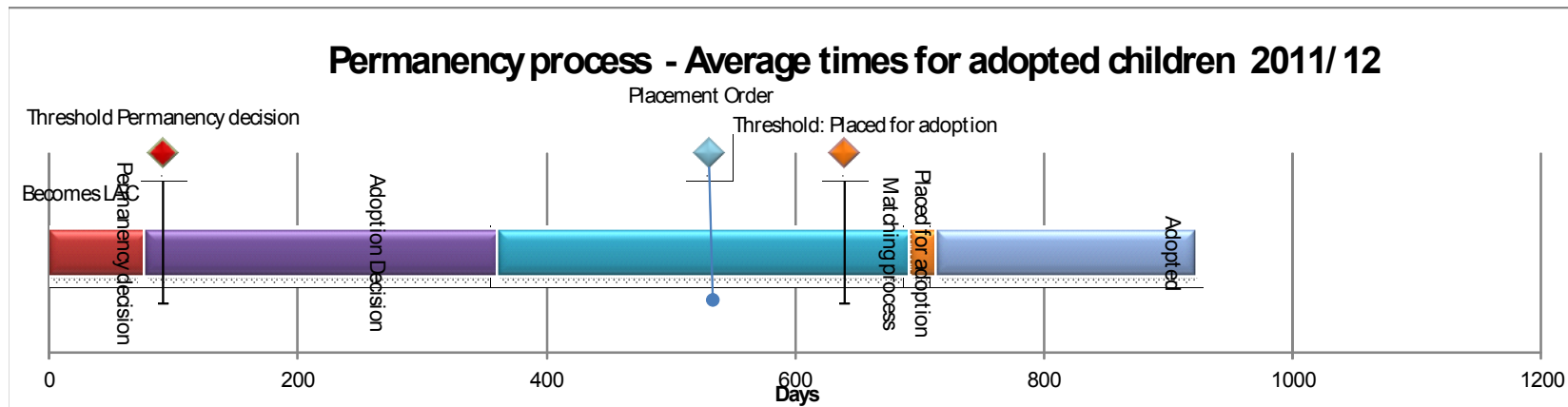
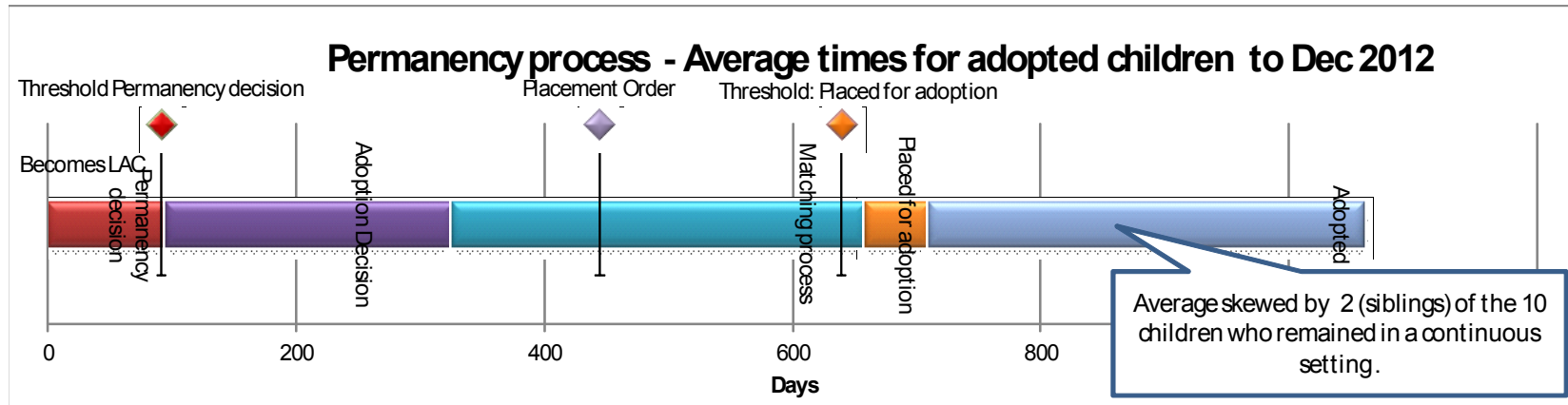
- Added extra capacity
  - a family finding social worker; families found for 15 children
  - 2 Special Guardianship Order workers; 24 special guardianship orders in the year to December more than double the number in 2011/12
  - extra funding for inter-agency placements
- Reviewed roles and functions in the service to:
  - focus on volume and timeliness of placements and
  - to increase the number of prospective adopters and timeliness of approval
  - created one post focusing on prospective adopter enquiries

# A process of continuous improvement

- Strengthened scrutiny and profile of adoption at senior level:
  - Children and Young People's Scrutiny Panel 27 September 2012 – Adoption Service update
  - Monthly review of adoption indicators and quarterly update of the scorecard at CYPS Leadership Team
  - Regular review at Corporate Parenting Group
- We have focused on complex cases where children have been in the adoption process for a long time and therefore there will be a time-lag in evidencing improvement on key measures



# Timeline Comparison



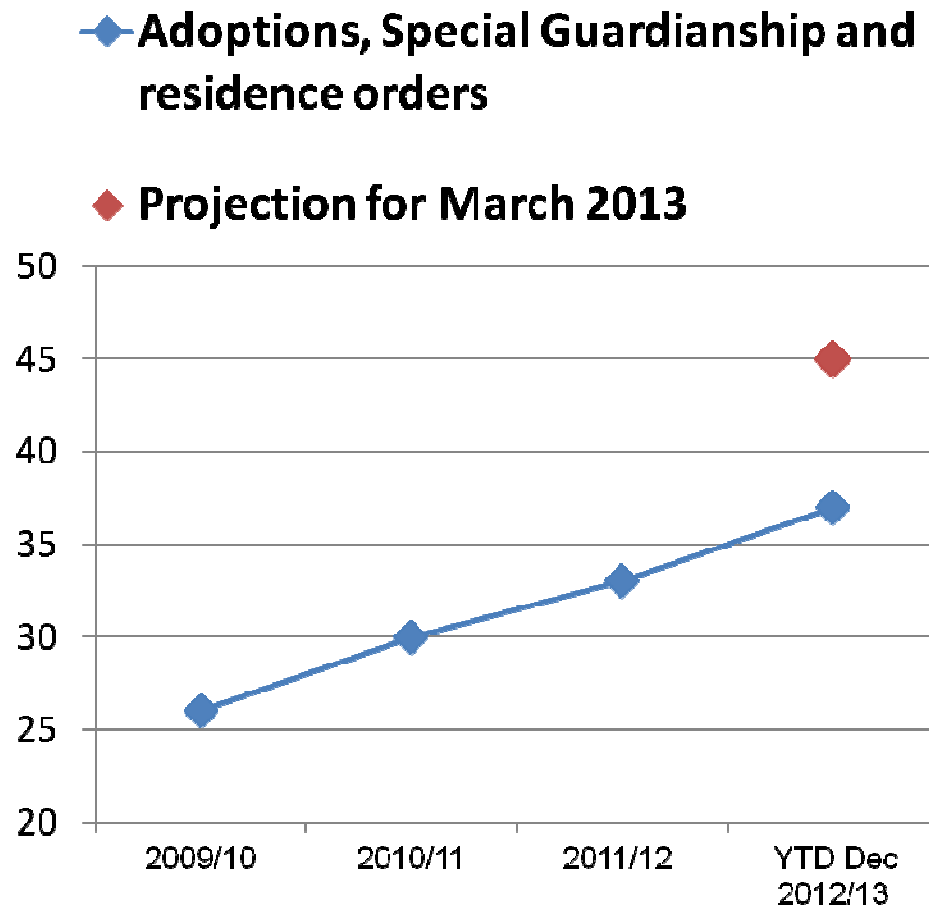
| Average days for key milestones | Days LAC to Permanency Decision / 2nd LAC Review |   | Days LAC to ADM Decision |   | Days LAC to Placement Order |   | Days LAC to Matched |   | Days LAC to Placed |   |
|---------------------------------|--|---|--------------------------|---|-----------------------------|---|---------------------|---|--------------------|---|
|                                 |  |   |                          |   |                             |   |                     |   |                    |   |
| 2011/ 12                        | 78   |   | 362                      |   | 530                         |   | 694                 |   | 715                |   |
| 2012/ 13 to December            | 95   | ↓ | 326                      | ↑ | 444                         | ↑ | 659                 | ↑ | 711                | ↑ |

# A process of continuous improvement

- Introduced linking meetings to identify matches for children at the earliest possible stage
- 100 days improvement from becoming looked after to placed for adoption
- Faster decision making with reduction in days to ADM decision

| Children currently placed                      | Days from taken into care to date | Less than 21 months LAC to PfA | Days (LAC start to ADM decision) | Less than 12 months (from PO to PfA) |
|--|-----------------------------------|--------------------------------|----------------------------------|--------------------------------------|
| Children placed before July 2012 (Pre Linking) | 799                               | 60%                            | 464                              | 60%                                  |
| Children placed after July 2012                | 692                               | 47%                            | 303                              | 79%                                  |

# A process of continuous improvement



Improved tracking meetings so that staff are aware of the key dates, timescales and approaching thresholds – as a result we have improved legal permanent placements

# Next Steps

In the coming months we will:

- Work with our consortium partners to strengthen the initial enquiry and response stages of the prospective adopter process
- Improve the capability of Framework-i to prompt/support practitioners and managers to focus on performance
- Hold a Permanency Planning event to emphasise the role of other Children's Social Care teams in speeding-up the adoption process
- Continue to strengthen performance management at service level