

ADOPTION PROJECT - END PROJECT REPORT - ANNEX A

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2) Permanence: To create a vision and definition of Permanence to be used across Children and Young People's Directorate and support the development of Permanence focussed culture within CYPD.	2.1 Policy for Permanence Planning	Policy produced and on Tri-ex.	*			*			Some further development needed, including approval of Plain English Panel, addition of a Finance Annex, dissemination & implementation.
	2.2 Guidance on Fostering for Adoption and role of Fostering and Adoption Panels	Guidance produced and on Tri-ex. Panels briefed. 2 children going through FfA route.	*			*			Evolving new area means there is more to do. Further work planned includes producing leaflet and information pack insert and capturing experience of 2 families who have gone through process to date to further improve process and help other carers thinking of trying FfA.
	2.3 Updated guidance and toolkit for carrying out sibling assessments (together and apart)	Toolkit chosen - Sarah Borthwick Together and Apart. However, departure of key member of staff has meant that the training planned to develop expertise in using toolkit has not been delivered.		*			*		There is a continuing need to improve practice, plus take account of the new Act's requirements on sibling assessment. Area remains an operational priority.
3) Establish robust financial arrangements for permanency options	3.1 Review all current individual arrangements of allowances paid	SGO, RO & Adoption Allowance lists produced as basis for initial one off reviews.	*					*	

	3.2 Create one financial system and assessment criteria to include direct payments and annual review arrangements.	Fostering, SGO & RO allowances aligned. 2014/15 fostering rates agreed and signed off. Consideration being given to Adoption Allowances. SGO & RO initial allowance review taking place.		*		*			Further work to take place in 2014/15 includes - Adoption - complete any outstanding work on possible revision of adoption allowances, carry out one off review of adoption allowances, agree process for ongoing annual review of adoption allowances, ensure all new adopters from 1st Jan 2014 receive 'financial agreement' letter. SGO & RO - complete initial review of allowances. Other - produce a Finance Annex for the Permanence Policy setting out higher level policy on payment of all types of allowances.
4) Locality Team Joint Working: To improve joint working practices between Locality Teams, Children in Care Team and Adoption Team and implement new procedures which ensure that the Adoption Service is involved in cases from an earlier stage.	4.1 Review current working practices	Worked with Localities, IROs, CiC and others to look at working practices. Agreed to restructure Adoption Tracking Meeting. New arrangements to start from 1st April. FfA now addressed at Case Review Panels. Where appropriate cases now allocated for family finding pre-birth.	*			*			
	4.2 Commence family finding at an earlier stage; adoption teams to be involved in case planning at 2nd review and at the legal Gateway Meeting	See above - incorporated in 4.2							

5) Care Plans: To improve the quality of Care Plans submitted to court to support achieving permanence more quickly.	5.1 Investigation of cause in delays on obtaining Placement Orders and why POs and Care Orders are not taken forward simultaneously	Investigation completed and disseminated internally and externally - Family Justice Board & judiciary.	*					*	
	5.2 Ongoing quality assurance and challenge within the court arena and through legal services	Limited work undertaken. Work stream not fully scoped.			*		*		Although these work streams did not really get off the ground in 2013/14, they remain a priority going forward and will be fully scoped and taken forward in 2014/15.
	5.3 Workshops progressing to challenge practice and culture with Cafcass guardians	Not scoped or taken forward.			*		*		
6) Performance Monitoring: To develop and implement a comprehensive performance monitoring and reporting system which meets the needs of the Council, DfE and Ofsted	6.1 Children are tracked throughout their permanence journey	Scope of tracking system agreed. Agreed to use CCM as Interim solution. Test version of questions on CCM built. Subject to approval by service, live version should be ready by end March/early April. Information to be provided to allow long term solution to be built into Liquid Logic.		*		*			Outstanding work - complete live build and implementation of CCM solution; ensure necessary information fed into Liquid Logic project to ensure long term solution can be built.
	6.2 Tracking database created for recruitment and retention of adopters	Limited progress - final version of adoption pathway still to be agreed. Database not built.			*		*		Work for 2014/15 - reach final agreement of adoption pathway; commission building of database; implement database.
7) Hard to place children - Innovative approaches: To develop and implement innovative approaches to achieving permanence for hard to place children	7.1 Develop and implement a one off process for using enhanced fees to achieve permanence for 8 specific children	Now plan that 11 children will benefit. Bespoke packages agreed and implemented for 5 children. Work to agree packages for 6 further children to be carried forward into 2014/15.		*		*			Complete outstanding work to implement bespoke allowance packages for remaining 6 children.

	7.2 Procure enhanced adoption placements from Voluntary Sector	12 children referred to IAAM. 4 responses re possible matches. Delays due to IAAM not becoming operational until Sept/Oct and internal issues over referrals. Full process of approval and stage payments will take 2 years to complete.		*		*			
8) Workforce Learning & Development: To review workforce learning and development currently provided on achieving permanence and post adoption therapeutic support and implement improved opportunities for staff.	8.1 Continuation of evidence based training: care planning/sibling focus/FfA/living through disruption/attachment through play/post adoption support training	Neuroscience of Adoption, Bristol University Research update, Attachment Through Play and Module 1 Nottingham Trent PCG delivered.	*				*		2014/15 work to develop and deliver a WFL programme will take place within a project framework to help ensure full consideration and implementation.
	8.2 Briefings on adoption changes and post adoption support	First and second quarterly bulletins produced.	*			*			Production and distribution of Bulletin will be embedded in Marketing Plan.
	8.3 Action Learning set approach	NA - output dropped from project.	NA	NA	NA				
9) To enhance Post Adoption Support	9.1 Revised adoption staffing structure agreed	Problematic due to funding cuts. Interim solutions implemented and some long term progress made with agreement reached on recruitment of 2 SWs.		*		*			Interim Manager and 1 SW expected to start on 1st May. Progress recruitment of second SW and plans for permanent Manager.
	9.2 Procure and adapt Adoption Support Handbook	Not delivered. Some activities undertaken, but non inclusion in CMcL's contact proved major barrier.			*	*			Need to agree what handbook should cover in light of revised Regulations and explore best way to deliver.
10) Engagement of Carers and Young People: To develop and implement enhanced mechanisms to engage with carers and young	10.1 Champion the recruitment of new carers	Over 30 adopters have volunteered to engage in activities to champion recruitment of new adopters. Database categorising offers constructed.	*			*			

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