

**App 2 - ADOPTION PROJECT 2013 to 2014 (V0.5)**

OBJECTIVES	OUTPUTS	LEAD OFFICER RESPONSIBLE FOR DELIVERY OF WORK PACKAGE	TIMESCALE to be completed	OUTCOMES
<p><b><u>1) Increase Number of Adopters</u></b></p> <p>To increase the number of people coming forward to adopt children in Derby to a level which exceeds the needs of the City in order to:</p> <p>a) Facilitate the adoption of children from Derby</p> <p>b) Provide a pool of surplus adopters to refer on to other agencies, raising income that can be re-invested in the service.</p>	<p>1.1 Specialist Marketing Consultant in place, to produce:</p> <ul style="list-style-type: none"> <li>- recruitment and marketing strategy for fostering and adoption</li> <li>-revisions to DCC website</li> <li>-revision to information packs, including easy to understand assessment process and support guide</li> </ul>	<p>Hazel Lymbery – lead</p> <p>Team - Carmel McLoughlin/Sally Penrose/Anita Hulait</p>	<p>August 2013</p> <p>Between 1<sup>st</sup> August &amp; 31<sup>st</sup> Dec – individual milestones to be agreed with Carmel McLoughlin</p>	<ul style="list-style-type: none"> <li>• Children achieve permanence without delay</li> <li>• Customer self-service access to high quality information and first point of contact DCC</li> </ul>

	<p>for adopters</p> <ul style="list-style-type: none"> <li>- advice on effective models for providing first contact service</li> <li>- position statement with options appraisal for on-going campaign</li> </ul> <p>1.2 Income generation:</p> <ul style="list-style-type: none"> <li>- analysis of costs involved in preparing adopters</li> <li>- estimate of net income per adopter provided to other councils</li> <li>- income generation plan and targets</li> </ul>	<p>Heather Livesey/Mark Wyld/Julie Greenhough</p>	<p>31<sup>st</sup> December 2013</p> <p>March 2014</p>	<ul style="list-style-type: none"> <li>• Income generation supports placement of harder to place children</li> </ul>
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<p><b><u>for permanency options</u></b></p>	<p>of allowances paid</p> <p>3.2 Create one financial system and assessment criteria to include direct payments and annual review of arrangements</p>	<p>Mark Wyld/Sally Penrose</p>	<p>March 2014</p>	<p>arrangements</p> <ul style="list-style-type: none"> <li>• Appropriate financial savings identified and realised</li> </ul>
<p><b><u>4) Locality Teams – Joint Working</u></b></p> <p>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.</p>	<p>4.1 Review current working practices</p> <p>4.2 Commence family finding activity at earlier stage, adoption teams to be involved in case planning at 2<sup>nd</sup> review and at the legal Gateway meeting</p>	<p>Sally Penrose/Heather Livesey/Maureen Darbon</p>	<p>December 2013</p>	<ul style="list-style-type: none"> <li>• Children achieve permanence without delay</li> <li>• Confident and supported Locality staff</li> </ul>
<p><b><u>5) Care Plans</u></b></p> <p>To improve the quality of Care Plans submitted to court, to support achieving permanence more quickly.</p>	<p>5.1 Investigation of cause in delays in obtaining Placement Orders and why Placement Orders and Care Orders are not taken forward simultaneously.</p>	<p>Sally Penrose/Heather Livesey/Lyn Bugarski/Alison Birch</p>	<p>October 2013</p>	<ul style="list-style-type: none"> <li>• Children achieve permanence without delay</li> </ul>

	<p>5.2 Ongoing quality assurance and challenge within the court arena and through legal services</p> <p>5.3 Workshops progressing to challenge practice and culture with Cafcass Guardians</p>	<p>Nina Martin/Maureen Darbon/Janie Berry</p> <p>Nina Martin/Maureen Darbon/Janie Berry</p>	<p>March 2013</p> <p>March 2013</p>	<ul style="list-style-type: none"> <li>Improved working relationships with GAL</li> </ul>
<p><b>6) Performance Monitoring</b></p> <p>To develop and implement a comprehensive performance monitoring and reporting system which meets the needs of the Council, DfE and Ofsted</p>	<p>6.1 Children are tracked throughout their permanence journey</p> <p>6.2 Tracking database created for recruitment and retention of adopters</p>	<p>Lyn Bugarski/Alison Birch/Emma Boyes/Heather Livesey</p> <p>Sally Penrose/Jackie Colley/Sarah Walker/Alison Birch</p>	<p>October 2013</p> <p>October 2013</p>	<ul style="list-style-type: none"> <li>Children achieve permanence without delay</li> <li>Reliable information on recruitment of adopters</li> </ul>
<p><b>7) Hard to Place Children - Innovative Approaches</b></p> <p>To develop and implement innovative approaches to achieving permanence for hard to place children.</p>	<p>7.1 To develop and implement a one off process for using enhanced fees to achieve permanence for 8 specific children</p> <p>7.2 Procurement of enhanced adoption placements from</p>	<p>Hazel Lymbery/Mark Barratt</p> <p>Lyn Bugarski/Heather</p>	<p>September 2013</p>	<ul style="list-style-type: none"> <li>Children achieve permanence without delay</li> <li>Flexible use of available funding</li> </ul>

	Voluntary Sector	Livesey/Sally Penrose	December 2013	
<p><b><u>8) Workforce Learning &amp; Development</u></b></p> <p>To review workforce learning and development currently provided on achieving permanence and post adoption therapeutic support and implement improved opportunities for staff.</p>	<p>8.1 Continuation of evidence based training: care planning/sibling focus/fostering to adopt/living through disruption/attachment through play/post adoption support training</p> <p>8.2 Briefings on adoption changes and post adoption support</p> <p>8.3 Action learning set approach</p>	<p>Sally Penrose/Lyn Bugarski/Katy Elliott/Maureen Farren</p>	<p>July 2013 - March 2014</p> <p>September 2013</p>	<ul style="list-style-type: none"> <li>• Evidence based approaches utilised by confident staff</li> <li>• Children achieve permanence without delay.</li> </ul>
<p><b><u>9) To enhance Post Adoption Support</u></b></p> <p>NB – other work on post adoption is being taken forward via Commissioning Group – outside project scope.</p>	<p>9.1 Revised adoption staffing structure agreed</p> <p>9.2 Procure and adapt Adoption Support Handbook</p>	<p>Sally Penrose/Heather Livesey</p> <p>Heather Livesey</p>	<p>September 2013</p> <p>December 2013</p>	<ul style="list-style-type: none"> <li>• New model of Adoption Support</li> </ul>

<p><b><u>10) Engagement of Carers and Young People</u></b></p> <p>To develop and implement enhanced mechanisms to engage with carers and young people via existing groups:</p> <ul style="list-style-type: none"> <li>• CYP Group for Adopted Children</li> <li>• CiC Council</li> <li>• Foster Carers Association</li> <li>• Adoption Panels</li> <li>• La Belle Adopte</li> </ul>	<p>10.1 Champion the recruitment of new carers</p> <p>10.2 User voice influences improvements to the service, including all policies &amp; service improvements developed via this project.</p>	<p>Heather Livesey/Carmel McLoughlin/Sally Penrose/Adele Styles</p>	<p>October 2013</p>	<ul style="list-style-type: none"> <li>• High quality and valued adoption service</li> </ul>
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