

Appendix 2: Draft Adoption Diagnostic Action Plan (June 2013)

	Area of Improvement	Actions	Outcomes	Responsibility	Timescale	Progress
A	Vision, Strategy & Leadership	1. Develop and implement Permanence Strategy	Permanence issue addressed at much earlier stage of child's journey	Denise Moore	September 2013	Permanence Policies/Strategies obtained from other local authorities
		2. Update permanence procedures	Procedures more useful to guide staff	Denise Moore	August 2013	
B	Managing Resources	1. Utilise Adoption Grant through collaboration with other Local authorities including setting up a NE Tri-borough pilot (joined up QA approach to preparation of reports for court)	Maximise impact of short term funding opportunity	Meg Boustead	September 2013	Initial meeting held with Gateshead and Durham June 2013. Durham developing job profile for joint post
		2. Continue to improve CCM documentation to make it fit for purpose	Child friendly documents that tell the child's story	Hilary Bagley	March 2014	
		3. Address capacity issues in IRO team	Ensure IROs can provide effective challenge to risk of delay by reviewing staffing as part of exploration of sub-regional approach	Meg Boustead	June 2013	Additional agency IRO appointed June 2013
		4. Address capacity issues in adoption team	Ensure Adoption team has sufficient capacity to attract, recruit and assess enough prospective adopters for Sunderland children with a plan for adoption	Meg Boustead	August 2013	Family Finder post being recruited to. Job Profile for panel Advisor being finalised. Advert for 3 Independent

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						Practitioners being progressed
		5 .Develop 2 distinct and separate PSW roles within each teams; -Senior Social Worker -Senior Practitioner	Differentiated PSW role will fully develop staff and provide mechanism for succession planning	Denise Moore	July 2013	Job profiles agreed and PSWs consulted
C	Assessment & planning	1.Undertake training with IRT and the CP Teams around permanence planning and processes involved, concentrating particularly on timeliness	Social workers equipped at the early stage of working with children and families to address the various options for providing children with stability and security through permanence	Denise Moore	October 2013	
		2. Change Initial assessment documentation to include 'Prognosis for change'	All assessment formats will highlight need for change within child's timescale	Hilary Bagley	August 2013	This will be included in new assessment format
		3. Develop the confidence of social workers to make decisions through training, clear processes, additional support / mentoring / coaching	Social workers empowered to use professional judgment	Denise Moore	March 2014	
		4.Include understanding of permanence in staff training for MASH	Reinforce need to consider permanence at earliest stage of journey	Hilary Bagley.	September 2013	
		5.Involve Looked After/Permanence team earlier in the child's journey	Improved consistency in quality of practice in permanence planning	Denise Moore	October 2013	

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		6. Review the Permanence Monitoring Group to ensure it is effective in combating risk of delay	Reduced risk of delay for children	Meg Boustead	October 2013	
		7. Work with Newcastle Court to implement the revised Public Law Outline, including ensuring that risk of pre-proceedings delay is reduced	Reduced delay in Court process	Denise Moore	November 2013	Briefing session held with staff 11 th June 2013. Further session planned for 26 th June. Newcastle Court training to be held 26 th July.
		8. Improve interface with health colleagues re health assessments	Speedier processes for gaining health information	Denise Moore	October 2013	
		9. Develop practice of Family Meetings to begin the process of evaluating potential family carers	Reduce delays caused by family members requesting assessments at late stage	Denise Moore	November 2013	
		10. Review the Permanence Decision Review (PDR) process	Reduce delay	Denise Moore	June 2013	Complete (PDR now replaced by Brought Forward LAC Review to confirm plan)
D	Family Finding & Matching	1. Review the format used for children's profiles to reduce use of jargon and make them sufficiently describe the unique character of each child	More effective family finding, especially for hard to place children	Denise Moore	August 2013	
		2. Consider use of targeted campaigns for specific groups	More effective family finding for hard to place children	Meg Boustead	November 2013	Initial meeting held with Gateshead and

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		of children				S.Tyneside re opportunities for collaboration
		3. Introduce Adoption parties and Activity Days	More effective family finding for hard to place children	Jenny Parkin	November 2013	
		4.Appoint Family Finder post using Adoption Grant	Speed up family finding process	Jenny Parkin	July 2013	Job profile agreed and post in process of being recruited to
		5. Introduce greater clarity between the use of the terms "twin tracking", "concurrent planning" and "foster to adopt"	Dual approval of applicants as foster carers and adopters will enable earlier placements for children.	Jenny Parkin /Steve Towers	September 2013	Work with Barnardos re concurrent planning project underway. First baby will be placed July 13.
		6. Through Opening Minds, where possible, prepare prospective adopters for specific children so that Panel can approve and match at the same time.	Reduced delay for individual children	Jenny Parkin	November 2013	
		7. Wider use of Child / Life Appreciation Days	Fuller understanding of adopters of the child's life	Jenny Parkin	November 2013	