



One
Adoption
Agency
WEST YORKSHIRE

Public Document Pack

WEST YORKSHIRE ADOPTION JOINT COMMITTEE

**Meeting to be held in the Civic Hall, Leeds on
Wednesday, 13th March, 2019 at 10.00 am**

MEMBERSHIP

Adrian Farley	City of Bradford MDC
Megan Swift	Calderdale MBC
Viv Kendrick	Kirklees MBC
Lisa Mulherin(Chair)	Leeds City Council
Richard Forster	City of Wakefield MDC

A G E N D A

Item No	Ward/Equal Opportunities	Item Not Open		Page No
1			<p>APPEALS AGAINST REFUSAL OF INSPECTION OF DOCUMENTS</p> <p>To consider any appeals in accordance with Procedure Rule 15.2 of the Access to Information Rules (in the event of an Appeal the press and public will be excluded)</p> <p>(In accordance with Procedure Rule 15.2, written notice of an appeal must be received by the Head of Governance Services at least 24 hours before the meeting)</p>	
2			<p>EXEMPT INFORMATION - POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC</p> <p>1 To highlight reports or appendices which officers have identified as containing exempt information, and where officers consider that the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons outlined in the report.</p> <p>2 To consider whether or not to accept the officers recommendation in respect of the above information.</p> <p>3 If so, to formally pass the following resolution:-</p> <p>RESOLVED – That the press and public be excluded from the meeting during consideration of the following parts of the agenda designated as containing exempt information on the grounds that it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present there would be disclosure to them of exempt information, as follows:-</p>	

3

LATE ITEMS

To identify items which have been admitted to the agenda by the Chair for consideration

(The special circumstances shall be specified in the minutes)

4

DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS

To disclose or draw attention to any disclosable pecuniary interests for the purposes of Section 31 of the Localism Act 2011 and paragraphs 13 -16 of the Members' Code of Conduct.

5

APOLOGIES FOR ABSENCE

To receive apologies for absence (If any)

6

MINUTES OF THE PREVIOUS MEETING

To confirm as a correct record, the minutes of the meeting held on 18th December 2018.

(Copy attached)

1 - 8

7

MATTERS ARISING FROM THE MINUTES

To consider any matters arising from the minutes.

8		10.4(3)	<p>HEAD OF SERVICE REPORT</p> <p>To consider a report by the Director of Children’s and Families which provides a summary from the Head of Service on the developments of the service since the last report to the Committee in December 2018.</p> <p>(Please note that Appendix No.3 is confidential and its contents should not be shared with third parties)</p> <p>(Report attached)</p>	9 - 36
9			<p>PERFORMANCE REPORT</p> <p>To consider a report by the Director of Children’s and Families which sets out details of the Quarter 3 Performance Report of the Regional Agency.</p> <p>(Report attached)</p>	37 - 62
10			<p>EDUCATION WORK WITH VIRTUAL SCHOOLS - UPDATE</p> <p>To consider a report by the Director of Children’s and Families which presents an update on the Education work being undertaken across West Yorkshire between One Adoption West Yorkshire (OAWY) & the five Virtual Schools to implement the new statutory duty to provide advice and guidance to children and young people previously looked after children and young people who are adopted.</p> <p>(Report attached)</p>	63 - 66
11			<p>DATE AND TIME OF NEXT MEETING</p> <p>To note that the next meeting will take place on Wednesday, 3rd July 2019 at 1.00pm in the Civic Hall, Leeds.</p>	

Third Party Recording

Recording of this meeting is allowed to enable those not present to see or hear the proceedings either as they take place (or later) and to enable the reporting of those proceedings. A copy of the recording protocol is available from the contacts named on the front of this agenda.

Use of Recordings by Third Parties– code of practice

- a) Any published recording should be accompanied by a statement of when and where the recording was made, the context of the discussion that took place, and a clear identification of the main speakers and their role or title.
- b) Those making recordings must not edit the recording in a way that could lead to misinterpretation or misrepresentation of the proceedings or comments made by attendees. In particular there should be no internal editing of published extracts; recordings may start at any point and end at any point but the material between those points must be complete.

2

a)

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WEST YORKSHIRE ADOPTION JOINT COMMITTEE

TUESDAY, 18TH DECEMBER, 2018

Present: Councillor L Mulherin (Leeds) – Chair
Councillor R Forster (City of Wakefield MDC)

Councillor H Hayden (LCC)

In Attendance: S Tariq (LCC), S Johal (LCC), V Schofield (Wakefield MDC), S Whiteley (OAWY), E Booth (OAWY) and J Grieve (LCC)

12 Chair's Opening Remarks

The Chair introduced and welcomed Vicky Schofield the new Service Director for Children's Social Care at Wakefield District Council.

13 APPEALS AGAINST REFUSAL OF INSPECTION OF DOCUMENTS

There were no appeals against refusal of inspection of documents.

14 EXEMPT INFORMATION - POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC

There were no items identified where it was considered necessary to exclude the press or public from the meeting due to the confidential nature of the business to be considered.

15 LATE ITEMS

There were no late items of business identified.

16 DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS

There were no declarations of any disclosable pecuniary interests.

17 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor V Kendrick (Kirklees)

18 Minutes of the Previous Meeting

RESOLVED – That the minutes of the previous meeting held on 6th July 2018 were accepted as a true and correct record.

19 Matters Arising from the Minutes

Head of Service Report (Minute No.8 referred) – With reference to Resolution (iii) and the decision to supply Members with details of the interagency budget pressures. The Chair reported that the requested information had been

Draft minutes to be approved at the meeting
to be held on Date Not Specified

supplied to Assistant Directors but regrettably had not been passed onto Members. The Chair emphasised the need to keep Members informed directly when information was requested at the Joint Committee. Furthermore the Chair noted that each local authority needed the information in relation to financial pressures which elected members would need to take into account in budget setting.

20 Head of Service Report

The Director of Children's Services submitted a report and provided a summary of the developments within One Adoption West Yorkshire since the last report in July 2018, which included issues around:

- Staffing & HR
- Accommodation
- Information Technology
- Budget
- Duty System
- Partnership Working
- Centre of Excellence Project (Separate agenda item)
- Meetings with Medical Advisors
- Virtual School Head (VSH)
- Special Guardianship
- Performance Management (Separate agenda item)
- Recruitment and Assessment
- Adoption Support
- Family Finding
- Development and Service Development

Referring to staffing and HR, the Head of Service reported that Mary Brudenell, Service Manager had recently left the service, having emigrated to New Zealand. Although a positive move for Mary it was a loss to the service. A new Service Manager Michelle Rawlings had since been appointed.

Members noted that issues around information technology are progressing, the new adoption support workflow was being developed and was due to be finalised by the end of the year. Accessing local authority systems from a portal on the Leeds laptop remains an outstanding issue. This issue had been escalated within the local authorities in order for the work to be prioritised.

Members were informed that following the rollout of Enterprise Voice technology a revised Duty system came into effect on 2nd July 2018. This meant that duty was now rotated between the 3 main office bases in Bradford, Huddersfield and Leeds on a weekly basis. This had reduced the amount of time staff spend travelling to Kernel House and there had been no adverse impact upon the ability to take calls and respond effectively. The Head of Service said that the change has been viewed positively by staff and that the teams working within each office had more opportunities for networking and

sharing knowledge and good practice as they come together more frequently. Members noted there had been ongoing issues within two local authorities about the capacity of medical advisors to undertake medical health assessments of children's health needs in a timely manner. Members were informed this had led to some delays for children progressing care plans. The issue had been discussed by each local authority with commissioners in health seeking improvements to the service.

Councillor Forster said that delays in children's medical checks was a concern. He asked if he could be supplied with further details with a view to taking up the matter directly with health partners.

Members noted a number of issues had arisen following the One Adoption West Yorkshire staff survey and event feedback – 2nd October 2018, and queried if the issues raised had been addressed.

In responding the Head of Services said all the issues had been addressed, and it was the general view of staff that they felt that they had been listened to and matters addressed.

Members welcomed the offer/ delivery of training from One Adoption West Yorkshire to other Regional Adoption Agencies (RAA's) across the country and requested if local Members could be informed when such events were going ahead.

The Head of Service confirmed that local Members would be notified accordingly.

Speaking in general about the operation One Adoption West Yorkshire, in particular the Management Board and the Joint Committee, Vicky Schofield (Service Director for Children's Social Care at Wakefield) asked if she could be supplied with the structure/ Governance arrangements for both the Management Board and the Joint Committee.

In responding the Head of Services confirmed the requested information would be provided.

On a similar theme the Chair asked if the agendas and minutes for meeting of the Management Board could come to the Joint Committee as a matter of routine.

The Head of Service confirmed that the agenda and minutes of the Management Board would be included on the agenda for future meetings of the Joint Committee.

RESOLVED –

- (i) To note the continued progress of One Adoption West Yorkshire
- (ii) To support the progression of the arrangements
- (iii) That details around the delay in providing Children’s medical checks be provided to Councillor Forster with a view to taking up the matter directly with health partners.
- (iv) That structure/ Governance arrangements for both the Management Board and the Joint Committee be circulated to the Service Director for Children’s Social Care at Wakefield
- (v) That the agenda and minutes for meetings of the Management Board be included on the agenda for future meetings of the Joint Committee.

21 Centre of Excellence for Adoption Support - Project Update

The Director of Children’s and Families submitted a report which provided an update on the Practice Improvement Fund Project to develop a Centre of Excellence in adoption support.

The Chair introduced and welcomed: Suzanne Whiteley, Practice Improvement Lead (Barnardo’s) and Eva Booth, Project Manager (OAWY) who spoke in detail about the project and the progress made.

By way of background Members were informed that in January 2017 the Yorkshire and Humber Adoption Consortium secured funding from the Department of Education (DfE) to develop a centre of excellence for adoption support to improve the positive outcomes for children and families through an evidence based multi- agency assessment of need and support, in partnership with children, carers and others.

Members were informed that three interconnected work strands would be developed:

- Standardised Assessment for Adoption Support
- A Multi-disciplinary model of specialist Assessment

- A multi-agency CPD Programme, adoption practitioners/ professionals

The areas of work to be covered would include:

- Working in partnership with health and education sectors
- Working with adopters
- Adoption support assessment framework
- Assessment framework
- Multi – disciplinary assessment framework
- Continued professional development programme
- Training delivery

It was reported that there had already been ongoing discussions and engagement with local authorities, health, education and voluntary sector partners as well as the development of the work with adoptive parents and young people about the project.

Reference was made to training delivery, in particularly training outcomes, with Members querying if these outcomes were measured, were there any performance indicators.

Members were informed that training outcomes could be measured via the use of a “strength and difficulties question” which would be used as an evaluation tool.

Reference was made to education, one Member suggesting that “every school needs to be good for adopted children” but how do you ensure consistency for all schools.

In responding the Head of Services said engagement between the School and the parents was key. The parents need to understand what support is available from the school, the school need to be aware of the child’s needs. The ambition was for schools to be good and “attachment friendly” to understand and respond appropriately to the needs of children who had experienced trauma and loss.

In offering comment the Chair said School Governors also need to be aware of issues around adopted pupils, with a view to providing training opportunities to designated governors.

The Chair thanked officers for their attendance and presentation and requested that further updates be provided.

RESOLVED –

- (i) To note the contents of the report
- (ii) To support the continued development of this work

22 Performance Report

The Director of Children's Services submitted a report which provided the second quarter performance statistics of the regional agency.

Addressing the report the Head of Service said the report provided the basis for performance across the region with an aim to improve practice internally and across the partnership.

Members were informed that adoption support remained one area that continued to be an issue at a national and regional level, with the delay in the implementation of a national dataset. A new adoption support workflow within the One Adoption West Yorkshire (OAWY) case recording system would start to address the issue, with new reports being developed in the first half of next year. It was anticipated that reporting regarding adoption support would start in April 2019.

Members queried how many adopters had been recruited and approved.

In responding the Head of Service said that it was intended that a figure of 120 adopters would be recruited by the end of the March 2019, compared to 69 for the previous full year. The half year figure was 51 as reported in the performance report. In stage one of the process of recruiting adopters there were delays in waiting for the medical needs assessments completed by GP's of applicants and less so a delay in processing the DBS checks. This could lead to delays in stage one of the process, which leads to delays in approvals

Members queried if it was still difficult to recruit adopters for sibling groups.

The Head of Service said getting adopters for sibling groups continued to be challenging, locally and nationally. This was due to issues around the adopters feeling confident in their ability to meet the needs of a sibling group as well as having suitable housing and ensuring that good support packages were available to adopters.

In summing up the Chair said it was pleasing to see that overall performance was going in the right direction

RESOLVED –

- (i) To note the proposed performance information
- (ii) To support the further development of this work

23 Date and Time of Next Meeting

RESOLVED – That future meetings be scheduled as follows:

- Wednesday 13th March 2019 at 1.00pm
- Monday 8th July 2019 at 1.00pm

(All meetings to take place in the Civic Hall, Leeds)

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Report author: Sarah Johal

Tel: 07891 277316

Report of Director of Children and Families

Report to West Yorkshire Adoption Joint Committee

Date: 13th March 2019

Subject: Head of Service Report

Are there implications for equality and diversity and cohesion and integration?	X No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number: 2	X Yes

Summary of main issues

1. This report provides a summary from the Head of Service on the developments of the service since the last report to the committee in December 2019.

Recommendations

1. The Joint Committee is requested to:
 - a) Note the progress of the agency; and
 - b) Support the progression of these arrangements.

1. Purpose of this report

- 1.1 This report sets out the developments within One Adoption West Yorkshire since the last report in July 2018.

2. Background information

- 2.1 Bradford, Calderdale, Kirklees and Wakefield adoption functions as specified in the partnership agreement were delegated on the 1st April 2017 to Leeds City Council. One Adoption West Yorkshire formally opened on this date.

3. Main issues

Use of Resources

3.1 Staffing & HR

- 3.1.1 The staff group remains largely stable, although there continues to be some movement of staff between teams due to pending office moves and the re- alignment of resources to create the additional teams. Amy Wood took up her post as the team manager for the adoption support team, working 4 days a week. Amy will work across Wakefield and Leeds and three members of staff have now moved to this team. Recruitment is underway for the additional adoption support workers agreed to help clear the backlog of work.
- 3.1.2 There has been some movement in the business support teams with staff leaving and new staff joining the service. Unfortunately, there has also been a widespread flu virus within two office bases causing over a third of the staff to be off sick. This has caused specific issues regarding minute takers and processing finance requests in particular and is hopefully a short term issue. This continues to be reviewed by Aretha, business support manager.

3.2 Accommodation

- 3.2.1 Staff from the recruitment and assessment team based in Wakefield moved along with other staff from Bradford on the 5th February to the Margaret McMillan building. Agreement has not yet been reached about space at Huddersfield regarding staff moving from Halifax and the issue has been escalated to the assistant director to address barriers in this progressing.
- 3.2.2 Two desks have been identified in Wakefield within the looked after children's team for the family finding staff which will assist with closer collaboration and joint working.
- 3.2.3 The increase in teams at Kernel House in Leeds is causing pressure on space and discussions are underway with colleagues and asset management to address space for One Adoption and the looked after children's teams

3.3 IT

- 3.3.1 The new adoption support workflow was implemented in mosaic at the beginning of February and this simplifies the workflow as well as improve the reporting ability. The letterbox work will now start to be migrated as each exchange comes up onto the new system. It will take a year for all the exchanges to be lodged and moved across given the volume of exchanges in place.

3.4 Budget

- 3.4.1 The dashboard for this financial year will be discussed at the meeting (**Appendix 1**). In February the Consortium of Voluntary Adoption Agencies announced an inflationary increase in their inter agency fee from June 2019 .The impact of this will be discussed at the meeting but is not as significant as the previous increase.

3.5 Partnership working

3.5.1 Management Board

- 3.5.2 The management board met in on February 6th. The agenda and minutes of the meeting are attached (**Appendix 2**)

3.5.3 Operational Leads meeting

- 3.5.4 Operational leads met in early January and this is a helpful forum to discuss practice and performance issues. The joint commissioning of training across the region was discussed as some training has already been undertaken and this has been very positive. However, the take up of some training has not been as good as hoped and there have been issues with organising these. There is currently a mismatch between what operational leads may consider as priorities and what each workforce development leads in each LA see as a priority and it is important that the context of each LA is considered in relation to their practice. We have therefore agreed that I would meet with the workforce development leads to discuss the issues and see if we can find a way forward.

- 3.5.5 Discussions were held regarding the changes in letterbox arrangements moving forward and Julie Chew shared the work in progress about this work. The interface between OAWY and the LA front door across the region, developing a clear protocol for involvement of the respective services. Anne Tully is leading on this piece of work from Calderdale.

3.6 Performance Management

- 3.6.1 The Quarter 3 report is to be discussed as a separate item.

3.7 Practice, quality of provision and management oversight

3.7.1 Recruitment and Assessment

3.7.2 The piloting of the Virtual reality training is underway with the first use of these within the preparation training for adopters this week. The team have been working on developing the training offer for adopters during their preparation to adopt period to include sessions regarding infant mental health and baby bonding with a focus on a therapeutic parenting approach. One prospective adopter said “It makes you feel dizzy but the experience is brilliant as it looks through the eyes of a child and when turning your head you can see everything that is happening around them. It has made me realise that children do go through terrible experiences”.

3.7.3 The performance report will discuss the increase in adopters being approved but there is still not enough adopters in the system to meet the needs of children. The marketing and advertising work is continuing to attract prospective adopters and January is traditionally a busy time for those interested in adoption. The TV coverage over the New Year with Look North assisted in increasing the numbers attending information events in January with a record high of 52 people and 48 people at the first two events of the New Year which is encouraging. A report from Emma Whittell, marketing and communications officer is provided (**Appendix 3**).

3.7.4 Adoption Support

3.7.5 The adoption support teams remain busy and the new workflow introduced this week is designed to simplify the recording of this work which will assist staff in the longer term.

3.7.6 The peer mentoring pilot is going from strength to strength and there are now 29 mentors who are up and running, and have a good flow of referral’s coming in. I attach a review report from the social worker who is developing the scheme for your information (**Appendix 4**). There has been some good reflections from an approved adopter who has become a peer mentor for OAWY in a national magazine (**Appendix 5**). One mentor said “I’m absolutely buzzing with positivity after my first peer mentoring meet tonight...couldn’t think of a better way of giving something back.”.

3.7.7 The work we have undertaken with Cornerstone as a pilot is coming to an end we have been in discussion with Voluntary agencies alliance (VAA) and specifically Adoption UK as the lead agency in this area of work about developing the peer support work further and rolling out the same approach out across the wider Yorkshire and Humber region. This is work in progress and we are in close collaboration to develop the service, ensuring that adopters get the best possible service and crucially a service run by adopters for adopters.

3.7.8 Over the last 18 months we have been working closely with partners across Yorkshire and Humber to commission a pan regional service to provide independent

support for birth parents and adopted adults. In addition the Adopteens group, adopter voice and birth parents participation work have been commissioned as part of this service. The contract was awarded to PAC/UK as a lead agency working with After Adoption and Adoption UK to provide the range of services across the Yorkshire and Humberside region. This came into effect on the 1st February with a formal launch of this work to be held in early April.

- 3.7.9 The national RAA leaders group have commissioned Mark Owers (professional advisor to the Adoption Leadership Board (ALB) to conduct an audit of adoption support work across England. Mark came to OAWY on the 30th January and met a range of staff. The report from this work will be written up with some recommendations to inform future practice in this area of work.
- 3.7.10 A newsletter went out to all adoptive families across the region in January this year.
- 3.7.11 As a management team we have had a real focus on adoption support during our meetings in the last few months with a real focus on what outcomes we are trying to achieve and the importance of adoption support. This starts from how we recruit adopters with support being an integral part of the messaging about parenting from the start of the process as well as ensuring that family finders are clear that the assessment of children's needs are of good quality and are clear about their future support needs.
- 3.7.12 The teams have been developing and refining the focus on therapeutic parenting and the core offer to adoptive families, looking at this with adoptive families; enhancing the early support to families to provide firm foundations for adoptive families as children grow and develop.

3.8 Family Finding

- 3.8.1 Mandy took over from Mary at the start of December and has been getting an overview and understanding of the issues in this area of practice. The most recent work has concentrated on increasing the understanding across teams regarding good practice in preparing children for adoption and ensuring that the necessary support is in place for children moving into an adoptive placement. The matching and linking meetings have also been adapted to make the better use of time for staff ensuring that the data captured within Mosaic reflects accurately the children coming through as the new workflow becomes more familiar and easier to use for staff.

4. Corporate considerations

4.1 Consultation and engagement

4.1.1 There has been ongoing consultation and engagement with staff who have transferred in to the agency as well as formal consultation with the trade unions regarding accommodation. Consultation with service users is ongoing to inform the development of the service design and delivery of the agency.

4.2 Equality and diversity / cohesion and integration

4.2.1 There are no implications for this report.

4.3 Resources and value for money

4.3.1 There is a projected overspend this year due to an in year increase in inter agency fees and the capacity issues within adoption support. This has been shared with the local authorities at the management board and with Finance officers within each local authority.

4.4 Legal implications and access to information

4.4.1 There are no implications for this report.

4.5 Risk management

4.5.1 There are potential financial risks with regards to the budget and the inter agency spend and demands within adoption support. Regular financial monitoring is in place and the management board are meeting in the next two months to discuss budgetary issues further.

5. Recommendations

5.1 The Joint Committee is requested to:

- a) Note the progress of the agency; and
- b) Support the progression of these arrangements.

Background documents¹

None

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

**CHILDREN'S AND FAMILIES
ONE ADOPTION WEST YORKSHIRE
FINANCIAL DASHBOARD - 2018/19 FINANCIAL YEAR
P10 2018-19**

OVERALL COMMENTARY:

The overall position of OAWY is currently forecasting a potential overspend of £860k as previously reported in month 6, this is mainly due to the pressures around the new payment arrangements (set up by the Consortium of Voluntary Adoption Inter Agency Agencies (CVAA)) for placements and staffing capacity issues in the service. Going forward it is also likely to have a financial impact for 2019/20
Table 3 shows the 2018/19 financial impact for each LA.

Staffing

Staffing is currently showing a forecasted overspend of £216k with recruitment currently under way to help mitigate the identified capacity issues in the service. However, a number of posts are funded directly from the DfE's Centre of Excellence project of which OAWY so the actual pressure is £23k.

Inter Agency Placements

Inter Agency placements (External Providers) new arrangements that have come into effect from 1st April 2018 are ,firstly, the fee rates have increased (see table 1 below) and secondly that the new system set up by the CVAA that LA's/Regional Adoption Agencies (RAA) are required to pay the Voluntary Organisations (VO) the full fee in year of placement. This is a change to previous years where the fee would be split over two years (2/3rd's/1/3rd split). LA's and RAA's have agreed to continue to split the fee for their placements. This double effect of increased fee and paying the VO's the full year has significantly impacted on the current financial position of OAWY (see Table 2 below), based on placements made to date 53 and future placements (23) identified by the service will give a forecasted overspend of £650k (£2,158k spend against budget of £1,508k). Note for comparison if the current cohort was placed with 2017/18 rates and previous VO payment arrangements the position would be a potential saving of £42k (£1,466k spend vs £1,508k budget).

Adoption Support Fund

Anticipated spend and corresponding income is expected to be £1,454k for 18/19.

Income

DfE funding for the Centre of Excellence programme £300k is expected which will help offset staffing pressures and pay for third party partners involved in the programme.
Inter Agency Income - currently forecasting a shortfall of £246k due to less OAWY adopters available to be being matched with out of area children.

Note that the above position has been discussed at the OAWY Management Board and the West Yorkshire Joint Committee and at the West Yorkshire Combined Authority. Respective Chief Officer's have agreed in principle to increase their contributions to mitigate the pressures outlined above but these potential increased contributions will need to be agreed by each LA's respective approval arrangements. For Leeds this would mean an increased contribution of a further £364k for 18/19 and note this has been agreed.

BUDGET MANAGEMENT - net variations against the approved budget

	Expenditure Budget £'000	Income Budget £'000	Latest Estimate £'000	PROJECTED VARIANCES											Total (under) / overspend £'000	Total (under) / overspend P6 £'000		
				Staffing	Premises	Supplies & Services	Transport	Internal Charges	External Providers	Transfer Payments	Capital	Appropriation	Total Expenditure	Income				
ONE ADOPTION WEST YORKSHIRE	7,362	(7,362)	0	237	0	(5)	(23)	2,167		0	0	0	0	0	2,376	(1,516)	860	847
	7,362	(7,362)	0	237	0	(5)	(23)	2,167		0	0	0	0	0	2,376	(1,516)	860	847

Total Pay Costs by Period	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total	Projected Outturn	LE Budget	Variance Outturn - LE
	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's	£000's
Total	409.0	370.0	405.0	388.0	404.0	402.0	402.0	406.0	414.0	422.0			4,022.0	4,866.0	4,650.0	216.0

FTE Analysis	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Budgeted
Total	114.1	109.4	113.6	110.9	110.3	111.6	112.4	113.9	116.9	115.6			112.0

Table 1 - Inter Agency Placement fee structure

Number of children	2017/18 fee rates	2018/19 fee rates	2019/20 fee rates
1 child	£27,000	£31,000	£31,620
2 children	£43,000	£50,000	£51,000
3 children	£60,000	£68,000	£69,360
4 or more children	£68,000	To be negotiated	To be negotiated

Table 1 - 2018/19 Partner Contribution

Total Partner Contribution uplift required for 2018/19 pressures				
	Original LA Contribution 18-19	Revised LA Contribution 18-19	Required Uplift	%age Split
	£	£	£	
Bradford	1,320,428	1,483,150	162,722	18.9%
Calderdale	847,907	952,399	104,491	12.1%
Kirklees	1,002,122	1,125,618	123,496	14.4%
Leeds	2,956,710	3,321,079	364,369	42.3%
Wakefield	854,643	959,964	105,321	12.2%
	6,981,810	7,842,210	860,400	

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AGENDA

	Item	
1.	Welcome & check in	All
2.	Minutes and Matters arising from 2nd October 2018 meeting (attached)	All
3.	Head of Service report : Appendix 1 Budget dashboard Appendix 2 Centre of Excellence update report Appendix 3 Special Guardianship update Appendix 4 Performance Report (to follow) Appendix 5 Marketing and Advertising report Appendix 6 Report regarding peer Support Appendix 7 Article regarding peer support (by adopter)	Sarah Johal
4.	Adopter Voice update	Samantha Parkin
5.	Voluntary Agencies Alliance Update	Julie McVeigh
6.	Adoption Allowances (confidential draft report attached from Suzanne Whiteley)	Sarah Johal
7.	Education work across the region	Julie Pocklington
8.	Feedback on regional and national picture	Sarah Johal
9.	AOB – Joint committee	
10.	<u>Next meeting</u> Wednesday 8th May 2019, 10.00am – 12.30pm, Merrion House	

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**One Adoption West Yorkshire: Management Board
Wednesday 6th February 2019: 1.00pm -3.30pm
Merrion House, 7th Floor, Meeting rooms 703 & 704**

Present:	
Julie Longworth	Chief Officer, Social Work, Leeds City Council (Chair)
Sarah Johal	Head of Service, One Adoption West Yorkshire
David Byrom	Head of Service - Resources & Through Care, Bradford Council
Sally Mansfield	Adopter
Elaine McShane	Service Director, Child Protection & Family Support, Kirklees
Julie Pocklington	Practice, Improve & Development Manager, OAWY (presenting Item 7)
Sally Mansfield	Adopter
Julie McVeigh	Project Manager, Voluntary Agencies Alliance
Chanell Bryan	Directorate Support Officer, Leeds City Council (minutes)
Apologies:	
Jancis Andrew	Head Teacher Virtual School LA Children, Leeds City Council
Saleem Tariq	Deputy Director, Children & Families, Leeds City Council
Victoria Gibbs	Assistant Director Calderdale Council,
Victoria Schofield	Service Director, Wakefield Council
Jim Hopkinson	Deputy Director, Children's Social Care, Bradford Metropolitan District Council

Minutes

	Item	Action
1.	Welcome & check in	
1.1	Everyone was welcomed to the meeting and apologies noted.	
2.	Minutes and Matters arising from 8th October 2019	
2.1	The minutes from the previous meeting were agreed.	
2.2	<u>Head of Service report, 5th June – budget</u> The budget has been agreed across all the 5 local authorities.	
2.3	<u>Workshop: Matching</u> <ul style="list-style-type: none"> • SJ confirmed a meeting with Mercy Mission to progress discussions regarding increasing awareness within BME communities about adoption • SJ has discussed tracking arrangements in Wakefield with Irene Livingstone (interim Head of Service) in terms of funding and staffing. 	

2.4	<u>Feedback from the regional and nation picture</u> <ul style="list-style-type: none"> National matching audit report to be sent with the minutes to the board members 	SJ/CB
2.5	<u>Dfe funding – Anna Freud Centre- Initial health assessments of children</u> <ul style="list-style-type: none"> It was decided not pursue a regional application. Calderdale did apply; the outcome of that is not known 	
3.	Head of service report (attached)	
3.1	<p>SJ presented this item. Report previously circulated, Highlights include:</p> <ul style="list-style-type: none"> Staffing: Michelle Rawlings was appointed to Service Manger following Mary Brudenells departure from the Council. Accommodation; the team based in Bradford relocated from Sir Henry Mitchell House to Margaret McMillian Tower yesterday. It was thought this had gone well. EMc to pick up on the concerns raised in regards to the move from Halifax to Huddersfield. There remains to be issues with technology and accessing the local authority system from the Leeds laptops. Board members were asked to follow this up with their IT departments. 	<p>EMc</p> <p>ALL</p>
	<u>Budget dashboard:</u> <ul style="list-style-type: none"> The budget overspend at period 6 is detailed within the report. There's to be a further increase for interagency fees next year with an anticipated impact of £23k. 	
	<u>Partnership working</u> <ul style="list-style-type: none"> There's a big piece of work around Letterbox. This was raised at Operational Leads group and is work in progress. Anne Tully is leading work on the Front Door and the interface with OAWY. Currently in the process of finalising the medical protocol in respect of medical advisors. Some issues are being progressed with two local authorities regarding capacity. 	
	<u>Centre of Excellence update report:</u> <ul style="list-style-type: none"> The team are considering a multi-disciplinary approach to assessments and the correct method. The sustainability of this is a concern. A business case is being drafted and will be brought to the next board. There are strands of work within the NHS working with health providers and commissioners and the LA in a potential pilot regarding commissioning the whole CAMHS pathway in the 	SJ

	<p>region. This is in the early stages of discussion and there is a meeting next week is the benefits of this for families and looking at the opportunities where regional working may add value and provide economies of scale.</p>	
	<p><u>Special Guardianship update:</u></p> <ul style="list-style-type: none"> • SJ reported the work with Grandparents plus is going well. It was agreed that the work would be presented to Management Board for oversight. The Board acknowledged it's a positive piece of work. • There will be a further piece of work around the financial support for special guardians. Working with the department for education a financial consultant (John Short) will be overseeing this workstream. A stakeholder event is arranged for the 27th February. SJ to email details of the proposed work to the board. 	<p>SJ</p>
	<p><u>Performance report:</u></p> <ul style="list-style-type: none"> • Highlight report circulated. This quarter 30 adopters have been approved. 22% are from a BME background. 81 adopters have been approved this year as opposed to 69 last year. The use of early permanence placements is positive. • 15 adopters are on hold; an adoption advisor maintains contact and the majority do come back into the process. 	
	<p><u>Marketing and Advertising report:</u></p> <ul style="list-style-type: none"> • Venues showing increased numbers for information events are Osset, Kernel House and Civic Hall. Spend per enquiry is going down whilst trend is increasing. • A segment on Look North news has helped gain interest. • A meeting with Mercy Mission will look to assist in raising awareness about the needs of children within BME communities. 	
	<p><u>Report regarding Peer Support:</u></p> <ul style="list-style-type: none"> • An overview from the progress report was provided. It's a developmental project in terms of how it will work going forward. There have been 72 referrals, 30 have been recruited; 47 families are now being mentored. • Any expansion would need to include specific adopters. • The future of the project and where it's best placed will need to be determined over the coming weeks. 	



	<p>Article regarding Peer Support (by adopter):</p> <ul style="list-style-type: none"> • Very positive - noted. 	
4.	Adopter Voice update	
4.1	<p>Sally Mansfield (SM) updated the board on behalf of Samantha Parkin.</p> <ul style="list-style-type: none"> • Website; helping develop adopter side of the website with secure login, written FAQs to go to the main site. • Centre for Excellence; helping shape the assessment framework and the multi-disciplinary team and meeting with the clinical psychologist attached to the project. • Involved in the prep training; the first trial of virtual reality training involving mentors. • Peer mentoring; recruited and trained 31 mentors. Currently supporting over 50 families with more referrals coming in. • Management of Facebook; 290 members on the page. • Workshops are ongoing • Continue with interviewing for with One Adoption West as vacancies arise. • Additional skills for learning; a resource pack to handout may be useful to develop. 	
5.	Voluntary Agencies Alliance (VAA) Update	
5.1	<ul style="list-style-type: none"> • Julie McVeigh (JMV) gave some background to the VAA is and its members. Made up of adoption support and agencies working in the area; Adoption UK, PAC, Barnardo's, SAFA, After Adoption, Adoption Matters, Yorkshire Adoption Agency, Adopters for Adoption. • The group meet as an alliance to look at the ways to meet the needs of OAWY children and what they can do differently to support the regionalisation approach. • Funded to deliver 2 projects <ul style="list-style-type: none"> ○ Expertise project; completed a mapping exercise with a plan to access the information from the website. The next stage is to bring wider stakeholders into it. Suzanne Whiteley is trying to anticipate peer needs. ○ Peer mentoring project; timescales around that are being considered. • Another piece of work commissioned; Adoptteens have produced a young person's timeline with some key themes. This will be used in preparation training, a lot around contact and siblings. 	



	<ul style="list-style-type: none"> • The early permanence project; Linked with identifying EPP training champions Mentors are invited to attend training. Judith Sargent at Barnardo's has a rolling programme of training. • Foster to permanence; is a pilot scheme delivered by Barnardo's. The aim is to place those children deemed more difficult to place using early permanence. Previously discussed at Operational Leads group in January. Attendees agreed to consider any suitable placements. 	
6.	Adoption Allowances	
6.1	<ul style="list-style-type: none"> • A confidential report was discussed amongst the board. The report gives a sense of some on the issues across the region. It was suggested to continue with this piece of work and come up with some firm recommendations and options for progressing this work to aim to achieve parity across the region. 	
7.	Education work across the region	
7.1	<ul style="list-style-type: none"> • Julie Pocklington (JP) presented a presentation for the board. • New duty: Local Authorities received funding to implement the new duties across west Yorkshire of £179k • Support OAWY and the Virtual Schools develop best practice guidance to improve awareness of the vulnerability and identifying and meeting the needs of previously looked after children • The adoption education advice line was devised to help to identify the training needs of staff (reciprocal arrangements between OAWY staff and local Virtual Schools). • The West Yorkshire School survey went out to over 200 schools (60% primary schools). The finding from that were highlighted. • Moving forward; <ul style="list-style-type: none"> ○ Develop a shared way of working when moving children on to adoption – protocol for moving school aged children ○ Shared knowledge base – e.g. Sensory integration training (including Educational Psychologists) • The possibility of certain teachers, lecturers having a specifically designed lanyard which relates to their knowledge/ experience and understanding of adoption was referred to. 	
8.	Feedback on the regional and national picture	
8.1	<ul style="list-style-type: none"> • Item 6 above 	

9.	AOB	
9.1	<ul style="list-style-type: none"> • <u>Joint Committee</u>: The minutes from this meeting will be included in the Joint Committee papers which is a public document. • Mays board meeting to be rearranged to June to tie into Joint Committee meeting dates. • Special Guardianship has been added to the remit of the national Adoption leadership board looking at modernising permanence. The board is to consider the tasks associated to that and ensure an identified approach. • The issue of contact post adoption and rethinking practice is a key area of interest for OAWY. There is growing national interest in this and there may be the opportunity to be involved in a pilot project working with University of East Anglia and other partners over the next year. 	<p>CB</p> <p>ALL</p>
10.	<p>Date of next meeting June – TBC</p>	

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Peer Mentoring Progress Report

I came into post as Peer Scheme Supervisor on 1st March 2018, along with Sam Parkin as the Mentor Manager. Andrew Mouse, Adopter Development Coordinator for South and Marnie Freeman-Hacker, Adopter Development Coordinator for North have also been involved in the shaping and implementing of the service. The Cornerstone staff involved in the process have been; Anna Burke, Lorna Mackie and Clare Brasier and Helen Costa.

It's important to differentiate the peer mentoring scheme from the typical 'buddying' relationships which social workers would initiate for adopters. Peer mentoring is structured and very much part of the OAWY core offer of adoption support services. The scheme offers support to adopters from Stage 1 to Post Order support. The mentors offer emotional support to families and signposting to resources and/or services.

One of the initial objectives was to spread the word about Peer Mentoring and establish a good reputation for the service. I attended various team meeting in order to champion the service and ensure staff understood the scheme and made appropriate referrals. I have presented at both OAWY Celebration Events and at Preparation training. I was present at the family finding profiling event on 19.7.18 and completed an interview for the Newsletter. I have liaised with Eva Booth, Shelagh Ethell and Julie Pocklington from the centre of excellence to arrange further support and information for mentors to better support families.

Prospective adopters can find information on the website and at Information Evenings. Peer mentoring is featured in the newsletters to inform current adopters.

Recruitment and training mentors:

The initial ambition was to recruit 15 mentors. An email was sent to all the mailing lists combined from all LA's inviting adopters to apply to be a mentor. We had a fantastic response with 41 applications.

Sam, Marnie and Andrew completed the interviews and over 3 formal training days we have trained 24 mentors. Sam and myself completed 3 Informal sessions to recruit 5 additional mentors who could not attend the other dates. Sam is also an active mentor (outside her working hours). Therefore we have 30 mentors.

Referrals:

Following our first recruitment and training event the service went live in June 2018 and started to accept referrals.

Referrals have been received from all areas of OAWY and the complexity of issues in referrals have varied including issues such as EPP and families experiencing violence, sexualised behaviours and issues with education being a consistent theme.

Breakdown:

Mentoring Set up	Target number of mentors	15 in first instance – 30 by the end of the first year
	Applications received	41 applicants
	Interviews completed	27 face to face interviews during initial recruitment drive. Additional interviews as required, both face to face and phone interviews conducted by Sam and myself.
	Mentors trained	11 in June 7 in July 6 in September 4 in October (informal training session with Sam Parkin) 1 in November (informal training session with Trisha and Sam) 29 in Total
Mentoring management	<ul style="list-style-type: none"> ▪ Stage 1/2 (23) ▪ Approved and waiting (8) ▪ Pre-order (7) ▪ Post-order (33) ▪ EPP (1) 	3 referrals were received in June 13 referrals have been received in July 10 August 5 September 9 October 9 November 15 December 8 January 72 referrals in total
	No. of families being mentored now	42+ 3 spoken to needing match with mentor 12 new referrals not called (some contacted but not spoken to directly yet).
	No of families who did not want to proceed / not made contact	15 total 4 not wanting to proceed before match with mentor 2 matched but not wanting to engage 1 safeguarding issue 8 no response
Added value services	<p>5 of our peer mentors have become involved in the preparation training for adopters. They have met with Pam Crossley and the dates for all of next year's preparation training will have an adopter present throughout. This is a good step forward in becoming more adopter led.</p> <p>One mentor is in discussion about becoming an Adoption panel member.</p>	

Mentor & Mentee Feedback	<p>Families have feedback to their social workers that the support they received has been beneficial, some families indicating that they wish they had had it sooner. One family feedback that “our mentor couldn’t have been better and always makes herself available” (mentee 29.1.19)</p> <p>One mentor said “I’m absolutely buzzing with positivity after my first peer mentoring meet tonight...couldn’t think of a better way of giving something back.” October, 2018.</p>
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Support to Mentors:

Mentors are supporting families dealing with huge complexities, the emotional impact of that is potentially significant and therefore supervision and support for mentors is an important element of the service.

The support offered to active mentors;

- Day to day enquiries with Mentor Manager
- Quarterly individual supervision sessions with Scheme Supervisor
- Bi Annual group supervision / get together / information sharing organised by Scheme Supervisor

The voucher policy was agreed in August 2018. Mentors are given a supermarket or High street voucher as a thank you for their voluntary hours every month. The amount varies depending upon their number of allocated families.

- 1-3 families = £30.00
- 4-5 families = £50.00
- Additional families = £10.00 per family

Next steps:

The intention is to send out a survey to the mentors and families to complete and gain further feedback about the service.

Develop training/ workshops that mentors can become involved in delivering to adopters.

Recruit specific mentors – EPP, single or those with birth children to meet the needs of the referrals being received.

Ongoing Development's

Voluntary Adoption Agencies

The VAA's are setting up some peer mentoring services and it is essential that we work together so as not to duplicate work. They are yet to establish a service but I intend to continue an open dialogue to ensure collaborative working. A meeting took place with Julie McVeigh (VAA's) on 23.1.2019 to share all the OAWY training, policies and procedures.

Challenges:

The vast geographical area of West Yorkshire has been a challenge. Firstly to recruit mentors from varied locations and secondly to match families with mentors from similar locations and experience. As we recruit more mentors this is becoming easier but then creates more work load and cost of supporting those additional mentors.

Ambitions:

To continue to fully imbed and grow the service within one adoption, to ensure that mentors are fully supported and trained to provide good quality support to families.

In January 5 mentors met with Julie Pocklington to gain a greater insight into education services. Education is a common theme in referrals and we want to skill mentors up to provide excellent and consistent information around education to families.

Cornerstone have a training model for support sessions that are run by a social worker and mentor manager to supplement adopter's learning. The topics of these sessions are;

Meeting birth parents, Contact, Adoptive family life, Children's Profiles, Adopter's profile, Therapeutic Stories, Managing the wait, Early Placement, Blocked care, Keeping connected with your teenager, Transitions in Education, Life story work for Teens/tweens.

I think it would be beneficial to explore the content of these training sessions in order to share this information with staff, mentors and families. These workshops could be integrated into twilight sessions, or run additionally, the resources could be available to staff completing assessments and mentors to support families, and they could be delivered more informally at support groups by mentors themselves. The options are varied to maximise on this learning and to utilise the resource of experienced adopters who are passionate and willing to get involved to share their experience and knowledge.

To continue to work closely with Pam Crossley in further developing the adopter led approach for Preparation training.



Debbie (middle) with her family on holiday in Florida this year

Mum to mentor

Debbie Blenkarn shares her journey from adopting three young children nine years ago, to becoming a mentor for other families who are now going through the adoption process

Adoption rates in England have dropped significantly in recent years, despite the number of children in care rising.

There were more than 70,000 children in care at the end of March 2017, while the number of adoptions fell from 5,360 in 2015 to 4,350 in 2017.

Debbie Blenkarn, Yorkshire North East Quality Contract and Performance Manager, is passionate about encouraging others to adopt, after she and her partner adopted three young siblings nine years ago – an experience she has found incredibly rewarding.

“We adopted a 4-year-old girl, 3-year-old girl and 20-month-old boy. My partner and I went to the house, knocked on the door and these three little children looked up at us and asked, ‘Are you our new mummies?’ And we said, ‘Yes.’ The rest is history.”

Adoption immediately felt right for Debbie and her partner. “We decided against IVF and we thought that children would never happen for us. One day, adoption came up in conversation and it just felt like the right thing for us. We just thought, ‘That’s what we should do.’ We both had good jobs and a nice house. I also worked in the prison service for 25 years before joining Highways England and have experience of working with children displaying difficult behaviour.”

They got in touch with their local social services and began the adoption process. This involved interviews, assessments and home visits. Twelve months later, Debbie and her partner took home their three children. “My partner and I were fairly unique in that we were the first female gay couple to adopt in the Yorkshire area,” she said. “We were taking on three children, which is quite rare, and my two youngest have disabilities as well, so it was quite complicated. Social services were very keen to get the children placed.”



Mentor and support

Debbie has now become a mentor to support others who are currently going through the assessment process or have recently become adoptive parents and are experiencing difficulties with their children. “It is quite a lengthy and intrusive process to adopt a child, so I support families through that, what happens afterwards and the challenges they might encounter,” she explained. “It involves me giving support, guidance and a listening ear to families.”

She undertook a two-day voluntary training course through a local adoption initiative to become a mentor. She now spends around eight hours every week meeting with families and chatting to them on the phone or via email. Her colleagues have been very supportive, too. “My manager completely supported my desire to do the training,” she said. “It’s great the company offers us volunteering hours, too.”

Part of the volunteering also involves Debbie sharing her experiences about what she has learned from being an adoptive parent. “In the past, children would grow up not knowing that they were adopted but this has now changed, as most children are taken into care when they are two, three or four-years-old,” she

said. “My daughter also suffers from attachment disorder, so we did training in therapeutic parenting (a type of parenting style) to help and support her. It’s only through my experience I’ve learned these things, and this training is something I would encourage adoptive parents to do.”

The gain outweighs the pain

Debbie would encourage other families to adopt but people must be aware of the challenges, she says. “They need to recognise it’s not a fairy-tale. Not many babies come up for adoption, it’s kids who have been neglected and are suffering from trauma. I’ve not met a single adoptive parent who hasn’t had difficulties and I’ve met hundreds of parents. I feel passionate this is communicated better to potential adoptive parents.

“For me, however, the gain outweighs the pain, as you see the children thriving.”

And what does the family have planned for Christmas? “It will be a relatively quiet affair with close family after a busy holiday to Disney World in Orlando in November.”

A network for adoptive parents

“I’ve met people in my job who have also adopted children and I feel that we could be of mutual support to each other,” Debbie said. “It’s not something you shout about, but people will come up to me and ask, ‘Are you on that Facebook group for adoptive parents?’ We then end up sitting and talking for hours about our shared experiences. I think it would be great to start up a network for adoptive parents.”

If you are interested in joining a network for adoptive parents, get in touch with Debbie at **Debbie.Blenkarn@highwaysengland.co.uk**.

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Report author: Sarah Johal
Tel: 0113 2783623

Report of Director of Children's Services

Report to West Yorkshire Adoption Joint Committee

Date: 13th March 2019

Subject: Performance Report

Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. This report sets out the Quarter 3 performance report of the regional agency.

Recommendations

2. The Joint Committee is requested to:
 - a) note the proposed performance information; and
 - b) support the development of this work.

1. Purpose of this report

1.1 This report sets out the Quarter 3 performance report of the regional agency (**Appendix 1**).

2. Background information

2.1 The partnership agreement with the 5 local authorities is clear that One Adoption West Yorkshire (OAWY) will comply with the key performance indicators set and report upon performance in relation to these to the Management Board of the Regional Adoption Agency (RAA), the Adoption Leadership board and any other statutory body as required.

2.2 This is the format of the quarterly report and this is the Quarter 3 performance information.

3. Main issues

3.1 This performance report provides the basis for performance across the region with an aim to improve practice improvement internally and across the partnership.

3.2 The approval of adoptive parents has increased over the last two quarters which is encouraging. However, this is not as high as it needs to be in order to meet the needs of children waiting. Attracting a wider range of people to consider adoption is a key priority, with additional marketing and more targeted advertising underway this month with LGBT Adoption & Fostering awareness week this month.

4. Corporate considerations

4.1 Consultation and engagement

4.1.1 There has been some national ongoing consultation and engagement with other local authorities and with adoptive parents about the practice improvement framework and performance measures. There is a national performance group looking at a dashboard for regional adoption agencies and OAWY are leading on this work with the Department of Education.

4.2 Equality and diversity / cohesion and integration

4.2.1 There are no implications for this report.

4.3 Resources and value for money

4.3.1 There are no implications for this report.

4.4 Legal implications and access to information

4.4.1 There are no implications for this report.

4.5 Risk management

4.5.1 There are no implications for this report.

5. Recommendations

5.1 The Joint Committee is requested to:

- a) note the proposed performance report format and information; and
- b) support the development of this work.

6. Background documents¹

6.1 None

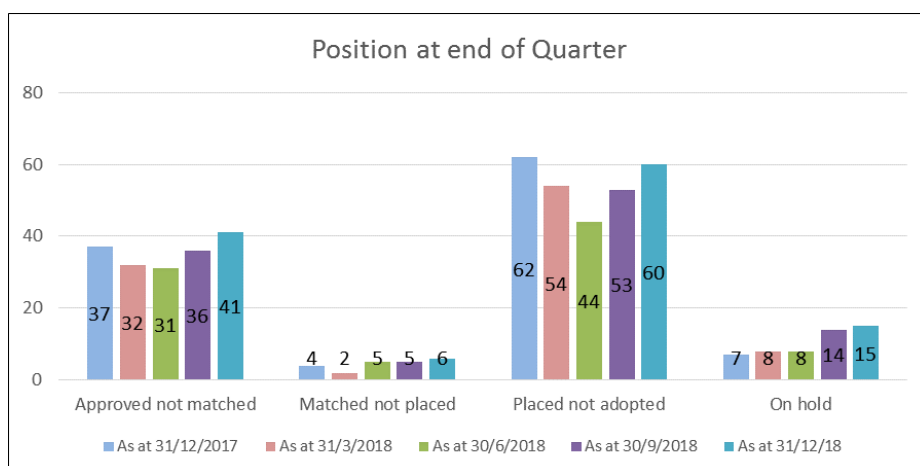
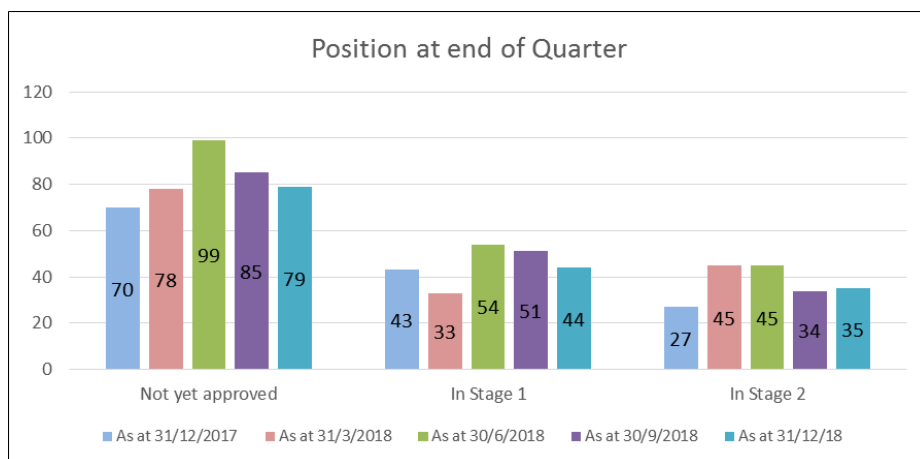
¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

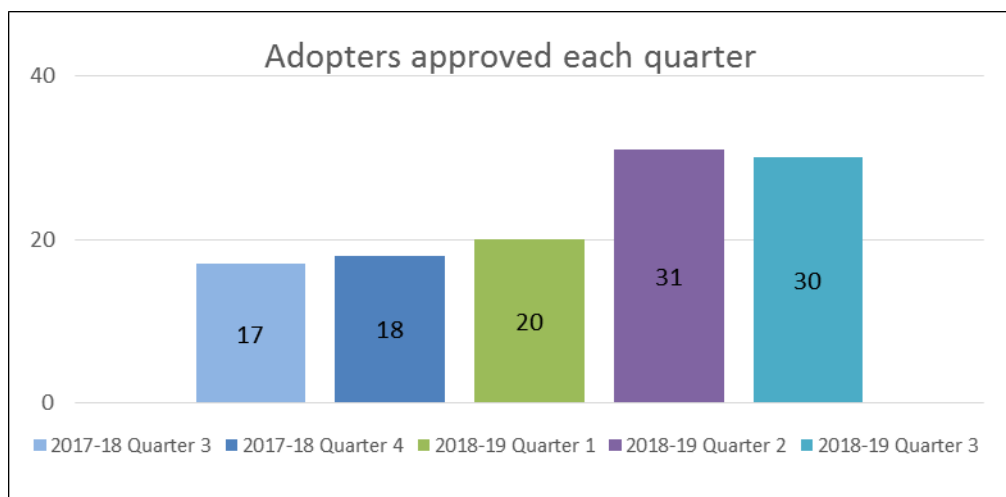
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Highlight Report on performance for the board October to December 2018

a) **Sufficiency:** Are enough of the right kind of adopters being recruited and approved to meet the needs of the children waiting?





During the 3rd Quarter we achieved 30 approvals of which 6 are open to EPP, none have specified to take over 5 years and 3 are willing to take a sibling group of 2.

The target for the three quarters of 2018-19 was 83 approvals and to date the figure is 81.

At the end of quarter 3, 41 adoptive families were approved but not yet matched, of which 5 are FFA, of the other 36 families, 8 have a matching panel booked. This leaves 28 families of which 7 are open to EPP, none have stated to take a child over 5 years of age and 5 have indicated they would take a sibling group of 2 children.

Adopters

Of the 30 adoptive families who ended Stage 1 in quarter 3,

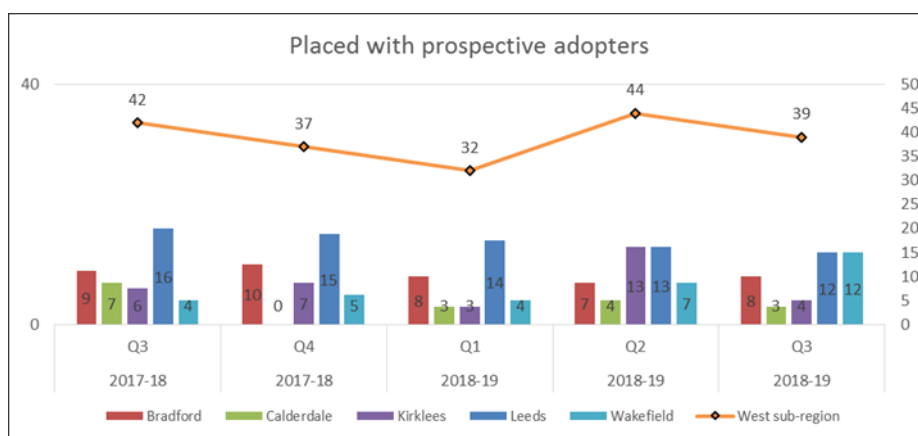
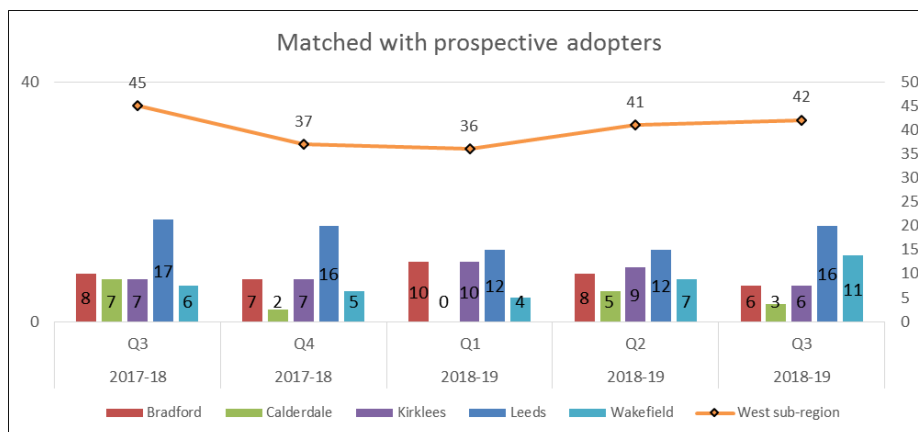
- 17 were in stage 1 for more than 2 months

Of the 30 adoptive families who ended Stage 2 (Approved) in quarter 3,

- 4 were in stage 2 for more than 4 months

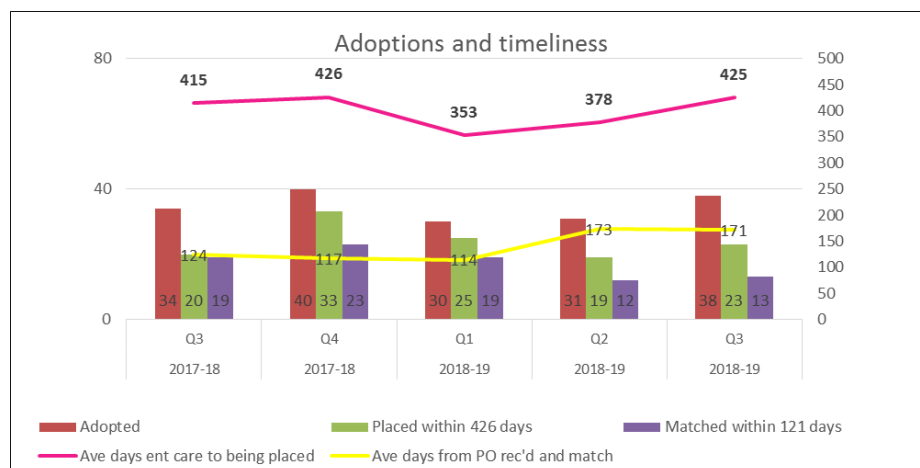
Delays in stage 1 tend to be regarding getting medicals completed by GP's and undertaking DBS checks in the early stages.

- b) Timeliness:** Are children being matched and placed without delay including those children who wait longer?



It is clear from these graphs that in the third quarter that there has been an increase in children matched compared to the first two quarters with a slight decrease of children placed compared to quarter two but still an increase overall. This includes 19 children placed who wait longer due to their needs (e.g. over the age of 5 years; sibling groups, BME & children with disabilities).

Highlight Performance Report

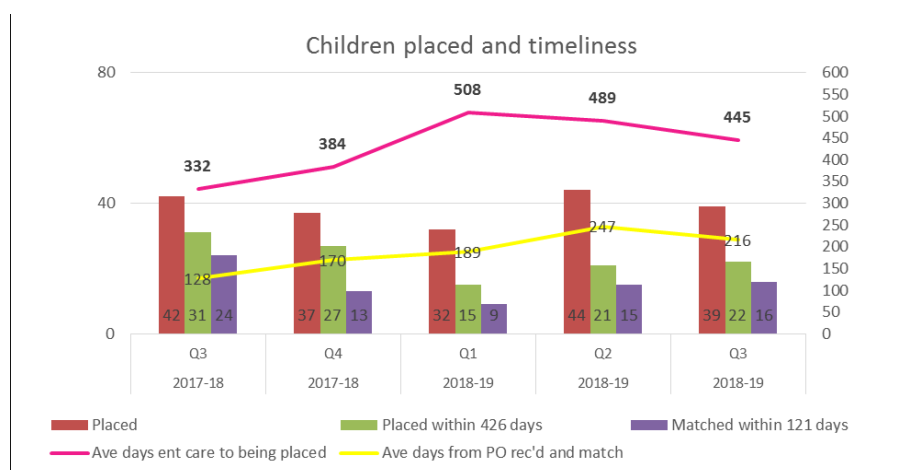


The graph immediately above is with regard to children adopted in the period. The A1 scorecard indicator of children adopted is below national indicator of 426 days at 425 days.

The A2 scorecard indicator is above national indicator in quarter 3. Of the 38 children adopted in quarter 3, 18 of these were classed as children who wait longer to match, this affects the overall average timeliness.

A1 indicator of the children placed: (see table below)

This shows an improvement in quarter 3 of timeliness and includes 19 children who had more than 500 days between entering care and being placed making the average 445 days, without these 19 children it brings the average down to 308.



Case examples of all the children placed:-

19 were children who wait longer (e.g. classed by the DfE as harder to place children)

2 were aged 5+ years

11 were part of a sibling group

8 were Black and minority ethnic (BME)

A2 indicator:

21 of the 42 children took more than 121 days from Placement Order to match:-

Of the 21, 14 are in the cohort above.

At the end of December 2018, 53 children who have been waiting for at least 18 months since entering care and are not placed:

Of these 53 children, 34 entered care between 2013 and 2016 – this is shared across all LA's. 3 of these 34 children have been matched and awaiting placement.

44 are classed as "hard to place" children (5+years old, sibling group, disability, BME), of which 25 have more than one of these characteristics. 9 of the 53 children are however not classed as hard to place so further exploration of these 9, to understand the issues, is underway.



One
Adoption
Agency
WEST YORKSHIRE

One Adoption West Yorkshire quarterly performance report

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October to December 2018

Introduction/summary

This is the third quarterly report for 2018-19, providing an update on One Adoption West Yorkshire.

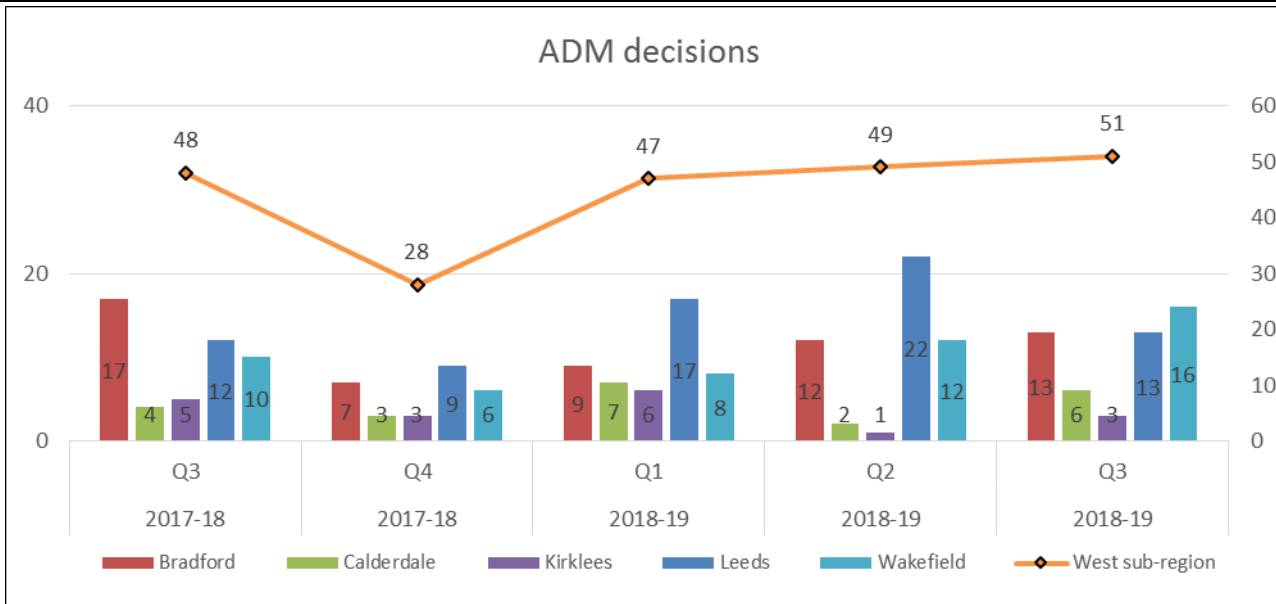
This report is based in the premise of how much work has been undertaken in the period, how well and what difference has it made. The report is a simple and concise report, with detailed tables in appendices. The report contains a number of tables and charts (when trends allow).

Children

This section of the report provides headline figures relating to children and young people at various stages of the adoption process within West Yorkshire. Greater detail, including a breakdown by the five local authorities, is contained within the graphs on the following page. The figures in bold are for the current quarter and those in brackets are for the same quarter of the previous year.

<p>How much did we do?</p> <p><i>During the quarter</i></p> <ul style="list-style-type: none"> • 286 (308) children left care, 38 (34) were adopted <i>During 2017/18 162 children were adopted, average 41 per quarter (13.9%)</i> • 51 (48) children had an ADM decision made <i>During 2017/18 191 children had ADM decision made, average 48 per quarter</i> • 45 (50) placement orders were granted <i>During 2017/18 169 placement orders were granted, average 42 per quarter</i> • 42 (45) children were matched to an adoptive family – 11 (13) inter agency placements 26% (29%) <i>During 2017/18 154 children were matched, average 39 per quarter</i> • 39 (42) children were placed with an adoptive family <i>During 2017/18 157 children were placed, average 39 per quarter</i> • 4 (3) children in new EPP <i>During 2017/18 16 children were in new EPP, average 4 per quarter</i> • 111 Children added to tracking • 5 (7) Children had a change of plan away from adoption • 0 (2) Children had an adoption disruption 	<p>How well did we do it?</p> <p><u>Statutory Scorecard Data</u></p> <p>For the 38 (34) children who were adopted during quarter 3 2018/19, it took an average of:</p> <ul style="list-style-type: none"> • 425 (415) days between a child entering care and moving in with their adoptive family (National Indicator is 426 days) (England Average is 520) • 171 (124) days between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (National indicator is 121 days) (England average is 220) • 23 (20) were placed within 426 days of entering care, this is 61% (59%). • 13 (19) were matched within 121 days, this is 34% (56%) <hr/> <p>For the 39 (42) children who were placed during quarter 3 2018/19, it took an average of:</p> <ul style="list-style-type: none"> • 445 (332) days between a child entering care and moving in with their adopter family – *(19 of the 43 children took more than 500 days)* if these 19 children were taken out of the equation the average number of days would be 308 • 216 (128) days between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family • 22 (31) were placed within 426 days of entering care, this is 56% (69%) • 16 (24) were matched within 121 days, this is 41% (53%) <p>• For the 42 (45) children matched with an adoptive family during the quarter it took an average of 199 (130) days from placement order and 407 (322) days from entering care (10 of the 42 children took more than 500 days between entering care and the local authority deciding on a match to an adoptive family), if these children were taken out of the equation the average number of days would be 313</p> <ul style="list-style-type: none"> • 13% (15%) of children leaving care were adopted, (England average is 14%)
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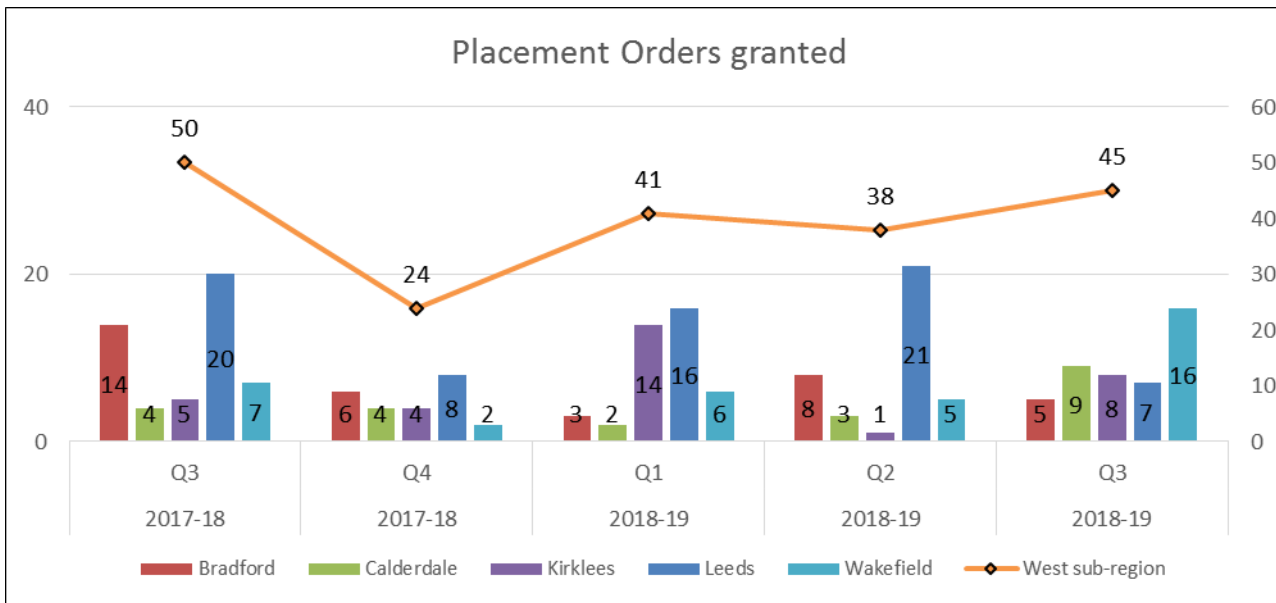
<p>How much did we do? <i>At the end of the quarter</i></p> <ul style="list-style-type: none"> • 191 (145) children have an ADM decision but not yet matched • 203 (162) children have an ADM decision but are not yet placed • 147 (122) children have a placement order but are not yet placed. Of these, 53 (54) have been waiting for at least 18 months since entering care. 92 (74) children have been waiting more than 121 days since the placement order was made • 10 children with an ADM decision have a potential match identified 	<p>How well did we do it?</p> <ul style="list-style-type: none"> • 24 children were placed within 308 days of entering care with their adoptive family. Children who wait longer were also placed but this impacts upon the timescales.
<p>What would we like to do better?</p> <ul style="list-style-type: none"> • There are a growing number of children with a placement order not yet placed and 92 children who have been waiting for more than 121 days. We track these children within OAWY and each LA looks at this data. We would like to establish firm systems that are effective with each LA to ensure that there is a joint understanding of the plans for children and where there may be barriers to finding families. 	<p>What difference did we make?</p> <ul style="list-style-type: none"> • A 6 year old girl who is black African, with health complications has been placed for adoption with an early adoption support package in place to support the placement.



Commentary

This graph shows numbers of children who had an ADM decision over the last 5 quarters, thus showing figures for the same quarter in the previous year

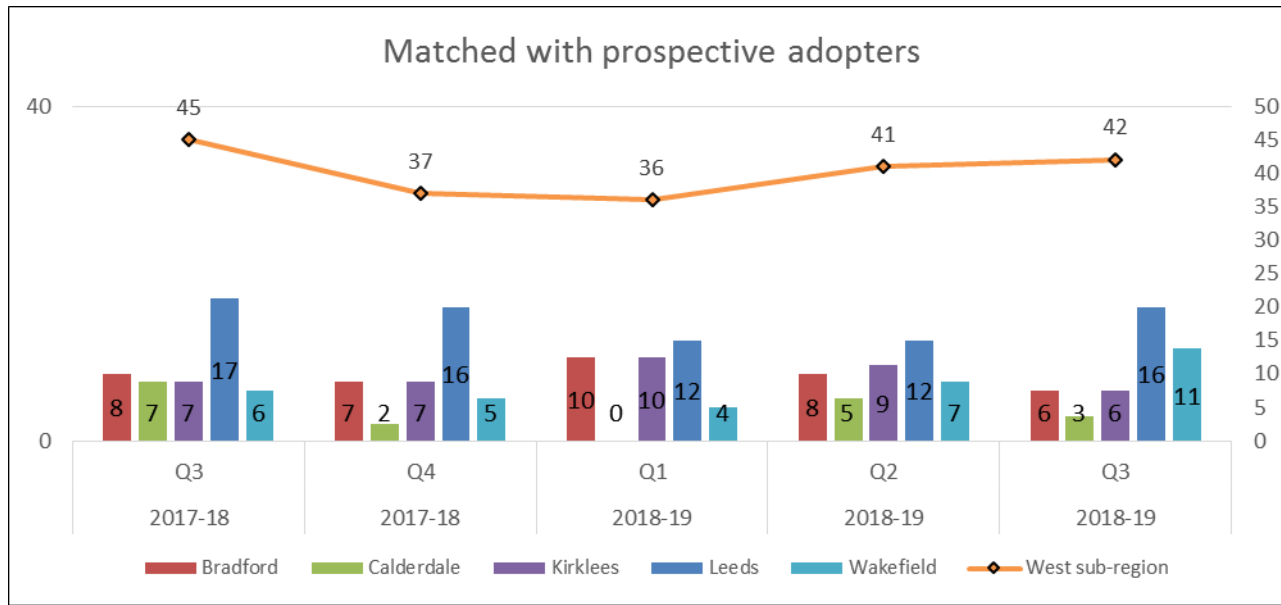
A steady increase in ADM's across the region



Commentary

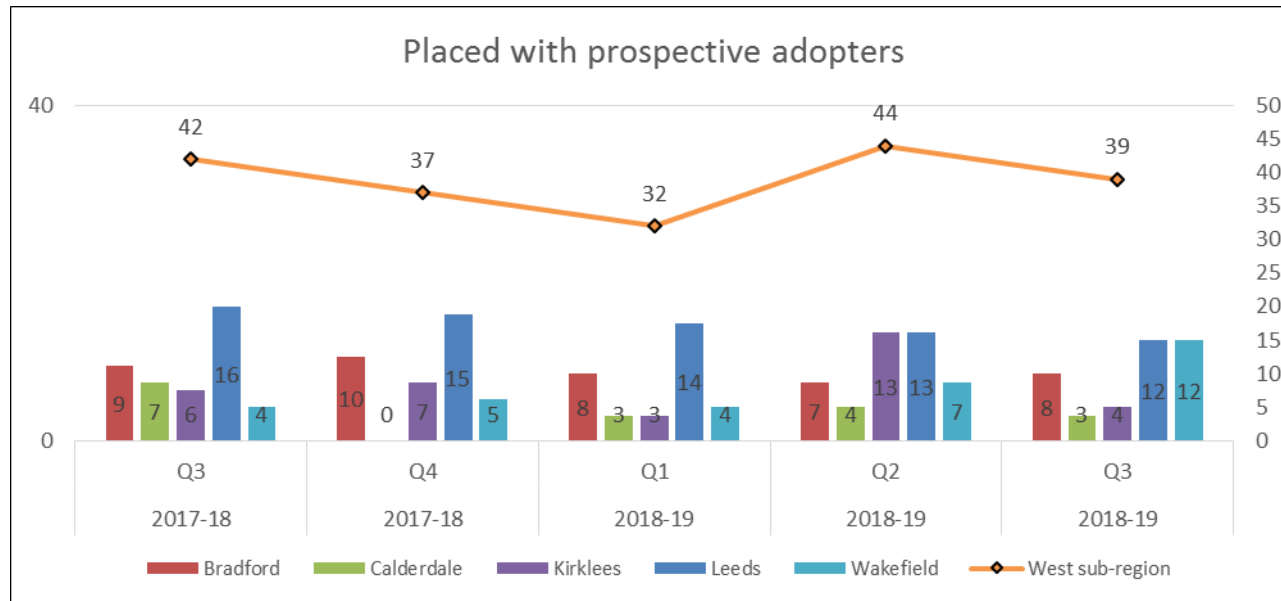
This graph shows numbers of children who had a placement order granted over the last 5 quarters, thus showing figures for the same quarter in the previous year

A steady increase in Placement orders across the region but still a decline from Q3 last year.



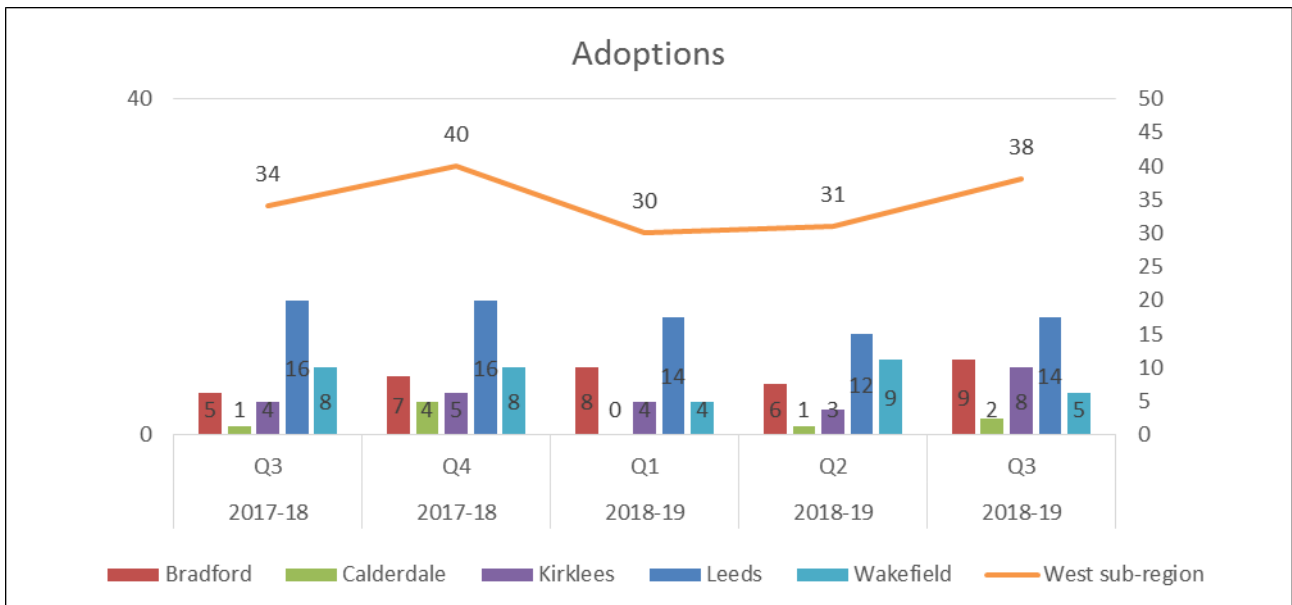
Commentary

This graph shows numbers of children who were matched over the last 5 quarters, thus showing figures for the same quarter in the previous year



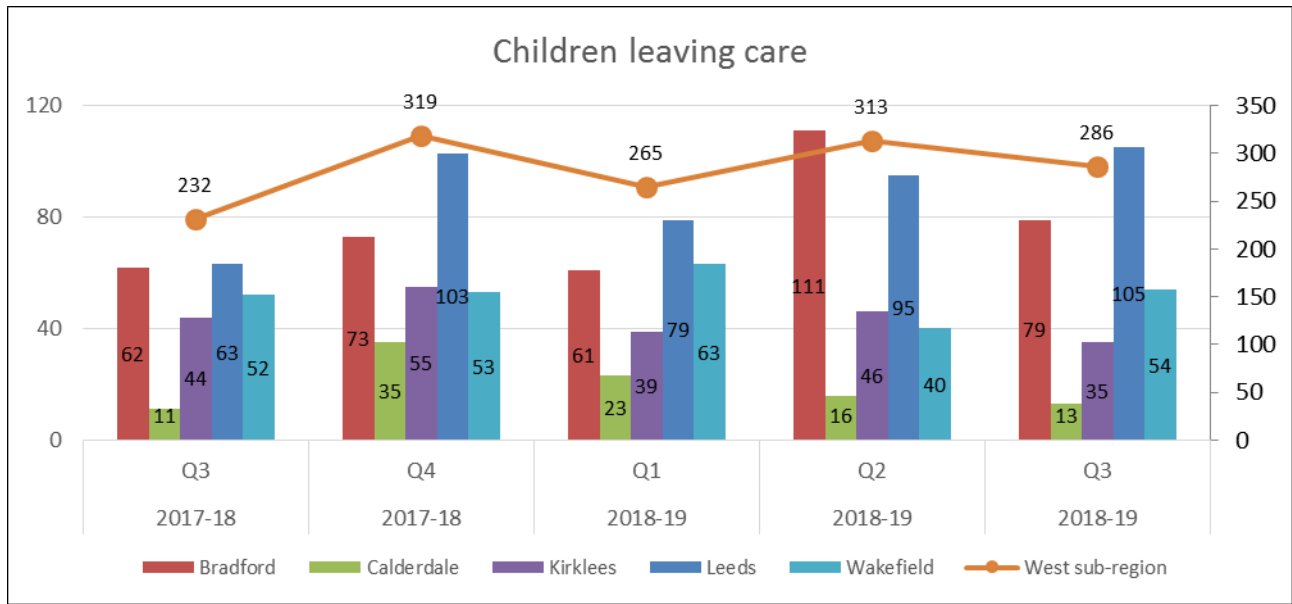
Commentary

This graph shows the number of children placed over the last 5 quarters, thus showing figures for the same quarter in the previous year



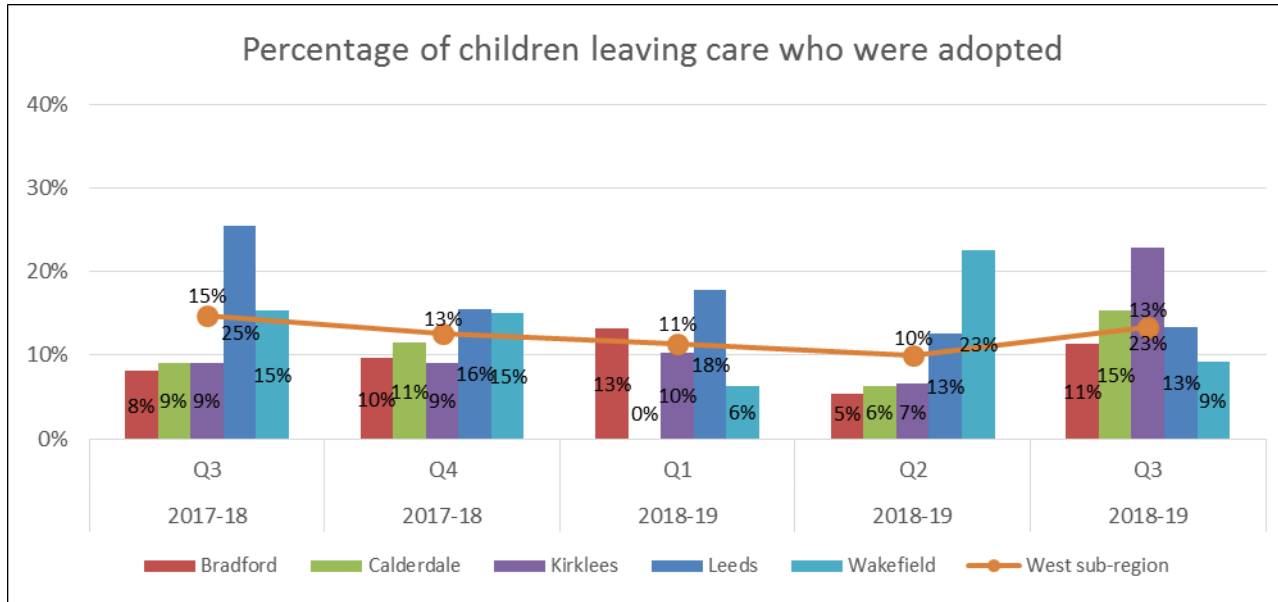
Commentary

This graph shows numbers of children who were adopted over the last 5 quarters, thus showing figures for the same quarter in the previous year



Commentary

This graph shows the number of children leaving care over the last 5 quarters, thus showing figures for the same quarter in the previous year



Commentary

This graph shows the percentage of children leaving care who were adopted in the last 5 quarters, thus showing figures for the same quarter in the previous year

Adopters

This section of the report provides headline figures relating to prospective and approved adopters at various stages of the adoption process in One Adoption. Appendix one contains figures for the last 5 quarter to give comparison between same quarter in the previous year. Figures in bold are for current quarter, those in brackets are for the same quarter in the previous year.

How much did we do?

During the quarter

- **103** (81) prospective adoptive households attended information sessions
- **34** (36) Families started Stage 1
- **25** (20) prospective adoptive families attended preparation training
- **26** (25) Families started Stage 2
- **30** (17) prospective adoptive families were approved, of these, **4** (2) families were Foster Carer Adopters
- **26** (30) prospective adoptive families were matched, of these, **0** (1) families were matched with children outside the RAA and **26** (29) were matched with children from within the RAA
- **24** (27) prospective adoptive families had a child(ren) placed, of these, **0** (1) families had children placed from outside RAA and **24** (26) had children placed from within the RAA
- **15** (25) adoptive families adopted a child/young person
- **4** (9) Families withdrew from the process

How well did we do it?

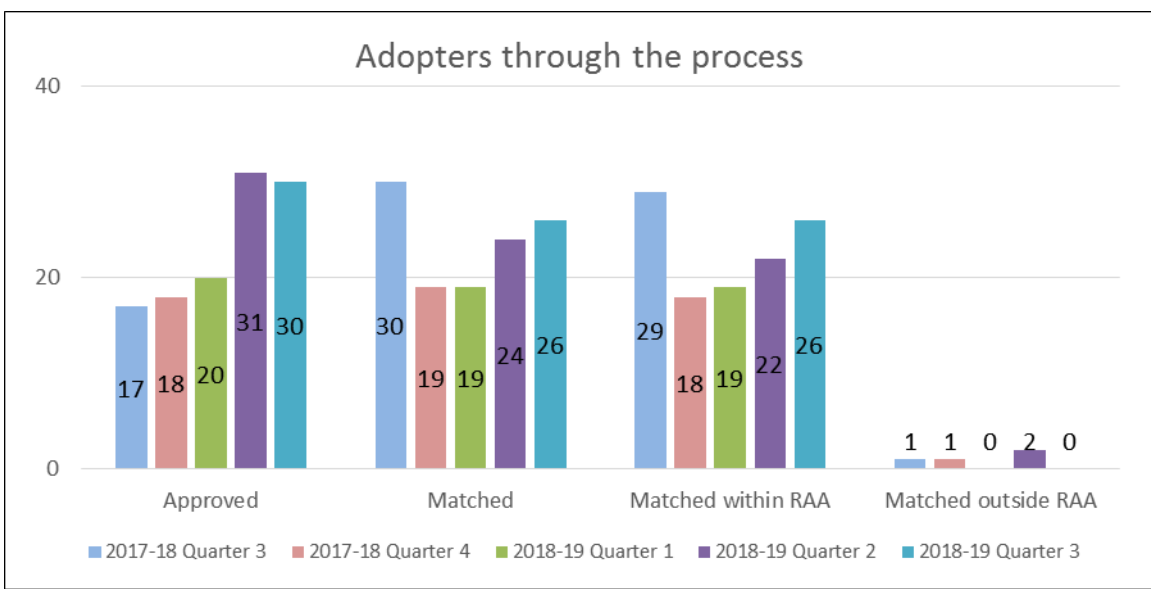
- Of those prospective adoptive families who ended Stage 1 in the quarter, they were in Stage 1 for an average of **3** months
 - **42%** were within timescales (Lowest was **0** month, highest was **8** months)
 - Those still in Stage 1 at the end of the quarter have been in Stage 1 for an average of **2** months
 - **70%** are within timescales
- Of those prospective adoptive families who ended Stage 2 in the quarter, they were in Stage 2 for an average of **4** months
 - **86%** were within timescales (Lowest was **2** months, highest was **11** months)
 - Those still in Stage 2 at the end of the quarter have been in Stage 2 for an average of **2** months
 - **88%** are within timescales

Of those approved **7** months was the average time between registration of interest and approval.

16 (8) adoptive families were matched within three months of their approval; **10** (22) were matched after three months of their approval

The average time taken from approval to matching was **4** (7) months

<p>How much did we do?</p> <p><i>At the end of the quarter</i></p> <ul style="list-style-type: none"> • Of the 76 (67) individual approved adopters, 39 (32) are female and 37 (35) are male. 20, 26% (11,16%) are from a BME background • 79 (70) prospective adoptive families are not yet approved • 44 (43) prospective adoptive families are in stage one; 35 (27) are in stage two • 41 (37) approved adoptive families are yet to be matched <ul style="list-style-type: none"> ○ 3 (5) of these families have been waiting more than six months ○ 7 (10) of these families have a matching panel booked ○ 4 (2) of these families have a match identified but no panel date booked <p>15 (7) prospective adoptive families are on hold</p>	<p>How well did we do it?</p> <ul style="list-style-type: none"> • There are an increased number of adopters not yet approved with more adopters moving through to stage 2. • The number of families waiting more than 6 months has declined
<p>What would we like to do better?</p> <ul style="list-style-type: none"> • We would prefer adopters not to be on hold. However, we are confident these families will continue with stage 2 in due course. 	<p>What difference did we make</p> <ul style="list-style-type: none"> • 26 % of families in the process are from a BME background providing a more diverse range of adopters for children waiting.

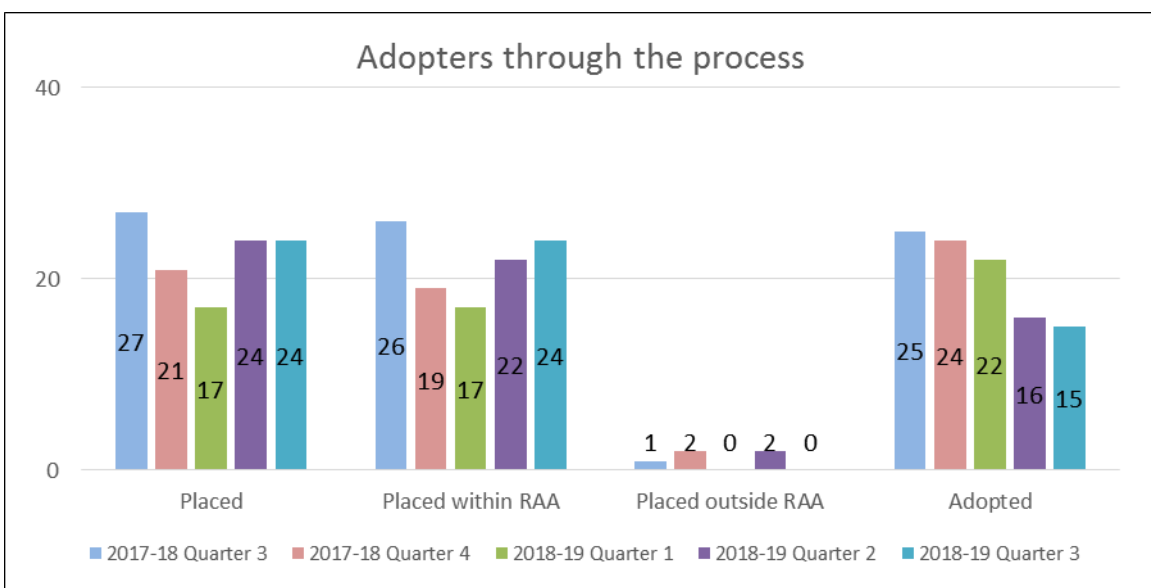


Commentary

This graph shows numbers of adopters going through the process from 2017-18 Quarter 3 through to 2018-19 Quarter 3

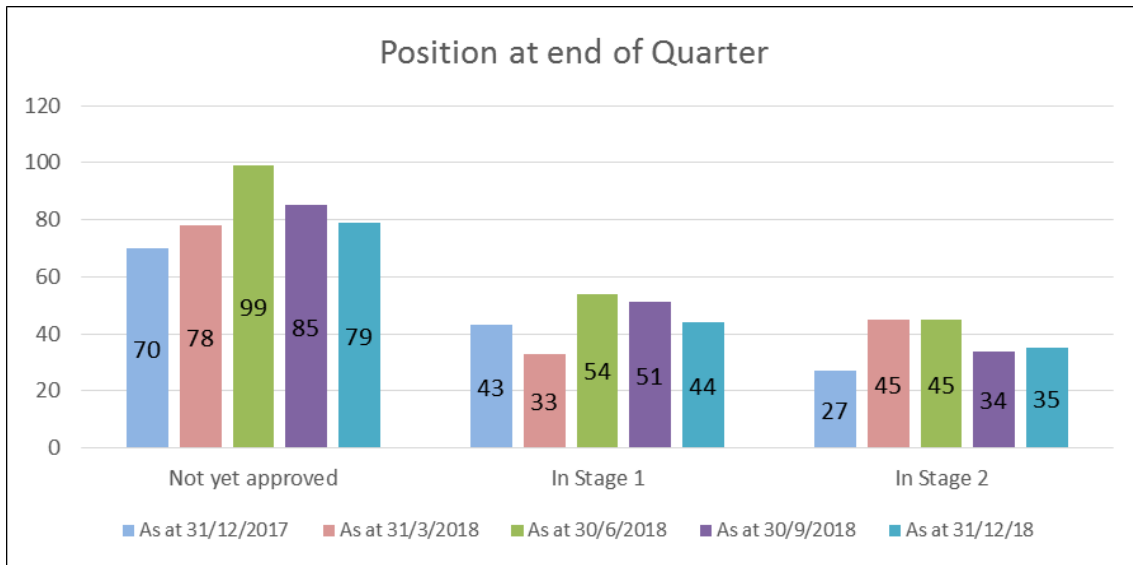
This provides a comparison of the same quarter in the previous year.

The numbers of approved adopters has increased over the last two quarters which is encouraging



Commentary

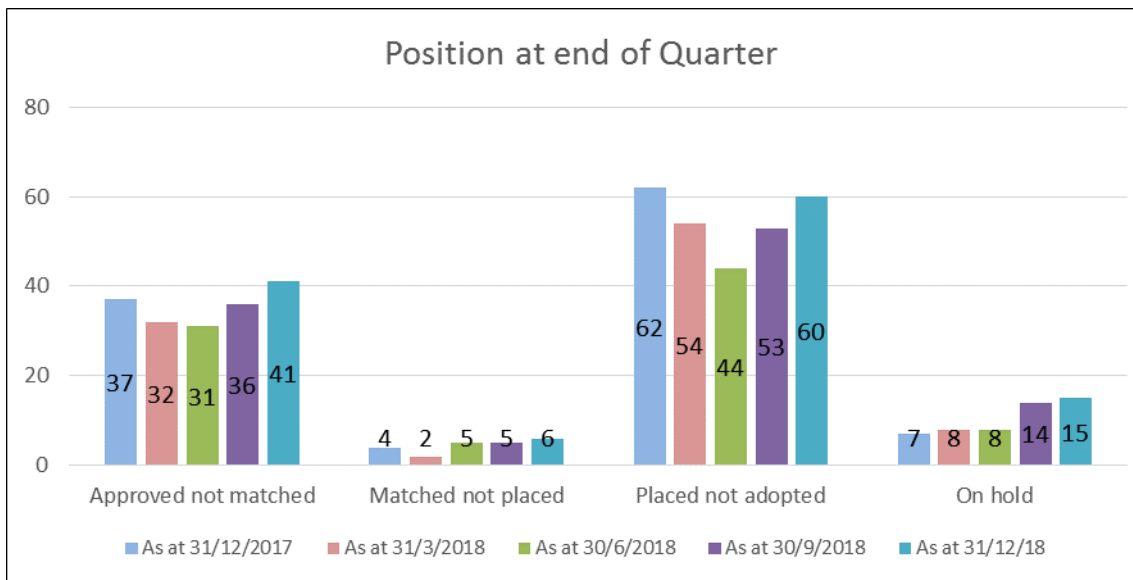
This graph shows numbers of adopters going through the process from 2017-18 Quarter 3 through to 2018-19 Quarter 3



Commentary

This graph shows the number of adopters at various stages in the process at the end of each quarter. It shows the last 5 quarters so we can compare the same quarter in the previous year.

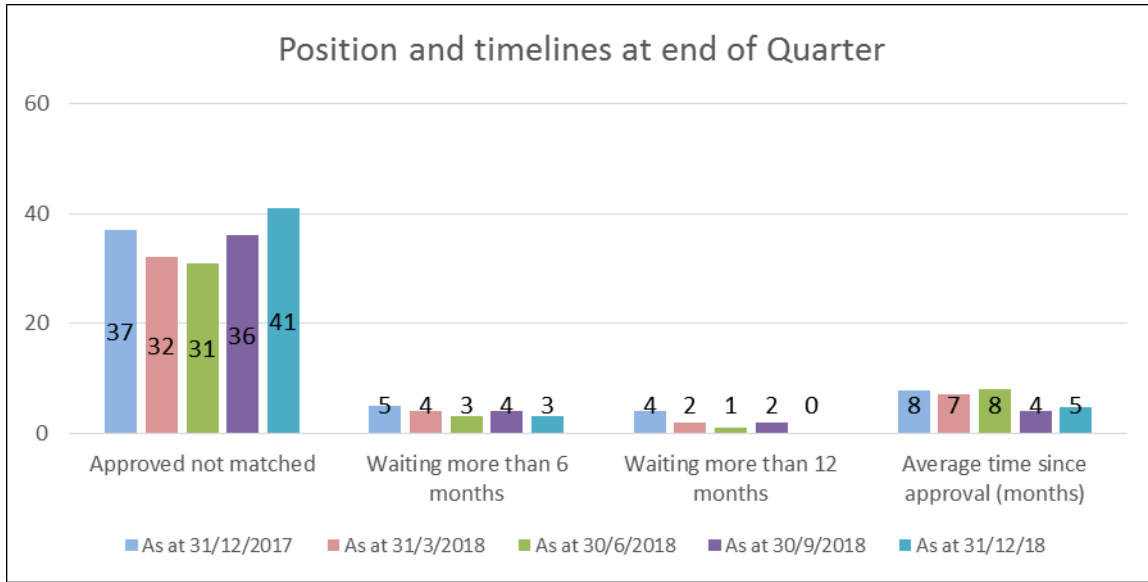
There is a slight decrease of adopters in the approval process as a number of adopters have been approved this quarter. We need to increase the numbers coming into stage 1.



Commentary

This graph shows the number of adopters at various stages in the process at the end of each quarter. It shows the last 5 quarters so we can compare the same quarter in the previous year.

The number of adopters on hold have increased this quarter, due to adopter led decisions. These may be related to a house move, their own child entering a transition or a change of job for example



Commentary

This graph shows the number of adopters approved and not matched at the end of each quarter and the timeliness. It shows the last 5 quarters so we can compare the same quarter in the previous year.

Snapshot Figures

This section of the report looks at characteristics of prospective adopters who are approved but not yet matched and those characteristics of children still waiting to be matched as at the end of the quarter. **This section is work in progress and requires further development.**

Characteristics of those adopters who are approved and not yet matched

Ethnicity	Number of individuals
African	1
Any other Asian background	2
Indian	3
Pakistani	12
White and Asian	1
White British	56
White Irish	1
TOTAL INDIVIDUALS	76
TOTAL HOUSEHOLDS	41

Religion	Number of individuals
Christian	32
Muslim	8
Hindu	2
No information available	11
None	20
Other	3
TOTAL INDIVIDUALS	76
TOTAL HOUSEHOLDS	41

Characteristics of children who have a decision but not yet matched (191), of these, 140 have a Placement Order

Ethnicity	Number of children
Any other Mixed background	10
White and Asian	9
Information not yet obtained	6
White British	124
Any other White background	11
Gypsy/Roma	4
White and Black Caribbean	10
Any other ethnic group	14
White and Black African	1
African	2
TOTAL INDIVIDUALS	191

Children who wait longer (more than one characteristic)	Number of children
Part of a Sibling Group	92
With a Disability	3
BME	50
Aged 5 years +	31
TOTAL INDIVIDUALS	176

42 Children have 2 of above characteristics

6 Children have 3 of above characteristics

Of those above

ADOPTERS

Certain characteristics specified	Number of Households
Potential Match	11
Not specified any age group	38
Specified 0-4 years (incl 0-2 years)	32
Specified 0-2 years	26
Sibling groups	6
Specific Gender	8
Open to EPP	12

Adoption Support

This section is work in progress and requires further development.

Non Agency Adoption

This section is work in progress and requires further development

Appendix one

This appendix contains a range of measures related to prospective adopters progressing through the approval and adoption process.

Table A9: individuals and families progressing through the approval and adoption processes

		Enquiries		Progress through the adoption process (Families)					
		Individuals	Families	Start Stage 1	Start Stage 2	Approved	Matched	Placed	Adopted
2017-18	Quarter 3	77	41	36	25	17	30	27	25
2017-18	Quarter 4	110	61	27	32	18	19	21	24
2018-19	Quarter 1	0	62	46	27	20	19	17	22
2018-19	Quarter 2	0	55	31	24	31	24	24	16
2018-19	Quarter 3	0	67	34	26	30	26	24	15

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Table A10: snapshot numbers of prospective adopters at different stages of the approval process

	Prospective adoptive families				Approved adoptive families waiting		
	Prospective adoptive families not yet approved	In Stage 1	In Stage 2	On hold	Approved adoptive families waiting to be matched	Approved adoptive families waiting to be matched for more than 6 months	Average time since approval (months)
As at 31/12/2017	70	43	27	7	37	5	8
As at 31/3/2018	78	33	45	8	32	4	7
As at 30/6/2018	99	54	45	8	31	3	8
As at 30/9/2018	85	51	34	14	36	4	4
As at 31/12/2018	79	44	35	15	41	3	5



Report author: Sarah Johal

Tel: 0113 2783623

Report of Director of Children's Services

Report to West Yorkshire Adoption Joint Committee

Date: 13th March 2019

Subject: Education work with Virtual Schools- update

Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, access to information procedure rule number:		
Appendix number:		

Summary of main issues

1. This report presents an update on the Education work being undertaken across West Yorkshire between One Adoption West Yorkshire (OAWY) & the five Virtual Schools to implement the new statutory duty to provide advice and guidance to children and young people previously looked after children and young people who are adopted.

Recommendations

2. The Joint Committee is requested to:
 - a) note the information; and
 - b) support the development of this work.

1. Purpose of this report

- 1.1 This report presents an update Education work being undertaken across West Yorkshire in conjunction with Virtual Schools to implement the new statutory duty to provide advice and guidance to children and young people previously looked after children who are adopted and subject to a Special Guardianship Order.

2. Background information

- 2.1 In August 2018 Local Authorities received funding from the government to implement the new statutory duty and the OAWY management board management board agreed that the local authorities would top slice the grant by 10% to enable OAWY to work in partnership with the VSH in implementing new duty across the region. The education worker within OAWY, working as part of the centre of excellence work was ideally placed to work with staff in adoption support to build their knowledge and skill about issues around education that affect children and young people and to provide advice and support to adoptive families.

3. Main issues

- 3.1 The additional grant to implement the new duty is in place until August 2020 and the education consultant is funded for three days a week until that time. The Virtual Schools are responsible for the implementation of the new duty and OAWY will work with the Virtual Schools in each local authority to :
 - 3.2 Deliver an annual CPD presentation/workshop to designated teachers in each individual Virtual School to promote attachment awareness.
 - 3.3 Support the 'triage' of queries from adopters during their journey to adoption and post-adoption including sign-posting to other services.
 - 3.4 Develop a direct working relationship with each individual Virtual School, including time spent working in each Virtual School location to build a 'knowledge base' to support advice and guidance.
 - 3.5 Co-ordinate a Continual Professional Development offer to adoption social workers and adoption support services within OAWY that is supported by each Virtual School.
 - 3.6 Support the development of a resource pack/guide on child development, learning and education for adopted children for adopters.
 - 3.7 Develop and support the implementation of an early years/pre-adoption personal education plan to provide a consistent approach to planning for school age children moving on to adoption across the region.
 - 3.8 Support the development of the on-line resource, accessible through the One Adoption platform, which provides universal advice and guidance including links to individual SEN local offers and Virtual Schools, how to support schools access Pupil Premium Plus, FAQs, up to date research etc.
 - 3.9 Act as a conduit for adopter and Adopteen voice and influence to Virtual Schools, the centre for excellence and OAWY.
 - 3.10 Support OAWY and the Virtual Schools develop best practice guidance for designated teachers, governors, providers of early years education to improve awareness of the vulnerability and identifying and meeting the needs of previously looked after children including the effective use of Pupil Premium Plus.

- 3.11 Build relationships with voluntary sector partners to ensure all Virtual Schools and designated teachers to understand the range of support available to previously looked after children who are adopted.
- 3.12 Provide feedback and reporting to OAWY and each Virtual School about the types of queries, the frequency and identify trends that inform either direct activity by the Virtual School and/or development/commissioning of adoption services
- 3.13 Deliver an annual Outcomes Based Accountability workshop across the OAWY region on turning the curve for the experience of adopted children in school and review the impact/outcomes of previous activity by the agency and Virtual Schools

4. Corporate considerations

4.1 Consultation and engagement

- 4.1.1 There has been ongoing discussions and engagement with local authorities, education and voluntary sector partners as well as the development of the work with adoptive parents and young people about this work.

4.2 Equality and diversity / cohesion and integration

- 4.2.1 There are no implications for this report.

4.3 Resources and value for money

- 4.3.1 The grant from the Department of Education to implement the new duty across west Yorkshire is £179k per year for 2 years. This has been top sliced by 10% for the 2 years totalling £34k. This provides funding for 3 days a week towards the education consultant post for 1 year.

4.4 Legal implications and access to information

- 4.4.1 There are no implications for this report.

4.5 Risk management

- 4.5.1 There are no implications for this report.

5. Recommendations

- 5.1 The Joint Committee is requested to:
 - a) note the progress of the project; and
 - b) support the development of this work.

6. Background documents¹

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

Promoting the education of looked-after children and previously looked-after children:
Statutory guidance for local authorities:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/683556/Promoting_the_education_of_looked-after_children_and_previously_looked-after_children.pdf