

# ONE ADOPTION WEST YORKSHIRE'S PLAN: 2018/19 - 2020/21



**Our Vision:** To be a flagship Adoption Agency that develops & promotes best practice, improving adoption standards nationally.

**Our Mission:** To find loving families who can meet the needs of children & offer an innovative & supportive approach to all those affected by adoption.

## What we'll do:

### 4 Outcomes:

1. Children move into their adoptive family without delay;
2. Families get help and support at every stage of the adoption journey;
3. Children have good quality care, a sense of belonging and stability within their adoptive family;
4. Children, adoptive and birth parents and adopted adults are listened to and have an influence in decisions that affect them and service development;

### 8 Priorities:

1. Recruit & assess sufficient numbers of adopters to meet the needs of our children;
2. Work with Local Authorities & partners to:
  - Improve early identification of children and further develop the use of EPP across the region;
  - Develop practice around identity (relationships with birth families & life story work);
  - Develop knowledge and understanding about matching with adopters who are committed, flexible, open communicators and are willing to access support.
3. Develop our staff team & panel members to ensure all our children & families receive consistently excellent service & support;
4. Implement a consistent offer of adoption support across OAWY;
5. Develop a Centre of Excellence for Adoption Support;
6. Create new partnerships with organisations that will help us achieve our outcomes;
7. Establish & promote a peer mentoring scheme;
8. Continue to work with Adopter Voice, AT-ID & birth families;

### 3 Obsessions:

1. Increase the number of adopters recruited
2. Timely placement of children with families
3. Quality of support provided

## How we'll do it:



**Monitor, Evaluate & Respond** to service user feedback & performance data to continually improve our services

**A Regional Service with local delivery** – we'll make the most of opportunities for regional efficiency & maintain strong local relationships

**A Restorative Approach** underpinning everything we do. Inclusive & fair processes, working with & alongside all our partner agencies & families

**A clear budget strategy that provides value for money**

**Look at ways to become more efficient and generate income**

**Motivated, Knowledgeable & Skilled Business Support** that enable adoption services to thrive

**Outstanding Social Work Practice** – we will continue to invest in the development of our staff, ensuring confident & knowledgeable professionals

**Do the basics right** – know your child and family, analytical assessments & SMART outcome focussed plans

**Engage with Children, Young People & Families** – we will enhance our groups and continue to empower them to shape services



## 3 behaviours that underpin everything:

1. Listening & responding to the voice of the child;
2. Restorative Practice: doing with not for or to;
3. Outcomes based accountability is anyone any better off?

## How we'll know if we've made a difference:

- Increased the numbers of adopters recruited & approved
- Positive service user feedback
- Reduced timescale in which Children are placed with adoptive parent(s)
- Evaluation from Adoption Support Fund;
- High level of family stability maintained
- A range of established service user groups that feed directly into our business planning.