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.

How we’ll do it:

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?

3 Obsessions:

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

Outcomes:

- Increased the numbers of adopters recruited & approved
- Positive service user feedback
- Evaluation from Adoption Support Fund
- A range of established service user groups that feed directly into our business planning

3 Obsessions:

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

How we’ll know if we’ve made a difference:

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

Outstanding social work practice – we will continue to invest in the development of our staff, ensuring confident & knowledgeable professionals

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

Monitor, evaluate & respond to service user feedback & performance data to continually improve our services

Engage with children, young people & families – we will enhance our groups and continue to empower them to shape services

Motivated, knowledgeable & skilled business support that enable adoption services to thrive

Implement a consistent offer of adoption support across OAWY;

Doing the basics right – knowing your child and family. Creating analytical assessments & SMART outcome focussed plans

How we'll do it:

Outcomes based accountability is anyone any better off?

Increased the numbers of adopters recruited & approved

Positive service user feedback

Evaluation from Adoption Support Fund

A range of established service user groups that feed directly into our business planning