

# Corporate Parenting Board - 13th January 2021



## Half yearly Adoption Agency report

**Date: 11th November 2020**

### **1. Purpose of this report**

1.1 This report sets out the work and developments within One Adoption West Yorkshire (OAWY) between April 2020 and September 2020.

### **2. Main issues**

#### **Use of Resources**

#### **2.1 Staffing & HR**

2.2 During the last 6 months the staff group have continued to work incredibly hard despite a great deal of pressure across the whole service given the pandemic. There have been a number of vacancies and recruitment to vacant posts has been underway with interviews planned and dates for new starters agreed. There are also 6 members of staff on maternity leave and a small number of staff on long term sick leave with serious health problems.

2.3 Morale within the teams fluctuates and the managers have been working hard to support staff. Children returning to school in September was a relief for many staff but many children have also been sent home for self-isolation due to concern about Covid 19 which created a further pressure for staff. The managers are feeling under pressure with staffing issues and demand high across the services with many of them acting down to carry out casework in order to progress matches.

#### **2.4 Accommodation**

2.5 Staff are continuing working from home with one member of staff in each area collecting the post and some managers going in for the induction of new staff. The managers have been meeting up with staff for 1-2-1's and teams were starting to meet up and look at rotas for resuming work in the offices across the region, until the recent announcement from the Prime Minister.

2.6 However, an added difficulty for staff is that there is currently no accommodation for staff in Kirklees or Calderdale areas due to refurbishment and asset managers in

these local authorities (LAs) are trying to identify interim accommodation, pending a more permanent relocation. The completion of the letterbox work and access to files work has been challenging without an office base in these areas leading to a full service not being able to be provided. The letterbox post has been re-directed from Huddersfield office to Leeds creating some delays and staff needing to travel to Leeds to process this work.

## **2.7 Budget**

2.10 At the end of Period 6 there are pressures of £100k on the budget due to a reduction in the income from the Adoption Support Fund (ASF) given the pandemic for staffing costs. In addition, the pay award was higher than budgeted for adding to the pressure and income from interagency placements has not been realised. An action plan is in place in order to address the pressure, whilst also ensuring a safe and responsive service and the forecast is to achieve a balanced budget.

## **2.11 Duty System**

2.12 Since the start of this year, the duty and advice service has been run remotely and as such we have been able to provide the same level of duty service as we were pre-COVID/ lockdown. The duty managers have operated a collective check-in call at the start of each day with the duty workers, in order to prioritise work for the day and agree how breaks will be managed across the duty team. This has worked well and made up for the fact workers aren't based with each other in an office environment. Some workers have shared that they prefer being able to sit with colleagues when on duty – however others feel a better service has been offered, without the distractions of the office environment.

2.13 At the beginning of August, we implemented a choice system when a member of the public calls the duty and advice line. They can choose option 1 if they are interested in becoming an adopter; option 2 if they have a letterbox or contact query; and option 3 for any other type of call. This has reduced the number of calls to option 3 (which is essentially the 'old' main duty and advice line) and means that callers are able to immediately speak with someone who can better respond to the nature of their call. It also means that we can better understand the amount and type of calls into the service – this will be reported on more fully at year end.

2.14 The total number of calls to the duty and advice line for the first half of the year is 2053. This averages at 79 calls per week. During lockdown when schools were mostly closed we experienced a lower number of calls to the line, but this has since picked up again. There has been a significant increase in callers interested in becoming adopters.

## **2.15 Partnership working**

2.16 *Operational leads group*

2.17 Over the last 6 months this group has met twice looking at interface issues and particularly focussing on the impact of coronavirus upon children's care planning and moving onto adoption. Discussions have also taken place around aligning adoption payments and joint audit work has also been discussed and agreed.

#### 2.18 *Centre of Excellence Project*

2.19 Discussions have progressed with Leeds Community Health Trust (LCHT) following a delay due to the pandemic and the final model has been agreed with LCHT for the health posts to work with the existing staff in the multi-disciplinary team (MDT) in the table below.

Due to increasing cost the model is reduced overall by the assistant psychologist position which will reduce the ability of the team to evaluate fully the impact of the model. We are looking at other funding streams to evaluate the model but this is not guaranteed and will be a limiting factor in fully evaluating the outcome of the project.

Clinical Psychologist / Psychology Lead ( 0.6FTE)
Psychologist (1FTE)
Occupational Therapist – (2 x 0.6 FTE)
Speech and Language Therapist (0.6)

2.20 Due to the slippage of the start of the contract with LCHT and the delayed implementation of the model there is funding gap between April 23- December 23 and this has been flagged and raised with the Clinical Commissioning Groups and the local authorities.

2.21 A update report is provided at Appendix 1 regarding the progress of the work of the MDT.

#### 2.22 *Meetings with medical advisors*

2.23 The agency continues to meet with Medical Advisors across the region where there is a need to discuss practice issues. A medical advisor protocol has been agreed and there has been a series of peer support and auditing across the region to look at the quality of reports and this is helpful to improve the information provided for adoptive families. There have been challenges as a result of the impact of Covid-19 and the medical advisors have worked hard to ensure that they provide medical information for children in a timely way in order for their adoption plans to progress. Medical advisors have also continued to support adoption panels and have met the demand of the increased frequency in recent months.

#### 2.24 *Virtual school heads*

2.25 The work across the region from our education worker alongside the five virtual school heads (VSH) continues to grow. The helpline is well used and accessed by

adoptive parents, schools and other professionals offering advice and support as needed and developing the services understanding of how best to support our families and to develop online training and tools as needed. We continue to work to increase the awareness of attachment and trauma in West Yorkshire schools by delivered training to school staff and by providing workshops to adopters in partnership with the service delivery teams. Calderdale Virtual School has fully embraced the Secure Base Model and it is now embedded within their Personal Education Plans. Grandparents Plus continue to attend allowing further opportunities to share information and knowledge across the region regarding support for special guardians. The meetings have recently focussed on Foetal Alcohol Spectrum Disorder and shared information which can be distributed across the five local authorities in order to support schools in their understanding of its implications for learners.

#### *2.26 Special Guardianship (SG)*

2.27 The SG Support Plan is being tested by the kinship teams in the 5 LAs with a review planned for 12.11.20. Engagement with managers of the children's teams is ongoing to ensure use of the plan is understood by all the services that may engage with prospective special guardians.

2.28 The Grandparents Plus project is progressing well with further support provided from the ASF Covid-19 funds. Grandparents Plus are being encouraged to resource a moderated regional Facebook group that allows us to connect with a large number of special guardians in the region and hear their views. This group currently has 120 members. OAWY is also exploring with PAC UK/ Family Action an advocacy group for young people on Special Guardianship Orders to develop the voice and influence of young people in these arrangements across the region.

2.29 Training in Non-Violent Resistance for the kinship teams across the 5 LA's has been commissioned. 23 support workers and managers will receive four days training in January with ongoing workshops to support embedding the learning.

2.30 Ways to increase the use of the Adoption Support Fund, to provide much needed therapeutic support to special guardian families, are being looked into. A therapeutic parenting programme designed for special guardians has been commissioned and a group application to the fund on behalf of the region will be made. This work is currently being funded from income received for the national recruitment work up to the end of March 2021 and a discussion has been undertaken with the management board who wish to continue progressing this work moving forward.

### **3.0 Performance Management**

3.1 This is addressed in more detail in Appendix 2 and 3.

### **3.2 Practice, quality of provision and management oversight**

3.3 *Recruitment and Assessment*

- 3.4 The recruitment and assessment teams are under a great deal of pressure due to the number of people entering the assessment process. We are seeing increases in numbers at all stages of the process, which is positive, but also raises concerns regarding capacity. Despite the ongoing challenges relating to staff sickness and vacancies, 56 households have already been approved during 2020/21 and a further 35 approvals are booked into adoption panel before Christmas.
- 3.5 The online preparation training is now complemented with additional online training relating to Building Relationships (4th day), Early Permanence and Adopting Siblings. Additional training for Experienced Parents will be in place by November and following this training for Foster Carers Adopting and Adopter's Support Networks will be developed.
- 3.6 Having reviewed the prospective adopters in the assessment process and the demographic of the children with an adoption plan across the region and the capacity within the current staff cohort, we have just made the decision to temporarily decline enquiries from households seeking to adopt a child under two years; unless they are able to meet the needs of a child with a disability or a child with Black African/Caribbean heritage. This decision will be reviewed in January 2021 when it is hoped some of the assessments will have been progressed and there will be more capacity to bring more adopters into the process for very young children.
- 3.7 *Adoption Panel*
- 3.8 Adoption Panel capacity has been a challenge and we continue to regularly review this. Having made use of the amended regulations to allow for decisions outside of panel, this is no longer available, which has further increased pressure on panel capacity. We have moved from 7 to 8 panels per month to increase capacity and are trialling holding additional approval specific panels in November and December to see if this impacts positively on capacity.
- 3.9 Feedback from social workers attending panel has been positive with one stating that they had "*Good communication about virtual panel arrangements*" "*the panel chair was friendly and clear*".

The panels have a quality assurance function and provide feedback regarding the quality of approvals considered. During Q1 and Q2 of 2020/21 96% of these were considered good or outstanding which is a positive picture.

With regards to matching reports presented at panel 76.19% were considered good or excellent and 23.81 % required improvement. Individual feedback is provided to each LA regarding reports relating to children from their LA. The themes regarding improving these relate to missing information, typos and language needing to be more clear and less negative.

### 3.10 *Advertising and Marketing*

- 3.11 Progress is being made on the redesign of the website, with final agreement on the draft designs expected to be made shortly with a view to the website being live by the end of October. The website will incorporate photographs which have been commissioned by One Adoption to help our website and marketing materials stand out from other agencies and have more of a local feel.
- 3.12 One adoption is also actively supporting the national adopter recruitment campaign #YouCanAdopt with focussed messaging to meet our specific needs around recruiting adopters for siblings, older children and children of black or mixed ethnicity.

### 3.13 *Family Finding*

- 3.14 With 98 children being placed in the first half of the year the staff have worked creatively to undertake family finding and achieve the matches for children.
- 3.15 Transitions remain challenging with individual risk assessments being carried out to do these safely. The staff have been very creative in trying to progress these and very often the anxiety about these are about foster carers circumstances. As the winter approaches there will be less options for using gardens and outdoor spaces and we are engaging with fostering service managers across the regions to ensure that foster carers and adopters are supported and that the creativity can be harnessed in thinking through individual situations. The University of East Anglia Moving to Adoption model has been utilised where possible to support transitions and has particularly supported the getting to know you phase of introductions.
- 3.16 Profiling events have been delivered virtually with two events being held in Q1 and Q2 of 2020/21, the initial event engaged adopters roved by OAWY and the second also included adopters from the Voluntary Adoption Alliance.
- 3.17 The first event saw seven children being profiled (two children part of a sibling group), four children received expressions of interest and two links were positively explored, one child has subsequently been matched with adopters. 12 children (six children part of a sibling group) were profiled at the second event, with 10 children (six children part of a sibling group) received expressions of interest from adopters. Two links (including a sibling group) are progressing to panel. One comment from an adopter stated:
- *“The information provided was informative and interesting and was lovely to hear each Social Worker give a personal account of the children, it gave much more insight than a standard profile”*

- 3.18 OAWY has commissioned the Voluntary Adoption Alliance within the region to provide placements, this contract commenced at the end of May with 25 placements being provided in the first year, at the end of September, 19 placements have been utilised in the first half of the year. A project lead has been appointed by the Voluntary Adoption Alliance and working together arrangements have been established to enhance the knowledge of the needs of children requiring external placements through the contract.
- 3.19 *Adoption Support*
- 3.20 The teams adapted very quickly to the pandemic and their first concern was the well being of families they support and ensured that families were aware quickly about support available. The teams have continued to work with families via virtual means and also undertake risk-assessed home visits where it is considered to be necessary from a well-being point of view, in addition to those where there is a risk of breakdown or potential safeguarding concerns. As part of the virtual contact with families we have been able to continue to complete Adoption Support Assessments as well as keeping in touch calls. As we anticipated we have seen an increased number of calls to the duty and advice line since the schools re-opened in September. Comments from adopters about the way the teams have adapted has been positive:
- *The fact that this support was offered so quickly was fantastic;*
  - *It felt very reassuring to know we weren't on our own & if we needed additional support, we knew we could ask & we knew who to ask.*
- 3.21 The Adoption Support Fund COVID packages have proved popular with families, in particular workshops in relation to Child to Parent Violence, support to adopted teens, Adoption UK webinars and support groups and the offer of Eye Movement Desensitisation (EMDR) sessions to parents. We still have a number of free memberships to Adoption UK and National Association of Therapeutic Parenting available as well as some sessions with Relate and now the deadline for use of these specific-funded packages has been extended to the end of December we are hopeful they will all be utilised. It is anticipated that through these additional packages we will have been able to provide support to over 2,500 families.
- 3.22 Applications to the Adoption Support Fund have continued to be made by workers. Some of the therapy provided to children, young people and families has been able to be delivered by providers via virtual means and where this hasn't been an appropriate method, therapy has paused by agreement and the therapist has had a minimum contact to keep in touch and maintain relationships. Some providers have been able latterly to explore with families safe means for therapy to be delivered face to face again.
- 3.23 The Foundations for Attachment programme has been adapted as a virtual model and had been planned to be delivered this Autumn – the bonus of offering an online version means that locations is no longer a barrier to access – however early indications are that families aren't wanting to take up online training programmes at present; alternative means of delivery are being considered. Online versions of

Non-Violence Resistance (NVR) and the AdOpt programme are also being planned at present. A small scale resumption of Stay and Play support groups, focussing on the newly formed families (those matched since March) has commenced via meeting up in small groups outdoors. The single adopters group has resumed, with a mixture of outdoors meet-ups and online support. A virtual support group is being considered for trialling in November and then to be rolled out across the region if successful.

3.24 Access to records work virtually ceased at the start of the lockdown and the archivist has been working with the information governance teams across the areas to review this and make arrangements with offices being closed and practical arrangements are now in place. A revised protocol has been agreed and shared with the local authorities.

3.25 The Letterbox service has been impacted and there is a delay in processing this work due to COVID-19 with issues in accessing the post, accommodation availability and staffing issues. Much of this has been moved to electronic exchanges where possible. There are 75 exchanges waiting to be progressed and the staff are working through these as quickly as possible.

### 3.26 *Audits*

3.27 29 audits were completed across the service during Q1 and Q2 by Service & Team Managers. The result of each audit is recorded as either excellent, good, satisfactory or requires improvement. Any actions identified from the audit are feedback to the worker to support improvement. Of the audits:

- 16 (55.17%) were good;
- 11 (37.93%) were satisfactory;
- 2 (6.9%) required improvement.

3.28 An independent auditor has been appointed to undertake specific audit work across the recruitment and assessment teams to ensure that the quality of the casework, decision making and management oversight is safe and appropriate. The work carried out to date has provided some reassurance about this and this work is ongoing. A report will be provided to management board in due course.

## **4.0 Continuous Professional Development and Service Development**

### 4.1 *Feedback*

4.4 Annual adopter survey - in the last quarter the annual adopter survey has returned. In summary:

- 59.77% of respondents are satisfied with the services that have been provided by One Adoption West Yorkshire, this is up 9.77% from 2019. 26.44% are neither satisfied nor dissatisfied and 13.8% are dissatisfied.
- 63% of respondents were satisfied with the content of the adopter's newsletter, 36.36% neither satisfied nor dissatisfied and 1.14% dissatisfied.



- 50% of respondents were satisfied with the support provided by OAWY during COVID-19, 34.78% neither satisfied nor dissatisfied and 15.22% dissatisfied.

Comments from adopters state:

- *You do what you say you are going to do and you're good at keeping in touch*
- *Social Workers appear to relate to our problems and are approachable and supportive*
- *If there are more support workers support could be offered quicker and timely to help children and stressed parents*

4.5 Annual staff survey – in summary the results of 8 of the 12 questions we ask staff each year have improved. The questions with the most significant levels of improvement are:

- I feel supported by my manager, up 13.34% to 94.37%;
- I feel I have access to high quality training and development, up 11.97% to 61.12%;
- I enjoy working for One Adoption West Yorkshire, up 11.78% to 85.92%;
- I am proud to be part of One Adoption West Yorkshire, up 11.54% to 86.11%.

4.6 The results of 4 of the 12 questions we ask staff each year show a less favourable result. However, only 1 question's result had a significant drop:

- I feel I can put children at the heart of what I do, down 6.32% to 83.33%

4.7 When asked 'what do we do well?' the top theme from responses was – Supportive environment; caring, friendly, flexible.

4.8 When asked 'what could we improve on?' the top theme from responses was – more specific training.

4.9 The report card regarding the voice and influence of adopters and children is attached at Appendix 4.

#### 4.10 *Staff Skills Development*

4.11 Staff development during the first 6 months of the year has been challenging. The focus with staff has been on self care and emotional well being for themselves and the families they are working with. A staff event was held in June and featured guest speaker Lisa Cherry. The focus of the day was relationships, trauma and adversarial growth. The next event is scheduled for November and the focus will be Black Lives Matter agenda and hearing from those with lived experience and how we can improve our practice as well as support staff regarding these issues.

**One Adoption West Yorkshire – Multidisciplinary Team  
Team Update Report  
Period: 1<sup>st</sup> April – 30 September 2020**

**Purpose of this report**

This report sets out the work and developments within OAWY Multidisciplinary team between 1<sup>st</sup> April 2020 and 30 September 2020.

**1. Summary**

As with all sectors and services, the global pandemic had an impact on the team's ability to perform against set targets, but the team responded quickly to the challenge and shifted focus from face to face work to developing and delivering on-line support and training.

The pandemic also delayed the negotiations between OAWY and Leeds Community Healthcare as LCHT paused the development of all new external business between March and July. The discussions were picked up in July and following positive progress, the current target for the new health staff to be in positions and for the service start is now 1<sup>st</sup> January 2021.

**2. Staffing**

During this period the following staff have worked for the team:

- 1 WTE Operational Manager
- 1 WTE Social Care Team Manager
- 1 WTE Education Consultant
- 2 WTE Business Support Officer (1 WTE new starter July 2020)
- 0.55 WTE Clinical Psychologist
- 0.2 WTE Therapeutic Social Worker

**3. Setting up the Team**

The discussions with Leeds Community Healthcare were stopped in March 2020 due to Covid -19 and resurrected in late July 2020. The agreement of the team set up and the costs has now been reached and the staff should be in place for January 2021.

The recruitment of Early Years Practitioner and Therapeutic Social Worker was commenced and the interview of the candidates took place in early October 2020.

The team has also worked on setting up the objectives and key performance indicators for the service, which will be finalised as part of the contract negotiations with Leeds Community Healthcare Trust.

**4. Output**

Following the Covid -19 pandemic and the national lock-down the team demonstrated great agility and quickly converted all work from face to face contact to on-line provision. Multi-disciplinary consultations, both formal and informal, which are offered to staff at OAWY, local authority and equation settings and families, continued without disruption using video conferencing platforms, which in some cases proved to work even better than face to face sessions as people did not need

to travel to take part. The consultations have been used by social workers in particularly during the early stages of family finding and matching process to provide additional insight into the needs of the children. As part of the adoption support the consultations have been able to review the situation from a systemic point of view and propose support not only for the child, but for the whole family. In some cases the MDT has reviewed proposals for continuing therapy or cases where specialist assessment has been proposed. All people who participate the formal consultations are invited to participate in a feedback survey and the feedback from workers, parents and carers who have received support during this time, has continued to be very positive, the average score of the feedback being 4.1 out of 5.

The team continued to provide assessment support and training to OAWY social work teams, both team and individual training sessions have continued during this period. The team developed the HOME assessment so that it could be conducted using video links without compromising the quality of the assessment. The HOME is a core instrument in the assessment framework and focuses on how a child's day to day experiences are relevant to different aspects of their developmental needs. The instrument traditionally uses interview and observation to explore the key themes during a one hour home visit to the family. Throughout the interview and visit the interaction between the child and main care-giver is carefully observed. Using videophones and tablets the team worked with OAWY social workers and carers to create "virtual home visits", which meant that the vital assessments were not delayed during the pandemic. Likewise the MDT was able to continue the staff training programme on assessment tools that was started before the lockdown.

The team has also continued to deliver assessment framework training for social work teams, again utilising on-line platforms. Outcome measure training is currently being updated and converted into electronic self-learning form and the modules to guide how to use goal based outcomes and other outcome measures are currently in the testing phase.

In addition the team have been working closely with the OAWY service delivery teams to trial a new sibling assessment model developed by Coram BAAF.

The education specialist created and developed an on-line video to help with lock-down and home schooling. In addition on-line videos were created and published on One Adoption You-Tube Channel to provide information about FASD aimed at schools and returning to school for parents. In August a webinar for 50 parents with school age children provided guidance on returning to school. The feedback from the parents was very positive; the participants appreciated the content of the session and the fact that it was hosted on-line, which made it easier for a larger number of parents to participate.

Since the easing of lockdown measures, the team has re-engaged in developing face to face support, which were paused at the beginning of the pandemic, and are now ready to commence with group and individual assessments and support work in line with guidance and restrictions. For example a multi-agency working model with Leeds Therapeutic Social Work Team was developed to provide support for children who are moving from fostering to adoption. Outdoor meetings were set up for a specialist Occupational Therapist led support group to build underdeveloped sensorisystems (BUSS) engages both professionals and children's carers / parents to assess what each individual child's needs are and provide practical home exercises for the carers / parents. Not only do these exercises help to build children's sensori systems, but also help to build and strengthen the attachment between child and the carer/ parent.

The MDT clinical psychologist and the education specialist were attending the groups to explore how the multidisciplinary element could be utilised as part of these groups. The clinical psychologist was, for example, able to identify where children needed neurodevelopmental assessment and the education specialist was able to plan how to support the children so that their start in school would be as smooth as possible. Planning is now underway to build a BUSS group with added multi-disciplinary aspects to provide support for children and parents as soon as the children are placed with their new families.

The Covid -19 is still having an impact, for example the planned cognitive and other in-depth assessments have been delayed, however, the team has utilised the time to plan how the multidisciplinary model could be delivered in the future utilising both on-line and face to face approaches.

The following activities were recorded during the reporting period.

<b>Apr - Sep 2020</b>	
<b>Formal consultations (number)</b>	<b>45</b>
Children supported in consultations	58
<b>Informal Consultations (number)</b>	<b>38</b>
Sibling Assessment	3
Home Assessment	10
Match Funding	1
Psychology Support	4
Social Care Support	11
Multidisciplinary Support	5
School Training	2
Framework Training (Group)	2
<b>Specialist Assessment Reviews</b>	<b>7</b>
<b>Total Consultations and SA reviews (number)</b>	<b>90</b>
<b>Education Help Line calls (number)</b>	<b>90</b>
Parents	53
School	5
Virtual School	1
SENCO	4
Social Worker	27
<b>Total hours of education HL calls</b>	<b>39.4</b>

## 5. Case Study

*M (4 years old) and A (3 years old) were a girl/ boy sibling pair living in foster care with a plan for adoption. Their OAWY Family Finder Social Worker had raised concerns about the children's sibling relationship and felt that an earlier sibling assessment had not thoroughly explored each child's individual vulnerabilities or needs nor the dynamics of their relationship. The SW felt that for this reason it was not possible to carry out effective transition and placement planning nor prepare prospective adopters sufficiently. When the case was brought to MDT for consultation a number of risk factors and concerns were identified relating to the children's circumstances and their current presentation, which merited further assessment. It was agreed that to inform placement planning the MDT would support the Family Finding social worker and carry out an updated and more thorough assessment of the sibling relationship, including their individual needs, utilizing a new sibling assessment approach developed by*

*Coram BAAF and currently being pilot across the country, including OAWY with involvement from the MDT.*

*Multi-agency consultation and co-working approach was agreed between OAWY MDT, the Family Finding SW, the LA children's Social Worker and the children's foster parents. Using co-working approach the MDT was able to support the social workers to broaden their knowledge of the assessment tools they were less familiar with. The in depth knowledge of child and neuro-development provided by MDT clinical psychologist combined with the knowledge of the impact of early adversity on children, helped the team to develop a deep and holistic understanding of each child and their presentation, their needs and likely outcomes. The multi-disciplinary approach helped to create a plan for a prospective placement and an evidence led plan of the support the children are likely to require in the future.*

*The MDT worked to engage the foster parents' in the process, acknowledging their critical role in having supported the children's development and in the future success of transition to adoption. The MDT and the SWs used the knowledge from most recent research from University of East Anglia to plan for the transition from foster home to adoptive family. The MDT education specialist was also able to offer advice about education planning including transition into settings and potential support to school.*

*This case demonstrates the effectiveness of the multidisciplinary model; the team was able to identify need in the children and provide support early in the adoption process. The approach reached beyond OAWY to the partner agencies promoting systemic, co-ordinated support around the child. The MDT approach incorporated latest evidence-based practice and new ways of working, utilising the knowledge from health, social care and education to provide integrated support. The feedback from the social workers was positive, both reporting that they had found the approach very helpful; the children's social worker was able to develop her skills in carrying out more robust sibling assessments and the family finder felt more confident in the being able to identify the right adopters for the children. Most importantly, the match for the children involved is now being progressed with a good, robust support plan in place.*

## **5. Partnership working**

The team has continued to work in partnership with other adoption multidisciplinary teams in England, in particular with Birmingham Children's Trust and Adoption Counts in Salford and Manchester. In August Birmingham Childrens Trust psychology team and OAWY MDT Occupational Therapist hosted a series of joint workshops focused on supporting children with the return and reintegration to school for adopted parents, which received excellent feedback.

The team has continued to explore future joint care pathways with a number of health providers across the WY region. Positive meetings were held with both Bradford and Kirklees CAMHS and in principle, it may be possible in the future that the OAWY MDT neurodevelopmental assessments could be accepted in both Bradford and Kirklees as part of the diagnostic decision making process, meaning that the child could join the local care pathway. The details of the arrangements needs to be discussed and agreed. The discussions with the other local areas are continuing.

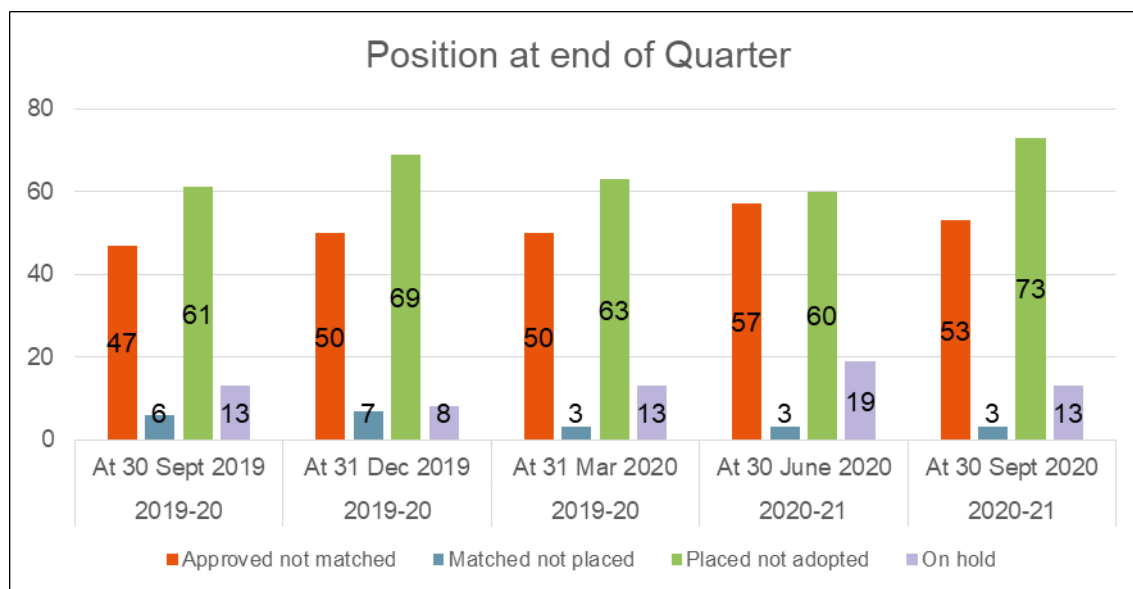
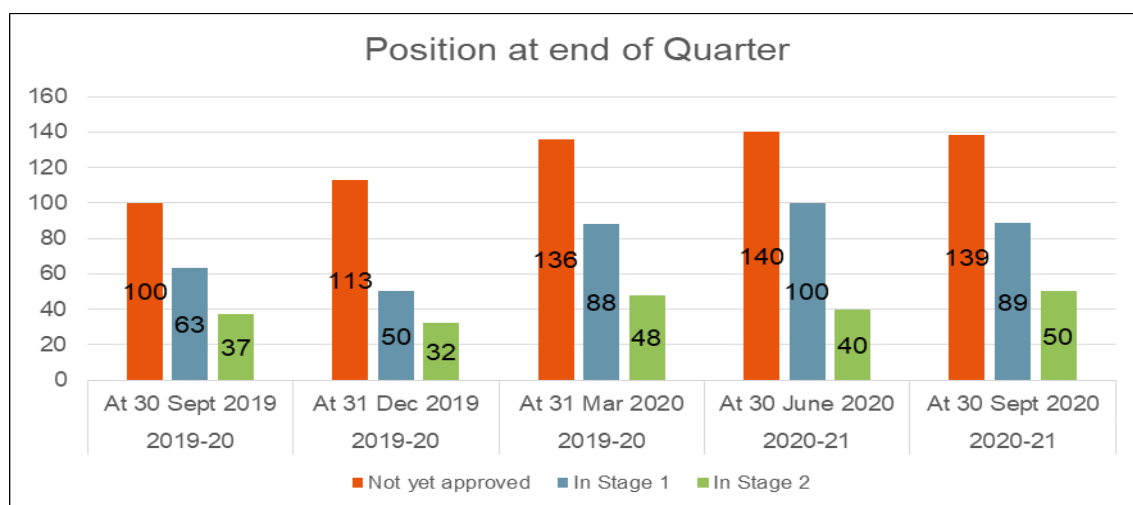
The MDT clinical psychologist is a member of a new West Yorkshire & Harrogate Health and Care Partnership complex childhood trauma task and finish group, whose ambition is to have a regional strategy in relation to complex trauma including workforce training in awareness and basic response and better continuity and engagement between services at every level.



## Appendix 2

### Highlight Report on performance as at 30<sup>th</sup> September 2020– last 5 quarters

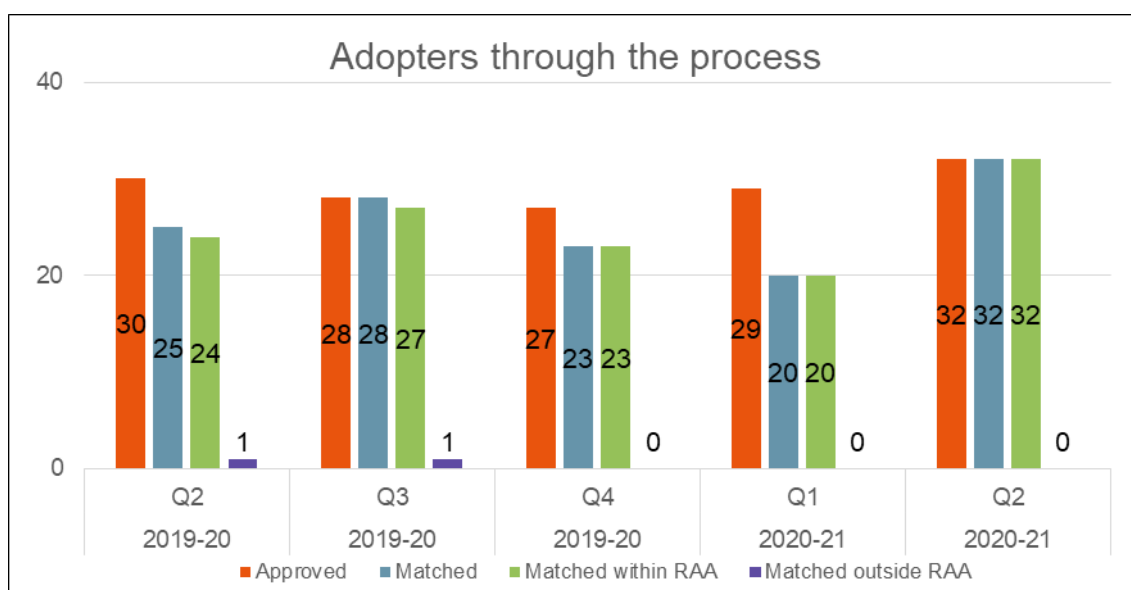
a) **Sufficiency:** Are enough of the right kind of adopters being recruited and approved to meet the needs of the children waiting?



## Adopters

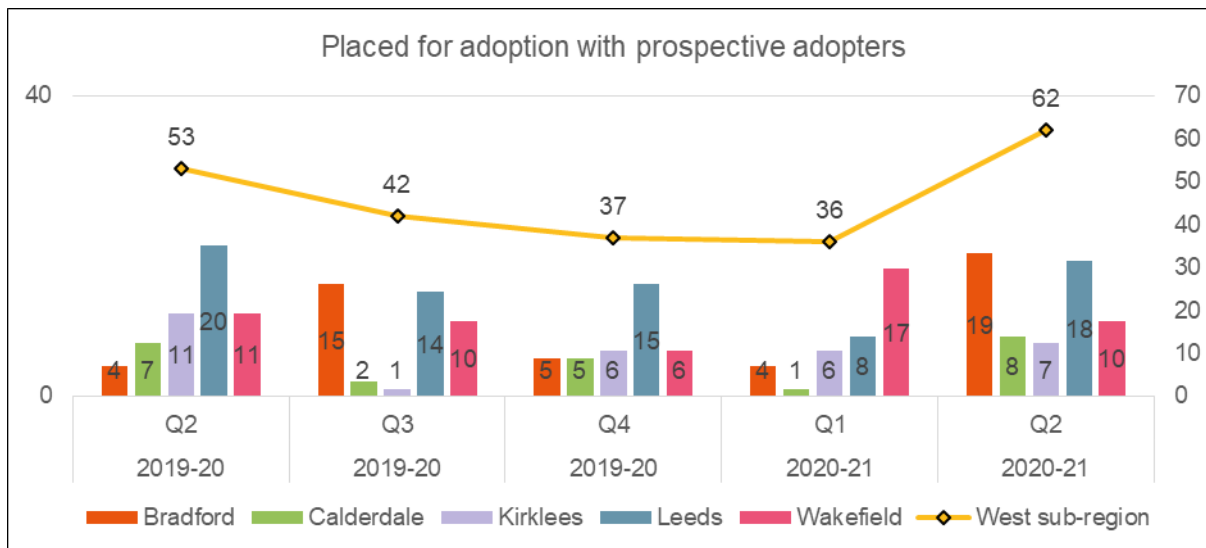
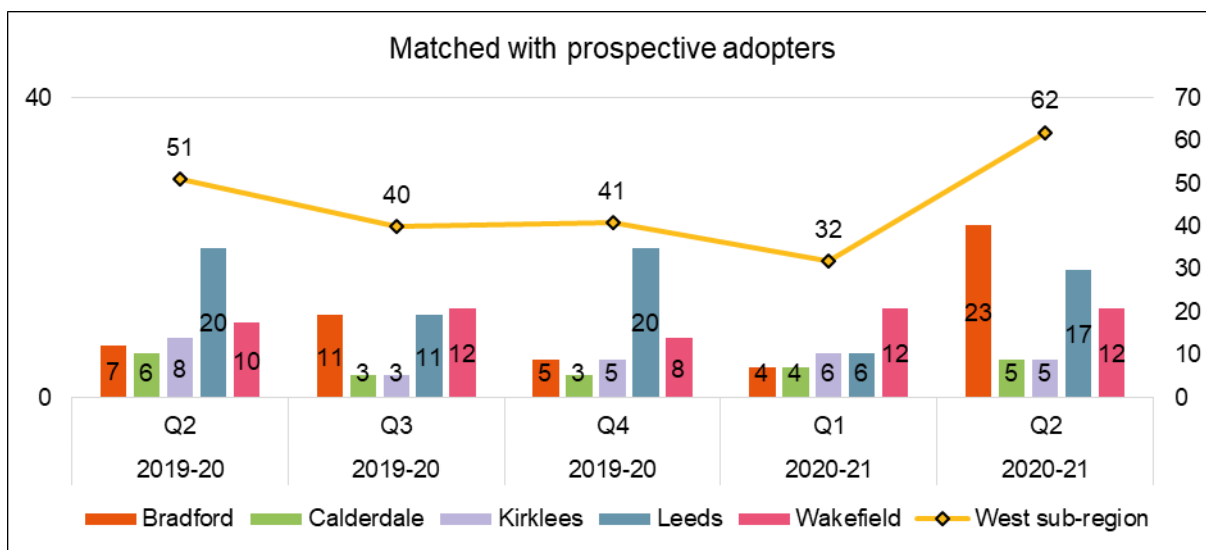
In the first 6 months of 2020/21:

- 87 adoptive families ended Stage 1 in the first 6 months of 2020/21 of which 58 were in Stage 1 for more than 2 months;
- 61 adoptive families were approved of which 15 were in Stage 2 for more than 4 months;
- 52 adoptive families have been matched with children, all of these being with children from the West Yorkshire region.



Within the 61 approved households (112 individuals), 12 individuals (11%) are from Black, Asian and Minority Ethnic (BAME) backgrounds. 9 (15%) households were approved for sibling groups and 16 (25%) households were open to an Early Permanence Placement.

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



In the first 6 months of 2020/21:

- 94 children were matched;
- Of which 55 (59%) were children who wait longer due to their needs (e.g. over the age of 5 years, sibling groups, BAME & children with disabilities).
- There was a delay due to the pandemic in placing children during the first quarter.

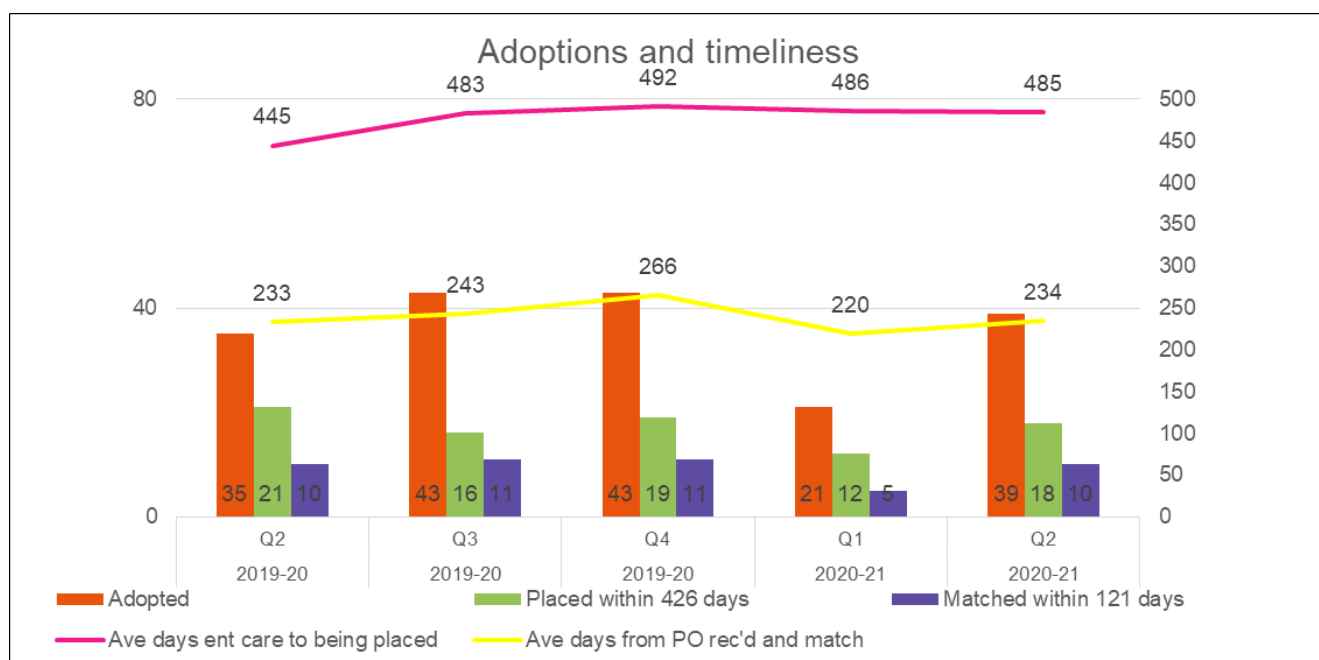


## Highlight Performance Report

The graph below is with regard to children adopted in the period. The A1 scorecard indicator for the 60 children adopted in the first 6 months of 2020/21 is 485 days which is above national indicator of 426 days.

The A2 scorecard indicator for the same children is 229 days which is still above national indicator of 121 days.

Of the 60 children adopted in the first 6 months of 2020/21, 33 (55%) were classed as children who wait longer, this affects the overall average timeliness.

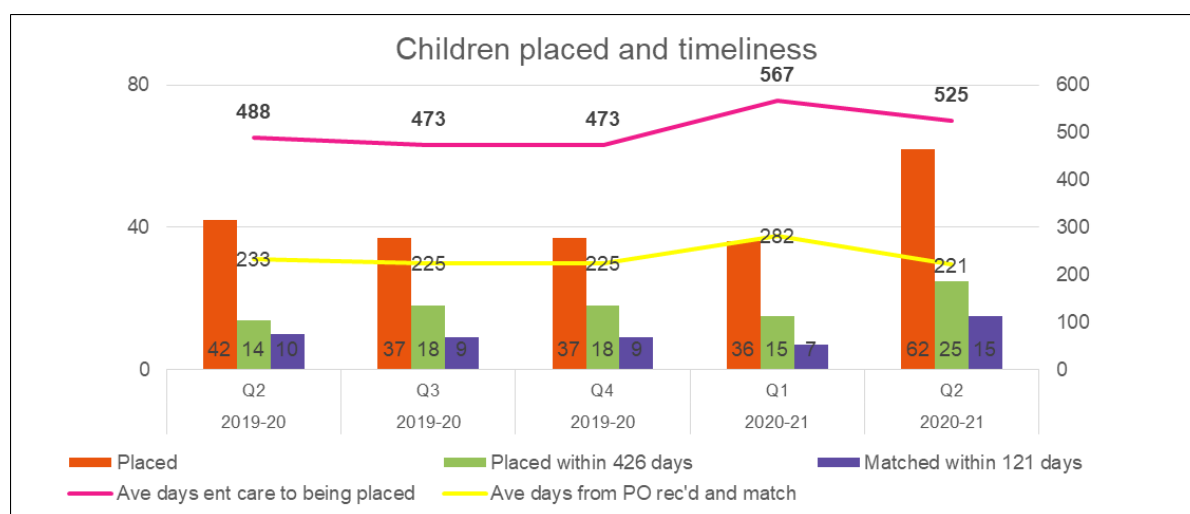


## Highlight Performance Report

The graph below is with regard to children placed in the period. The average time from entering care to being placed was 540 days for the children placed in the first 6 months of 2020/21.

Of the 98 children placed, 46 children took more than 500 days between entering care and being placed. If we remove these 46 children from the calculation it brings the average down to 346 days.

The average time from obtaining a placement order to being matched was 243 days for the same children.



Case examples of all the children placed (98) in the first 6 months of 2020/21:

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

- 8 were aged 5+ years;
- 43 were part of a sibling group;
- 26 were Black, Asian and minority ethnic (BAME).

**A2 indicator of the children placed:**

**76 of the 98 children took more than 121 days from Placement Order to match:**

- Of the 76, 49 were children who wait longer.

**At the end of September 2020, 61 children have been waiting for at least 18 months since entering care and are not placed:**

Of these 61 children, 3 entered care between 2015 and 2016 – this is apparent in 1 LA and 1 child has been matched. 13 children entered care in 2017 – this is apparent in all LA's, none of these 13 children have been matched.

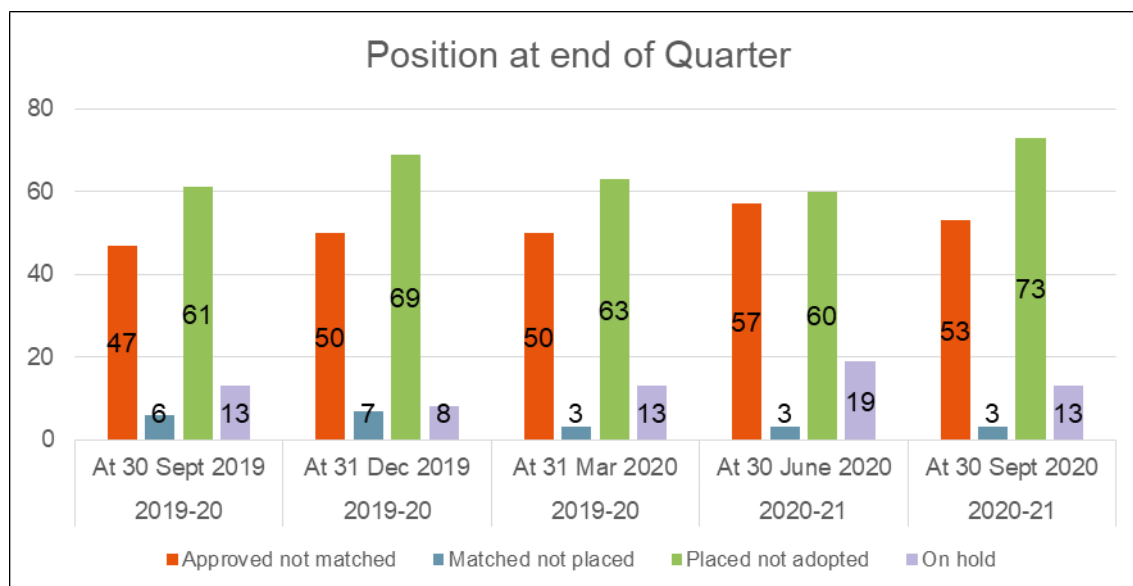
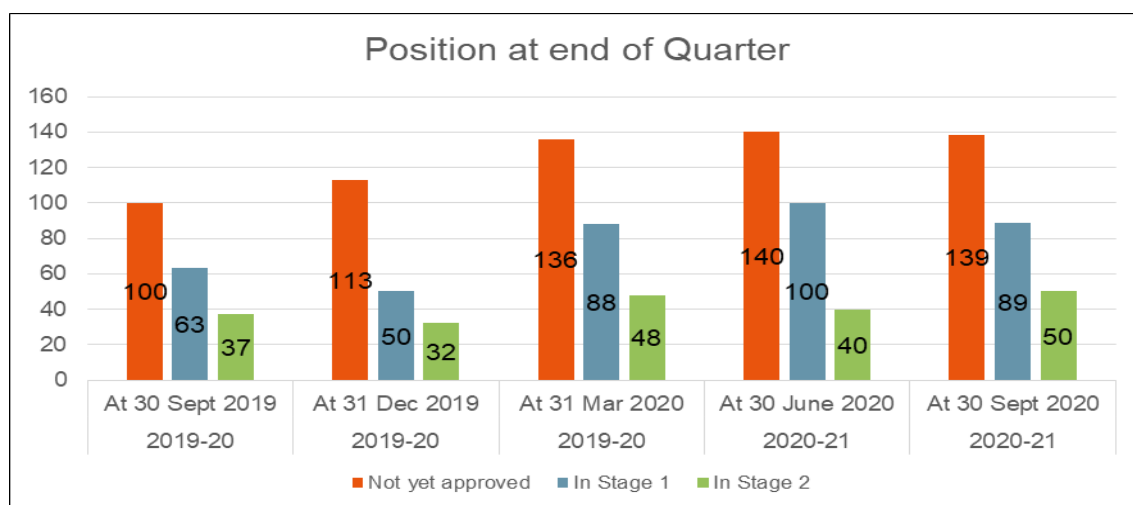
44 of the 61 children are children who wait longer (5+years old, sibling group, disability, BAME), of which 26 have more than one of these characteristics, thus 17 of the 61 children are not children who wait longer therefore further exploration to understand the issues of these 17 children is underway.



## Appendix 2a

### Highlight Report on performance as at 30<sup>th</sup> September 2020– last 5 quarters

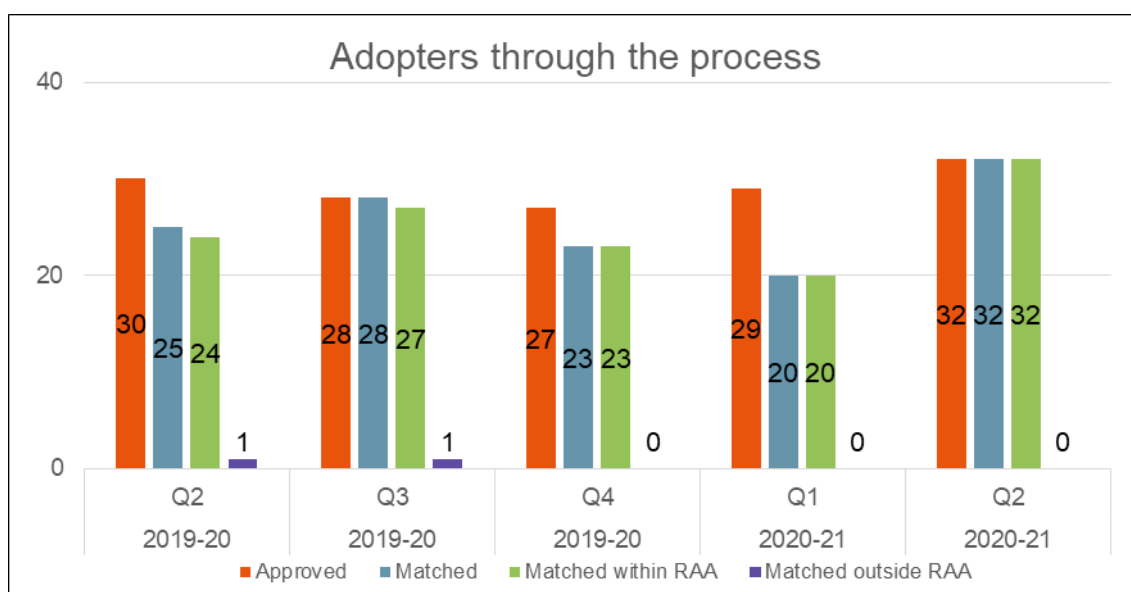
a) **Sufficiency:** Are enough of the right kind of adopters being recruited and approved to meet the needs of the children waiting?



## Adopters

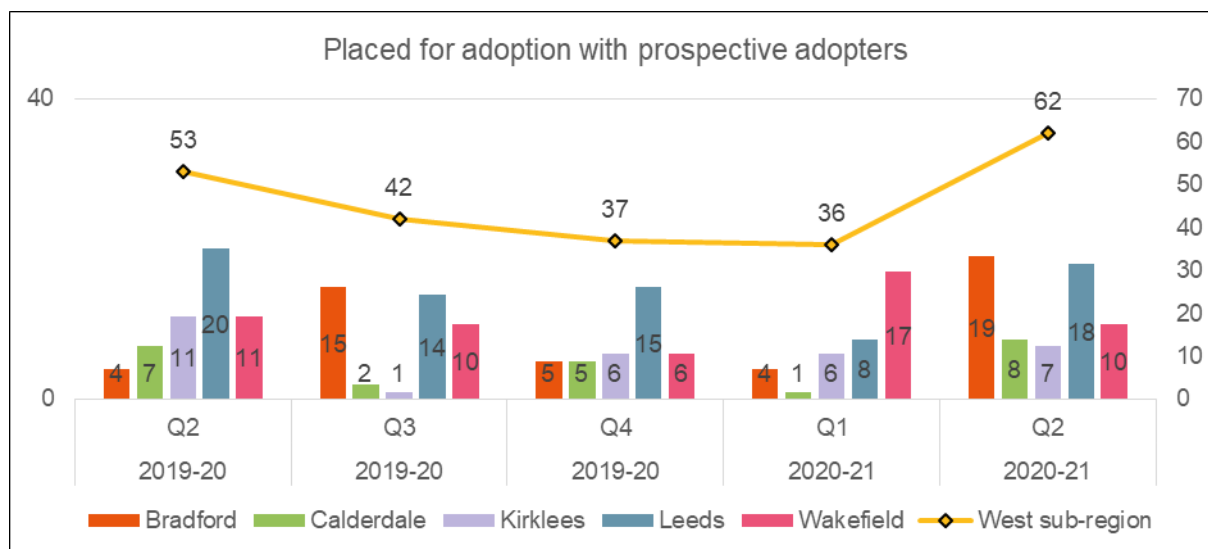
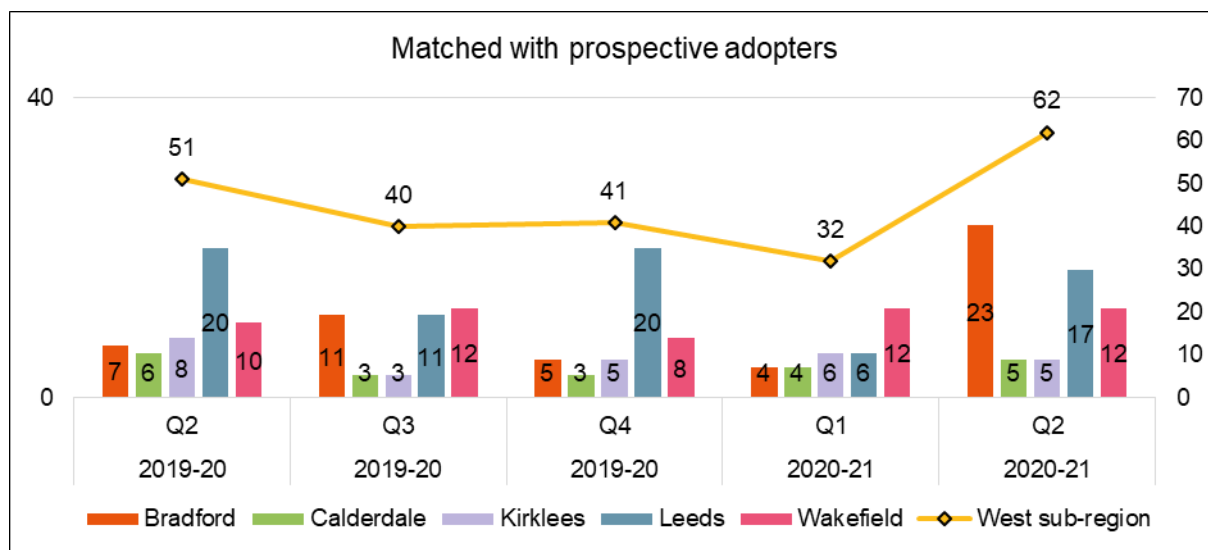
In the first 6 months of 2020/21:

- 87 adoptive families ended Stage 1 in the first 6 months of 2020/21 of which 58 were in Stage 1 for more than 2 months;
- 61 adoptive families were approved of which 15 were in Stage 2 for more than 4 months;
- 52 adoptive families have been matched with children, all of these being with children from the West Yorkshire region.



Within the 61 approved households (112 individuals), 12 individuals (11%) are from Black, Asian and Minority Ethnic (BAME) backgrounds. 9 (15%) households were approved for sibling groups and 16 (25%) households were open to an Early Permanence Placement.

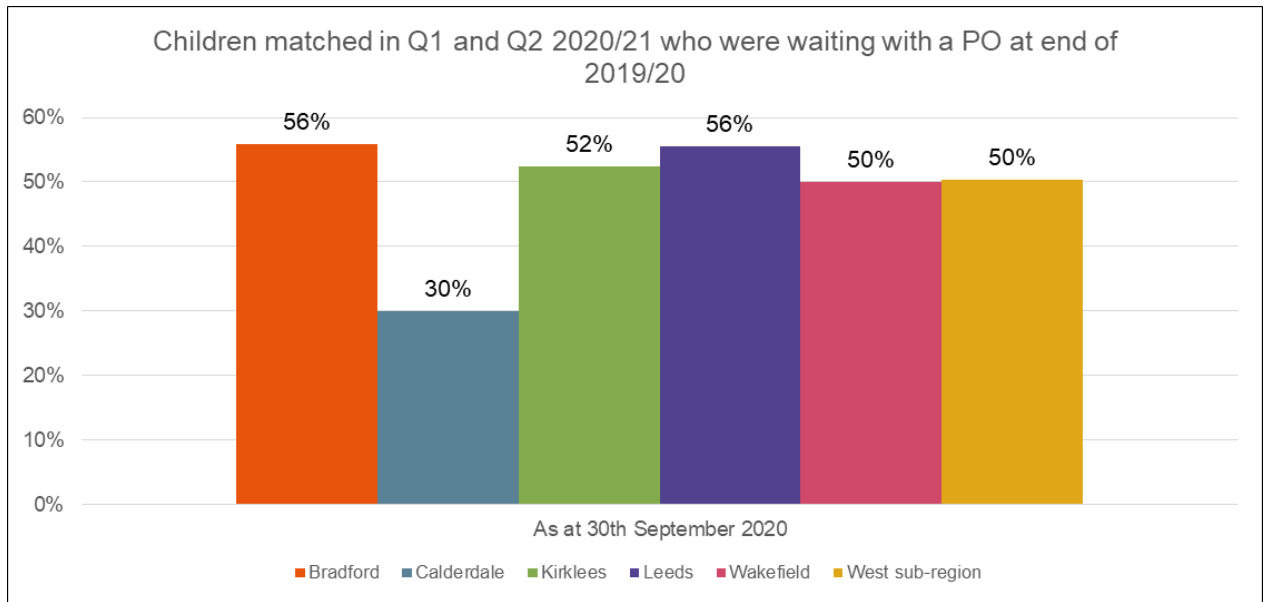
**Timeliness:** Are children being matched and placed without delay including those children who wait longer?



In the first 6 months of 2020/21:

- 11 children were matched;
- Of which 8 (73%) were children who wait longer due to their needs (e.g. over the age of 5 years, sibling groups, BAME & children with disabilities).
  - 6 children were part of a sibling group, 5 of the 11 children were BAME and 0 of the 11 children were aged 5+ years.
- There was a delay due to the pandemic in placing children during the first quarter.
- All 11 of the children were those waiting with a Placement Order at the end of 2019/20, this equates to 52%, see comparative graph below.

## Highlight Performance Report

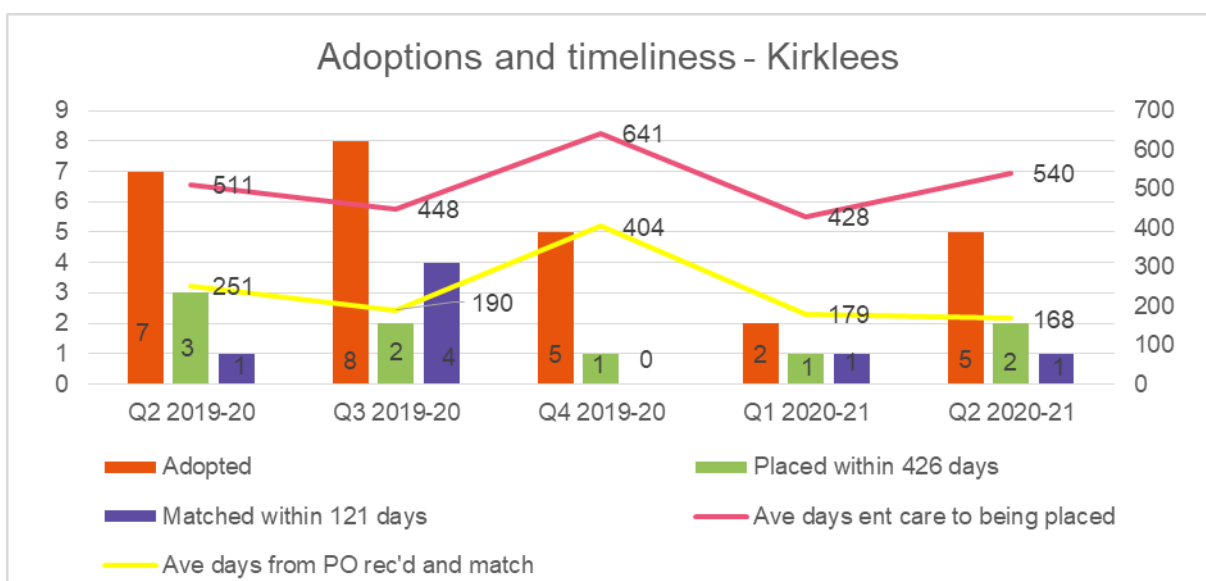


The graph below is with regard to children adopted in the period. The A1 scorecard for the 7 children adopted in the first 6 months of 2020/21 is 508 days, which is above the national indicator of 426 days.

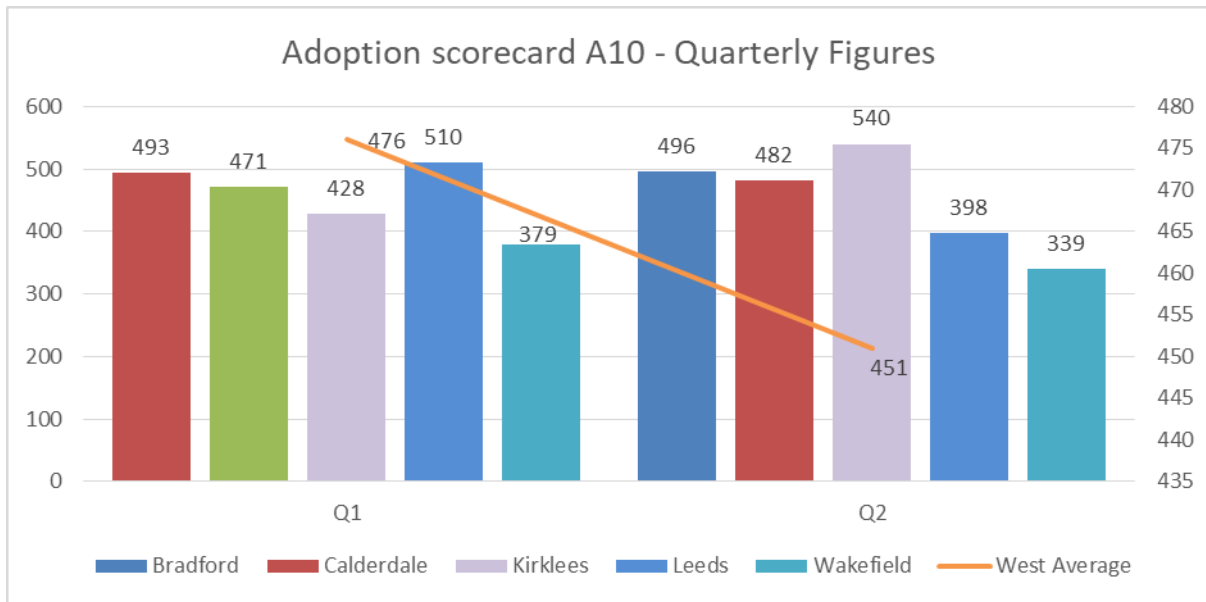
The A2 scorecard for the same children is 171 days which is above the national indicator of 121 days.

The A1 scorecard indicator for the 2 children adopted in Q1 is 428 days and 540 days in Q2. The A2 scorecard indicator for the same children in Q1 is 179 days and 168 days in Q2.

Of the 7 children adopted in the first 6 months of 2020/21, 1 (0%) were BAME.



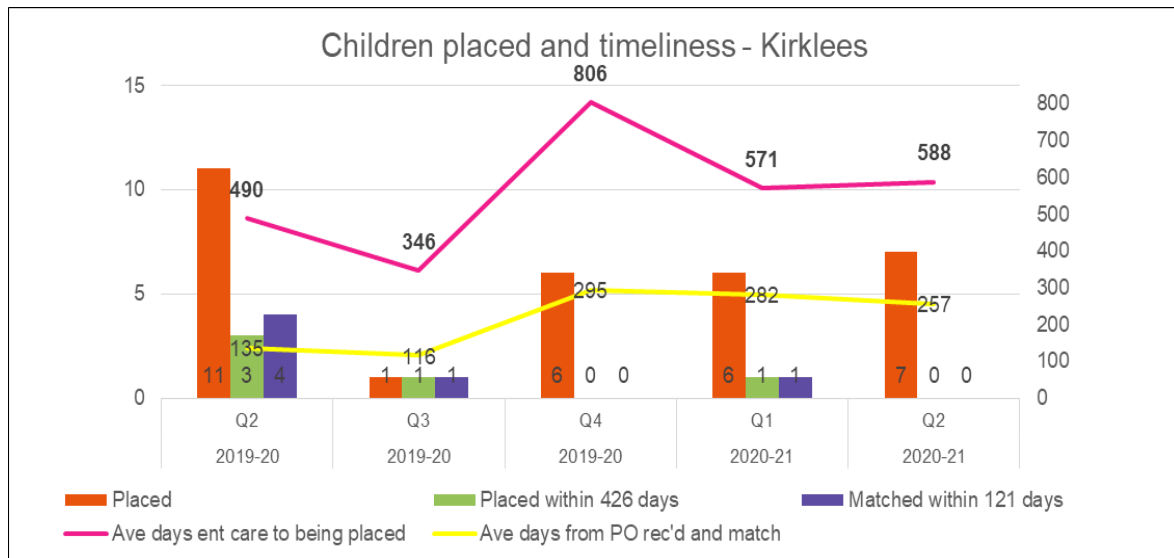
Highlight Performance Report



The graph below is with regard to children placed in the period. The average time from entering care to being placed was 580 days for the children placed in the first 6 months of 2020/21, 571 for Q1 and 588 for Q2.

Of the 13 children placed, 11 children took more than 500 days between entering care and being placed. The other 2 children took an average of 412 days.

The average time from obtaining a placement order to being matched was 268 days, 282 for Q1 and 257 for Q2 for the same children.



Case examples of all the children placed (13) in the first 6 months of 2020/21: 10 were children who wait longer (e.g. classed by the DfE as harder to place children):

- 0 were aged 5+ years;



## Highlight Performance Report

- 8 were part of a sibling group;
- 5 were Black, Asian and minority ethnic (BAME).

### **A2 indicator of the children placed:**

#### **12 of the 13 children took more than 121 days from Placement Order to match:**

- Of these 12, 8 were part of a sibling group, 5 were BAME and 0 were aged 5+ years.

#### **At the end of September 2020, 6 children have been waiting for at least 18 months since entering care and are not placed:**

Of these 6 children, 3 entered care between 2017 and 2018 – none of these children have yet been matched.

4 of the 6 children are those who wait longer (5+years old, sibling group, disability, BAME), of which 3 have more than one of these characteristics, thus 2 of the 6 children are not children who wait longer therefore further exploration to understand the issues of these 2 children is underway.



# One Adoption West Yorkshire Quarterly performance report

2020 – 2021  
July to September

## **Introduction/summary**

This is the second quarterly report for 2020-21, providing an update on One Adoption West Yorkshire.

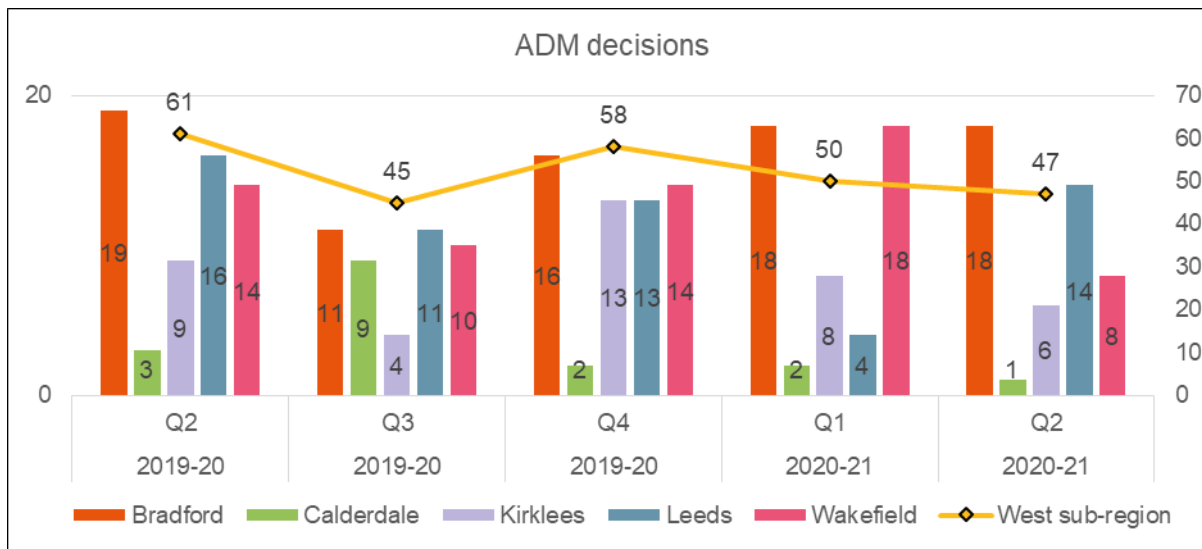
This report is based in the premise of how much work has been undertaken in the period, how well and what difference has it made. The report is a simple and concise report, with detailed tables in appendices. The report contains a number of tables and charts.

## 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 and Appendix one. The figures in bold are for the current quarter and those in brackets are for the same quarter of the previous year.

How much did we do?	How well did we do it?
<p><b>During the quarter</b></p> <ul style="list-style-type: none"><li>• <b>324</b> (285) children left care, <b>39</b> (35) were adopted <i>During 2019/20 174 children were adopted, average 44 per quarter</i></li><li>• <b>47</b> (61) children had an ADM decision made <i>During 2019/20 220 children had ADM decision made, average 55 per quarter</i></li><li>• <b>49</b> (61) placement orders were granted <i>During 2019/20 180 placement orders were granted, average 45 per quarter</i></li><li>• <b>62</b> (51) children were matched to an adoptive family – <b>33</b> (26) inter agency placements <b>53%</b> (51%) <i>During 2019/20 169 children were matched, average 42 per quarter</i></li><li>• <b>62</b> (53) children were placed with an adoptive family <i>During 2019/20 168 children were placed, average 42 per quarter</i></li><li>• <b>3</b> children in new EPP (Decision for EPP)</li><li>• <b>6</b> (6) children in new EPP (placed in EPP) <i>During 2019/20 16 children were placed in new EPP, average 4 per quarter</i></li><li>• <b>21</b> (9) Children had a change of plan away from adoption <i>During 2019/20 37 children had a change of plan away from adoption, average 9 per quarter</i></li><li>• <b>2</b> (1) Child had an adoption disruption <i>During 2019/20 7 children had an adoption disruption, average 2 per quarter</i></li></ul>	<p><b>Statutory Scorecard Data</b></p> <p>For the <b>39</b> (35) children who <b>were adopted</b> during quarter 2 2020/21, it took an average of:</p> <ul style="list-style-type: none"><li>• <b>485</b> (445) days between a child entering care and moving in with their adoptive family (National Indicator is 426 days) (NI to be changed to A10)</li><li>• <b>234</b> (233) 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 178)</li><li>• <b>18</b> (21) were placed within 426 days of entering care, this is <b>46%</b> (60%)</li><li>• <b>10</b> (10) were matched within 121 days, this is <b>26%</b> (29%)</li></ul> <hr/> <p>For the <b>62</b> (53) children who <b>were placed</b> during quarter 2 2020/21, it took an average of:</p> <ul style="list-style-type: none"><li>• <b>525</b> (506) days between a child entering care and moving in with their adopter family – *(29 of the 61 children took more than 500 days)* if these 29 children were taken out of the equation the average number of days would be <b>371</b></li><li>• <b>221</b> (247) days between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family – (46 of the 61 children took more than 121 days) if these 46 children were taken out of the equation the average number of days would be 57</li><li>• <b>25</b> (24) were placed within 426 days of entering care, this is <b>40%</b> (45%)</li><li>• <b>15</b> (15) were matched within 121 days, this is <b>24%</b> (28%)</li><li>• <b>12%</b> (13%) of children leaving care were adopted, (England average is 12%)</li></ul>

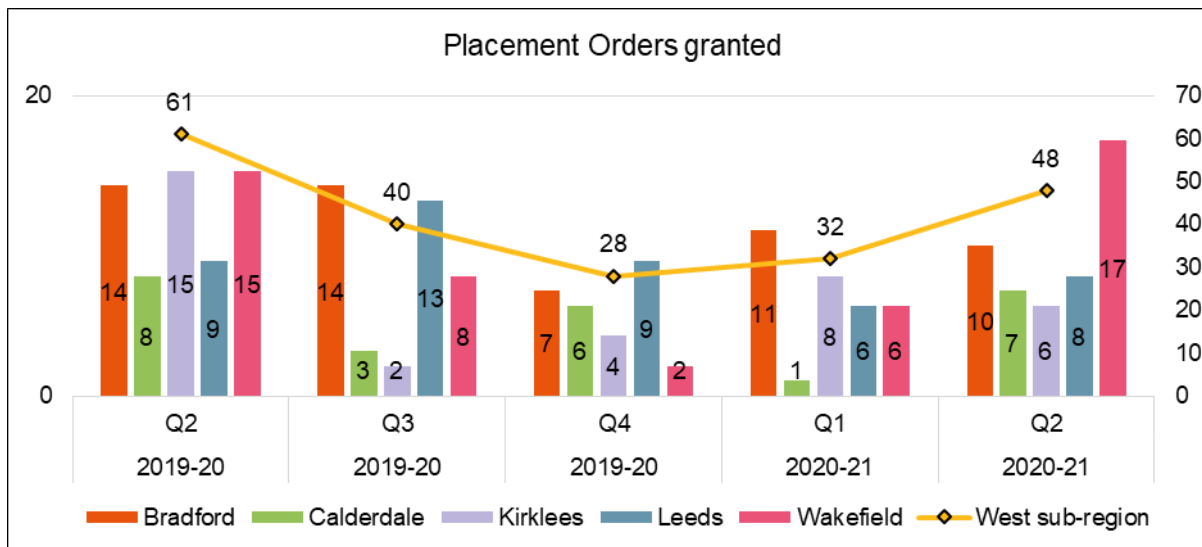
<p><b>How much did we do?</b> <i>At the end of the quarter</i></p> <ul style="list-style-type: none"> <li>• <b>181</b> (209) children have an ADM decision but not yet matched</li> <li>• <b>191</b> (218) children have an ADM decision but are not yet placed</li> <li>• <b>137</b> (180) children have a placement order but are not yet placed. Of these, <b>61</b> (66) have been waiting for at least 18 months since entering care. <b>82</b> (109) children have been waiting more than 121 days since the placement order was made</li> <li>• <b>11</b> (14) child with an ADM decision has a potential match identified</li> </ul>	<p><b>How well did we do it?</b></p> <ul style="list-style-type: none"> <li>• There has been an increase in the number of children leaving care through adoption in Q2, although court hearings for some adoption hearings have been postponed to a later date and it is likely this number will increase as the year progresses.</li> <li>• There has been a slight reduction this quarter in the number of ADM decisions made.</li> <li>• Within the quarter there has been an increase in the number of placement orders granted.</li> <li>• There has been an increase in the number of children match and placed with adoptive families this quarter.</li> <li>• There has been an increase in the number of children whose plan has changed from one of adoption; there is a proactive approach in ensuring that the plan of adoptions continues to be the right plan for individual children and this work continues with local authorities across the region</li> <li>• The number of children placed EPP has remained consistent with the last quarter.</li> <li>• Despite the continued challenges of the Covid-19 restrictions with varying regional restrictions transitions have progressed informed by individual risk assessments</li> </ul>
<p><b>What would we like to do better?</b></p> <ul style="list-style-type: none"> <li>• We would like to ensure that children are placed in a timely manner and whilst we are able to do this for some children, others take longer</li> <li>• Increase the number of children placed within the Yorkshire and Humber region</li> <li>• Continue to promote the use of early permanence placements where appropriate and to increase the number of early permanence placements</li> <li>• Understand the key factors of disruptions to inform future practice</li> </ul>	<p><b>What difference did we make?</b></p> <ul style="list-style-type: none"> <li>• Of the 39 children adopted in Q2, 20 were children who wait longer due their individual and more complex needs and it is positive that these children have been adopted.</li> <li>• Of the 62 children matched, 35 were children who wait longer</li> <li>• Online profiling events continued during the quarter, with 1 virtual profiling event taking place, with in-house and VAA adopters in attendance, 12 children were profiled (including 2 sibling groups of 2 children) 14 expressions of interest were received for 8 children (including 2 sibling groups of 2 children), 1 link is progressing and 1 link is still being explored.</li> <li>• Continued to utilise early permanence placements</li> </ul>



### 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

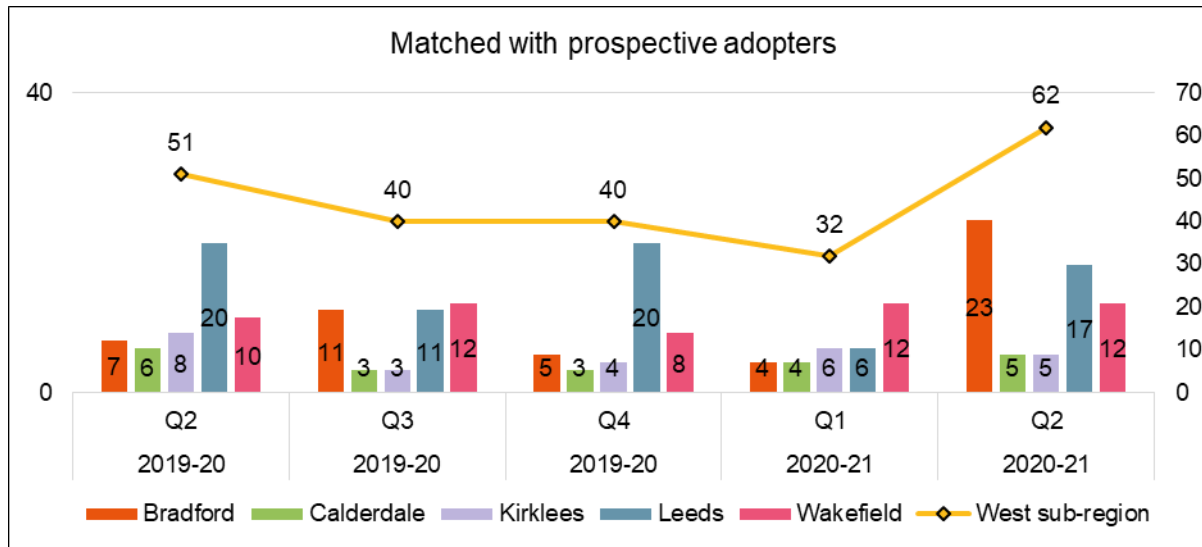
Quarter 2 has seen a slight overall reduction in the number of ADM decisions, with one authority seeing a significant increase on the previous quarter, two seeing a slight reduction and one with a more pronounced reduction on the previous quarter.



### 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

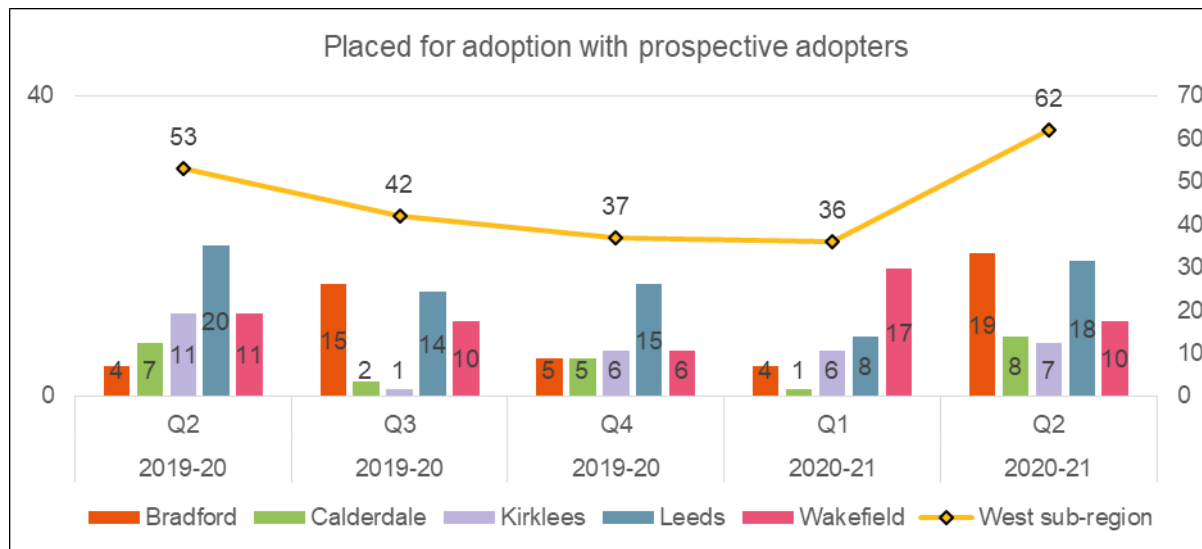
There has been an overall increase in the number of placement orders granted in the region, with 3 authorities seeing an increase and 2 a slight decrease.



### 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

There has been a marked increase in the number of children matched with prospective adopters in quarter 2, with two areas having a significant increase on the previous quarter. This is likely to be related to the pandemic and introductions being delayed in Q1.

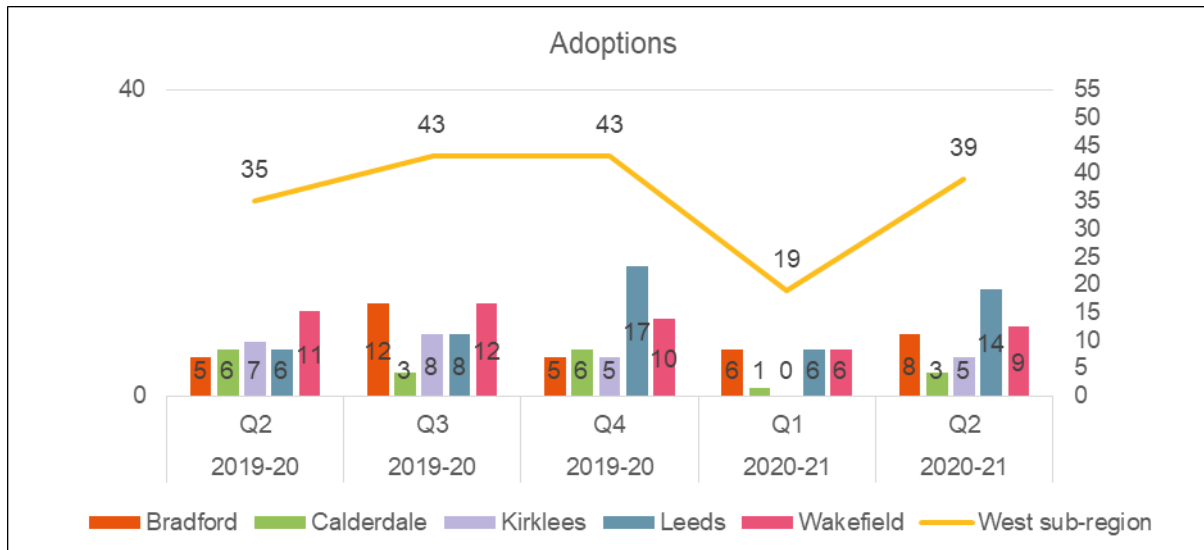


### Commentary

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

The number of children placed for adoption with prospective adopters has increased in quarter 2, with 4 individual authorities seeing an increase in the number of children placed for adoption in the quarter.

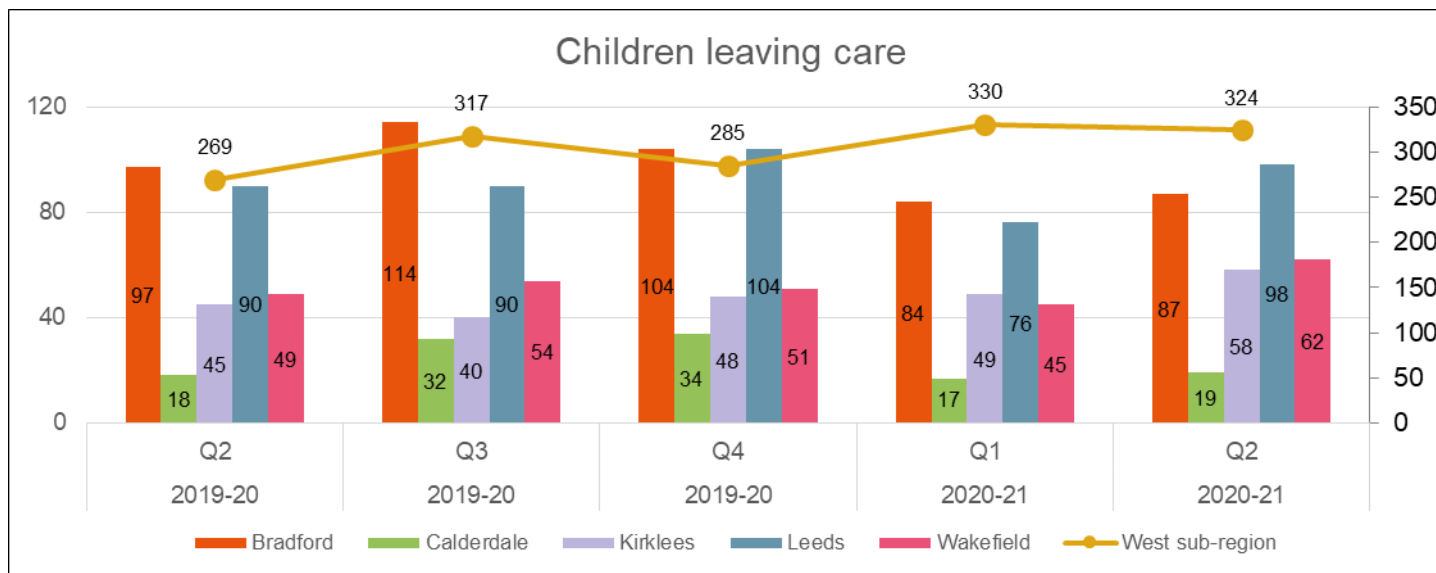
There was an overall reduction in the number of children placed for adoption in quarter 1; due to the Covid-19 pandemic some introductions were unable to proceed at that time due to the individual vulnerabilities of those party to introductions.



#### 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

There has been a significant increase in the number of adoptions against the first quarter, where there was an impact of the Covid-19 pandemic with some court cases not progressing to adoption orders at that time.



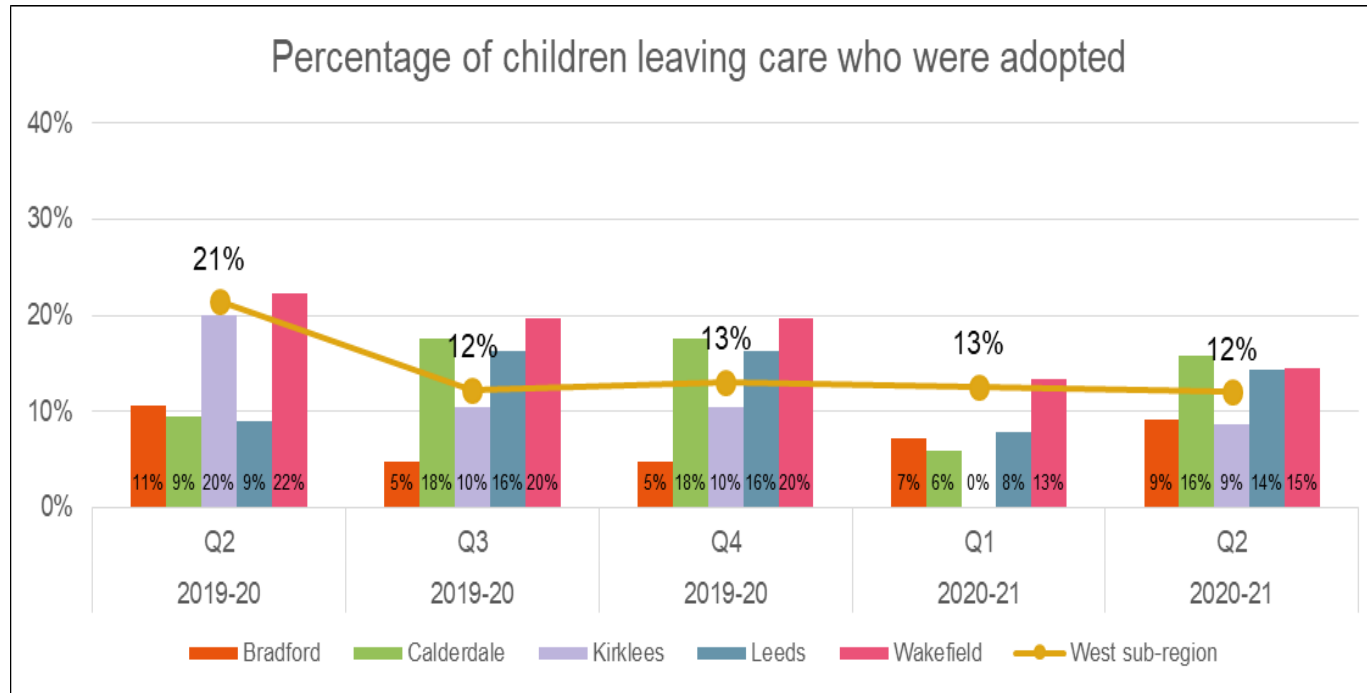
#### Commentary

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

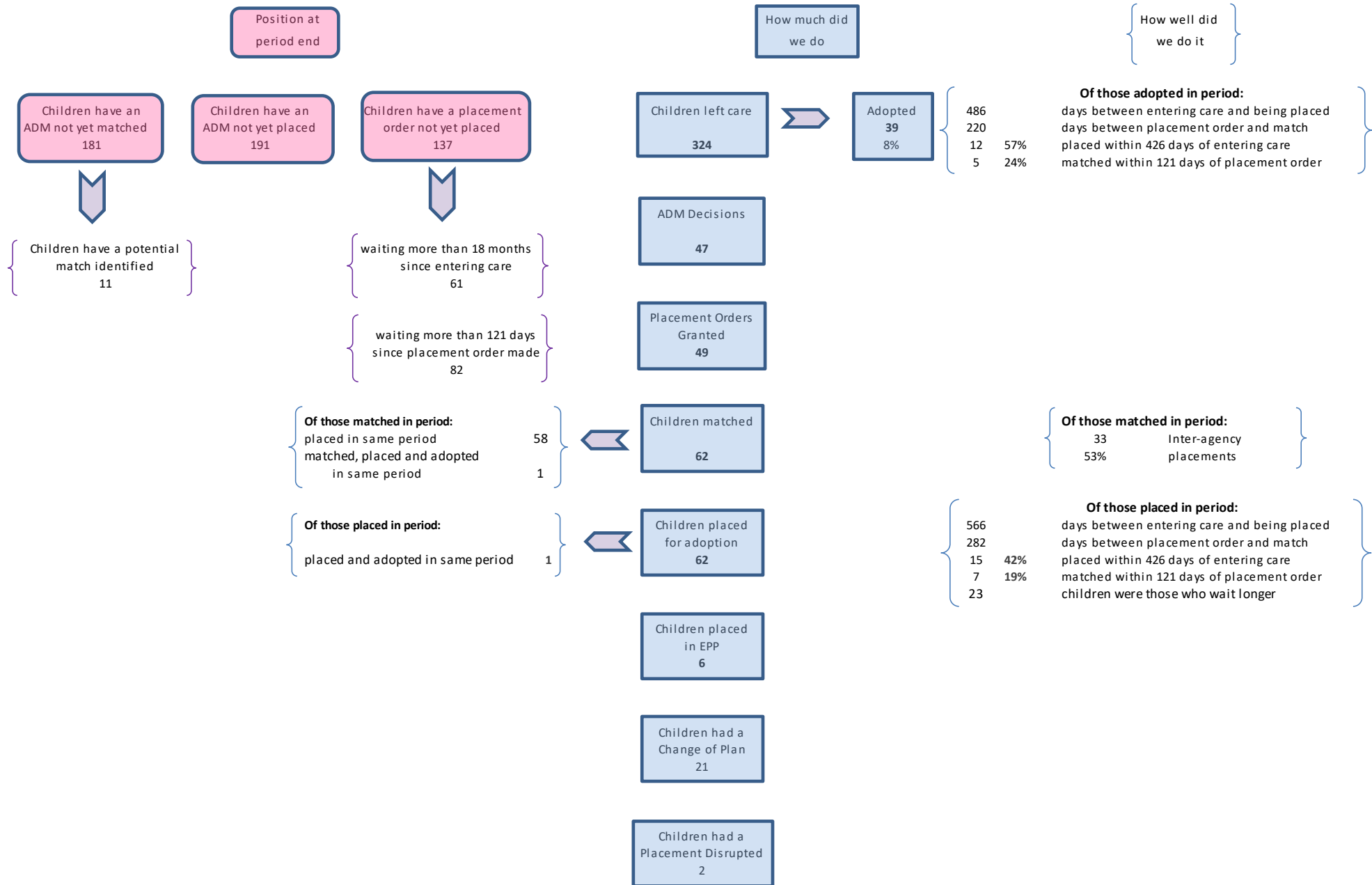


## Commentary

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



# Performance Overview - Children

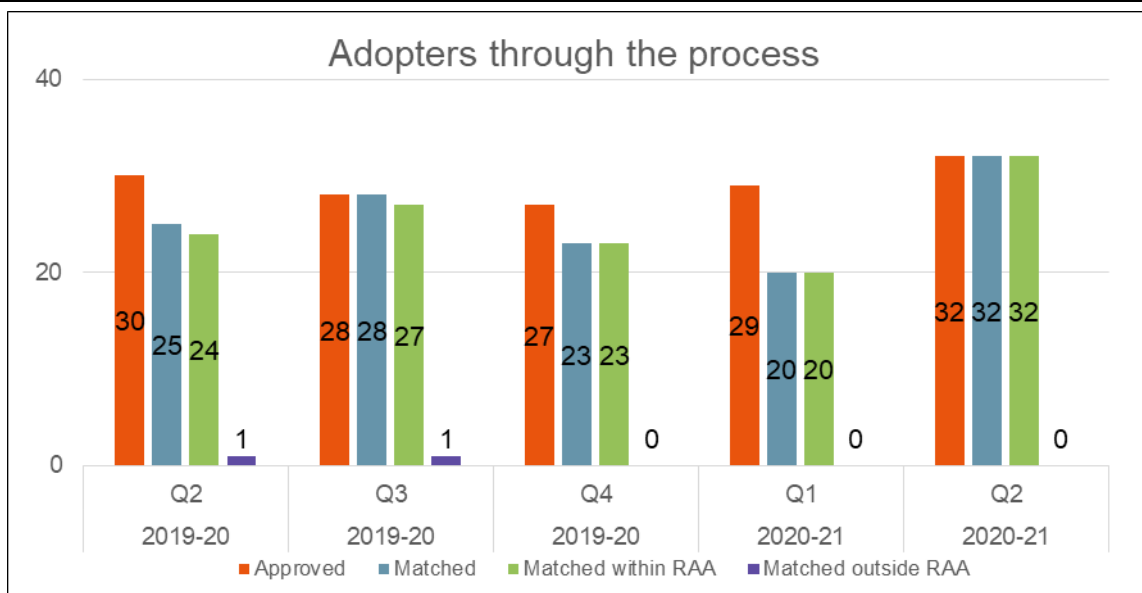


## Adopters

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 two 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.

<p><b>How much did we do?</b></p> <p><i>During the quarter</i></p> <ul style="list-style-type: none"> <li>• <b>243</b> (108) prospective adoptive households attended information sessions</li> <li>• <b>42</b> (51) Families started Stage 1</li> <li>• <b>59</b> (31) prospective adoptive families attended preparation training</li> <li>• <b>37</b> (27) Families started Stage 2</li> <li>• <b>32</b> (30) prospective adoptive families were approved, of these, 6 (2) families were Foster Carer Adopters</li> <li>• <b>32</b> (25) prospective adoptive families were matched, of these, 0 (1) families were matched with children outside the RAA and <b>32</b> (24) were matched with children from within the RAA</li> <li>• <b>33</b> (27) prospective adoptive families had a child(ren) placed, of these, 0 (1) families had children placed from outside RAA and <b>33</b> (26) had children placed from within the RAA</li> <li>• <b>24</b> (27) adoptive families adopted a child/young person</li> <li>• <b>11</b> (14) Families withdrew from the process</li> </ul>	<p><b>How well did we do it?</b></p> <ul style="list-style-type: none"> <li>• Of those prospective adoptive families who ended Stage 1 (51) in the quarter, they were in Stage 1 for an average of <b>5</b> months <ul style="list-style-type: none"> <li>○ <b>24%</b> were within timescales (Lowest was <b>0</b> month, highest was <b>14</b> months)</li> <li>○ Those still in Stage 1 (89) at the end of the quarter have been in Stage 1 for an average of <b>4</b> months</li> <li>○ <b>38%</b> are within timescales</li> </ul> </li> <li>• Of those prospective adoptive families who ended Stage 2 (32) in the quarter, they were in Stage 2 for an average of <b>4</b> months <ul style="list-style-type: none"> <li>○ <b>81%</b> were within timescales (Lowest was <b>1</b> months, highest was <b>21</b> months)</li> <li>○ Those still in Stage 2 (50) at the end of the quarter have been in Stage 2 for an average of <b>3</b> months</li> <li>○ <b>84%</b> are within timescales</li> </ul> </li> </ul> <p>Of those approved 8 months was the average time between registration of interest and approval.</p> <p><b>15</b> (16) adoptive families were matched within three months of their approval; <b>17</b> (8) were matched after three months of their approval</p> <p>The average time taken from approval to matching was <b>6</b> (3) months</p>
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<p><b>How much did we do?</b></p> <p><i>At the end of the quarter</i></p> <ul style="list-style-type: none"> <li>• Of the <b>102</b> (100) individual approved adopters (not yet matched), <b>51</b> (47) are female and <b>51</b> (42) are male. <b>14%</b> (24%) are from a BME background</li> <li>• <b>139</b> (100) prospective adoptive families are not yet approved</li> <li>• <b>89</b> (63) prospective adoptive families are in stage one; <b>50</b> (37) are in stage two</li> <li>• <b>53</b> (47) approved adoptive families are yet to be matched <ul style="list-style-type: none"> <li>○ <b>7</b> (8) of these families have been waiting more than six months</li> <li>○ <b>18</b> (14) of these families have a matching panel booked</li> <li>○ <b>12</b> (0) of these families have a match identified but no panel date booked</li> </ul> </li> <li>• <b>10</b> adoptive families have children placed in EPP</li> <li>• <b>13</b> (13) prospective adoptive families are on hold</li> </ul>	<p><b>How well did we do it?</b></p> <p>There continues to be a higher number of prospective adopters within the assessment process than in the same period last year, which is a positive reflection of the recruitment and engagement of enquirers.</p> <p>From Quarter1 to Quarter2 we have seen a slight decrease in the number of people in stage one, and an increase of those in stage two. This demonstrates the progress of applicants through the adoption process. We now have a high number of people in stage two of the adoption process.</p> <p>Covid-19 restrictions have continued to impact upon the timeliness of applicants progressing through the adoption process due to changes in personal circumstances, the ability to complete the necessary checks and the circumstances of One Adoption staff.</p> <p>We have increased the number of available adopters for children in West Yorkshire, with 6 more families being available than in the same quarter in the previous year.</p> <p>We have seen a reduction in the number of approved and available adopters from a BME background.</p>
<p><b>What would we like to do better?</b></p> <p>We would like to move people through the adoption process in a more timely way and avoid any delays in either stage of the process. We have increase our assessment capacity through the appointment of sessional workers and have requested funding to increase the number of R&amp;A social workers within the agency.</p> <p>We need to increase the number of BME adopters, in particular Black African and Black Caribbean adopters, to meet the needs of our children. We are working with partners from the voluntary sector to address this,</p> <p>We would like to increase the number of adopters open to siblings due to the demographic of the children needing adoptive families. We have recently introduced specific training for prospective adopters to encourage them to consider the benefits of adopting a sibling group.</p>	<p><b>What difference did we make</b></p> <p>We have developed our training and preparation offer to prospective adopters to include online preparation training, EPP, Adopting Siblings and will soon be providing training to Experienced Parents Adopting, Foster Carers Adopting and People Connected by Adoption. This has ensured that adopters are better prepared to meet the needs of adopted children.</p> <p>We have continued to increase the number of approved adopters and increased our capacity to respond to the increased demand for assessment.</p> <p>We have increased Adoption Panel capacity to respond to the increased need for approvals and matches to avoid delay for children and families progressing through the process.</p>

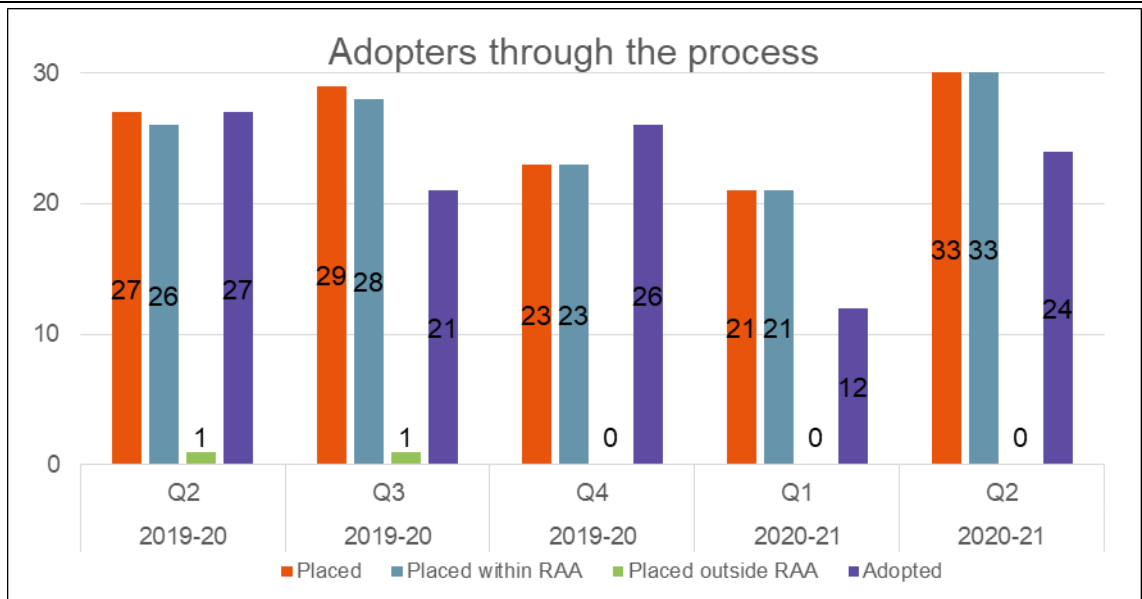


### Commentary

This graph shows numbers of adopters going through the process from 2019-20 Quarter 2 through to 2020-21 Quarter 2

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

This Quarter we have approved more adopters than during the same quarter last year, and than in any other quarter subsequently. This is a positive indicator of the progress of families through the adoption process, and of the number of families able to provide adoptive families for children within the region.



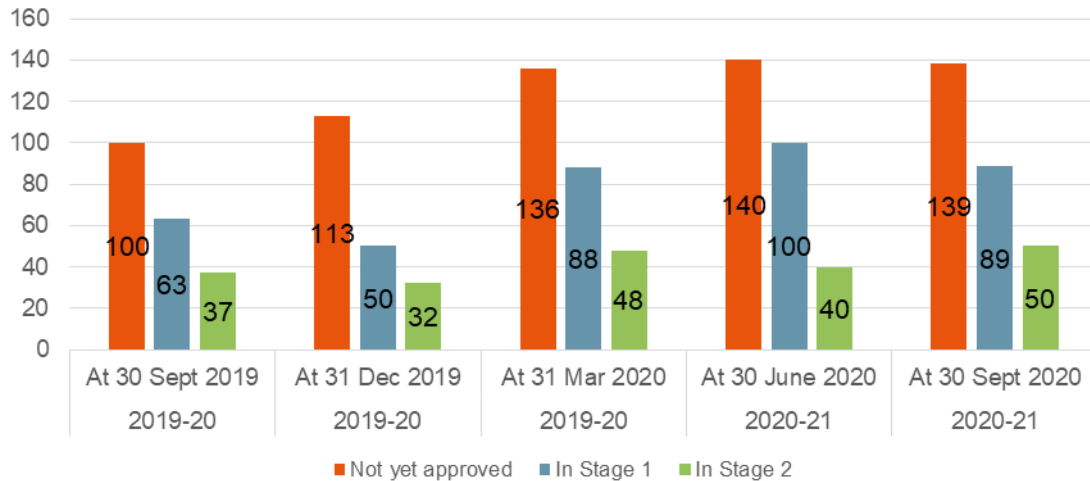
### Commentary

This graph shows numbers of adopters going through the process from 2019-20 Quarter 2 through to 2020-21 Quarter 2

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

There has been an increase in the number of adopters having children placed with them, all of who have been children from within the RAA. There has been a slight decrease in the number of adoption orders, which is a reflection of current court capacity, but it is positive to see that this has increased significantly from Quarter 1.

### Position at end of Quarter

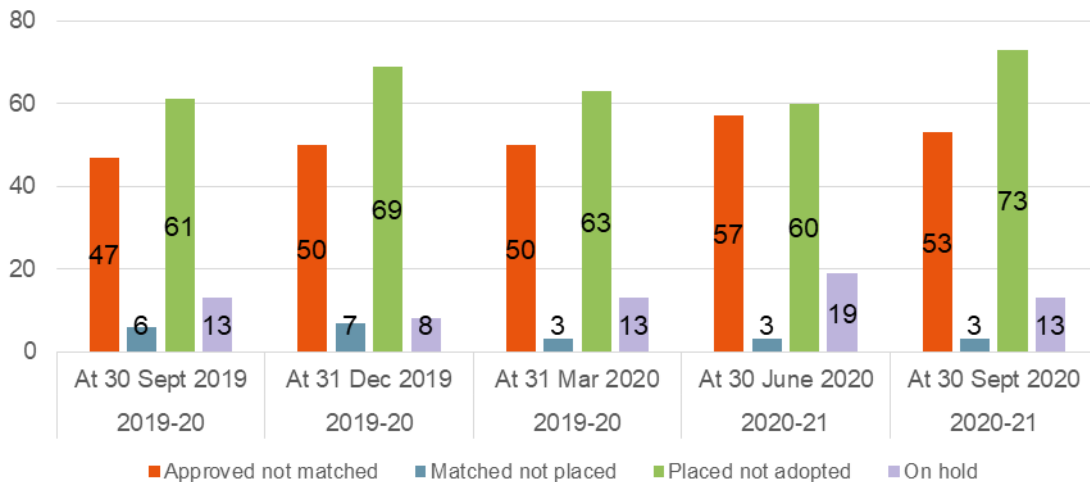


### Commentary

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 continue to be significantly higher numbers of adopters within the process than in the same quarter of the previous year. The numbers have remained consistently high for the last three quarters. In Quarter 2 there are more adopters in Stage Two than in previous quarters, which is a positive indicator for the number of approved adopters in Quarters 3 and 4.

### Position at end of Quarter



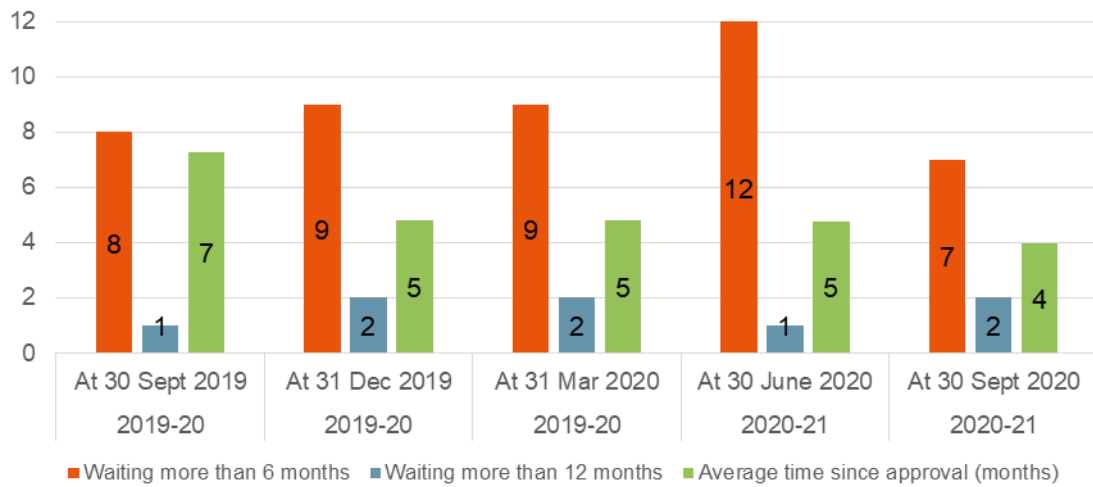
### Commentary

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 families with children placed, not yet adopted, have continued to rise over the course of the year. In many cases applications are with the Court and are awaiting a hearing date when court capacity allows.

The number of approved and available adopters remains higher than in the same quarter last year. The number of children matched not placed remains low, which demonstrates how children have continued to be moved to their adoptive families despite the Covid19 Pandemic.

### Position and timelines at end of Quarter

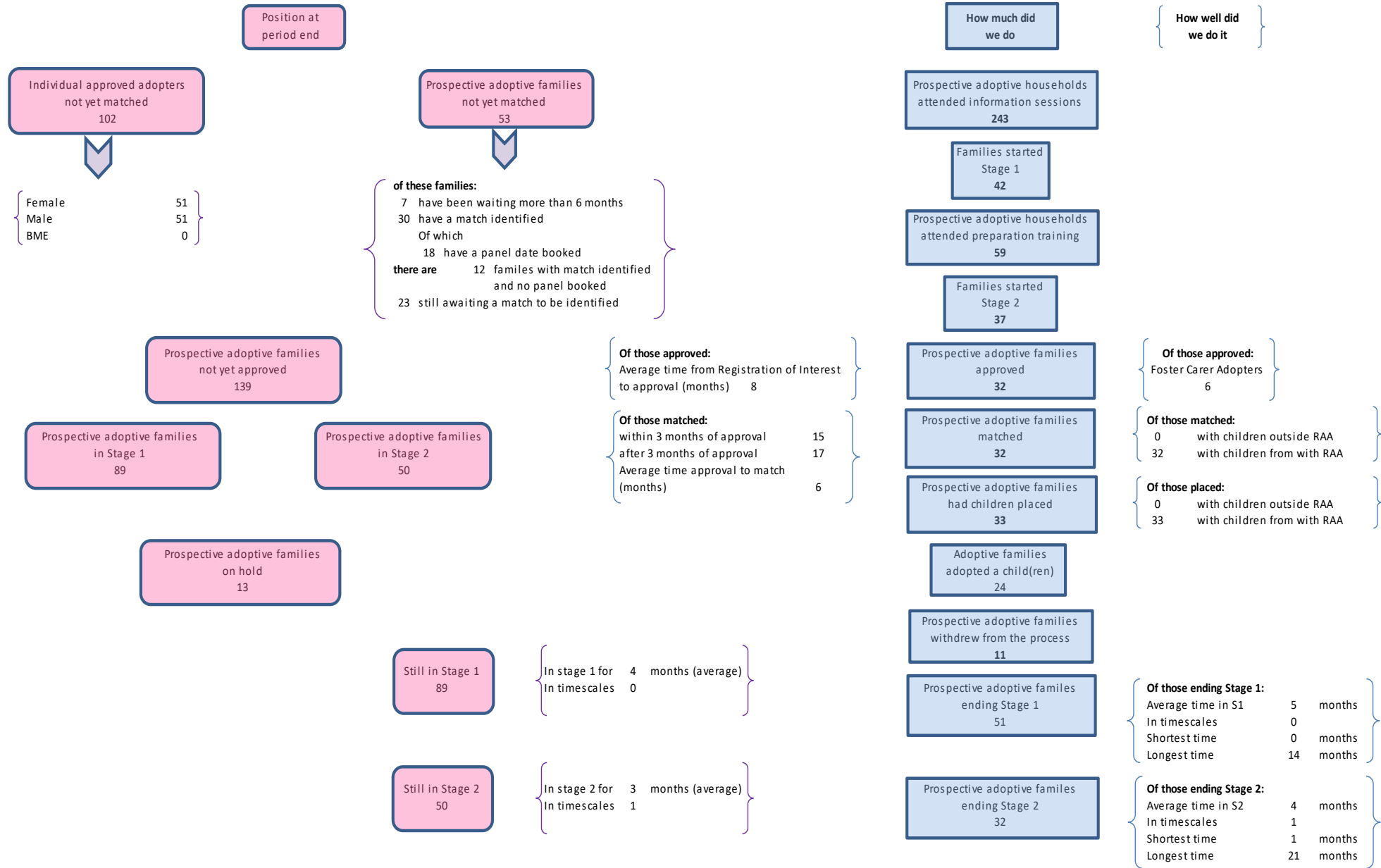


### Commentary

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.

The average time adopters have waited to be matched have decreased in the last quarter, which reflects the hard work of the social workers in progressing plans for children and families. There are fewer families waiting more than six months to be matched than in previous quarters, which is also positive. Some of these families have children already placed with them via Early Permanence Placements and are awaiting the outcome of Court Proceedings before a match can be considered.

# Performance Overview – Adopters





## 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.

### Characteristics of those adopters who are approved and not yet matched

Ethnicity	Number of individuals
African	2
Any other White background	10
Caribbean	1
Indian	1
Pakistani	7
White and Black Caribbean	1
White British	78
White Irish	2
<b>TOTAL INDIVIDUALS</b>	<b>102</b>

Religion	Number of individuals
Christian	53
Muslim	8
No religion	31
Other	10
<b>TOTAL INDIVIDUALS</b>	<b>102</b>

### Characteristics of children who have a decision but not yet matched (182), of these, 128 have a Placement Order

Ethnicity	Number of children
African	1
Any other Black background	1
Any other ethnic group	11
Any other Mixed background	4
Any other White background	11
Gypsy/Roma	6
Indian	1
Information not yet obtained	7
Pakistani	1
Traveller of Irish Heritage	1
White and Asian	6
White and Black African	1
White and Black Caribbean	1
White British	129
<b>TOTAL INDIVIDUALS</b>	<b>181</b>

Children who wait longer (more than one characteristic)	Number of children
Part of a Sibling Group	93
With a Disability	3
BME	34
Aged 5 years +	24
<b>TOTAL INDIVIDUALS</b>	<b>154</b>

**36** Children have 2 of above characteristics

**4** Children have 3 of above characteristics

**Of those above**

**ADOPTERS**

<b>Certain characteristics specified</b>	<b>Number of Households</b>
Potential Match	30
Not specified any age group	48
Specified 0-4 years	47
Sibling groups	12
Specific Gender	7
Open to EPP	21

## Adoption Support – to be further developed

<p><b>How much did we do?</b></p> <p><i>During the quarter</i></p> <ul style="list-style-type: none"><li>• <b>131</b> Adoption Support enquiries received</li><li>• <b>161</b> cases were allocated</li><li>• <b>51</b> Adoption Support assessments were started</li><li>• <b>56</b> Adoption Support assessments were completed</li><li>• <b>80</b> Adoption Support cases were closed</li></ul> <p><i>At the end of the quarter</i></p> <ul style="list-style-type: none"><li>• <b>744</b> Active cases</li><li>• <b>86</b> cases were awaiting allocation</li></ul>	<p><b>How well did we do it?</b></p> <ul style="list-style-type: none"><li>• For those cases allocated in the quarter it took an average of <b>152</b> days</li><li>• For those assessments completed in the quarter it took an average of <b>117</b> days from start of assessment to completion (this is for OAWY workers only)</li><li>• Of those cases closed in quarter<ul style="list-style-type: none"><li>○ <b>1</b> was aged 0-23 months</li><li>○ <b>4</b> were aged between 2-4 years</li><li>○ <b>54</b> were aged 5+ years</li><li>○ <b>20</b> were adults (1 other, no DOB recorded)</li></ul></li></ul> <p>Of the active cases at the end of the quarter</p> <ul style="list-style-type: none"><li>○ <b>17</b> were aged 0-23 months</li><li>○ <b>110</b> were aged 2-4 years</li><li>○ <b>540</b> were aged 5+ years<ul style="list-style-type: none"><li>▪ 376 were aged 5-11 years</li><li>▪ 164 were aged 12-17 years</li></ul></li><li>○ <b>77</b> were adults</li></ul>
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## Appendix one

This appendix contains a range of measures highlighting children's progress through the adoption process. Quarterly figures have been reconciled with the end of year data.

Table A1 Timeliness and numbers of children who are adopted, past yearly and 3 yearly figures

	Average days between a child entering care and moving in with their adoptive family					Average days between Placement Order and deciding on a match					Children and young people leaving care					Children and young people adopted				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	266	429	447	493	496	78	205	155	252	261	97	114	104	84	87	5	12	5	6	8
Calderdale	420	530	527	471	482	212	325	287	273	302	18	32	34	17	19	6	3	6	1	3
Kirklees	511	448	641	0	540	251	190	404	0	165	45	40	48	49	58	7	8	5	0	5
Leeds	291	569	452	510	532	198	273	231	151	285	90	90	104	76	98	6	8	17	6	14
Wakefield	581	490	487	478	373	317	265	285	261	156	49	54	51	45	62	11	12	10	6	9
<b>OAWY</b>	<b>445</b>	<b>483</b>	<b>492</b>	<b>493</b>	<b>485</b>	<b>233</b>	<b>243</b>	<b>266</b>	<b>224</b>	<b>234</b>	<b>299</b>	<b>330</b>	<b>341</b>	<b>271</b>	<b>324</b>	<b>35</b>	<b>43</b>	<b>43</b>	<b>19</b>	<b>39</b>

Average number of days (single-year data)					
	2015-16	2016-17	2017-18	2018-19	2019-20
Bradford	552	388	354	387	
Calderdale	727	532	290	398	
Kirklees	570	467	247	368	
Leeds	523	489	425	421	
Wakefield	..	474	499	414	
<b>OAWY</b>	<b>593</b>	<b>470</b>	<b>397</b>	<b>401</b>	
<b>England Average</b>					

Table A2 Timeliness of children **matched** during the quarter

	Average days between Placement Order and deciding on a match					Percentage of children matched within 121 days				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	190	284	259	221	288	29%	18%	20%	0%	4%
Calderdale	395	235	271	248	292	17%	33%	0%	0%	60%
Kirklees	104	210	286	282	286	50%	33%	0%	17%	0%
Leeds	220	237	189	528	168	30%	18%	35%	0%	47%
Wakefield	366	218	335	237	229	30%	17%	25%	33%	33%
<b>OAWY</b>	<b>247</b>	<b>242</b>	<b>247</b>	<b>299</b>	<b>243</b>	<b>31%</b>	<b>20%</b>	<b>24%</b>	<b>19%</b>	<b>26%</b>

Table A3 Timeliness of children **placed** during the quarter

	Average days between a child entering care and moving in with their adoptive family					Percentage of children placed within 426 days of entering care					Average days between Placement Order and deciding on a match					Percentage of children matched within 121 days				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	402	504	456	402	501	50%	33%	20%	75%	42%	179	268	259	212	222	25%	20%	20%	0%	5%
Calderdale	554	465	489	311	556	43%	50%	40%	100%	38%	364	126	295	50	222	14%	50%	0%	100%	38%
Kirklees	490	346	806	571	578	27%	100%	0%	17%	0%	135	116	295	282	248	36%	100%	0%	17%	0%
Leeds	512	495	387	797	560	50%	29%	67%	38%	44%	237	215	201	427	177	25%	21%	40%	13%	39%
Wakefield	517	475	360	510	441	55%	30%	83%	41%	60%	329	237	147	243	211	36%	20%	33%	24%	40%
<b>OAWY</b>	<b>506</b>	<b>488</b>	<b>473</b>	<b>567</b>	<b>523</b>	<b>45%</b>	<b>33%</b>	<b>49%</b>	<b>42%</b>	<b>41%</b>	<b>247</b>	<b>233</b>	<b>229</b>	<b>282</b>	<b>220</b>	<b>28%</b>	<b>24%</b>	<b>24%</b>	<b>19%</b>	<b>25%</b>

Table A4 Provision of Placements within the quarter

	In House					Other LA					VAA					Total Inter-Agency				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	2	11	1	4	8	1	1	1	0	4	1	3	3	0	7	2	4	4	0	11
Calderdale	4	2	2	1	5	1	0	0	0	2	2	0	3	0	1	3	0	3	0	3
Kirklees	7	1	2	4	0	3	0	0	1	1	1	0	4	1	5	4	0	4	2	6
Leeds	9	8	15	6	13	4	2	0	0	0	7	4	0	2	5	11	6	0	2	5
Wakefield	7	7	4	4	2	0	0	1	7	8	4	3	1	6	0	4	3	2	13	8
<b>OAWY</b>	<b>29</b>	<b>29</b>	<b>24</b>	<b>19</b>	<b>28</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>15</b>	<b>15</b>	<b>10</b>	<b>11</b>	<b>9</b>	<b>18</b>	<b>24</b>	<b>13</b>	<b>13</b>	<b>17</b>	<b>33</b>

Table A5: children progressing through the stages of the adoption process

	ADM decisions					Number of Placement Orders granted					Matched					Placed for Adoption				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	19	11	16	18	18	14	14	7	11	10	7	11	5	4	23	4	15	5	4	19
Calderdale	3	9	2	2	1	8	3	6	1	7	6	3	3	4	5	7	2	5	1	8
Kirklees	9	4	13	8	6	15	2	4	8	6	8	3	5	6	5	11	1	6	6	6
Leeds	16	11	13	4	14	9	13	9	6	8	20	11	20	6	17	20	14	15	8	18
Wakefield	14	10	14	18	8	15	8	2	6	17	10	12	8	12	12	11	10	6	17	10
<b>OAWY</b>	<b>61</b>	<b>45</b>	<b>58</b>	<b>50</b>	<b>47</b>	<b>61</b>	<b>40</b>	<b>28</b>	<b>32</b>	<b>48</b>	<b>51</b>	<b>40</b>	<b>41</b>	<b>32</b>	<b>62</b>	<b>53</b>	<b>42</b>	<b>37</b>	<b>36</b>	<b>61</b>

	ADM reversed (Change of Plan)					Disruptions					Children in new EPP				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	0	3	1	3	5	0	1	0	0	2	1	0	3	0	2
Calderdale	4	1	2	0	0	0	0	0	0	0	1	0	0	1	2
Kirklees	0	1	3	3	3	0	0	0	0	0	0	0	0	1	
Leeds	1	4	6	1	6	1	2	1	0	0	2	2	0	0	
Wakefield	4	0	0	4	7	0	0	0	0	0	2	1	1	1	
<b>OAWY</b>	<b>9</b>	<b>9</b>	<b>12</b>	<b>11</b>	<b>21</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>6</b>	

Table A6: characteristics of children waiting (with a placement order waiting to be placed)

	Aged 0-2 years old					Aged 3-5 years old					Aged 5 years old and over				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	29	25	26	28	22	8	7	10	14	15	6	8	7	8	7
Calderdale	6	6	8	7	7	6	6	6	5	6	9	10	6	8	6
Kirklees	15	16	17	21	19	8	7	4	1	2	4	4	1	2	2
Leeds	20	24	20	18	11	12	8	6	7	2	9	6	6	4	2
Wakefield	25	22	20	15	19	17	18	16	10	11	6	7	9	7	7
<b>OAWY</b>	<b>95</b>	<b>93</b>	<b>91</b>	<b>89</b>	<b>78</b>	<b>51</b>	<b>46</b>	<b>42</b>	<b>37</b>	<b>36</b>	<b>34</b>	<b>35</b>	<b>29</b>	<b>29</b>	<b>24</b>

	Female					Male				
	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21
	Q2	Q3	Q4	Q1	Q2	Q2	Q3	Q4	Q1	Q2
Bradford	24	18	18	23	23	19	22	25	27	21
Calderdale	9	10	10	10	9	12	12	10	10	10
Kirklees	11	11	12	15	14	16	16	10	9	9
Leeds	25	13	12	12	6	16	25	20	17	9
Wakefield	20	20	19	17	13	28	27	26	15	24
<b>OAWY</b>	<b>89</b>	<b>72</b>	<b>71</b>	<b>77</b>	<b>65</b>	<b>91</b>	<b>102</b>	<b>91</b>	<b>78</b>	<b>73</b>



Table A7: snapshot numbers of children within the adoption process (1)

	With a decision not yet placed					With a placement order not yet placed					With a placement order not yet placed (18 months or more since entering care)				
	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020
Bradford	55	49	61	69	69	43	40	43	50	44	14	11	12	23	24
Calderdale	23	28	22	27	20	6	9	20	20	19	9	10	7	8	9
Kirklees	28	32	36	37	32	23	24	22	24	23	6	10	5	8	6
Leeds	56	47	42	36	26	26	36	32	29	15	20	19	16	16	6
Wakefield	56	55	65	54	46	26	26	45	32	37	17	17	25	16	16
<b>OAWY</b>	<b>218</b>	<b>211</b>	<b>226</b>	<b>223</b>	<b>193</b>	<b>124</b>	<b>135</b>	<b>162</b>	<b>155</b>	<b>138</b>	<b>66</b>	<b>67</b>	<b>65</b>	<b>71</b>	<b>61</b>

	Average length of time spent waiting (since entering care) for those with a placement order not yet placed (days)					Average length of time spent waiting (since placement order granted) for those not yet placed (days)					Children looked after*				
	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020	At 30 Sept 2019	At 31 Dec 2019	At 31 Mar 2020	At 30 June 2020	At 30 Sept 2020
Bradford	473	447	514	572	669	222	194	256	266	288	1205	1205	1236	1246	1376
Calderdale	480	510	483	569	564	276	317	266	355	339	338	353	343	334	333
Kirklees	537	584	489	489	480	203	260	211	222	204	621	644	671	678	679
Leeds	573	565	665	672	592	286	286	351	359	318	1304	1316	1332	1344	1330
Wakefield	567	607	707	608	549	191	238	328	307	274	592	586	634	644	643
<b>OAWY</b>	<b>531</b>	<b>545</b>	<b>590</b>	<b>585</b>	<b>582</b>	<b>232</b>	<b>252</b>	<b>290</b>	<b>297</b>	<b>281</b>	<b>4060</b>	<b>4104</b>	<b>4216</b>	<b>4246</b>	<b>4361</b>

## Appendix two

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
2019-20	Q2		97	51	27	30	25	27	27
2019-20	Q3		68	51	32	28	28	29	21
2019-20	Q4		76	57	32	27	23	23	26
2020-21	Q1		106	45	45	29	20	21	12
2020-21	Q2		120	42	42	32	32	33	24

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)
At 30 Sept 2019	100	63	37	13	50	8	7
At 31 Dec 2019	113	50	32	8	50	9	5
At 31 Mar 2020	136	88	48	13	50	9	5
At 30 June 2020	140	100	40	19	57	12	5
At 30 Sept 2020	139	89	50	13	53	7	4

## Appendix 4



### Voice and Influence of Adopters, Children & Young People report Card April 2020 to September 2020

**Outcome:** Children and adoptive families to have an influence over decisions affecting their families' lives and the services we provide.

## Best ideas - what has worked?

### Support during Covid-19



OAWY have offered adopters a range of additional support during COVID-19. Here are some of the comments received:

- *The fact that this support was offered so quickly was fantastic;*
  - *Lots to access...*
  - *Proactive – haven't accessed much but good to know all there and happy to be contacted;*
- 
- *OAWY kept in touch with us throughout Covid19 - with emails about support services & personal emails asking how we were doing;*
  - *It felt very reassuring to know we weren't on our own & if we needed additional support, we knew we could ask & we knew who to ask.*

## The 2020 OAWY Annual Adopter Survey

An on-line survey was sent to all OAWY adopters to gather their views on the service we provide. We asked adopters to tell us what we do well, here are some of their responses:



- *Friendly approachable team - always made to feel very welcome;*
- *Social Workers appear to relate to our problems and are approachable and supportive;*
- *Social workers supporting adopters are excellent and really helpful/ proactive and caring;*
- *Brain based parenting training is beyond excellent;*
- *Support workers are knowledgeable and emphatic.*

- *Variety of training & support options;*
- *You do what you say you are going to do and you're good at keeping in touch;*
- *Make good use of Adoption Support Fund to help our two children.*

We also asked adopters what we need to improve on. One of the main themes picked up was wait time, see comments below:

- *If there are more support workers support could be offered quicker and timely to help children and stressed parents;*
- *Timescales...when we went through the process we found both ours and our little girls' social worker to be very over worked!*
- *Provide support quickly when it is needed, to prevent further trauma;*
- *More team members to be able to provide more timely support.*

## Online Profiling Events

Online profiling events have replaced face to face events with 2 events held in Q1 and Q2 of 2020/21. 16 profiles were featured (19 children) which has so far resulted in 28 expression of interest, 1 match, 1 match progressing and 1 match being considered for a sibling group of 2.



The events have been well received by prospective adopters. Here is some of the feedback from those who attended the events:

- *Informative and nice to see video clips of the children and hear the Social Worker give their view on the child;*
- *It was good, it was our first event so we were not sure what would really happen but both felt it was what we expected;*
- *The information provided was informative and interesting and was lovely to hear each SW give a personal account of the children, it gave much more insight than a standard profile;*
- *The videos added a sense of reality and was very much welcome.*

There were also some comments regarding technical issues at the first event which have been addressed.



# ADOPTTEENS

## FORMERLY KNOWN AS AT-ID

### Adopteens Lockdown Pack

At the start of the pandemic Adopteens wanted to make sure people felt they hadn't been forgotten about, they were conscious of people feeling isolated and disconnected so they wanted to try and help people feel held in mind and also we wanted to send a little joy. So they we put together a lockdown pack.

They successfully sent out 115 packs to young people who were signed up to their project. They have thought about sending packs out to new members after lockdown and possibly doing annual mail outs to all members as a way of reminding them what our service has to offer. For many families receiving the pack has encouraged them to re-engage with the service.

The packs were greatly received by young people and parents alike. This is some of the feedback received:

- *I just wanted to say thanks a million for the mailing;*
- *It injected a bit of excitement and interest into our Saturday and beyond;*
- *The boys have started working on their Covid 19 time capsules and seem to be quite into it!*
- *Thanks for the activity pack. \*\*\*\*\* and I enjoyed looking through it and he really enjoyed getting the post. We talked through the time capsule sheets which prompted a good conversation;*
- *Thanks for the tea bags for \*\*\*\* and I, we are just about to have a cuppa, and thanks for the activity packs.*



## Online Information Events



Due to Covid-19 face to face information events had to be cancelled and replaced with an online alternative. Prospective adopters registering an interest are sent a link to a pre-recorded information event video. In the first 6 months of 2021/21 there were 564 requests made with 3 events held.

Here are some of the comments from those who took part:

- *We believe the content was on point, it was nice to see all aspects of the process and to hear from the children and other adoptive parents;*
- *Really positive information and good to know the support is there throughout the process;*
- *Clear, concise and covered any questions I initially had;*
- *Very good substitute for a face to face discussion.*

## Best ideas - what next?

### Webinar Information Events

Information events have been delivered by a pre-recorded video link in Q1 and Q2. From Q3 this will be replaced with interactive webinars with prospective adopters registering to attend.





## Adopters Newsletter



A quarterly newsletter is emailed to adopters. OAWY have asked adopters for their views on the newsletter. Below are the findings and some comments:

- 88% of adopters asked receive the newsletter;
- 63% are satisfied with the newsletter, 36% are neither satisfied nor dissatisfied and 1% are dissatisfied;

When asked how we could improve the newsletter:

- *Easier to read on a mobile device;*
- *More suggestions for reading would be good. Perhaps a free virtual 'lending library' open to adopters and foster carers;*
- *Include information for older children.*

The comments have been feedback to the team that produce the newsletter so that improvements can be considered.