

Action Plan for Permanency in Merton - Appendix a

	Activities	Lead	Timescale	Commentary	Outcome	RAG
1.	Review of Policy, Procedure, Guidance and Governance					
	Review local procedures to ensure that they reflect the changes to adoption legislation	Service Manager LAC, Permanence and Placements	July 2013	<p>A review of the policies, procedures and guidance has been undertaken as part of the broader Tri-X procedures update.</p> <p>Team processes have also been reviewed to ensure that there is a focus on tackling delay both for children and for prospective adopters.</p>	All practitioners are able to access up to date information on the adoption legislation and local processes. This will support consistent local practice and ensure good outcomes for children in terms of permanence	Completed
	Introduction of the new assessment framework	Service Manager LAC, Permanence and Placements	July 2013	<p>All team members have had training in the new assessment tools.</p> <p>A team day has been held to review process.</p> <p>Panel members and practitioners to attend further training in October 2013</p>	Timely and analytical assessments are completed.	Completed and ongoing

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	A scrutiny Task and Finish group will consider the field of stability and achieving permanency for LAC as part of its 2012/13 work plan	Service Manager LAC, Permanence and Placements	August 2013	Work has been undertaken to review the management oversight of permanence and care planning for all looked after children.	Senior Management oversight of the care planning for all looked after children is improved.	Completed
	Maintain the engagement of elected members on the unified Adoption, Fostering and Permanency Panel.	Head of Service CSC and YI	September 2012	Elected member on the central list appointed, support ongoing.		Completed and ongoing

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2	Ensure that the recruitment of adopters targets carers who can meet the needs of children with diverse and complex needs					
	Review the current marketing campaign to ensure that it represents the cohort of children with a plan for permanence	Service Manager LAC, Permanence and Placements	October 2013	<p>Work is currently being undertaken in Merton and across the South West London Adoption Consortium (SWLAC) to ensure that the marketing campaigns reflect the diverse needs of the children for who adoption is the plan.</p> <p>The Consortium marketing campaign will be in Merton at the end of September.</p> <p>SWLAC Website to be developed to support prospective adopters.</p>		Ongoing
	Ongoing development of the post adoption support offer – the 'Adoption Passport'.	Service Manager LAC, Permanence and Placements	November 2013	<p>The Expert Practitioner within the adoption team is developing the 'Adoption Passport' which will set out the guarantee for all of Merton's adopters.</p> <p>Work is also ongoing across the SWLAC and Pan London Agencies to consider the development of a cross borough/cross London guarantee.</p>		Ongoing

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3.	Ensure processes across the services support effective permanency work					
	Enhance the level of service provision within the Family Group Conferencing service to ensure all children who are at the edge of care and those becoming looked after are considered for a FGC.	Service Manager MASH and CP	October 2013	FGC Co-ordinator resource to be identified (Adoption Improvement Grant). A representative from the adoption team will attend all Family Group Conferences to ensure early identification of permanence options within the family.	Additional capacity in the FGC service will support the early assessment and identification of family members as permanent carers.	Ongoing
	Develop support to birth parents	Service Manager LAC, Placements and Permanence	February 2014	A Family Support Worker has been recruited to support the post adoption support work and will develop a support programme for birth parents		
	Tracking/management oversight is improved	Service Manager LAC, Placements and Permanence	August/September 2013	The Service Manager to chair meeting for all children when initiating care proceedings to ensure permanence considered Monthly tracking meetings are held to review the plans for all looked after children. A further meeting will consider the progress of all prospective adopters.	Outcomes for children are improved as risk of drift is decreased through early parallel planning.	Ongoing