



Western Bay
ADOPTION SERVICE
GWASANAETH MABWYSIADU
Bae'r Gorllewin

**Care Inspectorate Wales Adoption Inspection
2017-18
Western Bay Regional Adoption Service
&
NAS Central / National Elements**

Western Bay Regional Adoption Service



- Children, adopters and people receiving adoption support receive a good service overall .
- Timeliness has improved for the period children wait to be placed for adoption, with every child placed being assessed for adoption support.
- Some best practice was noted with regards to direct work with children and their adoptive parents.
- In the past year there was a timely response to adoption enquiries with a slight increase in the numbers of adopters approved.
- Average time taken to assess adopters increased slightly but this was influenced by circumstances outside the control of the service.
- The quality of adopters' assessments was mainly good but the recording of challenge was underdeveloped

Western Bay Regional Adoption Service



- Feedback from adopters about the service was mainly positive with some people expressing a high level of satisfaction.
- Training for adopters was reported to be of good quality and a number of support services have been developed
- There are issues around being able to recruit sufficient adopters prepared to accept sibling groups and children with additional needs and numbers of children with a 'should be placed for adoption' decision and a placement order waiting to be placed increased in the past year. This is a national issue; managers were well informed of the profile of the service and have supported strategies to try to address the deficit

NAS Central / National Elements



- Benefits to children and families of enhanced profile, clear strategic intent and sector engagement are clear.
- Productive partnerships with third sector organisations have resulted in improved sharing of good practice plus creative and promising initiatives for the future.
- Improvements in some but not all key areas of performance e.g. timeliness / numbers waiting.
- Ability to collect and analyse data enable areas for improvement and regional differences to be identified.
- There is a common understanding of barriers to better outcomes and what resources are needed.
- Progress made in improving consistent standards e.g. initiatives such as a 'Best Practice Guide for Family Finding' and implementing a national framework for adoption support.

NAS Central / National Elements



- NAS governance is well understood but complex and may impede or slow down the implementation of national approaches across Wales.
- Service control and agility is challenging e.g. some things NAS needs to respond to / manage are unpredictable (court decisions) and / or not directly within the ambit of the service (things that rely on mainstream children's services e.g. matching, elements of life journey work).
- There is ongoing inconsistency in service delivery across Wales

Recommendations



- The regional management board should review the arrangements relating to the implementation of agreed actions and ensure there are vice chairing arrangements in place.
- Consideration should be given to how improvements in adoption support can be more systematically developed across partner agencies.
- A quality assurance framework should be implemented across the service and consideration given to linking into the associated functions which are completed by children's services. i.e. CAR/B; life journey work and later life letters.
- All operational regional adoption service staff should complete relevant safeguarding training every two years.

Recommendations (Continued)



- The process for assessing and agreeing financial support for adopters should be reviewed to ensure the system is working appropriately.
- The timeliness and quality of supervision should be reviewed to ensure there is a consistent approach to case management and staff support and development.
- Consideration should be given to how staff can be provided with a more suitable working environment.
- Panel members should be provided with an appraisal and training opportunities.

Recommendations (Continued)



- Consideration needs to be given to provide the panel members with occasional business meetings and bring information and reports about placement breakdowns to panel. Panel member need to be provided with relevant policies and procedures.
- Monitoring arrangements need to be put in place to ensure review of support plans.