

**NORTH LINCOLNSHIRE COUNCIL**

**ADULT AND CHILDREN'S SERVICES  
CABINET MEMBER**

**TO CREATE AN ADOPTION MANAGER TO MANAGE  
THE REGIONAL ADOPTION SERVICE**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To seek approval to create an Adoption Manager to manage the regional adoption business service hosted by North Lincolnshire.

**2. BACKGROUND INFORMATION**

- 2.1 North Lincolnshire has played a key role in the development of the Yorkshire and Humberside Adoption Consortium. All 15 Local Authorities and two Voluntary Adoption Agencies have agreed to sign up to the contractual arrangements. These are being signed and returned during February.
- 2.2 The new arrangements will enable the region to develop a financial model to underpin the recruitment, provision of and support to adopters. The ambition is to create a cross region recruitment strategy and increase the numbers of adopters available.
- 2.3 The development work will require an experienced and capable adoption manager who can shape and influence services on a regional level and with the innovation to build new provision through further opportunities for regional commissioning to meet this crucial aspect of adoption work.
- 2.4 The Regional approach has been agreed across all 15 Local Authorities and Voluntary Adoption Agencies. North Lincolnshire legal services have overseen the development of the contract to ensure the contract is robust and sustainable.
- 2.5 North Lincolnshire will take over the previous consortium arrangement led by AFC and expand this and develop this into a business model. The co-ordinator/administrator will tupe to North Lincolnshire. The manager and co-ordinator will have office accommodation at After Adoption Yorkshire buildings on the outskirts of Leeds, the manager will have a presence within North Lincolnshire, data bases, websites, data protection, policies and procedures have or are being agreed in line with our policy and procedures. The management and supervision of the manager will be the responsibility of North Lincolnshire.

2.5 The model and ambition supports that of Government to develop adoption services and provide swift access to placements for those children who need this.

### **3. OPTIONS FOR CONSIDERATION**

3.1 Option One – To create the post and enable North Lincolnshire to manage and deliver the contract and develop the service.

### **4. ANALYSIS OF OPTIONS**

4.1 Option One – To create the post.

4.2 This contract is ambitious and cross region, the development has been led by North Lincolnshire. It has the potential to increase services in an area of high demand and one where we can secure a viable and long term business model that will be based upon invest to save principals. Adoptive Placements in the regional contract will be exchanged for 2/3 of the inter agency fee for Local Authorities and approximately £14,000 less than VAA.

4.3 This option enables North Lincolnshire and the region to develop and strive to meet our ambitions on adoption services. It will enable the region to develop further cross region commissioning of adoption services.

### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 The Adoption Manager Post, co-ordinator and administrative costs are met by annual fees charged to all participating authorities and are based on a three year contract with built in and shared liability and risk management.

5.2 The post has been evaluated at Grade 11. This will attract the right person to deliver upon the business model and maintain North Lincolnshire reputation at a regional level. It is proposed that the post is permanent.

### **6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)**

6.1 The service will operate within statutory responsibilities and minimum standards; the service is not an adoption agency. The adoption consortium will continue to deliver and lead on best practice and develop its previous work for example with Asian Adopters and build capacity and expertise across the region.

### **7. OUTCOMES OF CONSULTATION**

7.1 There has been extensive consultation across region.

### **8. RECOMMENDATIONS**

8.1 To create an Adoption Manager post to manage the regional service.

DIRECTOR OF CHILDREN AND YOUNG PEOPLE'S SERVICE

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**Background Papers used in the preparation of this report:**

None