





South Ayrshire's Parenting Promise 2021-2030 october 2023

Table 1: Promise Actions

1. South Ayrshire's workforce and commissioned services will have a comprehensive understanding of The Promise including how to embed Promise values in their approach.						
Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail	
SAPP 1.1	South Ayrshire will recruit 3 new promise staff members for 1 year to sit within the Champions Board.	Dawn Parker	31-Dec-2022	COMPLETED	1	All posts were recruited to in September 2021 two of the three posts were ringfenced for workers with lived experience of care. All 3 posts were given a one-year extension funded through Childrens Health Care and Justice services and ended on 22 nd September 2023
SAPP 1.2	6-monthly elected members' briefings will be delivered ensuring young people with care experience have a pivotal role in designing and delivering the briefings.	Dawn Parker	31-Mar-2026	ON TARGET 	1	From November 2020 – date The Champions Board team have delivered 6 Elected member briefings on The Promise
SAPP 1.3	Promise information sessions and bespoke workshops will be delivered across teams and services with a target of 1,000 participants over 12 months.	Dawn Parker	31-Mar-2026	COMPLETED	1	Promise and Parenting Promise sessions have been delivered to over 1,000 participants across South Ayrshire. This work continues current sessions include combined promise and Signs of Safety training for all south Ayrshires foster carers and twilight training for South Ayrshires teaching staff
SAPP 1.4	All Promise resources including local publications workshop materials and briefing notes will be readily accessible on South Ayrshires intranet.	Dawn Parker Sheila Tyeson	31-Dec-2022	COMPLETED	1	A Promise page was developed within the target timeframe on South Ayrshire H&SCP website. The page includes sample local workshops and materials and links to The Promise Scotland resources to access the page follow the link below https://hscp.south-ayrshire.gov.uk/ParentingPromiseResources In addition, a promise tile has now been established on the main home page of South Ayrshire Councils website to show the reach of the Promise across South Ayrshire https://www.south-ayrshire.gov.uk/
SAPP 1.5	The workforce will be updated on our implementation of the promise through regular communications and briefings.	Dawn Parker	31-Mar-2026	ON TARGET 	1	The Promise has been promoted through a communications programme including Chief Executives update and H&SCP updates, social media platforms including Facebook livestreams. 5 short animations highlighting elements of South Ayrshires Parenting Promise have also been produced and are on SAHSCP website South

						Ayrshire Champions board have worked alongside leaders in Childrens Health Care and Justice services to deliver a range of engagement events branded Promising Times Ahead events.
SAPP 1.6	The Promise branding will be adopted across South Ayrshire.	Sara Burdon	31-Mar-2026	COMPLETED	1	<p>The Promise branding has been adapted for all South Ayrshire staff to download and add to their email signature. The branding includes an icon which links to South Ayrshires Parenting Promise and action plan as illustrated below.</p>  <p>I support South Ayrshire's Parenting Promise</p> <p>The corporate Communications team issued a reminder to SAC staff and Elected Members to add The Promise logo to their email signature. A message of encouragement to do so and a reminder of the process to follow was issued WB 11/9/23 via the following internal channels: · Yammer (Viva Engage) SAC Community Hub · The Announcements on The Core ·SAHSCP newsletter The SAC Weekly Round-up · Elected Members' Information Note</p>
SAPP 1.7	South Ayrshires Parenting Promise will align with The Promise and will hold and monitor the impact of all of South Ayrshire's Promise actions.	Dawn Parker	31-Mar-2026	COMPLETED	1	Completed South Ayrshire's Parenting Promise 2021-2030
Working in partnership with South Ayrshires Strategic Change Programme a total of 7 benefits have been identified. 5 are now realised and completed and the remaining 2 benefits are on track and have been identified as green						

2. Services and provision will be designed on the basis of need and with clear data, rather than on an acceptance of how the system has always operated.

Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail
SAPP 2.1	Sheila Tyeson	31-Mar-2026	ON TARGET 	3	01-Aug-2022 A comprehensive Parenting Promise Performance Framework has been developed. The Framework is being improved and built on with each iteration and now contains 44 broad indicators – this data set is reported to Corporate parenting executive on a quarterly basis .

						South Ayrshire is the only area in Scotland taking part in The Promise Data for Children Collaborative. The title of the project is 'What data does Scotland collect and analyse that directly and indirectly impacts the lives of children and their families, and how can we best map it?' The project aims to build a cohesive central picture of all data in processes and systems that directly and indirectly impact children and their families in Scotland. Uniquely, the project approaches the mapping exercise from the perspective of 'what matters' to children and families, as opposed to being driven by the organisations and systems that currently exist. The project carried out a survey with services across the HSCP, South Ayrshire Council and NHS Ayrshire and Arran to determine what data services were collecting and what this was used for. The findings were used to shape how to share this information and map what matters to children and families. South Ayrshire continues to be part of the project as they build a data capture tool. This is an incredibly complex process.
<p>Working in partnership with South Ayrshires Strategic Change Programme an additional 3 benefits have been realised from the activity outlined above. Baseline information has been established. Where no baseline currently exists a way of securing baseline information has been agreed. While the overall action is on target as identified above, it is recognised that all 3 associated benefits below require significant change to achieve.</p> <ol style="list-style-type: none"> 1. A quantitative reporting system which is fit for purpose giving a standard format for reporting 2. Data gathered gives a clear picture of care-experience across the service 3. Real life experiences are understood by decision makers 						

3. Decisions made across South Ayrshire are underpinned by Children's rights and there will be well communicated and understood guidance in place that upholds children's rights and reflects equal protection legislation.

Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail	
SAPP 3.1	Introduce Children's Rights training as essential	Tom Penman	31-Dec-2023	ON TARGET	1	As a result of discussions on how we best upskill the workforce on

	for all SAC Staff to include training on completing Children's rights impact assessments as part of Equality Impact Assessment process.					<p>Childrens Rights Taster sessions were delivered on UNCRC in partnership with Education Scotland and Strathclyde University 30 participants took part. This was followed up by bespoke children's rights training September 2023 which was delivered by children in Scotland through SAH&SCP practice development team. It is proposed that this work will sit within children's service planning moving forward to enable wider roll out across South Ayrshire council.</p> <p>Care has been identified as a protected characteristic in line with South Ayrshire Council plans to develop an integrated equalities assessment.</p>
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SAPP 3.2	South Ayrshire will recognise that children's rights are most often realised through relationships with loving, attentive caregivers.	Dawn Parker	31-Mar-2026	ON TARGET 	2	<p>Relationship based practice is currently being actively modelled through South Ayrshire Champions board (quarterly champions abroad meeting with key decision makers from across directorates), young carers activity, league of champions, Belmont Family First, Signs of Safety approach, rights based, nurture and trauma informed practice alongside asset-based approaches to community development with strong examples in Wallacetown and Lochside. All these approaches are being used to provide examples of how relationships with loving attentive caregivers realise rights. The importance of listening and responding has been exemplified by LAC reviews where we have listened to young peoples request to eradicate the use of the terminology LAC and have changed LAC reviews to '<u>name of young person's</u> meeting' i.e. 'Chloe's meeting' this was sanctioned by Social work governance group in August 2023.</p>
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Working in partnership with South Ayrshires Strategic Change Programme an additional **3 benefits have been realised** from the activity outlined above. Baseline information sources have been established and where no baseline currently exists a way of securing baseline information has been agreed. Of the 3 benefits realised 3 are green and on track



4. Trauma informed, and nurture approaches are standard and widespread practice across South Ayrshire.


Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail
SAPP 4.1	Angela Pinkerton	31-Dec-2023	ON TARGET 	6	Integrated Equalities impact assessment is due to go to cabinet on 26th September.

	include training around care-based language.					40% of staff have completed the level 1 trauma module on Coast we require a further 35% (n = 1750) staff to complete to reach target stated in the benefit tracker. 7 in house trainers will be certified to deliver level 3 trauma training by October 2023. A training schedule is being developed with the Practice development team supporting delivery.
	<p>Working in partnership with South Ayrshires Strategic Change Programme an additional 6 benefits have been realised from the activity outlined above. Baseline information has been established. Where no baseline currently exists a way of securing baseline information has been agreed. Trauma informed practice is a rich area of development which demonstrates cross cutting agendas in relation to the theme of addressing inequalities that underpins much of the rest of our parenting promise action plan. The overall action remains green and on target as of the 6 benefits realised for action area 4, Three are green and on target and three are amber. The amber benefits are: -</p> <ol style="list-style-type: none"> 1. Upskilled workforce and elected members 2. Reduction in staff absence rates 3. Improved health and wellbeing for staff. <p>All areas are being addressed through trauma informed activity with a further £195, 082 was recently secured from CORRA promise partnership to address staff wellbeing</p>					


5. South Ayrshire recognises that 'language creates realities' those with care experience must hold and own the narrative of their own lives.


Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail
SAPP 5.1	Mark Inglis	31-Dec-2024	ON TARGET 	2	<p>Following the two events earlier in the year regarding "language creates reality". There has been ongoing application of the use of Care Based Language within operational services. Residential service and Young Peoples Support and Transition Team have been particularly focused on the care- based language agenda in their reports and young people records in relation to pathway planning.</p> <p>The head of service has done some dip samples and has observed some strong practice of Care Based Language and notes written to the young person themselves.</p> <p>Through the application of the Promise, and the signs of safety and the UNCRC, young people's voices are heard louder and clearer. Young people have themselves told us to not talk about LAC</p>

						<p>meeting, but rather to talk of the young persons meeting, such as Mark's first meeting, Mark's second meeting. This is now embedded in practice. There is a restructuring of the Children Services Planning Partnership and within that there will now be a Voice subgroup to ensure that the voice of Children are heard. As well as a Promise Sub group.</p> <p>There is the resurrection of the Champions Board, with Senior decision makers in the council and HSCP – where Care Experienced Children are able to talk to and challenge policy and processes for Care Experienced Children. The most recent one, was the 30th August in County Buildings and was attended by the New Chief executive, elected members, Director of Education and the Head of Service and Senior Manager for Children's Health Care and Justice. And the Champions themselves with other Care Experienced young people. There is momentum around this agenda and more actions around the use of My Future My Plans being prepared to capture the voice of children in a way which is understood to young people within reports and case notes. So that those coming back to South Ayrshire to read reports about themselves, and their story are able to follow it and engage with it.</p> <p>The Quality Assurance Reviewing Officers have developed an audit tool which will be reported into the Corporate Parenting Executive which measures the quality of the reports and the meeting which is attended by the young person and the Social Worker. There is particular reflection on the views of the young person in the audit report and evidence of the report being shared with the young person and the family.</p>
SAPP 5.2	When there are times when statutory language needs to be used, this will be done sparingly and will be explained clearly to children and their families.	Mark Inglis	31-Dec-2024	ON TRAGET 	1	There is an appreciation of this, however there is limited evidence to date that formal statutory language is used sparingly in documentation. More work is required on ensuring all our policies and procedures are written with care-based language
SAPP 5.3	South Ayrshire will stop using the word 'respite' and rethink the nature of short breaks.	Mark Inglis	31-Dec-2024	ON TARGET 	1	The use of the term "respite" has been removed from formal documentation, where identified and within spoken language, however this is ongoing work. the preferred terminology 'short breaks' is more prevalent. Respite is no longer used formally to describe some of the transformational work that the Council and HSCP have supported.



SAPP 5.4	Simple, caring language will be used in the writing of care files.	Mark Inglis	31-Dec-2024	ON TARGET 	1	There are also positive examples of reports for SCRA and Children's Hearings, written with the child at the centre, including the use of cartoons etc. This has been acknowledged by Children Panel members and Childrens Reporters alike. A care-based language event recently took place on 17 th February 2023. The event focused on compassionate and caring recording. An action plan of activity is being developed from the event.
Working in partnership with South Ayrshires Strategic Change Programme a total of 5 benefits have been realised from the activity outlined above. Baseline information has been established. Where no baseline currently exists a way of securing baseline information has been agreed. Of the 5 benefits identified all are green and on target						



6. The ten principles of intensive family support are embedded into the practice (planning, commissioning and delivery) across all of South Ayrshire's directorates and commissioned services

Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail	
SAPP 6.1	The 10 principles of intensive family support will be reflected in the planning, commissioning and evaluation of all support provided for children and their families.	Mark Inglis	31-Dec-2024	ON TARGET 	1	The Ten Principles are seen in the investment of local services, and the commissioning of services also. In comparing our application with the Promise there is evidence of our family support being Holistic and relational, Therapeutic, Community Based, working with Family assets, empowering and flexible
SAPP 6.2	South Ayrshire will incorporate 'quality of relationships' into local commissioning and monitoring frameworks as standard.	Claire Jarman	31-Dec-2022	COMPLETED	2	100% of core commissioned services must evidence that they can now fully involve those with lived experience in review of services. We are gathering some rich examples from families of
SAPP 6.3	We will build on whole family support models	Faye Murfet	31 -Dec-	ON TARGET	2	More work is required to provide narrative on the benefit this

	introduced by South Ayrshire Alcohol and Drugs Partnership to include intensive family support principles and integrate the work of the Alcohol and Drugs partnership with our Promise activity.		2023			activity. A huge volume of work has taken place which is shored up by the national focus on whole family approaches through children's service planning. The ADP Lead Officer has been identified as a benefit holder for this area and has identified the benefits and baseline sources required to build on whole family support models introduced by the ADP.
Working in partnership with South Ayrshires Strategic Change Programme an additional 5 benefits have been realised to date from the activity outlined above. Baseline information sources have been established and where no baseline currently exists a way of securing baseline information has been agreed. Of the 5 measurable benefits identified 2 are complete and 3 are green and on target.						




7. There must be significant, ongoing, and persistent commitment to ending poverty and mitigating its impacts for South Ayrshires children, families and communities.

Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail	
SAPP 7.1	We will recognise 'Care' as a protected characteristic (and map out the implications of this across services).	Kevin Anderson	31-Mar-2023	 Superseded by new Action	3	South Ayrshire council have been working on an integrated equalities assessment that will include care as a protected characteristic within the integrated Equalities Impact Assessment process and includes the promise and UNCRC as key components the Integrated Equalities impact assessment will be presented to cabinet on 26th September. further information on the next stages, including testing of the IIA process, training and full roll-out can be found here in the Cabinet paper.
SAPP 7.2	We will aim to secure free travel for care leavers and those with care experience (in line with	Dawn Parker	31-Dec-2023	ON TARGET 	1	Elected members supported the exploration of extending free travel for care leavers up to the age of 26 years in response to a request


	young carers).					from South Ayrshire Champions Board. Thriving Communities and Childrens Health Care and Justice services have been tasked with working together to look at how we might implement free travel. Money has been allocated from SAHSCP to undertake a test of change this has now been costed and a request for £20k has been submitted to the improvement and innovation fund. When funded this small test of change should see 20-25 beneficiaries experience free travel for 1 year
SAPP 7.3	Explore free community-based Wi-Fi for Ayr North and Glendoune.	Dawn Parker	31-Mar-2024	ON TARGET 	1	The Corporate Parenting Lead Officer has worked with ICT Strategy and Delivery to map the potential Wi-Fi reach for communities via South Ayrshire Councils buildings and properties. More time is required now to explore the Digital Connection and WIFI activity that is being progressed as part of Ayrshire Growth Deal and this will require further exploration to maximise impact and work collaboratively avoiding duplication
SAPP 7.4	We will strengthen the relationship between South Ayrshires child poverty activity and our Children's Health Care and Justice Services	Mark Inglis	31-Mar-2024	ON TARGET 	1	<p>Child Poverty is a standing item on the Joint Leadership group, which is attended by HSCP CHCJ, Education and the Children Services planning lead officer.</p> <p>1.1 million provided through information and advice hub for 357 referred families in 2021</p> <p>There is a post in the Information and Advice Hub, virtual finance Officer. The aim of the post it to target and reach parents and families that are unknown to the system as being in the 'poverty bracket' or finding themselves in that situation following the costof living crisis and fallout of COVID and lockdown. We were wanting preserve the dignity of families so that they didn't have to go into the school and 'declare' themselves as struggling. Ideally schools will share details via social media, text messages, signposting and that families will be able to make contact remotely and without being seen.</p> <p>There is a discussion taking place with Kevin Anderson and Mark Inglis on the Child Poverty Action plan for South Ayrshire and how we ensure that there is alignment and support to deliver on a cohesive Child Poverty Action plan. Child Poverty will also be a subgroup of the new Structures Children Services Planning Partnership. There is good "raw" data available which will support the performance management of our Child Poverty plan and actions associated, this will inform our Children Services Plan 2023-2026</p>

	<p>Working in partnership with South Ayrshires Strategic Change Programme a total of 6 benefits have been realised to date from the activity outlined under Action area 7. Of the 6 benefits identified 3 are green and on track and 3 have been superseded by a new action This benefit is linked to action 7.1 and will be addressed if cabinet agrees to test the proposed integrated equalities impact assessment process.</p>					

8. South Ayrshire must support the workforce to contribute to a broader understanding of risk. South Ayrshire must understand the risk of children not having loving supportive relationships and regular childhood and teenage experiences.




Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail
SAPP 8.1	Mark Inglis	31-Mar-2026	COMPLETED	1	The Signs of Safety has been adopted by the CHCJ and it informs all Children and Families work and under pins the culture of "Keeping South Ayrshire's Children in South Ayrshire and in Families or family type support"
SAPP 8.2	Beth Maclean	31-Mar-2024	ON TARGET 	2	A contextual safeguarding audit has now been developed for Childrens Health Care and Justice staff and we have a baseline for broadening our understanding of risk. it is anticipated that additional benefits will be identified as this work progresses.
SAPP 8.3	Mark Inglis	31-Dec-2023	ON TARGET 	1	There are no blanket policies that prevents the maintenance of relationships between young people and those who care for them.
SAPP 8.4	Mark Inglis	31-Mar-2026	ON TARGET 	1	There continues to be an emphasis upon maintaining relationships within Children Services and ensuring that those who are important to that Child are able to maintain and continue to maintain that relationship. There are recent examples of young people having the same Social Worker for some 13 years and being consistent through to a present crisis. As well as young people maintaining positive supportive relationships with staff, outside of their day to day


						working role. The recent discussion at the Champions Board also placed an importance on researching what mentoring would look like for Children with Care experience. Various options will be considered at the next Champions Board.
Working in partnership with South Ayrshires Strategic Change Programme a total of 5 benefits have been realised to date from the activity outlined under Action area 8. Baseline information sources have been established and where no baseline currently exists a way of securing baseline information has been agreed. Of the 5 benefits realised one has been completed 4 are on target						

9. A framework of support will be in place to ensure staff feel valued, encouraged, and have supportive relationships for reflection with high quality supervision and environmental conditions.					
Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail
SAPP 9.1	South Ayrshire Health and Social Care partnership will establish a standard for supervision which incorporates a range of approaches including coaching, action learning sets and peer mentoring Meg Williams	31-Dec-2022	COMPLETED	1	Supervision framework completed and is in operation across sections of Children health care and justice services
SAPP 9.2	Supervision approaches will nurture our workforce to behave and treat children in a way that is relational rather than procedural and process driven. Meg Williams Gayle Fergusson	31-Dec-2024	ON TARGET 	1	It is hoped that the scaffolding of support offered by robust supervision approaches will offer those involved the opportunity to explore and test relational practice and challenge procedural and process driven approaches.

Working in partnership with South Ayrshires Strategic Change Programme a total of **2 benefits have been realised** to date from the activity outlined under Action area 9. One benefit was completed within the allocated timeframe with the other is on target to be completed by 31st January 2024

10. Care experienced children and young people will receive all they need to thrive at school. There will be no barriers to their engagement with education and schools will know and cherish their care experienced pupils.

Action	Assigned To	Due Date	Status	No of Benefits Identified	Narrative Detail	
SAPP 10.1	All South Ayrshire School Improvement Plans will value and recognise the needs of their care experienced pupils with robust tracking of attendance and attainment so that support can be given early.	Kimberley Keenan; Gayle Ferguson	31-Mar 2024	ON TARGET 	4	Care experience leads have been identified across all secondary schools and have the responsibility to track attendance attainment and participation alongside building relationships with pupils with care experience Attendance This session SAC has identified attendance as a priority and is working with guidance teams across all Secondary Schools to monitor and adapt systems. Teams are sharing good practice across the local authority. Attendance statistics are shared with each secondary schools and can be identified as cohorts of learners or patterns to allow support to be identified at the earliest opportunity. Care experienced young people are identified within each school and attendance monitored within the attendance system. Our data analyst provided the virtual HT with monthly updates on attendance for children and young people who are care experienced. The Virtual School HT has been included in secondary school visits alongside the Director of Education to discuss young people with experience of care, qualifications and supports in place to support young people achieve their potential
SAPP 10.2	Care experienced young people actively participate in all subjects and extra-curricular activities in schools.	Kimberley Keenan; Gayle Ferguson	31-Mar-2026	ON TARGET 	1	School trackers are now able to identify involvement in extracurricular activities to allow supports to be put in place to encourage young people with care experience to take part as fully as their non care experienced peers
SAPP 10.3	The formal and informal exclusion of care experienced children from South Ayrshires Schools will end.	Kimberley Keenan; Gayle Ferguson	31-Jan-2024	ON TARGET 	1	Introduction of the Family First model will include the virtual head teacher. Focus on those at risk of exclusion will help to ensure supports are in place to support the young person and to reduce the risk of school exclusion. Virtual HT and QIM to host a 'crisis management' summit. Representation from secondary school to focus on how we support young people who are in crisis, addressing alternative aspects of the curriculum All schools must contact Director if there is a risk of exclusion of a young person who is care

						experienced.
SAPP 10.4	South Ayrshire Schools will support and ensure care experienced young people go on to genuinely positive destinations, such as further education or employment.	Kimberley Keenan; Gayle Ferguson	31-Mar-2026	ON TARGET 	1	The Virtual Schools HT now manages SASKA and is able to ensure care experienced young people can access support from this facility is appropriate. Detail of report published in Aug from Scottish Government shows SAC statistics. Improvements can be made in this area. Insight materials will be published in September and will be included in the next review.
<p>Working in partnership with South Ayrshires Strategic Change Programme a total of 7 benefits have been realised to date from the activity outlined under action area 10. Baseline information sources have been established and where no baseline currently exists a way of securing baseline information has been agreed. Of the 7 benefits associated with improvement area 10, all seven are green and on target</p>						