






South Ayrshire's Parenting Promise 2021-2030 JULY 2024


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. Postholders with lived experience of care secured Participation Assistant posts with South Ayrshire Champions Board
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 6 Elected member briefings on The Promise with a briefing on Plan24-30 scheduled for 3 rd September 2024 In addition updates for plan 24-30 can now be included in the Elected Member Weekly Information Notes which is issued to all SAC Councillors and local MSPs/MPs each Friday, in a SWAY document, allowing the inclusion of images and links to videos/animations.
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	ON TARGET 	1	Promise and Parenting Promise sessions have been delivered to over 1, 721 participants across South Ayrshire. This work continues most recent sessions have include combined promise and Signs of Safety training for all south Ayrshires foster carers twilight training for South Ayrshires teaching staff and the promise and children's rights training for residential care staff working across south Ayrshires children's houses July 2024. September – December 2024 workshops will include a specific focus on Plan24-30 with promising times ahead events taking place on a regular basis
SAPP 1.4	All Promise resources including local publications	Dawn Parker	31-Dec-2022	COMPLETED	1	A Promise page was developed within the target timeframe on South

	workshop materials and briefing notes will be readily accessible on South Ayrshires intranet.	Sheila Tyeson					<p>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</p> <p>A promise tile 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/ The website has been recently updated to include plan 24-30 https://hscp.south-ayrshire.gov.uk/article/60050/The-Promise-in-South-Ayrshire</p>
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 	2		<p>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 which will continue across 2024.</p>
SAPP 1.6	The Promise branding will be adopted across South Ayrshire.	Sara Burdon	31-Mar-2026	ON TARGET 	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. The work to raise awareness will continue in line with the roll out of Plan24-30</p>
SAPP 1.7	South Ayrshires Parenting Promise will align with The Promise and will hold and monitor the impact	Dawn Parker	31-Mar-2026	COMPLETED	1		<p>South Ayrshire's Parenting Promise 2021-2030 also has a range of</p>

	of all of South Ayrshire's Promise actions.				supporting documents and animations to make the key messages as accessible as possible
<p>3 actions have been completed. 4 actions (with 2026 timeframes) are on target and will be carried forward to plan 24-30 These are. Action 1.2 Action 1.3 Action 1.5 Action 1.6</p> <p>Impact 5 benefits have been realised these are.</p> <ul style="list-style-type: none"> • Benefit 1 Lived experience is at the heart of increased awareness, knowledge and understanding of the promise across SA workforce. • Benefit 2 Elected members are engaged and have a wide understanding of the promise. • Benefit 3 Increased awareness, knowledge and understanding of the promise across SA workforce. • Benefit 4 Increased awareness, knowledge and understanding of the promise through the use of public facing platforms x 2 • Benefit 5 The promise' is embedded in local strategy and all SAC staff have an increased awareness of the promise and improved access to South Ayrshires parenting promise. 					


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	South Ayrshire will improve the quality and completeness of its data and consider the potential of data linkage to improve accountability for outcomes rather than inputs alone. Sheila Tyeson	31-Mar-2026	ON TARGET 	3	<p>A comprehensive Parenting Promise Performance Framework has been developed. The Framework is being improved and built on with each iteration and the new framework based will be reported on at corporate parenting executive on 24th August 2024</p> <p>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</p>

						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>Action 2.1 is in progress and on target for 2026 deadline. This action will be carried forward to plan 24-30</p> <p>Impact 3 benefits have been identified. Benefit 1 has been realised through the parenting promise (corporate parenting) performance framework. Benefits 2 and 3 are amber.</p> <ul style="list-style-type: none"> • Benefit 1. Establishment of a quantitative and qualitative reporting system which is fit for purpose giving a standard format for reporting. • Benefit 2. Data gathered gives a clear picture of care-experience across the service. • Benefit 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 for all SAC Staff to include training on completing Children's rights impact assessments as part of Equality Impact Assessment process.	Tom Penman	31-Dec-2023	COMPLETED	1	As a result of discussions on how we best upskill the workforce on Children's 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. This work will sit within children's service planning moving forward to enable wider roll out across South Ayrshire council. Care has been identified as a protected characteristic in line with South Ayrshire Council plans to develop an integrated equalities assessment.
SAPP 3.2	South Ayrshire will recognise that children's	Dawn Parker	31-Mar-2026	ON TARGET	2	Relationship based practice is currently being actively modelled

	rights are most often realised through relationships with loving, attentive caregivers.				through South Ayrshire Champions board (quarterly champions board meeting with key decision makers from across directorates), young carers activity, league of champions, 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 meetings previously known as 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 came into practice in 2022. Some young people with care experience will play an active part in South Ayrshires newly formed youth council alongside their non care experienced peers and VOICE has been identified as a priority group within South Ayrshires Children and Young Peoples Services Plan 2023-2026
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Action 3.1 has been completed and will now progress to children's service planning for broader roll out across the workforce. Action 3.2 (with 2026 timeframes) is on target and will be carried forward to plan 24-30

Impact

Of the 3 benefits identified Benefit 1 has been realised and benefits 2 and 3 are amber


- **Benefit 1** Upskilled and inspection ready workforce (small test of change)
- **Benefit 2** Young people and their families feel optimistic and have a positive outlook towards the future.
- **Benefit 3** Young people and their families benefit from stronger nurturing relationships that place their individual rights at the centre


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	Expand existing nurture and trauma informed training as part of a rights-based package and include training around care-based language.	Angela Pinkerton	31-Dec-2023	COMPLETED	6	Accredited training calendar in place for delivery of L2 & L3 -trauma training. Coast corporate induction one of top 3 modules. Evaluations and training are a strong start. We now need to look at the long-term impact to understand how training is embedding in practice. And look at impact of wellbeing Officer post created in

					response to £195, 082 secured from CORRA promise partnership. Plans to review wording of the Improvement Action and align benefits 24-30
	<p>Trauma informed practice underpins all the activity associated with embedding the promise across South Ayrshire. Overall action 4.1 is completed with trauma informed practice as one of the top 3 cost modules completed by South Ayrshires workforce (source OD May 2024).</p> <p>Impact 5 associated benefits have also been realised with 1 benefit amber.</p> <ul style="list-style-type: none"> • Benefit 1 Children young people and families are more engaged in their care planning. • Benefit 2 Better planning and impact assessing - based on improved understanding of trauma. • Benefit 3 Upskilled workforce and elected members. • Benefit 4 Reduction in staff absence rates. • Benefit 5 Improved health & well-being for staff. • Benefit 6 Building a better reputation for South Ayrshire Council by becoming a relationship and strengths-based organisation and providing more compassionate and responsive services. <p>Trauma informed practice remains critical to the work of the promise 24-30 and actions and benefits will be re-evaluated and carried forward.</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 meeting, but rather to talk of the young person's meeting, such as Mark's first meeting, Mark's second meeting. This is now embedded in practice.</p> <p>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 Subgroup.</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. 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 is now 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 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 TARGET 	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	COMPLETED	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 now 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.
<p>Action 5.3 is completed. Actions 5.1, 5.2 and 5.4 are on target and will be carried forward to plan 24-30</p> <p>Impact 1 benefit has been realised from the activity outlined under improvement area 5 and 4 benefits are amber.</p> <ul style="list-style-type: none"> • Benefit 1 children and young people will know their own story and will feel more nurtured and included. • Benefit 2 Services understand that they exist to serve children and young people. • Benefit 3 All children's hearing reports will reflect care-based language and be understandable for children and their families. • Benefit 4 Young people feel included, nurtured and that they belong. • Benefit 5 Children and young people will know their own story and will understand their childhood. 						


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	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' children and young people of the positive impact these services are making to their lives
SAPP 6.3	We will build on whole family support models 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.	Faye Murfet	31 -Dec- 2023	COMPLETED	2	A volume of work has taken place which is shored up by the national focus on whole family approaches through children's service planning.
<p>Of the 3 actions that sit under area 6, 2 are complete and 1 is on target.</p> <p>Impact 5 benefits have been realised to date from the activity outlined above, these are.</p> <ul style="list-style-type: none"> • Benefit 1 Improved engagement and participation resulting in better outcomes for those who use services. • Benefit 2 Commissioned services better reflect the needs of the community. • Benefit 3 Children are supported to live at home or with family or in family type care. • Benefit 4 Community based: relational support is available through a Family First approach. • Benefit 5 The collaboration between South Ayrshire Alcohol and Drugs partnership (ADP) and children's service planning in South Ayrshire will deliver a more aligned service which provides consistency for young people and their families. 						

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	Narrative Detail
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					Identified	
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 Proposed change of date in line with	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 was presented to cabinet on 26th September 2023. Further information on the follow up 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 young carers).	Dawn Parker	31-Dec-2023	COMPLETED	1	Elected members supported the exploration of extending free travel for care leavers up to the age of 30 years in response to a request 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. £20k from SAHSCP innovation and improvement fund has been allocated to undertake a test of change which is currently underway with 17 beneficiaries experiencing free travel
SAPP 7.3	Explore free community-based Wi-Fi for Ayr North and Glendoune.	Dawn Parker	31-Mar-2024	COMPLETED	1	<p>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 and with colleagues in economic development around Digital Connection and WIFI connectivity as part of Ayrshire Growth Deal. Most recently our care experience young people and families have benefited from 50 mobile phone devices with data through our commissioning framework Virgin Media o2 Social Value Plan. This has also allowed us to access to the national data bank through the good thing's foundation.</p> <p>While this action is complete, and an exploration has been undertaken further time is required to progress digital connectivity and use access to the databank to understand the impact on families</p>
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	COMPLETED	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</p>

					<p>bracket' or finding themselves in that situation following the cost-of-living crisis and fallout of COVID and lockdown. We were wanting to 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>A discussion took place to identify how we ensure an 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>Integrated impact assessment ensured that care experience was identified as a protected characteristic when developing south Ayrshires Child-Poverty-Strategy-2024-2029</p> <p>https://www.south-ayrshire.gov.uk/media/11825/Ch-Pov-Str-2024-2029-Integrated-Impact-Assessment-Summary-Report/pdf/Ch_Pov_Str_2024-2029_Integrated_Impact_Assessment_Summary_Report.pdf?m=1715091177567</p>
<p>3 of the 4 actions aligned to area 7 are complete and action 7.1 was superseded by a new action.</p> <p>Impact</p> <p>Of the 6 benefits identified under improvement area 7 ,2 have been realised, 3 are amber and on track having been superseded by a new action which incorporates care as a protected characteristic. One is red despite the associated action 7.3 being complete.</p> <ul style="list-style-type: none"> • Benefit 1 Workforce and elected members upskilled in equality impact assessment and the impact of care experience. • Benefit 2 Better planning and impact assessing - based on improved understanding of equalities and care experience. • Benefit 3 Building a better reputation for South Ayrshire Council and South Ayrshire Health and Social Care Partnership by becoming an equalities-focused organisation. • Benefit 4 Increase in participation and access to range of services and activities by providing free bus transport to care leavers aged 22-30 • Benefit 5 The digital participation of young people with care experience and their families will improve through better Wi-Fi access across South Ayrshire action achieved benefit was not realised within the timeframe despite the completion of the associated action 					


- (7.3)
- Benefit 6** Children's Health Care and Justice services will proactively engage in addressing Child Poverty in South Ayrshire

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	Partially achieved at 31/3/24 Proposed alternative due date of 31/3/26 to review	2	Of 31, 041 courses completed through Coast modules Child Protection is one of top 3 completed courses (Source OD May 2024) A contextual safeguarding audit has now been developed for Children's 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.

				progress.		
SAPP 8.3	There will be no blanket policies or guidance within South Ayrshire that prevents the maintenance of relationships between young people and those who care for them.	Mark Inglis	31-Dec-2023	COMPLETED	1	There are no blanket policies that prevents the maintenance of relationships between young people and those who care for them.
SAPP 8.4	Settings of care will be able to facilitate the protection of relationships that are important to children and young people.	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. discussion at a previous Champions Board also placed an importance on researching what mentoring would look like for Children with Care experience. Various options will be considered moving forward
<p>2 actions have been completed. Action 8.4 which has a 2026 timeframe is on target and will be carried forward to plan 24-30. Improvement area 8.2 has had the due date extended from 31/3/24 to 31/3/26 to allow the opportunity to review the action and associated benefits to reflect the proposed approach in relation to contextual safeguarding.</p> <p>Impact Of the 5 benefits identified 1 has been realised, 3 are amber and 1 is red as outlined below.</p> <ul style="list-style-type: none"> • Benefit 1 South Ayrshires "whole System" understands and reflects the need for children to have loving and supportive relationships. • Benefit 2 South Ayrshire will develop a better understanding of child protection activity and process including how practitioners manage risk to allow children and young people to remain at home safely. • Benefit 3 South Ayrshire will understand non-familial harm and how this is addressed through a contextual safeguarding approach. • Benefit 4 Children and Young People will not be restricted by processes which impact upon their ability to have meaningful relationships with key adults • Benefit 5 Children will be able to maintain relationships with caring staff who are important to them. 						

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.

Action 9.1 has been completed and Action 9.2 is currently on target and will be carried forward to plan 24-30.



Impact

The 2 associated benefits are amber.

- **Benefit 1** An improved quality of supervision to develop a more confident competent and upskilled workforce
- **Benefit 2** Improved staff wellbeing which could also maximise attendance and retention of staff by 5%

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 Kimberley Keenan; Gayle Ferguson	31-Mar 2024	COMPLETED	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

	be given early.					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 supportive school structure
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	Not achieved at 31/1/24 Proposed alternative due date of 31/1/25 to review progress	1	Introduction of the Family First model includes 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 hosted 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 of education if there is a risk of exclusion of a young person who is care experienced. Supportive school structure activity funded by CORRA has a focus on a co-produced alternative curriculum that offers alternatives to traditional classroom learning
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 can 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. The promise award has been introduced across South Ayrshire Schools https://education.gov.scot/resources/keeping-the-promise-award-programme/
<p>Of the 4 broad actions associated with improvement area 10, 1 action is complete 2 are on target and 1 requires an extension of the due date to fully implement.</p> <p>Impact</p>						

Of the 7 benefits associated with improvement area 10, 1 is realised, 1 is red and 5 are amber.

- **Benefit 1** Every school in South Ayrshire will have a clear understanding of relationship-based practice.
- **Benefit 2** All school and service improvement plans, and Pupil Equity Plans will reflect the range of activity underway to improve outcomes for all children and young people, including those who are care experienced.
- **Benefit 3** Robust and tracking monitoring systems will be embedded to support improved outcomes for children and young people.
- **Benefit 4** All care experienced young people will leave school with an appropriate level of SCQF literacy and numeracy qualifications.
- **Benefit 5** The number of care experienced children and young people accessing extra-curricular opportunities offered by schools and partners will increase.
- **Benefit 6** A reduction in exclusions supported by early and effective multi-agency intervention.
- **Benefit 7** All care experienced young people will achieve a positive and sustained destination.