

Prepared by South Ayrshire

The Promise

2021 - 2024



TABLE OF CONTENTS

I. BACKGROUND

<i>#KeepThePromise</i>	2
<i>Foundations of The Promise</i>	2

II. ABOUT THE PROMISE

<i>Why is The Promise important?</i>	3
<i>The Foundations explained</i>	3

III. IMPLEMENTING THE PROMISE IN SOUTH AYRSHIRE

<i>55 Calls to Action</i>	4
---------------------------	----------

IV. THE 10 PROMISE IMPROVEMENT ACTIONS

<i>The Promise Improvement Actions 1 - 5</i>	5
<i>The Promise Improvement Actions 6 - 10</i>	6

V. THE PLAN 2021 - 2024

<i>The Plan 21 - 24</i>	7
-------------------------	----------

VI. DOING DATA DIFFERENTLY

<i>Doing data differently</i>	8
-------------------------------	----------

VII. ISLA'S STORY

<i>A composite story by the Care Review</i>	9
---	----------

VIII. APPENDICES

<i>Key References</i>	10
-----------------------	-----------

**We grow up loved, safe,
and respected so that we
realise our full potential.**

Scotland's ambition for
children and young people.



the promise
scotland



#KeepThePromise

Background

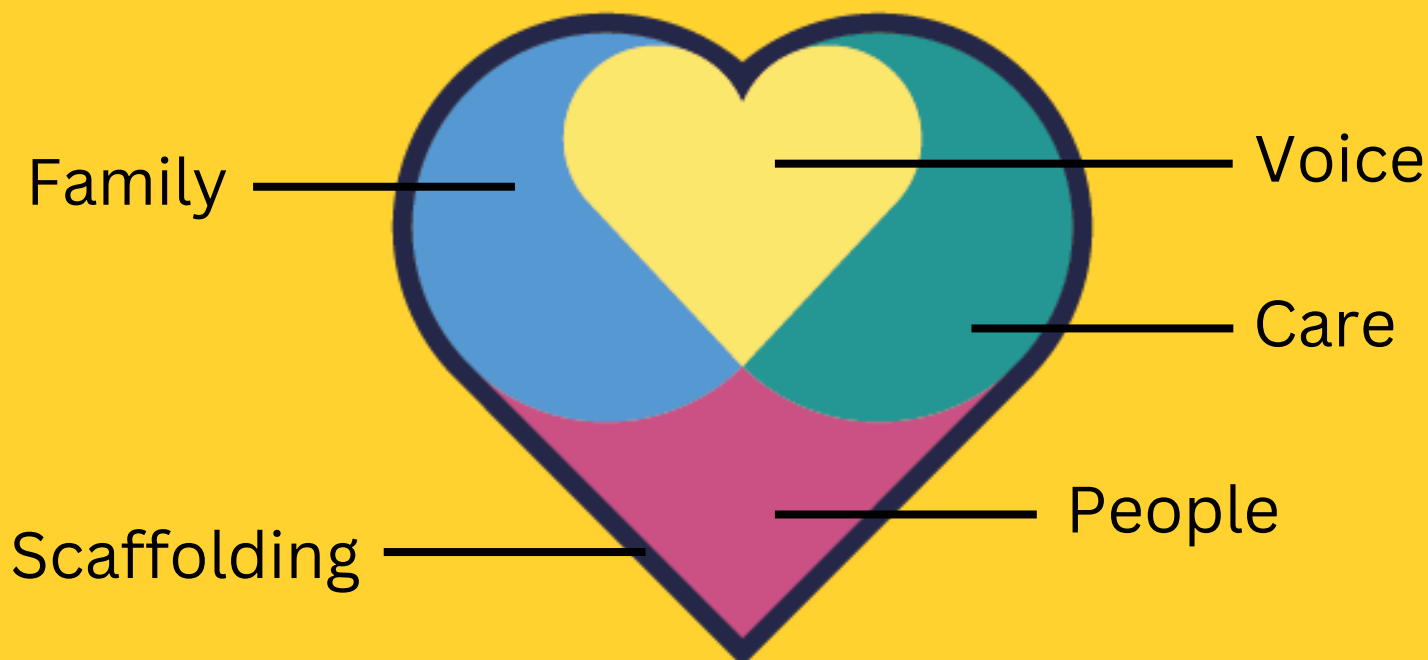
In 2016 the Independent Care Review was commissioned by the Scottish Government to conduct a root and branch review of Scotland's care system. Between February 2017 and February 2020, the Care Review heard over 5,500 experiences from children, young people and adults who had lived in care and the paid and unpaid workforce.

The Care Review published its findings and recommendations in a set of five reports, which cover

- the changes the Care Review recommends,
- plans for implementing changes and
- the investment in services that is required:

The key report for change is The Promise which sets out an overall view of what the new approach should be to ensure that young people grow up loved, safe, and respected to realise their full potential. The report is broken into 5 foundations Voice, Family, Care, People and Scaffolding.

Foundations



Why this is important?

Care-experienced young people and adults are among the most vulnerable and disadvantaged in our society. As corporate parents we have a duty under Part 9 of the Children and Young People (Scotland) Act 2014 to ensure that we uphold the rights and safeguard the wellbeing of our looked after children and care leavers.

The care review has found that we need to make changes across Scotland locally and nationally to ensure that our approach enables us to be the very best parents we can to our children and young people who need us most.

The Foundations explained



Voice

Children must be **listened to** and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to **what children want and need**. There must be a **compassionate**, caring decision-making culture focused on children and those they trust



Family

Where Children are safe in their families and feel loved they must stay and families must be **given support together** to nurture that love and overcome the difficulties which get in the way



Care

Where living with their family is not possible, children must **stay** with their brothers and sisters where safe to do so, and belong to a **loving home**, staying there for as **long as possible**



People

The children that Scotland cares for must be **actively supported** to develop relations with people in the workforce and wider community, who in turn must be supported to listen and to be **compassionate** in their decision making and care



Scaffolding

Children, families and the workforce must be **supported** by a system that is there when it is needed. The scaffolding of help, support and accountability must be **ready** and **responsive** when it is required

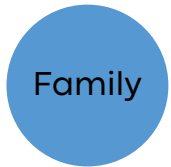
Implementing the Promise in South Ayrshire

In South Ayrshire we have developed 55 calls to action based on the 5 foundations from now until 2030. To work towards making this change happen we have broken our promise work into blocks of time.



Voice

6 calls to action



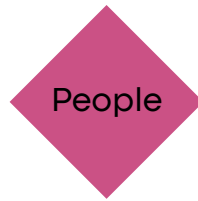
Family

8 calls to action



Care

8 calls to action



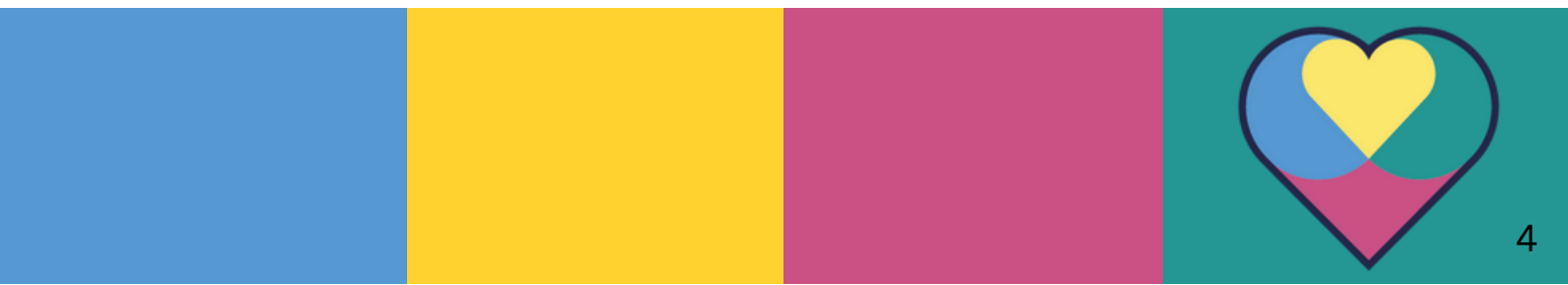
People

11 calls to action



Scaffolding

22 calls to action



10 Promise Improvement Actions

We are working on our first 10 improvement areas now for completion by 2024 and have produced some local materials and links to national resources to help you and your teams understand the promise and your role in making this change happen

1

South Ayrshire's workforce and commissioned services will have a comprehensive understanding of the promise including how to embed the promise values in their approach

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.

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.

4

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

5

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



10 Promise Improvement Actions

6

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

7

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

8

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

9

A framework of support will be in place to ensure people involved in the care of care experienced children and young people feel valued, encouraged and have supportive relationships for reflection with high quality supervision and environmental conditions.

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.



The plan 2021-24



Here's what the fundamentals really mean

At all stages in the process of change **what matters to children and families** must be the focus

Organisations will be able to demonstrate that they are working from their perspective rather than the perspective internal to the system

Listening

Organisations that have responsibilities towards care experienced children and families, and those on the edge of care will be able to demonstrate that they are embedding what they have heard from children and families into the work that they are doing to #KeepThePromise

Poverty

South Ayrshire will be able to demonstrate how they are ensuring that they play their part in mitigating the impacts of poverty

Children's Rights

Is for all children in or on the edge of care, no matter their setting of care or their legal status. It is imperative that Scotland does not divide the population to specific minority groups. This does not mean ignoring the huge diversity of experiences that are represented within the 'care community'. Rather, it means that careful attention must be paid to the experiences of every child and care experienced adult

Language

Organisations that have responsibilities towards care experienced children and young people will be able to demonstrate that they are embedding destigmatising language and practices across the way they work.



Doing Data Differently



Doing Data Differently is about seeing the whole picture of what matters to children and families.

When providing support to children and families in Scotland, data can often act as a barrier. In order for the promise to be kept, this needs to change.

What Scotland needs is data that allows us to see the whole child, and their family, within context.

It needs a culture that can proactively listen to and seek out information about the experiences of:

- children
- families
- those who support them

Furthermore, it needs to treat that information as what matters most, rather than as secondary to the type of information that is useful to ‘the care system’.

It needs joined-up data, that allows people and organisations to see entire journeys and changes over time.

By the end of all this, what do we want?

We want data that allows us to see the whole child, and their family, within context

We want a culture that values information about the experiences of children, families, and those who support them – and considers that information valid evidence.

We want joined up data that allows us to see entire journeys, and changes over time

Essentially, we hope to create a landscape in which data enables holistic support instead of being a barrier to that support



Isla's Story

The Independent Care Review created 12 composite stories. That means the stories are not real people but have been written to reflect the experiences that the Independent Care Review heard. We thank every single person who shared their experiences.

Here we tell Isla's story, who was 10 years old when the review concluded.

Isla moved in with a new family when she was only four. She moved back in with her parents not long after and things were much better when she went home. Then her parents separated when she was six. Her mum was unwell and struggled. Isla went to live with another new family – she liked it there, but she couldn't stay. She has since lived with a further four new families.

Isla thinks the hardest bit is having to change schools – she has left a lot of friends behind, and no one seems to remember to keep in touch. Her favourite time of day is lunchtime – the dinner ladies are always really nice to her. Isla finds it really difficult to make friends and trust people. Her current classmates know she is in care and she wishes they didn't. Isla's social worker visits every so often. Isla really likes her; she is fun and kind. Isla wishes she could see her more.

In the space of six years, Isla has experienced seven moves resulting in several changes of home and school. For Isla this has meant loss of familiarity, routine and significant relationships. Each time Isla has had to start over and build new relationships. In six years, Isla has already lost so much and faced such trauma for someone so young.



Appendices

The Promise Oversight Board Report

<https://thepromise.scot/resources/2022/promise-oversight-board-report-one.pdf>

The Promise Scotland. A non-statutory company set up to support the work of change.

www.thepromise.scot/

The promise report:

https://www.carereview.scot/wp-content/uploads/2020/03/The-Promise_v7.pdf

Six further Independent Care Review reports:

<https://www.carereview.scot/conclusions/independent-care-review-reports/>

The Independent Care Review. Established by the First Minister in 2016.

www.carereview.scot

Independent Care Review composite stories:

<https://www.carereview.scot/conclusions/composite-stories/>

Plan 21-24. Published by The Promise Scotland in March 2021 to set out what must happen between now and 2024 to ensure Scotland stays on track:

<https://thepromise.scot/plan-21-24-pdf-spread.pdf>

The Change Programme. Published by The Promise Scotland in June 2021 to outline what is happening now, what is happening next and what needs to happen.

<https://thepromise.scot/change-programme-one/>

Doing Data Differently

<https://thepromise.scot/the-promise-scotland/what-the-promise-scotland-does/change-projects/data>

Scottish Government report – Keeping the promise implementation plan:

<https://www.gov.scot/publications/keeping-promise-implementation-plan/>