





South Ayrshire's Parenting Promise 2021-2030 February 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	Progress	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	100%	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 have been given a one-year extension funded through Childrens health care and Justice services
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 	70%	From November 2020 – date The Champions Board team have delivered 5 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 However, this work will continue	100%	Promise and Parenting Promise sessions have been delivered to 1007 participants across South Ayrshire
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	100%	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
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 	60%	The Promise has been promoted through a communications programme including Chief Executives update and H&SCP updates, social media platforms including Facebook livestreams. 4 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 the most recent event around language took place on 17 th February - Care Day and was attended by 94 participants from across South Ayrshire council's workforce including commissioned services
SAPP 1.6	The Promise branding will be adopted across	Sara Burdon	31-Mar-2026	COMPLETED	100%	The Promise branding has been adapted for all South Ayrshire staff

	South Ayrshire.					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.  I support South Ayrshire's Parenting Promise
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	100%	Completed South Ayrshire's Parenting Promise 2021-2030
Working in partnership with South Ayrshires Strategic Change Programme a total of 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. All the 6 benefits realised 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	Progress	Narrative Detail
SAPP 2.1	Sheila Tyeson	31-Mar-2026	ON TARGET 	50%	01-Aug-2022 A comprehensive Parenting Promise Performance Framework has been developed. The Framework is being improved and built on with each iteration. The Framework is presented to the Corporate Parenting Executive Group 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.

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, all 3 associated benefits are red these are

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

It is anticipated that a focus on this activity will pick up as South Ayrshire Health and Social Care partnerships Planning, and Performance Team fill the staffing vacancies they have experienced over the last six months.


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	Progress	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-Mar-2023	ON TARGET 	50%	As a result of discussions on how we best upskill the workforce on Children's Rights including the completion of full children's rights and wellbeing equality impact assessments. Taster sessions were delivered on UNCRC in partnership with Education Scotland and Strathclyde University 30 participants took part. We are now looking at how this activity is undertaken across South Ayrshire council in line with South Ayrshire Council plans to develop an integrated equalities assessment.
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 	60%	Relationship based practice is currently being actively modelled through South Ayrshire Champions board, 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 young people have told us that they would like the name to change from LAC review to ' <u>name of young person's</u> meeting' ie 'Chloe's meeting' CHCJ services are currently looking at how they might make these changes in response to what young people have told us
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<p>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 2 are green and on track and one is amber, this is</p> <p>1. Upskilled and inspection ready workforce</p> <p>This benefit relates to Childrens rights training which no requires o be rolled out across the workforce beyond H&SCP and in line with South Ayrshire Council plans to develop an integrated equalities assessment.</p>
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4. Trauma informed, and nurture approaches are standard and widespread practice across South Ayrshire.



Action	Assigned To	Due Date	Status	Progress	Narrative Detail
SAPP 4.1	Angela Pinkerton	31-Dec-2023	ON TARGET 	60%	A Benefits Realisation Tracker has been updated including specific actions around the impact of expanding nurture and trauma informed approaches across South Ayrshire. This work is being undertaken as part of South Ayrshire cross cutting Agenda activity which addresses inequalities. A care-based language event recently took place on 17 th February 2023 from which an action plan of activity is being developed.

<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. Of the 6 benefits realised for action area 4. Four are green and on target 1 is amber and 1 is red. The amber and red benefit respectively are: -</p> <ol style="list-style-type: none"> 1. Building a better reputation for South Ayrshire Council by becoming a relationship and strength-based organisation and providing more compassionate and responsive services 2. Better planning and impact assessing based on improved understanding of trauma <p>The benefits will be progressed when data is received, and through the integrated equalities assessment.</p>
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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	Progress	Narrative Detail	
SAPP 5.1	Information will be written in care-based language to ensure it is easily understood positive and non-stigmatising to children and families.	Mark Inglis	31-Dec-2024	ON TARGET 	20%	There is much more work required in this area, but to date, there has been a session run by "Each and Every Child" on the use of care-based language, which was well attended, by a range of Community Planning Partners. 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. 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.
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 	15%	There is an appreciation of this, however there is limited evidence to date that formal statutory language is used sparingly in documentation. More work 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 	30%	Respite as a term is used less frequently and 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 	25%	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.
<p>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</p>						




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	Progress	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 	35%	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	100%	100% of core commissioned services must evidence that they can now fully involve those with lived experience in review of services
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-Mar-2023	ON TARGET 	40%	More work is required in this area The ADP Lead Officer has been identified as a benefit holder 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 all 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	Progress	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	10%	South Ayrshire council are working on an integrated equalities assessment that will include care experience within the integrated Equalities Impact Assessment
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-Mar-2023	PROGRESSING	45%	Elected members supported the exploration of extending free travel for care leavers up to the age of 26 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. Money has been allocated from SAHSCP to undertake a test of change and the group are currently in conversation with travel companies to explore the logistics of implementing the test of change
SAPP 7.3	Explore free community-based Wi-Fi for Ayr North and Glendoune.	Dawn Parker	TARGET DATE AMMEDED TO 31-Mar-2024	PROGRESSING	30%	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	REVIEW OF TARGET DATE	PROGRESSING	20%	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. There is more work needing done on this, the children services planning group are also looking at how this agenda is "owned" and supported by the whole CSPG.
<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 5 are green and on track and 1 is red, this is</p> <ol style="list-style-type: none"> 1. Better planning and impact assessing based on improved understanding of equalities and care experience <p>As South Ayrshire council are working on an integrated equalities assessment, that will include care experience within the integrated Equalities Impact Assessment then this should address the benefit noted above.</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	Progress	Narrative Detail	
SAPP 8.1	The Signs of Safety approach is adopted across Children's Health Care and Justice Services and informs a Family Centred Council and Health and Social Care Partnership approach.	Mark Inglis	31-Mar-2026	COMPLETED	100%	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	We will align broadening our understanding of risk to our Child Protection activity.	Beth Maclean	31-Mar-2023	ON TARGET 	80%	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
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	ON TARGET 	10%	This needs further work. While we do NOT want any barriers from preventing supportive relationships, we need to ensure that it safe for everyone and that there are clear appropriate boundaries to support relational practice.
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 	10%	This needs further work. While we do NOT want any barriers from preventing supportive relationships, we need to ensure that it safe for everyone and that there are clear appropriate boundaries to support relational practice.
<p>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 4 are green and on track and 1 is designated amber</p> <p>1. South Ayrshire will understand non-familial harm and how this is addressed through a contextual safeguarding approach</p>						

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	Progress	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	100%	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 Scott Mulholland	31-Dec-2024	ON TARGET 	40%	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. Baseline information sources have been established and where no baseline currently exists a way of securing baseline information has been agreed. Both benefits associated to action area 9 are 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	Progress	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; Scott Mulholland	31-Mar-2023	ON TARGET 	40%	On target detailed in benefit tracker
SAPP 10.2	Care experienced young people actively participate in all subjects and extra-curricular activities in schools. Kimberley Keenan; Scott Mulholland	31-Mar-2026	ON TARGET 	20%	On target detailed in benefit tracker
SAPP 10.3	The formal and informal exclusion of care experienced children from South Ayrshires Kimberley Keenan;	31-Jan-2024	ON TARGET 	20%	On target detailed in benefit tracker


	Schools will end.	Scott Mulholland				
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; Scott Mulholland	31-Mar-2026	ON TARGET 	40%	On target detailed in benefit tracker
<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, four are green and on track and 3 amber and under close review these are</p> <ol style="list-style-type: none"> 1. Every school in South Ayrshire will have a clear understanding of relationship-based practice. 2. All care experience young people will leave school with an appropriate level of SCQF literacy and numeracy qualifications 3. A reduction in exclusions supported by early and effective multi agency interventions 						

Table 2: Amber and Red Benefits

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	Benefit	Benefit Holder	Due Date	Status	Progress	Narrative Detail
2.1	The establishment of a reporting system which is fit for purpose and provides a standard format for reporting	Sheila Tyeson	31-Dec-22	RED	NA	A corporate parenting data set has been established and reports back to South Ayrshires Corporate parenting executive quarterly. This dataset now requires refinement to include data that matters to young people and their families. It is anticipated that a focus on this activity will pick up as South Ayrshire Health and Social Care partnerships Planning, and Performance Team fill the staffing vacancies they have experienced over the last six months. The delivery date for the benefit requires to be revised.
2.1	Data gathered gives a clear picture of care-experience across the service	Sheila Tyeson	31-Mar-23	RED	NA	It is anticipated that a focus on this activity will pick up as South Ayrshire Health and Social Care partnerships Planning, and Performance Team fill the staffing vacancies they have experienced over the last six months. The Planning and performance Coordinator has joined the Promise national data collaborative. The delivery date for the benefit requires to be revised.

2.1	Real life experiences are understood by decision makers	Sheila Tyeson	31-Mar-23	RED	NA	It is anticipated that a focus on this activity will pick up as South Ayrshire Health and Social Care partnerships Planning, and Performance Team fill the staffing vacancies they have experienced over the last six months. The delivery date for the benefit requires to be revised.
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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	Benefit	Assigned To	Due Date	Status	Progress	Narrative Detail
3.1	Upskilled and inspection ready workforce	Tam Penman	31-Mar-23	Amber	NA	During 2022 online children's rights training sessions were delivered in partnership with Education Scotland and Strathclyde university respectively. Education Scotland committed to running a 1 day train the trainers course to create rights champions across services however this has been paused due to internal restructures within education Scotland. Work is ongoing to create children's rights training opportunities the delivery date for the benefit requires to be revised.

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

Action	Benefit	Assigned To	Due Date	Status	Progress	Narrative Detail
4.1	Building a better reputation for South Ayrshire Council by becoming a relationship and strength-based organisation and providing more compassionate and responsive services	Angi Pinkerton/ Emma Douglas	1-Dec- 2023	AMBER	NA	Awaiting data from violence at work
4.1	Better planning and impact assessing based on improved understanding of trauma	Angi Pinkerton /Emma Douglas	1-Dec-22	RED	NA	Progress halted due to the absence of an Equalities Officer for South Ayrshire. This work is currently being picked up under community planning as part of a revised integrated equalities framework. The delivery date for the benefit requires to be revised.

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

Action	Benefit	Assigned To	Due Date	Status	Progress	Narrative Detail
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7.1	Better planning and impact assessing based on improved understanding of equalities and care experience	Kevin Anderson Sheila Tyeson	1-Apr-23	RED	NA	Due to gaps in staffing across both equalities and planning and performance the delivery date for the benefit requires to be revised
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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	Benefit	Benefit holder	Due Date	Status	Progress	Narrative Detail
8.2	South Ayrshire will understand non-familial harm and how this is addressed through a contextual safeguarding approach	Beth McLean	1-Feb-23	AMBER	NA	This activity ran past the deadline date and no Baseline information existed. This has now been remedied as baseline information has now been provided and reported back to SA Child Protection Committee. This benefit remains amber until confirmation of revised completion date.

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	Benefit	Assigned To	Due Date	Status	Progress	Narrative Detail
10.1	Every school in South Ayrshire will have a clear understanding of relationship-based practice.	Scott Mulholland Kimberley Keenan	30-Jun-24	AMBER	NA	The team are currently working to identify how to capture data.
10.1	All care experience young people will leave school with an appropriate level of SCQF literacy and numeracy qualifications	Scott Mulholland Kimberley Keenan	31-Aug-24	AMBER	NA	Stretch aims for care experienced children and young pope have been set and submitted to Scottish government and shared with the authority
10.3	A reduction in exclusions supported by early and effective multi agency interventions	Scott Mulholland Kimberley Keenan	30-Jun-24	AMBER		Exclusion stretch aims reflect a slow-paced change to support strategies and appropriate interventions