

Keeping the Promise Implementation Plan Summary

Introduction

This document is a summary of [Keeping the Promise implementation plan](#). The Plan provides a framework for how Scotland will Keep the Promise and what steps the Scottish Government will take to ensure transformative change for care-experienced young people. This Implementation Plan is as a partner document to [The Promise, Plan 21- 24](#) and [Change Programme One](#).

This document is split into two parts.

[Part 1: High Level Overview, pages 1-8](#) provide a high-level overview of the Plan and a map of the commitments – both by topic and date - made by the Scottish Government. It covers policy changes, funding, service redesign and capacity building for the workforce.

[Part 2: In-depth chapter review, pages 9-25](#) provide a brief summary of each chapter of the plan, including a summary of the policy, funding, services changes and how the Promise links in with different Scottish Government priorities, including GIRFEC, UNCRC and the Child Poverty Delivery plan 22-26.

1. High Level Overview

Aim of Implementation plan: the Scottish Government want to significantly reduce the number of children and young people who are living away from their families. This is the plan for how the Scottish Government intends to do that through investing in holistic family support and prevention.

In this plan, the Scottish Government Promises:

- 1. Participation:** We will do more to hear the voices of our care experienced children, young people, adults and families, making sure they are at the heart of the work we do and the decisions we make, to Keep The Promise
- 2. Service Redesign:** We will build person centred services and continue to recognise that our care experienced children, young people and families are diverse, and all have different needs.
- 3. National Approach:** We will work with everyone we need to in order to deliver change at national and local level

4. **COVID Recovery:** As we emerge from the pandemic, we will progress a step change in how we deliver the transformational change demanded by The Promise, and is expected by our children, young people, adults and families.
5. **Policy:** We will consistently embed The Promise across all of our policy, legislation and funding interventions

Policy and Governance

Policy

Overview: The Promise Implementation plan explicitly links GIRFEC, UNCRC incorporation and the Outcomes Framework as key policy priorities to deliver the Promise.

- **GIRFEC**
 - The Scottish Government anchors GIRFEC as the national approach to preventing adverse experiences, using a trauma informed approach, and grounded in relationship-based support.
- **UNCRC Incorporation in Scots Law**
- **Outcomes Framework for Children, Young People and Families**
 - The Framework seeks to provide a holistic understanding of wellbeing and a consistent approach to demonstrate progress in improving outcomes at local and national levels. The Scottish Government intends for these indicators to enhance our understanding of the collective impact from a wide range of policies, services and frontline practice
 - Rooted in GIRFEC and children's rights, the framework seeks to ensure that the experiences of children and their families are reflected.

Governance & Mechanism

- **Children's Services Planning Partnerships** are envisioned to be the main statutory mechanism to plan and deliver local services and supports to improve the wellbeing of our children, young people and families.
- **Joint Local and National Approach:**
 - The Scottish Government intends to work with public, private and third sector partners to monitor the impact of the policies and interventions.
 - The Scottish Government intends to embed specific monitoring and evaluation indicators to track the improvements sought. This will be joined up with national monitoring
- **Monitoring Framework & Data Collection:**
 - The plan envisions a blended approach to data and evidence collection that priorities the experiences of children, young people, and families.

- The purpose of monitoring is to be clear and focused on the provision of actionable insights to drive change.
- The aim is for the indicators to be contextualised within the lives of children and families and reflect what really matters to them
- **Participation Listening to experiences of CYP while safeguarding:**
 - Children and families will continue to be consulted to shape the service redesign; however, they will no longer be asked to share painful stories and not see their voices represented in plans.
 - Where experiences or stories are asked for it will be because our processes have been followed and shown that information is not already available to us. Within this, organisations working with children and young people should always include ways to hear seldom heard voices, such as those of infants, babies, the disabled community and others.

Scottish Government Commitments

Funding & direct support	Redesigned Governance & Services		Capacity Building	Legislative Changes
<p>Whole Family Wellbeing Fund £500 million over the course of this Parliamentary session, beginning with £50 million in financial year 2022-23.</p> <p>This will deliver transformational change and service re-design in the delivery of whole family support.</p> <p>Key funding focus:</p> <ul style="list-style-type: none"> • Mental wellbeing • Child poverty • Alcohol and drug use • Education attainment <p>Ambition: by 2030, 5% of all community-based health and social care spend will be invested in preventative whole family support measures. Currently, that amount is estimated to be £500 million a year by 2030.</p>	<p>Justice System End the placement of 16- and 17-year-olds in Young Offenders Institutions without delay. Funded care-based alternatives to custody and consult on new legislation in Spring 2022.</p>	<p>Collaborate with The Promise Scotland to scope a new, holistic framework for governance and accountability</p> <p>Focus: explore options for future of children's services</p>	<p>We will support local areas to implement the National Guidance for Child Protection in Scotland 2021.</p>	<p>Promise Bill to make any further legislative changes required to Keep The Promise</p>
	<p>We will work with The Promise Scotland to build an evidence base to understand the best governance, financial arrangements and models of care to assess how we best Keep The Promise</p>	<p>Establish The Promise Collective co-chaired with The Promise Scotland to support alignment and cohesion of activities.</p>	<p>April 2023, publish a long-term delivery plan for further work to embed and sustain trauma-informed workforces and services</p>	<p>In March 2022, Scottish Government will consult on the need for further appropriate underpinning in legislation or guidance to ensure children's rights are protected in care settings from violence and experience safeguard of equal protection legislation</p> <p>See: Children's Care and Justice Bill - consultation</p>
<p>Care Experience Grant £10 million per annum through; a new £200 annual</p>	<p>Data Collection & Control Support The Promise Scotland to develop a blueprint for the</p>	<p>We will take forward a redesign of the Children's Hearings System building on the</p>	<p>Education Scotland working across wider</p>	<p>Introduce legislature to raise the age at which someone can be referred</p>

<p>grant for 16–25-year-olds with care experience.</p>	<p>creation and control of, and access to, information about care experienced people which will empower people to decide who and when key information about them is made available</p> <p>Initial findings to be made available June 2023</p>	<p>recommendations from the review led by Sheriff Mackie, with the aim to bring forward any required legislation by the end of the Parliamentary session.</p> <p>Reviewers: Children's hearing Scotland, Scottish Children's Reporter Administration & The Promise Scotland</p>	<p>education system to identify actions required for practitioners to implement The Promise, Additional Support for Learning Implementation Review, and UNCRC</p>	<p>to the Children's Reporter in this Parliamentary session.</p>
<p>National Allowance for foster and kinship allowances</p> <p>£45M invested in Young Person's Guarantee</p> <p>Promise Partnership Fund Launched in 2021, £4 million/year fund to help organisations</p>	<p>The Promise Design School second iteration A participatory opportunity to collaborate on service redesign across care in Scotland. Opportunity for those with care-experience to shape services.</p>	<p>Kinship Care Collaborative Established with key stakeholders to better support and improve outcomes for kinship carers and professionals.</p>	<p>incorporation within the GIRFEC Framework</p>	<p>Undertake a review of the legislative framework relating to the care system in Scotland</p>

Commitments by dates

2022

- **2021:** Kinship Care Collaborative Established with key stakeholders to better support and improve outcomes for kinship carers and professionals [Chapter 1](#)
- **2021 – 2024/5:** The Promise Partnership Fund, £4 million/year to help organisations with early intervention and to deliver changes for families & those with care-experience. [Chapter 1](#)
- **March 2022:** Consult on legislature to protect children and young people from violence See: [Children's Care and Justice Bill - consultation](#). [Chapter 16](#)
- **Spring 2022:** End the placement of 16- and 17-year-olds in Young Offenders Institutions without delay. Funded care-based alternatives to custody and consult on new legislation in. [Chapter 9](#)
- **Aug 2022:** Publish refreshed GIRFEC materials. [Chapter 7](#)
- **End of 2022:** Child friendly version of implementation plan to be published.
- **2022:** explore a social outcomes funding approach with an aim to introduce a social outcomes programme to complement the Whole Family Wellbeing Fund. [Chapter 17](#)
- **2022:** The second iteration of The Promise Design School will launch and includes rolling out an 'intensive support' model for multi-agency or complex ser-vice redesign programmes.
- **2022:** Publish a 5-year delivery plan around building a wraparound system of childcare for school aged children, free for low-income families. [Chapter 2](#)
- **2022:** roll out a trauma skilled learning programme focused on the needs of workforce involved in the lives of babies, children, and young people with care experience. [Chapter 15](#)

2022 – 2023

- **2022 – 23 Financial Year:** Whole Family Wellbeing Fund £500 million over the course of this Parliamentary session, beginning with £50 million in financial year 2022-23. [Chapter 1](#)
- **2022 – 23 Financial Year:** invest up to £45 million through the Young Person's Guarantee. [Chapter 4](#)
- **2022 – 23 Financial Year:** implement the 'Improving Care Leavers Housing Pathways' report and the Youth Homelessness Prevention Pathway by investing £50m in the next phase of work to end homelessness and rough sleeping. [Chapter 10](#)
- **TBD 2022-23:** Supporting local areas to implement National Guidance for Child Protection in Scotland 2021 [Chapter 2](#)

- **April 2023:** Publish a trauma-informed workforces and services delivery Plan [Chapter 6](#)
- **June 2023:** The Promise to develop a data access & control blueprint, initial findings to be published. [Chapter 18](#)
- **End of 2023:** Recommendations for national advocacy service for care-experienced individuals to be presented. [Chapter 9](#)

Longer term

- **2022 – 24:** Collaborate with The Promise to scope a holistic framework for governance & accountability. [Chapter 11](#)
- **This Parliament:** work to expand funded early learning and childcare for children aged 1 and 2, starting with low-income households. [Chapter 14](#)
- **This Parliament:** introduce legislation to raise the age at which someone can be referred to the Children's Reporter. [Chapter 9](#)
- **This Parliament:** Introduce a Promise Bill. [Chapter 16](#)
- **This Parliament:** Fund Whole Family Approach across: [Chapter 2](#)
 - Drug and alcohol services including direct investment of 3.5 million over the next 5 years. [Chapter 2](#)
 - Children and young people's mental health including 3 million of funding to Health Boards to support Infant Mental Health. [Chapter 2](#)
- **2022 – 25:** implement Bairns' Hoose by 2025, bringing together services in a 'four rooms' approach with child protection, health, justice and recovery services all made available in one setting. [Chapter 6](#)
- **2022 – 25:** Consider establishing National Social Work Agency, Currently, there is no single national body tasked with having oversight and leading social workers' professional development, education, and improvement. [Chapter 11](#)

Date TBD

- Scottish Government will invest £10 million per annum through our Care Experience Grant: a new £200 annual grant for 16-25 year olds with care experience. [Chapter 10](#)
- Scottish Government will introduce a Scottish Recommended National Allowance to those in kinship and fostering households. [Chapter 1](#)
- Scottish Government & The Promise will build an evidence base to understand the best governance, financial arrangements and models of care. [Chapter 12](#)
- Implement a national values-based recruitment and workforce development framework in place and adhered to by all organisations and professions involved in supporting children and their families. [Chapter 14](#)
- Undertake a review of the legislative framework relating to the care system in Scotland. [Chapter 16](#)

2. In depth review

Keeping the Promise implementation plan summary by chapter/theme

1. **Keeping Families Together Through Whole Family Support And Support for Our Care Experienced Children, Young People and Adults:**

This focuses on actions the Scottish Government will take to support families to stay together and prevent engagement in the care system through investing in holistic family support.

- [Chapter 1: Investing in Whole Family Support](#)
- [Chapter 2 Supporting Families To Stay Together](#)
- [Chapter 3 Delivering An Education System](#)
- [Chapter 4 Employability And Creating Opportunity](#)
- [Chapter 5 Tackling Inequality & Supporting Our Communities](#)
- [Chapter 6 The Role Of The Criminal Justice System](#)

2. **A Good Childhood For Our Children And Young People:** Focuses on how to ensure that children and young people who do have contact with the care system receive a good childhood, with support, love and stability.

- [Chapter 7 The Scottish Approach to Care](#)
- [Chapter 8 Minimising Intervention](#)
- [Chapter 9 Our Approach To Interventions To Safeguard Children's Welfare When It Is Necessary](#)
- [Chapter 10 Moving On From Care](#)

3. **Creating the Right Scaffolding:** Chapters focused how to transform the structures/services of care and support for the workforce so young people are treated with support, stability and support if they interact with the care.

- [Chapter 11 Taking A Strategic Approach To Change](#)
- [Chapter 12 Building An Evidence Base For Delivery Of Children's Services](#)
- [Chapter 14 Supporting The Workforce](#)
- [Chapter 15 Trauma-Informed Care](#)

4. **Building Capacity:** Chapters focus on the legislative, data collection and funding changes needed to deliver these priorities.
 - I. [Chapter 16 Legislative Change](#)
 - II. [Chapter 17 Realigning Spend Toward Prevention](#)
 - III. [Chapter 18 Data Mapping, Collection And Evaluation](#)

1. Keeping Families Together Through Whole Family Support And Support for Our Care Experienced Children, Young People and Adults

Chapter 1: Investing in Whole Family Support

Vision: National principles for holistic family support and a vision and route map to support delivery. Scottish Government to support whole system change across the country to make our vision a reality.

Mechanisms

1. Whole Family Wellbeing Fund: £500M (minimum) in funding over the course of this Parliament to meet those visions and to support the transition of local investment from crisis intervention to prevention
 - o **Vision:** Seamless, wrap around services– Joining adult & children services; tailored to family needs & relationship based to support families to stay together.

Initial £50 million of this funding delivered in 2022-23 will:

- Help local areas to **shape and scale up services and approaches which are already effectively wrapping around the needs of families** using a multi-agency, multi-disciplinary approach.
 - Deliver support to service planners, leaders and other staff to **transform their existing systems, helping to bridge the shift from crisis intervention to preventive support.**
 - Provide support for national activity that is needed to drive and support these changes.
2. Children's Services Planning Partnerships will be primary delivery partners and The Scottish Government will work with them to improve holistic Whole Family Support through:
 - Supporting the **scale up of good practice** already underway in local areas

- Support for local areas to take a **whole system approach**
 - Collective work to **improve commissioning and procurement** of family support services, including improving the involvement of children and families in service design and specifications.
 - Developing a **practical toolkit of support for local areas** to ensure consistent standards and evaluation of support within a framework of core national principles.
3. The Promise Partnership Fund: The Scottish Government has committed £4 million/year for The Promise Partnership Fund, launched in 2021. Established to help organisations with early intervention and to deliver changes for families & those with care-experience. Funding is confirmed until 2024-25 and to date, over 70 organisations have benefitted.
4. Support for Caregivers
- Scottish Government will introduce a **Scottish Recommended National Allowance** to those in kinship and fostering households.
 - The **Kinship Care Collaborative** has been established with key stakeholders to improve outcomes for children and young people and to better support kinship carers and the professionals who work with kinship families. Priorities
 - Reviewing kinship care legislation and guidance;
 - Identification of resources and gaps with a view to eliminate any gaps;
 - Improving consistency of service provision across Scotland;
 - Establishing clear and universal understanding of definitions within legislation;
 - Identification of good practice;
 - Ensuring kinship care is visible within communities and promoting this.

Other things the Scottish Government is doing and links to meeting these aims:

- **Doubling of the Scottish Child Payment**, to £20 per week per child from April, and then further increasing the payment to £25 per week per child by the end of 2022.
- **Draft plan to end need for foodbanks to be published spring 2022**; outline a package of cash-first support
- invest **£10 million over the term of this Parliament to increase access to advice services** in accessible settings to maximise incomes, tackle the poverty penalty and improve wellbeing
- From April 2023 we will be introducing a two year (22/23 & 23/34) **new third sector fund** which will replace the **CYPFEI & ALEC Fund of £16M for each financial year**.

- **Tackling Child Poverty Delivery Plan 2022-2026**

Chapter 2 Supporting Families To Stay Together Where That Is Safe

Vision: Focus on adopting preventative approach to reduce risk of engagement with care services. Where engagement with services is necessary it should be a positive experience.

Key Scottish Government Commitments

1. We will build a system of **wraparound school age childcare**, offering care before and after school and in the holidays, which will be free to families on the lowest incomes
2. We will work to **expand funded early learning and childcare for children aged 1 and 2**, starting with low-income households within this Parliament
3. We will continue our work with Children's Services Planning Partnerships and the Kinship Care Collaborative to **improve delivery of holistic whole family support**
4. We will take a **Whole Family Approach across our key policy areas** including drug and alcohol support & CYP&F mental health

Mechanisms

1. Joint up service delivery
 - **Children's Services Planning Partnerships** to lead joint up service delivery & play a fundamental role in service delivery
 - The **Children and Young People's Mental Health and Wellbeing Joint Delivery Board** is our mechanism for overseeing the cohesive and equitable approach to mental health for all children across Scotland
2. Trauma informed focus
 - Understanding **role of trauma explicit in GIRFEC refresh**
3. Whole family approach to drug/alcohol support
 - Implement the **Improving Holistic Family Support: Towards a Whole Family Approach and Family Inclusive Practice in Drug and Alcohol Services**

- **National Family Residential Rehabilitation Service** established so parents/guardians can access residential rehabilitation for their drug or alcohol problem alongside their children, also supported by the Children and Families Fund which supports CYP&F affected by substance use.
- 4. Whole Family Approach to CYPF mental health
 - Ensuring **crisis support is available 24/7** to children and young people
 - **£15 million** to local authorities to fund over 230 **new and enhanced community supports and services for CYP**
 - Further **£120 million of funding through the Mental Health Recovery and Renewal Fund** to focus on prevention and early intervention, including £40 million to ensure Child and Adolescent Mental Health Services (CAMHS)
 - Supporting **mental health in schools** - digital resources, whole school approach
 - **Infant Mental Health services**; each Health Board now has an Executive Lead responsible for the delivery of Perinatal and Infant Mental Health services

Chapter 3 Delivering An Education System That Supports Our Care Experienced Children And Young People

Challenge: While outcomes for CYP with care-experienced have improved, they still have poorer outcomes than other CYP.

Mechanisms

The Scottish Government lists Education Scotland as the main delivered of these actions.

1. **Raising Awareness of the Promise**/Creating conditions for change: Scottish Government will work with Education Scotland and partners to undertake a Programme of Awareness raising to ensure the messages and actions for change set out through the Promise are understood by key stakeholders
2. Education Scotland working across wider education system **to identify actions required for practitioners to implement The Promise, Additional Support for Learning Implementation Review, and UNCRC incorporation within the GIRFEC Framework**
3. **Removing barriers to relationship-based working** – Education Scotland main driver
4. Supporting **School Attendance and Addressing Exclusion**
 - a. Care-experienced CYP significantly more likely to be excluded
 - b. Scottish Government have engaged with Scottish Advisory Group for Relationships and Behaviour in Schools (SAGRABIS) to discuss exclusion in the context of promoting positive relationships and behaviour in schools
5. **Scottish Mentoring & Leadership programme**
 - a. Established to reach up to 15,000 CYP across 300 schools over next five years, to be delivered by MCR Pathways

Other things the Scottish Government is doing and links to meeting these aims:

- **Scottish Attainment Challenge** - £1 billion in funding over Parliamentary term to support COVID recovery, provide support for those impacted by poverty & care-experienced CYP
- **Virtual Head Teacher Role** to be extended
- **Supporting Access to Higher & Further education:** Young Person Guarantee, enhanced contribution for modern apprenticeship for those with care-experience, care-experience bursary, reformed student support package, Education Maintenance Allowance

Chapter 4 Employability And Creating Opportunity

Challenge: The Promise tells us:

- Care experienced people are over 3 times as likely to have not had a full time job by age 26;
- Are 1.5 times more likely to have financial difficulties.
- Care experienced school leavers are less likely to go on to positive destinations than school leavers in general, especially higher education, with 75% of looked after leavers going on to a positive follow-up destination in 2019/20, compared with 92% of all leavers.

Mechanisms

1. Tackle Child Poverty, Tackling Child Poverty Action Delivery Plan(2022-2026)
 - £80 million in 2022/23 to support delivery of an offer to parents from the priority family groups
 - £2 million Challenge Fund to test out new approaches to supporting parents into work
 - Increased training support for those experiencing in-work poverty
2. We will improve access to employment for our care experienced people
 - Promote the **Real Living Wage** rate for all employees aged 18 or over through the Scottish Living Wage Accreditation Scheme and the Scottish Living Hours Accreditation Scheme.
 - Promoting fair work practices through public procurement policy and practice.
 - Invest £6 million through the Parental Employability Support Fund (PESF), providing dedicated support for low income families
 - Continue exploring how to deliver a Minimum Income Guarantee
3. We will continue to adopt a Scottish Approach to employability through our No One Left Behind approach

- Young Person Guarantee, Discovering Your Potential Employability programme,
 - Support disabled CYP through A Fairer Scotland for Disabled People: Employment Action Plan
4. We will support access to and understanding of the benefits provided by Social Security Scotland
- Best Start Grant Best Start Foods, Scottish Child Payment, mentoring

Chapter 5 Tackling Inequality & Supporting Our Communities

Challenge: We know also that our most disadvantaged communities have higher levels of crime, poorer health outcomes and increased levels of alcohol and drug use.

Vision: To make real changes that really make a difference we need to really understand the circumstances of people's lives. That means taking a person centred, place-based approach which starts and ends with individual stories in real places.

Mechanisms

1. Using [Place Principle](#) to help establish vision for collaboration around place; focused on working collaboratively with those in communities in planning.
 - investing £325 million through the Place Based Investment Programme; the Place Framework and the work of the Place Action Group
 - We will continue to involve our communities in planning of our neighbourhoods through Planning including Open Space Strategies, Play Sufficiency Assessments and Local Development Plan Regulations and the use of the Place Standard Tool
2. Introduce a new Human Rights Bill during this parliamentary session including a continued commitment to a human-rights based approach to our public engagement
3. We will continue to reduce the number of care experienced young people who go missing through implementation of our Missing Persons Framework and our link up across Justice partners, Health services and Missing People UK

Chapter 6 The Role Of The Criminal Justice System

Challenge: Care-experience individuals are overrepresented in prison populations. Individuals from the 10% most deprived areas are over-represented in prison arrivals by a factor of three.

Vision: Shift the balance to ensure the role of custody will be reserved only when no alternative is appropriate and begin a debate on who and what prison is for, including how to better accommodate individuals in the system from a trauma-informed perspective.

Mechanism

1. New sentencing guidelines for young people from Jan 2022
 - Court should consider rehabilitation as the primary consideration when sentencing young people up to the age of 25
2. Trauma informed approach – workforce training framework
3. Implementing Bairns' Hoose model / new Scottish Child Interview Model to prevent children being re-traumatised and to improve the quality of experience of child victims and witnesses in the justice system
4. We will reduce the impact of family imprisonment through a range of ongoing work including
 - multi agency support for mothers and babies in prison to actively promote wellbeing and positive life outcomes
 - revision of the Scottish Prison Service Family Strategy
 - exploring new ways of delivering family support to those in custody
 - maintaining prison visitor centres
5. Reform the law governing bail decisions & the mechanisms around prison release by June 2022
 - increase investment in community-based interventions and community sentences
 - invest in third sector voluntary throughcare services
 - develop and launch a new National Community Justice Strategy.

2. A Good Childhood For Our Children And Young People

Chapter 7 The Scottish Approach to Care

Challenge: There is clear evidence that the overwhelming number of children who are taken into care are from the poorest families. This could be a result of parental drug and alcohol use; mental health and/or engagement with the justice system often leading to imprisonment. The correlation between families trapped in poverty and our young people who are in care is stark. These challenges have been exacerbated by COVID-19.

Vision: We will develop and publish a National Carers Strategy with a focus on COVID-19 recovery and improving carer support in a meaningful and sustainable way.

Mechanisms

1. Reducing stigma & changing language of care

- Scottish Government, Partners and the Promise will work to develop a universal and inclusive definition of care experience, we will explore further how this definition can best be reflected in relevant legislation to reduce stigma
 - Build on Each & Every Child Initiative to develop further work to address stigma
2. We will refresh national GIRFEC guidance materials to support consistent effective practice across all children's services
 3. Embedding 6 Key principles of Scotland's approach to care in policy & practice
 - Principle 1: Loving, safe, and stable relationships are—above all else—the most important aspect of care for every child
 - Principle 2: Strengthening and supporting families to stay together where children are safe and feel loved
 - Principle 3: Support to fully meet wellbeing needs, including health and education
 - Principle 4: Comprehensive and ongoing support for caregivers
 - Principle 5: Stability and smooth transitions
 - Principle 6: The rights, dignity and voice of children is at the heart of everything we do

Chapter 8 Minimising Intervention

Vision: Keeping families together is always priority, but in cases where this is not possible, a relationship based approach will always be taken and CYP will be supported to maintain the relationships that are important to them.

Mechanisms

1. Supporting Relationships
 - **Siblings:** '*Staying Together and Connected: Getting it Right for Sisters and Brothers*' to support implementation of legislative changes introduced under the Children (Scotland) Act 2020.
 - **Secure Care Pathway and Standards** published in 2020 will ensure that young people are encouraged and supported to maintain and develop relationships with family, friends and people who are important to them
2. Supporting Parents
 - The *Supporting Birth Parents Whose Child(ren) Have Been Permanently Removed From Their Care* fund established

Chapter 9 Our Approach To Interventions To Safeguard Children's Welfare When It Is Necessary

Vision: New approach to youth justice aligned with UNCRC, centred around stopping criminalisation of care-experienced children.

Mechanisms

1. [Delivering *Justice for children and young people - a rights-respecting approach: vision and priorities*](#)

2. End the placement of 16- and 17-year-olds in Young Offenders Institutions without delay. We will fund care-based alternatives to custody and consult on new legislation in Spring 2022
3. Legislation to ensure care-experience CYP have equal protection from harm. Consulting on legislative changes needed in March 2022.
4. Scope the need for a **national lifelong advocacy** service for care experienced people and their families
5. introduce legislation to **raise the age at which someone can be referred to the Children's Reporter** in this Parliamentary session

Chapter 10 Moving On From Care

Challenge: Research consistently highlights that care leavers are more likely than other young people to become homeless or experience housing instability. Despite difficult early life experiences, and often multiple placements during childhood, care experienced young people continue to leave care at an earlier age, with less preparation, with less support and often before they are ready.

Vision: Care experienced young people grow up with stability and security, and are appropriately support transition from childhood to independent living.

1. Funding for care-experienced individuals
 - Exemption from Council Tax for CE individuals 26 and under
 - Care-experienced Grant
2. Support Transitions
 - Scotland's first *National Transitions to Adulthood Strategy* to be introduced this parliamentary term
 - Implement Improving Care leavers Housing Pathways [Youth Homelessness Prevention Pathways](#)

3. Creating The Right Scaffolding

Vision: To make sure that children who enter care are treated with support, love and stability it is imperative that we have the correct structures and services available to help. The Promise refers to this as 'the Scaffolding' and tells us that our children, families and the workforce must be supported by a workforce that is there when it is needed.

Chapter 11 Taking A Strategic Approach To Change

Challenge: the current care system does not operate consistently across the whole of Scotland. It is experienced differently across the country, and, at its worst, it can perpetuate the trauma many children have already experienced

Vision: A transformational change across Scottish Government to reform public service delivery based on the [Christie Commission Findings](#):

- Wellbeing as holistic, interconnected, and contingent on rights being upheld.
- Shifting resources towards prevention and early intervention.
- Service design and delivery which families experience as joined-up.
- Child and family centred practice which builds on strengths, and is rights-based trauma-informed, inclusive and collaborative.

For the required changes to be made, the standards of care must be **consistent** across providers, and these must continue to **be subject to independent scrutiny** and **accreditation that values what children and families value**.

Mechanisms

1. [National Social Work Agency](#): This has been recommended by the Independent Review of Adult Social Care 2021 and was explored in the public consultation on a National Care Service.
2. [Children's Hearing System Redesign](#): Hearings System Working Group has been set up to consider the redesign process & Sheriff David Mackie has been appointed to chair this work.
 - Group is expected to report in 2023
 - Scottish Government is committed to introduce legislation this parliamentary session should it be required for redesign.
3. [New holistic framework for Governance and Accountability](#) will be developed by 2024
 - Values of framework to be based on what CYP & F value
 - To be coordinated by the Care Inspectorate & the Scottish Social Services Council

Chapter 12 Building An Evidence Base For Delivery Of Children's Services

Vision: Scotland must fundamentally shift the primary purpose of the whole of our care system from protecting against harm to protecting all safe, loving respectful relationships.

Mechanisms

1. [Building an Evidence Base](#)
 - [National Care Service](#): The Scottish Government envisions children's services sitting under a new [National Care Service](#) as an opportunity to drive the changes needed to enact the Promise.

- Scottish Government is working with The Promise, COSLA and other partners to examine impact of children's services within different structures, including a NCS and build an evidence base by 2023.

Chapter 13 Improving Information Sharing

Challenge: many of our care experienced children and young people told us they have been asked to tell their story again every time they meet someone new who is there to support them. Often within the same service, or the same establishment.

Vision: While it is important for services to have the right information, it is also crucial that our care experienced children and young people have appropriate control over their information, recognising that decisions about the creation and use of information will require to be taken on behalf of very young children.

Mechanisms

1. Information sharing blueprint:
 - The Promise will develop a blueprint for the creation and control of, and access to, information about care experienced people which will empower people to decide who and when key information about them is made available.
 - This is to be presented by June 2023

Chapter 14 Supporting The Workforce

Vision: Create a national strategic planning process to bring greater consistency in the standards of care and support' to strengthen the role of universal services, and the third sector; and to embed intensive family support, targeted therapeutic services, improved transitions to adult care services and whole system approaches to care and support.

Mechanisms

1. Advanced Social Work Practice Framework: to be established to support and standardise the workforce development
2. Children's Sector Workforce Development Framework: to be developed for the integrated CYP&F workforce to be focused on training/development
 - We will implement a national values-based recruitment and workforce development framework in place and adhered to by all organisations and professions involved in supporting children and their families
3. Review the role of universal and targeted health services
4. Covid-19 Children and Families Collective Leadership Group
 - Originally established to support CYP&F services during COVID (Click to learn more about [CLG](#)), the group is now is now taking broader action as part of Scotland's renewal and recovery.

- Priorities to include: **The Promise, Family Support and Children's Services Workforce Development**. For Workforce Development, the work will align and inform decisions on policy priorities across Children and Families, Early Learning and Childcare, Children's Nursing, Allied Health Professionals, Mental Health and Health and Social Care Directorates.
- Works closely with Children's Services Planning Strategic Leads Network to help deliver more effective joined-up collaborations

Chapter 15 Trauma-Informed Care

Vision: We will take a trauma informed approach in the development & delivery of all services for CYP&F and create a trauma informed workforce.

Trauma-informed organisations assume that people have had traumatic experiences, and that as a result people may find it difficult to feel safe within services and to develop trusting relationships with service providers. Consequently, trauma-informed services are structured, organised and delivered in ways that promote safety and trust and aim to prevent re- traumatisation.

Mechanisms

1. The National Trauma Training Programme to be rolled out in 2022: Funded since 2018, Scottish Government is working with COSLA to develop trauma-informed workforces and services across Scotland.
 - To focus on the needs of workforce involved in the lives of care-experienced babies, children and young people.
 - NES published '[Transforming Psychological Trauma: A Knowledge and Skills Framework for the Scottish Workforce](#)' in 2017. This resource and the other associated training is the framework under which trauma informed training and accreditation is organised in Scotland to train the workforce.
2. From 2022 onwards we will roll out a national programme of implementation support to develop trauma-informed social work services across Scotland.
 - This will focus on trauma enhanced social work practices and involve providing ongoing support for organisational change to social work service providers.
3. **Publish Learning and guidance** to inform future progress on developing trauma-informed workforce and services by 2023/23, including:
 - A **Quality Indicators Framework** for trauma-informed services, systems and workforce.
 - **Mapping of professional education and Continuous Professional Learning (CPL) opportunities** within the children and families workforce.
 - Mapping of existing provision of supervision, reflective practice and coaching within the children and families workforce.

- Learning from pathfinders supporting trauma-informed maternity services and trauma-informed substance use services.
- **Publication of a Knowledge and Skills Framework** for trauma-informed justice services for people coming into contact with victims and witnesses.

4. Building Capacity

To deliver the Promise we must have a strong legislative framework, financial ambitions aligned to focus on improving outcomes and invest in prevention, all of which must be underpinned by good information and evaluation.

Chapter 16 Legislative Change

Challenge: The Promise refers to 44 pieces of primary legislation, 19 pieces of secondary legislation and 3 international conventions. This is difficult enough for professionals to understand, let alone children and young people.

Vision: A clear legislative framework and enabling environment that supports families to stay together and protects and allows relationships to flourish.

Mechanisms

In order to support the change required, we will introduce legislation between now and 2030 including:

1. Review of the Current Legislative Framework relating to the care system
 - Scottish Government will review whether the law in this area needs to be re-stated & if a new bill is necessary
2. UNCRC Incorporation in Scots Law: [see action plan](#)
 - Incorporation would make it unlawful for public authorities to act incompatibly with the UNCRC requirements as set out in the Bill.
 - Children, young people and their representatives would have a new ability to use the courts to enforce their rights.
 - To ensure a rights based approach and to deliver UNCRC, Scottish Government will:
 - i. develop guidance and materials needed to support the fulfilment of children's rights in practice, including Statutory Guidance on the duties on public authorities, within 6 months of the Bill receiving Royal Assent;
 - ii. consult on and publish **a Children's Rights Scheme** which will set out how Scottish Government will give better and further effect to the rights of children, again within 6 months of the Bill receiving Royal Assent;
 - iii. launch a **National Leadership Forum for Children's Rights** by the end of June 2022.

- iv. develop, by the end of March 2023, a knowledge and skills framework to support capacity building in public services in taking a child's rights approach in practice to drive forward the culture change required; and
 - v. continue to promote the importance and adoption of Child Rights and Wellbeing Impact Assessments (CRWIAs) amongst bodies other than public authorities, as well as continuing work to improve CRWIA training and develop an impact evaluation process by the end of March 2023.
3. Bail and Release from Custody Bill:
 - to be introduced this parliamentary term and to reform how remand is used and how release mechanisms will work.
 - Scottish Government [consulted](#) on this in 2021
 4. Children's Care and Justice Bill
 - to enable improvements to youth justice, secure care, aspects of the children's hearings system, victims' services and the criminal justice system
 5. Housing Bill
 - To be introduced this parliamentary term; wide ranging bill, focus on homelessness
 6. Legal Aid Reform Bill
 - introduced in this Parliamentary session, to ensure that the system is flexible, easy to access and meets the needs of those who use it.
 7. Human Rights Bill
 - The Bill will give effect in Scots law to the maximum extent possible of a wide range of internationally recognised human rights
 - To be consulted on in 2022/23
 8. Promise Bill
 - Scottish Government will introduce a Promise Bill this Parliamentary term to make any further legislative changes required to Keep The Promise, including in relation to the Children's Hearings Systems

Chapter 17 Realigning Spend Toward Prevention

Challenge: ['The Money'](#) and ['Follow the Money'](#) tell us that every year, Scotland invests £942 million in the care system and the universal services which can be associated with care costs a further £198 million per annum.

Failures to accommodate the needs of children and young people result in poor outcomes in health, education and employment. These failures often mean the care-experienced adults require additional support services a result, estimated to cost £875 million per annum.

Vision: We will we shift the balance of investment in families from crisis management towards prevention through policy and financial alignment.

Our ambition is that, from 2030, we will be investing at least 5% of all community-based health and social care spend in preventative whole family support measures that will enable us to create a Scotland where more children will only know care, compassion and love, and not a care system.

Mechanism

1. 5% of all community-based health and social care spend in preventative whole family support measures by 2030
 - Through Whole Family Wellbeing Funding
2. Explore undertaking a social outcomes funding approach with an aim to introduce a social outcomes programme that will work in compliment to the Whole Family Wellbeing Fund.
 - A Social Outcomes Contract is a contract where payments are only made by investors once outcomes have been achieved

Chapter 18 Data Mapping, Collection And Evaluation

Challenge: The Promise identifies a lack of understanding and focus on experiences and relationships, which, when coupled with disconnected system-focused data processes, actively creates stigmatising and triggering experiences for people moving through the system.

Vision: The Promise was clear that whilst outcomes are important, it is the experiences and relationships that happen on the journey to those outcomes that really matter to children, young people and families and have long lasting consequences for their lives. Therefore, we must translate the national outcomes into something that is meaningful to lives so that we can understand if Scotland is truly the best place for children and young people to grow up.

By combining The Promise Data Map with the Outcomes Framework, we aim to expand our national processes for monitoring, understanding and improving to include the experiences of children and families at every level, recognising that the solution does not necessarily lie in more national data collection.

Mechanisms

1. Outcomes Framework for Children, Young People and Families (see diagram below)

- Contribute to a holistic understanding of wellbeing, based on what CYP have told us, rooted in GIRFEC and children's rights. To be contextualised within wider sources of data and evidence, linking in information into national monitoring
 - Includes **8 Wellbeing Outcomes based on SHANARRI**, underpinned by a set of Shared Aims which set out in more detail what we need to work together on to achieve these outcomes, based on consultation with CYPF.
 - a draft **Core Wellbeing Indicator Set** has been developed consisting of 21 indicators covering key aspects of wellbeing. The purpose of the set is to provide a high level and holistic overview of the state of wellbeing of CYP&F, highlighting whether long-term outcomes are being achieved, & identifying areas where further attention is required.
 - The **Indicator set is designed to be used within local level reporting** across Scotland through annual progress reporting on Children's Services Plans, and at a national level as part of reporting on wellbeing.
2. The Promise Data Map: shift monitoring from Outcomes to Experience
- The Promise highlighted that Scotland's data collection strategy/analysis doesn't focus on what CYP&F tell us are important, with tools reducing experiences to single outputs.
 - The Promise Data Map is working to create a framework based on what CYP&F have told us to map local and national datasets onto.
 - It is identifying gaps in our data landscape which need to be filled with other types of data, information, and evidence, including those at local and hyperlocal levels.
 - Priorities:
 - i. data, evidence & info collection to be focused on experiences & relationships
 - ii. Support local areas to develop their own use of such types of data in their reporting and monitoring and explore methods of using experiential data at local and national levels to inform improvement
3. The Promise Collective to be established as a strategic forum
- Priorities:
 - i. ensure that all policies, programmes, and investments related to the Promise are joined up, cohesive and focused on the things that really matter to children and families.
 - ii. information and evidence framework designed to reflect what matters and be used to inform decision making at every level.
 - The full scope the role, remit, & membership is being scoped, but likely will:
 - i. **Understand the service design and improvement assets and resources available** to support the changes & service design activity required to Keep The Promise.

- ii. Run in parallel to the development of the Outcomes Framework and aim to fully understand the current improvement landscape, surfacing all work underway to support and deliver transformational change across Scotland.
- iii. Develop ground up approaches using service design and improvement methodologies, utilising outputs produced by The Promise Scotland. Upon agreement of joint aims and approaches a Governance and reporting structure will be established to report to Ministers.
- iv. Focus on data, information and evidence at national, local and individual levels, working to identify sources to supplement the wellbeing outcomes and national indicators and link local data, information and evidence with national frameworks where appropriate.

