

ABERDEEN CITY COUNCIL

COMMITTEE	Education and Children's Services Committee
DATE	8 November 2022
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Keeping The Promise – Year One of Plan 21-24
REPORT NUMBER	OPE/22/244
DIRECTOR	Angela Scott
CHIEF OFFICER	Graeme Simpson
REPORT AUTHOR	Amy Evans
TERMS OF REFERENCE	2.1

1. PURPOSE OF REPORT

- 1.1 To report to the Committee on the progress of our implementation of the Scottish Government's Plan 21-24 to #KeepThePromise.

2. RECOMMENDATIONS

That the Committee:

- 2.1 Notes and endorse progress and activities against the national Plan 21-24 to #KeepThePromise;
- 2.2 Notes the local progress made in Year One of Plan 21-24 as outlined in the appendix report (Appendix 1);
- 2.3 instructs the Chief Officer – Children and Family Services to provide a progress report in Autumn 2023 in relation to the partnership's implementation of Plan 21-24; and
- 2.4 instructs the Chief Officer – Children and Family Services to provide a report in July 2023 in relation to the partnership's plans for the use of Aberdeen City's share of the Whole Family Wellbeing Fund.

3. CURRENT SITUATION

- 3.1 On 5th February 2020, the Independent Care Review [published seven reports](#), with '[the promise](#)' narrating a vision for Scotland. The Care Review recognised that the whole landscape of systems and services that interact with children and families needed to change.
- 3.2 The Promise is responsible for driving the work of change drawn from the findings of the Independent Care Review and makes clear the extent of change required, however, the outcomes that Scotland needs to achieve are simple and reflect Scotland's existing commitment that all children "*grow up loved, safe and respected so they can fulfil their potential*".

- 3.3 In Aberdeen we know that commitment and alignment to The Promise requires more than sentiment and change from within single agencies, that the care system is far reaching, and that care experience can have a lifelong impact. All services in and around care have responsibilities for delivering on The Promise, not just for those children currently in care, but for all who have, or will go on to have, care experience including infants, children, young people and adults.
- 3.4 The Scottish Government's Promise team translated the findings of the Care Review into The Plan for change which will be phased across ten years from 2020-2030. [Plan 21- 24](#) is the first of 3 plans and was published in April 2021. Plan 21-24 focuses on the period from 1 April 2021 until 31 March 2024 and outlines a series of outcomes that must be fulfilled by 2024.

The five priority areas for Plan 21-24 are:

- The right to a good childhood
 - Whole family support
 - Supporting the workforce
 - Planning
 - Building capacity
- 3.5 An introductory overview report on keeping the promise was presented to the former Operational Delivery Committee on 18th November 2021, outlining the Scottish Government's Plan 21-24 to keep the Promise and to provide information and proposals on our implementation of it.
- 3.6 The Committee requested that the Chief Officer of Integrated Children & Family Services provide an annual report on the Council's progress in delivering Plan 21-24.
- 3.7 Led by Aberdeen City Council colleagues, under the auspices of the Children's Services Board, the partnership has undertaken a self-evaluation of progress in Year One of Plan 21-24 (Appendix 1) to examine how children's services in Aberdeen are and need to support the change agenda to keep the Promise. This exercise has helped identify gaps and areas for further development across the multi-agency children's services partnership.

Aberdeen Year 1 of Plan 21-24: Status of Work

31st March 2022

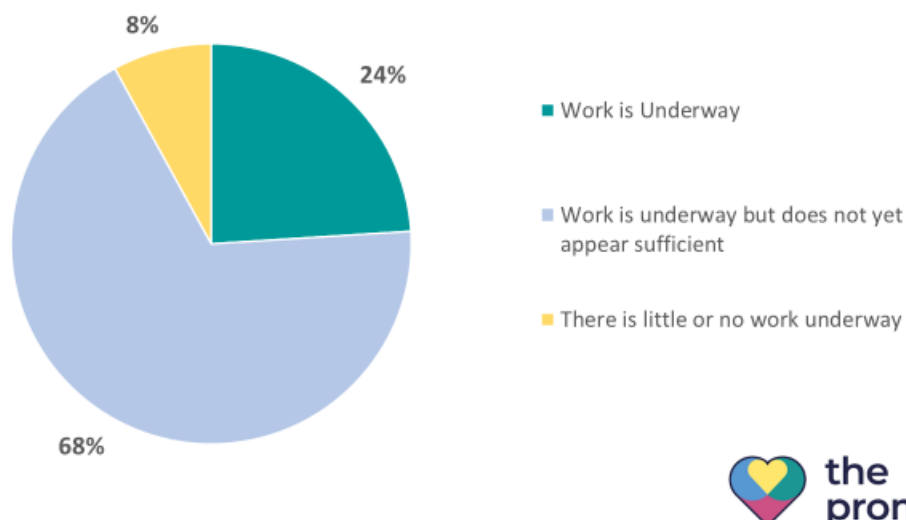


Figure 1: Aberdeen's Status of Work – Year One

- 3.8 As Figure 1 illustrates, progress has been made in Year One of Plan 21-24, however, there is still a significant amount of work to do if we are to affect the transformational change required of us all in and around the care system to deliver on The Promise. Notably, where there is 'little or no work underway', action to progress change is required to be made at a national, systems level e.g., by the Scottish Government or Children's Hearing system, before a local response to the call for change can be made.
- 3.9 The self-evaluation exercise highlighted the complexity and extent of the information gathering and reporting required and illustrated the need for a Lead Officer to be a single point of contact across the Partnership for this work. Having reviewed our current structure in Aberdeen City, the creation of a Partnership Promise Group, with a new post of a Partnership Promise Lead Officer, will, without interference to our existing structures, enable the oversight and reporting of our Promise implementation to take place.
- 3.10 Over the coming year, year two of Plan 21-24, our local priorities for change are:
- *Whole Family Support*: supporting families (of all shapes and sizes) with a focus on what support works to keep families together and support wider families to care, ensuring that support feels coherent, holistic and relational
 - *Trauma*: delivery of early and preventative trauma informed support across all services
 - *Children's Rights*: embedding a rights-respecting approach into all services and ensuring that rights of the child, their own needs and their voice is at the centre of decisions about what is best for them

- *Poverty*: ensuring that our local services know and understand the impact of poverty and work to reduce the number of children growing up in poverty and the negative outcomes associated with that
- *Participation*: involve the care community and lived experience in our plans to #KeepthePromise by working with families to redesign the services available to them to make them work better for those that use them

3.11 We will continue to work in collaboration with the Promise Scotland Team and our Promise Delivery Partner and welcome the opportunities this brings for mutual and ongoing knowledge exchange and support around implementing The Promise in Aberdeen.

4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications arising from this report of itself, however, the scale of reform anticipated by the Independent Care Review will incur cost across the partnership in Aberdeen City.

4.2 The Promise has called for a move away from using resources to deal with the consequences of the current care system towards building a better system, focused on keeping children in their families wherever safe to do so by providing earlier, whole family support.

4.3 The Scottish Government has committed to investing £500m of the Whole Family Wellbeing Fund (WFWF) to support Children's Services Planning Partnerships (CSPPs) to reduce the number of children and young people in care by 2030 by supporting families, in the broadest sense, before they reach crisis point.

4.4 In 2022/23, £50m will be distributed. This includes £32m to support local CSPPs to build capacity for whole system change and to scale up and drive holistic whole family support services.

4.5 The Scottish Government have confirmed that Aberdeen City's share of the £32m is a multi-year commitment up to 2025/26. Aberdeen City's share of this funding is £1.025m per year. The funding is to be spent and delivered according to the collective agreement and direction of the local CSPP with accountability resting with the Children's Services Board.

5. LEGAL IMPLICATIONS

5.1 The Promise and Plan 21-24 impacts on a range of statutory duties on the Council in relation to vulnerable and care experienced children, including those contained in the Children (Scotland) Act 1995, Children's Hearings (Scotland) Act 2011, Children & Young People (Scotland) Act 2014, Child Poverty (Scotland) Act 2017 and Children (Scotland) Act 2020.

5.2 Some aspects of the Independent Care Review, as articulated in #KeepThePromise and already outlined in Plan 21-24 have been, or are anticipated to be, enshrined in statute. The Children (Scotland) Act 2020 has implications for local authorities as it brings the law further into line with children’s rights under the United Nations Convention on the Rights of the Child (UNCRC), in particular:

- Supporting relationships between brothers and sisters
- Making sure children have greater opportunity and means to have their voice heard
- Providing better advocacy and support for children
- Developing rules for contact centres where children, parents and other people in the child’s life can meet.

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from the recommendations of this report.

7. RISK

7.1 The assessment of risk contained within the table below is considered to be consistent with the Council’s Risk Appetite Statement.

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Many of the requirements of Plan 21-24 are already built into a variety of strategic plans. It is expected that gaps will emerge as the Council and partners scrutinise the requirements of Plan 21-24 in detail.	The Children’s Services Board and Community Planning Management Group have oversight of the delivery of the relevant strategic plans in this respect. They are ensuring that the terms of Plan 21-24 are incorporated into current and future strategic planning.	M	Yes
Compliance	No significant	Services across all multi-agency partners	L	Yes

	risks identified	are aware of legislative requirements and ensure compliance		
Operational	The aims of Plan 21-24 are ambitious and will require our people, equipment and buildings to change in order to drive on the plan. This may impact on morale as the change process is undertaken.	Leadership supports participation and planning across the multi-agency partnership in the delivery of Plan 21-24 to best ensure operational support for changes identified.	M	Yes
Financial	No significant risks identified			Yes
Reputational	No significant risks identified	The council and partners are committed to keeping The Promise and implementing Plan 21-24.	L	Yes
Environment / Climate	No significant risks identified			Yes

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2022-2023</u>	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	Plan 21-24 has direct relevance to the delivery of the following policy statements contained within the Council Delivery Plan for People: 3. UNICEF Child Friendly City accreditation 6. Commit to closing the attainment gap in education while working with partners across the city

	<p>7. Continue to promote diversion activities for youths and adults in our city with enhanced focus on our three locality areas</p> <p>8. Reduce fuel poverty across our most deprived communities through combined heat and power schemes, including the Energy from Waste Plant, and supporting community owned energy solutions</p>
<u>Aberdeen City Local Outcome Improvement Plan</u>	
Prosperous People Stretch Outcomes	<p>Plan 21-24 has direct relevance to the following stretch outcomes in the LOIP and will help support delivery of these:</p> <p>4. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.</p> <p>5. 90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026. This is reflected in interactions, activities, supports and services.</p> <p>6. As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.</p> <p>7. 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026.</p> <p>8. Child friendly city where all decisions which impact on children and young people are informed by them by 2026.</p> <p>9. 30% fewer young people (under 18) charged with an offence by 2026.</p>
Regional and City Strategies	Plan 21-24 is relevant to Aberdeen City Council Delivery Plan, the Local Outcome Improvement Plan, and the Children's Services Plan

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	This report does not require a fully Equality and Human Rights Impact Assessment to be completed.

Data Protection Impact Assessment	Not required.
Other	

10. BACKGROUND PAPERS

#KeepthePromise	#KeepThePromise - The Promise
Plan 21-24	Plan 21-24 - The Promise
Children's Services Plan	Childrens-Services-Plan-2020-1.2.pdf (aberdeengettingitright.org.uk)
Local Outcome Improvement Plan	Final-Draft-LOIP-Refresh-21.pdf (communityplanningaberdeen.org.uk)
Aberdeen City Council Delivery Plan	Council Delivery Plan.pdf (aberdeencity.gov.uk)
National Improvement Framework	Schools: National Improvement Framework (NIF) - gov.scot (www.gov.scot)

11. APPENDICES

11.1 Reporting on Plan 21-24 – Year One (update to 31.03.2022)

12. REPORT AUTHOR CONTACT DETAILS

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Reporting on Plan 21-24 (update to 31.03.2022)

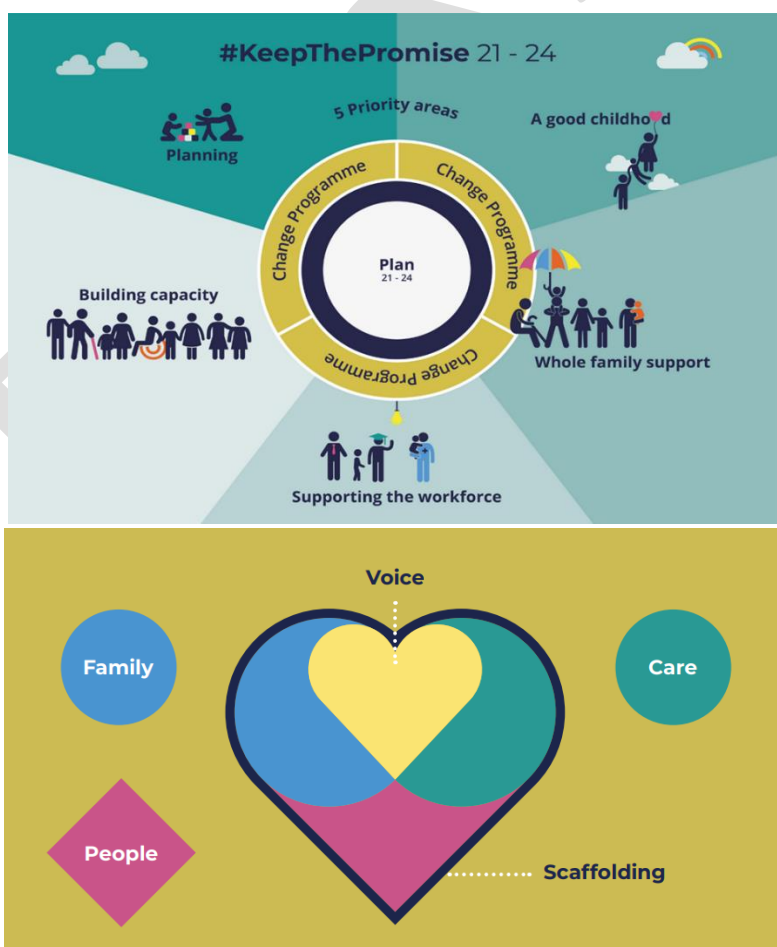
This report is a summary of progress made in Aberdeen to #KeepThePromise in Year 1 of [Plan 21-24](#), up to 31st March 2022. The format used to evidence progress mirrors that of the Promise Team and the [Change One Programme](#).

The report details progress against the 5 priority areas of Plan 21-24

1. [A Good Childhood](#)
2. [Whole Family Support](#)
3. [Supporting the Workforce](#)
4. [Building Capacity](#)
5. [Planning](#)

And the [5 Foundations](#) of [The Promise](#):

1. Voice
2. Scaffolding
3. Family
4. Care
5. People



A Good Childhood

Children who have been removed from their family of origin and live in and around the 'care system' will have a good, loving childhood.

Ensuring that children in Scotland's 'care system' feel loved, their needs are met, and their rights are upheld is a priority for 21-24. This change is urgent, it must be a focus for all organisations that have responsibility towards care experienced children and young people.

1.1 Support

See The Promise, pages 51 and 89

What is required by Plan 21-24?
<ul style="list-style-type: none">• Every child that is 'in care' in Scotland will have access to intensive support that ensures their educational and health needs are fully met.• Local Authorities and Health Boards will take active responsibility towards care experienced children and young people, whatever their setting of care, so they have what they need to thrive.
What has the CSB heard so far?
<p>Multi-agency:</p> <p>A Systems Leadership Group has been established with membership across the Partnership to focus and deliver at pace on:</p> <ul style="list-style-type: none">• Children on the Edge of Care• Young People in Conflict with the Law• Trauma• Children with Disabilities• Workforce Development <p>Education:</p> <ul style="list-style-type: none">• Intensive support is planned through the provision of a Child's Plan. The provision of a Coordinated Support Plan (CSP) is being promoted and monitored robustly. Individual schools monitor trends at school level with the Virtual School and education service monitoring city wide trends to inform improvement. Mechanisms are being further bolstered through the provision of live data monitoring.• Expansion of 1140 including eligible 2s, Links Hub and 2 outdoor provisions• Health and wellbeing curriculum in schools• Summer and Easter of Play – and ongoing commitment• Priority access to after school activities in place• Links Hub collaboration with health• A review of the data has shown a gap in provision for those who require a bridge back into mainstream school or those at the edge of care. The Virtual School is being reshaped to address this vulnerability.

NHS:

- Universal and targeted monitoring of health and well being. Individualised care plans. Referral to appropriate services when needs identified to ensure they reach their optimal development and opportunity to thrive.
- Developing services that support care experienced young people aged 16-25 and where appropriate a graduated transition to adult mental health services
- Follow GIRFEC guidance across Health
- Specialist nurse for Care Experienced Children & YP monitors health, wellbeing etc and links with other multi-agency partners. There will be individualised child plan to ensure needs are met.

CSW:

- Every child has a social worker, and a Plan ensuring health and educational needs are met.
- Plans are monitored through formal review processes.
- We strive to retain children and young people in placements within Aberdeen City.

What has been committed so far?

Children's Services Plan (CSP), National Improvement Framework (NIF), GIRFEC Operational Guidance (currently under review), ELC Delivery Plans (statutory plan)

Who are the lead organisations?

Aberdeen City Council, incorporating children's social work and education.

NHS Grampian

Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient**Multi agency:**

- Systems Leadership Group work to develop and be reported to CSB
- Better understanding of Data in terms of what matters to children and young people will drive and support the planning of supports that work for those who need them.

Education:

- A need to agree a definition for those on the edge of care and identify the individuals with multi-agency partners
- Continue to review plans to ensure that children are accessing high quality full time and appropriate learning opportunities.
- Continue to reduce levels of exclusion by continuing to provide strong universal health and wellbeing arrangements and targeted supports
- Aligning SEEMiS and CSW/Health MIS system data
- Potential use of CIRCLE framework to support those with sensory/additional support needs. This obviously extends beyond those who are Looked after or on the edge of care
- Closer alignment between Craigielea/Westburn and the Virtual School

- We need the data work being progressed as part of the Family Support Model to act as that early warning system

NHS:

- Specialist Nurse for CECYP links with OOA colleagues in order to ensure initial health assessment. Virtual model has been developed through COVID enabling the assessment to be carried out by professional in the YP home board that may already have a relationship with them.
- Extension of access to Specialist Care Experience Children Nurse up to age 26 years
- CAMHS extension to age 26

Children's Social Work:

- Work required to achieve parity in service across all looked after children whether in foster placement, with kin or at home. Focus on consistent reviewing of Child's Plans for looked after at home and in kin
- Fit Like Hubs provide access to support to enable children and young people to stay at home and in the City
- In anticipation of improved digital monitoring through D365, a spreadsheet is in place to support better monitoring of Child's Plans for those looked after at home and with kin

Police:

- SPOCs of Police Sergeant Rank have been identified for all Aberdeen City Children's Homes. These Officers will be given additional support and 'Trauma Informed' training to ensure better relationships are built.
- Joint work with 'Who Cares Scotland' with a focussed participation group to build trusted relationships with CEYP to improve provided service.

1.2 Right to education

See The Promise, pages 71 to 72

What is required by Plan 21-24?

- Care experienced children and young people will receive all they need to thrive at school.
- There will be no barriers to their (CEYP) engagement with education and schools will know and cherish their care experienced pupils.
- 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.
- Care experienced young people will be actively participating in all subjects and extra-curricular activities in schools.
- The formal and informal exclusion of care experienced children from education will end.
- Schools will support and ensure care experienced young people go on to genuinely positive destinations, such as further education or employment.

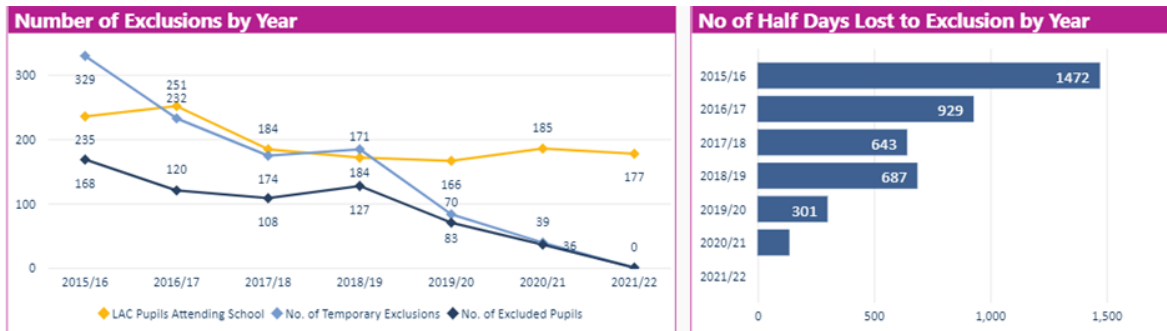
What has the CSB heard so far?

Multi-agency:

Education:

- The Virtual School is being expanded to take account of quantitative and qualitative data on current needs. This will help provide a more responsive service to children and young people.
- Power BI School profiles are being used to help track outcome trends for care experienced children and young people and this tracking will continue to inform service delivery. The service is becoming more informed by live data and this is enabling a more proactive response to need
- Mandatory training in children's rights across all schools and inclusion of children's rights in school improvement plans.
- Focus on the care experienced in improvement plans 22/23 and through internal quality improvement systems
- Mapping currently being undertaken to better understand the needs of children and young people who find it hard to engage in school in order to identify lessons learned for schools and others. We need to understand what contributed to the situation and design out the barriers but this will need a joined up and multi-agency response.
- Participation is a key measure in the primary prevention approaches being tested through use of the Education Recovery Grant. Targeted places will be held by Active Schools, in agreement with School Senior Leadership Team to offer extra-curricular activity to those who may require this as part of their package of support.
- The SPACE programme is working closely with Active Schools and the wider team to encourage schools to identify any possible barriers for those with experience of care who may not be taking part in activities
- A significant reduction in levels of exclusion (and increase in attendance for secondary pupils who are looked after) is evident in live data sets. Trends are monitored on a weekly basis with chronologies used to help identify areas for further improvement.

- Despite the drop in positive destination across the city in 2019/20, levels in our care experienced population were maintained. A new pathway planning process has been put in place to clarify roles and responsibilities in this potentially crowded space. This approach will be subject to on-going review and development.



NHS:

- School Nurses have close links with Care Experience Children specialist nurse. School nurses participate in reviews for these children. They will act on areas identified in child's plan.

CSW:

- Children's Social Work lead on the reviews of Child's Plans for all looked after children and young people.
- Pathway plans are created for young people no later than 15 years old which supports planning for positive destinations.
- Craigielea is an intensive, alternative to care provision which provides a holistic package of support to children, young people and their families where an escalating risk profile exists. A multi-professional team of social workers, teachers, family resource workers and a mental health practitioner wrap around children/young people and their family to support them to remain at home, within their communities and education provision.

NESCol:

- Collaboration with Virtual School Head Teacher (VSHT), Social Work and Widening Access Partners through regular meetings and collaboration are regular practice to ensure a smooth transition to and from College takes place.
- "Ready, Steady, Study!" Sessions are our supported transition programme and all applicants with care experience are invited to come along to at least one session to familiarise themselves with the College buildings, staff and IT platforms in advance of their course commencing.
- In February 2021, the Introduction of Our NESCol S.P.A.C.E (Student Platform for All our Care Experience) allowed the College to poll our students with care experience and find out what was important to them at College. They advised that having access to a named person was important as was a peer support group and regular updates. In April 2021 Our NESCol SPACE peer support group launched, regular quarterly Student Newsletters for those with care experience were sent out and the name contact within the Student Advice and Support Team was publicised. While this is a College Group the remit, title

and branding were chosen by students with care experience. One of whom we nominated to College Development Network as our Student of the Year in 2021. We were delighted that this student received a “highly commended” award at the National Awards in Glasgow in December 2021. The social peer support network takes place several times per academic year, to bring the regions students with care experience together to build relationships and support networks. Discussions and consultation with students with care experience, through the Our NESCol S.P.A.C.E. (ONS), helps shape both the support provision and the agenda for the Our NESCol S.P.A.C.E. program for the current Academic Year.

- Enhanced support is provided by Academic Tutors and Curriculum Managers working in liaison with the named contact within the Student Advice and Support Team ensuring that a sympathetic and bespoke support approach is adopted for all our students with care experience.
- Mental Health and Wellbeing Support is available to students via our Student Wellbeing Advisers, in-house Counselling Service provided by ACIS Student, via our online platform Togetherall and our regional partnerships with organisations such as Aberdeen Foyer. This ensures that a “timely, trauma informed, thoughtful support therapies” are available at the point of need. The Students’ Association provide information, guidance and events to support and promote health and wellbeing.
- NESCol support transitions in partnership with regional “North Forum – Widening Access” partners to ensure applicants with care experience feel supported, confident and empowered with moving into or away from College.
- New applicants with care experience coming to college for the first time are contacted via telephone by the Student Advice and Support Team to discuss and support their transition. This allows them to be in control of their transition, establish where they feel they need extra support and allow us implement support measures. In May 2022, the Student Advice and Support Team have contacted 124 new applicants* with care experience to build support plans with them to aid their transition.
- Applicants with care experience who choose to withdraw from their course who do not wish to participate in recovery planning and are facing withdrawal without a positive destination in place are offered a support appointment with SDS prior to final withdrawal to encourage a positive destination.

In 2021/22 (to date) the Student Advice and Support Team have provided the following additional support to Care Experienced Students:

- 6 Alternative Assessment Arrangements
- 74 General Support Appointments
- 12 Learning Support Appointments
- 37 Study Skills Appointments
- 24 Wellbeing Appointments
- 20 Counselling Appointments
- 7 Care Experienced Student Support Appointments
- 4 Money Management Appointments
- 2 UCAS (University Application Prep) Appointments
- 3 Estranged Student Support Appointments
- 1 Foodbank Referral Appointments
- 1 Disabled Students Allowance Support Appointments
- 12 Students were awarded a “Student Wellbeing Grant” to improve their wellbeing

- 149 Care Experienced Bursaries
- 5 FE Discretionary Grants
- 5 HE Discretionary Grants
- 136 Laptop or Wifi Devices
- [Report + Support - North East Scotland College \(nescol.ac.uk\)](https://www.nescol.ac.uk) NESCol will work with partner organisations to ensure that our “support” section is a useful resource for our Care Experienced Students.

*All college applicants, i.e. not just Aberdeen City care experienced young people

What has been committed so far?

Multi-agency:

- Attainment and Transitions Group
- Multi-agency planning to support young people on the edge of care and edge of school

Education:

- Virtual School Improvement Plan
- NIF

NESCol:

- 4 dates in the Academic Year for ONS to take place virtually. Demand and participation is tailing off, quite possibly due to a weariness with online sessions.

Who are the leads?

Education, College & Universities

Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient

Multi-agency:

- Partnership approach to improving attendance and attainment for care experienced young people
- Development of and support for employment opportunities

Education:

- Continue to review and improve based on live data through the embedding and utilisation of PowerBI

NHS:

- Progressing guaranteed interview for CECYP applying for HCSW posts
- To reinvigorate promotion of work experience placements within NHSG for CECYP

NESCol:

- Seek to increase the number of support appointments or engagements to our enrolled Care Experienced Students in 2022/23.

- Changing the format of ONS to a blend of mainly in-person sessions with 1 online session per year to encourage greater participation and feedback.
- Continue to promote the Care Experience Skills Development Scotland (SDS) pre-withdrawal appointment to encourage better awareness amongst Academic Staff and increased participation.

Police:

- The NE Division 'Pledge' is focussed on assisting CEYP with support, should they wish it, in the Local Authority they are residing. It also provides avenues of support to CEYP who wish to join the police and provides a commitment to provide a mentor throughout the probationary period. Work is ongoing to embed this pledge as a multi-agency commitment as part of our Corporate Parenting responsibilities

1.3 Relationships

See The Promise, page 63

What is required by Plan 21-24?
<ul style="list-style-type: none">• All children living in and around Scotland's 'care system' will be maintaining safe, loving relationships that are important to them.• There will be no barriers to 'contact' and children will be supported to have time with people they care about.
What has the CSB heard so far?
<p>Education:</p> <ul style="list-style-type: none">• All schools in the city are engaging with Compassionate and Connected Communities with early impact already evident in reduced levels of exclusion.• The Virtual School will have increased capacity to help provide a mechanism to support the development of positive relationships at the point of transition. <p>Children's Social Work:</p> <ul style="list-style-type: none">• All infants, children and young people who are looked-after away from home have 'contact' arrangements considered and regularly reviewed within their child's plans. This is currently an operational requirement, however, barriers remain, and we do not always deliver on this.• Direct contact with children on the child protection register continued throughout the pandemic• Face-to-face, direct contact for looked-after child has increased as Covid-19 restrictions have eased• Flexibility and extended use of digital means to maintain relationships have continued as Covid-19 restrictions have been lifted• Trauma informed, relational approaches are well embedded within children's social work and are noted to be extending across the partnership• Authority to Accommodate processes have been refreshed to have greater focus on identifying and maintaining family relationship and promote Kinship options• Former residents of Children's Homes locally able to maintain relationships with staff and other residents after they move out e.g. by being invited to join for meals, etc.• Embedding support with Digital Inclusivity for care experienced young people
What has been committed so far?
Children's Services Plan
Who are the leads?
Social Work, Education, NHS Grampian
Links, Next Steps and Assessment:
Work is underway but does not yet appear sufficient

Multi-agency:

- Workforce development required to understand the benefits and risks of keeping a child at home/with family versus the lifelong impact of removal
- Professionals across the partnership are acute to the views and voice of children their families and the relationships important to them

Education:

- Continue to review and improve based on live data

Children's Social Work:

- Ensuring children and young people are supported in their understanding and connections with important relationships to them throughout their lives and in a variety of ways considering their individual needs and stage of development
- Aspiring to place children within one-hour distance of Aberdeen.
- Working with parents across partnership to enhance contact experience for the child e.g., support to recover from their own trauma
- Enhancing skills of workers undertaking contact supervision

1.4 Brothers and Sisters

See The Promise, page 62

What is required by Plan 21-24?
<ul style="list-style-type: none">• Scotland will stop the practice of separating brothers and sisters, unless for reasons of safety.• Relationships between brothers and sisters will be cherished and protected across decision making and through the culture and values of the people who care for them.
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• The Corporate Parenting Performance and Improvement Group is reviewing a draft position statement in respect of Brothers and Sisters. <p>Children's Social Work:</p> <ul style="list-style-type: none">• There is a recognition that supporting brothers and sisters to stay together requires a national approach, however, Aberdeen City welcomed the change in legislation in The Children (Scotland) Act 2020, placing a requirement on local authorities to promote the relationships of looked after children and young people with their brothers and sisters.• Children's social work continue to work closely with our SCRA partners to provide the level of information about sibling and sibling-like relationships required to make informed decisions that maintain and promote a child's important relationships.
What has been committed so far?
<p>Aberdeen's Children's Services Plan has set an intention to build upon our commitment to delivering the aims and findings of the Independent Care Review and specifically that "<i>children stay with their brothers and sisters where possible.</i>"</p> <p>Commitment is high, however, availability and flexibility of homes for sibling groups continues to be a challenge.</p>
Who are the leads?
Children's Social Work Children's Services Board
Links, Next Steps and Assessment:
<p>Work is underway but does not yet appear sufficient</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• Reporting and analysis of the data in relation to brothers and sisters to be routinely shared at the Children's Services Board• Universal services role in the identification of brother and sisters and sibling-like relationships to support comprehensive genograms

- Working group to role out and implement position statement

Children's Social Work:

- Work required to developing consistent recording and monitoring of decisions in relation to brothers and sisters being kept together and whether their relationships are being upheld. D365 build to support baseline data gathering.
- Development of practice guidance to be clear on the implementation of the Position Statement
- Enhanced focus and support offer to kinship carers

1.5 Youth Justice

See The Promise, pages 89 to 91

What is required by Plan 21-24?

- The disproportionate criminalisation of care experienced children and young people will end.
- 16- and 17-year-olds will no longer be placed in Young Offenders Institutes for sentence or on remand.
- There will be sufficient community-based alternatives so that detention is a last resort.
- Children who do need to have their liberty restricted will be cared for in small, secure, safe, trauma-informed environments that uphold their rights.

What has the CSB heard so far?

Multi-agency:

- The multi-agency Youth Justice Improvement Group have delivered a series of Workforce knowledge sessions, focusing on the interface between Children's Rights/CEYP drawing on the principles and research informed approaches to young people in conflict with the law.
- Whole Systems Approach (WSA) interrogation of information about young people and their circumstances to create better quality information that will trigger trauma sensitive responses.
- Youth Justice Improvement Group (YJIG) Strategy and Action Plan Summer 2021 developed in line with local data profile and alignment with national policy and guidance. Care experienced young people a focus within this strategy and action plan.
- Work undertaken with COPFS to determine what information should be shared as part of Diversion from Prosecution Assessments that will support more opportunities for Diversion for care experienced young people in the case marking process.
- Age of Criminal Responsibility Act (ACRA) implementation group and information sessions delivered to the workforce. Local briefing produced along with information available on Aberdeen Protects site Age of Criminal Responsibility
- Project Charter on higher support young people, those at risk of secure care or custody developed. Multi agency team identified to progress this work.
- Improved interface with Children's Social Work and Police locally, particularly in local Children's Homes. Children's social work and Who Cares? Scotland supporting improved Police understanding of impact of trauma and care experience.
- EEI Workshop event co facilitated with CYCJ, planned for April 2022 to assess EEI pathways and create local EEI guidance.

Education:

- The Education Recovery Fund is being used to make a youth work provision available to all secondary schools. This has the potential to impact positively on this area.
- The Virtual School continues to work in partnership with colleagues in Police Scotland to address any issues or incidents related to care experienced young people in order to promote a relational approach.

- There is a lack of clarity around the early intervention supports available to support young people and these are currently being refined.

Children's Social Work:

- Refreshed Secure Care Guidance and procedure, incorporating Scottish Government's Secure Care Standards, published in January 2022. Specific focus on the voice and views of children and young people for whom secure care is being considered and promotion of refreshed CARM process and guidance.
- Higher support needs project charter developed, and team identified.
- Commissioned use of close support specialist providers, such as Includem

Police:

- 'Not at Home' Policy embedded with care establishments
- Police Scotland (PPI) are part of a short life working group which has been set up to provide written guidance on Early and Effective Intervention exploring if more CEYP can be diverted from prosecution

What has been committed so far?

6 LOIP Improvement Charters in various stages of development

Charter on jointly reported young people has progressed well. Workforce development sessions have been delivered in 2022. These have been positively evaluated and have served to increase workforce knowledge of the Jointly Reported process and has established a Single Point of Contact between SCRA and CSW.

Higher support needs charter is in development which focuses on those young people at risk of secure care (or custody).

Data from Police Scotland refined to enable more accurate assessment of numbers of care experienced young people accruing charges.

Who are the leads?

Children's Services Board

Links, Next Steps and Assessment:

Work is underway

Multi-agency:

- Age of Criminal Responsibility Implementation Group to assess the impact raising the age of criminal responsibility has.
- Consultation for the Care and Justice Bill will support a focus on local consideration of multi-agency responses when young people with known multiple complexities are being considered for support provision.
- Specific Police Scotland local Practice guidance in terms of the expected Police response to young people looked after in local children's homes should be forthcoming after a cohort of PS staff are supported to attend trauma awareness sessions.

- Project work in development between Who Cares? Scotland and Police Scotland addressing the perceptions of CEYP and impact of stereotyping which can lead to Children's Rights not being recognised.
- Developing information systems across boundaries which helps in understanding need better and recognising built in bias which discriminates against CEYP.
- Partnership awareness of and contribution to the work of the Systems Leadership Group, in particular for this section, the work of the Young People in Conflict with the Law subgroup.

Children's Social Work:

- Working with Secure Care providers to ensure that the value statement in our refreshed Secure Care guidance is consistently adhered to
- Reducing our numbers of young people in secure care by increasing use of close support specialist providers
- Work with partners to further explore options to support 16/17 year olds who are potentially facing remand/custody disposals

Police:

- Re-establish County Lines Task and Finish Group, ensuring exploited CEYP are properly supported and prevent further CCE
- Identify establishments where exploited or trafficked children can be taken to safely, avoiding Police Offices
- Working with a Charity in England who escort CEYP back to their homes to establish if this could be implemented in Scotland

1.6 Advocacy

See The Promise, pages 114 to 116

What is required by Plan 21-24?
<ul style="list-style-type: none">• All care experienced children and their families will have access to independent advocacy at all stages of their experience of care.• Advocacy provision will follow the principles set out in the promise.• Care experienced children and young people will be able to easily access child centred legal advice and representation.
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• Operationally embedded from a children and young person's perspective, however, route map for ensuring care experienced people can access lifelong advocacy unclear.• This is an issue for care experienced young people given that local arrangements for accessing legal representation have created delays in processing for some circumstances. There is a lack of specialised child rights lawyers nationally who have skills and knowledge to advocate and support children in legal proceedings. Approaches have been made to local faculty <p>Children's Social Work:</p> <ul style="list-style-type: none">• The Rights Service works closely with the local primary and secondary Advocacy Services providers (Who Cares? Scotland and Advocacy Services Aberdeen), to provide independent advocacy for those children and young people who want it at their Children's Hearing – see Independent Advocacy animation• The Rights Service provide access to independent advocacy for care experienced children, young people, and young adults in line with its remit. This includes those being cared for or living outside of the city. Those children and young people can also access other independent advocacy services, aligned to their current care arrangements• Work ongoing to improve the transition planning for young people with a disability/enduring health needs.
What has been committed to so far?
Corporate Parenting Plan in relation to Young Person's Rights Service
Who are the leads?
Local Authority, SCRA, Scottish Government, Children's Services Partnerships have key responsibility, along with advocacy and legal aid providers
Links, Next Steps and Assessment:
Work is underway but does not yet appear sufficient

Multi-agency:

- The Promise Scotland will look at scoping a national model for the provision of advocacy services to ensure independence and rigour in providing advocacy that is easily available across all care placements.
- How adult services ensure care experienced people can access lifelong advocacy unknown.

1.7 Moving on

See The Promise pages 68 and 92 to 93

What is required by Plan 21-24?

- Decisions about transitions for young care experienced people who move onto independent living or need to return to a caring environment, will be made based on individual need.
- Each young care experienced adult will experience their transition as consistent, caring, integrated and focussed on their needs, not on 'age of services' criteria
- Housing pathways for care experienced young people will include a range of affordable options that are specifically tailored to their needs and preferences.
- Youth homelessness will be eradicated.

What has the CSB heard so far?**Multi-agency:**

- Housing Support Protocol for care experienced young people signed off in 2021.
- Housing Support Worker for care leavers co located in Youth Team

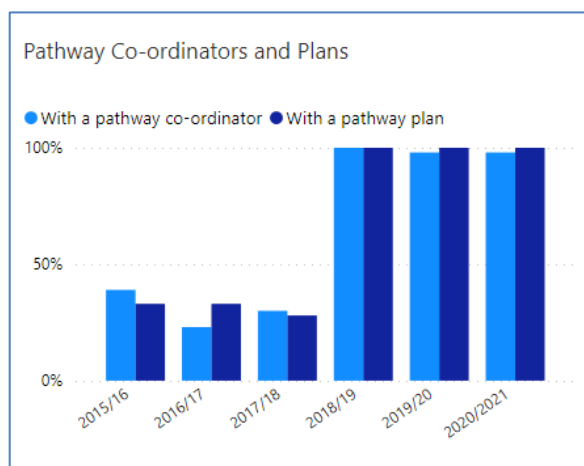
Education:

- There is a need to develop a more responsive service to act as a bridge back into community-based supports but need to tidy the community based resources through the Family Support Model
- Provision of ELC provision for children of the care experienced being promoted across the CPP. Uptake high. Roll out of PEEP universally

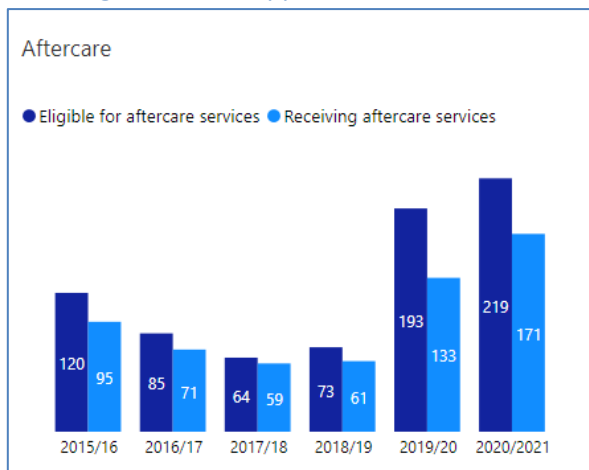
CSW:

- Continuing Care options are promoted and there is growing number of looked after young people remaining in placement on a Continuing Care basis

- Pathway Planning for a looked after young person's independence and transition into adulthood have consistently increased



- As of February 2022, there had been an increase of 52% in the number of young people receiving Aftercare Support from the Youth Team.



- There is also now a planned and structured local residential aftercare programme delivered as part of core local residential children's home support which currently supports 20 young people.

What has been committed so far?

Corporate Parenting Plan

Who are the leads?

Local Authority, Corporate Parents

Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient

- Multi-agency audit currently being completed to inform next steps
- Recognising who is vulnerable to homelessness and amending our pathways to embed better recognition and response

NHS:

- [NHSG resource development project for care experienced young people aged 17+](#)

1.8 Physical Intervention

See The Promise, pages 85 to 86

What is required by Plan 21-24?
<ul style="list-style-type: none">• All care experienced children, wherever they live, will be protected from violence and experience the safeguard of equal protection legislation.• Restraint will always be pain free, will be used rarely, and only when required to keep a child safe.• There will be well communicated and understood guidance in place that upholds children's rights and reflects equal protection legislation.• The workforce will feel supported to respond to behaviour in a trauma informed way that reflects a deep understanding of the children in their care*
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• Use of Restraint and Restrictive Practices Position Statement in development by Corporate Parenting Performance and Improvement Group <p>*See 'Supporting the workforce' section for detail on how the workforce will be supported to respond to behaviour in a trauma informed way that reflects a deep understanding of the children in their care</p> <p>Education:</p> <ul style="list-style-type: none">• A small number of fully qualified CALM trainers being put in place in education. The access to intensive theory will support a reduction in the need for a physical intervention. <p>CSW:</p> <ul style="list-style-type: none">• Restraint is not utilised within our local children's homes• Preparation of and training for kinship carers and foster carers reinforces restraint is not to be utilised and the equal protection of children and young people.
What has been committed so far?
<p>Corporate Parenting Plan</p> <p>Children's Services Plan</p> <p>Equal Protection From Assault Aberdeen City Council</p>
Who are the leads?
Corporate Parents
Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient

Multi-agency:

- Agreement and implementation of the Position Statement on Use of Restraint and Restrictive Practices
- The reporting and monitoring on the use of physical intervention across the partnership

Education:

- Awaiting national guidance on this in Education – local guidance drafted and ready to implement

Children's Social Work:

- Work with external care providers to ensure Aberdeen's ethos of care and position statement on use of restraint and restrictive practices to be developed

Police:

- Engagement has begun with national OST (Officer Safety Training) and PPCW discussing the use of restraint linking in with trauma informed training. This will include training our local OST instructors to become 'trauma informed' whilst engaging in discussions surrounding to including this in the national syllabus.

Whole Family Support

All families need support at different times of their lives and family support is a crucial emphasis for 21-24. The United Nation Convention on the Rights of the Child recognises family as the fundamental group in society and the natural environment for growth and wellbeing. Supporting families is a children's rights imperative.

'Families' means all families including families of origin, kinship, foster and adoptive families. Support will not be predicated on the setting of care.

Supporting families to stay together and thrive was an imperative before the pandemic and is of even greater import now.

2.1 Family Support

See The Promise, pages 57 to 58

What is required by Plan 21-24?

The 10 principles of intensive family support will be embedded into the practice (planning, commissioning and delivery) of all organisations that support children and their families, directly or indirectly.

- Holistic and relational
- Therapeutic
- Non-stigmatising
- Patient and persistent
- Underpinned by children's rights
- Community Based
- Responsive and timely
- Work with family assets
- Empowerment and agency
- Flexible

What has the CSB heard so far?

Multi agency:

- The Fit Like Family Wellbeing Team is a collaboration of children's services, health and voluntary sector working together to support the mental health and wellbeing needs of children, young people, and families in Aberdeen City. The Family wellbeing Team is designed to be an integrated whole system approach to change the way in which early help services support families.
- Delivery of Fit Like family wellbeing is underpinned by embracing a children's rights approach and work to develop Fit Like Hubs has been and continues to be directly informed by the voices of service users.

NHS:

- Provision of a Universal service for health visiting and school nursing promotes a holistic approach to the family with the child's needs at the centre.

What has been committed so far?

Children's Services Plan (once refreshed)

Who are the leads?

Systems Leadership Group

Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient

Multi-agency:

The establishment of the Systems Leadership Group will drive the development of holistic family support models across four key groups:

- Children with a disability
- Children exposed to the risk of trauma
- Children in conflict with the law
- Children on the edges of care

In addition to the 4 key groups, there are a further 2 focusing on Workforce Development and Request for Assistance.

Each group will take a data led approach to developing family support that ensures early and preventative support.



2a. Family Support
Model PDD_draft.doc

- Whole Family Approach / Interface with adult services and ADP
- Interface with mental health services regarding parental mental health
- Supporting Birth Parents who have had their child permanently removed
- We need to better align funding and resources (including commissioned services) across the whole partnership

Education:

- Need to improve visibility of parents who were care experienced so we can target them proactively for ELC placements

NHS:

- More focus on healthcare and the NHS, because lifelong care cannot exist if care experienced adults and young people are not included

Children's Social Work:

- Ensuring procured services delivering family support are fully aligned to the principles of intensive of family support
- The Promise Investment Project, led by Children's Social Work, intends to improve how we design and provide non-stigmatising, relational and whole family support

2.2 Peer and community support

See The Promise, page 49

What is required by Plan 21-24?
There will be a consistent, national approach to ensure there are places in every community for parents of young children to meet other local parents, to stay and play with their children, and get support and advice
What has the CSB heard so far?
We're aware of the following: <ul style="list-style-type: none">• PEEP Programme• Summer/Easter of Play• Family Time Hub (formerly Contact Centre)• Fit Like Hubs based within communities in 3 targeted areas
What has been committed so far?
Scottish Government – Family Support Delivery Group
Who are the leads?
Links, Next Steps and Assessment:
Work is underway but does not yet appear sufficient Evidence required on a routine basis from Communities and others in relation to this improvement area

2.3 Service Integration

See The Promise, chapter 3 and chapter 6

What is required by Plan 21-24?
Scotland's family support services will feel and be experienced as integrated to those who use them.
What has the CSB heard so far?
The following multi-agency partnerships are already in place: <ul style="list-style-type: none">• Child Protection Committee (CPC)• Children's Services Board (CSB)• Alcohol & Drugs Partnership (ADP)• Adult Protection Committee (APC)• Violence Against Women Partnership Of which the COG has an oversight role.
What has been committed so far?
Systems Leadership Group Health – Integrated Family Portfolio
Who are the leads?
Community Planning Partnership and affiliated other groups and boards
Links, Next Steps and Assessment:
Work is underway but does not yet appear sufficient Multi-agency: <ul style="list-style-type: none">• Multi-agency partnership interface across transitional points e.g., from children's to adult's services needs to improve• We aspire to offer family support services which as easily accessible, prevent families from having to re-tell their stories, and are experienced as integrated by all who use them• We will be data led in terms of informing the shape and design of family support• We aspire to offer multi-agency support to families through the Family Support Model which will provide early and preventable support to families• We will be looking for some direction from the national Family Support Delivery Group who are currently considering this area as part of their work programme

2.4 Family therapies

See The Promise, chapter 3

What is required by Plan 21-24?
All families will have direct and clear access to family therapies and specific support across a range of issues, so that accessing support is seen as something that a range of families may need throughout life.
What has the CSB heard so far?
Multi-agency: <ul style="list-style-type: none">• Scottish Child Interview Model (SCIM) and initial scoping around a Bairn's Hoose Model Children's Social Work: <ul style="list-style-type: none">• All residential staff trained in DDP• Theraplay training provided to kinship & foster carers.• Family Network Team offering intensive therapeutic family support
What has been committed so far?
Who are the leads?
Community Planning Partnership and affiliated other groups and boards
Links, Next Steps and Assessment:
Work is underway but does not yet appear sufficient Multi-agency: <ul style="list-style-type: none">• Trauma informed, relational approaches to be embedded across the partnership• Need to define understanding and plans for family therapies locally• Bairn's Hoose Model – aim for one stop shop for children and families accessing support

Supporting the Workforce

Children experience the 'care system' through people. Over Plan 21-24, support for people who care and continue to care if times get tough, will improve. There will be consistency of approach, values and understanding across Scotland's workforce.

3.1 Workforce Values

See The Promise chapter 5

What is required by Plan 21-24?
There will be 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.
What has the CSB heard so far?
<p>Multi-agency:</p> <p>Whilst we await further information from the Scottish Government/Promise Team about the national direction of travel the following value-based and workforce development activities have been underway:</p> <ul style="list-style-type: none">• Children's Services Board asked that Project Charter Leads to review their charters and ensure they were sufficiently ambitious and re-focused on the Promise• Despite budgetary challenges, multi-agency learning, and development leads are sighted on incorporating The Promise into learning programmes• The Youth Justice Multi Agency Group have delivered a series of Workforce knowledge sessions, focusing on the interface between Children's Rights/CEYP drawing on the principles and research informed approaches to young people in conflict with the law. <p>Education:</p> <ul style="list-style-type: none">• There are a range of self led professional learning opportunities available to all staff through our Supporting Learners CLPL Sway.• Our wider offer of training available for staff and parents has been well received and continues to be developed by Education Teams including our Educational Psychology Service.• Further training and support is required to ensure that all staff feel equipped to respond to the increasing range of needs identified following the pandemic. <p>NHS:</p> <ul style="list-style-type: none">• Well educated staff to understand the impact of adverse events on children and supporting health and wellbeing to minimise the impact.• Staff are knowledgeable and informed on legislation and discussion with parents and young people regarding legislation. <p>CSW:</p> <ul style="list-style-type: none">• CSW Learning and Development Team Leader attending and reporting back from Trauma Informed Social Work Services - Expert Advisory Group

- Safety Planning workforce development re harmful sexual behaviour and Care and Risk Management
- Development of CARM guidance, Secure Care guidance and webinars on CARM and FRAME created. [CARM - Care and Risk Management | Aberdeen City Council](#) [Secure Care | Aberdeen City Council](#)
- Training delivered is trauma informed, for example session on connection between brain development and children in conflict with the law.
- National trauma training programme promoted and utilised

NESCol:

- Corporate Parenting CPD Refresher Sessions to be implemented on a rolling program to ensure Corporate Parenting duties remain at the heart of our work with our Care Experienced Students.
- Corporate Parenting Mandatory CPD is undertaken by all new members of staff at NESCol. This includes an online course followed by a NESCol context session to ensure that all staff are aware of their responsibilities.
- Several of the Student Advice and Support Team have undertaken CPD on UNCRC with the remainder planned for the coming months. Once complete a review of services will take place to ensure best practice.

Police:

- Corporate Parenting Plan 21-24 shared with Local Area Commanders for dissemination to all officers
- An internal Microsite is being updated/amended to include more info/guidance on all things CEYP/The Promise/Corporate Parenting and the NE Division's Pledge
- A Corporate Parent Working Group for the North East has been setup to discuss the Promise and share good practice

What has been committed so far?

National value-based recruitment and workforce development framework (awaited from the Scottish Government). This will help steer direction of travel.

Who are the leads?

Scottish Government

Links, Next Steps and Assessment:

Work is underway but does not yet appear sufficient

Multi-agency:

- Project Charter Leads to report back on how their projects align, or have been refreshed to align, with The Promise
- Multi-agency Care and Risk Management workforce development sessions are being planned
- CSB has a role in ensuring that organisational learning and development departments across the partnership are picking up on implementing the Promise

- All agencies and services have a responsibility to promote cultural change to uphold the Promise and to develop a shared value-base across the partnership
- Further develop and embed trauma informed practice across the workforce and whether or systems and processes reflect such.

3.2 Trauma-informed

see the promise chapter 5

What is required by Plan 21-24?
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 trauma informed practice across their work and within their workforce.
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">National Trauma Training Programme and resources promoted to all organisations and services within the partnership <p>Education:</p> <ul style="list-style-type: none">There is universal engagement with the Compassionate and Connected Communities (CCC) programme which is key to our work to deliver on The Promise and ensure the relational approach required in our schools. <p>NHS:</p> <ul style="list-style-type: none">Promotion of national training which is available on TURAS for staff re: trauma informed care. <p>CSW:</p> <ul style="list-style-type: none">All professional staff trauma informed. <p>NESCOL:</p> <ul style="list-style-type: none">North East Scotland College have to date trained 5 members of the Student Advice and Support Team in Trauma Informed Practice.All staff members will be informed and educated on the impact and benefits of adopting a trauma informed approach to everything we do at NESCol. This will be achieved through our RESPECT Campaign in 22/23.The Safeguarding Team at NESCol accept reports from staff, students and members of the public through our Report + Support System. The Safeguarding Team will work with those who require support and external agencies as required. NESCol have supported 13 Care Experienced Students with Safeguarding Referrals in 21/22 to date. <p>Police:</p> <ul style="list-style-type: none">Trauma Informed sessions have been completed in Aberdeen City with plans for the same in Aberdeenshire and Moray. Probationers now receive an hour and a half input on being trauma informed
What has been committed so far?
North East Chief Officers Group (NE COG) plan

Who are the leads?

All organisations

Links, Next Steps and Assessment:

Work is underway

Multi-agency:

- Awaiting Scottish Government resources as outlined in Change One Programme (<https://thepromise.scot/change-programme-one-pdf.pdf> - page 52)

NHS:

- Growth of trauma champions (linking to NE Trauma Leads Network)

Children's Social Work:

- Working towards increasing staff's training levels to Trauma Skilled and Trauma Specialist

NESCOL:

- Trauma Informed Practice/A Trauma Informed Approach will be embedded into the curriculum and support functions at NESCOL through the RESPECT Campaign in 2022/23

Police:

- Implementation of Trauma Informed Champions to be embedded throughout the workforce. These Officers have been identified and training to be given over coming weeks
- Identified SPOCs for Children's Homes to be given additional Trauma informed Training to disseminate to their teams

3.3 Ongoing Relationships

see the promise chapter 5 and page 79

What is required by Plan 21-24?
<p>There will be no blanket policies or guidance that prevent the maintenance of relationships between young people and those who care for them.</p> <p>Settings of care will be able to facilitate the protection of relationships that are important to children and young people.</p>
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• On a multi-agency basis, the children's services board has not yet heard about the review of policies and guidance across the partnership in this respect <p>Children's Social Work:</p> <ul style="list-style-type: none">• Relational approaches well embedded in local residential care with many young people maintaining relationships with staff and others beyond moving on• Relational approaches embedded across fostering service via increase in continuing care numbers and relationships being sustained beyond formal arrangements
What has been committed so far?
Who are the leads?
All organisations
Links, Next Steps and Assessment:
<p>There is little work underway</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• All organisations to review policies and guidance to ensure they don't prevent the maintenance of relationships between young people and those who care for them

3.4 Workforce support

see the promise, pages 107 to 108

What is required by Plan 21-24?
A new 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.
What has the CSB heard so far?
<p>Education:</p> <ul style="list-style-type: none">Peer support networks have been established and have provided key support to those supporting pupils directly. <p>NESCOL:</p> <ul style="list-style-type: none">Queries regarding supporting young people with care experience at NESCOL can be directed to the Student Advice and Support Team named contact. Collaboration between the Support Teams and the Curriculum Teams are normal practice to ensure the best outcomes for our Care Experienced Students. <p>Children's Social Work:</p> <ul style="list-style-type: none">Staff across CSW provided with professional supervision and support recognising the complexity of the role and personal impact working intensively with children, young people and families who have experienced significant trauma has on the workforce.
What has been committed so far?
National workforce development framework (awaited from the Scottish Government). This will help steer direction of travel.
Who are the leads?
Scottish Government and all organisations involved in the care of care experienced children and young people
Links, Next Steps and Assessment:
<p>There is little work underway</p> <p>Multi-agency:</p> <ul style="list-style-type: none">The Board to be informed of workforce support arrangements in accordance with Plan 21-24 <p>NHSG:</p> <ul style="list-style-type: none">NHS Corporate Parenting Plan – needs of the workforce, raising awareness/responsibility/accountability, shared learning opportunities, professional supervision

Children's Social Work:

- To inform the board of ongoing work with P&OD in relation to recruitment and retention

Planning

There needs to be a different approach to investment and planning.

National partners have a significant role to play in ensuring a new context for funding, investment and planning.

Children and families live in local communities and use local services. It is important that their experiences and outcomes are not determined simply by which local community they live in or local service they use. Planning and investment should be nationally coordinated to ensure that children and families get what they need.

Whilst the majority of the promise relates to matters which are reserved to The Scottish Parliament, the English Independent Review of Children's Social Care has relevance in respect of cross-jurisdiction issues.

4.1 Planning

See The Promise chapter 6

What is required by Plan 21-24?

Scotland will have a national, strategic planning process in place that ensures that children who are cared for away from their family of origin 'belong to a loving home.'

The planning process will reflect the needs of Scotland's children and young people whilst operating with the expectation that more children will remain with their families.

It will reflect the principles of the promise ensuring:

- Scotland's most vulnerable children are not profited from (page 111)
- Standards of care are consistent (page 111)
- End to the selling of care placements to Local Authorities outside Scotland (page 110)
- Acute and crisis services are phased out to promote early intervention and prevention (page 111)

What has the CSB heard so far?

Multi-agency:

- Systems Leadership Group, specifically 'Edge of Care' workstream
- LOIP Balance of Care Charter
- Brothers & Sisters Position Statement
- Aim to reduce the number of out of authority placements
- Aim that where a child lives out of authority they will live within 1 hour's travelling distance of Aberdeen
- Continuing care is promoted and our numbers of young people in continuing care have increased

Children's Social Work:

- [Secure Care guidance refreshed and commitment to ethos of care within external secure care provisions](#)

- Local residential children's homes committed to relational practice and ensuring these are loving homes for children and young people whilst staying there and beyond

What has been committed so far?

LOIP, Systems Leadership Group, Children's Services Plan

Who are the leads?

Scottish Government, Community Planning Partners

Links, Next Steps and Assessment:

Work is underway but not yet sufficient

Multi-agency:

- The proposed changes to the Children's Hearing System to include 16 and 17 year olds will have implications for resource and practice locally
- The role of earlier identification of family and kinship options by universal services to be developed

4.2 Investment

See The Promise, Chapter 6; The Money; Follow The Money

What is required by Plan 21-24?
<p>Investment in the lives of children and families will be considered strategically and holistically in the context of their experiences.</p> <p>The Human and Economic Cost modelling that underpinned Follow the Money and The Money reports will be embedded into organisational and budgeting processes across Scotland. That process will have involved organisations working together to spread investment and align budgets.</p>
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• National funding has been sporadic and challenging to plan for. Some applications have been successful and we're aware of partners having been awarded recent monies under A Good Childhood (e.g. NHSG with Moray and Aberlour)• Recognise that funding in itself is not sufficient and creative reallocation of resource is required to realise improvement aims
What has been committed so far?
Who are the leads?
Scottish Government/ Community Planning Partners
Links, Next Steps and Assessment:
<p>Work is underway but not yet sufficient</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• There is a role for joined up investment and planning across the partnership• The anticipated report and learning from the 3 pilot local authorities currently undertaking Human and Economic Cost modelling will be used to inform local priorities• Proposal to invest in a Promise Lead Officer to support governance and accountability in relation to funding, amongst other areas of work• All services and partnerships will be required to contribute to the work of the Promise Lead Officer and Partnership #KeepthePromise Group

4.3 Information Sharing

see the promise, page 36

What is required by Plan 21-24?
Organisations with responsibilities towards children and families will be confident about when, where, why and how to share information with partners. Information sharing will not be a barrier to supporting children and families.
What has the CSB heard so far?
Multi-agency: <ul style="list-style-type: none">• Information Sharing Protocol for Children and Young People awaiting final sign-off. Organisations sharing information are Aberdeen City Council, Aberdeenshire Council, Moray Council, NHS Grampian, Police Scotland, Scottish Fire and Rescue Service, Scottish Ambulance Service, University of Aberdeen, Robert Gordon's University and North East Scotland College• Revised IRD process and planning for SCIM implementation• We have an established Quality Assurance Programme for multi-agency audits which monitors improvement and informs future improvement planning• COVID-19 escalated routine use of Microsoft Teams to better enable colleagues across the partnership to better support the protection and welfare of children as a result of cross-agency information sharing• In some areas the information and data sharing, monitoring and analysing is quite advanced e.g. CPC
What has been committed so far?
Multi-agency Information Sharing Protocol
Who are the leads?
Aberdeen City Council have led on the Information Sharing Protocol
Links, Next Steps and Assessment:
Work is underway but not yet sufficient Multi-agency: <ul style="list-style-type: none">• Completion and sharing of Information Sharing Protocol• Extension of revised IRD process based on Aberdeen City model across Grampian• Revision of GIRFEC guidance• The consistency and quality of data reporting, monitoring and analysing across the partnership needs to improve

Building Capacity

Over the next 3 years, there will be a focus on work that ensures that the structural underpinning of the 'care system' is orientated to the needs of children and families. This work to build capacity and coherence reflects the planned obsolescence of The Promise Scotland. It will not always be there to provide oversight and accountability and the structures need to move to ensure that the scaffolding around the 'care system' facilitates and upholds children's rights.

5.1 Legislation

See The Promise, page 112

What is required by Plan 21-24?
Over the course of the next Parliamentary term, there will be identifiable progress made towards ensuring Scotland's legislative framework around the breadth of the 'care system' is coherent and cohesive, upholds the conclusions of the Independent Care Review and is compliant with the UNCRC.
What has the CSB heard so far?
Multi-agency: <ul style="list-style-type: none">• The Children's Services Board is alert to and looks out for proposed legislative change• ACC-led response to Care and Justice Bill Consultation
What has been committed so far?
Ongoing commitment to consultation processes
Who are the leads?
Scottish Government
Links, Next Steps and Assessment:
Work is underway (Scottish Government status) Multi-agency: <ul style="list-style-type: none">• Awaiting proposed legislative changes and will respond as appropriate

5.2 Children's Hearing System

See The Promise, pages 39 to 44

What is required by Plan 21-24?
<p>The Children's Hearing System will have gone through a redesign process.</p> <p>That redesign process will bring together children and families, and organisations that hold the responsibility, to rethink the structures, processes and legislation that underpin the hearing system.</p> <p>The aim will be to ensure there are coherent, cohesive and collaborative proposals on an operating framework for The Children's Hearings System that has been designed with children and families.</p> <p>That redesign process will be underpinned by:</p> <ul style="list-style-type: none">• giving effect to the promise;• ensuring compliance with the UNCRC,• upholding the original intention of The Kilbrandon Review that children involved in offending need care and protection; and• ensuring The Children's Hearing System and The Courts can facilitate child friendly justice that upholds children's rights and enables their effective participation.
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• The Children's Services Board is alert to and looks out for proposed change• Creation of the Hearings Systems Working Group and their Issues List• Implementation of SCRA requirements around sibling assessments <p>CSW:</p> <ul style="list-style-type: none">• Local practice forum established between CSW/SCRA/CHS to identify shared learning opportunities and practice improvement
What has been committed so far?
<p>Scottish Government/CHS/SCRA</p> <p>Local interface from Area Reporter Manager</p>
Who are the leads?
<p>Scottish Government/CHS/SCRA</p>
Links, Next Steps and Assessment:
<p>Work is underway (Scottish Government status)</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• Awaiting proposed practice and legislative changes and will respond as appropriate

5.3 Inspection and Regulation

See The Promise, pages 119 to 120

What is required by Plan 21-24?
<p>A new, holistic framework for inspection and regulation that values what children and family's value, will have been scoped and developed.</p> <p>It will understand the necessary legislative change required to focus on children's experiences and will be underpinned by the principles set out in the promise and give full effect to the secure care pathway and standards.</p>
What has the CSB heard so far?
What has been committed so far?
Local interface with Link Inspector
Who are the leads?
Scottish Government, Care Inspectorate, SSSC, Audit Scotland, NHS Education for Scotland, Nursing and Midwifery Council, Association of Directors of Education Services and OFSTED
Links, Next Steps and Assessment:
<p>Work is underway but does not yet appear sufficient (Scottish Government status)</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• We are aware of the Care Inspectorate's intention to conduct thematic inspections e.g., secure care

5.4 Policy Coherence

See The Promise, page 25

What is required by Plan 21-24?
<p>There will be cohesive alignment in the policy initiatives and frameworks across Scotland. Policy development across Scotland will reflect the realities of people's lives and create a coherent policy environment.</p> <p>The focus of the 21-24 period will be on implementation and alignment not inquiries and reviews.</p>
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• Poverty action plan in place across the partnership
What has been committed so far?
Who are the leads?
Scottish Government/ COSLA
Links, Next Steps and Assessment:
<p>Work is underway but does not yet appear sufficient (Scottish Government status)</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• Work required across the partnership to create a coherent policy environment <p>Education:</p> <ul style="list-style-type: none">• Education policies all align with the UNCRC, when next reviewed they should also consider The Promise <p>CSW:</p> <ul style="list-style-type: none">• All policies and practice guidance will align to the UNCRC and The Promise

5.5 Data Mapping and Collection

See The Promise, page 114

What is required by Plan 21-24?
<p>Scotland will have a cohesive central picture of all data on the processes and systems that directly and indirectly impact on children and their families, including wider socio-structural factors.</p> <p>The data picture will have been used to fully align data systems, collection and analysis methodologies to what matters to children and families, and the needs of those who take decisions on how best to support children and their families.</p>
What has the CSB heard so far?
<p>Multi-agency:</p> <ul style="list-style-type: none">• Data challenges have been flagged• Significant time has been spent identifying available data and gaps• Better access to and sharing of data is a focus• Development of Information Sharing Protocol• LOIP project charter data routinely reported on• Corporate Parenting data set• D365 to replace existing council data systems• NHSG-led predictive analytics project in relation to mental health
What has been committed so far?
Who are the leads?
Scottish Government
Links, Next Steps and Assessment:
<p>Work is underway</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• GIRFEC data set to be developed and shared with the children's services board• Single request for assistance process being developed across the partnership• Maturing of reporting and analysing of data at the children's service board <p>Education:</p> <ul style="list-style-type: none">• Being worked on as part of the Family Support Model

5.6 Governance Structures

See The Promise chapter 6

What is required by Plan 21-24?
<p>All public appointments to any of Scotland's Boards and Public Bodies which have an impact on the 'care system' will ensure that the values of the promise are embedded in recruitment frameworks.</p> <p>The governance landscape around the various Boards, networks and groups that sit around the 'care system' will be rationalised to enable effective and accountable shared working around the lives of children and families.</p>
What has the CSB heard so far?
<p>Multi-agency:</p> <p>Principally an area of work for Scottish Government, however, locally the following work is underway:</p> <ul style="list-style-type: none">• All members of the partnership are represented at the board and all subsidiary groups and responsible for multi-agency accountability of implementation of The Promise• Representation and inclusion of individuals with care experience to Corporate Parenting Performance and Improvement Group membership <p>CSW:</p> <ul style="list-style-type: none">• Recruitment to the children's social work service has ensured a focus on the applicant's understanding of The Promise• Representation and inclusion of individuals with care experience on recruitment panels
What has been committed so far?
Who are the leads?
Scottish Government
Links, Next Steps and Assessment:
<p>Work is underway</p> <p>Multi-agency:</p> <ul style="list-style-type: none">• Awaiting proposed changes from Scottish Government and will respond as appropriate, meantime we will continue to ensure structures and appointments have regards to implementation for the Promise• Proposal to appoint to Promise Lead Officer with identified structure around the post to support reporting and accountability

The 5 Promise Foundations

What is required by Plan 21-24?

Promise Foundation - 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.

What has the Children's Services Board (CSB) heard so far?

As well as multi-agency activity, the CSB is aware of a considerable amount of single-agency activity which is supporting the implementation of Participation and Voice across the partnership.

Multi-agency activity:

The vision of our **Champions Board Plan 2021-2023** is that:

'Our care experienced children, young people and care leavers have a right to participate in decision-making about their own lives and have their voices heard'.

To achieve this, we have identified the following priorities:

- Champions will listen to and learn from the voice and experience of our children and young people,
- Champions will seek and promote opportunities to enable our children and young people to have the same life opportunities as their peers,
- Embedding a children's and young person's rights approach into services, focusing on embedding participation, protection and provision of children and young people's rights

LOIP Charters under Stretch Outcome 8 *'Child friendly city where all decision which impact on children and young people are informed by them by 2026'.*

National GIRFEC guidance under review and refreshed local guidance will reflect this. The Promise will be embedded throughout to ensure the voice and the needs of the child/young person and families is heard, valued and acted upon. Concurrently, child's plans, chronologies and criteria for universal, targeted and specialist support will be reviewed and amended as required.

The multi-agency **audit of Children with Disabilities** highlighted opportunities to learn from staff and practice at Orchardbrae School in capturing the voices of children with additional support needs.

Education:

- Building capacity in different techniques to listen to children
- starting to establish a webpage within the city site to encourage participation
- Pupil Climate Change group
- Summer of Play and Easter of Play
- Reshape of education ASN and Outreach
- Children's rights and participation in school improvement plans including the use of HGIOURS

- Young Leaders of Learning

NHS:

Project underway to understand the health needs of older CEYP (17+) as they transition into adulthood and ultimately out of care. The intent is to co-produce a resource (medium to be informed by CEYP) to meet this need, with the scope to scale up in future to offer wider interaction between CEYP and the health system. CEYP will be supported to develop work-based skills and experience during the process.

Children’s Social Work:

The Children’s Social Work Service has invested in the Mind of my Own App (MOMO). The MOMO app supports our children and young people to have a voice and for their views to be recorded accurately. It is the only digital tool that comprehensively supports Article 12 of the UNCRC. In 2021 we saw an increase to 221 Young Person Accounts and 417 Worker Accounts.

What has been committed so far?

Multi Agency:

- Corporate Parenting Plan
- Champions Board Plan

Education:

- National Improvement Framework Plan

NHS:

- NHSG Corporate Parenting Plan reflects our intent to improve how we learn from the lived experience of care experienced children and young people.

Children’s Social Work:

- Champions Board and Corporate Parenting plans have enabled development of connection and belonging across parts of specific commissioned participation
- Workforce development sessions have been delivered to introduce the multi-agency workforce to Children’s Rights via Children in Conflict with the Law and Needs not Deeds sessions.
- Aberdeen Young Person’s Rights Service will support the wider CSW service development of a feedback loop which is more effectively linked to the voice and service experience of young people.
- Rights Service Annual Report and learning plan to be progressed

NESCol:

- Corporate Parenting Plan – Full Version and Student Version
- Our NESCol Space (Student Platform for All Our Care Experienced) (**ONS**) Peer Support Group for Students and specific sessions for applicants to capture feedback and shape fit for purpose services and procedures for supporting our Care Experienced.

- Care Experience Welcome Survey to identify elements of induction where further support was required.

Who are the leads?

Children's Services Board and single agency leads

Links, Next Steps and Assessment:

Multi-agency:

- Voice and how this is being supported to be expressed across education/health systems.
- Progression and reporting of work under Child Friendly Cities - Participation, Culture, Child Friendly Services (WRAM)
- Participation scoping being undertaken by WSA lead re edges of engagement and how this could be developed support from CYCJ agreed.
- YJIG participation group formed and strategy in development
- Update to single and multi-agency training and professional development
- Progress partnership Corra funded project – supporting birth parents who have had a child permanently removed from their care. Understanding the lived experience of parents in order to inform a strategy for better support.

Education

- Narrow the focus on Looked after children
- Continue to embed HGIOURS and widen the approaches used to encourage participation and voice

Children's Social Work:

- Structural and cultural nudges required to support shift in emphasis toward day to day understanding of being participative
- Info management systems being developed to support improved uptake of MOMO

NESCol:

- Our NESCol SPACE (ONS) will move from a fully remote model in 20/21 and 21/22 to a blended approach (mainly in person) approach in 22/23 to encourage further participation in sessions to improve and increase feedback to help further shape provision.

What is required by Plan 21-24?

Promise Foundation – 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.

What has the CSB heard so far?

Multi-agency:

- UNICEF Child Friendly Cities
- Children's rights embedded in decision making of the council through the committee process and through the commissioning intentions

Education:

- Mentoring programmes in schools
- NIF Plan to committee including mandatory training in UNCRC, The Promise and the Morgan review
- Virtual School

NHS:

- NHSG single agency contribution to children's rights - comm's and action plan developed. Work in progress to embed CR's in decision making – starting with leaders in the organisation
- 'Children' one of 5 priorities within NHSG forward looking strategic plan – opportunity to raise profile, scale up and hold to account

Children's Social Work:

- [Aberdeen Young Person's Rights Service \(AYPRS\)](#) works closely with the local primary and secondary Advocacy Services providers (Who Cares? Scotland and Advocacy Services Aberdeen), to provide independent advocacy for those children and young people who want it at their Children's Hearing. The AYPRS provides access to independent advocacy for care experienced children, young people, and young adults in line with its remit. This includes those being cared for or living outside of the city. Those children and young people can also access other independent advocacy services, aligned to their current care arrangements

What has been committed so far?

UNICEF Plan to Community Planning Aberdeen through focus on the following badges:

- *Culture* - The 'vision of childhood', fundamental to a child rights-based approach (CRBA) is understood and promoted because staff know how to effectively practice and embed a child rights-based approach.
- *Cooperation & Leadership* - Leaders within and beyond the local authority understand and value the importance of incorporating children's rights, needs and views in decision-making.

- *Communications* – Comms staff and local media understand and value a child rights perspective and CFC status is regularly communicated to all members of the community (including children and young people) in a manner that is accessible and appropriate.
- *Child Friendly Services* - All services, including health, justice, social services, and others are child friendly.
- *Participating* - Children and young people's views are considered in decision making processes and there is clarity about how their participation has made an impact.
- *Place* - Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision, this will include participatory research.

Who are the leads?

Links, Next Steps and Assessment:

Education:

- Continue to develop practice in keeping with the UNCRC as outlined in school improvement plans
- Continue to improve post school transitions
- Priority to look at ASN over session 22/23 and respond to the Morgan recommendations
- Reshape of virtual school to ensure that those who are already looked after or on the edge of care have access to their full entitlements and that services (education and beyond) mould around their needs.

NHS:

- Development of NHSG strategic plan to reflect CR's at all levels of the organisation.

Children's Social Work:

- Embedding a children's and young person's rights approach into all areas of service, focusing on embedding participation, protection and provision of children and young people's rights
- Refresh or development of procedures to ensure all guidance upholds children's rights and reflects equal protection legislation

What is required by Plan 21-24?

Promise Foundation – 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.

What has the CSB heard so far?

Education:

- NIF Plan including use of recovery funding (Money Advisors for families), improved school profiles and improved tracking arrangements, work to align secondary curriculum to growth areas and curriculum alignment by August 2023.
- Provision of hardship and free school meal grants to families

NHS:

- Working on financial inclusion pathway – education for all HV's on what financial support is available
- Protocol for emergency access to formula milk for infants
- Research project to understand the acceptability of the FIP (early years) for women/parents and for health professionals. Final report about to be published.
- Income Max Pilot within health – about to be evaluated as a MSc student project.
- Pathway for emergency access to baby formula

Children's Social Work:

- Children's Social Work are committed to reducing the number of children and young people becoming looked after and have invested in a range of internal and commissioned 'edge of care' supports and services to support children remaining safely in their families e.g. Family Network Team, Includem, etc.
- For those children and young people where it is not safe for them to live with their family of origin, looked after at home support and kinship options are used more proactively to keep children within their family networks.

NESCoL:

- FE Bursary for Care Experienced Students is normally paid once every 4 weeks. To allow us to support students to manage their money and budget better, Care Experienced Student can request to receive their funding weekly, allowing them better control of their finances
- Free Sanitary Products for College Students

What has been committed so far?

Child Poverty Action plan

NIF

Who are the leads?

All partnership agencies

Links, Next Steps and Assessment:

Education

- Roll out of tracking in secondary, continued commissioning of Youth Work, Family Learning and Money advisors through SAC 2.0 and Family Wellbeing Fund
- Refocus of summer of play to those in the 6 groups most likely to be adversely impacted by poverty for 2022
- Implementation of SAC 2.0

Children's Social Work:

- Pilot of shopping cards – reduce reliance on food banks
- Cost of travel (to appointments)
- Workforce – awareness raising
- Embedding poverty into wider inequalities agenda

NESCoI

- Partnerships with Cyrenians and “Ditch Debt with Dignity” being explored to offer in-house financial wellbeing support on campus to reduce the amount of students experiencing poverty.
- Partnership with Trusell Trust allows for same access to food parcels for Care Experienced Students in need of emergency food.

What is required by Plan 21-24?

Foundation – 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 needed.

What has the CSB heard so far?

Multi-agency:

- Write right about Me (WRAM) is starting to drive a decisive shift in professional writing about children and young people. The Project has listened directly to those with care experience to understand the impact of poorly chosen language on those accessing their records and is driving a change in writing about children and young people across the partnership.

Education:

- Some of the language used to describe health and safety incidents and near misses is thought to be at odds with the language of the UNCRC and The Promise. Colleagues across the cluster are working with Health and Safety colleagues to address this whilst still meeting statutory obligations in terms of The Health and Safety Executive. It is hoped that more careful use of the language used to report near misses and incidents will help shift the narrative from ‘assault’ and ‘violence’ to trauma, dysregulation and compassion.

NESCol:

- Needs Assessment Reports and Support documents are produced in a professional and respectful manner without the use of acronyms.
- Staff members sit on the WRAM Group and will feedback good practice within the organisation.

What has been committed so far?

Who are the leads?

All partnership agencies

Links, Next Steps and Assessment:

Education:

- Monitoring of impact of Compassionate and Connected Communities and use of circle framework (mandatory training still to be agreed as part of NIF 22/23)

NHSG:

- Trauma informed workforce

Children's Social Work:

- Date and launch for change in language and acronyms
- Use of new national CP guidance chunks as a vehicle to reset and reinforce change e.g. Child Protection Planning Meeting

NESCol:

- Further revisions of Needs Assessment Questioning and Report Writing will be updated following recent and upcoming Trauma Informed CPD within the Student Advice and Support Team

What is required by Plan 21-24?

Foundation – People

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

What has the CSB heard so far?

Education:

- CCC rolled out across education
- Several LIAM trainers
- DBI (Distress brief Intervention) is currently being piloted in 4 of our Secondary Schools in partnership with CAMHS and Penumbra.
- Emotion Coaching and Emotional Literacy Support Assistant training
- 90 staff being trained in counselling skills
- Provision of counselling in secondary schools and over school holiday periods

NHS:

- All health staff have access to e-learning on trauma informed care through Turas
- All school nurses are LIAM trained.
- School nursing & Health Visiting cascade training on the Solihull approach. RGU will be training all trainee's in school nursing and health visiting in this approach.
- Peri-natal mental health team established. There are Peri-natal MH champions within health services who support staff/families.

CSW:

- Continuing Care options are promoted and there is growing number of looked after young people remaining in placement on a Continuing Care basis
- Relational approaches well embedded in local residential care with many young people maintaining relationships with staff and others beyond moving on
- Relational approaches embedded across fostering service via increase in continuing care numbers and relationships being sustained beyond formal arrangements.
- Providing staff with relational, trauma-informed training opportunities e.g. DDP, Theraplay, etc.

NESCol:

- Mental Health and Wellbeing Support is available to be triaged for our Care Experienced Students to support them to work through past or present trauma. 21/22 has seen;
- 20 Care Experienced Students be offered at least 8 weeks of in-person counselling.
- 24 Care Experienced Students attended a Mental Health and Wellbeing Appointment
- 12 Care Experience students received funds from the “Student Wellbeing Grant” initiative rolled out in January 2022.

What has been committed so far?

NIF Plan

Who are the leads?

NIF - Eleanor

Links, Next Steps and Assessment:

Multi-agency:

- Working with parents across partnership to support to recover from their own trauma

Education:

- review of impact on wellbeing of learners and planning next steps. This will aligned to SHINE survey responses and our own internal HWB survey. Time to take stock and plan in collaboration with health colleagues

Children’s Social Work:

- Ensuring children and young people are supported in their understanding and connections with important relationships to them throughout their lives and in a variety of ways considering their individual needs and stage of development
- Aspiring to place children within one-hour distance of Aberdeen.
- The workforce will feel supported to respond to behaviour in a trauma skilled and specialist way that reflects a deep understanding of the children in their care and support recovery
- Enhancement of staff wellbeing and support

NESCOI:

- The Student Advice and Support Team Managers and Student Wellbeing Advisers have undertaken Trauma Informed Practice Training in 2022.
- The RESPECT Group at NESCol will be working to embed a “Trauma Informed” approach across all curriculum and support activity as part of their 22/23 theme through awareness raising and CPD.

Tailored questioning as part of our transition support contact with new Care Experienced Applicants ensures that a trauma informed approach has been adopted.

Kymme Fraser, Children’s Services Manager, Aberdeen City Council
Amy Evans, Corporate Parenting Lead Officer, Aberdeen City Council
8 August 2022