

## UNCRC Plan

Area of focus	Actions Required	By when
<b>Leadership &amp; Commitment</b>	<ul style="list-style-type: none"> <li>• To build on training already delivered, People and Citizen Services to signpost staff to the Scottish Government developed e-Learning module '<a href="#">Introduction to Children's Rights (Stakeholder Edition)</a>'. and/or explore the need for an ACC Human Rights Learn module for all staff as part of induction arrangements.</li> <li>• To build on training already delivered, People and Citizen Services to embed UNCRC training for newly elected and re-elected Members as part of the induction process.</li> <li>• ECMT to continue to ensure that all strategic and corporate plans make explicit reference to human rights and are informed by meaningful participation.</li> <li>• Governance to review the Council Scheme of Governance, Strategy Board to review Corporate Board Terms of Reference (ToR) and all Community Planning Outcome Group Chairs to review established ToR to check compatibility with human rights legislation.</li> <li>• Policy Review Group to continue to ensure that the UNCRC and other Human Rights Legislation are fully taken account of as policies and strategies are established/refreshed.</li> <li>• Legal team to support on-going review of statutory processes in light of untested judicial processes.</li> <li>• Commercial and Procurement to ensure that commissioning processes align with statutory guidance (Part 2)</li> <li>• Continued focus on prevention and early intervention through on-going development of the Family Support Model, Future Libraries Model and Bairns Hoose as outlined in established Plans.</li> <li>• Continue to improve alignment between child and adult services as outlined in established Plans.</li> </ul>	By March 2026
<b>Participation of children and young people</b>	<ul style="list-style-type: none"> <li>• Community Planning to conclude work to develop and promote use of a 'Participation Toolkit' to help all services meaningfully engage with children and young people and keep this updated based on national best practice.</li> <li>• Children's Services Board to map established participatory opportunities in order to establish a sustainable approach that maximises meaningful participation in decision making and ensures a consistent feedback loop.</li> <li>• Children's Social Work to continue to test the 'Lundy model' to inform next steps.</li> </ul>	By December 2025
<b>Empowerment of children and young people</b>	<ul style="list-style-type: none"> <li>• ECMT to utilise digital tools to ensure that Child Friendly/Easy Read versions of new policies and plans are developed and published.</li> <li>• Corporate Communications to make use of existing platforms to promote access to Child Friendly/Easy Read information.</li> </ul>	By March 2025

	<ul style="list-style-type: none"> <li>• Corporate Communications to develop a 'Child-Friendly' webpage for sharing of relevant and accessible information for children and young people and inviting feedback.</li> <li>• Customer Feedback to evaluate how widely the national child friendly complaints process has been utilised to inform next steps.</li> </ul>	
<b>Measuring and reporting progress</b>	<ul style="list-style-type: none"> <li>• Data and Insights to continue to lead work to better illustrate 'the gap' and 'the gradient' to enable effective targeting of resources through statutory plans.</li> <li>• Children's Services Board to lead the establishment of a multi-agency request for assistance process as part of the Family Support Model.</li> <li>• Equalities Team to establish a mechanism to extract data from Integrated Impact Assessments to measure the impact of the due consideration given to children's rights.</li> <li>• Establishment of cloud-based repository to gather data and case studies to support future reporting responsibilities as detailed in <a href="#">Part 3 of the statutory guidance</a>.</li> <li>• Children's Services Board to lead development and publication of a Children's Rights report and easy read version in-line with requirements including the establishment of indicators to measure and report progress.</li> </ul>	By March 2026
<b>Children's rights budgeting</b>	<ul style="list-style-type: none"> <li>• ECMT to continue to commission Aberdeen Youth Movement to engage children and young people as part of the budget protocol.</li> <li>• Education and Lifelong Learning and Children's Social work to continue to utilise opportunities for young people to allocate funds where possible.</li> <li>• ECMT to evaluate the budget simulation tool to establish next steps with consideration given to the non-statutory guidance contained within <a href="#">'Guidance on taking a children's human rights approach'</a> (Jan 2024, Pg 18 - 22).</li> </ul>	By March 2026