

[Plan 24-30](#) (link)

Plan 24-30 builds on the five foundations (**Voice; Family; Care; People & Scaffolding**) of The Promise mirroring the structure of Plan 21-24. Aberdeen City Council, Children's Social Work; Housing & Education Services all have a contribution to make to delivering the change as set out in the Plan 24 - 30. Given our journey towards delivery of the Promise, many of the commitments are now firmly embedded in other programmes of work. The proposed ownership of each commitment is outlined below and a RAG rating applied to help Members understand our progress towards delivery of the 24-30 Plan.

Key: **Already in place and requires to be maintained**

In progress, but more to do

Not yet started.

VOICE Ensuring the voice of children, young people, their families, principal caregivers and care experienced adults is prioritised. When the <u>promise</u> is kept, voice will always be heard and no decision will be taken about lives without clear, documented evidence of views being taken into account	Documenting Decisions <i>By 2030, Scotland will have changed the language of care. Language will be easily understood, positive and not create or compound stigma.</i>	
	There will be a shared language of care and approach between services and professionals so that families are not navigating between competing standards and expectations.	The Write Right about me project stresses the importance of de-professionalising our language when writing about children. Progress is being made but a further cultural shift is required to fully embed. This will be led by Children's Social Work.
	Professionalised language will not be used to describe meetings and experiences. The words 'respite', 'placement' and 'contact' will not be used and changes will be made to stop using similar 'system language'.	
	Society and the media will be mindful of how individual care stories are talked about and publicised. Care experienced people's experiences will not be sensationalised and everyday examples of real-life scenarios will be promoted instead.	This is being taken forward through the use of a range of 'personas' in strategy documents. This will continue to be overseen by The Council Strategy Board and influence all Council Strategies and Plans.
	Scotland will understand that "language creates realities." Those with care experience will hold and own the narrative of their stories and lives.	Our work driven by the 'Write Right About Me' project focused on these outcomes. Case file reading evidences improvement. Children's Social Work Quality Assurance arrangements are in place to maintain this. This will continue to be led by Children's Social Work.
	Simple, caring language will be used in the writing of care files.	
	The workforce will be considerate and write reports in a clear, relatable way, using plain English. Reports will be written with the assumption the young person will read them later.	
	All reports and submissions to a Children's Hearing will be accurate, of high quality with all information that decision-makers require. Historical information that is not the focus of the reasons for the Hearing discussion will only be included where there is a need to provide context. Decision making in relation to any sibling separation will be accurately recorded and reviewed.	
	Listening <i>By 2030, the way Scotland listens to children, families and the workforce will look vastly different. Scotland will be better at listening, reflecting on and doing what children want and need.</i>	

	Scotland will listen to, and keep listening to, its children.	Our self-evaluation against the UNCRC evidences that good progress is being made. Continued delivery of the agreed Council wide UNCRC Delivery Plan will support the Council to continue to embed and enhance our arrangements.
	Listening will have fundamentally shifted the balance of power and will provide a basis for shared language and understanding. Active listening and engagement will be a fundamental part of how Scotland makes decisions and supports children and families.	Voice is increasingly driving Corporate Parenting Improvement Planning and is fully embedded in child protection arrangements. The Corporate Parenting Group (predominantly children's social work and education) will oversee this on-going work.
	Effort will be made to ensure that quieter voices are listened to and understood, including infants and nonverbal children and those with learning disabilities. No one will be considered 'hard to reach'. The challenges of listening to babies, infants and young children will be recognised. Trusted adults who interpret their voices and behaviours will do so with care and consideration. The overall context of their care and the assets of their parents will be actively considered.	Participation & Engagement activity continues to identify quieter voices including pre-school; those with disabilities; UASCYP. There is evidence that quieter voices are being amplified. The Corporate Parenting Group will continue to oversee this work.
	Decision-makers will listen with an expectation that what they hear will form the basis of their decisions. Listening will start with the expectation that it will lead to change.	Bright Spots activity will drive our Corporate Parenting Improvement activity and the LOOP has been established as our feedback loop. Children's Social Work will continue to oversee this work.
	The pain associated with the telling and retelling of stories will be recognised. Listening will be therapeutic and provide opportunity for healing. Children will not have to describe the most painful parts of their lives at every turn if they do not want to.	This area will, in part, be developed further through our Fairer Futures Partnership. Children's Social Work will oversee this work for those under statutory measures.
	The workforce and decision-makers will be given time and space to really listen to what children want and need. They will be supported to listen and be provided with age and stage appropriate resources with creative and thoughtful options to meet a diverse range of needs through meaningful relationships.	Bright Spots has enabled care experienced young people to articulate what is important to them and their sense of wellbeing. The Community Planning Partnership is committed to on-going and active listening. The Corporate Parenting Group will oversee this on-going work.
	Scotland will listen to care experienced children, young people and care experienced adults in the delivery, inspection and continuous improvement of services and care. Services will be creative in their listening.	

	Participation and Engagement <i>By 2030, children and families and care experienced adults will participate in decisions that affect them. Where children can no longer live with their family of origin they will be supported to understand the narrative of their lives in ways that are appropriate and have meaning for them.</i>	
	The voice of every person with care experience will be heard in their care journey.	In addition to well established arrangements to capture the voices of young people subject to statutory measures, the Bright Spots survey has enabled care experienced young people to articulate what is important to them and their sense of wellbeing. This approach will be maintained. Children's Social work will oversee this work
	Children will be appropriately involved in decision-making about their care, with all those involved properly listening and responding to what they want and need.	
	Children will be provided with all the support they need to fully participate and be heard in Hearings.	The Advocacy Service and Children's Rights Service support young people to attend hearings. This will be maintained and overseen by Children's Social Work.
	Decision making will take into account what those closest to the children report rather than relying on a professional hierarchy.	Better Hearings, Better Outcomes activity is ensuring those closest to the child and family are empowered to attend the child's hearing and share their professional assessment, Children's Social Work and SCRA will oversee this on-going work
	A concerted effort will be made to hear more from parents and wider family members with children who are on the edge of or in care.	
	Care experienced children, young people and adults will have ownership over their own stories and personal data so that they can understand and influence how their stories are shared.	Further thought is required on how to best effect this outcome. Potential solutions will be co-designed with those with lived experience. This work will be owned by Children's Social Work.
	Life story work will follow the lead of a child or young person and will not create or compound stigma.	This is currently established practice and can be evidenced. This will continue to be overseen by Children's Social Work.
	Adoptive families will be aware of their responsibility to support their children to understand their life history.	The Care Inspectorate's inspection of Adoption Services confirms full information is shared with adopters prior to placement. This will continue to be overseen by Children's Social Work.
	If a child or adult wishes to access their care records they will be properly supported through that process.	Learning from the Scottish Child Abuse Inquiry has enabled a more trauma informed

		approach to supporting adults access their care records. This will be maintained. This will be overseen by Customer Feedback.
	Intensive Family Support <i>By 2030, whatever issues families face, intensive family support will be available, proactive and characterised by 10 principles: community-based; responsive and timely; work with family assets; empowerment and agency; flexible; holistic and relational; therapeutic; non-stigmatising; patient and persistent; and underpinned by children's rights.</i>	
	<p>The purpose of intensive family support will be explicitly understood across Scotland as being to:</p> <p>(1) Keep families together and avoid children going into care wherever it is safe to do so;</p> <p>(2) Interrupt and address intergenerational cycles of trauma; and</p> <p>(3) Sustain meaningful and loving relationships.</p>	<p>Our Fit Like Hubs and the practice of commissioned services already focus on delivering these commitments.</p>
	If families require intensive support they will get it. They will not be required to fight for it.	<p>The Bairns Hoose will also help deliver against this commitment when operational later in 2025. This work is being overseen by the Child Protection Committee.</p>
	The scaffolding of the system will have shifted from managing risks and needs to supporting families to find their own solutions.	<p>The Fairer Futures Partnership (FFP) project will adopt these principles as our Family Support Model develops.</p> <p>Closer alignment of Public Protection arrangements is currently underway. This work is being overseen by the Chief Officers Group.</p>
	Holistic family support and individualised planning with the principles of 'one family one plan' wraparound support will be available for all families in and on the edges of care.	<p>This is currently in place through our Fit Like Service and Edge of Care Pilots. The FFP project will work to embed this way of working across all organisations and services.</p>
	Multi-agency partners will plan strategically for both family carers and child services, based on outcomes from aggregated individual family and child plans. This will include robust concurrency planning for carers.	<p>This will be progressed as Public Protection arrangements are more closely aligned and through the Fairer Futures Partnership work.</p>
	There will be recognition that there are some families experiencing particular issues who are much more likely to come into contact with the 'care system'. Their rights will be upheld and their needs will be met. In particular:	<p>Work is progressing and on-going to enhance our planning and responses to many of the undernoted groups including for:</p>

	<ul style="list-style-type: none"> ○ Support will be available for all families caring for disabled children and those with additional support needs. ○ Care planning (where a parent has a learning disability) must be specific and supportive, working with their assets to build on their capabilities as parents. ○ The imprisonment of those with parenting responsibilities will be prevented wherever possible. The presumption against short custodial sentences will be progressed and the needs, views and rights of children will be taken into account as part of sentencing decisions. ○ If parents are imprisoned, there will be wraparound support for families affected. Parents facing imprisonment will be supported to make plans for their children in a way that avoids emergency removal and a panicked response. ○ Criminal Courts will actively consider the impact on children and ensure proper dialogue between services for joined up planning. Where it is safe to do so, the relationship between child and parent will be supported, and children of imprisoned parents will find the experience of prison visiting is as positive and non-stigmatising as possible. ○ The imprisonment of pregnant mothers will be avoided. For mothers who are in prison at the time of giving birth, there will be support for them to care for and remain with their babies for as long as possible where it is safe to do so. They will be fully involved in all decisions about their baby and be given all the support they need to nurture. Support will follow them when they leave prison so there is a smooth transition of care. ○ Services supporting parental substance use and statutory children's services will compassionately collaborate with each other, ensuring supports are in place that holistically assess children within their families and support them to stay with families whenever it is safe to do so. Access to rehabilitation and support will be more readily available. ○ There will be no penalisation of parents who are experiencing domestic abuse and there will be a recognition that violence and abuse within the home happens across Scotland. Early, intensive and domestic abuse informed support will be available for families. There will be consistent practice across Scotland which holds perpetrators of domestic abuse to account and enables effective interventions to create opportunities for change and all children wherever they live, are protected from all forms of violence. 	<ul style="list-style-type: none"> ● Children with a disability/Additional Support Needs through the Children's Services Plan ● Working to find alternatives to imprisonment for pregnant mothers (led by Criminal Justice) ● Utilising our Bairs Hoose as an alternative location to the Court for those who are more vulnerable (led by the Child Protection Committee) ● Promoting safe sleeping arrangements and planning for parents with substance support needs (a collaboration between the Alcohol and Drugs Partnership and the Child Protection Committee) ● Continuing support to kinship and foster families through the Children's Services Plan ● The on-going roll out of Equally Safe by the Violence against Women and Girls Partnership ● A focus on domestic violence both by Homewards and as part of the Fairer Futures Partnership ● Our planned enhanced partnership with SAMH <p>This work will be further progressed through our FFP project and our Children's Services Plan.</p>
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	<ul style="list-style-type: none">○ There will be availability of services to support parents and carers' mental health at all stages of their parenting journey.○ There will be recognition that kinship, adoptive and foster families may need ongoing, intensive support. The principles for intensive family support that wrap around a family must be accessible to these families too.○ Families will not be abandoned if children are removed from their care. They will be provided with therapeutic support, advocacy and engagement in line with principles of intensive family support.	
Poverty <i>By 2030, there will have been a significant, ongoing and persistent commitment to ending poverty and mitigating its impacts for Scotland's children, young people, families, adults and communities.</i>		
Poverty will have significantly reduced.		The focus of Aberdeen City's Child Poverty Action Plan has been incorporated into the statutory Children's Services Plan . There is evidence that this approach is more impactful and this will be maintained. These commitments will also influence the next Local Outcome Improvement Plan and delivery of our agreed Locality Plans . There is a recognition that care experienced adults are among the most vulnerable to experience the impact of poverty and a range of policies and procedures are in place to provide support, for example with housing. The strength of these policies should be assessed to determine next steps. This will be overseen by our Internal Promise Board.
Universal and early help and support services for families will be supporting and assisting families sensitively where poverty is the underlying problem.		
The evidence around poverty and child neglect will have been considered and openly discussed to support all children to grow up loved, safe and respected.		
Scotland will have worked to break intergenerational cycles of trauma and the link between persistent poverty and intergenerational interaction with the 'care system'.		
Universal Family Support <i>By 2030, the commitment to early intervention and prevention will be realised through holistic support for all families that need it.</i>		
The underlying universal support system will support all families and identify those who need support. Universal services will recognise the role they play as adjacent parts of the wider scaffolding of care.		Considerable work has been undertaken to develop universal family support by the universal services and Third Sector organisations.
Scotland will support a broad understanding of the importance of the early years of parenting. Preparation for birth will give parents the opportunity to		High quality Locality Plans are in place.

	access universal attachment based parenting education to sit alongside antenatal care.	<p>There is now a need to look at how we can offer the proportionate universalism described by Marmot to ensure that there is an enhanced level of support for those most at risk of disadvantage, in order to prevent the needs identified in Locality Plans from occurring. This work will be progressed through the Future Libraries Model</p> <p>Schools will continue to develop local models of family support.</p>
	Support will be provided for all families to care and to nurture their pre-school children, beyond the provision of nursery.	
	There will have been a significant upscaling in universally accessible family support services.	
	Families will be provided with support that lasts as long as required. There will be a collective acceptance that for some families this will be a long-term commitment, extending beyond previous standard practice.	
	All communities will have supportive, universally accessible places out of the home where parents and carers can build relationships, share their parenting experiences and be supported to stay and play with their children.	
<p>Care</p> <p>Ensuring the structures of the 'care system' care and work, and children, young people, and families experiences it as positive and supportive. When <u>the promise</u> is kept, the relationships that are important to children will not be affected by their experience of care and they can keep in touch wherever it is safe to do so. When children move on from care, the support they have will not end.</p>	<p>Advocacy and Legal Advice</p> <p><i>By 2030, all children, young people and families in contact with the 'care system' and care experienced adults will have access to independent advocacy support and legal advice and representation if required.</i></p>	
	Families will be supported to understand and advocate for their rights and entitlements.	ACC Children's Rights Service is positively received by children and young people. The approach utilised is fully consistent with the UNCRC. The parameters of advocacy are made clear in the information shared with children and young people. Children's Social Work will continue to oversee this service.
	The purpose of advocacy and representation will be clear. Advocacy will not replace rights to legal representation but advocacy and legal representation will have a separate, distinct purpose.	
	Care experienced children, young people and adults will have the right and access to independent advocacy, at all stages of their experience of care and beyond. There will be no upper age limits for accessing advocacy and it will be available for as long as it is needed.	The Scottish Government are exploring the provision of life-long advocacy within the Promise Bill.
	There will be consistent advocacy standards across Scotland that are subject to inspection and regulation.	Standards require to be developed nationally.
	Independent advocacy organisations will have been commissioned to ensure that advocacy is structurally, financially and psychologically separate from statutory organisations and service providers.	Out with scope of ACC

	Groups and providers of peer advocacy will be supported to provide meaningful support to families.	
	There will be no upfront or hidden charges associated with engaging an advocacy worker.	No charges are applied to accessing local advocacy services.
	Advocacy workers will be skilled and knowledgeable about the rights and entitlements of children. Specialist advocacy workers will be available to support disabled and unaccompanied asylum-seeking children.	Local advocacy services are highly skilled and are well connected to national advocacy services for UASCYP.
	Children and their families will have a right to legal advice and representation if required. This includes unaccompanied asylum-seeking children who will have access to legal support, advice and advocacy to navigate the Home Office asylum procedures. Legal advice will also be accessible to children with additional support needs, those living in rural communities and those for whom English is a second language.	Children are already entitled to access independent legal representation. Locally there are challenges to do so given the lack of solicitors willing to accept legal aid clients. UASCYP do access independent legal advice, although need to travel to Glasgow to do so. The Asylum and Dispersal team (Housing Cluster) will oversee progress in this area.
	Lawyers will act in a way that is accessible, understandable and not overtly adversarial.	Out with scope of ACC
	Scotland will have considered the creation of an accredited legal specialism to set standards for legal professionals representing children. Those standards will uphold children's rights, understand trauma and attachment and how to operate in a setting that seeks to uphold children's wellbeing.	
	There will be ready access to legal advice and representation when aspects of the 'care system' go wrong. There will be clarity about where care experienced children and young people can turn to for legal redress. All care experienced children and young adults will have access to justice legal remedies such as appeals, reviews and judicial reviews. Access to justice will include access to legal advice for children with additional support needs, those living in rural communities and those for whom English is a second language.	Legislative change is required to deliver this.
For children and families where decisions are made alongside them	Decision Making By 2030, there will have been a culture change in key institutions responsible for decision making.	
	Decision making will be based, first and foremost, on what children and care experienced young adults need and want.	Child centric practice is core to the GIRFEC practice model and social work practice. While accepting there is always room for improvement, feedback from children and young people via the Bright Spots reflected
	The starting point for any decision will be how to best protect relationships that are important to children. Secure attachments, based on loving, consistent relationships, will be the bedrock of every decision made about children.	

	Listening and decision making will be honest and transparent so that everyone understands what has been decided and why.	positively on the connections children and young people had with their social worker. It also reflected positively on the planning for brothers and sisters. Data reporting in relation to brothers and sisters is a growing national focus. This will continue to be overseen by Children's Social Work.
	Decision making must take account of the dynamics of sibling relationships and all sibling voices must be heard. In Children's Hearings, attention must be paid to the rights of brothers and sisters to ensure that they have all the necessary legal rights to have their voice heard. That must include the notification of forthcoming Hearings about their brothers and sisters and speedy rights of appeal if required.	
For families	Family Group Decision Making and mediation will be a common part of decision making.	The concept of Family Group Decision making is being considered within the proposed Promise Bill. Children's Social Work will oversee developments in this area.
	Kinship family decision making will be supported by and characterised by family group decision making, to explore the breadth and consequences of decisions about where children should live.	
	Scotland will have challenged power dynamics within all decision making processes to achieve a balance which ensures all decisions taken are in the best interests of the child. There will be a balanced approach to decision making that primarily listens to and focuses on children and their families.	
	Family Carers can make routine parenting decisions within set guidelines without needing permission each time. Bureaucracy will not be getting in the way of day to day decision making.	Further work required to ensure there are no unintended barriers. Legal framework for the placement may impose conditions. This will be overseen by Children's Social Work.
For children and adults seeking information ownership	In order for decision-makers to make effective decisions alongside children and families, the right information will be shared at the right time and that those close to children will be heard.	Further work is required to identify the digital tools that support children, young people and key adults in their lives to have more input in terms of when and how their information is shared. Empowering the workforce who undertake direct work will need to come with planned development that supports this outcome. Our work on Write Right About Me will support delivery of this. This will be overseen by Children's Social Work.
	There will have been investment in the development of digital tools that incorporate the principle of information ownership. These will be operating at a scale that allows care experienced children, young people and adults to have control over their information and how it is shared.	
	The importance of the judgement and knowledge of the workforce who have regular, direct contact with children will be acknowledged. Those working with and alongside children will know where to report information and be confident it will be taken seriously.	
For children and families engaged in the Children's Hearings System	The principles underpinning the Children's Hearings System will be upheld and understood across Scotland's services.	Local improvement activity is driven by a Panel Liaison Group (SCRA/CHS/CSW). The change noted will however require legislative change to implement the Children's Hearings System Review findings.
	Children, young people, and families will be the focus of the whole of the Children's Hearings System and their legal rights will be upheld and respected.	
	There will have been active consideration and testing of underlying structures, so that the Children's Hearings System is best placed to truly listen and uphold	

	<p>the legal rights of children, young people, and their families in accordance with what the Independent Care Review heard. This reconsideration will have been done in an evidence- based manner. Options for change will have been piloted.</p> <p>The extension of enforcement and compulsion powers will have been tested to support parents and ensure local authorities are fulfilling their obligations to children.</p> <p>The role of volunteers in the decision making structure of Hearings will have been comprehensively assessed. There will have been a thoughtful, evidence based exploration of alternative models of decision making.</p> <p>The Children's Hearings System will have shrunk and specialised and planning will have taken place to facilitate this, including full and proper consideration of implications for the operating model—including the dependency on volunteers.</p>	
	Moving on and life long support <i>By 2030, Scotland's care experienced young people will feel safe, happy, loved and prepared as they move from childhood to adulthood and care experienced adults will be able to access help and support when they need it.</i>	
	<p>Comprehensive thematic reviews of 'transition services' will have taken place; and all those with ongoing parenting responsibility will have explained how they plan to deliver integrated services from childhood to adulthood.</p>	<p>Work is ongoing to improve the transition planning for children with complex disabilities or ASN's.</p> <p>This needs to be expanded to consider the needs of all care leavers and how they are enabled to access adult services appropriate to their needs.</p> <p>The intention to further develop a co-located multiagency Throughcare & Aftercare service will support this outcome.</p>
	<p>There will be 'no wrong doors' for care experienced people. Scotland will support young people as they enter adulthood and this support will be life long and holistic for the children, young people and care experienced adults it cares for, acting at all times like a good parent for whom it has parenting responsibility.</p>	<p>Brights Spots tell us there is more we need to do to prepare young people for life beyond care.</p> <p>We currently support young people who have moved on from a local children's home to return where possible. Capacity however can limit the extent of this offer.</p>
	<p>Scotland will support young people in becoming independent, stable and self-reliant, while also recognising there may be a need to stay or come home at times. Those under Scotland's care will have the right to return to care and will be able to access supportive services and nurturing people.</p>	<p>Aberdeen City has embraced "Staying Put" and the numbers in continuing care reflect this. However this can mean the needs of one child are prioritised over another child as</p>
	<p>Young people will be also encouraged to stay in their setting of care for as long as they need or want to. Rules, processes and culture will support that</p>	

	approach. There will be no regulatory or financial barriers for young people to stay with foster carers for as long as is required.	demand for care settings outstrips capacity. This requires to be considered across both the children's and adult system more fully.
	When young adults move on to independent living or need to return to a caring environment, all decisions will be made in their best interests and not on the strict application of age criteria.	
	Residential Care settings will be supported and resourced to keep places open for children and young people in line with 'continuing care' legislation. This will not end when children and young people do not want, and are not ready, to leave. Aftercare will be person-centred, with thoughtful planning so that there are no cliff edges out of care and support.	This is the current model and will be maintained by Children's Social Work.
	Scotland will have considered and made changes to ensure greater equity and opportunity for care experienced children, young people and adults. That includes increased opportunities for care experienced adults to access employment, training, stable housing and support.	Children's Social Work already actively support care experienced young people beyond 26. However to expand further is not possible within the current service capacity. Work is ongoing to improve our support offer to care leavers to access financial support and pathways. This will be discussed more fully as we refresh the Local Outcome Improvement Plan in 2026.
	Older care experienced people will have a right to access supportive, caring services for as long as they require them. Those services and the people who work in them, will have a primary focus on the development and maintenance of supportive relationships that help people to access what they need to thrive.	
	There will be clear communication and streamlining of the range of financial supports available to those with care experience.	
	All those with ongoing parenting responsibilities for young adults work towards a shared set of aims, values and knowledge.	
	Relationships <i>By 2030, Scotland will have broadened its understanding of risk to ensure a more holistic understanding that includes the risk of children being removed from their family and of not having loving, supportive, ongoing relationships</i>	
	There will have been a shift in focus from the risk of possible harm to the risk of not having stable, long term, loving relationships. This includes the risk to the child of removing them from their family.	Further work is required to for all partners to better appreciate the harm caused by removing children from their family. This will be overseen by the Child Protection Committee.
	Children who have been harmed through relationships have supportive relationships in order to heal.	In addition to the enhancing of the skills of Children's Social Work staff, the trauma recovery element of our Bairns Hoose will support delivery of this outcome. Our Bright Sports survey highlighted our progress to enable Social Workers to build enduring relationship with the children and young people we care for.

	All children will be supported to continue relationships that are important to them, where it is safe to do so. This includes with birth families, siblings, carers and members of the workforce.	ACC has no policies preventing the workforce from maintaining relationship. Planning processes actively support children and young people to identify who is important to them to enable these to be maintained when safe to do so. This will be maintained by Children's Social Work.
	The workforce will be able to maintain relationships with young people who leave a particular care setting and understand that as part of their role. Blanket policies that prevent the maintenance of relationships between young people who leave residential care and workers will have been removed.	
	Where families wish to maintain relationships with their children, but that contact is prevented, they will be supported to maintain their details so that they can be contacted at a later stage if the young person wishes.	Although we support a growing number of parents to maintain 'letterbox contact', capacity limits our ability to support family members to maintain current contact details which can enable contact at a later stage.
	<p>The presumption that children will stay together with their brothers and sisters, wherever it is safe to do so, will be fully implemented. The following will be in place:</p> <ul style="list-style-type: none"> ○ An expansive understanding of siblings that includes half, step and adoptive siblings and reflects children's experience of their family lives. ○ Public service planning and commissioning strategies and procurement that is attuned to the needs of brothers and sisters to promote those relationships and prevent separation. ○ Robust management processes facilitate and support good practice relating to sibling relationships and addresses any sibling estrangement. ○ High quality assessments undertaken by the social care and health workforce of the relationship needs of siblings. ○ Recording practices that reflect the value placed on sibling relationships as a right and a source of well-being. Decision making in relation to any sibling separation is accurately recorded and reviewed. 	<p>ACC has agreed a position statement that affirms our commitment to support brothers and sisters to stay together. Practice guidance supports the recording practices. Finding care for very large sibling groups is challenging.</p> <p>Where brothers and sisters are separated for safety or resource reasons then we actively plan to ensure relationships are promoted. We have supported carers to extend homes to reunite a sister with her 2 brothers. The complexity of family life can mean some children and professionals don't always know some brother & sisters. This will continue to be overseen by Children's Social Work.</p>
	There will be active consideration about the breadth of adult relationships available when a child is placed in a care setting, so that time away from home feels natural, normal and a good place to be. All short breaks will mirror those routinely in place in wider family networks (with recognised continuity of relationship), and take place in ways that do not create or compound stigma, and help children continue to feel part of the family.	Assessments of f/carers look to explore who within their extended adult relationships can support the care of children. This ensures that for a child care breaks feel natural and normal. We recognise this is not always possible. The use of IFA providers limits our influence and varies the experience for children. This will continue to be overseen by Children's Social Work.

	<p>The workforce will have time to develop, focus and reflect on relationships. As well as strengthening supportive networks and valuing the roles of varied people in children's lives. There will be increased trust in them to make meaningful connections based on instinct and judgement.</p>	<p>Staff utilise the use of genograms to understand family relationships important to children/young people. Building on this we are exploring how data held by Registrars can support building this understanding. This will continue to be overseen by Children's Social Work.</p>
	<p>Stability <i>By 2030, Scotland will have limited the number of moves that children experience and carers will be supported to continue to care.</i></p> <p>When it is not safe for children to remain at home, they will be with consistent caregivers and children will be supported to maintain relationships that are important to them.</p> <p>Children will not experience unnecessary moves and will always be in a safe, loving environment where all their needs are met.</p> <p>Scotland will have processes to learn from things not working out, to avoid children being moved multiple times and to improve the maintenance of relationships.</p> <p>If a move is unavoidable, the repair to the rupture of that relationship and the impact of any subsequent move will be well thought through. Relationships will be maintained in different capacities, if safe to do so.</p> <p>Any transition in a child's life will be limited, relational, planned and informed. Support will wrap around families and the settings of care, so that carers and families are supported, and children experience consistent, safe and loving relationships.</p> <p>Transitions will not take place in a hurry or feel like an emergency. Children will have time to collect personal items that are important to them in a way that is safe, appropriate and rights respecting.</p> <p>Everyone involved in a transition - the child, the family from which they are being removed and the family or safe, loving environment to which they are going - will have as much information as possible to help ensure the child feels safe, loved and informed.</p>	<p>Planning processes ensure key relationships are identified and maintained when children cannot remain at home.</p> <p>Data in relation to the number of moves children experience is recorded and reported. Our data tells us very few children experience 3 or more moves in a year.</p> <p>We want to further reduce the instances children move on an unplanned basis to allow for adequate preparation and planned time to be factored in so all involved are clear what is happening and how a child's needs can be best met. This will include providing the new carer/care setting full information about the child and the reasons for the move. This will continue to be overseen by Children's Social Work.</p>
	<p>Where children live <i>By 2030, fewer children and families will have interactions with the 'care system'. Where living with their family is not possible, children will stay with their brothers and sisters where safe to do so and belong to a loving home. The focus of their care will be on building childhoods underpinned by loving, consistent relationships, fun, play, education and opportunity.</i></p>	

	There will be strategic, needs based planning for children so that they are provided with warm, relational, therapeutic, safe, loving homes when they are required.	There is a national shortage of foster carers particularly carers who can care for large sibling groups. Our support to them includes provision of therapeutic training and support. This has been extended to include kinship carers. This will continue to be overseen by Children's Social Work.
	There will be sufficient availability of safe, loving homes for children removed from their families, and these must be able to accommodate sibling groups where it is safe to do so.	
For children cared for by family or friends	Children living in kinship care will get the support they need to thrive.	The support offer to kinship carers has grown in recent years. Feedback from them has been positive about the changes made. There is more we would like to do given the growing complexity of need children are presenting. Current capacity limits our ambition. Increased investment is required to provide kinship carers with the therapeutic support that equips them to meet the lifelong needs of the child they care for. This will continue to be overseen by Children's Social Work.
	Kinship is actively explored as a positive place for children to be cared for.	
	Kinship care is valued. Families will have access to the support and services needed, which is offered freely without kinship carers having to fight for it, including financial support to provide the best care.	
	Kinship carers will not need to professionalise their role in order to access support. They will be considered part of the broader workforce with access to ongoing supervision, space for reflection and support.	
For children who are adopted	Prospective adopting families will have access to all available information and will be supported to make sure children receive the best environment for them to grow up and thrive.	The Care Inspectorate's inspection of Adoption Services confirms full information is shared with adopters prior to placement. This will be maintained by Children's Social Work.
	Time and care will be taken to place children appropriately.	
	Adoptive families will receive the support and attention required to love and care for their children, particularly where the ongoing impact of trauma and broken attachment is felt by the child and the family. This includes reflective practices, supervision and peer support so that, wherever possible, adoption breakdown is avoided.	The support offer to adopters has grown in recent years, but there is more we would like to do given the growing complexity of need children are presenting. Current capacity limits our ambition. Increased investment is required to provide adopters with the therapeutic support that equips them to meet the lifelong needs of the child they care for and to recover when adoptions break down. This will continue to be overseen by Children's Social Work.
	Families who experience an adoption breakdown are supported and the impact of this is recognised.	
For children living with foster carers	Foster care is valued. Foster families will have access to the support and services needed. Foster carers are cared for and supported to care, including financial support.	Our preparation to foster training sets the context of care we expect. It also provides therapeutic training to foster carers

	Foster carers know that their primary purpose is to develop nurturing, patient, kind, compassionate, trusting and respectful relationships so that the children in their care feel loved and safe.	(Theraplay) to support them to deliver on our ethos of care. Our capacity to provide carers with support to contend with vicarious trauma is limited due to current resources & capacity. This will continue to be overseen by Children's Social Work.
	There will have been consideration of a national register for Foster Carers.	National decision required.
For children living in residential homes	Residential settings will operate with a cohesive set of values that uphold the rights of the children they are caring for. Those values will be therapeutic, recognising that children require thoughtful, supportive relationships as a basis on which to heal and develop as young adults.	The outcomes from the inspections of our Children's homes evidence an embedded practice model that reflects these expectations. We don't utilise physical restraint as a means to manage children's behaviour and distress. This will continue to be maintained by Children's Social Work.
	The needs of the children living in a residential home at the time will inform rules as opposed to a blanket set of instructions and restrictions.	
	Children and young people will have supportive, kind relationships with all staff. The residential provider will be supported in finding the right balance between having consistent core staff along with the flexibility of additional support that works for the children and young people.	
For children and young people living in secure care	The purpose, delivery and infrastructure of secure care will change. Scotland's response to the small number of children who need this level of security, care and protection will look radically different in 2030 compared to 2020. The contradictions between settings and in the overall provision of Secure Care will have been collectively addressed.	Implementation of the Reimagining Secure Care plan needs to be delivered
	Fewer children will live in Secure Care. Children will only be placed in highly restricted environments when necessary and not simply as an escalation when other interventions have failed.	National planning required.
	Planning and provision of Secure Care will reflect the needs of children in Scotland to ensure there are sufficient places for those that need them. Children will not be held in Secure Care due to inadequate community options, as there will be accessible and available alternative community-based support, aligned with the principles of intensive family support.	Locally numbers in secure care remain low however there is a national shortage of resources that can care for children with complex ASN who need a safe and contained environment.
	The underlying principle of Secure Care will be the provision of therapeutic, trauma-informed support. A range of therapeutic interventions will be available within Secure Care in Scotland and all children will receive all that they need to support healing and rehabilitation. This will include access to support for the high numbers of children who have additional support needs to achieve the highest possible standard of health.	The noted intention does not always meet the reality of the offer from secure care providers.

	Children in Secure Care will have access to education services to support and enhance their learning, rather than disrupt it.	Current practice – as evidenced via the Thematic Review and the Children's Commissioners audit. This will continue to be maintained by Children's Social Work.
	Where safe to do so, children in Secure Care will be supported to maintain good contact with their family.	
	The use of Secure Care will always uphold children's rights. Children will be involved and listened to. They will be given the chance to express their views and are told about their legal rights of appeal through a culture of care that meets their needs and helps them understand their legal protections.	
	Specific residential, therapeutic settings will be available for girls who have been sexually abused and exploited.	National planning required
	All children who have been sexually abused and exploited will have the specific, therapeutic care and support they need to recover and be kept safe. Their rights are recognised and upheld in a trauma informed way, so that their pain is not exacerbated by where they live.	Secure care providers are not always able to provide a sustainable level of therapeutic supports appropriate to the young persons needs.
	There will be greater scope to remain in Secure Care for those who have turned 18. Children leaving Secure Care will receive support. There is investment in supportive intermediate settings so that young people leaving Secure Care are able to access the support they need.	National planning required
For unaccompanied asylum-seeking children	Unaccompanied asylum-seeking children will have their rights upheld and receive the same care and support as any other child. Unaccompanied asylum seeking children will be treated as 'looked after' children and they are placed in caring, supportive settings with access to education, health services and other appropriate services as required. There are no barriers to their participation.	Already in place and being driven through our Asylum and Dispersal Plan . This will continue to be overseen by the Housing and Children's Social Work Service.
	When the age of an unaccompanied child is unclear there may be circumstances where a health assessment is required. This should only be when necessary and done so in a way that limits trauma and distress.	
	The workforce supporting asylum seeking children will understand their religious and cultural contexts. Those traditions and cultural needs will be respected by all those involved in their care to ensure their rights are upheld	
	The workforce will be alive to the issues of human trafficking. When a child is suspected of being the victim of trafficking they will be given protection.	Increased confidence in recognising human trafficking and modern slavery. This will be overseen by the Child Protection Committee
People Supporting the workforce and the system around them. When <u>the promise</u> is	Leadership <i>By 2030, there will be strong leadership across all of Scotland's workforce that models and supports the values and principles of the broader workforce.</i>	
	Values-based leadership will exist at all levels and in all settings of the 'care system'	Council leaders are committed to delivery of The Promise and ensuring the voice of

kept, people across the workforce will have the support and skills they need to do what is required of them in their day-to-day jobs and will be able to build relationships and make decisions based on listening and compassion	Strong leadership will be evident across and throughout the entire 'care system.' This leadership will support and embed the changes made to nurture and support families to stay together.	children and young people are central to our improvement journey. On the back of our Bright Spots survey we are revisiting the structure and delivery of our Champions Board. Taking account of UNCRC we are developing a shadow board to directly influence and support the strategic planning of our Children's Services Board. We recognise the extent to which local Corporate Parents have embraced the findings of the Promise is not equally shared. Reports from the Care Inspectorate recognise that a rights based approach is core to the leadership of our C/Homes. This work will continue to be driven by the Children's Services Board.
	Leaders will model an approach that encourages a culture of speaking up and recognising the judgment of the workforce. There will not be an over reliance on the confidence and leadership of individuals to go beyond boundaries. There will be a reassessment of professional guidelines and boundaries to make kind and loving behaviour the norm.	
	Leadership will value the voice and opinion of children and the workforce and will nurture a culture of appropriate information sharing.	
	Settings of care will have established a leadership culture that upholds children's rights and applies the values of care, attachment, attunement and co-regulation in day to day life.	
	Leadership will be based on a broader understanding of risk and of the importance of natural, warm human relationships.	
Recruitment & Retention <i>By 2030, Scotland will have established a new way of thinking about the workforce, from definition, learning and training and recruitment through to supervision and retention. Measures will be in place to support and enhance recruitment and retention of those who care for Scotland's children.</i>		
	There will be enough skilled and confident members of the unpaid and paid workforce to meet the needs of Scotland's children, families and care experienced adults. That workforce will be supported to develop the space within which loving care and nurturing relationships can evolve.	Establishment of the NASW agency will support to raise the profile of social work and give effect to the recommendations of the "Setting the Bar" report. Locally we have approved a Workforce Development Plan which sets out how we will support and nurture our workforce. This workforce incorporates the needs of foster carers and kinship carers. There are significant challenges recruiting to key posts – residential staff, social workers, health visitors. We also recognise challenges in relation to succession planning for senior posts. There are also challenges locally and nationally in relation to the recruitment of
	The ability of the workforce to act with care and compassion will be prioritised and they will be supported to develop the space within which loving care and nurturing relationships can develop. Barriers to that, such as workload, environmental conditions, and unnecessary bureaucratic processes, will be mitigated.	
	Anyone working alongside children, families and care experienced adults, including midwives, health visitors, family support workers and social workers, will be well resourced and supported and have sufficient capacity to care in the way the promise demands.	
	Employment conditions will allow people involved in the care of children to flourish and feel valued. This includes with respect to workload, remuneration, secure employment status and environmental conditions.	

	<p>The number and quality of kinship, foster carers, adopters and other carers available to meet the needs of sibling groups will exceed the needs of the children experiencing the 'care system'.</p>	<p>foster carers. We welcome the announcement by the SG to provide national leadership to support the drive to recruit more carers.</p> <p>We will continue to explore how technology can enable a reduction of bureaucracy and explore how flexible working can support retention and recruitment which reflect the needs of the workforce the vast majority of whom are women.</p> <p>Although many aspects will be led by Children's Social work other agencies will need to identify their own workforce needs.</p>
	<p>The workforce, including foster carers, will be recruited on the basis of their values. When things get difficult, values will be revisited both individually and organisationally.</p>	
<p>Rules, Processes & Culture</p> <p><i>By 2030, it will be clear that the primary purpose of care is to develop nurturing, kind, compassionate, trusting and respectful relationships so that children feel safe and loved. Relational practice with children and families is valued and every care setting facilitates a relationship-based approach. Rules and regulations that get in the way of this will have been removed and the workforce will have been trained and supported to be attuned to children's physical and emotional states.</i></p>		
	<p>It will have been acknowledged that the previous system of rules and safeguards did not serve children well. Children's safety means having real, loving, and consistent relationships, which will be prioritised over rules and processes that fail to keep children safe.</p>	<p>Feedback from the Bright Spots Report highlights the extent of the relational practice being delivered by Children's Social Work. We know that we need to build on this to go further.</p> <p>The induction and support provided to care staff and carers reinforces our ethos of care which emphasise respectful, kind and loving relationships. We have empowered those with day to day care of children to make the decisions about children visiting friends in the manner we would expect any parent to do.</p> <p>The understanding of risk needs to be broadened across our workforce. Some still see risk narrowly resulting in a push for crisis interventions which fail to take full cognisance of the context and background of children, young people and their families. We recognise a sense of anxiousness some in</p>
	<p>Scotland will have broadened its understanding of risk. Risk will be contextualised with the differentiation between risk associated with crisis and risk associated with other behaviours.</p>	
	<p>Children will be included in a meaningful loving way within their foster family without barriers. Rules and regulations support children to be fully included with the life of their foster carers.</p>	
	<p>There will be no structural, systemic or cultural barriers, including regulatory barriers, for children and young people to have regular, positive experiences. For example, staying over at a friend's house, going on holiday or having a relationship.</p>	
	<p>Every care setting will facilitate a relationship-based approach and the workforce will have received appropriate support and training to work in this way alongside children and families.</p>	
	<p>Children will not be further stigmatised, and any rules that do so .</p>	
	<p>There will have been a reassessment of professional guidelines and boundaries to make kind and loving behaviour the norm. All caregivers will know that their primary purpose is to develop nurturing, patient, kind,</p>	

	<p>compassionate, trusting and respectful relationships so that children in their care feel loved and safe.</p> <p>The workforce will have a different conception of risk taking, where risk taking is seen as a normal part of care. This shift in mindset will be underpinned by developing the confidence of the workforce.</p> <p>There is support for the workforce to bring their whole selves to their work, to have a strong understanding of themselves, and to act in a way that feels natural and not impeded by a professional construct. Scotland will support and resource the workforce to put theory into good practice by supporting and building relationships with children.</p> <p>The workforce is supported and trusted to make sensible, thoughtful, caring judgments. Sometimes carers will make decisions to not allow a child or young person to do something. This will be understood as a normal part of growing up and will not need to be explained within the language of professional risk assessments. It is understood that those decisions come out of and are based on a relationship of trust, respect and love.</p> <p>A strong 'national values framework' will be in place for all of Scotland's workforce. These values will be multidisciplinary, and fundamental for people who work with children in any capacity including all those with ongoing parenting responsibilities for young adults.</p> <p>All of Scotland's institutions, organisations, national bodies and Local Authorities are aware of, understand and fully implement all their parenting responsibilities.</p>	<p>our workforce hold about "getting it wrong". We know we need to further support and empower our workforce to be autonomous and confident.</p> <p>We want to continue to reduce the need for crisis intervention and move to more planned responses that take account of the child and relevant adults voices. This will be driven by Children's Social Work, but all partners have a role in overseeing the change required.</p> <p>As a local authority we fully recognise our parenting responsibilities however also appreciate that the understanding of our workforce is variable. A revamped online module as well as the Promise Award scheme continues to support improvement.</p> <p>More broadly a National Response is required from national organisations.</p>
	<p>Workforce Support</p> <p><i>By 2030, Scotland's workforce will be able to provide the loving and attentive care all children, young people, families and care experienced adults need. There will be a recognition that the workforce includes anyone involved in the care and/or support of children, young people, families and care experienced adults. Children and young people will thrive and feel loved because the workforce is nurtured and supported to create a sense of home, family, friends, community, and belonging for those they care for.</i></p>	
For the workforce	<p>All those working with and alongside care experienced children, young people and adults will be supported to create a rights respecting environment where children feel they can raise concerns and complaints and receive comments and feedback.</p> <p>All members of the workforce will experience reflection, supervision and structured support, which will be recognised as an essential part of practice.</p> <p>Feedback will be a routine component of development.</p>	<p>The professional training and development of CSW is grounded in rights based approaches. Staff can access development opportunities to further embed the UNCRC into practice. All CSW receive regular professional supervision. We prioritise development support to our team managers to enhance</p>

	There will be recognition that Scotland's workforce includes survivors of trauma. Those with lived experience will be supported to be part of the workforce so that they can nurture their instinct to contribute whilst also acknowledging the pain that may come from their involvement.	their knowledge and skills to deliver reflective supervision to better meet the needs and resilience of the workforce. As a partnership we will continue to develop our capacity to learn from experiences where practice could have been improved as well as incorporating feedback.
	Support for the workforce will be available, effective, flexible and regular. It will ensure the workforce will be: <ul style="list-style-type: none"> ○ Present and emotionally available to the children in their care. ○ Able to work autonomously so that they can make decisions that are natural and thoughtful, and given the tools to exercise effective judgement. ○ Supported to care for children who have had deeply troubling experiences. 	Professional supervision is also offered to health visitors. We are aware that other professions don't offer "supervision" but do provide enhanced support to key staff whose role requires them to support and plan young people who have experienced early life trauma.
Kinship carers and foster carers will be recognised as part of the broader workforce. In particular, they will:	Be confident that they will receive the support they need to care for children and young people in their care. That will mirror the principles of intensive family support so that care is supported, encouraged and resourced to maintain lasting relationships with children, young people and care experienced adults.	We value the contribution and role made by foster carers and kinship carers. Our preparation and support to f/carers training sets the context of care we expect. It also provides therapeutic training (Theraplay) to f/carers to support them deliver on our ethos of care. F/carers have a supervising social worker who (who have access to DDP training) provide supervision to f/carers and space for them to reflect on the role they are undertaking and the impact of this role on them. Our capacity to provide specialist support to f/carers who have experienced vicarious trauma is limited due to current resources & capacity. We have worked with partners to enhance our support offer to kinship cares. There remains room for improvement but this enhanced support has been well received. Included in this is developing our relationship with CAMHS and the role of Psychologist Assistant within the team. Kinship carers have
	Take breaks. Like all families, carers will have opportunities for babysitting and short breaks, so that they, and the children and young people they care for, can benefit from time away. Short breaks will support children and young people to continue to be part of the family.	
	Be supported and have ongoing supervision and time for reflection to prevent overwhelm. This includes recognition that foster carers may experience secondary trauma whilst supporting children and young people with their own trauma.	
	Learning and training will have been redesigned to ensure the workforce is well supported and confident to work across disciplines and alongside different types of carers and professionals. This redesign will mean that:	
	The way Scotland cares is underpinned by the guiding principle of attachment and is informed, responsive and reflective about the nature and impact of trauma.	
	Role-appropriate access to initial and lifelong learning is provided, focusing on attachment theory, trauma-responsive care, wellbeing, and children's rights.	

		access to the same training and development opportunities as f/carers.
	Everyone involved in the Children's Hearings System, including legal representatives, is properly trained in the impact of trauma, childhood development, neurodiversity and children's rights.	National response required
	Gaps in workforce training in sectors, such as education, justice and health, have been addressed.	
	Child development is part of essential foundation learning for anyone working with children.	Child development forms a key part of our L&D offer for staff and carers it is also central to recognising and understanding the impact of trauma. We recognise that there is more we can do to enhance the emotional competence and resilience of carers and there is a role for multi-agency professionals to contribute to this. We will, as capacity allows, review our support offer to all carers based on their needs and our data
	There has been active consideration of the development of multidisciplinary foundation learning for a range of professionals, covering basic principles of human development and children's rights.	
	There are clear learning pathways at all levels of the workforce to foster self-awareness, emotional competency and human connection through relationships. This encourages joint learning through informal education, mentoring, coaching and support networks, as well as opportunities for shared reflective practice.	
For children, young people and care experienced adults	Reflective practice for the workforce (coaching, mentoring, and supervision) will include things that matter to children, including how loved they feel, how their rights are upheld and how stigma is being reduced. This will emphasise support for the worker and their relationship with the child over evaluation of performance.	We recognise there is more to be done to support the workforce to develop their capacity to deliver reflective practice. We are providing training to managers to develop their capacity and confidence.
	Care experienced adults will feel supported through their lives and will not experience barriers to this support because of challenges with the workforce.	Many of our care experienced adults choose to remain in contact with our service beyond 26 years of age. We would want to build on this but capacity limits the extent of this offer.
Scaffolding The ways in which the 'care system' relates to, and is dependent on, other systems and structures that although may be considered as separate, often have a significant impact on lives. This includes organisations and	Data & Information <i>By 2030, Scotland will be taking a different approach to how it collects data and information.</i>	
	Scotland will be collecting data that shows what matters to children, young people and care experienced adults rather than data that only matters to the system.	We want to build on the learning from our participation in the Brights Sports programme. We want to explore how this can be repeated on a planned basis going forward.
	Improvements will have been made to how data is used in decision-making. Those who collect data will proactively listen to the experiences of children, young people, families, and care experienced adults, and those who support them, and that information will be treated as valuable evidence. Data will enable holistic support instead of being a barrier to that support.	

sectors that may not consider themselves directly related to children and families, but on which the work to #KeepThePromise is dependent. When <u>the promise</u> is kept, care experienced children and adults will be people first and foremost and will not have to be defined by their care experience in every service and support they have.	The data Scotland collects will be of high quality and as close to complete as possible. Common gaps, such as a lack of equalities information, information on brothers and sisters, and data on adoption breakdowns will be addressed. Data on the extent and reasons for adoption breakdown must be collected, which must follow the experience of children whose adoption has broken down, recognising the prevalence of and impact on late teens and early adulthood.	A review of the data will be undertaken to ensure we actively address any gaps. As capacity allows we will make adjustments to D365 to enable reporting. Data needs to be collated for more than reporting reasons but how they are used to actively inform service planning and design. Opening this data up to the broader workforce will support our use of the data.
	Incomplete data will no longer be a barrier to data linkage or use. Data will be joined up, allowing people and organisations to see entire journeys and changes over time. Joined up data will also improve accountability for outcomes instead of just activities or inputs.	
	The workforce will be supported to capture and use data and information on experiences and relationships in addition to outputs and outcomes. They will have the capacity and skills to use this high quality, holistic data in decision making and not just in reporting and research.	
	Services will be designed on the basis of need - backed by diverse, strong data and evidence - rather than on an acceptance of how the system has always operated.	
	Education <i>By 2030, schools and educational establishments in Scotland will be ambitious for care experienced children and young people and ensure they have all they need to thrive, recognising they may experience difficulties associated with their life story.</i>	
For children and young people, including those at risk of, or experiencing, seclusion or exclusion:	All barriers for young people who have had parenting responsibility to continue their education will have been removed. They will be supported to enter education at any age.	This area is not a known areas of vulnerability, but will be explored to test the strength of current arrangements. This will be owned by the Education Service.
	They will be entitled to repeat year funding (if they are required to repeat a year), and year round funding to include the holiday period.	
	Children and young people will have opportunities for mentoring support throughout school, college and university	Thought to be already in place, but the strength of arrangements should be evaluated by the Children's Services Board.
	Students will be prevented from getting into significant debt and universities and colleges will act on their responsibilities.	This will be flagged to Further and Higher Education Partners
	The formal and informal exclusion of care experienced children from school will have ended. Care experienced children will not be excluded from education or find their timetable has been reduced to such an extent they are denied their right to education	The exclusion of care experienced young people has reduced significantly, however there are still occasions and this will remain an area of focus and be overseen by Education.
	Where children's educational experience has been disrupted it will be understood that some children may require additional or different support to	ABZ Campus, curricular work at school level and our Edge of Care Pilots continue to

	realise their potential. Learning pathways will be accessible and promoted to all with appropriate funding routes to build a diverse workforce.	prioritise this area. This will continue to be overseen by the Education Service.
	Schools will not exacerbate trauma of children by imposing consequences for challenging behaviour that are restrictive, humiliating and stigmatising. This includes seclusion or restraint and can include certain use of behaviour reward systems. Seclusion is not an acceptable part of trauma informed care.	Updated guidance on seclusion and restraint, in keeping with national guidance has been issued to all schools. Implementation of the guidance and quality assurance checks are on-going. Updated national guidance on consequences is anticipated and will be responded to positively. This will continue to be overseen by the Education Service.
For schools and educational institutions:	The workforce will be properly supported and resourced to step in to put theory into good practice by supporting and building relationships with care experienced children and young people.	Training and development opportunities are in place, for example adoption of CIRCLE and delivery of Maybo training. A Behaviour Plan, agreed with Trade Unions is in place. arrangements will continue to be kept under review and strengthened by the Education Service within allocated budgets.
	Schools will ensure that pupils and parents understand 'care experience' as part of their communities and as another type of family.	
	There will be engagement from the broader workforce around children and young people's educational attainment, achievement and sustained positive destinations.	Attainment is already overseen by the Children's Services Board. This will be maintained.
	Schools and Local Authorities will be doing everything required to support children to build positive relationships at school and maintain attendance, engagement and learning in a meaningful and supportive way.	This is a focus of the education service. Attendance of those with care experience is trending upwards. This will be maintained by the education service.
	Teachers and school staff must be supported to be aware of the issues facing care experienced pupils so they can best engage and encourage them.	Work on our Fairer Futures Partnership will help amplify work in this area.
	Schools and educational institutions will support care experienced children and young people to receive all they are entitled to, via the consistent application of legal requirements.	Practice complies with current legislative framework. This will be maintained by the education service.
	Governance <i>By 2030, governance arrangements around the 'care system' will be fully established. The rights of children, young people and their families, and care experienced adults will be placed at the centre, complexity will have reduced, and accountability mechanisms will be in place. The resetting public services report sets out five principles that should be built into a reset of how Scotland's public services are governed to keep the promise:</i>	
1. Leadership to improve lives	Leaders will state a conscious commitment to improve the lives of care experienced people	Leadership through Community Planning is already in place. these areas will be taken

	How leaders will improve the lives of care experienced children and families will be built into their objectives.	into the refresh of the LOIP and associated Children's Services Plan in 2026.
	Leaders will be held to account for their part in partnership working and their contribution to care experienced people's lives	
2. Bespoke frontline services:	Services will give space to understand the unique lives of children, young people and their families and will protect long-term relationships.	This is already in place through for example our Fit Like Hubs and Edge of Care Pilots. This work will now be mainstreamed through the development of our Family Support Model.
	Staff will be empowered to do what will improve lives.	
3. Sharpen accountability for outcomes	Scottish Government and COSLA will agree an accountability framework for keeping the promise at a national level.	Promise Progress Framework has been agreed and adopted by the Children's Services Board.
	Data will focus on outcomes	
	The reporting burden on public bodies will be minimised.	
	Public bodies and partnerships will be held to account for their collective contribution.	
	Scrutiny bodies will prioritise what matters to children, young people and their families.	
4. Focus money on prevention and link it to outcomes		National Response required.
5. Simplifying public services and streamline scrutiny and inspection.		National Response required.
	Health By 2030, all children, young people, families and care experienced adults will have access to all the physical and mental health support they need, including thoughtful, trauma informed therapies.	Information has been shared with Health colleagues to enable an initial self-assessment to be completed.
	Scotland will stop creating extra, stigmatising processes for children and young people simply because they are care experienced.	
	All children and young people will have access to regular check-ups, such as dentist and health appointments.	
	The workforce, and in particular family carers, will know that they have a role in supporting children and young people to have good overall health including dental, physical, mental and sexual. That must be done through caring,	

	nurturing relationships that model good habits and a healthy approach to life (Pg 89).	
	The model for mental health support for children in care will operate effectively. Access to timely, appropriate therapies will be available to, but not limited to, those who have experience of care.	
	Children and young people will not require a significant mental health diagnosis to be able to access support. Scotland will have a range of timely, trauma-informed, and thoughtful support (mental health) therapies available to those that require it, regardless of diagnosis.	
	There will be timely access to mental health support before crisis point, to avoid hospitalisation. This will be available as long as it is needed and available for children who are in hospital so that services and families can plan for return to the community.	
	There will be appropriate and sufficient provision of inpatient (mental health) services for children across Scotland.	
	There will be criteria-free, community-based access to therapies that do not stigmatise, but instead help and support children, young people, families, and care experienced adults to work through difficulties they are facing.	
	There will be greater availability of family therapy, for all families (kinship, foster, adoptive, family of origin) so that accessing support is not stigmatised, but seen as something that a range of families may require throughout their lives. This includes services to support parents and carers' mental health at all stages of their parenting journey.	
	There will be effective and flexible collaboration between services supporting adult mental health and statutory children's services.	
	Scotland will recognise its responsibilities to those who have spent significant time in hospital through the decisions of the State and ensure they are properly supported to access all they need. Support will be continuous and ensure services and families can plan for a return to the community.	
	Justice <i>By 2030, Scotland will have developed a more progressive, rights-based youth justice approach that builds on the Kilbrandon principles and makes them a reality for all.</i>	National Response required. At a local level work is progressing to mitigate the criminalisation of care experienced young people. The extent of this is limited without national change.
	Care experienced children and young people will not be criminalised.	
	Children who have often experienced the failures of the state in the provision of their care will not be locked up.	
	The workforce will be supported to behave and treat children in a relational way, rather than procedural and process driven.	

	<p>The totality of children's cases will be dealt with in environments that uphold their rights and allows them to effectively participate in proceedings. It will have been accepted that traditional criminal courts are not settings in which children's rights can be upheld and where they can be heard and alternative approaches will have been developed.</p> <p>When children and young people are before the courts on offence grounds, they will be dealt with in a way that is appropriate, proportionate, age-sensitive, trauma-informed and responsive .</p> <p>More efforts will have been made to keep children within the Children's Hearings System. If cases are tried in formal criminal courts, disposal (for the vast majority of offences) will occur within the Children's Hearings System.</p> <p>The minimum age of criminal responsibility will be in line with the most progressive global Governments.</p>	National Response required.
	<p>16 and 17-year-olds will be accommodated within Secure Care rather than Young Offenders Institutions and the prison estate, including children who are on remand and who have been sentenced</p>	Legislative change provides for this.
	<p>Young people who turn 18 while in Secure Care will not be automatically transferred to a Young Offenders Institution.</p>	National Response required.
	<p>Children will only go to Secure Care when all other options have been fully explored and for the shortest possible time.</p>	National Response required.
	<p>Secure Care will be small, secure, safe and trauma informed that upholds the totality of children's rights.</p>	National Response required.
	Legislation By 2030, Scotland will have a clear legislative, enabling environment that keeps the promise.	
	<p>Legislation will be in place that supports families to stay together wherever safe to do so, that protects and allows relationships to flourish and children to thrive and that enables care experienced adults to access lifelong support</p>	National Response required.
	<p>A strong legal framework will be in place that acknowledges, protects and promotes brother and sister relationships in and on the edges of care. Those legal protections will include the right to time together, meaningful participation in decision making about their relationships and clear, simple rights to appeal</p>	
	<p>There will have been full consideration of the legislative environment that governs data to ensure Scotland is able to measure and collect what it needs to ensure it understands what is happening and how services are working.</p>	
	<p>The UNCRC will be the bedrock upon which all legislation is based to ensure that children's rights are upheld as a matter of course</p>	
	Money & Commissioning	

<p><i>By 2030, Scotland will be taking a different approach to how it invests in children and families. Children in Scotland will not feel the monetisation of their care and the money Scotland spends on its 'care system' will be invested in effective services that meet the needs of its children, young people, families and care experienced adults.</i></p>		
<p>Prevention will be the primary focus of services and therefore also of investment. Acute and crisis services will be phased out. An approach to systematically disinvest in the services and processes that are no longer meeting need will be in place to ensure funding is available for investment.</p>		<p>At local level our investment in services like Fit Like and the Fairer Futures Partnership focus on preventative support. How we transition to lessen the demand for crisis and intensive support models of family support needs careful planning to mitigate unintended consequences including harm to children and young people.</p>
<p>There will be no place for profiting in how Scotland cares for its children. Scotland will be avoiding the monetisation of the care of children and the marketisation of care will be prevented. Regulatory bodies will scrutinise any presence of profit to ensure that funds are properly directed to the care and support of children.</p>		<p>National Response required.</p>
<p>Services within the 'care system' will not profit from care. Any presence of surplus funds generated within any part of the 'care system' will be directed to the care and support of children and young people. There will no longer be targets associated with adopting children and young people, including financial and profit based targets. Processes of regulation, scrutiny and commissioning will support the removal of profit from the care system.</p>		
<p>Strategic planning will reflect the needs of children in local authorities and the challenges in the management of places and sustainability of settings of care will have been discussed and addressed.</p>		<p>Changes required to approach of Scotland Excel who deliver large commissioning contracts. These currently feel weighted to the needs of the provider over the needs of the young person.</p>
<p>Services will have changed according to need to get away from a systemisation of care. A process to identify investment and disinvestment opportunities across the whole system will have been undertaken with a strategic approach to funding embedded into organisational and budgeting processes across Scotland in place. That process will have involved organisations working together to align and pool budgets to enable investment. There will have been a decisive shift in emphasis towards early intervention and prevention across all services. As the number of children and families requiring a service reduces, the service will become obsolete or be refined so that it meets current and future need.</p>		<p>National Response required.</p>

	Children and their families' voices will be heard and taken into account when Scotland commissions services so that they are the centre of decision-making. The views and voices of people who services work alongside will be actively involved and included in the work to shape, create and evaluate them.	The voice of children, young people and families currently influence commissioning activity however we recognise more could be done to enhance their voices.
	Scotland will ensure public service planning, commissioning strategies and procurement are attuned to the needs of brothers and sisters to promote those relationships and prevent separation.	
	When services are meeting standards and making a positive impact, ensuring stability will be key to funding decisions. Longer-term commissioning, grant programmes and contracts will be the norm, rather than the exception.	Changes to procurement legislation required as well as amendment to ACC's procurement processes if longer term funding is made available to the Local Authority.
	Commissioning of services for children and families will not be undertaken on a 'cost and volume' basis, but instead will be based on principles that underpin relational working and longer-term partnerships, breaking down silos, systems and organisational interests. Levels of payment will not determine where and who are the best people to care for a child.	Changes to current Scot Excel contractual arrangements required
	Wherever in the best interest of the child, and when it reflects their needs and wishes, the focus of caring for Scotland's children and young people must remain the responsibility of Local Authorities in Scotland, and children and young people will remain within their communities.	Aberdeen City is committed to supporting children to remain within their family network where it is safe to do so. Where this is not the case then it is hoped children and young people can remain close to their family, friends and community. To enable this to happen it will require health, educational and care services that can meet their needs. There are service gaps in all of these areas which does mean that children are at times placed out with the City. For some children given their unique needs there will also be instances when we will need to access resources out with the local authority areas.
	It will be widely acknowledged that accepting children and young people from outside Scotland is a breach of their fundamental human rights. As such, Scotland will no longer sell care placements to Local Authorities outside of Scotland.	National Response required.
	Rights By 2030, Scotland will respect, uphold, champion and defend the rights of children and recognise that their rights are most often realised through relationships with loving, attentive caregivers.	

	The United Nations Convention on the Rights of the Child (UNCRC) will be fully incorporated and upheld.	We welcome the incorporation of the UNCRC into Scots Law and have been proactive in planning for its implementation. We also recognise the parameters of this remain unclear. The professional training and development of Children's Social Work staff is grounded in rights based approaches. Staff can access Learning and development opportunities to further embed the UNCRC into practice.
	If children are removed from their families, their rights will be upheld as a minimum standard for their care. There will be a culture of care in place where the whole of the workforce respects, upholds, champions and defends the rights of children for whom they are responsible.	
	Children and carers will have access to information about their rights and entitlements at any point in their journey of care.	
	All children and young people, whatever their educational setting, will learn about their rights in a developmentally appropriate way.	Already in place and being overseen by the Education Service.
	The system will revolve around the rights of the child so their health, education and right to play are never compromised by contact with the 'care system'.	Thought to be in place across the Local Authority, but will be taken into the Children's Services Board for robust testing of our self assessment.
	Scotland will be upholding the rights of the child in a way that does not reinforce a focus on policy, process and procedure but supports the ability of children and those around them to connect and develop relationships and cultures that uphold their rights as a matter of course .	
	There will be a universal, commonly understood, definition of care experience as it relates to rights and entitlements and it will reflect the ongoing responsibility to those affected, recognising that parents seek to provide care and support for their children beyond the age of 18.	The SG are consulting on this as part of the Promise Bill.
	Scotland will have ensured current definitions that act as the access point for rights and entitlements are inclusive enough to benefit all young people for whom Scotland has had parenting responsibility and whose family life has been disrupted by the decisions of the State.	
	The system will recognise and mitigate the impact that failure to provide for the needs of vulnerable adults, through the social security system, access to services and support, has on their ability to care and provide nurturing, loving relationships.	National response required.
For children at risk of or who may experience restraint:	Scotland will be a nation that does not use restraint on its children unless the only option is to ensure their safety. and in those cases will always follow a model which focuses on co-regulation, so that the workforce reflects on their responses. The right of children to be protected from violence is the primary consideration.	Restraint is not utilised in Aberdeen City's care settings. We do however place children in other care settings where restraint is utilised. Clearer guidance is required from the Care Inspectorate as to the recording and reporting of such instances but more critically how children are supported to make sense of such experiences. We are active members of
	Scotland will have created environments which actively reduces the likelihood of restraint which is as important as responding appropriately to individual children in crisis.	

	<p>Settings of care will have established a leadership culture that upholds children's rights and applies the values of care, attachment, attunement and co-regulation in day to day life. The workforce will be nurtured and supported, recognising that children may exhibit challenging behaviours that may at times make them feel scared.</p> <p>All restraints and use of seclusion will be recorded and reported so Scotland understands its use and monitor progress towards its cessation. Reports will reflect what children and the workforce say about their experience of restraint and prioritise a full understanding of the impact of restraint not only on just one child but on others living and working in a location where restraint takes place.</p>	<p>SPRAG ensuring learning and influence at a national level.</p> <p>We know that restraint of care experienced young people occurs in other settings i.e. schools, hospitals and through police contact. Procedures, in keeping with national guidance are in place across our schools.</p> <p>Scotland requires clearer guidance on the recording and reporting of such instances.</p>
	<p>Scrutiny & Inspection</p> <p>By 2030, Scotland will have undertaken a complete overhaul of regulation and scrutiny that centres on listening to children about how they are cared for, their ability to flourish and thrive and that measures the things that matters to them.</p>	
For the workforce:	<p>The way that services for children are inspected and the way the workforce is regulated and supported will have been altered and reoriented to uphold relationships so children feel loved, safe and respected.</p>	<p>These changes will be led at a national level by inspection and regulatory bodies</p>
	<p>There will have been significant decluttering and streamlining of professional codes, procedures and processes with a clear focus on enabling relationships—above anything else.</p>	
	<p>There will be established, consistent care standards across all providers, subject to independent scrutiny and accreditation that values what children and families value.</p>	
	<p>There will be consistency across all regulators, which will align the evidence base to avoid duplication and ensure shared values and focus between those with inspection responsibility.</p>	
	<p>Accreditation to provide services will follow the application of Scotland wide, core standards and principles. All those providing care will comply with Scotland's agreed and stated ambition for care.</p>	
	<p>The Care Inspectorate, the SSSC and other regulators will have come together to create a new, holistic framework that values what children value. The framework will apply to the entirety of care journeys, including 'aftercare' and advocacy services, focused on children's experiences and their ability to find and sustain safe and nurturing relationships. The rights of children will be at the heart of this framework, so that all services, settings and professionals understand that it is their responsibility to uphold and promote children's rights.</p>	
	<p>There will be meaningful involvement and collaboration between the Care Inspectorate, the SSSC and regulators across prisons, education and the third</p>	

	sector to ensure all professionals share a language of care and support to uphold the rights and relationships so important to children.	
	Inspection processes will support organisational reflective practice and continuous improvement. There will be a collaborative and appreciative enquiry approach to the inspection of services.	
	Inspectors will take a person-centred approach that values and understands relationship-based practice and will be skilled at working with providers.	
	System analysis will form part of inspection, providing clarity about processes in relation to the overall commissioning of services and how that impacts on delivery.	
	Scotland's services will have time collectively to reflect on and understand learning from all Significant Case Reviews.	
	Professional regulation and fitness to practice regimes will reflect the value of workforce relationships with children. Investigations into alleged misconduct will seek to uphold not only compliance with policy and procedure but the overall ethos of care and importance of cherishing relationships with children.	
For children and young people:	Regulation and scrutiny will focus on listening and ensuring that children and young people feel loved, safe, and respected, and that families and care experienced adults feel supported.	
	Children's voices and their experiences will be the focus of inspection and investigation processes. There will be significant emphasis on listening and responding to what they are reporting about service and professional provision.	
	Inspection and investigation processes will have integrated meaningful participation methodologies into how they assess the quality of services and understand how to listen, present and collate the voices of children into the inspection process.	
	Inspection in settings where children live will focus on the children's experience of the relationships and will be led primarily by what children say and how they feel they are being cared for.	
	When 'young inspectors' are used as part of inspection processes they will receive significant support and training.	