

The Promise



the promise



What is The Promise?

The Promise is responsible for driving the work of change demanded by the findings of the Independent Care Review.

It works with all kinds of organisations to support shifts in policy, practice and culture so Scotland can **#KeepThePromise** it made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, able to realise their full potential.

Independent Care Review

Seven reports:

1. the promise
2. the pinky promise
3. the plan
4. the money
5. follow the money
6. the rules
7. thank you



Infographics of the Five Foundations and all the calls to action are available here on the **Care Review website**. The Promise will publish sector specific briefings to help organisations understand the change needed.



Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focused on children and those they trust.



Where children are safe in their families and feel loved they must stay – and families must be given support together to nurture that love and overcome the difficulties that get in the way.



Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed.

Realising this shift requires:



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



Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.



These are the five foundations that underpin #KeepThePromise

The 5 Foundations

#KeepThePromise Timeline





#KeepThePromise

October 2020

#KeepThePromise

After reading this document and taking time to think about what your organisation could do over the coming years to **#KeepThePromise**, you might settle on something along the lines of what follows.



What it might look like for your organisation to #KeepThePromise

Organisations will appoint Promise Keepers, who will have responsibility to make sure we have the systems, processes, culture and practices in place to #KeepThePromise and that we are measuring ourselves against what matters to the children and families we support.

The Promise Keepers will work with all colleagues in all teams to develop then oversee the implementation of a set of actions for our whole organisation to take in furtherance of The Promise.

This will include but not be limited to the following:

- Participation will be embedded in all interactions with children and families in and on the edge of care to ensure that they are meaningfully involved in all decisions about their lives.
- We will invest in advocacy services to make sure that all children and families have access to independent advocacy.

Plan 21-24

Date of publication: 31 March 2021



For Scotland to #KeepThePromise it will mean that love is no longer the casualty of the 'care system,' but the value around which it operates. There will be deliberate, persistent attention to upholding safe, loving relationships that are important to children and young people.

Wherever safe to do so, Scotland will make sure children stay with their families and families will be actively supported to stay together. The wider structural and social inequalities that impact families' abilities to stay together and to thrive will be tackled so that no child or family in Scotland is left behind.

Children, young people and their families will be listened to, respected, involved and heard in every decision that affects them. Where children and families need additional or intensive support, it will be given in timescales which meet the needs of the child. The workforce will be supported to provide the support children and their families need to flourish. Care will be re-orientated and (the 'system') decluttered to create a sustainable approach, that upholds and cherishes relationships.

This is immediate and urgent work - what can change now must change now. It also needs broad and deep work that engenders long lasting change, so that there is never a need for another Care Review. For all that change to be made and importantly felt and kept, it will be done within the remaining nine-year timeline.

Year One, the transition year, is now complete.

The Promise 21 - 24

Five Priority Areas

A good childhood



Whole family support



Planning



Supporting the workforce



Building capacity



Actions

- Support
- A right to an education
- Relationships
- Brothers and Sisters
- Youth Justice
- Advocacy
- Moving on
- Physical Intervention



- Family Support
- Peer and Community Support
- Service Integration
- Family Therapies



- Planning
- Investment
- Information sharing



- Workforce Values
- Trauma-informed
- Relationships
- Workforce support



- Legislation
- Children's Hearing System
- Inspection and Regulation
- Policy Coherence
- Data Mapping and Collection
- Governance Structures



The Fundamentals



What matters to children and families



Listening



Poverty



Children's Rights



Language

Plan 21 - 24

The Fundamentals



What matters to children and families

At all stages in the process of change, what matters to children and families must be the focus. Organisations will be able to demonstrate that they are operating from their perspective rather than the perspective internal to the 'system'.



Listening

Organisations that have responsibilities towards care experienced children and families, and those on the edge of care will be able to demonstrate that they are embedding what they have heard from children and families into the work that they are doing to #KeepThePromise.



Poverty

Scotland will have made consistent improvement in reducing poverty, in line with the definitions and targets in the Child Poverty (Scotland) Act 2017. Organisations will be able to demonstrate how they are ensuring that they play their part in mitigating the impacts of poverty.



Children's Rights

Organisations that have responsibilities towards care experienced children will be able to demonstrate that their rights under the UNCRC are being consistently upheld.



Language

Organisations that have responsibilities towards care experienced children and young people will be able to demonstrate that they are embedding destigmatising language and practices across the way they work.



Redesigning care

It won't happen if:

- Attempts are made to transform services in silos, rather than as a whole.
- Presume all the answers exist now.
- Don't continue to engage children, young people and families fully.
- Try to fix system pressures as opposed to facilitating change that can be experienced by those living in the communities being served.

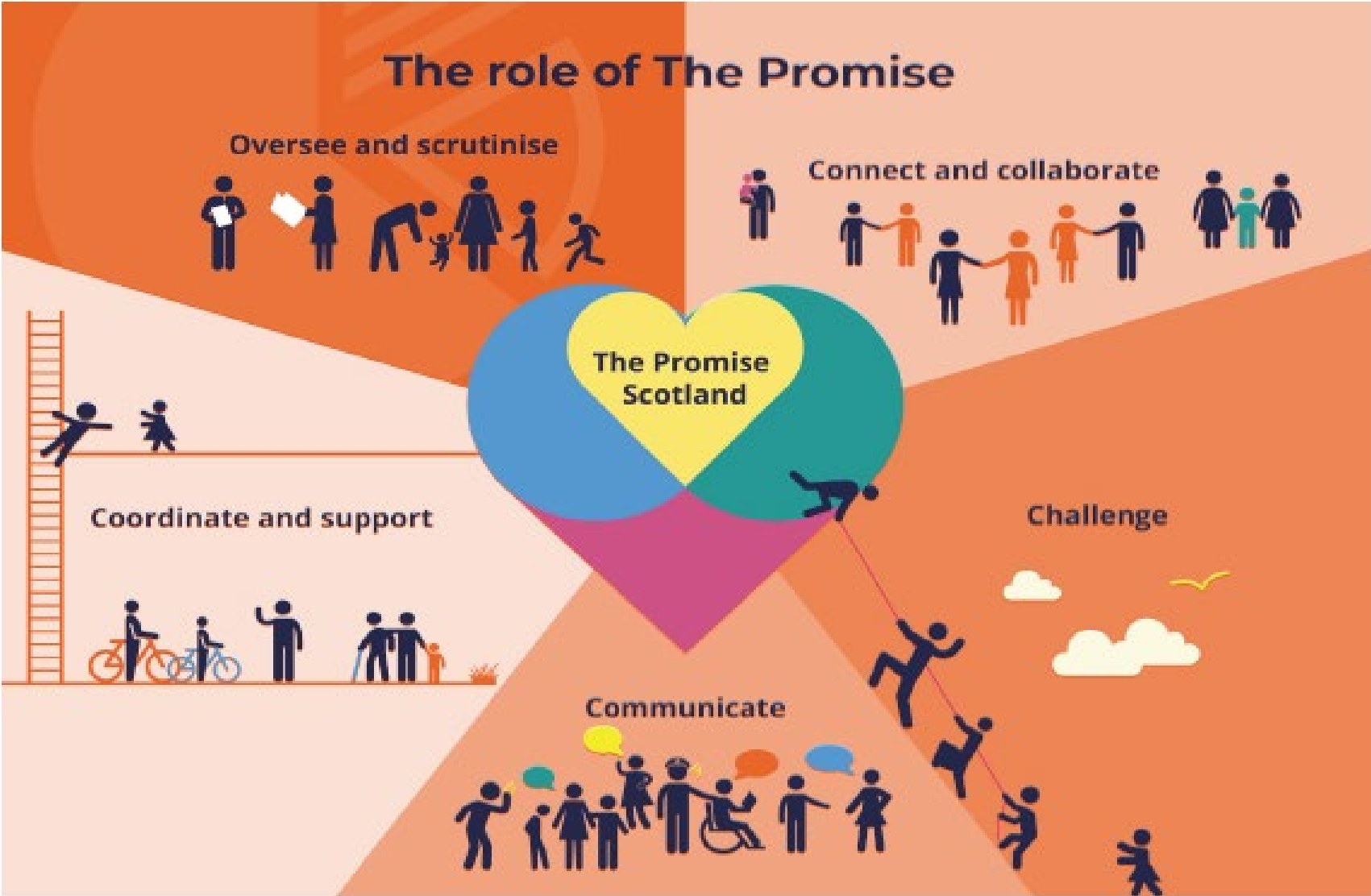
What do we need locally?

- * Governance – Corporately and Service Specific -
Locally defined roles and responsibilities
- * *Local Oversight Boards will track the change in their local area across all stakeholders and report to local structures (such as elected members)
- * * Involvement and engagement with Children, Young People, Parents/Carers
- * Communication - Awareness raising
- * Identify Stakeholders
- * Identify Priorities (some we know already and others mandated) - Business analysis
- * Promise Champions/Promise Keepers

Where are we now?

- * Steering Group – Chaired by Alison Sutherland
- * Promise Group – Chaired by Alison and currently identifying membership
- * Programme Initiation document completed
- * Identifying priorities and areas of good practice
- * Working with the national ‘Promise Team’
- * Draft Plan Communications Plan and Stakeholder analysis completed

Plan 21-24: The Role of The Promise Scotland





What can you do?

- *Interested in joining the workstream?
- *Have ideas/views/suggestions?
- *Want to be part of a focus group?
- *Look out for briefings/information/social media posts
- *Ongoing updates & lots of further information