

The Promise Improvement Actions

1. **South Ayrshire's workforce and commissioned services will have a comprehensive understanding of the promise including how to embed the promise values in their approach**
 - South Ayrshire will recruit 3 new promise staff members for 1 year. The new recruits will sit within South Ayrshires Champions Board team and will ensure the voices of those with lived experience are at the very heart of all Promise activity.
 - 6-monthly elected members' briefings will be delivered by South Ayrshire's Promise team and Champions Board ensuring young people with care experience have a pivotal role in designing and delivering the briefings.
 - Promise information sessions and bespoke workshops will be delivered across teams and services including all relevant commissioned services those with lived experience of care will play a major role in designing and delivering all promise sessions target 1,000 participants over 12 months
 - By December 2021 Promise resources including local publications workshop materials and briefing notes will be readily accessible on South Ayrshires intranet.
 - The workforce will be updated on our implementation of the promise through regular communications and briefings
 - The Promise branding will be adopted across South Ayrshire
 - South Ayrshires Parenting Promise will align with The Promise and will hold and monitor the impact of all of South Ayrshires promise actions (September 2021- 2024)

2. Services and provision will be designed on the basis of need and with clear data, rather than on an acceptance of how the system has always operated.

- South Ayrshire will improve the quality and completeness of its data and consider the potential of data linkage to improve accountability for outcomes rather than inputs alone. We will do this by working with The Promise Data for Children Collaborative towards developing data that is:
 - Focused on whole life stories
 - Has a wide understanding of all impacts and their fit
 - Flexible, adaptive and interlinked
 - That has a use beyond reporting
 - Looks for impact
 - Focused on avoiding costs occurring
 - Aims to improve

3. Decisions made across South Ayrshire are underpinned by Children's rights and there will be well communicated and understood guidance in place that upholds children's rights and reflects equal protection legislation.

- Introduce Children's Rights training as essential for all SAC Staff to include training on completing Children's rights impact assessments as part of Equality Impact Assessment process
- South Ayrshire will recognise that children's rights are most often realised through relationships with loving, attentive caregivers

4. Trauma informed and nurture approaches are standard and widespread practice across South Ayrshire

- Expand existing nurture and trauma informed training as part of a rights-based package and include training around care-based language

5. South Ayrshire recognises that ‘language creates realities’ those with care experience must hold and own the narrative of their own lives

- Information will be written in care-based language to ensure it is easily understood positive and non-stigmatising to children and families.
- When there are times when statutory language needs to be used, this will be done sparingly and will be explained clearly to children and their families.
- South Ayrshire will stop using the word ‘respite’ and rethink the nature of short breaks.
- Simple, caring language will be used in the writing of care files.

6. 10 principles of intensive family support are embedded into the practice (planning, commissioning and delivery) across all of South Ayrshire’s directorates and commissioned services

- The 10 principles of intensive family support will be reflected in the planning, commissioning and evaluation of all support provided for children and their families
- South Ayrshire will incorporate ‘quality of relationships’ into local commissioning and monitoring frameworks as standard
- We will build on whole family support models introduced by South Ayrshire Alcohol and Drugs Partnership to include intensive family support principles and integrate the work of the Alcohol and Drugs partnership with our Promise activity.

7. There must be significant, ongoing and persistent commitment to ending poverty and mitigating its impacts for South Ayrshires children, families and communities.

- We will recognise 'Care' as a protected characteristic (and map out the implications of this across services)
- We will aim to secure free travel for care leavers and those with care experience (in line with young carers)
- Explore free community based Wi-Fi for Ayr North and Glendoune
- We will strengthen the relationship between South Ayrshires child poverty activity and our Children's Health Care and Justice Services

8. South Ayrshire must support the workforce to contribute to a broader understanding of risk. South Ayrshire must understand, through its people and structures, the risk of children not having loving supportive relationships and regular childhood and teenage experiences.

- The Signs of Safety philosophy and approach is adopted across Children's Health Care and Justice Services and informs a Family Centred Council and Health and Social Care Partnership approach
- We will align broadening our understanding of risk to our Child Protection activity
- There will be no blanket policies or guidance within South Ayrshire that prevents the maintenance of relationships between young people and those who care for them
- Settings of care will be able to facilitate the protection of relationships that are important to children and young people

9. A framework of support will be in place to ensure people involved in the care of care experienced children and young people feel valued, encouraged and have supportive relationships for reflection with high quality supervision and environmental conditions.

- South Ayrshire Health and Social Care partnership will establish a standard for supervision which incorporates a range of approaches including coaching, action learning sets and peer mentoring
- Supervision approaches will nurture our workforce to behave and treat children in a way that is relational rather than procedural and process driven.

10. Care experienced children and young people will receive all they need to thrive at school. There will be no barriers to their engagement with education and schools will know and cherish their care experienced pupils.

- All South Ayrshire School Improvement Plans will value and recognise the needs of their care experienced pupils with robust tracking of attendance and attainment so that support can be given early.
- Care experienced young people actively participate in all subjects and extra-curricular activities in schools.
- The formal and informal exclusion of care experienced children from South Ayrshires Schools will end.
- South Ayrshire Schools will support and ensure care experienced young people go on to genuinely positive destinations, such as further education or employment.