

Evidencing Progress and Change: A View from Falkirk's Promise Implementation Team

On the 31st of October, we had a session with leaders from across the council, led by Mike Richardson from the National Development Team for Inclusion. Mike introduced the logic model and demonstrated how it can be used using two live examples of recruitment and retention and implementation of the UNCRC. Mike spoke of the importance of being on top of your data to make you stay on track and that you have the most accurate and up-to-date picture on which to identify problems and make decisions.

Having oversight of what the data is telling you also helps to identify what the root causes of the problem are and gain new insights into this. You can then answer questions like:

- Who is affected by the problem?
- To what extent?
- Where is it most prevalent?
- Age/Gender/ Ethnicity

Being able to answer some of the above questions then enables services to target their interventions.

With system change requiring behaviour change, we then discussed what's needed for behaviour change and what options we need to give people in order to improve their outcomes.

Another important lesson from Mike was that uncovering something that isn't working isn't failure it's learning! It's about the next steps taken to remedy the problems that are important.

Using the logic model, we then looked at real-life examples that some of the services are dealing with right now. We then thought about Impact-what we want to happen-what we are committed to doing and thinking about how we will know when we get there.

We are also currently using the Promise Mapping Tool given to us by our local Promise Delivery Partner, which looks at the priority area of supporting the workforce for Plan 21-24. This first wave of responses will enable us to form a baseline of activity from which to measure our progress. The mapping tool looks at 4 key areas of Workforce Values, Trauma Informed, Ongoing Relationships and Workforce Support. We have amended and incorporated this tool into our Corporate Parenting work to capture related Promise activity from across the partnership.

From here we have conducted a thematic analysis of all responses so far and used this to inform our Corporate Parenting priorities moving forward.