

Appendix A – COSLA update on The Promise

<b>A Good Childhood</b>			
	<b>What is required by Plan 21 – 24?</b>	<b>How COSLA is progressing this work</b>	<b>The Promise Scotland's Assessment of Scotland's progress</b>
Support	Every child that is 'in care' in Scotland will have access to intensive support that ensures their educational and health needs are fully met. Local Authorities and Health Boards will take active responsibility towards care experienced children and young people, whatever their setting of care, so they have what they need to thrive.	The Children and Young People's Mental Health and Wellbeing Joint Delivery Board, co-chaired by COSLA and Scottish Government has hosted a workshop to help ensure work progressed across the breadth of its remit aligns to the promise. A specific workstream has been established, reporting to the board, looking at pathways and services for Mental Health support for 'vulnerable' children and young people, aligned to the work of the promise. This group has not yet made recommendations.	Work is underway but does not yet appear sufficient.
A Right to Education	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.	Local authorities received £11.6m through the Scottish Attainment Challenge (SAC) Funding specifically for Care Experienced Children and Young People in 2021/21. COSLA are working closely with the Scottish Government on the shape of SAC Funding from 2022 and have been clear there has been value from this the specific status of the CECYP funding stream to date.  COSLA are members of the Supporting Young People Development Board which is looking at scaling up mentoring and leadership programmes, including the additional funding from the Scottish Government to	Work is underway but does not yet appear sufficient.

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		support a wider rollout of the MCR Pathways programme.	
Relationships	All children living in and around Scotland's 'care system' will be maintaining safe, loving relationships that are important to them.	COSLA is part of the ' <a href="#">Brothers and Sisters' practice guidance</a> working group, chaired by CELCIS. Following publication in September, officers will continue to support throughout implementation and changing practice.	Work is underway but does not yet appear sufficient.
Brothers & Sisters	Scotland will stop the practice of separating brothers and sisters, unless for reasons of safety.		Work is underway but does not yet appear sufficient.
Youth Justice	The disproportionate criminalisation of care experienced children and young people will end. 16- and 17-year-olds will no longer be placed in Young Offenders Institutes for sentence or on remand. There will be sufficient community-based alternatives so that detention is a last resort. Children who do need to have their liberty restricted will be cared for in small, secure, safe, trauma-informed environments that uphold their rights.	COSLA co-chair the Secure Care Group alongside the Scottish Government. Discussions have taken place with the Scottish Government on reform of the secure estate which includes consideration of approaches to ensure that 16-17 year olds are no longer incarcerated in young offenders institutions. Consideration is also being given to wider reform of the secure care estate and the role of secure care in providing safe environments taking into account funding and commissioning models.	Work is underway.

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<p>Moving On</p>	<p>Decisions about transitions for young care experienced people who move onto independent living or need to return to a caring environment, will be made based on individual need. Housing pathways for care experienced young people will include a range of affordable options that are specifically tailored to their needs and preferences. Youth homelessness experienced by young care experienced people will be eradicated and they will have no need for any emergency provision or for rough sleeping because options are available and planned.</p>	<p>Youth Homelessness Prevention Pathway has been published (March 2021) – SG lead with Rock Trust. <a href="https://www.awayhomescotland.org/wp-content/uploads/sites/13/2021/03/YHPP-for-All-Young-People-1.pdf">https://www.awayhomescotland.org/wp-content/uploads/sites/13/2021/03/YHPP-for-All-Young-People-1.pdf</a> (p17 specifically on Care Experienced Young People).</p> <p>There is strong support in place to help young people navigate their future learning and employment options. Scottish Government has in 2021/22 increased their resourcing to the Developing the Young Workforce, notably by increasing the number of DYW support workers in schools. In parallel, the SG has made a significant investment in its Young Person’s Guarantee, with £45 million going to local employability services. The YPG guarantee aims to offer all young people aged 16-24 a job, progress to learning or training, an apprenticeship or a first role in volunteering. Much of the funding will be used locally to offer recruitment incentives to employers to provide opportunities for young people, aligned with the UK Government’s Kickstart programme. <a href="#">Home   Young Persons guarantee. Kickstart Scheme - GOV.UK (www.gov.uk)</a></p> <p>COSLA officers are working closely with LA employability leads through SLAED on the implementation of YPG, and advising the SG on its evaluation of YPG and the No One Left Behind.</p> <p>A continuing challenge for LG will be to ensure that the transition from school based support to mainstream employability services is effective and seamless for young care experience people.</p>	<p>Work is underway but does not yet appear sufficient.</p>
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Physical Intervention	All care experienced children, wherever they live, will be protected from violence and experience the safeguard of equal protection legislation. Restraint will always be pain free, will be used rarely, and only when required to keep a child safe.	The Physical Intervention and Seclusion Working Group are currently developing guidance on the use of restraint and seclusion in schools. This follows a report by the Commissioner for Children and Young People with a series of recommendations aimed at the Scottish Government and local authorities. New non statutory guidance will set out a range of principles which will be rights based and compatible with the UNCRC. The Board will consider a paper at its October meeting with further consideration of draft guidance in November 2021.	Work is underway.
<i>Advocacy</i>			

<b>Supporting the Workforce</b>			
	<b>What is required by Plan 21 – 24?</b>	<b>How COSLA is progressing this work</b>	<b>The Promise Scotland's Assessment of Scotland's progress</b>
Workforce Values	There will be a national values-based recruitment and workforce development framework in place and adhered to by all organisations and professions involved in supporting children and their families.	<p>COSLA is co-chairing the Collective Leadership Workforce Sub-Group which will provide oversight on the implementation of the workforce requirements outlined in the United Nations Convention on the Rights of the Child, the workforce recommendations of the Promise change plan and Getting it Right for Every Child (GIRFEC).</p> <p>As part of the strategic objectives of the sub-group it will oversee the delivery of the workforce recommendations set out in the promise change plan and report to the promise oversight board as required.</p>	Work is underway but does not yet appear sufficient.

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		The group has just been established and is setting out a work plan that will be brought to the board for consideration and regular updates will be given.	
Trauma Informed	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 trauma informed practice across their work and within their workforce.	<p>All local authorities (and police divisions) have committed to implementing a new model of practice for the joint investigative interviewing of children. Children involved in child protection processes are very vulnerable, may be care experienced and may be on the edge of care. The new model of practice is trauma-informed and interviewers will access a new, comprehensive training programme that equips them with the necessary skills and knowledge for this specialist task. Seven local authorities are currently live in practice with this new model and twelve more are actively preparing the local conditions for implementation. Remaining local authorities will engage with this work over the next two and a half years as part of a national roll out strategy. COSLA hosts the National Implementation Coordinator for this new model who provides tailored implementation support to every local authority area, working in partnership with Police Scotland and Social Work Scotland.</p> <p>Revised National Guidance for Child Protection in Scotland was published on 2<sup>nd</sup> September 2021 and a National Implementation Group has been established to support and oversee implementation. Trauma-informed principles underpin the new guidance and all local authorities and their partners will be strengthening their local child protection practice and processes in line with this publication. COSLA is a member of this group, ensuring the implications for local government are considered within the work of the group.</p>	Work is underway.

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Workforce Support	A new 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.	<p>As part of the work of the CLG Workforce Sub-group it will:</p> <p>Promote and support the health and wellbeing of the workforce as they recover from the pandemic.</p> <p>Support the workforce to fully implement the GIRFEC practice model,</p> <p>Oversee investment in leadership development, by taking forward the GIRFEC Systems Leadership Programme and links to the wider Scottish Government and other public leadership programmes.</p> <p>Oversee the development of an integrated skills and advanced practice framework that supports transitions and family support models</p> <p>Provide strategic oversight on the delivery of a trauma informed training programme for the integrated children and families workforce.</p> <p>Once a work plan is fully developed this will be provided to the board for consideration and regular updates will be given.</p>	Work is underway, but does not yet appear sufficient.
<i>Ongoing Support</i>			

<b>Planning</b>			
	<b>What is required by Plan 21 – 24?</b>	<b>How COSLA is progressing this work</b>	<b>The Promise Scotland's Assessment of Scotland's progress</b>

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<p>Planning</p>	<p>Scotland will have a national, strategic planning process in place that ensures that children who are cared from away from their family of origin 'belong to a loving home.'</p>	<p>COSLA co-chairs (with Scottish Government) the Secure Care group, where <a href="#">Secure Care Standards</a> were developed. These were agreed by COSLA Leaders in January 2020. Following the August '21 CYP Board, officers have established a cross-sector working group to find solutions around Secure Care transport.</p> <p>COSLA continues to work with Scotland Excel, Local Government colleagues and the 3<sup>rd</sup> sector on improvements to commissioning.</p> <p>Kinship Collaborative  COSLA are members of the collaborative and supportive of the aims and objectives. Discussions continue with the Scottish Government on achieving more consistency in the payment of kinship care allowances a commitment recently reiterated in the Programme for Government and including allowances for Foster Carers..</p>	<p>Work is underway but does not yet appear sufficient.</p>
<p>Investment</p>	<p>Investment in the lives of children and families will be considered strategically and holistically in the context of their experiences. The human and economic cost modelling that underpinned Follow the Money and The Money reports will be embedded into organisational and budgeting processes across</p>	<p>COSLA is working closely with The Promise Scotland and Directors of Finance to understand the implications and support required for Human and Economic cost modelling for local authorities. The Promise are working closely with Clackmannanshire, North Lanarkshire and Scottish Borders Councils and learning from this work will be developed and shared across Scotland.</p>	<p>Work is underway.</p>

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	Scotland. That process will have involved organisations working together to spread investment, align budgets and pool resources. What The Promise Scotland has heard so		
Information Sharing	Organisations with responsibilities towards children and families will be confident about when, where, why and how to share information with partners. Information sharing will not be a barrier to supporting children and families.	Requires more consideration and action.	Work is underway but does not yet appear sufficient.

<b>Building Capacity</b>			
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Children's Hearings System	The Children's Hearings System will have gone through a redesign process.	COSLA are not members of the newly established Hearing Systems Working Group but will be involved through the lifetime of the Group as a key stakeholder.  COSLA is also a member of the Children's Hearings Improvement Partnership where current improvement work is being developed and led.	Work is underway.

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Policy Coherence	There will be cohesive alignment in the policy initiatives and frameworks across Scotland. Policy development across Scotland will reflect the realities of people's lives and create a coherent policy environment. The focus of the 21-24 period will be on implementation and alignment not inquiries and reviews.	COSLA is committed to ensuring policy coherence around The Promise. We are working with The Promise Scotland to present on The Promise at all of COSLA's policy boards; and in developing internal staff sessions. This work is on-going.	Work is underway but does not yet appear sufficient.
<i>Legislation</i>			
<i>Inspection &amp; Regulation</i>			
<i>Data Mapping &amp; Collection</i>			
<i>Governance Structures</i>			

<b>Whole Family Support</b>			
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<i>Family Support</i>	The 10 principles of intensive family support will be embedded into the practice (planning,	COSLA is a member of the Children and Families Collective Leadership Group (co-chaired by Scottish Government and SOLACE) and its subgroup, the Family Support Delivery Group (co-chaired by Scottish	Work is underway but does not yet appear sufficient.

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	commissioning and delivery) of all organisations that support children and their families, directly or indirectly.	Government and Social Work Scotland). The actions required by Plan 21 – 24 are being addressed through the work of both groups, which have vast membership across Local Government, Scottish Government and the 3 <sup>rd</sup> Sector. COSLA are engaging with Scottish Government over the Programme for Government commitment to 'Invest at least £500million over the life of this Parliament to create a Whole Family Wellbeing Fund'.	
<i>Peer &amp; Community Support</i>	There will be a consistent, national approach to ensure there are places in every community for parents of young children to meet other local parents, to stay and play with their children, and get support and advice.		Work is underway but does not yet appear sufficient
<i>Service Integration</i>	Scotland's family support services will feel and be experienced as integrated to those who use them.		Work is underway but not yet appear sufficient.
<i>Family Therapies</i>	All families will have direct and clear access to family therapies and specific support across a range of issues, so that accessing support is seen as something that a range of families may need throughout life.		Work is underway but not yet appear sufficient.

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