



**the promise
scotland**



The Promise Scotland is an organisation set up
to support the change required
by the Independent Care Review.



It helps Scotland **keep its promise** to
care experienced children and families.

Keeping the promise involves transforming
Scotland's "care system," so that



children and families
really are at its centre.

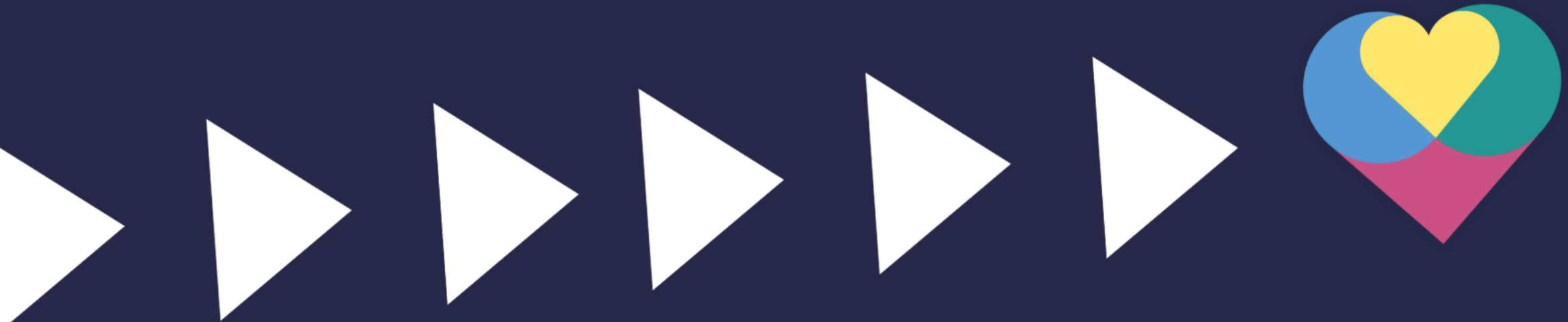
The Promise Scotland is not:

- a regulatory or casework body
- a service delivery organisation
- a campaigning organisation



It doesn't have any formal legal powers,
and does not provide services for
children or families.

Instead, it provides support to help keep
Scotland on track.



It does this by:

- Setting out what needs to happen for Scotland to #KeepThePromise,
- Providing support for organisations working for change, and
- Supporting the Promise Oversight Board to monitor progress.



It will only exist until

2030

by which time, the promise
should be kept.

The Promise Scotland is made up of four teams

The Insights Team establishes what information Scotland needs to #KeepThePromise.

They also make sure the people who need that information both know and understand it.



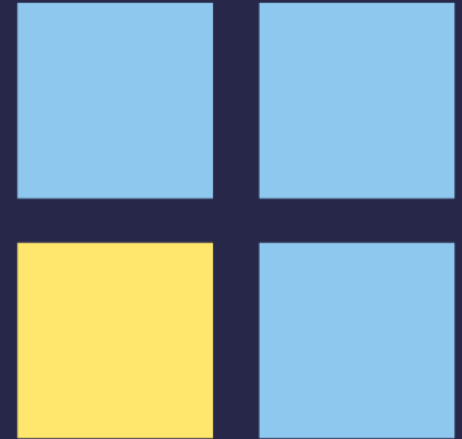
The Promise Scotland is made up of four teams

The Public Affairs team works to make sure people across Scotland hear about the promise and why it must be kept.



The Promise Scotland is made up of four teams

The Support team helps people across Scotland #KeepThePromise.



The Promise Scotland is made up of four teams

The Governance and Operations team

supports the work of the Oversight Board and the external governance and accountability landscape.



The Promise Scotland uses its Feedback Loop



to listen, understand, reflect and respond

To truly understand the work that's been happening to #KeepThePromise, **it's not enough** to rely on one source of information.

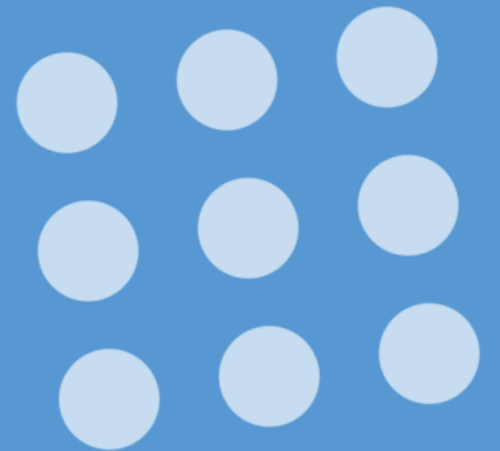
The Promise Scotland will use its Feedback Loop to blend **what it hears** with **what's already known**, in order to ground it in context.



It's about collective learning and understanding

By understanding how change is happening in Scotland, The Promise Scotland learns the best ways that we can support it.

So by helping us increase our understanding, you're helping the promise be kept.



The Feedback Loop works by:

- **Determining** what needs to be understood
- **Understanding** what's already known
- **Listening** to what this means for keeping the promise
- **Layering** these three things together
- **Considering** the ways we can drive change, and the best way we can do this
- **Considering** how this will help bring about the change demanded by the Independent Care Review



Catalyst

L

O



P

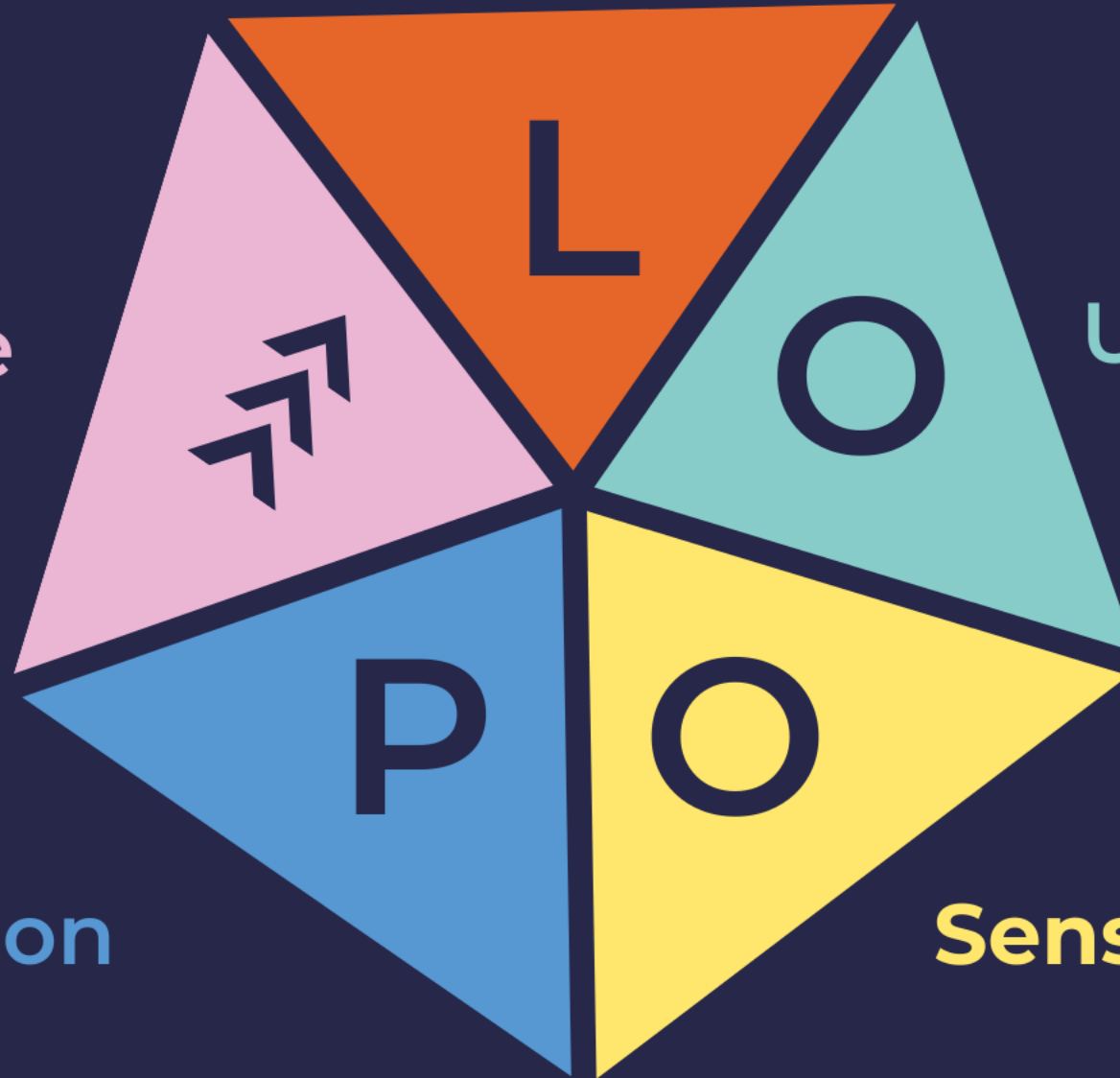
O

Response

Understanding

Reaction

Sense-check



Update on Plan 21-24

The Promise Scotland is putting together what we've heard from you about your work towards Plan 21-24.

We're looking at what we've heard about progress and what's been made public about it, then combining the two.

We'll then explore this with The Promise Oversight Board.

21-24

When The Promise Scotland has listened,
we've heard

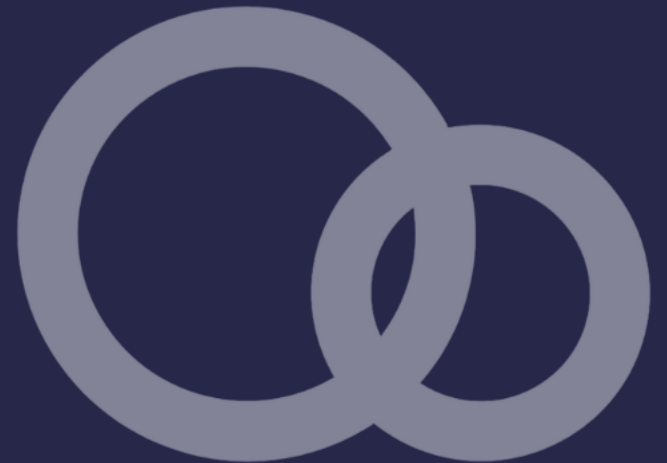
8

recurring themes:

on Partnership, workers said:

The promise should be a shared responsibility for all partners who support children and families.

But its delivery sits disproportionately from children's social work services, and so does its budget spend.



on Finances, workers said:

With no additional funds, we don't see how to change how money is spent—while still keeping up the services that we run now.

As well as this, available funding is too short term, and it's not ring-fenced.



on Resourcing, workers said:

Recruiting social workers and social care staff is very challenging— especially experienced staff. Retaining experienced staff can be hard, too.

And due to recruitment difficulties, staff don't have time to focus properly on relationship-based practice.



on Language, workers said:

Changes in language are happening across services, and across Scotland.

How can we be consistent in our language? Do we need to be?



on Voice, workers said:

How can we better understand how to support participation?

And how can we make sure we hear the voices of every child, young person and family?



on Supporting the Workforce, workers said:

Staff are still trying to recover from the impact of COVID, and facing the challenges of the recruitment crisis.

That makes it hard to prioritise relationships, despite awareness of their importance.



on Impact and Evidence, workers said:

Not everyone is sure how to evidence their journey towards keeping the promise.

And not everyone's sure how to evaluate their work— to make sure it's making a difference to children, young people and families.



on Brothers and Sisters, workers said:

We don't have enough resources to care for children in sibling groups.

We also don't have the resources to adapt as fast as recent legislative change demands, given how quickly this change took place.



In the near future, The Promise Scotland is:

- Working with One Parent Families Scotland on the interaction between the benefits system and the 'care system.'
- Supporting the Hearings System Working Group to deliver their next report on redesigning the Children's Hearing System
- Working to make sure the Care and Justice Bill reflects what needs to happen to #KeepThePromise

