**The Promise Self-Evaluation Exercise**

In 2021, The Promise Scotland published [*Plan 21-24*](https://thepromise.scot/plan-21-24/) which sets out an ambitious route map for the first stage of the implementation of The Promise across all services. *Plan 21-24* and the subsequent [*Change Programme*](https://thepromise.scot/change-programme-one-pdf.pdf) identifies five priority areas made up of 25 outcomes which are to be delivered by March 2024.

The purpose of this self-evaluation exercise is to enable us to establish a local baseline in relation to 19 of those 25 outcomes by taking stock of what we are already doing. This will give us an evidence-based starting point from which we can put in place plans with clear priorities for actions that will improve outcomes for our care experienced children, young people and their families. As a ‘Promise Champion’ for your organisation you are being asked to work with your service to collate a response to the following four questions in relation to each of the relevant outcomes (see table below):

**What are we doing well?**

*In relation to the identified outcome, what are we already delivering, how well are we delivering it and do we understand the positive impact our services are having for children, young people and their families?* Think about the clarity and effectiveness of processes, the quality of our engagement with children and families, the strength of leadership, and how effective our impact is.

**What are we not doing well?**

*In relation to the identified outcome, where are we falling short of the Promise aspirations and what are the barriers to improvement and change?*The purpose of the exercise is to enable us to make an honest appraisal of the areas where we need to improve and to reflect on what is getting in the way of change. As well as considering process and performance, it will be useful to consider our underpinning culture, values, resources and structures.

**How do we know?**

*In relation to the identified outcome, what qualitative and/or quantitative evidence do we have that demonstrates how well we are doing or where we might be falling short?* In considering sources of evidence, reflect on the quality, range and accessibility of any evidence and identify gaps in evidence. It will also be useful to reflect on anecdotal or perceptual evidence. Important sources of evidence are likely to include:

* Performance and quality assurance data collected by you
* The views of people experiencing care, and their carers
* The views of other stakeholders and professionals that interact with your service
* Direct observation of practice
* Documentation that evidences how decisions are made
* Improvement data
* Improvement stories

**What are our priorities for change?**

*In relation to the identified outcome,* *what should be our improvement priorities? What changes do we need to test out?* Having answered the previous questions, you should have a good idea of what’s working well, what’s working less well, and the strength of our ability to evidence that. In light of that, consider which areas for improvement are most important in driving forward change, who needs to be involved, and what planning, guidance, research, training, tests of change or other resources might be needed to support change.

The *Change Programme* outcomes are broad and ambitious and in some cases they are not very clearly defined. Some require national change, but also have implications for local practice so have been included for consideration. For each outcome, a very brief summary is provided with reference to the *Change Programme* and the original Promise document. However, the summary and recommendations may not fully capture the range of activity we are undertaking in relation to these outcome areas. Feel free to think beyond the points detailed in the Promise Recommendations.

This is a high level self-evaluation exercise designed to give us a starting point. It is not necessary to provide detailed information about individual projects and initiatives that are underway. It will be helpful if your responses can:

* Identify key projects/initiatives/areas of work that are supporting the delivery of this outcome.
* Identify areas where work has not started, or there are areas for improvement in processes and practice. It will be helpful to consider what is contributing to these gaps.
* Identify the key measures (both qualitative and quantitative) that enable us to track performance and progress in relation to this outcome. If there are none, acknowledge the gaps.
* Consider the priorities for improvement and include any suggestions about the resources or approaches that might support change in this area.

Included below are proposals about who is best placed to lead the self-evaluation activity in relation to each outcome. Many of the outcomes include cross cutting and multi-disciplinary work, so, as the identified lead/s for each outcome, it may be necessary for you to meet with other colleagues and partners to capture and agree your responses to these questions.

The responses will be brought back to the Champions Group for consideration with a view to developing a strategic plan with clear priorities for the implementation of the Promise over the next two years.

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| **CHANGE PROGRAMME OUTCOME** | **RELEVANT PARTNERS** |
| **A Good Childhood: Support** | Health Lead - Sina Currie  Education Lead - Kirsty Ramsay |
| **A Good Childhood: Right to Education** | Education Lead - Kirsty Ramsay |
| **A Good Childhood: Relationships** | Locality Service Lead – Charles Rock |
| **A Good Childhood: Brothers and Sisters** | Locality Service Lead – Charles Rocks |
| **A Good Childhood: Youth Justice** | AWS Lead – Clare Wilson |
| **A Good Childhood: Advocacy** | Locality Service Lead – Charles Rocks  SCRA Lead – Jenny West |
| **A Good Childhood: Moving On** | Strategic Housing Lead - Kevin Wells (interim) Locality Services Lead – Charles Rocks |
| **A Good Childhood: Physical Intervention** | Locality Service Lead – Charles Rocks |
| **Whole Family Support: Family Support** | Health Lead – Sina Currie  Education Lead – Kirsty Ramsay  AWS Lead - Clare Wilson |
| **Whole Family Support: Peer and Community Support** | Vibrant Communities Lead - Kevin Wells  Health Lead – Sina Currie |
| **Whole Family Support: Service Integration** | Health Lead – Sina Currie  AWS Lead – Clare Wilson  OD Lead – Kathlynne Hewitson/Ruth Coughlan |
| **Whole Family Support: Family Therapies** | AWS Lead – Clare Wilson |
| **Supporting the Workforce: Workforce Values** | HR Lead – Alan Munro  OD Lead – Kathlynne Hewitson/Ruth Coughlan |
| **Supporting the Workforce: Trauma Informed** | AWS Lead – Clare Wilson |
| **Supporting the Workforce: On-going Relationships** | HR Lead - Alan Munro |
| **Supporting the Workforce: Workforce Support** | OD Lead - Kathlynne Hewitson |
| **Planning: Planning** | AWS Lead – Clare Wilson |
| **Planning: Investment** | AWS Lead – Clare Wilson |
| **Planning: Information Sharing** | Education Lead - Kirsty Ramsay |