**• A Good Childhood**

Embedded in the Promise is the use of language and the importance of framing. To action this recommendation, the Each and Every Child team have delivered a workshop focused on framing and this was attended by representatives from across the council. We are now liaising with the team on the development of bespoke modules to support the appropriate use of language across the council.

Links have been made with major programmes in the Council where cross-cutting themes exist to encourage system change. For example, the Drug and Alcohol Commission is leading on an organisational trauma-informed and responsiveness approach. Relevant recommendations from the Promise have been shared with the working group to consider a collaborative approach. As part of this work, we are investing in a Virtual Reality programme which offers accelerated learning and understanding of the needs of children in or from the care system. A learning and development pilot will be launched in May with key professionals who support care experienced children and young people. This will be rolled out authority wide to enhance knowledge and understanding.

A plan has been delivered to support education colleagues with the delivery of the Promise. This plan includes awareness raising open sessions hosted by Education Scotland and a supportive self-evaluation toolkit which has been designed to ensure that the Promise is embedded in school improvement plans. The plan focuses on strengthening the monitoring and tracking of outcomes for care experienced children and young people which is part of our data for improvement approach in the service. This plan will overlap with the wider inclusion agenda and GIRFEC refresh in Renfrewshire.

All accommodated children in Renfrewshire will be set-up on the Viewpoint app they are able to use the new questionnaires at any point and for their reviews. This helps encourage children and young people to share their views, opinions and experiences so their voice is heard. The Promise Ambassador is reviewing the new MYLIFE functionality with currently accommodated children as a test of change.

As part of the inclusion agenda in Children’s Services, work is being progressed which focuses on the transitions between children and adult services to ensure these are as seamless as possible. This is in collaboration with colleagues from the HSCP.

Renfrewshire Council was successful in a partnership bid to support care experienced children and young people through Life Changes Trust Digital Legacy. The partners include YMCA Scotland, YMCA Paisley, Barnardo’s Scotland and Youthlink Scotland. This work directly links with the Promise pillars and the funding will be used to:

* Provide opportunities for young people with care experience to develop their digital skills, improving their educational and employment opportunities and increasing their ability to exercise their right
* Develop peer-to-peer resources and/or peer mentoring to improve digital confidence and build relationships amongst young people
* Put people with lived experience at the heart of planning and developing resources (based on but not limited to the Trust's learning) that help to promote positive change across the care sector

**• Whole Family Support**

The Promise recognises the importance of keeping families together and quality family time. The Brothers and Sister policy was launched during the Summer. This ground-breaking policy was co-produced with the Champions Board. It is a robust, rights-based policy starting with a pledge to keep siblings together, where possible, when they come into care. To support this policy, the Promise Ambassador has designed a series of age-appropriate Family Time plans which children and young people can complete with the support of a practitioner. These plans capture the voice of children and young people to ensure their needs, views and wishes and are met in relation to spending quality time with family.

The 10 principles of intensive family support will now feature in our Parenting Strategy which has a focus on family support. The principles are also being adopted as part of a wider consultation with families accessing family support in Renfrewshire.

**• Supporting the Workforce**

A comprehensive self-evaluation toolkit has been created by the Promise Ambassador and colleagues in the social work learning and development team. This toolkit focuses on key Promise recommendations and has been designed to support all services, teams and individuals with understanding their areas of strength, development and improvement. The document is designed to support the workforce with taking ownership, action planning and sharing good practice.

A professional development plan (PDP) has also been developed to support managers with addressing the Promise in a structured way with staff teams and or volunteers. This short document provides a framework for discussion. The PDP is a short tool and is focused on developing knowledge and understanding of the issues that children and young people face when additional structured support is required. The document continues with assisting staff to think about how the issues may impact on young people using their services and how changes or enhancements could be considered and implemented.

Recruitment features predominately in the Promise. We want to ensure we get their right people, with the right skills, experience and values. As part of the workforce development strand, we are working with colleagues from HR to review recruitment processes ensuring that….

**• Planning**

As part of the overall programme management, a plan has been developed to coordinate all activities. This is in line with the five priorities in Plan 21-24. Work is ongoing to strengthen the reporting to ensure we are capturing the positive progress and impact of the work.

The Service Improvement Manager is working closely with colleagues across Children’s Services to build portfolios of work which will support the overall integration of priorities and budgets. This alignment is critical to wider system change and delivering on the Promise. As an Attainment Challenge authority, we have merged the care experienced children and young people workstream with the Promise strategic oversight group to reduce duplication in this priority area.

**• Building Capacity**

In July, our Promise Ambassador joined Children’s Services to work across the organisation to raise the profile of the Promise, build capacity and ensure that all service engaged with the recommendations. Our Promise Ambassador plays a key role in communicating our Promise vision in Renfrewshire and has met with over 20 different partners and services to enhance their understanding of the Promise and relevance in their own service / role. We aim to deliver on the Promise by:

**Putting you first when we make decisions**

**Re-designing our services and approaches to ensure they support your needs**

**Offering you positive opportunities**

**Making sure you are safe, loved and respected**

**Investing in you, you have a bright future**

**Supporting families to stay together**

**Ensuring we are the best parent for you when you can’t be with your own parent**

The strategic oversight group and other service representatives met with the national Promise team to develop the role of the Promise Keeper. Partners discussed the importance of the Promise and the organisational wide focus that is required to support system change. Following this, we have developed a clear remit and recruitment process for Promise Keepers in Renfrewshire. Promise Keepers will be supported through a network and will have access to learning and development opportunities related to the Promise. Following an awareness raising workshop at our Senior Leaders Forum, the Chief Executive and service Directors were invited to apply for the role of Promise Keeper.

On our [Ren10 website](http://www.ren10.co.uk), there is a dedicated page for care experienced children and young people. The content has been designed by our Promise Ambassador and provides useful links and resources for children, families and professionals. A Promise newsletter has been created and shared with staff which outlines key developments and progress. Our Promise Ambassador is currently exploring the development of an i-Learn module which all services can access to understand more about the Promise.

An Art and Culture Participation and Engagement Officer post was approved through the Futures Paisley fund. The post holder will work directly with our Promise Ambassador to support vulnerable young people to broaden their horizons through participation in arts and culture.

In partnership with the HSCP, we will shortly be recruiting for a Lead Officer who will have strategic responsibility for the development of the Promise in Renfrewshire.

Our Aberlour Attain service recently provided all young people with the Pinky Promise on a USB stick which is a child friendly version of the Promise and what it means for young people. This has raised awareness of the Promise amongst children and young people with the Promise Ambassador working to further promote key messages through different groups of children and young people. We are hoping to scale up this approach.