

STIRLING CHILDREN'S SERVICES PLAN 2020-2023

APPENDIX FIVE: LINK BETWEEN "I..." STATEMENTS AND THE PROMISE OF THE CARE REVIEW

The aim of the Scotland's Independent Care Review is to identify and deliver lasting change in Scotland's 'care system' and leave a legacy that will transform the wellbeing of infants, children and young people. In February 2020 it launched its findings in a series of reports. The Promise reflects what over 5,500 care experienced children and adults, families and the paid and unpaid workforce told the Care Review. It outlines what must do to make sure its most vulnerable children feel loved and have the childhood they deserve. This involves fundamentally shifting the primary purpose of the whole of Scotland's 'care system' from protecting against harm to protecting all safe, loving respectful relationships.

The report describes five key foundations that must be at the heart of this change:

Voice

Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring decision-making culture focussed on children and those they trust.

Family

Where children are safe in their families and feel loved they must stay – and families must be given support together, to nurture that love and overcome the difficulties which get in the way.

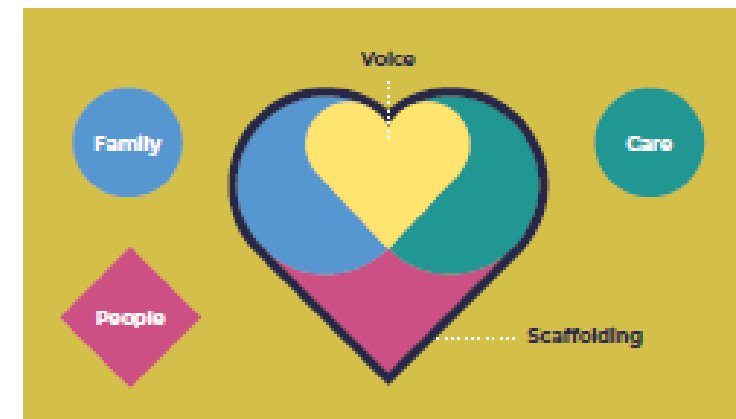
Care

Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so, and belong to a loving home, staying there for as long as needed.

People

The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and to be compassionate in their decision-making and care.

Scaffolding



Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.

Stirling's I Statements

A group of Stirling's care experienced young people have been leading the work to develop the 'Improving outcomes for children and young people with care experience' improvement area. They have identified eight 'I-statements' of what life should be like for all children and young people with care experience. Underneath these are a series of statements of how they feel these would look like in practice.

The group have challenged professionals to develop an action plan outlining what they will do to ensure that this is in place for every child or young person with care experience. These will take the form of multi-agency annual action plans.

Positively, all of the main parts of 'The Promise' can be found within these I statements and therefore we intend to structure our work going forward around these. Under the 'I am asked what I think' statement, our commitment to working with young people to respond to the Care Review is expressed. This includes responding to those aspects of the Promise that need system change at a national level. We will contribute and support to the national development of those system changes and then implement them locally alongside undertaking those changes that are within our gift locally. Our Improvement Area annual action plans layouts how we will do this.

The first table below illustrates how the different aspects of The Promise link to Stirling's I-statements. The second contains those parts of the promise where system change is needed at a national level. For these we will consider whether there is anything we can do as an interim measure locally.

How Stirling's I Statements link to the Independent Care Review – The Promise

Stirling I Statement	Independent Care Review - The Promise		
	Foundation	Page	Statement
I am asked what I think	Voice	13	Listening Active Listening and engagement must be fundamental to the way Scotland makes decisions and supports children and families. There is no simple formula or standardised approach that will suit all.
	Voice	14	Decision Making Scotland must ensure decision making is based, first and foremost, on what the child needs and wants.
	Voice	14	Decision Making Scotland must support a culture change in key institutions responsible for decision making.

	Voice	37	Structural and System Listening Scotland must listen to care experienced children and young adults in the delivery, inspection and continuous improvement of services and of care. Scotland must never again have to commission a review or judicial inquiry on this scale because participation and listening must form part of everything within Scotland's system of care.
	Care	87	Language of Care Scotland must change the language of care. Language must be easily understood, be positive and must not create or compound stigma.
	Care	88	Respite Scotland must stop using the word 'respite' and rethink the nature of short breaks.
	Scaffolding	115	Advocacy Care experienced children and adults must have the right and access to independent advocacy, at all stages of their experience of care and beyond.
I am understood	Voice	42	The Children's Hearing System Everyone involved in The Children's Hearing System must be properly trained in the impact of trauma, childhood development, neuro-diversity and children's rights. That training must be comprehensive and regularly reviewed. Those training requirements must also be required for all the different and various professionals who appear at Hearings, including legal representatives.
	Voice	44	The Children's Hearing System Whilst retaining the commitment to the Kilbrandon principles, Scotland must comprehensively assess and consider the role of volunteers in the decision making structure of Hearings.
	Care	87	Section 3: Normalisation of Care Experience Scotland should be a good parent to the children it has responsibility for. That means carers and workers must act, speak and behave like a family so that Scotland can be the best parent it can be. Scotland must stop stigmatising the children it cares for.
	Scaffolding	112	Parenting All of Scotland's institutions, organisations, national bodies and Local Authorities who have responsibilities towards care experienced children and young adults, must be aware of, understand and fully implement all their parenting responsibilities.
	People	96	Nurturing Scotland's Workforce The workforce must be nurtured. They must be supported at all stages of their caring journey. That support must enable them to facilitate a sense of home, family, friends, community and belonging in which children feel loved and can flourish.

	People	100	<p>Nurturing Scotland's Workforce Supporting the workforce to care must be at the heart of Scotland's service planning. Supervision and reflective practice is essential for all practitioners, regardless of their professional discipline or role, who are working with children.</p>
	People	107	<p>Learning and Development There must be a rethinking of learning and training in Scotland to create a well-supported workforce that can operate across disciplines.</p>
	People	108	<p>Learning and Development Learning must support the interaction between Family Carers and other professionals. It should nurture equal partnerships and encourage joint learning, with informal learning, mentoring, coaching and support networks, and opportunities for joint reflective practice. Feedback must be a routine component of development.</p>
	Care	61	<p>Upholding Children's Rights If Scotland removes children from their families, their rights must be upheld as a basic minimum standard for their care. That must mean a clear commitment to creating the right culture of care where the whole of the workforce respects, upholds, champions and defends the rights of children for whom they are responsible.</p>
	Care	75	<p>Adoption Support Adopting parents must have access to support and any point during the life of their child if they require it. That support must be available even if it was not initially required and must mirror the principles of intensive family support.</p>
	Care	77	<p>Foster Care Scotland must better support its foster carers to be the best parents. Foster carers must feel valued, cared for and supported to care.</p>
	People	97	<p>Structure and Definition Scotland's understanding of the workforce must primarily be about their role in terms of the degree of closeness of relationships they have with children, rather than their status as paid/unpaid or in terms of professional/voluntary.</p>
I am treated as a person and not as a case	Voice	31	<p>Listening to Children Care experienced children and young adults must have ownership over their stories and personal data so they can understand and influence how their stories are shared</p>
	Voice	35	<p>Digital Tools Scotland must be committed to the development of digital tools that incorporate the principle of information ownership. These digital tools must operate at a scale that allows care experienced children and young adults to have control over their information and how it is shared.</p>
	Care	69	<p>Life Stories Scotland must understand that 'language creates realities'. Those with care experience must hold and own the narrative of their stories and lives; simple, caring language must be used in the writing of care files.</p>

	Care	91	Criminalisation Scotland must stop the criminalisation of care experienced children by supporting the workforce to behave and treat children in a way that is relational rather than procedural and process driven.
	People	23	Personal Identify, Love and Relationships The purpose of the workforce must be to be caring above anything else.
	People	24	Personal Identify, Love and Relationships Rather than detach, the workforce must be encouraged not to step back but to step in.
	People	101	Personal Identify, Love and Relationships Children who have been harmed through relationships, must have supportive relationships in order to heal. Scotland must support and encourage the workforce of bring their whole selves to their work, and to act in a way that feels natural and not impeded by a professional construct.
I am supported to learn and achieve	Care	71	Schools Schools in Scotland must be ambitious for care experienced children and ensure they have all they need to thrive, recognising that they may experience difficulties associated with their life story.
	Care	72	Schools The formal and informal exclusion of care experienced children from school must end.
I have opportunities like any other child or young person	Voice	30	Information and Decisions Scotland must ensure that the right information is shared at the right time and that those close to children are heard. The starting point for any decision must be how to best protect relationships that are important to children.
	Care	88	Childhood experiences In all care settings, Scotland must provide and promote positive, regular experiences for children.
	People	22	People and Risk There must be no barriers for children to have regular, positive childhood experiences.
	People	104	People and Risk Scotland must support the workforce to contribute to a broader understanding of risk. Scotland must understand, through its people and structures, the risk of children not having loving supportive relationships and regular childhood and teenage experiences.
	Scaffolding	25	Scotland must create an approach to care when maintaining, sustaining and protecting loving relationships is possible and much more probable.
	Care	63	Relationships that are important to the child All children must be supported to continue the relationships that are important to them, where it is safe to do so.
	Care	72	Attachment and Co-regulation Secure attachments, based on loving, consistent relationships, must be the bedrock of every decision made about children.

	Care	79	Residential Children's Homes and Residential School The Quality of relationships that children experience in residential settings must be the priority.
	Care	74	Kinship Care Whatever the mode of arrangement, Scotland must ensure that children living in kinship care get the support they need to thrive. Kinship must be actively explored as a positive place for children to be carer for.
	Family	18	Poverty There must be significant, ongoing and persistent commitment to ending poverty and mitigating its impacts for Scotland's children, families and communities.
I am protected from harm	Voice	41	The Children's Hearing System Whilst working to prevent the criminalisation of children, Scotland must develop a more progressive rights based youth justice approach that builds on the Kilbrandon principles and makes them a reality for all.
	Family	16	Risk and Safety Scotland must broaden its understanding of risk. This is not about tolerating more risk, or becoming more risk enabling. It means ensuring Scotland has a more holistic understanding of risk that includes the risk to the child of removing them from the family. There must be a shift in focus from the risk of possible harm to the risk of not having stable, long term loving relationships.
	Family	17	Supporting Families When children talk about wanting to be safe, they talk about having relationships that are real, loving and consistent. That must be the starting point. Scotland must prioritise that message from children over rules that have too often failed to keep them safe.
	Family	51	Mental Health Services Scotland must ensure that timely, trauma informed and thoughtful support therapies act as a cushion to all those that require it, regardless of diagnosis.
	Care	65	Criminalisation Young Offenders Institutions are not appropriate places for children and only serve to perpetuate the pain that many of them have experienced. There are times where it is right for children to have their liberty restricted, but that must only be done when other options have been fully explored and for the shortest time possible and in small, secure, safe, trauma informed environments that uphold the totality of their rights.
	Care	89	Health The workforce and in particular family carers must know that they have a particular role in supporting children to have good overall health across dental, physical, mental and sexual. That must be done through caring, nurturing relationships that model good habits and a healthy approach to life.

	Care	84	Long Term Hospital Stays Scotland must ensure that there is timely access to mental health support before crisis point, so that children can avoid hospitalisation.
	Care	85	Restraint Scotland must strive to become a nation that does not restrain its children.
	Care	86	Restraint Scotland must reflect on the impact of the equal protection legislation that removes the defence of 'justifiable assault' to ensure that all children wherever they live, are protected from all forms of violence.
	Care	80	Secure Care There must be absolute clarity that the underlying principle of Secure Care is the provision of therapeutic, trauma informed support.
	Care	81	Secure Care Children must not be placed in prison like settings.
	Care	81	Secure Care There must be far more alternatives for community based support and monitoring.
	Care	82	Use of Secure Care The planning and provision of Secure Care must reflect the needs of children in Scotland to ensure there are sufficient places for those that need them.
	Care	84	Secure Care Children must not be held in Secure Care because there are inadequate options for them within the wider community.
	Care	83	Upholding Children's Rights in Secure Care Secure Care must uphold children's rights. C children must have access to all they need for health, education and participation. They must be supported to maintain good contact with their family if safe to do so.
I am still supported when I become an adult	Care	93	Adult Life Older care experienced people must have a right to access to supportive, caring services for as long as they require them. Those services and the people who work in them must have a primary focus on the development and maintenance of supportive relationships that help people to access what they need to thrive.
	Care	92	Adult Life Young adults for whom Scotland has taken on parenting responsibility must have a right to return to care and have access to services and supportive people to nurture them.

	Care	93	Adult Life Parenting does not stop at 18, Scotland must continue to consider how to create greater equity and opportunity for care experienced young adults. That consideration must include how to increase opportunity for care experienced people to access employment, training, stable housing and support.
Transitions in my life are minimised and when needed I am supported through them	Voice	41	The Children's Hearing System There must be an approach to care and support that is based on early intervention and prevention. In the long term, The Children's Hearing System must plan to shrink and to specialise. Full and proper consideration of implications for the operating model, including the dependency on volunteers, must be integral to this planning.
	Family	15	Intensive Family Support Nurturing and supporting families to stay together will take far more than what Scotland currently provides
	Family	46	Universal Family Support Scotland's commitment to early intervention and prevention must be realised through proper, holistic support for families. There must be a significant upscale in universal family support services.
	Family	48	Beginning Parenthood Scotland must support a broad understanding of the importance of the early years of parenting.
	Family	49	Pre School Scotland must ensure that there are places in every community for parents of young children to go for support and advice, to meet other local parents and to stay and play with their children.
	Family	55-58	Intensive Family Support Whatever issues families face, Scotland must ensure that intensive family support is available, proactive and characterised by the 10 family support principles.
	Family	52	Intensive Family Support Scotland must recognise that there are some families experiencing particular issues who are much more likely to come into contact with the 'care system'.
	Family	52	Intensive Family Support Scotland must support all families caring for disabled children and those with additional support needs. If families require intensive support they must get it and not be required to fight for it.
	Family	52	Intensive Family Support Scotland must do all it can to keep children with their families.
	Care	68	Transitions Any transitions in care experienced child or young person's life must be limited, relational, planned and informed.
Care	67	Stability Scotland must limit the number of moves that children experience and support carers to continue in care.	

	Care	63	Support for families who have had their children removed If children are removed from the care of their parents, Scotland must not abandon those families. Families must continue to be provided with therapeutic support, advocacy and engagement in line with the principles of intensive family support.
	Care	62	Brothers and Sisters Scotland already has a presumption that children will stay together with their brothers and sisters. That presumption must be fully implemented and closely monitored.

Aspects of The Promise that require national system change

Independent Care Review - The Promise		
Foundation	Page	Statement
Voice	36	Sharing Information Scotland must acknowledge that it is the culture surrounding information sharing that has the biggest impact on protecting children.
Voice	41	The Children's Hearing System To support parents and ensure Local Authorities are fulfilling their obligations to children and families, Scotland must test the extension of the enforcement and compulsion powers to ensure both families and those with statutory responsibility are compelled to attend and comply with the orders of the Children's Hearing.
Care	65	Unaccompanied Asylum Seeking Children Children who are unaccompanied and seeking asylum in Scotland must be placed in caring, supportive settings and given the same rights as children who are looked after.
Scaffolding	27	Inspection and Regulation There must be a complete overhaul of regulation and scrutiny that centres on listening to children about how they are cared for, their ability to flourish and thrive and that measures the things that matter to them.
Scaffolding	119	Inspection and Regulation The Care Inspectorate and the SSC must come together with other regulators to create a new, holistic framework that values what children and families value. That framework must apply to the totality of care experience and include aftercare and advocacy services. A new framework must be totally focused on children's experience and their ability to find and sustain safe and nurturing relationships.
Scaffolding	27	Inspection and Regulation Scotland must re-orientate its system of scrutiny to uphold relationships so children feel loved, safe and respected.
Scaffolding	116	Legal Representation Scotland must consider the creation of an accredited legal specialism to set standards for legal professionals representing children.

Scaffolding	118	Definitions Scotland must ensure that current definitions that act as the access point for rights and entitlements are inclusive enough to benefit all young people for whom Scotland has had parenting responsibility.
Scaffolding	114	Data Collection Scotland must improve the quality and completeness of its data and consider the potential of data linkage to improve accountability for outcomes rather than inputs alone.
Scaffolding	26	Rights Scotland must implement the rights of the child in a way that does not reinforce a focus on policy, process and procedure but supports the ability of children and those around them to connect and develop relationships and cultures that uphold their rights as a matter of course.
Scaffolding	26	Rights Scotland must respect, uphold, champion and defend the rights of children and recognise that their rights are most often realised through relationships with loving, attentive caregivers. Scotland must fully incorporate and uphold the UNCRC.
Scaffolding	112	Legislative Environment Scotland must create a clear legislative, enabling environment that supports families to stay together and protects and allows relationships to flourish.
Scaffolding	111	Structure, Commissioning, Funding and Standards Scotland must avoid the monetisation of the care of children and prevent the marketization of care.
Scaffolding	111	Structure, Commissioning, Funding and Standards Scotland must make sure that its most vulnerable children are not profited from.
Scaffolding	111	Structure, Commissioning, Funding and Standards The standards of care must be consistent across provides and these must continue to be subject to independent scrutiny and accreditation that values what children and families value.
Scaffolding	110	Structure, Commissioning, Funding and Standards Scotland must stop selling care placements to Local Authorities outside of Scotland.
Scaffolding	110	Structure, Commissioning, Funding and Standards Scotland must declutter the landscape of how it cares. Services and provision must be designed on the basis of need and with clear data, rather than on an acceptance of how the system has always operated.