



**A LIFETIME OF
EQUALITY,
RESPECT
AND**

LOVE

FOR CARE EXPERIENCED PEOPLE

**OUR VISION
2018-2022**



“Who Cares? Scotland is like a calculator — they are making things right”

- Care Councillor, Sep '16*

why now

Welcome to our new world. A place where care experienced people will be loved, respected and treated equally.

The next 5 years are very exciting for our care family. Supported by the legacy of the Care Review that we requested, care will be reimagined. Love will be at its heart. A

right to a voice for all will become a normality. Our children and young people will be known, understood and cherished by all.

This will be achieved by a growing care family – who help each other thrive. We will be a place for care experienced people of all ages – owned and governed by them, for them. Together we will create a stable and fun place that grows their confidence, determination and sense of belonging. Our offer of friendship and support will extend to individuals, communities and institutions across Scotland and beyond. Where possible we will help similar care families develop in other nations. We know to succeed we will all need each other.

Thank you for joining us on the journey to create this reality. Your support and friendship is vital to our organisation's success and necessary for our young people to flourish. It will be achieved by you. Please join with us and help us create this world. For the first time ever, it is now possible.

Thank you.

- Duncan Dunlop, CEO

why we exist



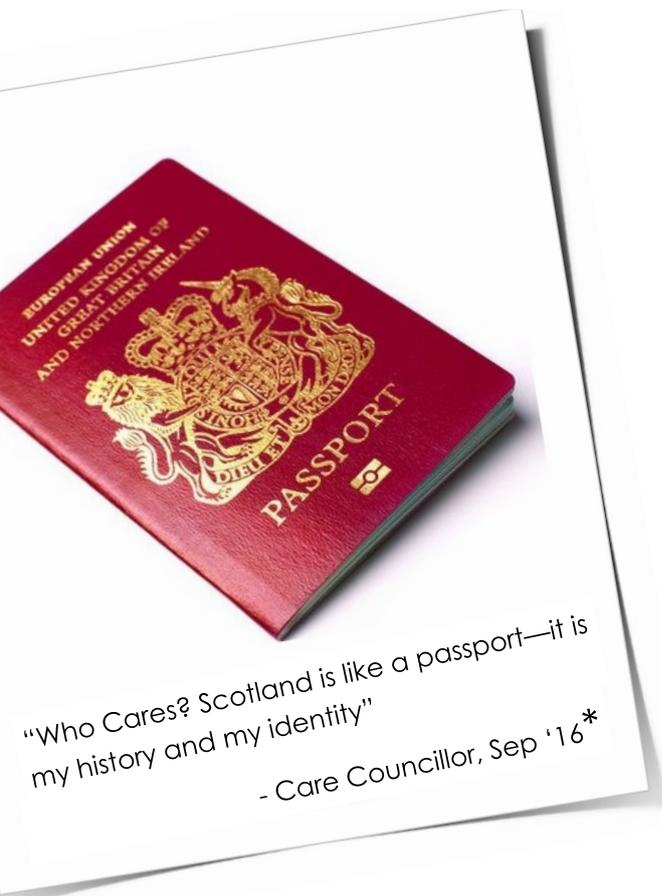
"Who Cares? Scotland is like glasses—
they help me see the world clearly"
- Care Councillor, Sep '16*

During the lifetime of this plan, Who Cares? Scotland will turn 40—a symbolic milestone in everyone's life. One that should be a reminder of all the hard work and passion put into ensuring that the voices of care experienced children and young people are heard by the people that have the power to

positively influence their lives.

Five years ago, we had 40 staff, our influencing team was 3 people and we undertook very limited participation work. Rolling forward to 2017 we have become an organisation that belongs to all care experienced people. Ours is a membership organisation - owned and governed by care experienced people. We have retained our focus on only representing care experienced voices whilst connecting them with their identity. We continue to cherish our independence by not delivering care services. This focus has seen Who Cares? Scotland grow to over 130 staff, one third of whom are care experienced. Our participation opportunities now include a large number of local groups and national events for members to take part in. Our influencing work helps to define legislation, shape practice and bring care experienced voices into decision makers' awareness, when they are taking action.

* During focused discussions with care experienced young people about the future of WC?S, we asked them to bring an item which represents WC?S and describe what it means to them. These are examples of what they said.



In the past 4.5 years, we have supported over 4,000 care experienced children and young people through advocacy, participation and influencing activities.

We have put care experience on the national agenda by lobbying and making targeted calls to action.

In 2014, the Children and Young People (Scotland) Act 2014 was passed with ground-breaking implications for care experienced young people, allowing many entitlement to 'continuing care' until they turn 21 and 'aftercare' until they reach 26.

In 2016, the First Minister announced that she would honour the recommendations of the Widening Access Commission by replacing student loans with grants of around £7,500 to support eligible care experienced students during their studies.

We organised the first ever Care Family Christmas Dinner for care experienced people in 2014. This event has gone from strength to strength each year and in 2017 was recognised by winning a Young Scot Award.

Over the last year, care experienced people have been influencing the Independent Root & Branch Review of Care announced by the First Minister of Scotland in 2016 following her commitment to listening to 1,000 care experienced people. This momentous achievement has shaken up the care system in Scotland and has finally given care experienced people the chance to design a system with love at its centre.

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Over the next five years, Who Cares? Scotland will embark upon a bold and ambitious journey to secure a lifetime of equality, respect and love for all care experienced people in Scotland.

During this journey, we will focus on the building blocks of Who Cares? Scotland: **belonging, authenticity, stability** and **determination**.

These are not just words; these are pillars holding us to account to the whole care experienced population.

belonging

we may agree and debate, however, we
also cherish and support one another, learn
from our mistakes, share in our success and
create a sense of belonging

authenticity

we form true and non-judgemental
relationships, and we treat one another the
way we want to be treated

stability

we may change, grow and restructure, but
we are always there for care experienced
people

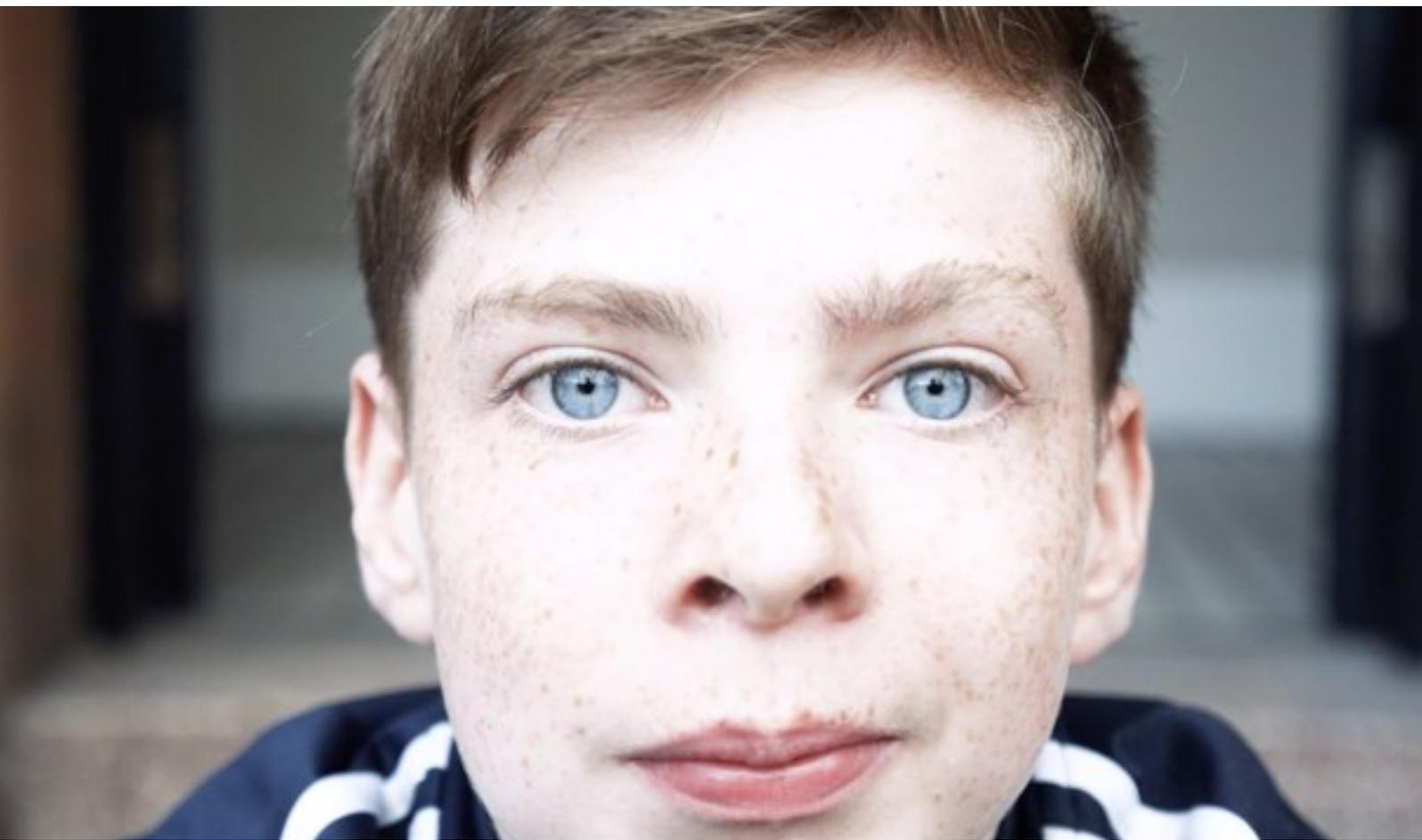
determination

day-in and day-out we conduct ourselves in
a way that achieves our vision and makes us
better human beings

A lifetime of equality, respect and love is not blue-sky thinking. It's the strategic vision of Who Cares? Scotland.

We will strengthen our mandate by reaching out to care experienced people from across Scotland, helping them to claim their rights and be part of a care family.

We will influence decision-makers to ensure the voice of care experience is always at the centre and we will never lose sight of who we are — an organisation owned and governed by care experience people.



I want a care system, where you can talk to anyone about anything, not having to worry about saying the wrong thing or people judging you just because of who you are and the things you have been through.



- Kevin, care experienced person

rights

We will support care experienced children and young people from across Scotland to claim their rights.

- We will support care experienced children and young people to secure a right to independent professional advocacy.
- We will increase access, understanding and the impact of advocacy amongst care experienced people, their families and a wide range of stakeholders.
- Care experienced children and young people will exercise their rights, through participation in decision-making processes.

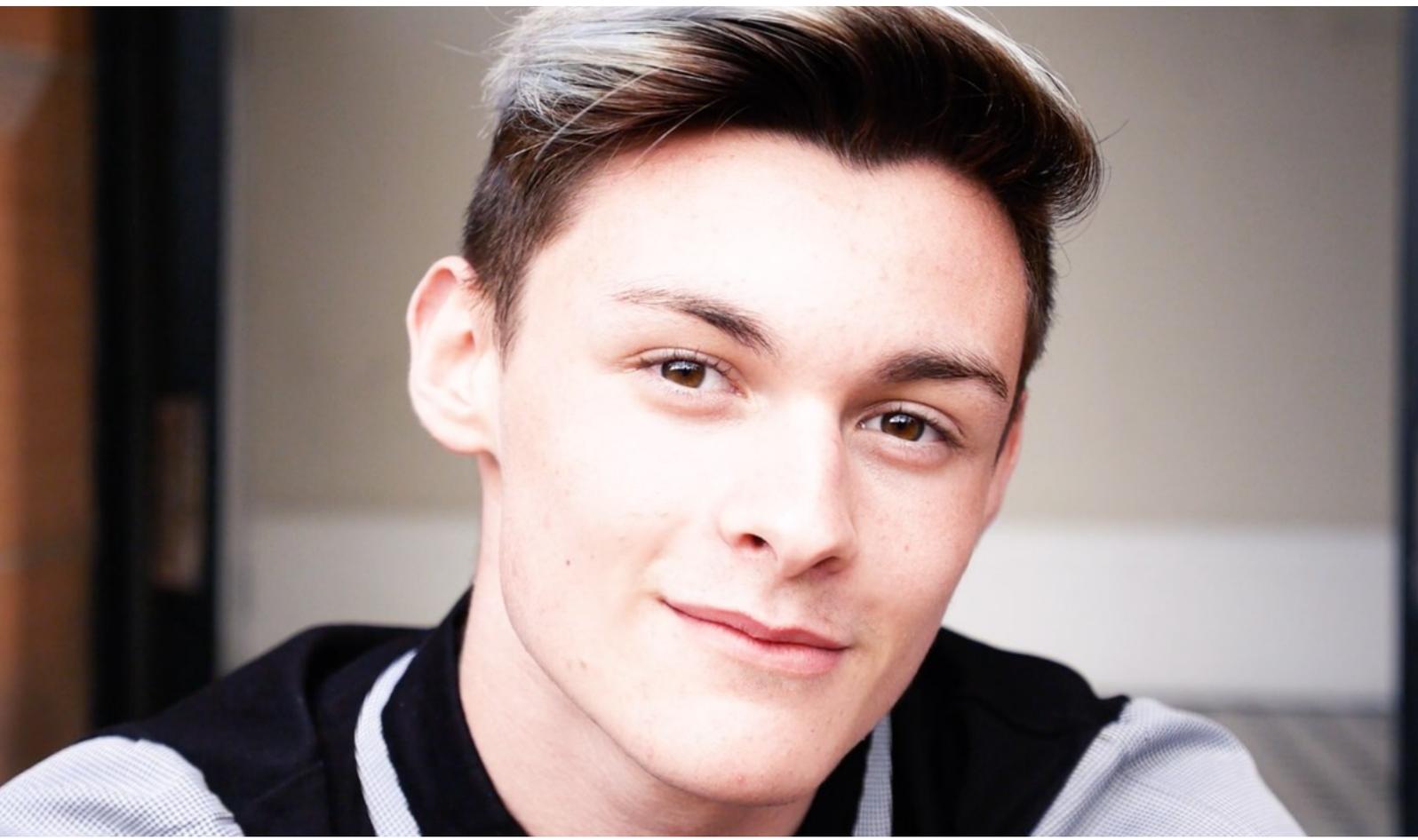
What we will do to make it happen

Our offer of independent advocacy support and participation opportunities to care experienced children and young people will be improved and enhanced, through the quality of our people and our work.

We will produce information, content and materials which will help children, young people and stakeholders to better understand both the value and impact of our advocacy and participation work.

We will support children and young people to understand their care experience and ensure their voice is heard, their rights are respected and upheld and their achievements recognised.

Ultimately, we will work alongside care experienced people, friends and stakeholders to secure a right to professional independent advocacy.



We deserve to belong, we deserve to be ourselves.

We deserve to be happy and be somewhere where we don't have to pretend we are someone who we are not.



- Josh, care experienced person

belonging

We will create opportunities with care experienced people to connect with one another, understand their identity and build a strong sense of self and belonging to the care family.

- We will engage with care experienced people of all ages in all care settings, through a meaningful membership offer, supported by strong partnerships.
- We will create safe, valued and regular spaces with care experienced people to work together to claim their care identity, to shape the world around them.
- We will put care experience at the centre of our governance, through representative and inclusive processes.

What we will do to make it happen

Our members are our heart and our soul, so we will be developing the offer we can make to them. From sign-up, to celebrating birthdays, to taking advantage of regular and new opportunities – members of all ages will be represented well and served with purpose.

We will listen to members and act on what we hear. The conversations we have with members will be improved by developing partnerships and new platforms so we can engage in real time, and on news and topics which are real for them.

Our members' ambitions will be at the forefront of everything we do. Members' positive sense of self, understanding of identity, their network of friends and interests, and an understanding of their talents will be improved, because of their membership experience.



I do believe that the standard for humanity all across the world should be respect, love and equality. The only way we are going to set that standard is by speaking up and using our voice, and making ourselves heard.



- Ashley, care experienced person

influencing

We will support care experienced people to be active in positively influencing their personal, social and political world in Scotland and beyond.

- We will support corporate parents across Scotland to understand care experience.
- We will bring care experienced people, decision makers and elected representatives together, to shape legislation and associated services which they are dependent on.
- Positive attitudes towards the care experienced population will be increasingly evident across Scotland and internationally.

What we will do to make it happen

Our programmes will continue to focus on achieving demonstrable and positive changes, from care experienced people's perspectives, on the experiences they have day to day, throughout childhood and adulthood.

We will continue to inform, educate and challenge corporate parents, communities and citizens, by focusing on changing attitudes, supporting the evaluation and development of laws, regulations, policies and the associated practices which care experienced people depend on to thrive.

We will always do our influencing work alongside care experienced people who are brave enough to share their views and use their expertise to deliver better for those currently being cared for and those yet to be cared for.

We will do whatever it takes to ensure care experienced people feel loved for life.



Without us nothing about us is for us.



- Vonnie, care experienced person

We will lead an ethical organisation with care experience at its heart.

- Our organisation will be care experienced-led, supported by a skilled and motivated employed and voluntary workforce, made up of 30% care experienced staff across all levels.
- We will have an efficient organisation supported by sound financial and business processes, technology and working environments.
- We will have a diverse and secure funding base rooted in sound evidence of the impact of our work and will extend our network of support and reputation worldwide.

pioneering

What we will do to make it happen

We will ensure that care experience is present in every aspect of our work and in every layer of our structure. Specifically, as we grow and reach out to more care experienced people than ever before, we will increase opportunities for care experienced people to lead and govern our work.

We will support our staff and volunteers to continuously develop their talents, skills and practice to ensure that our organisation is responsive and continues to meet the needs of care experienced people as care improves.

We will reflect on who we are and what we do, to ensure we are achieving what we set out to do, and we are there for care experienced people, for as long as we are needed.

Finally, we will use our resources wisely, to make the most of what we have, while working creatively to increase our unrestricted funding, to ensure we achieve our vision of a lifetime of equality, respect and love for care experienced people.

join our cause

Whether you are male, female or non-binary; British or not; a funder, politician or a volunteer; a care experienced person or a person who knows someone with care experience, we urge you all to join us and make a lifetime of equality, respect and love for care experienced people a reality.

www.whocarescotland.org/joinus



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