



Highlighting positive Corporate Parenting practice

A LIFETIME OF  
EQUALITY  
RESPECT  
AND  
**LOVE**  
FOR CARE EXPERIENCED PEOPLE



# Promising Practice

MARCH 2021

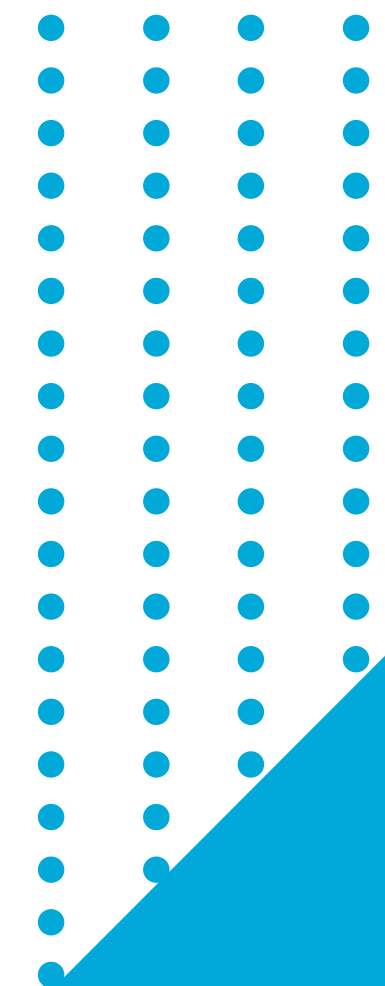
Welcome to the latest edition of our Promising Practice guide, highlighting the great work being done by Scotland's Corporate Parents supporting Care Experienced people to succeed and achieve their true potential.

This round up features:

- Police Scotland
- SAAS (Student Awards Agency Scotland)

This round-up is only a small snapshot of the activity that is taking place across Scotland and relates to Corporate Parents we have worked with closely. If you are a Corporate Parent and have an example of promising practice you would like to share, please get in touch as we hope to develop the round-up in the future and collect even more examples of good Corporate Parenting. Our ambition is that other Corporate Parents will build on these examples so that together, Corporate Parents can make sure all Care Experienced people feel in control of their lives and able to overcome the barriers they face.

If you have an example you would like to share with us on this, please email: [corporateparenting@whocaresscotland.org](mailto:corporateparenting@whocaresscotland.org)







## CARE EXPERIENCED OFFICERS

In November 2020, Police Scotland began carrying out engagement work ahead of creating our new Corporate Parenting Plan for 2021-2024. As part of this engagement, we recognised there was an opportunity to seek the views of our own colleagues who are Care Experienced and can provide a unique insight.

In an unprecedented piece of work, the Children and Young People Team from Police Scotland made an internal video appeal, supported by Who Cares? Scotland, to all colleagues, inviting them to come forward if they had Care Experience and offer them the chance to get involved with helping shape our new Corporate Parenting Plan. We wanted to make sure our Care Experienced officers were empowered to use their unique life experience to come forward and help make decisions that directly affect young people that are in the same situations as they were growing up and their experiences as police officers and staff.

The response to the appeal was overwhelmingly positive, with officers and staff with lived experience coming forward, as well as various colleagues with experience of providing care. Some Care Experienced officers said they had always wanted some way to offer their personal experience to help Care Experienced young people in the police, but didn't know how until they saw the appeal, which proved what a worthwhile idea it was. Along with Who Cares? Scotland, online engagement sessions were held to speak with lived experience officers. Who Cares? Scotland is helping us provide the support and care to our staff as they help us to form our new Corporate Parenting Plan. The new group is at an early stage and we hope to keep it going to include these and other Care Experienced colleagues.



**POLICE**  
**SCOTLAND**  
Keeping people safe  
**POILEAS ALBA**

*'The Care Experienced engagement with our colleagues underpins our commitment to being a good Corporate Parent in Scotland. By looking after our own Care Experienced colleagues, we are recognising how we value them in our workforce and we are delighted with how they have helped us design our new plan.'*

*'We look forward to helping the group evolve to grow and feedback in to further Corporate Parenting events. We aim to continue work like this as we learn how to make Scotland a safe place for Care Experienced young people to flourish and achieve their full potential'.*

*- Chief Inspector Colin Convery, Children and Young Persons, Police Scotland.*



# ACCESSIBLE APPLICATION PROCESS

For the upcoming academic session we have introduced a more streamlined practice in the form of a Specialist Support Team. This team is formed of a specialist group of caseworkers who are responsible for dealing with all applications and correspondence for students who need additional support and/or who have complex backgrounds. Our Care Experienced students are part of that cohort of students. The main purpose of the team is to provide comprehensive help and support throughout the students' learner journey, making what can be a daunting process a more supported one. The team has been trained and upskilled on dealing with these types of cases and they work collaboratively to share best practice, enabling us to have a consistent approach throughout the team.

We are committed to making continuous improvements to ensure the application process and learner journey for our Care Experienced students is accessible and as streamlined as possible. We are currently exploring ways to improve our current system functionality allowing incoming correspondence to be routed to the caseworker who originally communicated with the student. This will help build relationships and improve our communication with our Care Experienced students.

It is important to us that our Care Experienced students feel supported throughout the duration of their studies and that is why we are also committed to building relationships with Widening Access and Participation Officers and throughcare and aftercare groups such as Who Cares? Scotland.

As Corporate Parents we understand that it can be difficult for Care Experienced people to obtain information to evidence their experience in care and that retelling their story and reliving past experiences can be extremely difficult. This was the main purpose and driver for introducing our Care Experienced Evidence Form. The form allows us to capture the appropriate level of information we need to award the Care Experienced Student Bursary without our students having to disclose details of their past experiences. Our Specialist Support Team, and our existing Care Experienced Evidence Proforma, were established in response to feedback from our Care Experienced students and external stakeholders and illustrate our commitment to our Care Experienced students. We endeavour to proactively support our Care Experienced students in commencing, continuing and completing their journey into higher education.





***“As Corporate Parents we’ve worked with Care Experienced people and stakeholders to ensure that student funding is as accessible as possible. We want to do everything we can to help our students overcome any barriers they face when it comes to securing the funding they need to embark on their higher education journey”***

***– Audrey Clark, Head of Operational Delivery***

We are in the final stages of launching our Corporate Parenting Plan. As part of our plan we have committed to publishing a Quarterly Report detailing our progress. Once published, our Corporate Parenting Plan and Quarterly reports will be available to view [here](#).

## WOULD YOU LIKE TO FEATURE IN OUR NEXT PROMISING PRACTICE ROUND UP?

We love hearing from Corporate Parents about what they're doing to ensure the best outcomes for Care Experienced people. Does your organisation have a project or policy relating to Corporate Parenting you'd like to shout about? Please get in touch to tell us all about it and we can include you in our next Promising Practice round-up to share with the whole Corporate Parenting community!

If you have an example you would like to share with us on this, please email: [corporateparenting@whocaresscotland.org](mailto:corporateparenting@whocaresscotland.org)

