



**WHO
CARES?**
SCOTLAND

Communities That Care



Creating inclusive communities through our Whole-School Approach

An introduction to our model

January 2024





Why This Matters

All children and young people need a **strong scaffold of support** around them to reach their full potential. For the vast majority of children in Scotland, schools provide a vital and universal piece of this scaffolding – yet too many Care Experienced pupils still report feeling different, stigmatised or like they don't fully belong in their school communities.

Our **vision** is for every child in Scotland to be fully supported by their entire school community. If a child with care experience feels welcomed into their school; feels understood by their school staff; feels accepted and cherished by their peer groups and doesn't feel different or stigmatised by anyone in their school community – they will be more likely to reach their full potential. We want to create a Scotland where Care Experienced pupils have **equitable access to opportunities** in school with their non-Care Experienced peers, and everyone is supported to achieve their personal goals in education and beyond.

Not only will this contribute to a learning environment which enables all learners to thrive, it also allows schools to play a pivotal part in **Keeping the Promise** and meaningfully uphold their **Corporate Parenting** duties to Care Experienced children and young people in their care. By investing in our Communities that Care Whole School Approach, your entire school community will:

- Be **confident** in talking about care in a safe, nurturing and inclusive way
- Have a **framework** in which to evidence the ways in which you are keeping the Promise
- Have access to a comprehensive **toolkit** which lays out how to create the conditions for all children to thrive
- Benefit from a strong **partnership** with a trusted learning partner with experience of delivering evidence-based training to more than 75000 people across the UK
- Work together to achieve the '**Care Aware**' **charter mark**, in recognition of your efforts.

"Lesson was fantastic. Resources are perfect. We haven't had anything like this before..."

-Teacher feedback, 2023



**the
promise**

“The Independent Care Review published its conclusions and final reports on 5 February, which were guided by the voices of over 5,500 people, over half were children and young people with experience of care. The Promise outlined the vision and approach for Care Experienced children and young people to enable them to grow up feeling loved, safe and respected, supported by the people and structures around them.

The Promise team began work in July 2020 and is responsible for translating the findings of the Care Review into Plan 21-24. Plan 21-24 is the first of 3 plans. It sets a series of outcomes that must be fulfilled by 2024. One of the five foundations of The Promise is ‘Scaffolding’ and it identifies that ‘children, families and the workforce must be supported by a system that is there when it is needed’. Building on this foundation, The Plan 21-24 was published in March 2021 and outlines some of the commitments to Care Experienced Children and Young People. These include:

- every child that is ‘in care’ in Scotland will have **access to intensive support** that ensures their educational and health needs are fully met*
- Care Experienced children and young people will **receive all they need to thrive** at school. There will be **no barriers** to their engagement with education and **schools will know and cherish** their Care Experienced pupils*
- Care Experienced young people will be **actively participating** in all subjects and extra-curricular activities in schools*
- the formal and informal **exclusion of Care Experienced children** from education **will end***
- schools will support and ensure Care Experienced young people go on to **genuinely positive destinations**, such as further education or employment.”*

–Scottish Government, 2023

The Communities that Care Whole-School Approach can help ensure your school is actively working to keep these commitments as laid out in Plan 21-24, and playing a significant part in Keeping the Promise.

“I hardly had any knowledge of this topic around Care Experienced children and corporate parenting so I have definitely learned something that I can use to better support the children I work with.”

–Teacher feedback, 2023



The Communities that Care Whole-School Approach

The intended outcomes for the Communities that Care Schools Programme are:

- Whole-school communities (pupils, teachers and other staff) will have a **deeper knowledge and understanding** of care experience
- Teaching staff will be more **confident** in responding to the needs of children with care experience and ensuring lessons are inclusive of such experiences
- Children with care experience will feel **understood** and experience a greater **sense of belonging** in their school community.
- The above objectives will contribute to creating the conditions for **all children to reach their full potential**.

Our Whole School Approach is based on a **Care Aware schools charter** with standards which a school can meet with 3 levels of support, guidance and resource from Who Cares? Scotland (see next page).

The “**Care Aware: Foundation**” level of support allows us to introduce the model to both staff and pupils and begins to build a relationship between Who Cares? Scotland and the entire school community.

The “**Care Aware: Elevating**” package offers the addition of access to an eLearning module for all staff to access at any time, and a further consultation offer to ensure you have on-hand advice, support and guidance from the wider Who Cares? Scotland team.

The “**Care Aware: Strong Scaffolding**” charter mark is the gold star standard, a truly sustainable model. Teaching staff are offered “stage 2” training on how to deliver the Communities that Care model, including our comprehensive and robust curriculum pack, full of lesson plans and activities suitable for early years through to S6. With additional training and ongoing support, ensure your staff are confident in delivering these lessons and activities and can themselves create Communities that Care within their classrooms.

“I think for me it reinforces the ethos of the school, appreciation and awareness of challenges that arise for pupils and trying to support them was good at the classroom teacher level because quite often that would fall on us as pastoral staff or deputes. So the whole-school approach is helping staff to have confidence”

– Pastoral Support Teacher, 2023

Our Approach



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Care Aware level	Standard (What you need to achieve)	How WC?S can support
Care Aware "Foundation"	All school staff are "Care Aware" i.e. they understand what care experience is and the impact it can have on a child or young person – and are proactive in communicating this to colleagues, pupils, parents/ carers/ families and the wider community	"Care Aware" training for all staff and digital post-training pack/resources Access to information, resources and materials which can be distributed among staff, pupils and home to families
	School pupils have an understanding of what care experience is and how it could impact their peers	Engaging age/stage appropriate pupil-facing inputs via classroom sessions, PSE inputs or assemblies
	Care Experienced pupils are aware of and can take advantage of WC?S membership, connection and participation opportunities	Pupil drop-ins following pupil-facing inputs Building strong ties and relationships between WC?S and the school community
	Your school has robust baseline data and can measure impact/change for Care Experienced pupils	Support from our Evidence & Impact team to gather baseline data and how to best measure change
Care Aware "Elevating"	All new staff have the opportunity to become Care Aware at point of induction	Access to Care Aware eLearning module
	All staff have access to a Care Aware eLearning module as an ongoing refresher/ CPD training opportunity	Access to Care Aware eLearning module
	Schools know, cherish and champion their Care Experienced pupils, and can evidence that they are fully participating in school and extra-curricular activities	Ongoing support via consultation time with WC?S staff
	The school has systems in place to monitor and evaluate the attendance, achievements, attainment and health and wellbeing of Care Experienced pupils	Ongoing support via consultation time with WC?S staff
	The school signposts and provides Care Experienced pupils with information on support available outside of the school community such as local advocacy services, WC?S, other local groups, etc.	Ongoing support via consultation time with WC?S staff
Care Aware "Strong Scaffolding"	Teaching staff are confident in delivering the Whole-School Approach in their own classrooms using our suite of online and downloadable resources, activities and curriculum packs	Training for teaching staff on how to deliver the Whole School Approach Access to our online suite of resources and activities
	Care Experienced pupils are fully represented in school and influence school policy (e.g. via a Care Experienced group)	Ongoing support via consultation time with WC?S staff
	The school has a dedicated Care Experience lead/ point of contact	Ongoing support via consultation time with WC?S staff
	The school are exploring opportunities across cluster schools and/or within their locality, to share good practice and ensure consistency or approach to identifying and supporting Care Experienced pupils	Joining a network of school communities across Scotland working to benefit Care Experienced pupils Opportunity to showcase your work at our annual Communities that Care Conference
	The school can evidence positive impact on Care Experienced pupils	Support from our Evidence & Impact team to measure, present and share impact
	Care Experienced communities reflected in lessons and are celebrated throughout the year e.g. during Care Experienced Week/Care Day, etc	Access to our online suite of resources and activities Ongoing support via consultation time with WC?S staff

*Guide costings based on a price-per-school model but we will work with you to develop a bespoke programme of support and can explore different costing models when working with a number of schools in a given area.

About Who Cares? Scotland



Who Cares? Scotland is the world-leading organisation for Care Experienced people, specialising in creating a care aware world where Care Experienced people can thrive. By working with us, you will benefit from our unique position as a truly independent body, solely focused on representing the voice of Care Experienced people, with a record in influencing positive change for those with lived experience of care.

Who Cares? Scotland was established in 1978 as a small voluntary organisation which worked with local groups of young people in the care system, to ensure they had the opportunity to share their experiences with professionals. Over 40 years later, we have grown into a world-leading and multi-award-winning advocacy and campaigning organisation, with a membership of over 4,000 Care Experienced people. We have evolved our model and increased our reach and impact over the decades, but one thing has never changed: our commitment to listening to Care Experienced people and acting on what they tell us.

For more information or to discuss anything in this proposal, please contact **Laurie Goldie**,
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EQUALITY | RESPECT | LOVE

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