



Newsletter and Promising Practice

Spring 2024



EQUALITY | RESPECT | LOVE

The Education and Engagement Team

Education & Engagement Team



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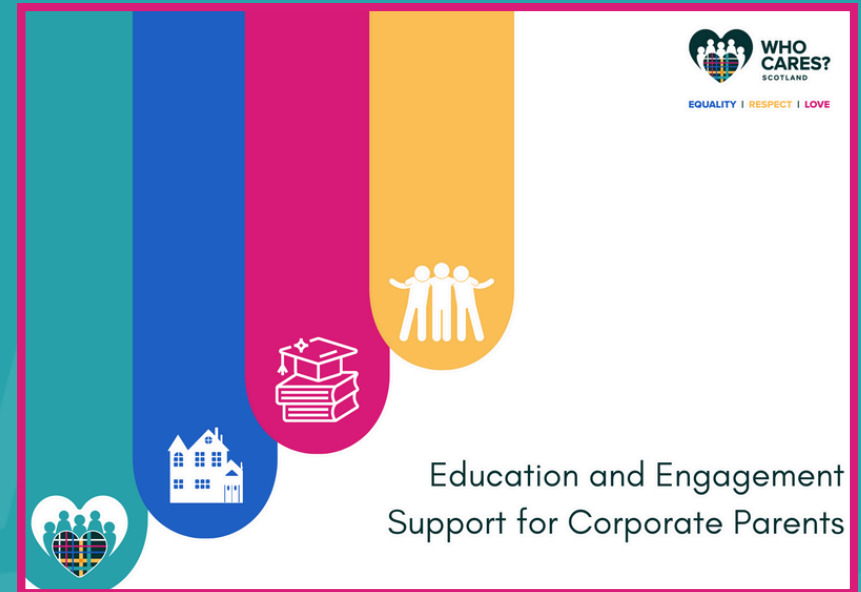
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The Education and Engagement team is here to support you on your Corporate Parenting journey. We will be in touch soon with details of our offer for this year.

Plan 21 - 24

Is Scotland Keeping The Promise?

A Who Cares? Scotland Research Report

February 2024



Is Scotland Keeping The Promise - Report

On the 6th of February it was the fourth anniversary of the launch of The Promise. To mark this anniversary, Who Cares? Scotland released a report highlighting concerns about the lack of progress, data gaps, and dilution in aims.

Our report has unveiled positive progress on areas such as keeping brothers and sisters together, addressing stigma in the care system and the work underway to reshape the youth justice system. However, it has highlighted that much more work needs to be done within all the priority areas. With key concerns on the lack of progress in education, restraint and the monetisation of care.

[Click the image on the left to read the full report.](#)



My Corporate Parent - Video

This new video was made in consultation with a group of Care Experienced people in the Highland council area. In the video they share what they need from their Corporate Parents to feel supported. They also tell us how Corporate Parents should behave in order to build up long lasting, trusted relationships with the people they support and are responsible for.

[Click the image on the left to watch the video.](#)

Who Cares? We do! - Promising Practice

Our Education and Engagement team provide support to Corporate Parents to fulfil their statutory duties to support Care Experienced people. For the past few years, the team have been working closely with and supporting the Scottish Police Authority through the delivery of training sessions and offering a range of other consultative supports. This year marks 10 years of Corporate Parenting legislation and we are inviting Corporate Parents to share what the role means to them. In this blog, Samuel Curran, Policy Lead for Scottish Police Authority, shares his personal journey as a Corporate Parent and the action that The Scottish Police Authority have taken as a proud Corporate Parent. He shares his views on why Corporate Parenting is a priority for Scottish Police Authority and expresses his own and the Scottish Police Authority's commitment to the Care Experienced community.



Samuel with Emma and Lynsey from Who Cares? Scotland at The Scottish Public Sector Awards, Dec 2023

Let me be honest.

A little over three years ago, on first joining the Scottish Police Authority, the term 'Corporate Parent' meant nothing to me. In all honesty, I had little to no knowledge about care experience and what it meant to people.

By sharing this experience with you - a personal journey from being humbled by ignorance on care experience to empowering the Scottish Police Authority to become a proud Corporate Parent - I hope it will serve as a reminder of the transformative power of learning and collaboration. It is, ultimately, a tale of teamwork and enlightenment.

And so, our journey begins. In 2021, I arrived at the Authority amidst a sea of change. The organisation had just undergone a major reorganisation, signalling a new chapter in our collective endeavour to better serve the people of Scotland. Despite limited understanding of care experience, what became abundantly clear was the unwavering dedication of my colleagues and the Authority's Board and leadership team who were united by a shared vision of a stronger, more compassionate Scottish Police Authority.

For those of you who may lack awareness of the concept, as I did, Corporate Parenting is defined as 'the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers'. My very simple translation is that we, as Corporate Parents, need to be loving and compassionate and do everything in our power to improve the lives of Care Experienced people.

Care Experienced people should be high on our agenda, as they continue to be overrepresented in Scotland's justice system. Early conversations with Authority colleagues, however, revealed a sobering truth: as an organisation, we were falling short in our duties as a Corporate Parent. It was a revelation that spurred all of us into action.

Our first - simple, yet profound - step toward becoming a proud Corporate Parent was forging a partnership with Who Cares? Scotland. This collaboration has, and continues to, serve as the foundation of our efforts, providing us with invaluable insights and guidance as we embarked on our quest for transformation.

Who Cares? Scotland helped us to develop our first Corporate Parenting plan - Look, Learn, Listen, Review - designed to guide our actions and ensure that the voices of Care Experienced individuals were heard and valued at every turn.

Who Cares? We do! - Promising Practice

One of our first priorities was to ensure that all staff and non-executive board members were equipped with the knowledge and understanding required to effectively support Care Experienced individuals. This was a game changer for us and our journey to becoming a better Corporate Parent.

Emma Brannigan-McQueen and colleagues from Who Cares? Scotland delivered training to every single member of staff and our Board. The penny well and truly dropped: all of a sudden, we were all talking the same language, all understood the challenges that people with care experience may face, and critically understood how as a police authority we could advocate for change that would improve the outcomes for people with care experience.

If I could give just one piece of advice of a simple action you can take to drive change it would be this: make sure that your colleagues understand what care experience means and how they can be part of a progressive system that supports improvement.

Very early on in our journey as a Corporate Parent we were fortunate enough to meet with the Stirling Champions Group. Not only was it wonderful to meet and chat with these amazing young people, but they helped us to understand where we could best focus our efforts. One area that needed particular focus was building positive relationships between people with care experience and Scotland's policing system.

It was this engagement that spurred the Authority to develop a Modern Apprenticeship that specifically encouraged Care Experienced individuals to apply. For policing to be truly effective it needs diversity of thought and to reflect the communities that we serve. This was a first for policing in Scotland, and both Who Cares? Scotland and our Police Scotland colleagues helped us every step of the way. At the time of

writing this I'm pleased to report that the recruitment process for this post is now in its final stages and all of us at the Scottish Police Authority are looking forward to welcoming the next member of our policing family.

There are numerous other steps we are taking, and I'd be happy to share further with anyone who is interested, but the main point is this: it IS possible for organisations to quickly change and support better outcomes for Care Experienced people, and I suggest to start by seeking the support of great partners like Who Cares? Scotland.

We were delighted when the success and scope of the great partnership between the Scottish Police Authority and Who Cares? Scotland was publicly recognised in 2023, when we were shortlisted for the Scottish Public Sector Awards – a first for the Authority. The nomination recognised the Authority's collaborative work with Who Cares? Scotland to publicly advocate for action to reduce inequalities through system wide activities to enhance the life prospects of those who have experienced care.

While we are grateful for the recognition, I believe our work has only just begun. This year we will be developing our new Corporate Parenting Plan, and I'm sure it won't surprise you to hear that this is a project we'll be working closely with Who Cares? Scotland on!

As we reach the end stage of our story, perhaps we can work together to transform it into an interactive experience...? If you're reading this and have any ideas of where the Scottish Police Authority could add real value then please do get in touch – we'd love to hear your thoughts!

Let me close with the most important question. Who Cares? Well, I can safely say that we do.

Emergency Services Awareness Event

Who Cares? Scotland and the Emergency Services are coming together to hold the first ever Emergency Services Awareness Event for those with Care Experience. Attending the event will be:

- **The Scottish Fire & Rescue Service**
- **Police Scotland**
- **Scottish Ambulance Service**
- **NHS Scotland**
- **Scottish Police Authority**

We will also have members of **Disclosure Scotland**.

You will spend the morning meeting uniformed and non-uniformed members of each emergency service, discovering a variety of different job roles throughout each Corporate Parent organisation. This is an opportunity to gain an understanding of the emergency services, and learn more about the wide range of roles that exist across all services, to speak to officers and staff from different areas of each organisation in an open and relaxed environment.

Hear what it's like to be a staff member in the contact centres helping people get the help they need when they need it, or perhaps speak with Human Resources and discover what it's like to manage HR for each Corporate Parent. Maybe you would like to hear what it's like to be a diver with SFRS, or what it is like to be a part of the mounted unit or a dog handler with Police Scotland. Perhaps you would like to understand a little more about what it takes to be a member of NHS Scotland, a paramedic with the Scottish Ambulance Service, or even what life is like in a uniformed role?

Come along and take part in our live drill set up, meet the horses and dogs, use a fire hose, and learn some first aid.

Your Emergency Service Corporate Parents can't wait to welcome you!



FIND OUT MORE ABOUT CAREERS IN THE EMERGENCY SERVICES

EMERGENCY SERVICES ENGAGEMENT EVENT

Friday 24th May 2024
10am - 12pm
Scottish Fire and Rescue Headquarters
Cambuslang
16+ Event

To find out more and register scan the QR code or go to:
www.whocaresscotland.org

WHO CARES? SCOTLAND | SCOTTISH FIRE AND RESCUE SERVICE | POLICE SCOTLAND | NHS SCOTLAND | Scottish Ambulance Service | Disclosure SCOTLAND

If you know any Care Experienced people who would like to attend this event they can register by scanning this QR code or clicking the link below:



www.whocaresscotland.org/event/emergency-services-engagement-event/

Corporate Parenting Awards



We are excited to announce that nominations are now live for our first ever Corporate Parenting Awards!

To mark the 10-year anniversary of the Children and Young People (Scotland) 2014 Act, and within it the grounding of Corporate Parenting duties in legislation, Who Cares? Scotland are hosting our first ever **Corporate Parenting Awards** event. This event will celebrate positive and progressive Corporate Parenting practice from the last decade while recognising the key role that Corporate Parents play in the lives of Care Experienced people, particularly as Scotland strives to Keep the Promise.

This event will take place on **Thursday 22nd August** in Glasgow.

There are a wide variety of award categories and for most of the awards, anyone is able to nominate a Corporate Parenting organisation. However, there is one award that is only open to nominations from Care Experienced people.

We strongly recommend using our [Nomination Guidance](#) to support you with your nomination and if you have any questions, please just get in touch with corporateparenting@whocarescotland.org.

The deadline for nominations is Friday 31st May. Nominations will then be scored by our shortlisting panel and registration for the event will open once shortlisting is complete.

We wish you the best of luck with your nominations!

NOMINATIONS NOW OPEN

Scan the QR code to read
our [nomination guidance](#)
document:



Scan the QR code to [submit](#)
[your nomination](#):





GALA FOR LOVE 2024

**HELP RAISE MONEY FOR WHO CARES? SCOTLAND
AND THE CARE EXPERIENCED COMMUNITY**

**FRIDAY 23RD AUGUST
RADISSON BLU HOTEL, GLASGOW**

**DRINKS RECEPTION, THREE COURSE MEAL, LIVE
ENTERTAINMENT,
FUNDRAISING AUCTION AND INSPIRATIONAL
SPEAKERS!**

We are excited to let you know we have a fabulous fundraising event coming up in the summer – the Gala for Love 2024 at the Radisson Blue on Friday 23rd August.

There will be a sparkling drinks reception, three course meal, live music, inspirational speakers, including our Chair Carmel Jacob, and finally a fundraising auction and prize draw!

As Corporate Parents are such good champions and ambassadors for our work, we would love for there to be a significant presence at the event. This is sure to be a special evening and we would love you to join us.

We have an exclusive offer for Corporate Parenting organisations and individuals who work for them: £800 per table of ten or £80 per person which represents 20% off the full price amount of £1000 per table.

The special ticket price of £80 includes glass of fizz on arrival, three course meal, tea or coffee, music and entertainment!

There is more information on [our website here](#) which includes details about the event and sponsorship packages.

If you would like to come as an individual rather than taking a table, we may be able to organise some mixed tables with representation from various Corporate Parenting organisations.

To find out more please email lucy.christopher@whocaresscotland.org

Get in Touch



EQUALITY | RESPECT | LOVE

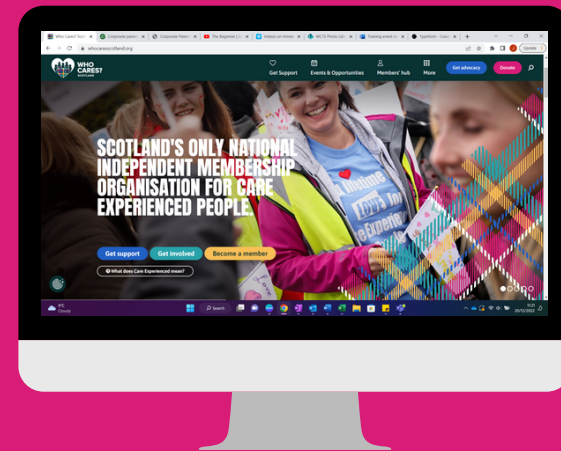
If you would like to work with us or find out more about our training offer please do get in touch, we'd love to hear from you.



corporateparenting@whocaresScotland.org



Click above for our socials



Click above to visit our website.