



<b>Meeting of East Renfrewshire Health and Social Care Partnership</b>	Integration Joint Board	
<b>Held on</b>	31 January 2024	
<b>Agenda Item</b>	11	
<b>Title</b>	East Renfrewshire #KeepThePromise Board and Delivering Our Corporate Parenting Responsibilities	
<b>Summary</b>		
<b>Presented by</b>	Raymond Prior, Head of Children's Services and Justice (Chief Social Work Officer)	
<b>Action Required</b>		
<p>The Integration Joint Board is asked to:</p> <ul style="list-style-type: none"> <li>• Approve the proposed East Renfrewshire <i>#KeepThePromise Board</i> model, which includes the recommendation to appoint Promise Keepers to the Board and use a co-production approach to support children, young people, families and carers, with lived experience of the care system, to be equal partners with decision-makers.</li> <li>• Agree to the new three tier <i>#KeepThePromise Workforce Learning Programme</i> and promote attendance and engagement across the partnership in East Renfrewshire.</li> <li>• Note the response to the letter from Fiona Duncan Chair/Independent Strategic Adviser to The Promise dated 21<sup>st</sup> December 2023, requesting a progress update on implementation of The Promise in East Renfrewshire. This response is to inform the national development of the Promise Plan 2024-30.</li> </ul>		
<b>Directions</b>	<b>Implications</b>	
<input type="checkbox"/> No Directions Required <input type="checkbox"/> Directions to East Renfrewshire Council (ERC) <input type="checkbox"/> Directions to NHS Greater Glasgow and Clyde (NHSGGC) <input type="checkbox"/> Directions to both ERC and NHSGGC	<input type="checkbox"/> Finance <input type="checkbox"/> Policy <input type="checkbox"/> Workforce <input type="checkbox"/> Equalities <input type="checkbox"/> Risk <input type="checkbox"/> Legal <input type="checkbox"/> Infrastructure <input type="checkbox"/> Fairer Scotland Duty	

**EAST RENFREWSHIRE INTEGRATION JOINT BOARD****31 January 2024****Report by Chief Social Work Officer****The new East Renfrewshire #KeepThePromise Board and  
Delivering Our Corporate Parenting Responsibilities****PURPOSE OF REPORT**

1. In 2020 Scotland made a promise to care experienced children and young people: “*You will grow up loved, safe and respected. And by 2030, that promise must be kept*”. The Promise was made following the Independent Care Review, which found that the current “care system” in Scotland isn't working. The Promise and its accompanying 10 Year Plan, launched in 2020, is underpinned by [5 foundations](#) – *Voice, Family, Care, People, and Scaffolding* (see appendix 1).
2. To ensure that at the highest level children and young people are heard and engaged, and that they and their families are at the centre of everything that we do, this report recommends the development of a new East Renfrewshire #KeepThePromise Board and outlines the composition of the Board, its purpose, and how it will function.
3. To accompany the creation of the Board a three tier #KeepThePromise Workforce Learning Programme has been devised in partnership with Who Cares? Scotland and the wider Corporate Parents network locally. This will ensure fuller commitment from all Corporate Parents as well as an increase in the skills and knowledge of the workforce.

**RECOMMENDATION**

4. IJB are asked to:
  - Approve the proposed East Renfrewshire #KeepThePromise Board model, which includes the recommendation to appoint Promise Keepers to the Board and use a co-production approach to support children, young people, families and carers, with lived experience of the care system, to be equal partners with decision-makers.
  - Agree to the new three tier #KeepThePromise Workforce Learning Programme and promote attendance and engagement across the partnership in East Renfrewshire.
  - Note the response to the letter from Fiona Duncan Chair/Independent Strategic Adviser to The Promise dated 21<sup>st</sup> December 2023, requesting a progress update on implementation of The Promise in East Renfrewshire. This response is to inform the national development of the Promise Plan 2024-30.

## BACKGROUND

### The Promise

5. On 5th February 2020 a promise was made to the infants, children, young people, adults and families who have experience of the care system in Scotland. The Promise and its commitments were clear that by 2030 the following would be delivered:
  - ✓ Love will no longer be the casualty of the 'care system,' but the value around which it operates
  - ✓ Wherever safe to do so, Scotland will make sure children stay with their families and families will be actively supported to stay together
  - ✓ Children, young people, and their families will be listened to, respected, involved and heard in every decision that affects them.
6. The Scottish Government and the national Promise Team reinforced that this work is "**immediate and urgent work - what can change now must change now**" and that implementation of The Promise must not be delayed. In East Renfrewshire we have made the same commitment to our current looked after children and young people, those who we previously looked after, and for those who will experience care in the future. Even during the Covid-19 pandemic we sought opportunities to drive forward The Promise believing that during this extraordinarily challenging time children and young people in our care needed to be loved, safe, and listened to more than ever.

### Corporate Parenting Responsibilities

7. Over this time local Corporate Parents have demonstrated a commitment to improving the life chances of our looked after and care experienced children and young people but all are aware that individually and collectively more has to be done to enable us to achieve our goal of being the best possible parent we can be in line with The Promise.
8. It is now more understood that when a child or young person becomes looked after – at home or away from home - the local authority, health board, and a number of other public bodies take on the role of Corporate Parent. Corporate Parenting is the collective responsibility of the council, elected members, employees, and the other key partner agencies, to provide the best possible care and protection for our looked after children. This also means that each specified public body has the statutory responsibility to act for a looked after child in the same way that every parent wants to act.
9. In East Renfrewshire this has meant we want the best for our children, to see them flourish with good health, to be safe and happy, to do well in education and enjoy healthy relationships with family, carers and friends. Similarly, we want them to make the most of the available cultural and leisure opportunities, and to develop towards adulthood fully prepared to lead independent lives. Importantly, we want young people to progress into a positive post school destination, whether this be further or higher education, or employment, and to be financially secure.
10. The key to delivering on these aspirations is for all Corporate Parents to commit themselves to full implementation of all aspects of **The Promise 10 Year Plan** and the foundations of **Voice, Family, Care, People, Scaffolding**, which underpin it.

## Context

### [Promise Plan 21-24](#)

11. We are now almost four years into the Promise's ten year plan with the current plan focusing on the period from 2021 until 2024 (see appendix 2). On 21st December 2023 the Chair of The Promise, Fiona Duncan, wrote to local authorities and health and social care partnerships requesting a progress update on implementation, as well as plans going forward over the next period. The content of the new national Promise Plan for 2024-2030, to be published in June 2024, will be informed by the responses to Ms Duncan's letter.
12. The five priority areas of Plan 21-24 - *A Good Childhood, Whole Family Support, Planning, Supporting the Workforce, and Building Capacity* and the 25 actions contained within - are reflected in the new East Renfrewshire's Children's Services Plan 2023-2026 titled "*At Our Heart – The Next Steps*". Progress with implementation is reported through Children's Plan annual review process which is a statutory duty. The 21-24 Plan also indicates 5 fundamentals to drive systems and cultural change across Scotland and these are: ***What Matters to Children and Families, Listening, Poverty, Children's Rights and Language***. The fundamentals are important to the creation and purpose of the new #KeepThePromise Board as they will support us evaluate the impact of this important development.

## REPORT

13. In order to ensure we meet our obligations as outlined in The Promise we will establish an East Renfrewshire #KeepThePromise Board. The proposed model for the Board attached will aid discussion among senior officers. As this is a completely new way of working in partnership with children and families who have used East Renfrewshire Council and HSCP services this proposal attempts to describe a way of working that is meaningful and accessible. It will be reviewed during the first year to ensure its fit for purpose and is having the desired impact.
14. To accompany this a three tier Promise Workforce Learning Programme has been devised to support the Promise Keepers, their workforce and all Corporate Parents understand purpose and intent. This programme is also attached.

## CONSULTATION AND PARTNERSHIP WORKING

15. Implementation of the Promise takes place within the wider context of Children's Services Planning in East Renfrewshire. As such the production of this model and learning programme has over the last six months involved a process of extensive collaborative working between children's services partners as well as the important wider engagement that has taken place with children, young people, and families/carers.
16. The Improving Outcomes for Children and Young People Partnership is the principal multi agency group that has responsibility for The Promise in East Renfrewshire. The partnership fulfils this role through oversight of the statutory Children's Services Plan. The Partnership oversees the work of the four multi agency thematic planning sub-groups in relation to the plan itself and its annual reports. These are Additional Support Needs Group, Early Years Group, Corporate Parenting Group, and Young People's Group.

17. All children's services and most of the related services are represented on the strategic high level partnership including East Renfrewshire Council, the Health and Social Care Partnership, NHS Greater Glasgow & Clyde, Police Scotland, and a range of other agencies including East Renfrewshire Culture and Leisure Trust, the Scottish Children's Reporter Administration, Skills Development Scotland, Voluntary Action East Renfrewshire, and partners in local and national voluntary organisations.

## **IMPLICATIONS OF THE PROPOSALS**

### Finance

18. There will be running costs associated with the Board meetings and Fun Events.

### Workforce

19. A dedicated Promise Participation Officer will be required to support the functioning of the #KeepThePromise Board and to ensure the Mini Camps, Champions Board, and families are engaged and supported to participate at a range of different levels and ways.

### Equalities

20. An Equalities, Fairness and Rights Impact Assessment of the new model will be undertaken and the report will be issued once complete. This will be considered by the Improving Outcomes for Children and Young People's Partnership and Corporate Parenting Sub-group.

## **CONCLUSIONS**

21. The Promise is required to be delivered throughout Scotland by 2030. In order to meet this timescale East Renfrewshire Council, HSCP and the wider Corporate Parenting Family must listen to children, young people and families about what works for them and what needs to change. To do this in a meaningful way we will set up a #KeepThePromise Board and use a co-production approach to listening and acting. To accompany this activity The Keepers and the Corporate Parents will ensure participation in the Promise Learning Programme that will begin in 2024.

## **RECOMMENDATION**

22. IJB are asked to:

- Approve the proposed East Renfrewshire *#KeepThePromise Board* model paper, which includes the recommendation to appoint Promise Keepers to the Board and use a co-production approach to support the participation of children, young people, families and carers with lived experience of the care system.
- Agree to the new three tier #KeepthePromise Workforce Learning Programme and promote attendance and engagement across the partnership in East Renfrewshire
- Note the response to the letter from Fiona Duncan Chair/Independent Strategic Adviser to The Promise dated 21<sup>st</sup> December 2023, requesting a progress update on implementation of The Promise in East Renfrewshire.

## **REPORT AUTHOR AND PERSON TO CONTACT**

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Chief Officer, IJB: Julie Murray

12 January 2024

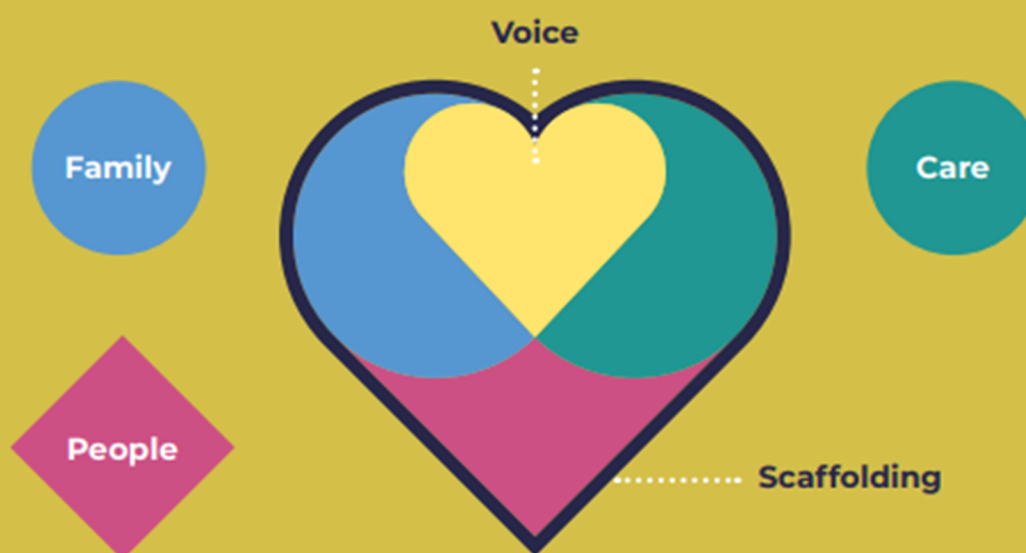
**BACKGROUND PAPERS**

<https://thepromise.scot/what-is-the-promise/foundations>

<https://thepromise.scot/what-must-change/plan-21-24>

## The Promise will be built on these foundations.

These foundations must be at the heart of a reorganisation of how Scotland thinks, plans and prioritises for children and their families.



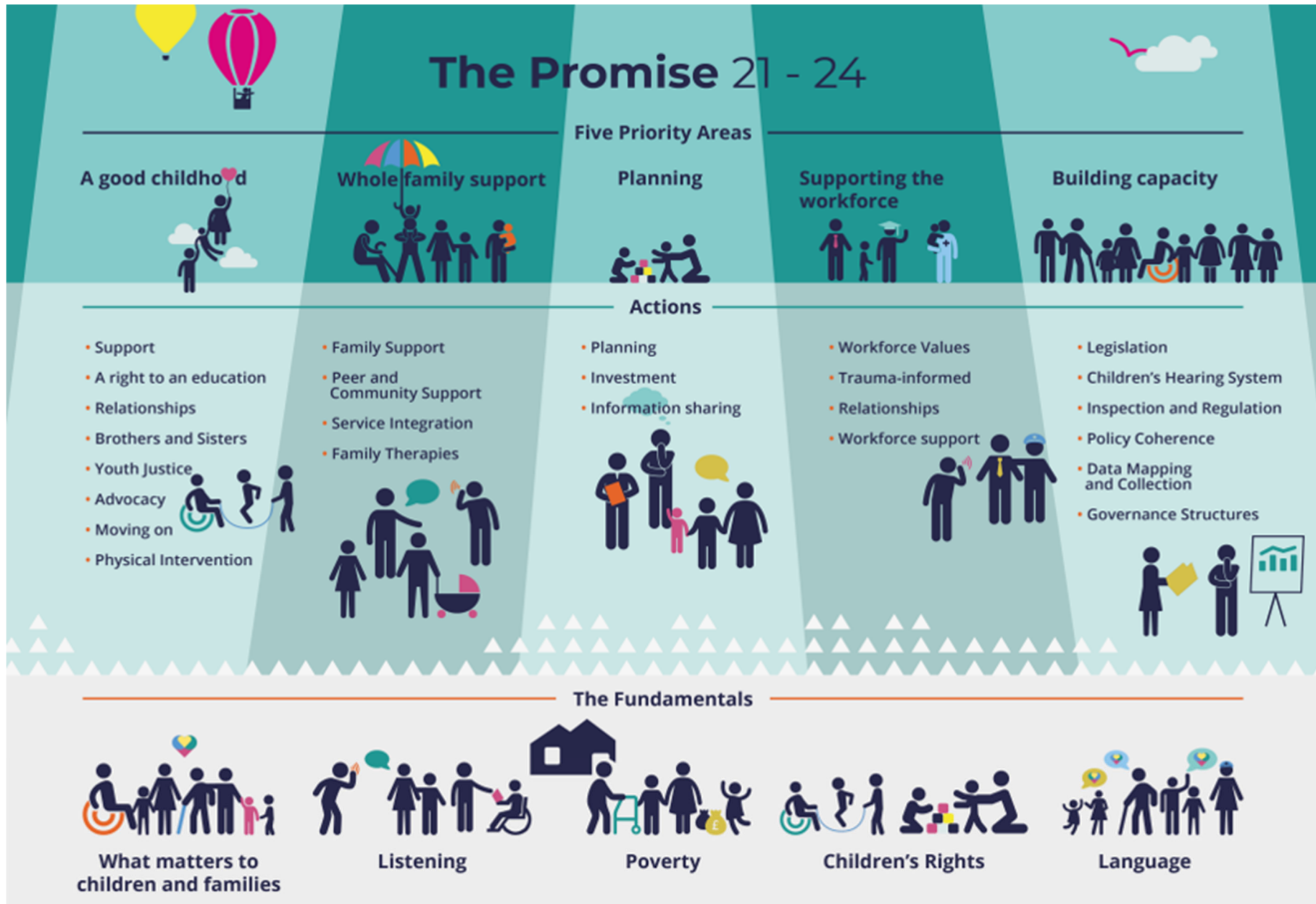
**Voice:** Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focussed on children and those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





## Delivering The Promise

- New HSCP Pathway Planning Assessment Framework for looked after and care experienced young people transitioning into young adulthood. Improving quality of assessment and plans for young people to age 26 years. (Corra Funded)
- Housing, HSCP, and Aberlour: Young People's Home and Accommodation Project. 2 Year project led by care experienced and vulnerable young people using co production methodology to evaluate current housing options and make recommendations for commissioning quality, safe home environments (Corra Funded)
- Implementation of new duties related to looked after children and young people's rights to retain contact with their siblings when in care and throughout their childhood
- Fostering Campaign to recruit more local carers who can care for older young people, large sibling groups, and unaccompanied asylum seeking children.
- Whole Family Wellbeing Programme – investment in seven local services (universal to targeted) to enhance support to families, prevent statutory involvement, improve wellbeing of children with complex needs
- Deep dive review and tracking of care experienced young people in education, linked to: attainment, achievement, attendance, positive destinations and coordinated support plans
- Implementation of Signs of Safety expanded within wider children's partnership locally
- National Care Experienced Week – delivered a full activity programme planned and designed by the Champs Board and Mini Champs
- Co production Programme – key to whole systems change and redesign of services is the voice of lived experience. A range of initiatives being undertaken to capture feedback on what works and what we need to do more of
- Developed a 3-tier training programme for The Promise, using Who Cares? Scotland's 'support for corporate parents' resource
- Promise Board proposal - developed from scratch due to no good practice examples, that included lived experience, available from other LA's
- Improving Outcomes for Children and Young People Promise workshop delivered across partners on 26th October 2023

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**East Renfrewshire's #KeepThePromise Board**  
**Proposed Model**

**East Renfrewshire's #KeepThePromise Board Model**

This paper outlines who will be involved, why the Board is to be established, what purpose it will fulfil, and when, where and how often it will meet.

1) Who

The #KeepThePromise - Board Composition

2) Why

Purpose, Remit, and Strategic Links

3) When

Nature of Engagement, How Often and Where

1.) Who

The #KeepThePromise Board Composition

1. Expert Co Production Reference Group - Children, Young People, and Families with lived experience
2. East Renfrewshire’s Corporate Parenting Family – Chief Officers, Community Planning Partners, and Elected Members

**1. Expert Co-Production Reference Group - Children, Young People, and Families with lived experience**

- Child(ren) from Mini Champs
- Young Person(s) from Champions Board / Board Co-Chair
- Young Adult Care Leaver(s)
- Families: Parents, Kinship Carers, Foster Carers

**2. Corporate Parenting Family - #KeepThePromise Membership**

**A. East Renfrewshire Council and HSCP Promise Keepers:**

- Chief Executive (East Renfrewshire Council) **Board Co Chair**
- Director of Business Operations & Partnerships (East Renfrewshire Council)
- Chief Officer (East Renfrewshire Health and Social Care Partnership)
- Director of Education (East Renfrewshire Council)
- Director Of Environment (East Renfrewshire Council)
- Chief Social Work Officer (East Renfrewshire Health and Social Care Partnership)
- Chief Nurse (East Renfrewshire Health and Social Care Partnership)
- Head of Adult Services ((East Renfrewshire Health and Social Care Partnership)

**B. East Renfrewshire’s Community Planning Partnership Promise Keepers:**

- Chief Executive (East Renfrewshire Culture and Leisure Ltd)
- Scottish Children’s Reporters Administration - Principal Reporter
- Police Scotland – Area Commander
- Voluntary Action East Renfrewshire – Chief Officer

**C. East Renfrewshire Council Elected Members Promise Keepers:**

- Council Leader
- Convener of Education Committee
- Chair and Vice Chair of Integration Joint Board

**Support to Children, Young People, and Families to Participate**

Staff across East Renfrewshire Council and the wider partnership will be identified to support children, young people, and families' participation at all levels and in various different ways. This will ensure that those who are not Board members are enabled to provide feedback about their experiences in a range of ways using methods and approaches that are accessible and inclusive. This is especially important for those with lived experience who will not want to be active in a Promise Board way of working.

**Preparing The Promise Keepers and the Corporate Parenting Family**

The three tier Promise Workforce Learning Programme will be ready prior to the launch of the Board and it will be expected that Corporate Parents take up appropriate learning opportunities offered to ensure their involvement in the Board is meaningful.

## 2.) Why - Purpose, Remit, and Strategic Links

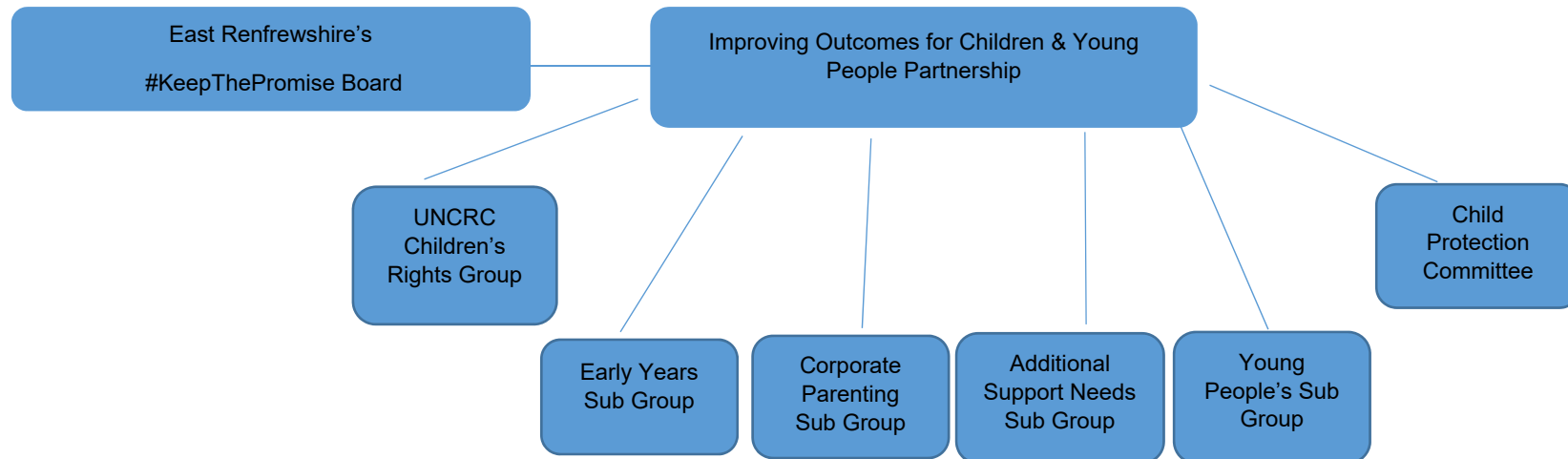
### Board Purpose and Remit

To -

1. Ensure East Renfrewshire #KeepsThePromise by 2030
2. Enable the voice of children and young people with lived experience of the care system, to be at the centre of decision-making
3. Provide their families and carers with a space to tell us what is working and what is not working
4. Enable Corporate Parents and Promise Keepers to receive the information they need from children, young people and families and to make positive change to services, systems, and cultures

### Strategic Links

The new Board activity will be linked to the overall work of the East Renfrewshire Improving Outcomes for Children and Young People Partnership Structure and will report through the East Renfrewshire Children's Plan statutory Annual Report arrangements.



### 3) When - Nature of Engagement, How Often and Where

#### Formal Launch Event

It is proposed that the new Board be formally launched by July 2024. In order to prepare in advance at least one of the Get To Know You Sessions should have taken place – see below.

#### Get To Know You Sessions

#KeepThePromise Board *Get to Know You* Development Sessions: two short sessions will take place for Board members to get to know each other in particular the Corporate Parenting Family will have an opportunity to meet the Expert Co-Production Reference Group - Children, Young People, and Families with lived experience

#### Board Meetings

The #KeepThePromise Board meetings: These will take place as two formal meetings per year. These will be at strategically important times of the year that link to higher level strategic reporting across the Council, HSCP, and Community Planning Partnership in order that progress updates on local implementation of The Promise can be considered by the new Board.

#### Fun Events

A minimum of four informal children and young people's fun events spread throughout the year will take place where the Corporate Parenting Family will have a chance to meet a wider group of the Mini Champs and Champions Board at events that the children and young people requested. This will include the national Care Experienced Week activity too.



# East Renfrewshire Council and Partners



## 3-Tier Promise Learning Programme Proposal

### 1 Objective

As part of East Renfrewshire's commitment to #KeepThePromise it is important that the entire workforce is upskilled to understand their role in achieving this ambition by 2030. The Promise requires building capacity in the workforce, to raise awareness of the changes required, to act upon changes in practice and to champion The Promise in all aspects of our work.



3-Tier Learning  
Outcomes- 1.pptx

### 2 Background

Who Cares? Scotland offer support for corporate parents and we have put this ask to them as a piece of collaborative work. They are able to assist with the development of all the training materials and intend to use a combination of existing resources and East Renfrewshire specific content to make a bespoke package.

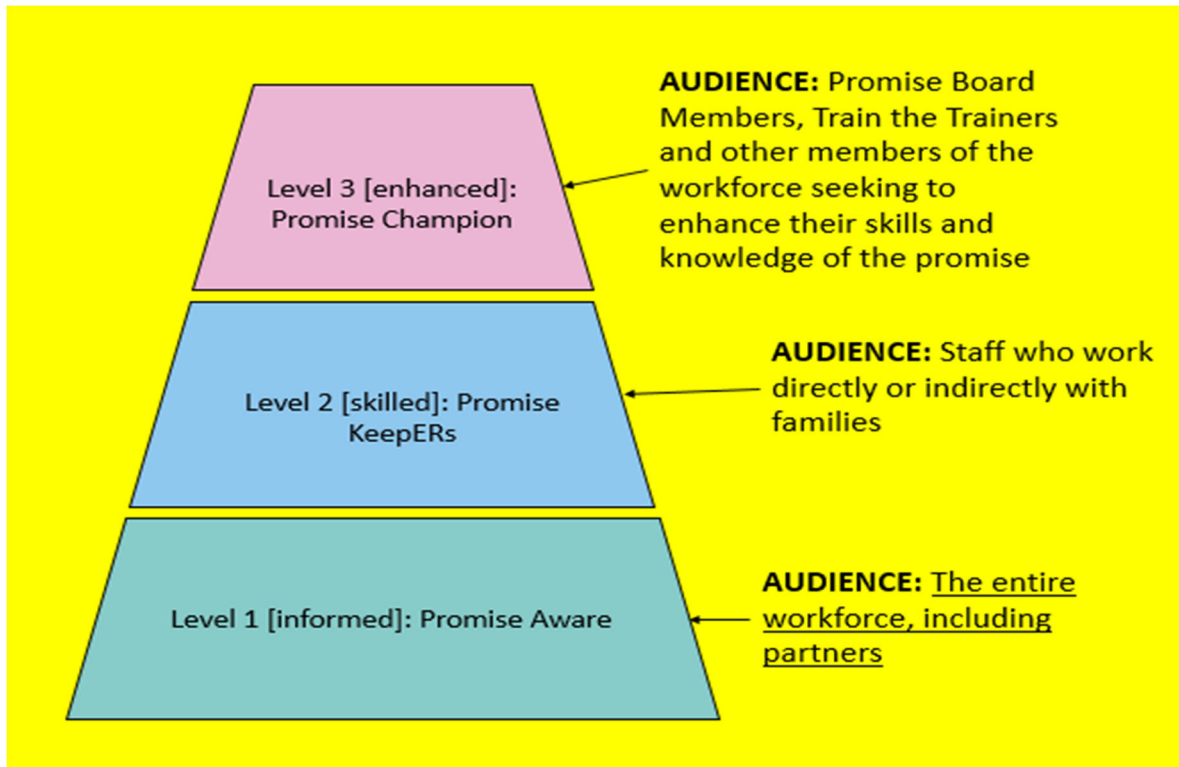
### 3 Completed Tasks

We have developed a set of learning outcomes and aims for each tier of the programme and these will be shared with the Corporate Parenting Sub-Group on 30<sup>th</sup> November 2023, see above.

### 4 Outcomes and Impact

Our Promise KeepERs network is also still at development stage but we intend to align network membership with successful completion of the training tiers. Ultimately, the three stage approach allows progressive workforce development that scaffolds all the other actions that will be identified to #KeepThePromise.

## 5 Proposed Vision



## 6 Upcoming Tasks

- Third sector and other partners will be provided with the materials from the HSCP/ Council training programme.
- E-learning to be implemented first and uptake and completion of this tier will be monitored and reviewed. Tiers 2 and 3, to be implemented next with a 'tried and tested' approach, before full implementation and consideration for 'training for trainer' approach.

## 7 Actions Required

- A commitment from all services in the HSCP, Council and partners is required and each service needs to release staff to complete this training programme. The aim is to enhance the learning and development of The Promise with each workforce and upskill them to transfer this into their practice.