



WHO
CARES?
SCOTLAND

EQUALITY | RESPECT | LOVE

Corporate Parenting Awards



Event Programme

2024



Awards Categories and Nominees

Care Conscious Employer

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- Scottish Children's Reporter Administration
- Social Security Scotland

Changing the Narrative

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- Police Scotland
- St Peter's Primary School - Renfrewshire Council

Creating Financial Equality

- North Ayrshire Council
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Creating Transformation

- Police Scotland
- Scottish Police Authority
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- James Coutts (East Lothian Council)
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- Roslyn Friel (Inverclyde HSCP)
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Outstanding Educational Practice - Schools

- Carnoustie High School (Angus Council)
- Duncanrig Secondary School (South Lanarkshire Council)
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- Active Schools Renfrewshire / Kirklandnuek Primary (Renfrewshire Council) / One Ren
- Disclosure Scotland / NHS Education for Scotland / Police Scotland / Scottish Ambulance Service / Scottish Fire and Rescue Service / Scottish Police Authority / NHS Scotland
- City of Edinburgh Council / Edinburgh College / HUB for Success - Edinburgh Napier University / Heriot-Watt University / Newbattle Abbey College / Open University / Queen Margaret University / West Lothian College

Stable Foundations

- Angus Council
- East Dunbartonshire Health and Social Care Partnership
- Midlothian Council

Care Conscious Employer

Scottish Police Authority

The Scottish Police Authority (SPA) recently ring-fenced a Modern Apprenticeship opportunity for a Care Experienced person. SPA sought guidance from experts throughout this recruitment to ensure the process was inclusive. SPA adhered to a broad definition of care experience, and provided support to candidates throughout the application and vetting process. SPA also provided training to the whole of the Authority to ensure that all staff understand care experience. The successful candidate is now in post, and SPA are committed to providing them with all of the support they need to ensure they are able to maintain and sustain their employment.

Scottish Children's Reporter Administration

The Scottish Children's Reporter Administration (SCRA) have been ringfencing their flagship Modern Apprenticeship programme for Care Experienced people since 2010. These vacancies are open to Care Experienced people of any age, in recognition of the lifelong impact of care. Support is offered from the start of the recruitment process, with applicants invited for an informal chat and offered support with their application and/or interview. SCRA's interviews for Modern Apprenticeships take place in a relaxed environment, and have been described as more of a 'supportive discussion' than formal interview. Once in post, SCRA support successful candidates to develop their individual skills and experiences. SCRA treat care experience as if it were a protected characteristic, and have adjusted their practices and policies in line with the Equality Act 2010. After completing the programme, Modern Apprentices are offered a full-time traineeship for two years at SCRA, where they will complete their SVQ and apprenticeship, and after this are offered full-time, permanent employment at SCRA.

Social Security Scotland

Social Security Scotland have established a Corporate Parenting Champions Group which has brought positive change for Care Experienced people within the Agency. One of the first pieces of change the Group introduced was recognising care experience as a protected characteristic. Based on feedback from Care Experienced colleagues around re-traumatisation and retelling of stories, the Group introduced an 'employee passport'. This means that Care Experienced colleagues can have a sensitive discussion with their line manager about the support they need to sustain their employment, and do not have to repeat these conversations if they do not want to when progressing throughout the organisation.

Changing the Narrative

East Dunbartonshire Health and Social Care Partnership

East Dunbartonshire's Health and Social Care Partnership have introduced a Language and Communication Group to understand the issues and concerns in terms of the language used across social work and wider services. They entered consultation with Care Experienced people, foster carers, and practitioners to gain further insight into preferred language and communication methods. Following this consultation, East Dunbartonshire's Health and Social Care Partnership recognised that rather than simply creating a list of what language should and should not be used, all practitioners need to take an inclusive approach and that every Care Experienced person may have different preferences. This consultation led to further changes in practice and policy relating to language and communication, including the embedding of life story work as common practice.

♥ Changing the Narrative cont.

Police Scotland

Police Scotland are committed to changing the language they use when talking to, and about, Care Experienced people. They collaborated with Each and Every Child to deliver a Language and Stigma event to a wide range of officers, and are exploring delivering this at probationer stage going forward. Police Scotland have also taken feedback from relevant partners and Care Experienced people, and created a poster highlighting words and phrases which are stigmatising and offering alternatives. This poster has been shared across the organisation and is planned to appear in all Police buildings.

St. Peter's Primary School (Renfrewshire Council)

St. Peter's Primary School have committed to creating a positive shift in language across their school. One example of this is changing their 'positive behaviour' policy to ensure that nurture and wellbeing is at the core. Within this policy, there is a section on shared language, adapted from The Promise, to encourage all staff to use inclusive language which is preferred by Care Experienced people. This has helped to change the narrative within the school, with recent surveys issued to pupils showing that children feel included and nurtured within the school. St. Peter's Primary School also ring-fence spaces on their Pupil Council for Care Experienced pupils, to ensure their voices are heard when changing school policies.

♥ Creating Financial Equality

North Ayrshire Council

In 2017, North Ayrshire Council were the first local authority in Scotland to introduce a Council Tax exemption for Care Experienced people, up to the age of 26. This was introduced as a local initiative in recognition of the barriers that can prevent Care Experienced people experiencing financial freedom. After discussions with the Scottish Government, this was then introduced nationally across Scotland.

Student Awards Agency Scotland (SAAS)

In 2017, the Scottish Government introduced the new Care Experienced Students' Bursary. The bursary, delivered by SAAS, is a non-income assessed, non-repayable award to Care Experienced students. Students can now choose whether they want to receive their bursary over 9 months or 12 months. SAAS have also introduced a Summer Accommodation grant for Care Experienced students, to aid with financial pressures over the summer months.

♥ Creating Transformation

Police Scotland

Developed from the 'Unnecessary Criminalisation of Children in Care' pilot, the Respect Program changes the way officers attend to incidents involving children and young people with experience of care and those living in residential houses. Police Scotland identified opportunities to alter existing practice and enhance partnerships between police and children's houses to better support children and young people. The missing person protocol within Police Scotland saw the introduction of a new 'absent' category, now referred to as 'Not at Home', to address the unnecessary over-representation of children and young people with care experience in Police Scotland's missing person investigations. The new 'Not at Home', absence category requires care staff to undertake a risk assessment which is unique to each child and young person and their current circumstances. This ensures a proportionate and effective response on each occasion a child or young person goes missing from a residential house.

♥ Creating Transformation cont.

Scottish Police Authority

The Scottish Police Authority (SPA) has taken proactive steps to influence national policy and future legislation within Scotland in relation to those with experience of care. Alongside Who Cares? Scotland, the SPA has advocated for Scottish Government to include the Care Experienced community in the equality provision in the Human Rights Bill. Further advocacy is ongoing to reduce the impact on Care Experienced individuals of unnecessary criminalisation, promoting more supportive alternatives. The SPA has provided a strong voice in advocating for legislative change to introduce a multi-agency care setting for children accused of crime. Their event on 'Places of Safety for Children in Conflict with the law', highlighted the grave disparities faced by the Care Experienced community and their interactions with the criminal justice system.

Scottish Qualifications Authority (SQA)

SQA work in partnership with a wide range of organisations, and fellow Corporate Parents, striving to ensure their services are accessible for Care Experienced people. One of the ways in which SQA have done this is through replacement certificates. This would usually incur a £40 charge for learners, but SQA have now removed this charge for Care Experienced learners of any age.

♥ Equality, Respect, and Love

Amanda Adair (Renfrewshire Council)

Amanda works within a residential children's house in Renfrewshire. Some of the young people she supports have described her as loving, nurturing and compassionate, and a mother figure within their life. One young person said "***the way her hugs make me feel loved is indescribable***". Amanda supports the Care Experienced community in Renfrewshire to grow, and embodies Corporate Parenting by treating every child within the house like they are her own.

Fiona Balloch (Fife Council)

Fiona is the Promise Lead within Fife Council and has been described as "***a true champion of the Care Experienced community in Fife***". Fiona has gone above and beyond for the people that she supports, ensuring those beyond the age of 26 have support too. Fiona remains in constant communication with the Care Experienced community in Fife to gain feedback on services and strives to improve these and ensure they are meeting Care Experienced people's needs.

Paul Blackwood (Scottish Fire & Rescue Service)

Paul is now a retired Firefighter within Scottish Fire and Rescue, with over 20 years of service. Paul has been described as somebody who "***went above and beyond to raise awareness of the Care Experienced community and the issues and barriers that they face, and ensured that they were acknowledged and recognised in policies and practices***". Paul has consistently championed for care experience to be recognised as a protected characteristic, and used his lived experience to make a difference within SFRS.

James Coutts (East Lothian Council)

James is Head of Service of the housing department within East Lothian Council. For almost 10 years, he has built strong, meaningful, and impactful relationships with the Care Experienced community through the East Lothian Champions Board. James ensures that Care Experienced people entering their own tenancy and living independently for the first time have the support that they need. James introduced mandatory trauma-informed training for all staff within the housing department of East Lothian Council. James has been described as: "***kind, inspirational, amazing, compassionate, invested, reliable and a good listener***".

Equality, Respect, and Love cont.

Samuel Curran (Scottish Police Authority)

Sam has been the driving force in ensuring the Scottish Police Authority (SPA) are a compliant and passionate Corporate Parent, moving The SPA from a place of non-compliance to recognition by the Scottish Government at the Scottish Public Sector Awards in 2023. Sam has supported colleagues in the appointment of a Care Experienced modern apprentice – the first appointment in the Authorities history. Sam was fundamental in the Authority's decision to treat care experience as a protected characteristic, considering the impact of new policies, procedures and projects on the Care Experienced community. Sam continues to ensure the those with experience of care have a lifetime of equality, respect and love.

Roslyn Friel (Inverclyde HSCP)

Roslyn Friel is a Principal Teacher at Inverclyde Council. Roslyn supports Care Experienced students in school, supporting them to overcome barriers in their education and achieve their goals. One young person described her as more *"like an auntie"* than a teacher, and said *"she's a real gem"*. Roslyn works with a wide range of young people across Inverclyde, and keeps in contact with them after they have left school too.

Catherine McCormack (Edinburgh College)

Catherine is the Student Experience Manager at Edinburgh College. Catherine has spearheaded a number of initiatives at the college which have enhanced the support available to Care Experienced students, ensuring the college have a 'door is always open' policy. Furthermore, Catherine has developed strong relationships with Care Experienced students and is known for her amazing empathy and listening skills. One student, who Catherine developed a meaningful and impactful relationship with during the student's time at the college, has invited her to attend their university graduation ceremony this year. Their relationship *"has mutually enriched both of their lives"*, and the student said *"My journey highlights how relationships and transitional support can empower individuals to overcome challenges and pursue higher education. Reaching university required perseverance, resilience, and the backing of those who believed in me. This support, exemplified by people like Catherine, was crucial in shaping my educational path."*

Christina McMellon (University of Edinburgh)

Christina is a Researcher at the University of Edinburgh. She is focused on enhancing the quality of services provided to Care Experienced people, and ensures that their voices are heard throughout all of her participatory research.

Amanda Reynolds (East Renfrewshire Council)

Amanda works in the Youth Intensive Team at East Renfrewshire Social Work department, and facilitates the Champions Board in this area. Amanda embodies Corporate Parenting, with many of the Care Experienced people she supports feeling like she is part of their family – often being referred to as 'Aman-dad'. *"Amanda is an incredible Corporate Parent who goes above and beyond, whether within or outwith working hours. She is always just a phone call away. I sadly lost my grandpa recently at 6 o'clock in the morning. Before 10, Amanda was at my door to ensure I was all right. Whether to laugh or to cry together, she's there for us."* Amanda is passionate and dedicated to improving the life experiences of Care Experienced people in East Renfrewshire, and is proactive in identifying and providing access to supports, resources and opportunities to enhance their wellbeing. Amanda makes the Care Experienced people she supports feel loved, with one person saying *"Amanda deserves to be recognised for the work she does. It's obvious she loves her job, but we know that she loves us too"*.

Holly Robertson (Aberdeenshire Council)

Holly is the Virtual Head Teacher in Aberdeenshire. Holly is described as always going *"above and beyond"* for the Care Experienced people that she supports.

♥ Equality, Respect, and Love cont.

Gordon Todd (Police Scotland)

PC Gordon Todd joined Central Scotland Police in March 2004 and has spent 20 years being a caring and passionate Corporate Parent, building relationships with Care Experienced people and breaking down barriers for them. Gordon is currently a key member of the Children & Young People Team working in part at HMP & YOI Polmont in partnership with Scottish Prison Service and other partners working with young people in their care. Gordon is developing a "Positive Pathways" programme, a suite of bespoke resources which can be tailored to create a course to meet the needs of children and young people in care settings, delivered by officers in local community policing to foster better relationships and improve outcomes for all. Gordon plays a vital role within the Care Experienced Colleagues Group by supporting members, providing guidance, and is an essential link in creating change.

Grant Trainer (Police Scotland)

PC Grant Trainer joined Police Scotland in 2008, and is a key member of the Children & Young People Team. Grant has been integral in driving and delivering the Corporate Parenting Vision, priorities and plan throughout Police Scotland. Grant is extremely passionate about supporting Care Experienced people. He has worked tirelessly alongside Who Cares? Scotland to amend the Police Scotland application form to enable Care Experienced applicants to disclose their lived experience of care. This provides Police Scotland with an opportunity to provide the applicant with an offer of support during the application process, recruitment and within their future roles. Grant is passionate about creating a positive culture within Police Scotland in relation to the Care Experienced community. He has created a 'Language and Stigma' poster and presentation for police officers and staff, to improve the culture and language that is used when referring to the Care Experience community. Grant believes Police Scotland should speak with love, dignity and respect in relation to people with care experience. Grant plays an important role within the Care Experienced Colleagues Group and was instrumental in the creation of the Emergency Services Engagement Event for those with experience of care.

♥ Excellence in Innovation

Dumfries and Galloway Council / Skills Development Scotland / University of Glasgow

A collaboration between Skills Development Scotland, Dumfries and Galloway Council, the University of Glasgow and the Scottish Graduate School of Social Sciences has led to an innovative PhD focused on Care Experienced people's transitions to adulthood. The PhD is exploring Care Experienced young people's pathways to further and higher education and the workplace within Dumfries and Galloway. This PhD is using a children's rights, participatory action research approach, exploring the implementation of policy and adult framed expectations of success on the lives of Care Experienced young people.

East Dunbartonshire Health and Social Care Partnership

East Dunbartonshire House Project was established in 2021 and provides a scaffolding of support around Care Experienced people who are leaving care and entering their own tenancy. The House Project uses a trauma-informed, relationship-focused approach to ensure Care Experienced people are given choice on where they live, and feel prepared to live independently. The support offered is tailored to support individuals and allows Care Experienced people to plan for the future and create a timescale for entering their tenancy. Care Experienced people state that the staff at the House Project ensure they feel "**supported and safe**", and "**they are really transparent and honest, and they help us prepare for change**".



♥ Excellence in Innovation cont.

Care Inspectorate

The Care Inspectorate pioneered an innovative project to understand the challenges that Care Experienced people face around voting. They worked with key partners to hold a webinar for Care Experienced people to better understand these barriers, and then highlighted these to the Electoral Commission, asking for Care Experienced people to receive specific guidance and support around voting.

♥ Lifelong Rights

Police Scotland

In 2020, with the support of Who Cares? Scotland, Police Scotland established the first Care Experienced Colleagues Group in their history. This group brings together staff with lived experience of care from across Police Scotland. Furthermore, Police Scotland now acknowledge care experience as if it were a protected characteristic, which is reflected within their online application process, with a section for Care Experienced applicants. This section allows Care Experienced applicants to disclose their lived experience of care, provide the applicant with an offer of support during the application process, recruitment and within their future roles. Police Scotland recognise the lifelong impact of care, and the career long support some Care Experienced employees may require.

Student Awards Agency Scotland (SAAS)

The Care Experienced Students' Bursary was introduced in 2017, and students were required to be under the age of 26 on the first day of their first academic year to be eligible. Many Care Experienced people over the age of 26 advocated for this age cap to be removed, as receiving this bursary would be a significant support for them if they were to apply to Higher Education. In 2020, SAAS recognised this and removed the age cap. This means that any Care Experienced person, regardless of their age, can apply for the Care Experienced Students' Bursary when applying to higher education.

Scottish Children's Reporter Administrator

The Scottish Children's Reporter Administration are committed to upholding the lifelong rights of Care Experienced people, from birth to adulthood. Since 2020, SCRA have been partnering with the Dolly Parton Imagination Library and Scottish Book Trust and have gifted over 8000 books to children aged 0 to 5 who attend Children's Hearings. A new book is sent to the child every month to inspire a lifelong love of reading, and the titles are chosen to support developmental milestones and encourage active involvement. SCRA are also committed to supporting Care Experienced adults enter employment, and have no age cap on their Modern Apprenticeship programmes.

♥ Outstanding Corporate Parent

East Dunbartonshire Council (Champions Board and House Project)

East Dunbartonshire's House Project ensure that all Care Experienced people have an opportunity to build their life skills and help those looking for their own tenancy. Staff go above and beyond to provide support to Care Experienced people, ensuring their voices are heard and provide a listening ear. The Champions Board also gives Care Experienced people an opportunity to share their views and advocate for change within the Local Authority.

♡ Outstanding Corporate Parent cont.

East Renfrewshire Council (Barrhead High School)

Barrhead High School go the extra mile to support their Care Experienced pupils. Patricia Morrison is a teacher at the school, and is described as building strong, trusted relationships with Care Experienced students, keeping in touch with them even after they have left school; ***"I am now going into my 4th year at Uni. I continue to stay in touch with Ms Morrison and keep her updated on my journey and she is always on hand if I need help with my uni work!"***. The school is flexible to meet the needs of their Care Experienced pupils, ensuring they have the support that they need, and their voices are heard.

Midlothian Council

Corporate Parents across Midlothian Council provide a wide range of support to the Care Experienced community, ensuring they have access to opportunities which promote their wellbeing. One of the ways this happens is through the Midlothian House Project, where staff work closely with Care Experienced people to build their confidence to maintain their own tenancy. This happens through 1:1 support, empowering Care Experienced people and giving them the choice to enter their tenancy when they feel ready; ***"All of the opportunities I have been given have helped me to become the person that I am today. I am responsible for my own tenancy, I am learning to budget better, I have my own cats."*** The House Project also has a Hub, which provides drop-in sessions for Care Experienced people to have a chat with staff and get advice and support.

Orkney Islands Council

The Throughcare and Aftercare service at Orkney Islands Council go above and beyond to support Care Experienced people. Staff are described as ***"very good listeners"***, and are understanding of the unique barriers that Care Experienced people face. The Throughcare and Aftercare service are extremely helpful, and do everything they can to support Care Experienced people.

Renfrewshire Council (Charleston Square)

The staff at Charleston Square supported accommodation in Paisley are extremely supportive of the Care Experienced people who live there, and continue this support after Care Experienced people have moved out of the accommodation too. The staff provide a listening ear, offering advice and guidance on any issues that their Care Experienced residents face. Care Experienced people describe the staff as their family, stating ***"They might not be blood related to me but the staff are family to me; they care about us and they listen and they treat us like their own family."***

Renfrewshire Council (Children's Houses)

Across Renfrewshire Council, staff who work within all of the children's houses ensure they build strong, positive relationships with Care Experienced people and provide individualised support to them, adapting their communication methods to meet their needs. Staff are trauma-informed and aware of the impact of adverse childhood experiences, ensuring that all Care Experienced children and young people in their care are provided with a calm space and offered time away from their house too when needed. Staff strive to widen Care Experienced people's access to culture and leisure, providing opportunities to go on holiday, visit landmarks and enjoy local sports too. Staff also ensure that these memories are captured and inputted into scrapbooks and memory boxes for each Care Experienced person.

Scottish Fire and Rescue Service

Scottish Fire and Rescue Service are passionate about supporting Care Experienced people across Scotland, and in particular have been recognised for their engagement with Highland Champions Board. They are described as being dedicated Corporate Parents who ensure that they attend events and engage with Care Experienced people across the Highland area whenever possible.

♡ Outstanding Corporate Parent cont.

Social Security Scotland

Social Security Scotland are dedicated to supporting both Care Experienced people they work with and their Care Experienced staff. Social Security Scotland have recognised care experience as if it were a protected characteristic to ensure they are alert to the needs of Care Experienced people. Furthermore, Social Security Scotland have introduced an 'employee passport' which allows Care Experienced employees to disclose their care experience in a sensitive way, leading to a confidential discussion with their manager about how the Agency can best support them. If a Care Experienced person moves role, their 'employee passport' moves with them, meaning they do not need to explain their story and/or requirements again if they do not want to.

♡ Outstanding Educational Practice – Schools

Carnoustie High School (Angus Council)

Carnoustie High School are dedicated to upholding the rights of their Care Experienced pupils and ensuring their voices are heard. When a Care Experienced pupil enrolls at Carnoustie High School, they are given the opportunity to engage in a 1:1 wellbeing session. This supports the learner to develop a wellbeing plan, which will tailor their school experience and ensure they are able to thrive. This is not solely focussed on attainment, but instead whatever life experience each individual Care Experienced pupil wants to develop. Through these wellbeing sessions, a 'Promise Peer Led Group' was developed which allows all Care Experienced pupils in the school to come together and share their experiences and ideas for change. The group has brought Care Experienced pupils a sense of belonging, and allowed them to ***"just be myself; it's a safe place to go; you don't feel judged"***. The group have introduced positive changes at Carnoustie High School, including 'enhanced transitions' between primary and secondary education.

Duncanrig Secondary School (South Lanarkshire)

Prior to the introduction of The Promise, Duncanrig Secondary School were the first school in Scotland to implement a Care Experienced Champion. The Care Experienced Champion brought Care Experienced pupils together through a Champions Board, which has representatives from S1-6. Duncanrig host an annual Care Day celebration, where all Care Experienced pupils are 'off timetable' for the day and have the opportunity to attend a wide range of activities which promote their wellbeing. Duncanrig also have a policy in place which states that Care Experienced pupils should not be excluded from school, and use trauma-informed, restorative practices instead. Furthermore, Duncanrig are working extremely hard to remove the attainment gap between Care Experienced pupils and their peers. They have had 100% of Care Experienced S4 leavers leave with 5 qualifications at National 4 level, 63% of Care Experienced leavers leave with at least 1 qualification at National 5 level and 30% of Care Experienced leavers have attained at least 1 qualification at Level 6.

East Lothian Council

East Lothian Council are dedicated to closing the attainment gap between Care Experienced learners and their peers. Through the development of a robust and comprehensive data suite for the tracking and monitoring of pupil progress, East Lothian Council set targets which are monitored by senior management in each school. This data informs strategic decision making at all levels throughout the council, and allows staff to provide support to Care Experienced pupils at the right time. This has led to the attainment gap between Care Experienced learners and their peers steadily reducing each year.

♡ Outstanding Educational Practice – Schools cont.

Eastwood High School (East Renfrewshire Council)

Eastwood High School are passionate about widening Care Experienced learners' access to education. Staff at Eastwood High School listen to Care Experienced learners, ensuring that they go above and beyond to allow their pupils to achieve their dreams and ambitions. One example of this involved a Care Experienced person expressing their want to return to mainstream education. The staff at Eastwood High School championed this learner, developing a robust plan to ensure they had a wide range of support and felt a sense of empowerment and belonging upon returning to the school. The learner developed a strong relationship with staff at the school, who supported them to overcome barriers, complete their qualifications, and progress to university. Staff at Eastwood High School continue to keep in touch with Care Experienced learners, offering support and encouragement whenever possible.

South Ayrshire Virtual School

South Ayrshire Virtual School have developed and implemented a wellbeing tracker, placing Care Experienced pupils' wellbeing at the forefront of all aspects of learning. They have also devised new policies, including school improvement plans, to incorporate focus and improvement for Care Experienced learners, leading to increased attainment for this group across Broad General Education levels. South Ayrshire Virtual School also ensure that the voices of Care Experienced pupils are heard, and have implemented a Virtual School Pupil Council. South Ayrshire Virtual School has increased confidence, increased attendance at school and improved wellbeing outcomes in Care Experienced learners.

♡ Outstanding Educational Practice – Further Education

UHI: Inverness College

UHI Inverness College offer support to Care Experienced learners, no matter what stage they are at. The college offers support to identify routes of study, write personal statements/complete application forms, prepare for interviews, and offers a tour of the college campus and student accommodation. UHI Inverness College also create a person-centred support plan with each Care Experienced student, assessing their academic, emotional, wellbeing, social and financial needs, and offering both internal and external support to ensure these are met. 365 days accommodation is offered, with flexible payment arrangements for Care Experienced students. Furthermore, UHI Inverness offer free emergency accommodation to Care Experienced students who require it. As a result of this enhanced support, UHI Inverness College have successfully improved outcomes for Care Experienced learners. In 2022/2023, 60.65% of Care Experienced learners completed their course, which is 8.1% higher than the Scottish national average.

West Lothian College

West Lothian College's 'The TRUST (Trauma Responsive Unique Support Tailor-made)', is a wraparound service which supports Care Experienced students, and those who have experienced trauma. The service does not have an age cap and can support any Care Experienced person aged 16+. The TRUST work collaboratively with many different agencies and partnerships including Throughcare and Aftercare teams, Social Workers, addiction services and homeless organisations. The TRUST aims to remove barriers to education, and ensure that Care Experienced students have the support they need to sustain their course. The TRUST has a flexible approach approach to meet the needs of their Care Experienced students, meeting them off campus if necessary and referring them for counselling if they want to engage in this support. Furthermore, The TRUST have employed a referral system which means that staff will meet with the referrer before meeting with the Care Experienced person, to ensure that they do not have to retell their story and/or explain their circumstances if they do not want to.

♡ Outstanding Educational Practice – Higher Education

University of St. Andrews

The University of St. Andrews offer a wide range of support to Care Experienced students to support them on their education journey, from application to graduation and beyond. Staff offer personalised guidance, financial assistance, and academic support to ensure that Care Experienced students have the resources they need to succeed and progress to positive destinations upon graduation. The University of St. Andrews offer a guaranteed Care Experience Access Award to support with living costs. Every Care Experienced student is also offered a personalised support plan that includes academic advice, career support, wellbeing, coaching counselling, and mental health support.

University of Strathclyde

The University of Strathclyde offer support to Care Experienced students from pre-entry to post-graduation, with no age caps. Care Experienced applicants who meet the minimum entry requirements are guaranteed an offer at the university. Furthermore, Care Experienced students receive priority for the Discretionary Fund, and are guaranteed 365 days accommodation in halls with their deposit waived. The University of Strathclyde also offered a £200 voucher for 'Uni Kit Out' to every Care Experienced student. All Care Experienced students are offered a staff mentor through the 'Strathclyde Cares' programme, which involves 1:1 support for the duration of their degree. The programme has been key to retention, providing a 'go-to' person if students are experiencing challenges. Care Experienced students are invited to join the Strathclyde Cares committee, which meets 4 times per year and includes academic and professional services representation. The committee provides a platform for staff and students alike to implement change and has shaped policy and practice across the University. Care Experienced students are prioritised for residential and education trips at the University, and are offered an annual, free Christmas dinner party. The University of Strathclyde support Care Experienced students to graduate, with students receiving £195 towards their graduation costs and an invitation to a fully-funded graduation dinner to celebrate their achievements. Support is also offered to Care Experienced students for five years following their graduation via the Careers Service, to support with job hunting, CV writing, and interview skills.

♡ Positive Partnerships

Active Schools Renfrewshire / Kirklandneuk Primary (Renfrewshire Council)/ One Ren

Kirklandneuk Primary, One Ren and Active Schools work together in a positive partnership to specifically support Care Experienced children within the school to be more active. This has been achieved through creating, planning, and delivering a weekly Care Experience sports club which is an opportunity for Care Experienced children to participate in activities that directly promote their wellbeing. Kirklandneuk Primary uses a wide definition of care experience, recognising families on the edges of care and adopted children. Everyone involved in the partnership has received Communities that Care training from Who Cares? Scotland to ensure that everyone understands care experience, and the unique barriers that Care Experienced pupils may face in relation to participation in extracurricular activities. Transport to and from the club is provided to ensure there are no barriers preventing Care Experienced pupils from attending. Care Experienced attendees are also able to identify a friend who they want to attend the club with them to try to mitigate any possible stigma of attending. As a partnership, the team have listened and responded to the voices of Care Experienced pupils by consistently seeking feedback. One pupil commented: ***"it was the best moment of my week, and I am so happy I now attend a club in the school"***.

Positive Partnerships cont.

Police Scotland / Scottish Fire and Rescue Service / Disclosure Scotland / NHS Education for Scotland / Scottish Ambulance Service / Scottish Police Authority / NHS Scotland

All above named Corporate Parents came together to create the first Emergency Services Engagement Event, combining all service providers. The event was held at the Scottish Fire and Rescue Headquarters, Cambuslang in May 2024. This event welcomed Care Experienced people aged 16 and above to meet and engage with uniformed and non-uniformed members of each emergency service. This provided an opportunity for those with lived experience of care to gain an understanding of the emergency services, learn more about the wide range of roles that exist across all services, and to speak to officers and staff from different areas of each organisation in an open and relaxed environment. This event also aimed to help improve relationships between the Care Experienced community and their 'blue light' Corporate Parents. This event created a legacy, and there are plans to repeat the event across different areas of Scotland.

City of Edinburgh Council / Edinburgh College / HUB for Success - Edinburgh Napier University / Heriot-Watt University / Newbattle Abbey College / Open University / Queen Margaret University / West Lothian College

The HUB for SUCCESS is a unique partnership between Edinburgh Napier University, Heriot-Watt University, the University of Edinburgh, Queen Margaret University, the Open University in Scotland, Edinburgh College, West Lothian College, Newbattle Abbey College, and City of Edinburgh Council. Using an 'Each and Every Child' approach, the HUB provide impartial, tailored support and continuing support on topics such as courses, accommodation and finance to help people with care experience get in, stay in, or return to Further and Higher Education. Since the HUB was established in 2018, they have supported over 500 Care Experienced students, and helped to bring changes to national policy to increase supports for Care Experienced students. The HUB has been described as ***"a beacon of positive partnership, making significant strides in supporting Care Experienced students through innovative projects, robust governance, and meaningful relationships"***.

Stable Foundations

Angus Council

Across Angus Council, a panel was established to allow professionals to share information, highlight concerns and issues, monitor changes, respond to crisis situations and identify gaps in service, to ensure Care Experienced people have the support that they need. Angus Council have implemented changes in policy to benefit Care Experienced people. For example, when a Care Experienced person is leaving care, the 'Horizon' service (Throughcare Aftercare service) completes a Pathway Housing Assessment, focused upon the individual's needs and whatever support they require. Horizon staff work in collaboration with Care Experienced people, ensuring they understand the options available to them and support them to make their housing choices. This has led to a reduction in Care Experienced people registering as homeless in Angus Council.

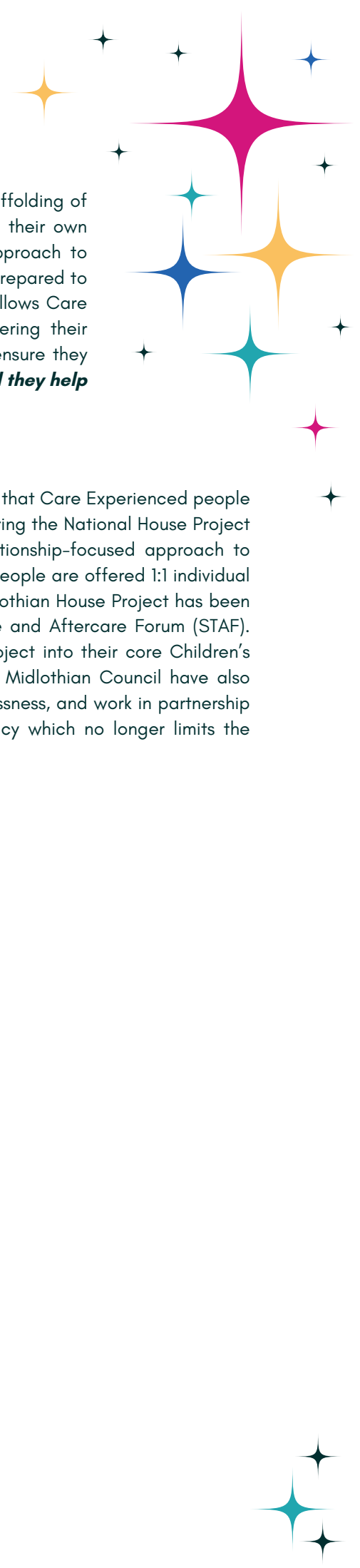
Stable Foundations cont.

East Dunbartonshire Health and Social Care Partnership

East Dunbartonshire House Project was established in 2021, and provides a scaffolding of support around Care Experienced people who are leaving care and entering their own tenancy. The House Project uses a trauma-informed, relationship-focused approach to ensure Care Experienced people are given choice on where they live and feel prepared to live independently. The support offered is tailored to support individuals and allows Care Experienced people to plan for the future and create a timescale for entering their tenancy. Care Experienced people state that the staff at the House Project ensure they feel **“supported and safe”**, and **“they are really transparent and honest and they help us prepare for change”**.

Midlothian Council


Midlothian Champions Board have been raising awareness of the housing issues that Care Experienced people face, which led to a successful 3-year funding bid from Life Changes Trust to bring the National House Project model to Midlothian. Midlothian House Project uses a trauma-informed, relationship-focused approach to support Care Experienced people enter their own tenancy. Care Experienced people are offered 1:1 individual support from a key worker, and group support via the ‘hub’. The success of Midlothian House Project has been recognised nationally by homeless charity Crisis and the Scottish Throughcare and Aftercare Forum (STAF). Midlothian Council have now made the decision to incorporate the House Project into their core Children’s Services and Aftercare delivery, with no further reliance on external funding. Midlothian Council have also ended the use of B&B accommodation as an option for those at risk of homelessness, and work in partnership with Children’s Services and Housing Services to change the allocations policy which no longer limits the number of properties available to the House Project.





Ten Years of Promising Practice

Introduction



In the following pages we wanted to share examples of Promising Practice from some of Scotland's Corporate Parents as well as their proudest moments from the past ten years of Corporate Parenting.



Aberdeenshire Council

An awards ceremony was held on 5 October 2023 for Care Experienced children and young people to recognise achievements in many areas, including culture and sport, and academic achievement. It was described as a night to remember, and a privilege to be able to celebrate with all the nominees.

Aberdeenshire's Promise Champions was launched in January 2024, bringing together people who are passionate about keeping The Promise and will be responsible for championing good practice, sharing innovative ideas and collaborating with one another. They also commit to attending Promise Champion meetings every 8 weeks. Aberdeenshire have 65 Champions from social work, education, NHS and many other organisations.

Twilight Sessions are regular events, hosted by Corporate Parents, for children and young people to engage with their Corporate Parents, have fun, and contribute to the development of the services provided for them. The events are planned ideas and suggestions from the Care Experienced community.

Accountant in Bankruptcy

Based in North Ayrshire Council, Accountant in Bankruptcy work in partnership with the local authority to fulfil their Corporate Parenting duties. Accountant in Bankruptcy have also undertaken training from Who Cares? Scotland to ensure that they understand their Corporate Parenting duties and responsibilities.

In recognition of the barriers that Care Experienced people can face in relation to education, and that attainment of academic qualifications is not always indicative of ability, Accountant in Bankruptcy have removed the requirement for Modern Apprentices to have formal qualifications and instead emphasise that they are looking for individuals who are adaptable and willing to learn new skills in an office-based environment, regardless of qualifications or experience. A cohort of Accountant in Bankruptcy staff are mentors for MCR Pathways and are fully committed to supporting Care Experienced pupils to reach their potential.

Accountant in Bankruptcy have also been engaging with local primary school pupils through an interactive game, Skills4Bills®, to support them to learn concepts of household expenses, financial commitments and budgeting.

Borders College

All students who disclose they are Care Experienced are assigned a dedicated member of staff to support them while attending Borders College. Each student will receive a email offering support, once they have been made an offer of study at the college.

Borders College have learner badges that sit on our student record system, that identifies which student has support in place, which allows a quick overview for any staff member who is supporting the student.

All Care Experienced students at Borders College are given the opportunity to meet with Skills Development Scotland for a 1:1 session.

Bòrd na Gàidhlig

22 members of Bòrd na Gàidhlig staff participated in an in person training session as part of their staff development days in 2022. The session allowed participants to gain a better understanding of care experience and their duties and responsibilities as Corporate Parents.

Care Inspectorate

The Care Inspectorate have recently recognised that the impact of care can be lifelong by removing the age limit of 26 for involvement; launching a Care Experienced staff network; enhancing personal and professional development opportunities for Care Experienced volunteers, and working towards treating care experience as if it were a protected characteristic. The Care Inspectorate are also currently planning for the recruitment of two Care Experienced modern apprentices this year.

City of Glasgow College

Before the Care Experienced Students' Bursary was introduced, City of Glasgow College had a system in place to provide an additional £100 per month for Care Experienced further education students. City of Glasgow College also provide financial support for UCAS applications and gowns at graduation.

'We Care' events are held in July/August bringing Care Experienced students onto campus for an information day/orientation tours. 'Get Ready for College' information is sent by email including a Care Experienced Guide to services. A Care Experienced newsletter is sent with information and signposting on services and activities for Care Experienced students.

City of Glasgow College have two Student Advisors and one Careers Advisor who are named contacts for Care Experienced students, to provide choice in who the students meet with. The college work with Action for Children and have three full-time STAY Mentors on campus. This helps to support transition to college as well as providing intensive mentoring support for up to 80 students when courses start.

Our Board of Management also received training and refresher training from Who Cares? Scotland on care experience and Corporate Parenting.

Creative Scotland

In 2019, Creative Scotland commissioned Articulate Cultural Trust to host a series of four full-day consultation events with participatory artists and arts organisations who were interested or already working with Care Experienced young people.

Creative Scotland hosted the Firestarter Festival event in February 2020, Connecting Culture & Care. Delivered with Starcatchers charity, the session explored how to support Care Experienced young people to exercise their right to access and participate in the arts and culture and how creative approaches can be integrated into this support. The event included a practical session of some expressive arts approaches and had input from the Care Inspectorate on the role of the arts based approaches in their work for the Stand Up for Siblings campaign.

CYPCS - The Children and Young People's Commissioner Scotland

CYPCS joined Care Experienced young people from across Highland, Shetland and Orkney to explore the theme of home on Care Day at the Tending the Light Festival of Care in Inverness.

CYPCS have worked with organisations such as Who Cares? Scotland and the Care Review and have regularly involved Care Experienced children in their work.

Disclosure Scotland

Disclosure Scotland is a proud Corporate Parent and is committed to supporting Care Experienced young people by ensuring they continue to improve services and provide Care Experienced people with the advice and assistance they require. They do this by collaborating with other Corporate Parents and Care Experienced young people to identify how they can improve their plan, services and processes.

Over recent years, Disclosure Scotland has taken action in making positive changes to help support Care Experienced young people - including those with convictions - get into employment, education and volunteering.

The Disclosure (Scotland) Act 2020 will contribute to addressing these issues through implementing a new approach to the disclosure of childhood offending and rights of review for convictions disclosed. This includes:

- the ending of automatic disclosure of childhood convictions
- the ability for individuals to ask for an independent review of some disclosure content
- individuals will be able to explain the context for certain spent or childhood convictions before they are disclosed.

These important changes will come into force on 1 April 2025.

East Dunbartonshire HSCP

Ferndale Children and Young People's House is a member of The Princes Trust and Duke of Edinburgh to provide more opportunities for young people in a person-centred way, specific to their own hopes and dreams. Staff are currently going through training to be assessors and provide opportunities for young people to showcase their skills and qualities in their own right and at their own pace. East Dunbartonshire HSCP provide young people with experiences they may not have had the confidence to fulfil within an education setting and have a much more relaxed and natural pathway to achieving qualifications. Unaccompanied Asylum Seeking Children are provided with opportunities to enhance their own skills and become integrated into the SQA system and are provided extra support in gaining qualifications.

Ferndale stay in touch with young people who have resided there and outreach young people. Young people have stated they would always like to keep in touch with all staff after leaving Ferndale as it feels like everyone is one family. Ferndale have created a Birthdays folder to ensure that all young people who no longer live there still feel cared for and remembered by the team on their birthday. All previous residents will also have an invite to their annual fun day where they get to catch up with all the staff team who looked after them during their stay with and interact with familiar faces, such as previous residents and social workers.

Edinburgh College

Care Experience support is embedded into Edinburgh College's culture and is the responsibility of all staff.

From application through to completion, Care Experienced students are supported by a team of devoted staff. The college has introduced support at every stage of a students' journey from application and funding stage and throughout their time studying with 1:1 support provided.

Training is mandatory for all staff and including an online module on Corporate Parenting duties which must be completed every 3 years. Training is also part of middle managers' training and is delivered in partnership with the college's Corporate Lead and HUB for Success. Bespoke training is also offered to any teams within the college that have a high percentage of Care Experienced students.

The college has developed partnerships with its three local authorities to ensure a joined-up approach for the region's Care Experienced people. The college's Corporate Parent Strategic Lead are integral parts of the Corporate Parent Board for each authority, combining support to widen access for Care Experienced people. The college is also a part of the Hub for Success - established to support educational progress for people who are Care Experienced.

The college's Corporate Parent Forum meets four-times-a-year and welcomes curriculum and support staff, student representatives and external partners, further demonstrating our joined-up approach.

Education Scotland

Education Scotland collaborated with Promise leads in the West Partnership to develop the Keeping The Promise Award programme. The programme has been designed to provide a platform for wide spread awareness raising about The Promise, primarily for practitioners in the field of education, but it's reach is now expanding the Residential Childcare settings, Family Learning, Youth Services etc. Almost every Local Authority is now supporting its role out across schools and other services, or is making plans to do so in the next academic session. Early feedback is that participants have enjoyed the programme and are now making plans on how they can individually or collectively as an organisation/group/school setting Keep the Promise. We anticipate organisations starting to gain the full Keeping the Promise Award over this coming year as organisations begin to demonstrate the impact improvements and changes in their practice is having on Care Experienced people.

Fife College

Fife College proudly serve as a Corporate Parent, dedicated to providing Care Experienced students with the support, encouragement and services they need to successfully pursue their educational goals. Recognising the significance of care experience, Fife College treat care experience as if it were a protected characteristic in all college policies to raise awareness and ensure its importance is acknowledged.

Fife College have cultivated strong partnerships with other Corporate Parents in the community, offering additional opportunities for Care Experienced students. To further support their journey, the college make sure that Care Experienced students are identified on registers, allowing support to be implemented early if needed. Additionally, Fife College offer enhanced transition support for Care Experienced applicants upon request, including the option of having a named Guidance Adviser for dedicated assistance.

The voices of Care Experienced students are central to the college's mission. Multiple avenues are provided for them to share their thoughts, needs, and aspirations—whether through direct conversations with any staff member, attending regular drop-in sessions, or anonymously via a QR code connected to a feedback form.

Fife College are committed to creating a nurturing and empowering environment for all Care Experienced students.

Forestry and Land Scotland

In November 2019, Who Cares? Scotland held a focus group with Care Experienced people to help further develop Forestry and Land Scotland's first Corporate Parenting Plan. Ideas that came directly from the focus group have been set out in the action plan. One clear message that became apparent during the discussion was that people with care experience may not have roots - e.g. a place to call home or to go back to when they are older with their own children. One of the participants suggested the idea that Forestry and Land Scotland could help establish literal 'roots' for Care Experienced young people by planting trees and suggested that the plan could be based around the idea of 'Putting Down Roots', which has been adopted as the name of this plan.

Independent Living Fund (ILF) Scotland

ILF developed staff awareness on the subject of Corporate Parenting to make sure that staff promote supports that could benefit Care Experienced young people. For example, ILF have ensured that staff are aware of the principles of Corporate Parenting, ILF Scotland's responsibilities within this and the ILF Scotland Corporate Parenting action plan.

ILF also flag records of Care Experienced young people on their internal database to monitor how many applications they receive.

Inverclyde Council

Over 100 Corporate Parents from various public and third sector organisations attended Inverclyde's Connected2Care Conference organised and led by Care Experienced young people. The theme for the day was around the power of relationships and how supportive, loving relationships from those who work in the care system have a lasting impact on young people.

The conference was a partnership event with young people from across Inverclyde high schools supported by the I Promise team and education services. It was part of on-going work to extend and widen the representation of the local Proud2Care network for Care Experienced young people.

Speakers were invited by the young people and included Care Experienced adults: Beth-Ann McDowall, who advocates for Care Experienced young people; Laura Beveridge from The Promise Scotland and James Docherty from Community Justice Scotland who is also a Development Officer within the Violence Reduction Unit.

"This was a very well-organised and important event and I don't think anyone who attended could fail to have been moved by the powerful stories they heard. It was crucial that the young people organised this and their voices were at the heart of it." Chief Executive of Inverclyde Council Louise Long, I Promise board member.

NHS Highland

The NHS Highland 'Together We Care' Strategy (2022 - 2027) gives a firm commitment to working collaboratively to #keepthepromise with future performance reported via the annual delivery plan process. The NHS Highland Board and senior leaders participated in training on Corporate Parenting responsibilities delivered by Who Cares? Scotland in October 2022 which they hope to refresh in future. Through the Corporate Parenting plan, which will be revised this year, there is a commitment to explore options for Care Experienced young people to access employability opportunities. Much of NHS Highland's work is in collaboration with Highland Council or progressed by Argyll and Bute Health and Social Care Partnership (HSCP). The focus in the coming year is to be a proactive partner and participate fully as Corporate Parents and #keepthepromise.

Police Scotland

Police Scotland have come on leaps and bounds in the last decade in terms of being a Corporate Parent with many examples of best practice across the whole service. A key example is the creation and progression of the Care Experienced Colleagues Group (formed during the consultation stage of the 2021-2024 Corporate Parenting Plan). This group has involved looking inwards and engaging with their own workforce in an open and honest way to create a safe space for colleagues with care experience to feel empowered to come forward, self-identify openly (some for the first time) and help Police Scotland drive forward meaningful change in policy and practice over the course of the last few years. The group offers support to those who come from a Care Experienced background, ensuring their journey as a Police Officer and Police Staff is not one they need to take alone.

Police Scotland now treat care experience as if it were a protected characteristic within the Police Officer/Staff recruitment application process.

Scottish Police Authority

SPA recently introduced a Modern Apprentice role, ring-fenced specifically for Care Experienced people. Their senior leadership team have also agreed to treat care experience as if it were a protected characteristic, meaning that it is given the same consideration as other characteristics outlined in the Equality Act (2010). SPA work in close collaboration with many other Corporate Parents. In particular they have a great collaboration and partnership with Police Scotland, where they share good practice and support each other's aspirations as Corporate Parents. SPA are also a founding and very proactive member of the Collaborative Corporate Parenting Network which is largely due to the strong relationship that Sam Curran has established with Who Cares? Scotland.

Scottish Qualifications Authority

SQA held their first Results Day celebration event at their office in Glasgow with Who Cares? Scotland, and have reflected that this is by far one of, if not the, proudest moments for SQA as a Corporate Parent. It was an absolute privilege to have had the opportunity to come together with Care Experienced learners to celebrate their achievements and show support.

Through every engagement, SQA build deeper insight and have learned that by removing some of the smallest obstacles, everyone with care experience can thrive throughout their lives. They can do well in school, have good mental health, and succeed at work. SQA always wanted these events to show Care Experienced people that they are a proud Corporate Parent, proud of them and what they can achieve, that they care and that they're here. And through different media activities and press releases SQA wanted these events to inspire every Care Experienced learner or person who didn't have the opportunity to attend a face-to-face event but who could still experience pride and ambition.

Social Security Scotland

In 2022/2023 Social Security Scotland launched a tech internship opportunity for a Care Experienced person, which was advocated for and developed by one of the Care Experienced members of their champions group. This internship offer was unique and the first of its kind. It included training for the role as well as financial support, mentoring both internal and with an external training academy and the intern was employed on the same basis as most of the other associate engineers on the team.

The package that Social Security Scotland put together was completely bespoke. Having taken an evidence-based approach, they carefully considered and anticipated the needs of Care Experienced people joining the organisation, and subsequently the success of this pilot has given them excellent evidence that is paving the way for other opportunities for Care Experienced people within Social Security Scotland.

South Ayrshire Council

South Ayrshire Council have an ongoing participation network of children and young people with care experience across the local authority which extends to over 100 children and young people aged from 7yrs through to late 20's. They engage Care Experienced people through weekly groups and the opportunity for young people to connect through their newly developed 'Care Leavers' app which will enable young people who don't want to come to groups to understand their offer and how they can connect in to access support at a time and in a way that suits them.

South Ayrshire Council's Champions Board has offered jobs stage 1 employability volunteering and Modern Apprenticeships within the team which are ring-fenced for people with care experience. Their care experience enhanced offer from school across employability pathway also includes automatic interview. In line with this, South Ayrshire Council now treat care experience as if it were a protected characteristic and they have developed an integrated equalities impact process that holds care experience at the heart.

South Ayrshire Council's 'Parenting Promise' and supporting materials are linked to The Promise and all supporting materials were co-produced with young people. Their LOIP (local outcomes improvement plan - council wide) and their Children's Services Plan have The Promise as a priority.

The Scottish Legal Aid Board

Staff have been encouraged to participate in a mentoring scheme for Care Experienced children and young people run by the Edinburgh-based charity 'Move On', with support for staff such as time off in lieu for training provided.

Applicant research questionnaire includes a question inquiring as to the care status of the applicant, which allows them to capture data on the numbers of Care Experienced people accessing legal aid. It has increased knowledge about the number of Care Experienced applicants which will be used to inform policies and advice to government; increased staff awareness of Corporate Parenting; and begun to provide an evidence base for the policy making process.

The Scottish Ministers

The Scottish Ministers have allocated two pots of funding to specifically support Care Experienced people.

The Care Experienced Children and Young People Fund is a resource provided to local authorities as Corporate Parents to support Care Experienced children and young people from birth to the age of 26. The funding has a focus on delivering equity and improving educational attainment, achievement and experiences for care experienced children and young people.

The Care Experienced Bursary is a non-repayable bursary of £9,000 that is available to students who are currently in, or have previously been in, the care of a local authority, before the age of 18.

The Scottish Social Services Council

The Scottish Social Services Council have worked collaboratively with Police Scotland and Social Work Scotland to create a training programme for carrying out joint investigative interviews.

The Human Resources department at Scottish Social Services Council engages in conversations with young applicants and other stakeholders to gain their views of the recruitment process, for example through their Youth Employment, Investors in Young People and Corporate Parenting work.

University of the Highlands and Islands - Shetland

UHI Shetland believe that an example of good practice is the work they do with the Meids group in Shetland which is supported by Who Cares? Scotland.

UHI Shetland is a member of The Meids, a group of Corporate Parents and Care Experienced young people from the Shetland community. The term "meid" is from Shetland dialect- a landmark historically used to help fishing vessels establish their position at sea. In the context of care, a 'meid' has been reinterpreted as a Corporate Parent, helping young people to know where they are, or where they want to be, and helps them to steer their way to safety.

Being a member of the Meids has allowed UHI Shetland to engage directly with Care Experienced young people within the wider community and other Corporate Parents. Learning good practice from other Corporate Parents, connecting UHI Shetland and their students to the wider community, to other services within the community and improving the service they provide to their Care Experienced students.

University of St Andrews

The University of St Andrews has established a core team of named individuals that provide continuous support from application to graduation and beyond. They offer personalised guidance, financial assistance, and academic support to ensure that Care Experienced students have the resources they need to succeed and progress to positive destinations upon graduation

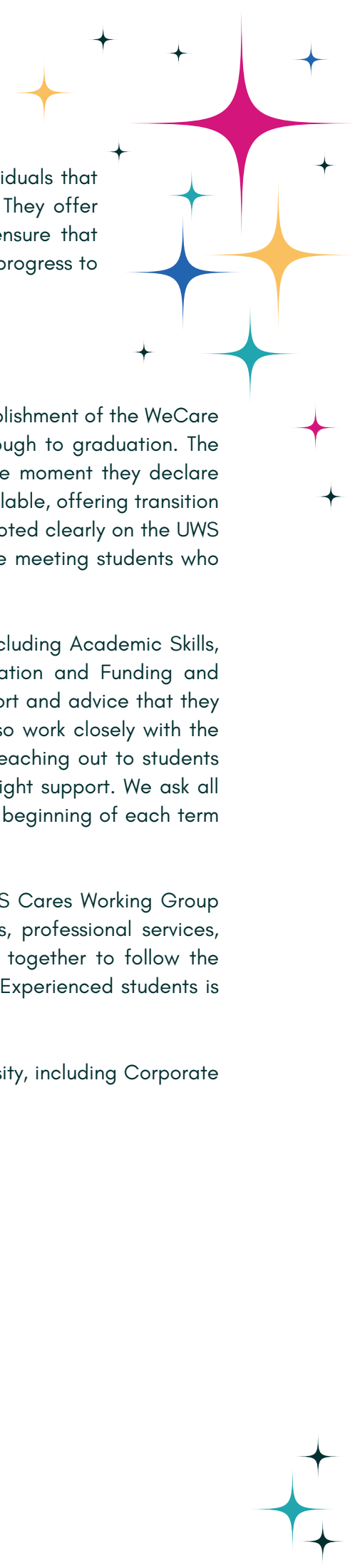
University of the West of Scotland

A key example of Corporate Parenting practice at UWS would be the establishment of the WeCare Team to support students who are Care Experienced from pre-entry through to graduation. The Team notify Care Experienced students of the support available from the moment they declare their status on their application, making students aware of the support available, offering transition support and events, as well as one-to-one appointments. This is also promoted clearly on the UWS website and by all Student Recruitment staff and academic staff who are meeting students who are interested in applying to UWS.

The UWS WeCare Team liaise closely with the Student Services Teams including Academic Skills, Disability Services, Counselling and Health and Well Being, Accommodation and Funding and Advice Teams to ensure that the students they support get the right support and advice that they require to help them to achieve their studies. The UWS WeCare Team also work closely with the UWS Student Success Team who work to help retention across UWS by reaching out to students who are not engaging with their studies and to ensure they receive the right support. We ask all new Care Experienced students to complete an optional care plan at the beginning of each term to help us support their journey and identify any needs they may have.

In addition to the UWS WeCare Team, UWS also has established the UWS Cares Working Group that has representatives from across the university from student services, professional services, student recruitment, funding and advice and academic schools to work together to follow the actions on the Corporate Parenting plan and to ensure support for Care Experienced students is considered across the university.

UWS also offer a package of training to all staff at all levels in the University, including Corporate Parenting Training run by Who Cares? Scotland.









**WHO
CARES?**
SCOTLAND

EQUALITY | RESPECT | LOVE

**Thank you for all of your
commitment to
Corporate Parenting
over the last decade!**

To find out more about how the Education and
Engagement team at Who Cares? Scotland can
support you, please get in touch with
corporateparenting@whocaresScotland.org