



SCOTTISH POLICE  
**AUTHORITY**  
ÙGHDARRAS POILIS NA H-ALBA

# Corporate Parenting Plan

## 2024-2027





# Contents

Welcome to our Plan .....	3
The role of the Scottish Police Authority .....	4
What is Corporate Parenting? .....	5
The Promise .....	6
Our Aims and Commitments .....	7
Monitoring, reviewing and reporting .....	7
Delivering Our Corporate Parenting Plan Commitments.....	8



## Welcome to our Plan

Thank you for your interest in the Scottish Police Authority's second Corporate Parenting Plan.

This second iteration covers the reporting period 2024–2027 and sets out the aim to continue our commitment to people with experience of care, and our contribution to making Scotland the best place in the world to grow up.

Our Corporate Parenting Plan has been developed in collaboration with the Care Experienced community, Who Cares? Scotland, Each and Every Child and other key stakeholders. I am grateful to all those who took the time to offer their views and insights to ensure its relevance to anyone with experience of care, regardless of age.

We are committed to strengthening the relationships that we have built so far, making new connections while continuing to engage with organisations and people with lived experience of care.

Building on the foundations we set in delivering the Scottish Police Authority's initial Corporate Parenting Plan (2021–2023), this second Plan will ensure the Scottish Police Authority, as a Corporate Parent, continues delivering improved outcomes for people with care experience.

We look forward to working to realise the ambitions in our Corporate Parenting Plan over the next three-years and to work to further improve the lives of those with experience of care.

### **Lynn Brown OBE**

Chief Executive of the Scottish Police Authority



## The role of the Scottish Police Authority

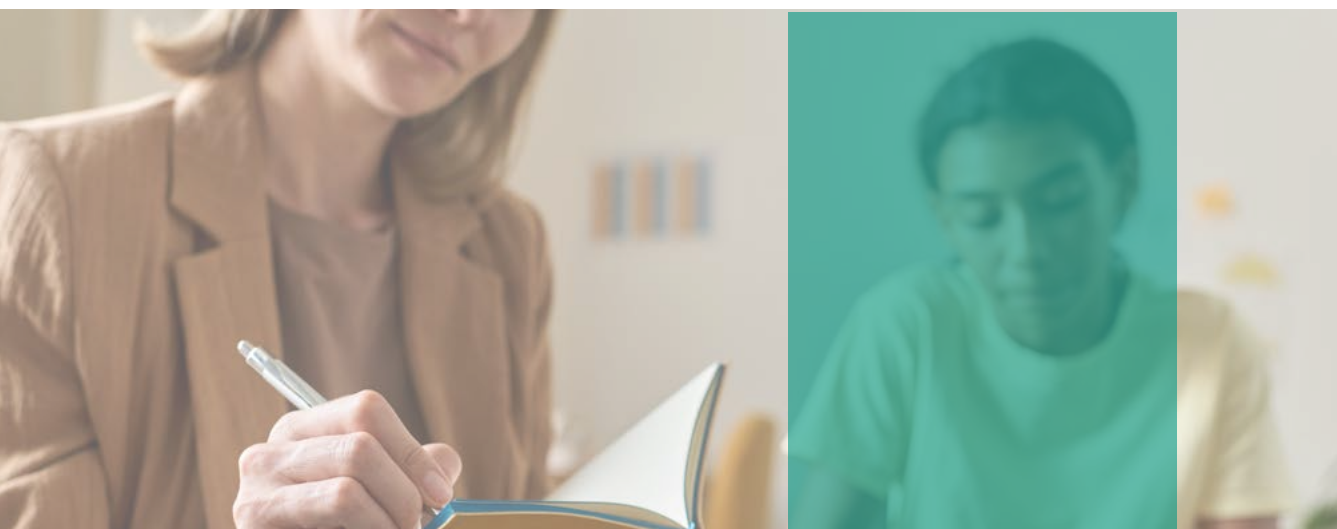
The Police and Fire Reform (Scotland) Act 2012 outlines the responsibilities of the Scottish Police Authority. It is responsible for, among other things, holding the Chief Constable of Police Scotland to account and to promote and support continuous improvement in the policing of Scotland. The Scottish Police Authority is also responsible for the management and delivery of Forensic Services in Scotland and the administration of Independent Custody Visiting Scotland.

As the oversight body for Police Scotland, we recognise that our role as a Corporate Parent also means that we need to ensure impact on those with experience of care needs to be considered in our oversight activities.

In practice, this means the Scottish Police Authority is responsible for overseeing Police Scotland's actions as a Corporate Parent.

Simultaneously, the Scottish Police Authority must take action through its own activities to deliver improvements to those with experience of care. Due to the functions of the Authority, as an organisation it has limited direct contact with the public. However, we will seek opportunities to interact and engage with those with experience of care in a meaningful way.

The Scottish Police Authority will take the opportunity to improve the lives of the Care Experienced community and are committed to being the best Corporate Parent we can be. Everyone in the Scottish Police Authority is part of the scaffolding that is provided to people with experience of care as a Corporate Parent. Together, everyone is responsible for helping deliver on the commitments and actions outlined in this plan.



# What is Corporate Parenting?

As described in the Children and Young People (Scotland) Act 2014, Corporate Parenting is:

**“the formal and local partnerships between all services responsible for working together to meet the needs of looked-after children, young people and care leavers.”**

‘Looked after’ is the terminology used in this legislation, however, the term people with experience of care, those with care experience or the Care Experienced community are terms considered best practice by many members of the community. This updated terminology is considered to be reflective of their experience, in comparison to the term ‘looked after’.

Recognising this preference, the plan will therefore use this updated language interchangeably, which refers to:

**“anyone who is currently in care or has been for any length of time regardless of their age.”**

This may include experience of kinship care, looked after at home with the help of social work, residential care, foster care, secure care and adoption.

The Scottish Police Authority, which includes Forensic Services, is a Corporate Parent outlined in the Children and Young People Act 2014.

This Act outlines the following duties for all Corporate Parents:

- Be alert to matters which, or which might, adversely affect those with experience of care
- Assess the needs of those with experience of care for the services and support you provide
- Promote the interests those with experience of care
- Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.
- Take action to help those with experience of care, (a) access the opportunities you’re providing and (b) make use of services, and access support, available.
- Take any other action you consider appropriate to improve the way you work with those with experience of care

Alongside other Corporate Parents that form a key part of the scaffolding of support for people with experience of care, the Scottish Police Authority has responsibilities and duties to support members of this community up to the age of 26. As a loving and caring Corporate Parent, the Scottish Police Authority also recognises the lifelong commitment of being a parent and wish to offer a lifetime of support for those with experience of care.

## The Promise

In 2020, the conclusions of Scotland's Independent Care Review made a series of recommendations on how Scotland must ensure that those with experience of care are loved, safe and respected. The Promise is that Scotland will implement these recommendations in full by 2030.

The Promise therefore set welcome ambition for Scotland to better respond to the needs of children and young people with experience of care. To deliver The Promise, the Scottish Police Authority and other Corporate Parents must aspire to make improvements for those with experience of care. These improvements will be delivered through the commitments and actions outlined in this plan.



## Our Aims and Commitments

Every child and young person needs to be supported throughout their lives, especially if they come into contact with the criminal justice system. People with experience of care may require additional support to have their needs met.

The following Aims outlined in our plan are developed to support the duties outlined in the Children and Young People (Scotland) Act 2014 as they relate to the Scottish Police Authority:

- **Collaborate** with other Corporate Parents
- **Influence and oversee** change in policing
- **Inspire** our people to fulfil their role as Corporate Parents
- **Engage** with the Care Experienced community
- **Support** those who are Care Experienced to join the Authority
- **Understand and contribute** to the Care Experienced community

## Monitoring, reviewing and reporting

The Scottish Police Authority will regularly review our Corporate Parenting Plan and monitor performance. We plan to base reporting on a variety of evidence, presenting a rich picture of progress, giving a narrative of oversight and the impact of the Plan.

Monitoring performance is laid out as being a requirement in the Act and is crucial for capturing best practice and lessons learned to help the Scottish Police Authority continuously improve.

Combined with the oversight that will be provided by our Equalities and Duties Working Group, this will ensure appropriate scrutiny of the Plan and its efficacy.

At the end of this three-year Plan, the Scottish Police Authority will produce and publish a Corporate Parenting Report. This report will detail how the Scottish Police Authority has performed as a Corporate Parent and outline progress made against the actions laid out in this Plan.

We will then use any learning and feedback to update the Plan ahead of the next three-year cycle.

## Delivering Our Corporate Parenting Plan Commitments

Duty	Commitment	Action	Action Deadline	Action Owner
Be alert to matters which, or which might, adversely affect those with experience of care	<b>Collaborate</b> with other Corporate Parents	<ul style="list-style-type: none"> <li>Continue to attend and contribute to Who Cares? Corporate Parenting Collaborative network to learn from best practice and network with other Corporate Parents</li> <li>Advocate and promote the activities of other Corporate Parents, such as Police Scotland</li> </ul>	<b>December 2027</b>	Operational Policing Policy Lead
			<b>March 2026</b>	Operational Policing Policy Lead
Assess the needs of those with experience of care for the services and support you provide	Influence and oversee change in policing	<ul style="list-style-type: none"> <li>Report on progress made to achieving the Commitments outlined in this Plan on an annual basis</li> <li>Actions outlined in this plan will be embedded into the Authority's annual delivery plan to ensure ongoing oversight of delivery and routine quarterly reporting</li> <li>Oversee Police Scotland's approach to supporting those who are Care Experienced in custody</li> <li>Oversee and support Police Scotland's work as a corporate parent through annual reporting to Policing Performance Committee</li> <li>Support member oversight to hold Police Scotland to account when introducing new procedures to ensure care experience is given due consideration</li> </ul>	<b>December 2027</b>	Head of Change and Operational Scrutiny
			<b>June 2025</b>	Head of Strategic Business Management
			<b>June 2027</b>	Head of Change and Operational Scrutiny
			<b>December 2027</b>	Head of Change and Operational Scrutiny
			<b>October 2025</b>	Head of Strategic Business Management



Duty	Commitment	Action	Action Deadline	Action Owner
Promote the interests those with experience of care	<b>Inspire</b> our people to fulfil their role as Corporate Parents	<ul style="list-style-type: none"> <li>Establish an organisation-wide Corporate Parenting Network of Champions</li> <li>Promote the option for opt-in Salary Sacrifice Schemes for charities supporting the Care Experienced community</li> <li>Develop bespoke training for Independent Custody Visitors on Corporate Parenting</li> <li>Training on care experience for SPA staff provided by Each and Every Child, and training for Senior Management (SPA Forensic Services) provided by Who Cares? Scotland</li> <li>Work with The Promise Scotland to understand how the Scottish Police Authority, Police Scotland and the wider criminal justice sector can contribute to Keeping the Promise.</li> </ul>	<p><b>December 2025</b></p> <p><b>March 2026</b></p> <p><b>March 2026</b></p> <p><b>October 2025</b></p> <p><b>December 2027</b></p>	<p>Operational Policing Policy Lead</p> <p>Workforce Governance Lead</p> <p>ICVS National Manager</p> <p>Operational Policing Policy Lead/SPA Forensic Services</p> <p>Head of Change and Operational Scrutiny</p>
Provide those with experience of care with opportunities to participate in activities designed to promote their wellbeing.	<b>Engage</b> with the Care Experienced community	<ul style="list-style-type: none"> <li>In an oversight role, and through service back arrangements, engage with Police Scotland around positive action to recruit those who are Care Experienced as police officers and staff.</li> <li>To develop a plan to deliver regular, interactive engagement sessions with the Care Experienced community to build relationships and to increase understanding of the role of the Scottish Police Authority, sharing information about key functions of the Scottish Police Authority (e.g. SPA Forensic Services)</li> </ul>	<p><b>December 2027</b></p> <p><b>December 2026</b></p>	<p>Head of Workforce Governance</p> <p>SPA Forensic Services/ Operational Policing Policy Lead</p>



