



Meeting	Policing Performance Committee
Date	10 December 2024
Location	Video Conference
Title of Paper	Corporate Parenting Plan 2024-2027
Presented By	ACC Catriona Paton, Policing Together
Recommendation to Members	For Discussion
Appendix Attached	Yes: Appendix A – Police Scotland’s Corporate Parenting Plan 2024-2027 Full Version Appendix B – Police Scotland’s Corporate Parenting Plan 2024-2027 Summary Version

PURPOSE

The purpose of this paper is to provide the Committee members with the draft Police Scotland Corporate Parenting Plan 2024-2027 for discussion prior to publication.

1. BACKGROUND

- 1.1 Police Scotland is identified as a Corporate Parent within the Children and Young People Act 2014. This is defined as “the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers.”
- 1.2 Police Scotland has reviewed and will report to Scottish Government on the Corporate Parenting Plan 2021-2024, and has completed the engagement for, and now presents the draft Plan for 2024-2027 for discussion, ahead of publication.
- 1.3 Appendix A is the Full Version of the Plan and Appendix B is the Summary/Easy Read Version of the Plan.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 Many people helped create this plan, but the most important information we heard came from children and young people directly. We have carefully thought about what children and young people with experience of care need from Police Scotland to make sure we, as a Corporate Parent, do everything we can so that they grow up loved, safe and respected whilst upholding the rights and safeguarding the wellbeing of these individuals.
- 2.2 We commissioned Scottish Youth Parliament to lead a process of engagement and participation to run alongside our development of this Plan. Two Youth Engagement Workers who have experience of care were recruited to design, deliver, and evaluate an engagement and participation programme which involved a survey and a series of focus groups. This engagement approach was also co-designed with Care Experienced Members of the Scottish Youth Parliament (MSYPs) who collaborated in the survey creation process and in analysing the results gathered from care experienced young people. They engaged and facilitated workshops with children and young people to hear their thoughts and ideas, and their feedback is included throughout the Plan.
- 2.3 Ongoing consultation and inclusion of the voices of members of Police Scotland’s Care Experienced Colleagues Group, formed during the consultation phase of the current Plan (2021-24) with officers and staff with experience of care from across Police Scotland and now including staff from the Scottish Police Authority, has also been paramount.

2.4 We brought together a Corporate Parenting Advisory Group of organisations working within children and young people and care sectors, including lived experience of care. The group consisted of partners from the Care Inspectorate, The Promise, Care Experienced Colleagues Group, Each and Every Child, Scottish Youth Parliament, Who Cares? Scotland, YouthLink Scotland, Children in Scotland, Young Scot, Scottish Police Authority, Scottish Violence Reduction Unit and the Strategic Public Health Collaboration Unit. Their professional and personal wisdom and guidance helped us review our previous Corporate Parenting Plan 2021-24 and develop this Plan.

2.5 We know it is important to listen to children, young people, and communities and act based on what we hear. Genuine engagement will remain a priority for the next three years of this plan and beyond, supporting our Vision 2030 of: Safer Communities, Less Crime, Supported Victims and a Thriving Workforce.

We are committed to engaging, listening and responding to public, community, colleagues' and stakeholders' insights to better inform our services.

2.6 Police Scotland has completed a draft Corporate Parenting Plan 2024-2027, with a vision; *'Through collaboration and relationships, Police Scotland will support people with experience of care, throughout their lives. We will show this through our engagement, language and actions.'*

2.7 The term 'scaffolding' has been included as one of the main Corporate Parenting priorities, falling in line with one of the five key foundations of The Promise and in collaboration with language and reframing training delivered through "Each and Every Child". Just as scaffolding can be put around a building that requires support, Police Scotland needs to provide children with experience of care with the same support to build strong, safe and stable lives. This priority will ensure our services are tailored to the needs of people with experience of care to enhance their wellbeing and provide stability.

2.8 Once the draft has been approved, the 3-year plan will be accompanied by annual Action Plans to provide focus and to monitor progress.

Ahead of submission, the Corporate Parenting Plan 2024-2027 has been reviewed by the Corporate Parenting Advisory Group, Police

Scotland's Care Experienced Colleagues Group, local policing corporate parenting leads and specialist departments.

- 2.9 Every person across our organisation has a responsibility as a Corporate Parent and due to the wide variety of roles and responsibilities that our officers and staff perform, this will mean different things across our organisations.
- 2.10 Key initiatives have been carried out within Police Scotland's 2021-2024 plan and will continue throughout the course of the new Plan. These focus on improving relationships, collaboration and nurturing inclusivity within the organisation. Some key areas we will be focussing on within the new Plan include:

Language and Training: Efforts will be made to promote kind and respectful language amongst colleagues, with plans to refresh training and create a language poster to be rolled out nationally.

Forensic Collaboration & Partner Engagement: Collaborative work with partners will continue, including a Forensic Collaboration pilot across Children's Houses, an Emergency Services Engagement event, and enhanced promotion of MCR (Motivation, Commitment and Resilience) Pathways.

Unnecessary Criminalisation for those with experience of care: A national rollout of the 'Not at Home' and 'Respect' programmes aims to reduce the criminalisation of children in care. Improved processes will be sought to ensure that those with experience of care entering custody are properly supported and connected to relevant services.

Career Support: The Positive Action Recruitment Team and Care Experienced Colleagues Group will continue to encourage and support those with experience of care who are wishing to pursue careers within Police Scotland.

Ongoing Local Initiatives: Local Divisions within Police Scotland play a crucial role in supporting and implementing the national priorities. Their active involvement is essential for ensuring these priorities are effectively carried out at the grassroots level. Local divisions contribute by focusing on specific initiatives, adapting them to their own communities, and working closely with the national Children and Young People team in Policing Together division for ongoing review, support, and alignment with broader objectives. Their engagement is key to the success and delivery of the overall Plan.

- 2.11 The process of continuous engagement and assessment, together with the strong relationships Police Scotland has already formed across our Corporate Parenting partners, will ensure we work collaboratively to do all we can to support our community who have experienced care.
- 2.12 The governance is being reviewed for children and young people to take account of the wide-ranging work across the organisation, including UNCRC, The Promise, and Youth Justice.
- 2.13 The formation during the current Plan of a Corporate Parenting Working Group, made up of key internal Corporate Parenting leads from all local and national divisions continues to meet regularly, sharing good practice and driving forward positive change across the organisation.
- 2.14 A service wide launch event will be held to ensure delivery of this plan and its commitments to local, national and specialist divisions across Police Scotland. The event will highlight the role Police Scotland has as a Corporate Parent, as well as how we will achieve the commitments set out in the 2024-2027 Plan.

3 FINANCIAL IMPLICATIONS

- 3.1. All work outlined above will be incorporated into the general working duties of staff within Policing Together division's Children and Young People Team and within the divisional budget constraints, supported by activity across our local policing and specialist departments as required. There are no financial implications or further costs identified at this stage.

4 PERSONNEL IMPLICATIONS

- 4.1. There are no additional personnel implications identified at this stage. All work outlined will be co-ordinated from within Policing Together Children and Young People team.

5 LEGAL IMPLICATIONS

- 5.1. All work is aligned to our responsibilities under the Children and Young People (Scotland) Act 2014, the European Convention on Human Rights, the Human Rights Act 1998, the United Nations Convention on the Rights of the Child, the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 and the Equality Act 2010. As always, we will act with fairness, integrity and respect when carrying out these duties.

6 REPUTATIONAL IMPLICATIONS

- 6.1. There is an opportunity to enhance Police Scotland’s reputation with the work outlined above.

7 SOCIAL IMPLICATIONS

- 7.1. The work highlighted will bring about improvement in respect of children, young people and adults with experience of care across Scotland. We will positively engage with children and young people with experience of care and our partners to improve outcomes for all. The social implications of this are immeasurable in policing terms but invaluable to each individual positively impacted. There is no detrimental social implication identified.

8 COMMUNITY IMPACT

- 8.1. Service delivery to children, young people and adults with care experience will be enhanced. The impact of the work will positively improve trust and confidence in Police Scotland when they are engaging with the people in our communities who have experienced care and throughout all of our communities. Positive service delivery is anticipated in respect of this work.

9 EQUALITIES IMPLICATIONS

- 9.1. An EqHRIA has been completed and no negative implications have been identified. The methodology being adopted is consistent with the principles of all legislation outlined in Section 5, above.

10 ENVIRONMENT IMPLICATIONS

- 10.1. There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss Police Scotland’s Corporate Parenting Plan 2024-2027 attached at Appendix A for publication.

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Police Scotland

Corporate Parenting Plan 2024 - 2027

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Foreword

As a proud and dedicated Corporate Parent, I am pleased to introduce Police Scotland's Corporate Parenting Plan 2024-27. Across Police Scotland we recognise the vital role we all play in upholding The Promise Scotland made on 5th February 2020 to its children to ensure they grow up loved, safe and respected.

Our children form such an important part of the communities we serve, and we will continue to ensure that we make progress at national and local levels to Keep the Promise Scotland made to them. We will do this by supporting and promoting their needs and wellbeing, whilst nurturing our relationships with those with experience of care in our communities.

I am incredibly proud of the progress Police Scotland has made so far. Throughout the lifetime of our Corporate Parenting Plan 2021-24, we have worked tirelessly to enhance our provision of services to people with experience of care. Full details of the work ongoing across our service is detailed within our Corporate Parenting Plan 21-24 review, however some highlights of this work have included a collaboration with Each and Every Child to deliver language and reframing training to staff across our organisation and the continued promotion of our internal Care Experienced Colleagues Group which has resulted in increased representation, ensuring that we are responsive to the voices of those with lived experience of care across our service. We have also worked with our recruitment teams and Care Experienced Colleagues group members to provide support to people with experience of care who are applying to join Police Scotland, either officer or staff; and co-hosted our first Emergency Services Engagement Event with partners for children with experience of care. Together with our colleagues in Forensic Services we hosted a fun four-day event at Rossie Children's House, teaching children about forensic science and policing and will deliver this more widely to children in secure care settings throughout our next plan.

This year saw the introduction of The United Nations Convention on the Rights of the Child (UNCRC) (Incorporation) (Scotland) Act 2024 which strengthened and protected children's rights in Scotland and has ensured children's voices are heard and are a significant factor in decision making for Police Scotland and our partners. The Children's (Care and Justice) (Scotland) Act 2024 sees the introduction of real changes which will improve children's experiences of the care and justice systems.

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We welcome the enhanced protection and support the Acts of Scottish Parliament bring for children across Scotland.

Police Scotland have not only key legal responsibilities but a moral obligation to promote and support the physical, emotional, and social development of all children throughout their childhood and into adulthood. We recognise the importance of our role in the lives of children with experience of care to ensure they grow up nurtured, loved and can realise their full potential.

We have reviewed our progress to date and together with extensive meaningful engagement and consultation with children with experience of care, the statutory and third sector organisations that support them and our Care Experienced Colleagues Group, we have ensured our Vision and Commitments for this plan are purposeful, inclusive and reflective of our journey so far and our ambition going forward.

‘Through collaboration and relationships, Police Scotland will support people with experience of care, throughout their lives. We will show this through our engagement, language and actions.’ (Vision)

We will deliver our Vision by focussing on four key commitment areas, namely Language, Relationships, Scaffolding and Opportunities.

Over the course of this plan, we commit to improve the equality of opportunity and outcomes for all of Scotland’s care experienced communities, ensuring that decisions affecting them are made with their best interests at heart. We will continue to work collaboratively to reduce the disproportionate criminalisation of children and young people at the same time improving justice outcomes for them.

Alongside our commitments, we will continuously monitor our progress, reflecting on and understanding the impact of our activities within each commitment area to ensure we make a positive difference to the children, families, and communities who have experience of care and for whom The Promise was made.

We are proud to be one of the many organisations named as Corporate Parents in the Children and Young People (Scotland) Act 2014 and I am delighted to endorse our new Corporate Parenting Plan 2024-27.

ACC Catriona Paton
Policing Together

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What is a Corporate Parent?

A Corporate Parent is any organisation either public, private, or voluntary who has specific duties and responsibilities towards children and adults with experience of care.

Police Scotland is one of many organisations and individuals who are named as Corporate Parents within the Children and Young People (Scotland) Act 2014, which provides protections and support for people with experience of care. We recognise the importance of not only our legal duty, but our moral obligation to uphold the rights and protect the wellbeing of children and adults.

Under the Children and Young People (Scotland) Act 2014, as Corporate Parents we must:

- Be aware of matters which might adversely affect the wellbeing of people with experience of care.
- Assess the needs of people with experience of care for the services and support we provide.
- Promote the interests of people with experience of care.
- Provide people with experience of care with opportunities to participate in activities designed to promote their wellbeing.
- Take action to help people with experience of care to access the opportunities we are providing and make use of services and access support available.
- Take any other action we consider appropriate to improve the way we work with people with experience of care.
- Collaborate with other Corporate Parents.

The terms “Care Experienced” or “people with experience of care” refer to anyone who has lived or is currently living in care, in settings such as residential care, foster care, kinship care (both formally and informally), are adopted, or living at home with a supervision order.

Whilst we use the phrase “Corporate Parent” as is set out by the Children and Young People (Scotland) Act 2014 and throughout this plan, we recognise that people with experience of care told the Independent Care Review that they found this term “cold and official” and that it did not show care or understanding.

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The community of people with experience of care is diverse and each of its members are unique with differing preferences on the use of certain words, terms, and labels. Throughout this plan we refer to people with experience of care. We believe this is more inclusive language as it speaks to the diverse range of experiences and the potential lifelong impacts of experience of care. We endorse and agree with the Independent Care Review that we must ensure Scotland's children grow up loved, safe and respected. We will welcome and reflect upon all feedback on our use of language.

Our care system in Scotland seeks to provide the stable, loving, and supportive environment that every child needs to thrive. It offers a strong foundation with responsive support available, for as long as required, and as a Corporate Parent, Police Scotland plays a key role in supporting this framework.

Everyone across our organisation has a responsibility as a Corporate Parent and due to the wide variety of roles and responsibilities that our officers and staff perform, this will mean different things across our organisation. Whatever the role or responsibility, we will work to ensure the rights of people with experience of care are being upheld.

To ensure we fulfil these responsibilities, we must continue to assess the needs of and listen to what those with experience of care collectively, and individually, tell us matters to them, recognising experience of care is a lifelong right. By doing so we will ensure we advocate for the people with experience of care in our communities and provide equitable opportunities to access our services.

This process of continuous engagement and assessment, together with the strong relationships Police Scotland has already formed across our Corporate Parenting partners, will ensure we work collaboratively to do all we can to support our community who have experienced care.

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Engagement

Many people helped create this plan, but the most important input came from children and adults.

We have carefully thought about what people with experience of care need from Police Scotland to make sure we, as a Corporate Parent, do everything we can to help them to grow up loved, nurtured, safe and respected. Police Scotland commissioned Scottish Youth Parliament to lead a process of engagement and participation to run alongside our development of this Plan.

Two Youth Engagement Workers, who have experience of care, were recruited to design, deliver, and evaluate an engagement and participation programme which involved a survey and a series of focus groups. The engagement approach was also co-designed with Members of the Scottish Youth Parliament (MSYPs), with experience of care, who collaborated in the survey creation process and analysed the results gathered from young people with experience of care. They engaged and facilitated workshops with children and adults to hear their ideas, and we have included their feedback throughout the Plan. The Police Scotland Care Experienced Colleagues Group also shared their feedback to help shape this Plan. This Group consists of police officers and members of police staff with experience of care and their input was invaluable.

Finally, we brought together a Corporate Parenting Advisory Group of organisations working within the children and adults and care sectors. Their professional wisdom and guidance helped us review our previous Corporate Parenting Plan 2021-24 and shape the development of this new Plan.

We know it is important to listen, and listen properly, to children, adults, and communities and act based on what we hear. Engagement will remain a priority for the next three years of this plan and beyond. Police Scotland's Vision 2030 is focussed on:

Safer Communities, Less Crime, Supported Victims and a Thriving Workforce.

We are committed to engaging, listening, and responding to the public, our communities, colleagues, and stakeholder insights to better inform our services.

Our public [Engagement Hub](#) provides more information about what we are doing to involve our diverse communities in the delivery of policing across Scotland.

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“Provide ways for CEP [Care Experienced People] to easily, regularly, and meaningfully feed into Police Scotland policy and service delivery.”

Quote from SYP Engagement Report.

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Our Corporate Parenting Vision and Commitments

Our Vision

Through collaboration and relationships, Police Scotland will support people with experience of care, throughout their lives. We will show this through our engagement, language and actions.

Our Commitments

In support of our Vision, we have made commitments in four key areas:

- Language
- Relationships
- Scaffolding
- Opportunities

These commitments will be supported by our Action Plan and will be reviewed and refreshed annually. Each year a progress report is submitted to the Scottish Police Authority.

The commitments in this plan remain largely similar to the priorities set out within the Corporate Parenting Plan 2021 – 2024. Whilst we believe as a service, we have made significant progress throughout the lifetimes of each of our previous Corporate Parenting Plans, we also acknowledge that this work needs to continue at both a national and local level to ensure we Keep The Promise. The commitments we have set out link directly with the Promise Plan 2024-2030 and are relatable directly to policing and our delivery of services. We will ensure that work already underway continues at pace as well as taking forward new opportunities to enhance the services we provide to people with experience of care.

Key initiatives have been carried out within Police Scotland's 2021-2024 plan and will continue throughout the course of this Plan. These focus on improving relationships, collaboration and nurturing inclusivity within the organisation. Some key areas we will be focussing on within the new Plan include:

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- Language and Training: Priority will be made to promote kind and respectful language amongst colleagues, with plans to refresh training and create an appropriate language poster to be rolled out Nationally.
- Forensic Collaboration & Partner Engagement: Collaborative work with partners will continue, including a Forensic Collaboration pilot across Children's Houses, Emergency Services Engagement events, and enhanced promotion of the MCR (Motivation, Commitment and Resilience) Pathways.
- Unnecessary Criminalisation for those with experience of care: The 'Respect' programme aims to reduce the unnecessary criminalisation of children in care by addressing minor incidents within care establishments. When an incident involving a care resident is reported to the police, the program seeks to resolve the issue without further police action, allowing for internal support procedures to handle the situation, similar to the way it would be managed in a traditional home environment. Additionally, efforts will be made to improve processes to ensure that people with experience of care entering custody receive appropriate support and are connected to relevant services. This approach focuses on supporting vulnerable individuals rather than criminalising them, in line with broader goals of care and rehabilitation.
- Career Support: Police Scotland's Positive Action Team in recruitment and Care Experienced Colleagues Group will continue to encourage and support those with experience of care wishing to pursue careers within Police Scotland.
- Ongoing Local Initiatives: Local Divisions within Police Scotland play a crucial role in supporting and implementing the national priorities. Their active involvement is essential for ensuring these priorities are effectively carried out at the grassroots level. Local divisions contribute by focusing on specific initiatives, adapting them to their communities, and working closely with the National Children and Young Persons' Team within Policing Together division for ongoing review, support, and alignment with broader objectives. Their engagement is key to the success and delivery of the overall Plan.

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All work is governed by an internal Governance structure with an ongoing internal Action Plan to focus on delivery.

During the review process, we identified areas for improvement in delivery and recording of our Corporate Parenting responsibilities, particularly at local levels. To ensure a consistent commitment to the delivery of this Plan across all local and specialist divisions, we have arranged a Police Scotland wide launch event. The event will be hosted by a member of the Executive Team for Police Scotland, with representatives from across all local, national and specialist divisions attending. The launch will include a tabletop discussion, whereby support and guidance will be provided to all officers with responsibilities for the delivery of our Commitments within their respective business areas, highlighting the importance of our role as a Corporate Parent. We aim to collectively achieve the commitments set out in this plan.

Internal Governance structures, which monitor how we deliver these priorities to support the people who have experienced care are now well established. The Corporate Parenting Working Group meetings, chaired by Policing Together's Children and Young People management team, are held quarterly and attended by Police Scotland representatives from across all our local and specialist divisions. These meetings provide our workforce with a forum to consult on and direct work under our key themes.

Engagement, evaluation, and review will ensure continuous progress is made within each of these areas.

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Language

Everyone should be treated with care and respect. Both the institutionalised nature of language used within the setting of care and the language used when speaking about people with experience of care can often add to the stigma of care, which has come from lack of knowledge and understanding of experiencing care.

We must focus on building acceptable language for everyone and will continue to work alongside other Corporate Parents and partners to ensure we all use similar kind and understanding words when speaking or writing about people with experience of care. We always welcome feedback on our use of language and we will continue to learn from this.

Commitment

We will use kind, understanding language, showing people with experience of care dignity, fairness, and respect. This commitment will ensure through training and learning that we continue to raise awareness of stigma, confirming understanding and inclusivity of people with experience of care in Scotland across our workforce.

We will:

- Refresh our training for our staff to continue raising awareness of our duties as Corporate Parents. We will highlight the appropriate use of language, outlining how our language can impact those with experience of care.
- Through participation and engagement with children, adults and our partners, we will continue work to change the way we talk and write about people with experience in care to show empathy and compassion making them feel respected and understood.

Quote from young person with experience of care when asked about their relationship with police officers:

“I feel as if from the moment an officer hears I have experience of the care system, they have already decided who I am, and who I truly am will never change the picture they have painted of me in their mind.”

Source SYP Engagement Report.

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Relationships

A healthy relationship is one where a person is respected and feels valued.

Building and maintaining positive trusting relationships between our workforce and children, adults and their families is a key part of ensuring that we keep this Promise. We will support and encourage our workforce to nurture these relationships.

Commitment

Police Scotland will make every effort to provide the right support, at the right time to nurture and sustain positive and important relationships with people with experience of care in Scotland. We recognise that traumatic experiences can have a significant lifelong impact on people with experience of care. We know that we must empower our staff to recognise where people have been affected by trauma, respond in ways that prevent further harm and provide support to aid their recovery.

We will:

- Build upon and strengthen mentoring opportunities for all staff across Police Scotland to help people grow and succeed.
- Continue our work towards becoming a trauma informed and responsive organisation ensuring our staff understand and respond to trauma appropriately.
- Support our officers and staff to ensure they have the knowledge, skills, and confidence to work with children and adults with experience of care in a trauma-informed way.

Quote from young person with experience of care sharing their views on their treatment by police officers:

"I've had traumatic encounters with police that have strongly affected my view of the officers in my area and the way the profession treats vulnerable people in society."

Source SYP Engagement Report.

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Scaffolding

Like scaffolding constructed around a building to provide support, we will continue to work collaboratively to ensure our services are tailored to the needs of people with experience of care to enhance their wellbeing and provide stability. We will listen properly to the voices of those with lived and living experience of care to improve the experiences of those who come in conflict with the law, ensuring a rights-based youth justice approach, building on the [Kilbrandon](#) principles. We will build additional support for people with experience of care when they need it, providing human scaffolding to help nurture them to flourish and grow.

Commitment

We are dedicated to actively listening to and understanding the perspectives of individuals who come into conflict with the law. By engaging with their experiences, we aim to identify areas for improvement and implement meaningful changes that enhance their journey through the justice system. Our goal is to create a fair, supportive, and responsive environment.

We will:

- Reduce the disproportionate and unnecessary criminalisation of children with experience of care.
- Continuously improve the experience for all children and adults where it is proportionate and necessary for them to be brought into a Police custody setting. We will ensure we adopt a trauma informed approach and always ensure their rights are upheld.
- Improve justice outcomes for children and adults with experience of care ensuring they receive the appropriate support, and are signposted to, and provided with opportunities to access support services.

SYP Engagement report on number of people with experience of care who did not feel fully informed of their rights whilst in police custody.

Of those who reported via our survey that they had been in conflict with the law, 54% reported not feeling fully informed of their rights when in police custody.

Source SYP Engagement Report.

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Opportunities

Children with experience of care told us they want to feel included, supported and valued as they explore opportunities for their future.

By providing opportunities for children to explore career pathways across our organisation, we will help children and young people gain confidence, develop a sense of purpose, encouraging new possibilities for their future and challenge any assumptions and reservations they may have about careers in Policing.

Our aim is to create an environment where people with experience of care are empowered to follow their dreams, equipped with the skills and confidence needed to thrive, and provided with equitable access to employment opportunities. In doing so, we seek to build a sense of belonging and purpose, ensuring they feel their unique potential is recognised and valued.

Commitment

We will ensure that people with experience of care are supported to explore and apply for career and volunteering opportunities across our organisation. By offering guidance, mentorship, information, and resources, we will help them navigate challenges and opportunities to build their futures.

We will:

- Support and mentor people with experience of care when applying for a career within Police Scotland.
- Continue to run focussed recruitment and awareness events for people who have experience of care.
- Collaborate with our colleagues in Scottish Police Authority to build positive engagement and relationships with children within children's houses and secure accommodation by delivering interactive sessions and activities.

Thoughts of children and young people with experience of care for their future.

Multiple young people who responded to (the) survey expressed their desire for programmes and initiatives that specifically address the needs of the care experienced community, such as mentorship, counselling, and community engagement activities. Source SYP Engagement Report

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Conclusion

Our Corporate Parenting Plan 2024 – 2027 sets out our Vision and Commitments as an organisation dedicated to supporting those with experience of care across Scotland. By engaging with our community who have experience of care and working closely with our partners, we will gather insights, monitor our progress, and continue work to ensure we keep The Promise. Through this collaborative approach, we will identify opportunities for growth and make the necessary changes to consistently enhance the support and care we provide.

We are extremely grateful to the following organisations who contributed to this Plan through our Advisory Group:

- Who Cares? Scotland
- Children and Young People's Commissioner Scotland
- YouthLink Scotland
- “Each and Every Child”
- Children in Scotland
- Young Scot, Care Inspectorate
- Scottish Violence Reduction Unit
- Scottish Youth Parliament
- The Promise Scotland.
- Police Scotland’s Care Experience Colleagues Group
- Scottish Police Authority

Contact Details and Further Information

For further information on Police Scotland’s National Corporate Parenting Plan please contact:

PolicingTogetherChildrenandYoungPeople@scotland.police.uk

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Police Scotland

Corporate Parenting Plan 2024 - 2027

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Introduction

I am pleased to introduce Police Scotland's Corporate Parenting Plan 2024-2027 for people with experience of care.

Scotland made a promise to children with experience of care to grow up loved, safe and respected by the year 2030.

This plan shows what we will do over the next three years to keep this promise to improve the lives of children with experience of care.

We want to make sure children with experience of care feel safe, happy, respected, and supported so they can do their best.

If you would like to ask any questions or tell us something, please get in touch using the contact details at the end of this plan. We would love to hear from you.

ACC Catriona Paton

Policing Together

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What is a Corporate Parent?

Police Scotland is a Corporate Parent. This means we must help keep children with experience of care safe and happy. We will make sure their rights are respected.

Care Experienced or people with experience of care means anyone who has experienced or is currently, living in a children's house, secure centre, foster care, with another family member, adopted, or living at home with a supervision order.

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Engagement

Many people helped make this plan, with the most important information being gleaned from children with experience of care across Scotland.

We listened to what children told us they need from Police Scotland. We made sure this Corporate Parenting Plan does what they need.

We know it is important to listen to what children with experience of care say about the police.

We worked with other Corporate Parents, who told us what they would like in our plan. The work Police Scotland did, and did not do, in our last plan helped us shape and create this new plan.

Vision

Police Scotland wants to be helpful and caring to people with experience of care. We will do this by working hard, being helpful, using kind words, and showing we care.

We understand that people with experience of care all feel differently about some words and that not everyone agrees on which ones they would like Corporate Parents to use.

Our Four Commitments

We promise to do four important things about Language, Relationships, Scaffolding, and Opportunities. These commitments will guide our work over the next three years.

Language

We know that the words used about care can make some people feel bad. It is important to use words that are kind and do not upset anyone.

Commitment

We will use kind and caring words to treat people with experience of care with respect and fairness.

Relationships

Relationships are the connections we have with other people. We know it is important for Police Scotland to build good and trusting relationships with people with experience of care. We will strengthen these relationships because trust and respect are needed for people to feel safe, supported, and understood.

Commitments

We will support our officers and staff to ensure they have the knowledge, skills, and confidence to work and build relationships with children with experience of care. Our officers will have the awareness that some people may have faced difficulties, and we need to show them kindness and patience.

Scaffolding

Just like scaffolding supports a building, we will support our children with experience of care by working with them and other groups and people. This way, we can make sure their needs are met.

Commitments

We will listen, understand, and work to improve the journey of children with experience of care who come in conflict with the law.

Opportunities

An opportunity is a chance to do something good or to try something new. Children with experience of care should feel included, supported, and valued as they consider their future career opportunities.

Commitments

We will help people with experience of care find and apply for jobs and volunteering opportunities with Police Scotland.

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Contact Details and Further Information

For further information on Police Scotland's Corporate Parenting Plan and our responsibilities please contact:

PolicingTogetherChildrenandYoungPeople@scotland.police.uk

If you would like more detail, you can read the full version of our Corporate Parenting Plan 2024-2027 which provides a lot more information.

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