

[***Edinburgh’s Children Loved, Safe and Respected***](https://www.edinburgh.gov.uk/children-families/edinburghs-promise/1)

**LEADERSHIP GROUP REPORT**

**April 2022**

OVERVIEW

As we would expect by this stage in the planning and activity of Edinburgh’s Promise, there has and is a significant amount of work being undertaken across organisations, services and teams. This report will attempt to gather all the different strands of work that are currently being taken forward with clear linkages and involvement of Edinburgh’s Promise.

FUNDING

In February 2022, from five Edinburgh’s Promise supported applications, two were successful in receiving Corra managed Promise funding:

* A CONTEXTUAL SAFEGUARDING APPROACH TO CHILDREN IN CONFLICT WITH THE LAW
* SPARROW PROJECT - TRAUMA SUPPORT FOR PARENTS WHO HAVE LOST THE CARE OF THEIR CHILDREN

Both projects received one-year, non-repeated funding to recruit a post holder in taking forward the project focus. Janine McGowan (Team Manager, Young People Service) is the lead for Contextual Safeguarding project. Shona Barcroft (Family Group Co-ordinator) is the lead for the Sparrow project. Both projects are continuing to work through the recruitment approval process that the Council has for all posts of this length. Once the recruitment process itself is considered – which on average is three months from advert to start date – it is envisaged that these projects will not be up and running until at least August 2022, 6 months after the funding was approved.

PLAN DELIVERY

See appendix 1 which details the progress of the four Working Groups, taking forward the 27 actions of the Edinburgh’s Promise plan.

The Working Groups have outlined their intention, activity to date, involvement of colleagues, as well as indicative timescales attached to each activity. There are still gaps in many areas of the plan and leads and co-leads have agreed to conclude the entirety of the plan detail by the end of May. This will mean that all actions will have clear actions, measures of success, accounts of progress and timescales attached to each.

A discussion regarding capacity and priority was held, with the Delivery Group membership being clear that Edinburgh’s Promise is the priority for children’s services in Edinburgh, and that at the time of discussion no capacity issues were identified.

There are key developments underway connected to Working Group 4 and the Scottish Government funding of Whole Family Support. This development of Whole Family Support will likely involve several key colleagues, yet this area of service development does sit with Working Group 4 who would be well placed to co-ordinate the approach as it develops in Edinburgh. The Edinburgh Children’s Partnership has agreed that Edinburgh will be put forward as a pathfinder location to work on developing Whole Family Support with Scottish Government support.

ENGAGEMENT EVENTS

See Appendix 2 which is a brief report on the engagement events compiled by Euan Currie.

Three colleague engagement sessions took place in March.

There is need for a continuing conversation with the workforce of the children’s partnership regarding Edinburgh’s Promise, its activity, its ambition and the cultural and systems shift that it is taking forward.

A small working group looking at a rolling conversation programme has been pulled together that will focus heavily on this initial feedback, as well as detailed feedback from the three sessions.

FUNDAMENTALS

Edinburgh’s Promise now has established through the publicly available document, what the 5 Fundamentals of mean and look like when working with children, young people, parents, and carers:

* What matters to children and families
* Listening
* Poverty
* Children’s Rights
* Language

A short animation promoting these fundamentals is being planned for use with both colleagues as well as children, young people, parents, and carers.

For now however, the challenge and task for all are to ensure that the Fundamentals are embedded in everyday discussion and activity across the Partnership agencies.

FRAMEWORK AND PRINCIPLES OF INVOLVEMENT AND VOICE

A short-life working group has been created to ensure that Edinburgh’s Promise has a clear framework for involving children’ young people, parents and carers. Such a framework is needed to ensure that when Edinburgh’s Promise activities reach the stage of development (beyond initial mapping and discovery work) that will require collaboration and involvement of children and young people that there is an agreed and consistent framework for such engagement. This work is connected to and working with colleagues already involved in Edinburgh Learns work already engaged in some of this activity.

A paper is being produced that will look at how to involve children and young people in decision making and service design which will complement the Fundamentals and Language documents already created.

CHILDREN’S RIGHTS

Work on Children’s Rights and a model for adults working with Edinburgh’s Children, which is compatible with what children are taught about their rights continues. A paper is currently being drafted to see how the 3Ps of rights – protection, provision, and participation as well as GIRFEC’s wellbeing indicators (SHANARRI) can be used as a way of simplifying the 54 articles of the UNCRC into familiar frameworks of understanding.

TRAUMA INFORMED

Since the last update report the [Trauma Informed Practice](https://www.edinburgh.gov.uk/downloads/download/15091/trauma-informed-practice) – 5 principles strategy has been adopted and agreed by the Edinburgh Children’s Partnership. The **5 principles** of Trauma Informed Practice are crucial for two areas of Edinburgh’s Promise – that colleagues are Trauma Informed, and that children, young people, parents and carers receive services that are trauma informed. The **5 principles** are the start of ensuring that Edinburgh has can address these two aspects.

COMMUNICATIONS

Further work is required at individual organisational level to ensure the Edinburgh’s Promise is well communicated and understood across the Partnership. As a litmus test of visibility, Edinburgh’s Promise is not visible – either by logo or news article or local initiative - on any of the main websites of the Partnership organisations. There are no obvious links or re-direct pages to Edinburgh’s Promise (hosted on edinburgh.gov.uk). Recent discussions with key partners suggest that Edinburgh’s Promise is not a well-known ambition or intention outwith colleagues who already participate in either Edinburgh Children’s Partnership activity or Child Protection Committee. Many organisations cover larger than Edinburgh populations, and this is understood, yet where possible, how can we make best use of the existing digital infrastructure to promote Edinburgh’s Promise?

Different organisations have different working arrangements for email signatures, yet this again is an easy and simple way to promote Edinburgh’s Promise and pique colleague and public interest in what Edinburgh’s Promise is aiming to achieve. A sample email signature is the following with the aim’s statement acting as a hyperlink to Edinburgh’s Promise website:



[***Edinburgh’s Children Loved, Safe and Respected***](https://www.edinburgh.gov.uk/children-families/edinburghs-promise/1)

Edinburgh’s Promise Communications Group has further dates in place, yet a clear plan of communication and communication strategy is still required.

On a positive, Jackie Irvine and Amanda Hatton’s referencing of Edinburgh’s Promise in the Edinburgh Evening News has led to an increase in website visits, that has meant that Edinburgh’s Promise as a Google search now finds the webpage. Edinburgh’s Promise is also promoted through the Council via the Orb’s carousel reiterating to the whole Council workforce the role and ambition of Edinburgh’s Promise as well as discussing the Fundamentals paper.

DECISIONS AND DIRECTION

The Leadership Group are asked for their view and direction on:

How the Fundamentals can be promoted in and across everything we do and undertake for Edinburgh’s children and their families? How has your represented organisation taken these forward and discussed and promoted them with colleagues, children, young people, parents, and carers?

How has the **5 Principles** of Trauma Informed Practice been taken forward, discussed, and promoted in your organisations? How assured are we that the **5 Principles** document has been made accessible to colleagues in your service?

How can we better communicate Edinburgh’s Promise across our organisations and how can we accurately tell whether Edinburgh’s Promise is well known of and understood as a programme of change across our workforce?

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Appendix 1

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| **ACTION** | **WORKING GROUP LEADING ACTION** | **ACTION** | **WHAT WILL SUCCESS BE MEASURED BY?** | **PROGRESS** | **TIMESCALE** |
| **GC1** - Every child that is ‘in care’ in Scotland will have access to intensive support that ensures their educational and health needs are fully met. | WG1 | What is the level of unmet need in education or health from existing reviews?  What are the trends where intensive support is not offered? | All looked after young people will be considered for a CSP  Education outcomes | 3.5.22 Guidance on CSPs produced. Information shared with reviewing officers | TBC |
| **CG2** - Local Authorities and Health Boards will take active responsibility towards care experienced children and young people, whatever their setting of care, so they have what they need to thrive. | WG1 | Are there still issues for education and health support when a child or young person is placed outwith Edinburgh?  What are the thematic issues connected to gaps in support provision? |  |  |  |
| **GC3** - Care experienced children and young people will receive all they need to thrive at school. There will be no barriers to their engagement with education and schools will know and cherish their care experienced pupils. | WG1 | See GC1  Review by school-based colleagues regarding care experienced pupils and accessing everything they need for their support and opportunity to thrive | Measures we already have,   * We know all our of care experienced children * Process in places to track attainment * All currently looked after children are considered for a CSP   Attendance is monitored regularly. Health and social work colleagues are aware of patterns of absence and are actively involved in plans to improve attendance.  There is a designated manager in each setting who has an overview of each care experienced baby/child and their education planning.  Senior Leaders have regular and positive interactions with and about the care experienced community, this includes children, families, staff and partners.  Settings maintain accurate records including key contact information, review meetings, chronologies and relevant information from partners. | 3.5.22  Short film and guidance on Love, Safe and Respected in Edinburgh’s Schools shared with all staff in schools | TBC |
| **GC4** - School improvement plans will value and recognise the needs of their care experienced pupils with robust tracking of attendance and attainment so that support can be given early. | WG1 | Tracking and monitoring of attendance and attainment work underway between Virtual HT for care experienced children and young people and Practice Team Managers |  | A meeting has set up on 15 March 2022 with Jackie Reid, Alison Humphreys, Gillian O’Rourke,  3.5.22  Guidance for HTs produced  All schools participated in a senior leader briefing on school renewal plans  Self-evaluation toolkit produced to support staff in schools to review current practice and support improvement  Guidance on love, safe, respected produced and shared with staff in schools | April 2022 |
| **GC5** - Care experienced young people will be actively participating in all subjects and extra-curricular activities in schools. | WG1 | Active school’s co-ordinators in Primary settings (Edinburgh schools) will already know  What resource to monitor in Secondary setting and outwith Edinburgh?  Any identified unmet need via Reviewing Team? | Identified barriers are removed  Participation is based on children’s interests and motivation  Children have an oppo  Care Experienced children are encouraged and enabled to maintain positive friendships and relationships with peers and where barrier exist, they are removed.  Children have access to wider achievement opportunities and are supported to develop their interests and hobbies.  Our care experienced community have access to adults who value education and encourage them to have high aspirations.  Home learning, access to extracurricular activities.  All care experienced young Scot cared  All care experienced young people have an Edinburgh leisure and are supported to participate.  Education should be a priority in the child’s plan and when needed, is supported by ASL services.  Action points from Review and GIRFEC meetings are actioned, monitored, and reviewed. |  |  |
| **GC6** - The formal and informal exclusion of care experienced children from education will end. | WG1 | Existing policy review – what does it say and how in line with this call to action is it? What happens to Edinburgh’s Children not placed in Edinburgh schools? | Gathering, analysis and interpretation of existing exclusion data  Open and honest professional discussion about what is required to meet this call to actions  GIRFEC processes  LAC reviews, Education outcomes  Involvement of education in LAC reviews explained, clearly defined | A meeting has been arranged for 15 March 2022 with Carmel Jacob-Thomson EP, Martin Gemmell, Kirsty Spence, Gillian Barclay to agree how to take actions forward with timescales.  3.5.22  Meeting of the group  Analysis of key data  Trends identified  Meeting with HTs/ASL/EPs organised for June 2022  Carrying out research with young people, staff and schools and partners on exclusions for Care Experienced young people |  |
| **GC7** - Schools will support and ensure care experienced young people go on to genuinely positive destinations, such as further education or employment | WG1 | Existing provision via Hub for Success and TCAC team. Data on positive destinations already held.  SDS also actively working in Edinburgh with schools. | Professional learning on P1 and S1 transitions through a Care Experienced Lens  Guidance for staff in schools and social work produced on supporting transition in, through and out of school.  Tracking and monitoring of attainment  Strong partnership working between relevant agencies  We will involve,  TCAC,  Transition Teachers, Roberta Porter, Iain Hutchison  We Matter Team  Corporate Parenting College/University Partnership SDS  DYWF  Third sector partners  MCR | 3.5.22 Briefing and guidance on supporting care ex learners with transitions produced and shared with all schools  Briefing with secondary and primary Depute Heads on supporting transition between P7 and S1 |  |
| **ACTION** | **WORKING GROUP LEADING ACTION** | **ACTION** | **WHAT WILL SUCCESS BE MEASURED BY?** | **PROGRESS** | **TIMESCALE** |
| **StW2** - There will be no blanket policies or guidance that prevent the maintenance of relationships between young people and those who care for them. Settings of care will be able to facilitate the protection of relationships that are important to children and young people. | WG2 | Review existing policies for colleagues and foster carers offering care.  Establish or create an overarching policy regarding clarity on roles and extending a role beyond the immediate care of a child or young person | Policies and procedure will support the active promotion of all significant relationships to children and young people who are unable to remain in their family’s care.  Children and young people will be able to identify who is significant in their lives and that they have been supported in keeping these safe and loving relationships alive, regardless of their care arrangements. | The four areas (StW2, GC8, GC9 & GC10) will be taken forward by a small multi-agency working group that has been established. Co-chaired by Michelle Kirkpatrick and Dana Lock.  Meeting fortnightly. Benchmarking what exists.  This group will map, review, amend existing documentation and guidance to meet the action requirements. | 2023 |
| **GC8** - All children living in and around Scotland’s ‘care system’ will be maintaining safe, loving relationships that are important to them. | WG2 | Voice of the child, stating who is important to them (SCRA)  Shift in culture where focus is primary relationships with parents – all other relationships secondary to that.  How to formalise the informal? | Children and young people will be able to identify who is significant in their lives and that they have been supported in keeping these safe and loving relationships alive, regardless of their care arrangements. | The four areas (StW2, GC8, GC9 & GC10) will be taken forward by a small multi-agency working group that has been established. Co-chaired by Michelle Kirkpatrick and Dana Lock.  Meeting fortnightly. Benchmarking what exists.  This group will map, review, amend existing documentation and guidance to meet the action requirements. | 2023 |
| **GC9** - There will be no barriers to ‘contact’ and children will be supported to have time with people they care about. | WG2 | Reviewing how we informalise care to be more like family life?  De-professionalise contacts and relationships for children and young people living in care. | Children and young people will be able to identify who is significant in their lives and that they have been supported in keeping these safe and loving relationships alive, regardless of their care arrangements. | The four areas (StW2, GC8, GC9 & GC10) will be taken forward by a small multi-agency working group that has been established. Co-chaired by Michelle Kirkpatrick and Dana Lock.  Meeting fortnightly. Benchmarking what exists.  This group will map, review, amend existing documentation and guidance to meet the action requirements. | 2023 |
| **GC10** - Relationships between brothers and sisters will be cherished and protected across decision making and through the culture and values of the people who care for them. | WG2 | Work underway to have better data on the complexities of why brothers and sisters are placed apart.  Thematic analysis of issues  Maintenance of connections to be key focus of reviews | Children and young people will know who their brothers and sisters are, where they are and if separated from them, be supported in maintaining high levels of contact with them. If there are challenges in the relationship between brothers and sisters, adults supporting children and young people will promote and facilitate mediation to repair damaged and fractured relationships. | The four areas (StW2, GC8, GC9 & GC10) will be taken forward by a small multi-agency working group that has been established. Co-chaired by Michelle Kirkpatrick and Dana Lock.  Meeting fortnightly. Benchmarking what exists.  This group will map, review, amend existing documentation and guidance to meet the action requirements. | 2023 |
| **GC11** - The disproportionate criminalisation of care experienced children and young people will end. | WG2 | Review where we are with this – data.  Understand the issues as they stand in Edinburgh. Work with both colleagues and young people on alternatives to criminalisation. Union involvement  Age of criminal responsibility affected this call to action | Measures of success required | Janine McGowan identified as lead for this work. Working Group to be created to look at GC11  Formation of this group to take this forward has proven challenging and may require being taken back to Children’s Partnership or escalated through Edinburgh’s Promise Leadership Group | 2024 |
| **GC12** - There will be sufficient community-based alternatives so that detention is a last resort | WG2 | Extensive alternatives to detention exist and are in place  Challenge exists regarding Remand and decision making connected to these circumstances | Wherever possible children and young people will be cared for in settings that do not remove or restrict their liberties.  A range of alternatives will exist that are targeted at supporting children and young people who find themselves involved in behaviour and activities that place themselves and others at risk of harm.  Detention of children and young people will be a last resort. | Janine McGowan identified as lead for this work. Working Group to be created to look at GC12  Formation of this group to take this forward has proven challenging and may require being taken back to Children’s Partnership or escalated through Edinburgh’s Promise Leadership Group | 2024 |

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| **ACTION** | **WORKING GROUP LEADING ACTION** | **ACTION** | **WHAT WILL SUCCESS BE MEASURED BY?** | **PROGRESS** | **TIMESCALE** |
| **GC13** - All care experienced children and their families will have access to independent advocacy at all stages of their experience of care. Advocacy provision will follow the principles set out in the promise. | WG3 | At what stages do we offer advocacy?  In what settings do we offer advocacy?  When and where do we offer family/parent advocacy? | Our Advocacy contract will follow the principles of the Promise.    Feedback from our young people and families indicates Advocacy is provided at the right time for them | Current commissioned contract with Who Cares extended for a further 12 months until 31/12/2023    Discussion with Who Cares lead about to commence to consider how we approach children who are Looked After at home.    Attendance at national Network meeting allows us to baseline against other LA areas in terms of development and approach. | 31/03/2024 |
| **GC14** - Care experienced children and young people will be able to easily access child centred legal advice and representation. | WG3 | Review existing supports from CLAN, SCRA and other agencies.  Are these as well promoted as they could be? | At which point on the process is legal advice required/offered? | Not started at time of writing | 31/03/2024 |
| **GC15** - Decisions about transitions for young care experienced people who move onto independent living or need to return to a caring environment, will be made based on individual need | WG3 | New process (Jan ’21) in place for transition between practice team and TCAC  Enhanced continuing care arrangements in place  Return to caring environment process to be reviewed/mapped. | Housing and Housing Support options for care leavers are clear and established.    Literature for young people and key stakeholders clarifies housing pathways for young people.    There are no gaps between the Over 12’s Panel and the Housing Support Panel for young people requiring care/support.    Continuing Care requests are approved based on the principle of need. | This work is being taken forward via a Review of the Housing Support Panel.  An Action Plan is being devised to take this work forward.  The outcome of the Review will be presented to the GBRV. | 31/03/2024 |
| **GC16** - Each young care experienced adult will experience their transition as consistent, caring, integrated, and focussed on their needs, not on ‘age of services’ criteria. | WG3 | Larger numbers of care experienced young people remaining in care  Reporting arrangements to CPMOG | Mapping of outcomes for young people.    Continuing Care requests/approvals are monitored for conversion rates.    Young people are supported in their transition | Ongoing.  This work is also captured through the Corporate Parenting Strategy reporting.    Tricky issue – There is work ongoing about transitions for children with disabilities between children’s social work and health and social care  Recognition that through care and after care services in Edinburgh require strengthening and work is underway to improve the service delivery. Effective trauma-informed transitions for young people leaving care will need to include representation from Health and Social Care who have now identified an individual to become involved in these discussions | 31/03/2024 |
| **GC17** - All care experienced children, wherever they live, will be protected from violence, and experience the safeguard of equal protection legislation. | WG3 | Are Edinburgh’s Children safer in our system than when at home?  Benchmarking of this call to action?  Number of care experienced children experiencing issues - as described - whilst in care. | Core outcomes can include:  Number of complaints submitted by children in our care.  Number of staff where Allegations of Abuse Against Staff policy is enacted.  Number of Advocacy reports from Who Cares regarding concerns of physical harm.  All staff in residential care will have undertaken Essential Training including:  CALM training.  Complaints Procedure.  Allegations of Abuse Against Staff.  Disciplinary Procedure  Performance Management    Where this is cared for at home etc, we need to develop wider outcomes for this area of work | Some of this work is ongoing through a Terms of Reference Group titled “Complaints, Restraints and Single Separation”    Advocacy from Who Cares can assist in baselining issues for young people not in residential care. | 31/03/2024 |
| **GC18** - Restraint will always be pain free, will be used rarely, and only when required to keep a child safe. | WG3 | Critical analysis of the use of restraint and single separation at ESS underway  Restraint in foster care – what happens?  Role of critical debrief following restraint  Restraint notification of a significant event?  Use of restraint in education and health – scale and procedures/review | Restraint numbers are low (baseline across 5 years’ worth of data)    Staff involved in restraints are trained in the use of CALM    A Central Register of Restraints is held with Senior Manager review of all incidents to ensure a restraint was required and occurred within CALM guidance | Ongoing within Residential Services.  The ToR looking at this work is underway, and the focus of the work currently is within fortnightly meeting of Residential Managers to ensure everyone is clear of the desired outcomes.    A Training log for CALM is reported monthly to Managers of Residential and Secure Services and Senior Manager for Looked After Children.  KPI’s/milestones are set against the ToR work plan | 31/03/2023 |
| **GC19** - There will be well communicated and understood guidance in place that upholds children’s rights and reflects equal protection legislation. | WG3 | Learning and development work to be undertaken to ensure practice guidance is understood and in place across care settings | Edinburgh will have a clear approach to speaking about and supporting children’s rights.  Edinburgh will have one model of understanding and speaking about Children’s Rights that is the same for children and young people as it is for adults supporting them | A working group including education, learning and development, LAYC and other colleagues has begun meeting (4th meeting planned) to take forward the work underway in Rights Respecting Schools, and build/borrow an existing model, that preferably uses either GIRFEC or the 3Ps approach to children’s rights. | 31/03/2024 |

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| **ACTION** | **WKING GROUP LEADING ACTION** | **ACTION** | **WHAT WILL SUCCESS BE MEASURED BY?** | **PROGRESS** | **TIMESCALE** |
| **WFS1** - The 10 principles of intensive family support will be embedded into the practice (planning, commissioning and delivery) of all organisations that support children and their families, directly or indirectly.   * Holistic and relational * Therapeutic * Non-stigmatising * Patient and persistent * Underpinned by Children’s Rights * Community-based * Responsive and timely * Work with family assets * Empowerment and agency * Flexible | WG4 | Review of what we have, are there any gaps set against the 10 principles? |  | **Step 1** – understanding language of principles. Establishing understanding of the Promise and the 10 Principles.  **Action** - Parent Support Collaborative Outreach sub-group can provide data from recent survey and to be taken forward with Parent Support Collaborative EVOC Children/Young People and Families Network Promise sub-group.  **Step 2** – ensuring that the principles are introduced/embedded into new and recommissioned services. The Principles to be routinely used in the planning and commissioning of services.  **Action** – new funding streams and Jackie Irvine leading on family support developments and the development of commissioning processes. Mark and Oli to discuss with Jackie.  **Update of 26/4/22: Steps 1 and 2** - Mark meeting with Jillian Hart to discuss PSC report Holistic Outreach Family Support Survey and to discuss activities with the Outreach Family Support sub-group.  **Step 3** – establishing an understanding of how well the 10 Principles are embedded into current service provision.  **Action -** Mark and Oli to discuss with Jackie Irvine.  **Update of 26/4/22:**  Nothing to report – Mark to convene meeting with Jackie Irvine.  Focussing on principles until Xmas and then move on to WFS 2 and 3 in early 2023. However, discussion about the GIRFEC refresh to be held with JI. | By 30 June 2022  By 31 March 2022  Tentative – By 31 December 2022  By 31 March 2022  5 May 2022  By September 2022  By 31 March 2022  By 31 May 2022. |
| **WFS2** - Scotland’s family support services will feel and be experienced as integrated to those who use them. | WG4 | How do we measure integration at this level?  How are services felt by families currently – baseline – what needs to change and how do we improve the integrated feeling?  Use of advocacy to guide families through services?  Services agreeing a basic level of language that is helpful to families? |  | Scottish Government project underway to refresh GIRFEC and new guidance to be brought into this work.  **Action -** group to link in with improvements to GIRFEC refresh and existing consultations (Martin Gemmell). To include WFS 2 and WFS 3.  Mark and Oli to discuss engagement with refresh with Jackie Irvine.  **Update of 26/4/22:**  Meeting did not happen – Mark will reconvene. | By 31 March 2022  By 31 May 2022 |
| **WFS3** - All families will have direct and clear access to family therapies and specific support across a range of issues, so that accessing support is seen as something that a range of families may need throughout life. | WG4 | Family therapy mapping –  what exists;  how is it accessed;  demand versus capacity;  identify gap. |  | Parent and Carer Support team will be able to provide a list of Family Therapy services and how these are accessed from the Family Support Mapping exercise.  **Update of 26/4/22:**  Will be addressed at meeting with Jillian Hart. | By 31 March 2022  5 May 2022 |
| **P1** - Investment in the lives of children and families will be considered strategically and holistically in the context of their experiences. | WG4 | Where and how is money invested currently – across the Children’s Partnership – how does this align to this call to action? Does anything need to change? |  | No meeting required as Jackie Irvine is setting up commissioning group which needs to connect with Promise Delivery Group. Oli and Mark will feed into Delivery Group about commissioning and Oli will feed back into this action.  **Update of 26/4/22:**  Family Wellbeing Fund meeting convened by Jackie Irvine. | 27 April 2022 |
| **P2** - Organisations with responsibilities towards children and families will be confident about when, where, why and how to share information with partners. Information sharing will not be a barrier to supporting children and families | WG4 | Review information sharing arrangements – integral to this - GIRFEC |  | EVOC consultant is working cross-sector on new information sharing protocol.  **Action -** Mark to speak to Euan Currie about information-sharing.  **Update of 26/4/22:**  Mark meeting with Euan Currie and Kirsteen Ferguson. | By 31 March 2022  6 May 2022 |

**WORKING GROUPS**

The Edinburgh’s Promise plan and its associated activities will be taken forward by 4 working groups:

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| **Group** | **Lead** | **Co-lead** | **QA support** |
| **Group 1 - StW2-GC7** | Sharon McGhee | Lynn Paterson | Chris Martin |
| **Group 2 – StW1 GC8-GC12** | Andy McWhirter | Brenda-Anne Cochrane | Laura Joya |
| **Group 3 - GC13- GC19** | Steve Harte | Keith Fairbairn | Heather Smith |
| **Group 4 - WFS1-P2** | Oli Campbell | Mark Merrell | Pauline McKinnon |

**Appendix 2**

**Edinburgh’s Promise – Staff engagement events spring 2022**

**Summary of attendee views and feedback**

**Introduction and overview**

A series of three staff engagement events about Edinburgh’s Promise took place in March 2022. These were held online and publicised widely across services in Edinburgh.

The aims, as agreed by the Edinburgh’s Promise delivery group, were:

* To provide an overview to a wide range of staff who work with children and families in Edinburgh of the strategic work carried out to progress Edinburgh’s Promise
* The provide an opportunity for **frontline** and **first line management staff** to discuss what keeping the Promise means to them

Following an overview from a member of the Edinburgh’s Promise Leadership Group and a presentation and video from Sharon McGhee on “My Care Experience”, the rest of each session was dedicated to breakout rooms, allowing attendees ample time for small group discussion.

Staff were invited to book onto one of the events, with publicity carried out largely through professional networks. A mixture of days and times was offered to allow as wide uptake as possible.

In total, 175 people registered to attend one of the events, with a range of between 40 – 90 across the three dates. As expected, there was a slight drop off for actual attendance, which was around 150. There was a mix of representation from across sectors, with local authority social work staff and the voluntary sector most highly represented.

**Breakout rooms**

At each event, attendees were randomly allocated to breakout rooms for the second half of the event. In these groups, they were asked three questions:

* + - What does Edinburgh’s Promise mean to me?
    - What can I do to keep Edinburgh’s Promise?
    - What do I need to support me to keep Edinburgh’s Promise?

Each group included a facilitator who had received briefing notes in advance, and who also acted as a scribe. A brief analysis of the themes under each heading is outlined below. All of the feedback from the breakout rooms is provided unedited at the end of this report.

1. What does Edinburgh’s Promise mean to me?

A clear understanding came through from the events that staff understood the supportive and inclusive element of Edinburgh’s Promise, as well as the importance of how services and interventions are experienced by children and their families.

Many groups identified the core elements of relationships and love within the aims of Edinburgh’s Promise, and there were examples of certain groups of staff – such as Family Based Care and those working in secure services – reflecting on how this might impact upon their particular role. The importance of changing language was also highlighted by several groups.

There were many comments raised regarding the scale of the task and that whilst there may be enthusiasm and commitment to make positive change, this also requires funding, resources and leadership in order to move from being a daunting task to an achievable one. Examples include moving the wider culture towards prioritising the needs of care experienced young people within budget setting and decision making, not only within social work teams but broadly within organisations. In addition, the importance of challenging workplace norms such as high caseloads or high turnover – both of which impact consistency of relationships – was highlighted as a central element to keeping Edinburgh’s Promise.

1. What can I do to keep Edinburgh’s Promise?

Building on themes from the first question, there were many examples of how individual practitioners could keep Edinburgh’s Promise at the heart of their practice – through, for example, changing how we use language to ensuring that family time is promoted and protected, particularly for siblings – as well as wider suggestions around how Edinburgh’s Promise can be used as a tool to ensure children are loved, safe and respected. This included suggestions such as how staff could use Edinburgh’s Promise as a way to challenge practice or process which his not congruent with the approach, or as a tool within supervision or discussion with your line manager, to ensure practice is focussed on the long term aims and does not default to old ways of working.

1. What do I need to support me to keep Edinburgh’s Promise?

There were many ideas in terms of what is required at a resource level as well as in terms of culture needed to keep Edinburgh’s Promise. There were recurring themes of shifting practice away from the immediate demands of allocation, waiting lists or organisational pressures (often at odds with the needs of children and families) and towards developing a shared, multiagency approach. Central to this is how we make professionals less “time poor”: many groups raised the issue of being unable to stop, think or reflect whether with colleagues or partner agencies, due to mainly bureaucratic pressures. Short term funding, with its attendant pressures, was highlighted by several groups as being at odds with Edinburgh’s Promise.

**Survey**

Following the events, attendees were sent a link to an online survey. 19 responses (approx. 10% of attendees) were received. Responses were possible on an anonymous basis, although 11 respondents provided their email address as they wished to more involved with the work.

The following questions were asked:

1. On a scale of 1 (strongly disagree) to 5 (strongly agree) please tell us to what extent you agree with the following statements:

* After attending the staff engagement event, I now know more about Edinburgh’s Promise
* After attending the staff engagement event, I understand the role I might play in keeping Edinburgh’s Promise

1. These events were the first in a planned series. How would you like to hear about or be involved with Edinburgh’s Promise in the future? (tick as many as apply)

* Online staff engagement events
* In-person staff engagement events
* Webinars/Short online sessions about a specific topic
* Regular blog/newsletter updates

The event focussed on the role of all of us in keeping Edinburgh’s Promise. If you would be interested in being involved directly in any of this work, please provide your name, email address and job title below:

(free text)

**Analysis**

The above graphs show that the vast majority of respondents felt that the events succeeded in their aims of raising awareness of Edinburgh’s Promise and in particular the specific roles that staff may play.

Overall, there was a high appetite for both online and in-person events. The most popular method was webinars, with blog/newsletter the least popular. Most respondents selected more than one method, reflecting the need to use a range of methods and approaches when engaging with the workforce.