

# City of Edinburgh Council Corporate Parenting Plan 2023- 2026



**Upholding our responsibility to make sure  
Edinburgh's children grow up feeling loved, safe,  
and respected.**

This plan is aligned to –

Edinburgh Partnership Community Plan 2022-2028

Edinburgh Children's Partnership Children's Services Plan 2023-2026

Edinburgh's Promise - Vision and Plan 2021-2024

## **What is Corporate Parenting?**

Corporate Parenting refers to the responsibilities of Public Bodies, like local authorities, to do their best for Children and Young People who are, or have been, in the Care System. We refer to people who have been in the Care System at any point in their lives as being Care Experienced.

This means anyone who has been; adopted; in foster care; lived in Kinship care; been looked after at home; stayed in a residential house; or spent time in secure care.

The Scottish Government describes a good Corporate Parent as one who wants the best for those who are Care Experienced, takes responsibility for their wellbeing and prioritises their needs. As part of these responsibilities, each of these Public Bodies must create a Corporate Parenting Plan, stating how they will fulfil their duty as a Corporate Parent.

Corporate Parenting Responsibilities are placed on all Public Body employees, not only those working directly with children and families. This means that Corporate Parenting needs to be considered across the work of the entire organisation and imbedded into the work of all departments.

## **What has happened so far?**

Our previous Corporate Parenting Plan has now been evaluated and is available as a separate report. In summary, that plan was written under three broad themes: Best Start in Life; Bridging the Gap; Be Everything You Can Be.

These key themes were taken from the Edinburgh Children's Partnership Children's Services Plan. The plan focused on, amongst other things, getting a Corporate Parenting team established, making sure we had the right kinds of care environments available, and improving how we monitor attainment. Any targets that were not reached or still in progress have been reviewed, and if still necessary, carried forward to the new plan.

## **Who is the plan for?**

Corporate Parenting responsibilities placed on Public Bodies come into effect upon a child or young person's entry into care, and in some circumstances can remain in place until a young person turns 26. However, City of Edinburgh Council recognises that Care Experience is lifelong. As such, the City of Edinburgh Council Corporate Parenting Plan 2023 – 2026 has been written to take into consideration the impact of Care Experience across the lifespan.

City of Edinburgh Council also acknowledges that preventing children and young people from becoming Care Experienced and remaining with their families is the ultimate goal for Edinburgh's children. In line with this, the plan considers how we can intervene earlier to support families, in order to avoid children and Young People becoming Care Experienced, where possible.

Edinburgh's Corporate Parenting Plan for 2023-2026 is written to guide both City of Edinburgh Council Officers and Elected Members to be the best Corporate Parents that they can be. It is also written with Edinburgh's other Public Bodies in mind – this plan should complement and support their own organisation's Corporate Parenting plans, as well as highlight areas where joint working between agencies can improve outcomes for Edinburgh's Care Experienced Community.

Following the publication of this plan, a delivery model will be created, with more detail about how each task will be accomplished and which teams will be involved. We have also created a simpler version, showing just the priorities. This will allow people to see our Corporate Parenting Plan 'at a glance' and is more accessible for children and young people.

### **What has influenced the plan?**

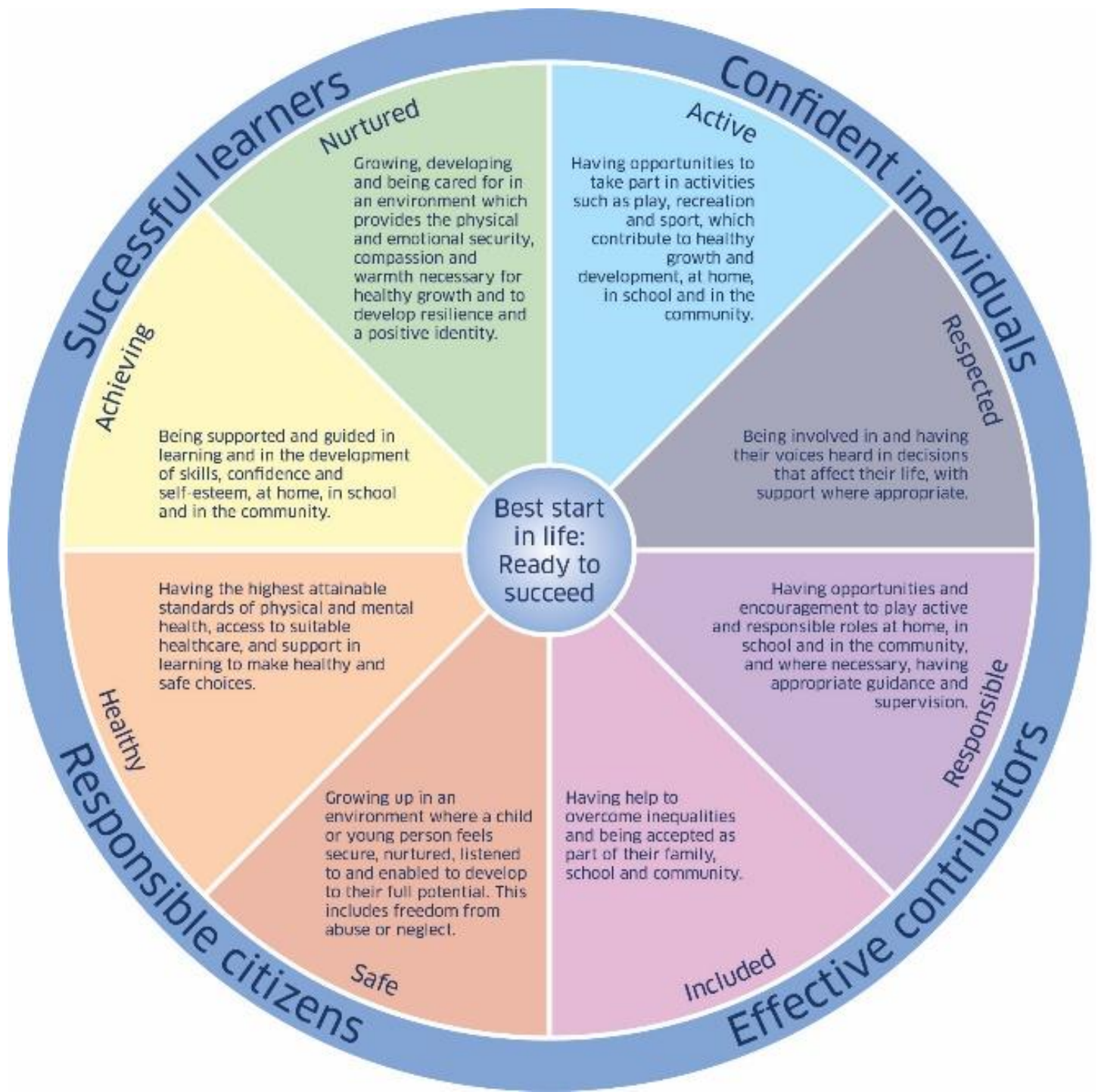
The Promise is the outcome of an independent review of the care system across Scotland, which made recommendations about how to improve the Care System. The recommendations are based on five foundations – family, voice, care, people and scaffolding. We have taken these into consideration when considering our priorities in this plan.

It is written in a complex planning environment, crossing over with the work of Edinburgh's Local Outcome Improvement Groups, Edinburgh's Children's Partnership and Edinburgh's Promise.

This plan is written in line with the principles of Getting it Right for Every Child (GIRFEC). GIRFEC is the Scottish Government's commitment to provide all children, young people and their families with the right support at the right time. They want every child and young person in Scotland to reach their full potential. We have used the GIRFEC Wellbeing Indicators to frame how we aim to support our Care Experienced Community to reach their full potential.

### **What are the Wellbeing Indicators?**

As described above, the GIRFEC indicators are used to frame how we consider the overall wellbeing of a child or young person. This goes for all children and young people in Scotland, not just those who are Care Experienced. We have chosen to use these indicators to frame the priorities and tasks in this plan, to highlight that we are looking to provide for the Care Experienced Community what we wish for all children - namely that they are Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. For each Wellbeing Indicator we have noted how the Scottish Government has defined that wellbeing indicator, before going on to note what our priorities are under these headings and how we plan to achieve these.



## **Who wrote the plan?**

Edinburgh Champions Board provides a platform for Care Experienced young people to talk directly to their Corporate Parents and influence policy and practice change. Members of the Senior Champions Board have set key priorities for their own areas of work, with a focus on improved support with mental health, supporting and nurturing sibling relationships and better support into adulthood. These priorities are reflected in the plan. They also consulted on drafts of the plan and asked for certain changes to be made in terms of language and simplicity. These changes were also made and accepted by the Senior Champions Board.

City of Edinburgh Council has a Corporate Parenting Board, with membership including representatives from organisations with Corporate Parenting responsibilities across Edinburgh, as well as Elected Members and Council Officers. The board spent time as a group considering the priorities for the next three years, noting where there was crossover with their own agency or department plans, and considering how we can be the best Corporate Parents that we can be. Once drafts were available, Board Members consulted with their own staff groups and helped to tailor the tasks that would be undertaken to achieve the priorities.

Corporate Parenting events were held in May 2023 and attendees were consulted on the plan. Attendees included Council Officers, representatives from other Public Bodies, as well as representatives from other Organisations who have an interest in Corporate Parenting. Feedback from staff has helped to frame the priorities and tasks, as well as helping to influence the use of a clear structure to help us frame the plan.

City of Edinburgh Council's new Social Work Recording System will allow much better tracking and monitoring of the aims outlined in this plan, than the previous recording system.

## Safe

“Growing up in an environment where a child or young person feels secure, nurtured, listened to and enabled to develop to their full potential. This includes freedom from abuse or neglect.”

### Safe 1 - When statutory measures of care are necessary, including children who are 'Looked After at Home', provision of care is led by the need of the individual and their family.

|          | Task   | Deadline  | Owner                       |
|----------|--|-----------|-----------------------------|
| Safe 1.1 | Ensure that regardless of where in Edinburgh a family is from, they receive the appropriate level of support and guidance from their social worker, and they feel involved in the planning process | June 2024 | Janine McGowan/Karen Pedder |
| Safe 1.2 | A broad range of care placements are available so that we can meet the needs of the individual children and young people who come into our care.   | June 2026 | Steve Harte                 |
| Safe 1.3 | Strengthen early identification of concerns and information sharing through strong and effective early assessment and planning   | June 2024 | Karen Pedder                |

### Safe 2 - Redress the over-representation of Care Experienced individuals within the Justice System

|          | Task   | Deadline      | Owner                      |
|----------|--|---------------|----------------------------|
| Safe 2.1 | Alongside Police Scotland work to stop the unnecessary criminalisation of care experienced children and young people through changes in policy and practice. This will include implementation of the findings of CEC research, funded by CORRA, into criminalization of children and young people in care. | June 2025     | David Happs/Janine McGowan |
| Safe 2.2 | Increase knowledge of Trauma Informed Practice in legal proceedings through networking and training events   | December 2024 | Claire Ryan-Heatley        |
| Safe 2.3 | In partnership with Police Scotland ensure safe alternatives to police cells are maximised where children and young are in police custody. Alternatives places of safety do not need to be secure care.  | June 2024     | David Happs                |

### Safe 3 – When young people leave care and move on to independence, they are supported into the right type of home setting and offered appropriate support and guidance.

|          | Task   | Deadline      | Owner         |
|----------|--|---------------|---------------|
| Safe 3.1 | Consider the recommendations of the Housing Support Review and how these could be put into practice  | June 2024     | Derek McGowan |
| Safe 3.2 | Implement agreed actions from the Housing Support Review to create more positive pathways into independent living, that are better suited to the needs of our young Care Experienced individuals | June 2026     | Derek McGowan |
| Safe 3.3 | Create links with Community Benefits team to identify companies that may be able to provide home items via the Corporate Parenting Cashless Shop   | December 2025 | Emily Dempsey |

## Healthy

“Having the highest attainable standards of physical and mental health, access to suitable healthcare, and support in learning to make healthy and safe choices.”

| <u>Healthy 1- Ensure prompt access to high quality healthcare as and when required</u> |   |           |                                  |
|--|---|-----------|----------------------------------|
|  | Task  | Deadline  | Owner                            |
| Healthy 1.1  | Increase the uptake of health assessments for children and young people in care, via the Care Experienced Nursing Service   | June 2026 | Carolyn Wyllie/<br>Pamela Murray |
| Healthy 1.2  | Work with other Local Authority and Health areas to make access to health services for Care Experienced children and young people equitable regardless of where they are originally from, or where they currently live. | June 2026 | Carolyn Wyllie/<br>Pamela Murray |
| Healthy 1.3  | Increase access to dentists for children and young people who are looked after and care leavers.  | June 2026 | Carolyn Wyllie/<br>Pamela Murray |

| <u>Healthy 2- Specific healthcare inputs for Care Experienced Individuals are accessible and tailored to need</u> |   |           |                                  |
|---|---|-----------|----------------------------------|
|   | Task  | Deadline  | Owner                            |
| Healthy 2.1   | Monitor the implementation of the NHS Lothian’s target of single points of access for Mental Health & Emotional Wellbeing for Care Experienced Young People | June 2026 | Carolyn Wyllie/<br>Pamela Murray |
| Healthy 2.2   | Use of the Corporate Parenting Hub to deliver wellbeing events such as cooking, meditation and mindfulness sessions   | June 2026 | Emily Dempsey                    |

## Achieving

“Being supported and guided in learning and in the development of skills, confidence and self-esteem, at home, in school and in the community.”

| <u>Achieving 1 - Create opportunities for extra support for Care Experienced learners, where and when best suited to their needs</u> |  |           |                   |
|--|--|-----------|-------------------|
|  | Task   | Deadline  | Owner             |
| Achieving 1.1  | Scope funding for support to ‘catch up’ on missed learning when ready, which may be into adulthood, through one on one or group tutoring sessions at the Corporate Parenting Hub   | June 2026 | Emily Dempsey     |
| Achieving 1.2  | The work of the We Matter Team will be reported into the Corporate Parenting Board quarterly to update on progress including information on attendance and attainment of Care Experienced Children and young people in early years, primary and secondary education. | June 2024 | Faye Calder-Kelly |
| Achieving 1.3  | Audit tracking and monitoring of Care Experienced learners ‘Out of Authority’. Enhance processes to ensure information is up to date and used to support learners needs in being met   | June 2024 | Faye Calder-Kelly |
| Achieving 1.4  | Care Experienced learners out of education and on flexible timetables will be prioritized for enhanced supports,   | June 2024 | Faye Calder-Kelly |
| Achieving 1.5  | Exclusions of Care Experienced children and young people from education will be stopped, in line with the Promise.   | June 2024 | Lorna French      |

| <u>Achieving 2 - Raise aspiration and feelings of empowerment amongst the Care Experienced Community</u> |   |               |                                      |
|--|---|---------------|--------------------------------------|
|  | Task  | Deadline      | Owner                                |
| Achieving 2.1  | Creation of a peer-to-peer mentoring scheme for Care Experienced Children and Young People to support one another in a managed and supervised manner  | December 2024 | Emily Dempsey                        |
| Achieving 2.2  | Opportunities for Care Experienced Young People to develop work skills and experiences linked to youthwork, training and mentoring, via membership of the Senior Champions Board                              | June 2025     | Emily Dempsey                        |
| Achieving 2.3  | Support Care Experienced People to access The Edinburgh Guarantee to engage with education, training and employment support, whilst upskilling all Edinburgh Guarantee providers in Trauma Informed Practice. | June 2024     | Lucy Pearson                         |
| Achieving 2.4  | Work alongside the HUB for SUCCESS partnership to support their work supporting more care experienced individuals to get in, stay in and return to college and university.                                    | June 2026     | Lorraine Moore & Catherine McCormack |



## Nurtured

“Growing, developing and being cared for in an environment which provides the physical and emotional security, compassion and warmth necessary for healthy growth and to develop resilience and a positive identity.”

| <u>Nurtured 1 - Relationships between brothers and sisters are prioritised and nurtured, regardless of care setting or geography</u> |  |                |                      |
|--|--|----------------|----------------------|
|  | Task   | Deadline       | Owner                |
| Nurtured 1.1   | Edinburgh Champions Boards to co-design bespoke spaces within the Corporate Parenting Hub for sibling time   | December 2024  | Emily Dempsey        |
| Nurtured 1.2   | Where brothers and sisters are not living together, time with one another should be considered at each review meeting                                | December 2023  | Brenda-Anne Cochrane |
| Nurtured 1.3   | Where possible siblings should be placed together, and when this has not been possible, bringing siblings back together should be reviewed regularly | September 2024 | Brenda-Anne Cochrane |
| Nurtured 1.4   | Community events hosted by the Corporate Parenting Team are used to support quality sibling time in a relaxed and fun environment                    | June 2026      | Emily Dempsey        |

| <u>Nurtured 2 - Maximising income for our Care Experienced Young People, so that they have enough money to live on</u> |  |               |               |
|--|--|---------------|---------------|
|  | Task   | Deadline      | Owner         |
| Nurtured 2.1   | Complete an audit of different funding and support streams for members of the Care Experienced Community to maximise their incomes, and then consider areas of vulnerability and how these may be addressed. | December 2024 | Emily Dempsey |

| <u>Nurtured 3 – Financial and practical support for Children and Young People in care, as well as Care Leavers, is provided as needed and is not placement-type dependent</u> |  |               |               |
|---|--|---------------|---------------|
|   | Task   | Deadline      | Owner         |
| Nurtured 3.1  | Understand the numbers of care experienced young people not eligible to access TCAC services and for what reason                                       | June 2025     | Emily Dempsey |
| Nurtured 3.2  | Create a resource that makes it simple for care Experienced Individuals to understand the supports available to them, depending on their circumstances | December 2025 | Emily Dempsey |

| <u>Nurtured 4 – Family time is available in spaces that are suitable and well equipped</u> |  |               |  |
|--|--|---------------|--|
|  | Task   | Deadline      | Owner                                  |
| Nurtured 4.1   | Complete an audit of spaces across the city where family time is conducted, noting the suitability for different ages and stages of children and young people, and family group compositions and create a proposal based on the findings of the audit. | December 2024 | Janine McGowan/<br>Brenda-Ann Cochrane |

## Active

“Having opportunities to take part in activities such as play, recreation and sport, which contribute to healthy growth and development, at home, in school and in the community.”

| <u>Active 1- Ensure that all Care Experienced children can access Universal Services, such as youth clubs and out of school activities</u> |  |               |               |
|--|--|---------------|---------------|
|  | Task   | Deadline      | Owner         |
| Active 1.1   | Joined up working with universal services to increase understanding about access to universal services for Care Experienced children and young people. Use this knowledge to consider how we can increase access to youth clubs, after school clubs and activities for Care Experienced children and young people. | December 2024 | Laurene Edgar |

| <u>Active 2 - Removing financial barriers for Care Experienced Individuals accessing life skills and development opportunities</u> |   |                      |               |
|--|---|----------------------|---------------|
|  | Task  | Deadline             | Owner         |
| Active 2.1   | Administer an annual Individual Grants scheme to support the Care Experienced Community to access items or experiences that would normally be out with their means  | Annually by June     | Emily Dempsey |
| Active 2.2   | Analyse the information gathered from the Individual Grants Scheme to consider funding gaps or areas of support that could be addressed for the community and report the findings to the Corporate Parenting Board.     | Annually by December | Emily Dempsey |
| Active 2.3   | Through partnership working with external agencies, create a matrix detailing opportunities of support, including access to life skills and experiences, such as driving lessons, training courses and apprenticeships. | June 2025            | Emily Dempsey |
| Active 2.4   | Support young Care Leavers to move into their new homes or to make home improvements through the development of a Care Experienced DIY scheme, in partnership with Community Benefits providers.                        | June 2025            | Emily Dempsey |
| Active 2.5   | Work in partnership with external providers such as Edinburgh Leisure and Edinburgh Zoo to create opportunities for the Care Experienced Community.   | June 2026            | Emily Dempsey |

## Respected

“Being involved in and having their voices heard in decisions that affect their life, with support where appropriate.”

| <u>Respected 1 - Recognising Care Experience as a lifelong identifier</u> |   |           |             |
|---|---|-----------|-------------|
|   | Task  | Deadline  | Owner       |
| Respected 1.1   | Support for Care Experienced Young People into adulthood through City of Edinburgh Council’s reviewed Through Care and After Care service | June 2025 | Steve Harte |

| <u>Respected 2 - Ensure that all staff have a basic understanding of what it means to be Care Experienced, as well as raise awareness amongst the general population of Edinburgh</u> |  |                      |                                 |
|---|--|----------------------|---------------------------------|
|   | Task   | Deadline             | Owner                           |
| Respected 2.1   | Monitoring and reporting on the delivery of Trauma Informed Practice training to council staff, through links with the Trauma Informed Services Advisory Panel (TISAP)   | June 2025            | Claire Ryan-Heatley             |
| Respected 2.2   | Creation and launch of a Corporate Parenting e-learning module that is mandatory for all council staff   | December 2023        | Emily Dempsey                   |
| Respected 2.3   | Create regular training opportunities for CEC and non-CEC staff, through tailored training and input sessions  | December 2024        | Emily Dempsey                   |
| Respected 2.4   | Regular symposiums for frontline social work staff to keep them up to date about ongoing work around Corporate Parenting and gain their views and ideas about how we can improve                                       | Annually by June     | Emily Dempsey                   |
| Respected 2.5   | Corporate Parenting training across the board’s membership is supported through the use of the Corporate Parenting e-learning module, or through creation/delivery of agencies own learning materials                  | December 2024        | Emily Dempsey                   |
| Respected 2.6   | All staff in school and social work settings will undertake annual Child Protection training through City of Edinburgh Council’s learning and development team.  | Annually by June     | Faye Calder-Kelly / Rose Howley |
| Respected 2.7   | Awareness raising campaigns run regularly targeting the general population of Edinburgh, so they have a better understanding of what it means to be Care Experienced, and who is classified as being Care Experienced. | Annually by December | Emily Dempsey                   |

Respected 3 - Ensure that we uphold the United Nations Convention on the Rights of the Child (UNCRC), regardless of a child or young person's living arrangements

|               | Task   | Deadline      | Owner                |
|---------------|--|---------------|----------------------|
| Respected 3.1 | Audits of social work case files will include specific focus on the language of the promise and the degree to which this is being used.  | December 2024 | Keith Dyer           |
| Respected 3.2 | Promote the use of advocacy services, including Who Cares Scotland and Children's Hearings advocates, tracking uptake through agency reports and children and young people's review meetings and using their role as the Independent Reviewing Officer to advocate on behalf of the Young person ensuring their views and voice are heard in all forums. | December 2024 | Brenda-Anne Cochrane |
| Respected 3.3 | Data gathered regarding complaints received where a child or young person has noted that their rights under the UNCRC were not upheld, and analysis of such to determine any practice learning   | June 2025     | Rose Howley          |

Respected 4 - Monitoring achievements and progress of Care Experienced Children and Young People

|               | Task   | Deadline      | Owner         |
|---------------|--|---------------|---------------|
| Respected 4.1 | Celebrate the successes of our Care Experienced Community, through events, communications and social media, with a clear method for staff and young people to report these successes | June 2026     | Emily Dempsey |
| Respected 4.2 | Create and implement a tool that will allow us to track and monitor the successes of our Care Experienced Children and Young People, using the GIRFEC Wellbeing indicators           | December 2024 | Keith Dyer    |

## Responsible

“Having opportunities and encouragement to play active and responsible roles at home, in school and in the community, and where necessary, having appropriate guidance and supervision.”

| <u>Responsible 1 - Ensure that Edinburgh’s Care Experienced community are connected, well informed of opportunities, and empowered to share their thoughts and views throughout their lifespan</u> |   |           |               |
|--|---|-----------|---------------|
|  | Task  | Deadline  | Owner         |
| Responsible 1.1  | Creation of a Corporate Parenting Hub, that serves the Care Experienced Community as a space for drop ins, group work, training, reviews and meetings, sibling time, support time and other events.                 | June 2026 | Emily Dempsey |
| Responsible 1.2  | Opportunities for our Care Experienced Community to feedback about services and influence change are meaningful, valued and acted upon through implementation of the voices document developed by the Promise Group | June 2024 | Emily Dempsey |
| Responsible 1.3  | Community events will be held regularly to allow the Care Experienced Community to come together in an informal environment   | June 2024 | Emily Dempsey |

| <u>Responsible 2 - Help Care Experienced parents in Edinburgh to feel valued and supported to be the best parents that they can be, with resources available as and when required</u> |  |               |               |
|---|--|---------------|---------------|
|   | Task   | Deadline      | Owner         |
| Responsible 2.1   | Gather baseline data to better understand the support needs of our Care Experienced Parents, including how many young people entitled to TCAC support are parents. | December 2024 | Steve Harte   |
| Responsible 2.2   | Create opportunities for our Care Experienced Parents where they can be supported by their peers and access supports, at whatever stage they feel ready.           | December 2025 | Emily Dempsey |

| <u>Responsible 3 - Independent living skills and budgeting advice is available from an early age through specific programmes as well as through day-to-day opportunities</u> |   |           |               |
|--|---|-----------|---------------|
|  | Task  | Deadline  | Owner         |
| Responsible 3.1  | Gather baseline data to better understand how children and young people are being supported to develop age-appropriate life skills, and consider how best to support our care leavers to be ready for independent living. | June 2025 | Steve Harte   |
| Responsible 3.2  | Training developed for carers and residential staff regarding day-to-day opportunities to engage with children and young people to help them develop their life skills  | June 2025 | Emily Dempsey |

## Included

“Having help to overcome inequalities and being accepted as part of their family, school and community.”

| <u>Included 1 - Improve oversight and planning for partnership working between CEC departments and their partner agencies, so that the Corporate Parenting plan can be achieved</u> |  |               |               |
|---|--|---------------|---------------|
|   | Task   | Deadline      | Owner         |
| Included 1.1  | Establish and maintain an active and focused Corporate Parenting Board for City of Edinburgh Council and Edinburgh’s other Public Bodies to come together                          | June 2024     | Emily Dempsey |
| Included 1.2  | Create a work force that better understands one another’s roles, highlighting opportunities for shared working and peer support  | June 2025     | Rose Howley   |
| Included 1.3  | Use of the GIRFEC Wellbeing Indicators tool to track the impacts of our services and the outcomes for our Care Experienced Community, to help guide service planning and delivery. | June 2026     | Rose Howley   |
| Included 1.4  | Update City of Edinburgh council’s Integrated Impact assessment guidance to highlight the impact of Care Experience and what provision may be helpful/necessary.                   | December 2023 | Emily Dempsey |

| <u>Included 2 - Records that are kept about children and young people are accurate, considered and well written</u> |  |                |                      |
|---|--|----------------|----------------------|
|   | Task   | Deadline       | Owner                |
| Included 2.1  | Training module created for City of Edinburgh Council staff in social work, education and residential settings, as well as foster carers, regarding language used when talking about/writing records for children, young people with care experience.  | June 2024      | Emily Dempsey        |
| Included 2.2  | A digital vault will be implemented that will allow children and young people to access their childhood memories, photos etc, into adulthood, with a review of it’s use and effectiveness made to the Corporate Parenting Board  | December 2024  | Emily Dempsey        |
| Included 2.3  | Report and recommendations made regarding how City of Edinburgh Council can best support Care Experienced individuals to access their records  | June 2024      | Emily Dempsey        |
| Included 2.4  | Create policy and procedure to ensure a coordinated approach to life-story work, across social work services, for children and young people in care.   | June 2025      | Steve Harte          |
| Included 2.5  | Review team create child friendly letters and minutes, which are age and stage appropriate ensuring that the child/ YP understands their plan to help support their life story . Review team to continue to develop resources and different ways to help communicate with Children including child friendly invites and information leaflets to promote an understanding of the role and their rights with the reviewing process | September 2024 | Brenda-Anne Cochrane |
| Included 2.6  | Support provided to all educational establishments to ensure records of Care Experienced learners are up to date, relevant and used to identify need and supports  | June 2024      | Faye Calder-Kelly    |

Included 3 – Create employment opportunities for our Care Experienced Community that are varied and well supported

|              | Task  | Deadline  | Owner         |
|--------------|---|-----------|---------------|
| Included 3.1 | Ensuring that the needs of the Care Experienced Community are considered during ongoing mapping and new commissioning across Edinburgh's Strategic Skills Pipeline via the Scottish Service Design Principles Approach. | June 2025 | Lucy Pearson  |
| Included 3.2 | Creation of a Guaranteed Interview Scheme that will both support Care Experienced Individuals into employment with City of Edinburgh Council, but also create a supportive and nurturing work environment               | June 2026 | Emily Dempsey |