

Keeping The Promise In Midlothian 2021 – 2024

[#keepingthepromiseinmidlothian](#)



*You will grow up loved,
safe and respected*

Foreword

In 2016 the First Minister instructed a root and branch independent review of the Care System in Scotland. Running from 2017 to 2020, the review listened to over 5,500 voices, over half of which were children and young people who have experience of the care system.

For over three years, the Independent Care Review listened to care experienced children, young people and families. It heard about how many of them did not feel loved, did not feel safe nor respected. Listening to their experiences of the “care system” helped make it clear what needed to change.

The conclusion of this work was that while there were improvements in the lives of children and young people either entering or exiting the care system, this was still piecemeal and inconsistent. The independent review concluded that services were not good enough for these most vulnerable children and young people and that Scotland needed to transform the way in which it designs and structures services that support children, young people and their families so that they experience positive outcomes and opportunities. The Independent Care Review recommended that services

needed to improve as a matter of urgency. Thus ‘The Promise’ emerged as a key driver to deliver transformational change that will improve supports to children and their families.

In Midlothian our remarkable children, young people and families have already shown us that when we actively consult with them they can add so much value to our original plans or intent. Nowhere was this more evident than when we commissioned the Midlothian Housing Project which was developed in partnership with young people after they told us to be less bureaucratic and to learn from their lived experience. In the main young people took the lead and were empowered to direct the pace, the planning and the outcomes they wanted. The service has gone on to be extremely successful, winning awards and plaudits as well as positively influencing the national dialogue in relation to carer leavers.

Midlothian Council is ambitious for all its children and families and wants them to grow and flourish in vibrant communities. We want them to know that they are important, loved and respected. We want them to feel happy, healthy and supported to be the very best they can be. We believe that our children and young people are our future and in order to nurture their aspirations and dreams we need to provide them with the best experiences possible.

We truly believe that with the right resources and supports we can make a difference to the vulnerable children and young people in Midlothian. This was borne out by our Directorate approach to delivering our Promise commitments.

We have already seen what can be achieved when we enable and equip our children and young people with the right resources. Undeniably the Midlothian Young Champs are testament to this

and have continually highlighted that by working together on an equal footing, we as a group of professionals and adult can learn and grow with them.

While the work ahead, especially in the current climate, is not going to be easy we are confident that Midlothian Council and its partners are up to the challenge and will continue to provide first class services to our children, young people, families and communities.



Kelly Parry

Kelly Parry,
Council Leader
Midlothian Council



Dr Grace Vickers

Dr Grace Vickers,
Chief Executive
Midlothian Council

What is the Promise?

Promise Scotland was established in March 2021¹ and exists so that Scotland can keep its promise about transforming services, what the new approach should be, what needs to be done and by who, by when and how. To #KeepThePromise in Midlothian it will mean that love is no longer the casualty of the 'care system,' but the value around which it operates. There will be a determined emphasis on upholding safe, loving relationships that are important to children and young people.

Both the Scottish Government and all 32 councils place have signed up to 'Keeping The Promise' as a central commitment, fundamental to the ambition that Scotland will be the best place to grow up and a place where all children are loved, safe and respected so they can reach their full potential. This commitment meant many Councils had to take immediate action to improve the experiences and outcomes for children, young people and their families who are currently in the 'care system'. We also need to take longer term action to improve the types of support available to families, from birth through to adulthood, to reduce the numbers of families who may be at risk of coming into the care system.

Where safe to do so, we will ensure children remain with their families and that families will be actively supported to stay together. We will endeavour to tackle the wider

structural and social inequalities that impact families' abilities to stay together and to thrive so that no child or family in Midlothian is left behind. Children, young people and their families will be listened to, respected, involved and heard in every decision that affects them. Where children and families need additional or intensive support, it will be given in timescales which meet the needs of the child. The workforce will be supported to provide the support children and their families need to flourish. Care will be reviewed and decluttered to create a sustainable approach that upholds and treasures relationships.

The Promise ² sets out a 10 year programme for ensuring we can achieve transformational change so that by 2030 Scotland's services to vulnerable children, young people and families will experience long-lasting, sustainable change and there will never be need for

another Care Review. The Promise timeline illustrates the 3 key phases which will each have its own plan to realise the ambition.

Plan 21-24 phase one
Plan 25-27 phase two
Plan 28-30 phase three

The first phase is the 21-24 plan which focuses on what can happen now in order to design the services and structures of the future, so that:

- children and young people's rights can be realised,
 - what matters to children and families can be at the heart of services, and
 - a scaffolding of support exists around children and young people's lives.
- That the 21-24 plan focuses on redesign before structural change takes place later this decade.

This phase identifies five priority areas for all partners in Midlothian to focus on, making substantive changes to the lives of care experienced children, young people and families. These are:

1. Good Childhood
2. Whole Family Support
3. Supporting the Workforce
4. Planning
5. Building Capacity

¹ www.gov.scot/publications/keeping-promise-implementation-plan/pages/2/

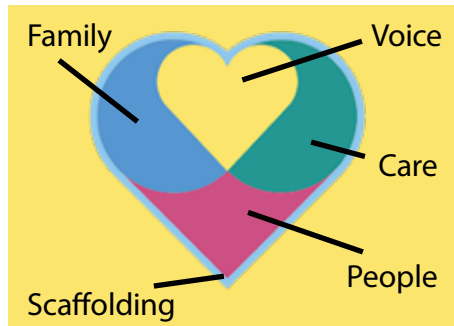
² <https://thepromise.scot/>



The five priorities provide the starting point to ensure children are safe in their families and they feel nurtured and loved. We recognise plans will evolve and will need refreshed as we approach the 10 year timetable. It is important to highlight the correlation, especially in the current climate with child poverty, economic stability and the strategic interdependency with education, housing, health, justice, and communities.

In addition to the priority actions the Promise also outlined *five foundations* which are critical if we want to deliver meaningful change. These foundations must be at the heart of any reorganisation in terms of strategy, and priorities for children and families.

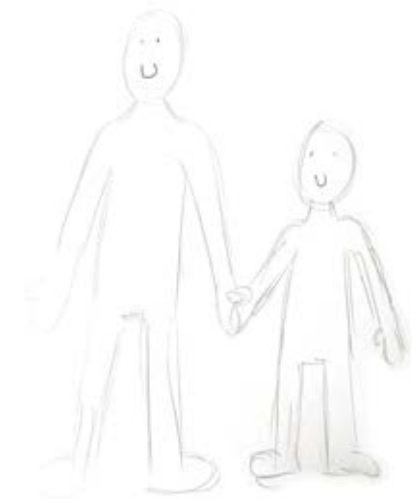
1. Voice
2. Care
3. Family
4. People
5. Scaffolding



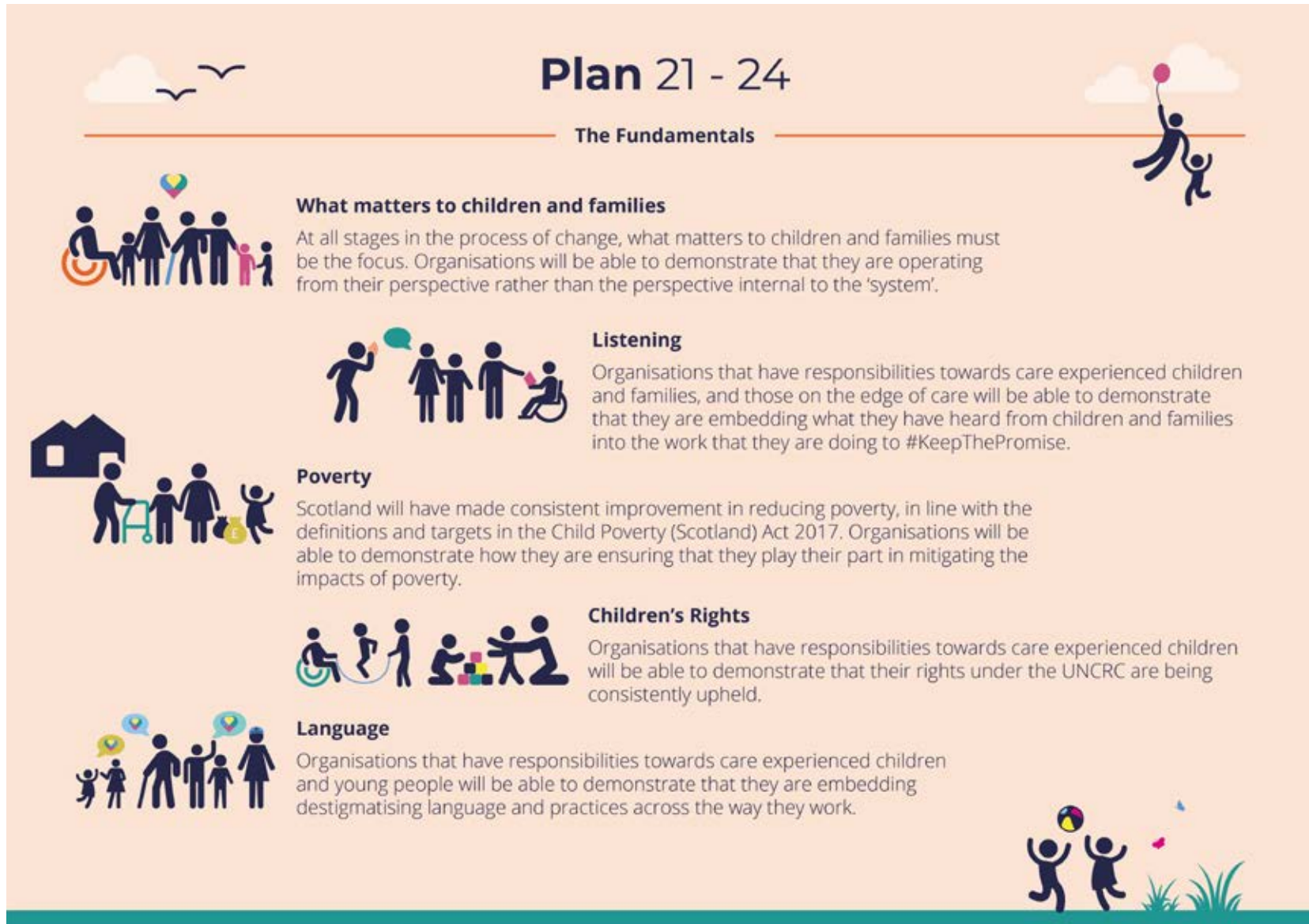
The foundations provide a clear starting point when thinking about what matters. They illustrate what's important for a child to grow up feeling loved, safe and respected. Key to all of the above is that:

“where children are safe in their families and feel loved they must stay – and families must be given support to nurture and overcome the difficulties they encounter”

The foundations are firmly anchored in human rights to ensure all children should be able to grow up in a loving family environment, something we believe is a fundamental human right for all of Scotland's children and young people. This right was made clear in the UN Convention on the Rights of the Child. To help make sure this happens for care experienced children, the Convention says there should be extra protections for them.




In addition to the priority areas and underpinning foundation the Promise also introduced the five fundamentals and viewed these as core to any change taking place.




Plan 21 - 24

The Fundamentals




What matters to children and families

At all stages in the process of change, what matters to children and families must be the focus. Organisations will be able to demonstrate that they are operating from their perspective rather than the perspective internal to the 'system'.




Listening

Organisations that have responsibilities towards care experienced children and families, and those on the edge of care will be able to demonstrate that they are embedding what they have heard from children and families into the work that they are doing to #KeepThePromise.




Poverty

Scotland will have made consistent improvement in reducing poverty, in line with the definitions and targets in the Child Poverty (Scotland) Act 2017. Organisations will be able to demonstrate how they are ensuring that they play their part in mitigating the impacts of poverty.



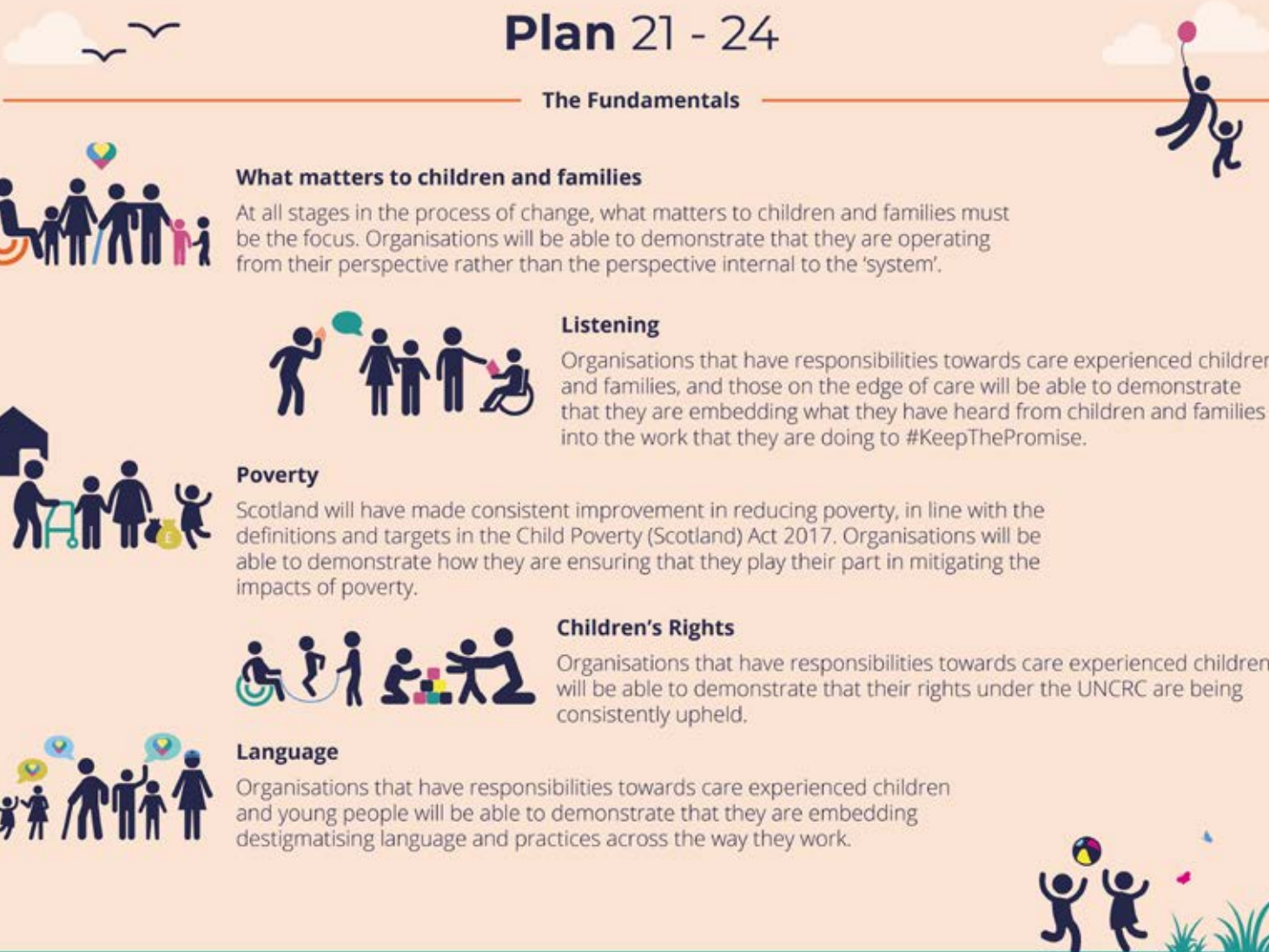
Children's Rights

Organisations that have responsibilities towards care experienced children will be able to demonstrate that their rights under the UNCRC are being consistently upheld.

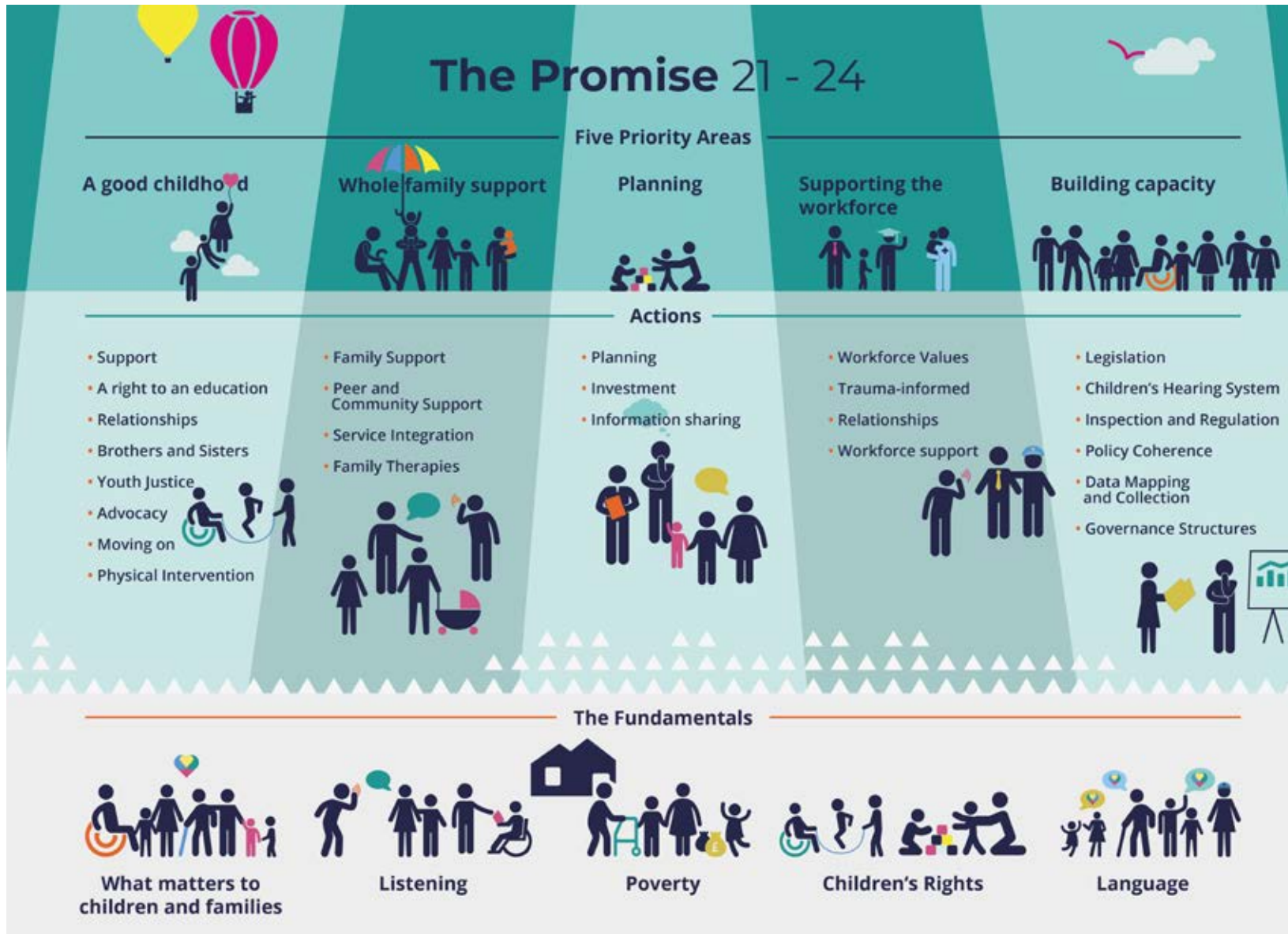


Language

Organisations that have responsibilities towards care experienced children and young people will be able to demonstrate that they are embedding destigmatising language and practices across the way they work.



The following is an excellent pictorial example of The Promise, and how the different but interconnecting priorities, foundations and fundamentals should be viewed and understood:



Definition of Corporate Parenting

While the ambition of The Promise is to overhaul the current system it does not override our Corporate Parenting responsibilities. Scottish Government³ defines corporate parenting as the organisation's performance and actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational developments are promoted.

Midlothian Council committed seriously to the role of being a corporate parent many years ago and has continued to work hard to embed the concept through an accompanying corporate parenting strategy and plan. Notwithstanding the wider Promise commitments, Midlothian Council remains fully committed to making sure

care-experienced children and young people continue to experience high quality services. In keeping with this pledge, the Children, Young People & Partnerships, committed to developing a nurturing approach across the Directorate supported by relationship-based and trauma informed practices, which underpin the following vision:

All children, young people, adults and communities in Midlothian will be the best they can be. This will be achieved through a nurturing, respectful and collaborative approach that promotes wellbeing, safety, equity, inclusion and lifelong learning



³ www.gov.scot/publications/statutory-guidance-part-9-corporate-parenting-children-young-people-scotland/pages/5

Download Midlothian Council's standalone [Corporate Parenting Plan 2023-26 \(PDF\)](#).



Duties and Responsibilities of Corporate Parents

Corporate Parenting aims to ensure the attention and resources of corporate parents are focused on the task of safeguarding and promoting the wellbeing of Scotland's looked after children and care leavers.

Each corporate parent is expected to fulfil the duties, outlined in Part 9 of the Children and Young People (Scotland), Act 2014. As stated previously, these duties are supplemented by a wide range of legislation, regulation and guidance. These duties and

responsibilities extend to all looked-after children from birth to when they cease to be looked after and include children in foster care, residential care, secure care and those in kinship care. Corporate Parenting duties can also be extended to children with

a disability who are looked after during periods of short breaks care. A corporate parent's duties also extend to 'care leavers' and can continue until a young person reaches 26 years of age



Corporate Parenting in Midlothian

Midlothian Council's corporate parents are a group of skilled professional, individuals and partners who meet on a regular basis to agree and plan how we can provide the best quality services and opportunities for children, young people and their families who become part of the 'care' system in Midlothian.

Our corporate parenting responsibilities have evolved and changed as the professionals, children and young people work collaboratively to improve services and positive outcomes for those using our services. It is not an exaggeration to say the Midlothian partnership has been on its own 'promise' journey for some time.

Central to our corporate parenting actions are our Young Champs, a group of care-experienced children and young people who advise and inform the professionals as to what needs to change and improve based on their lived experiences. We always listen, respond and take relevant action based on what our Young Champs tell us.

This can vary from making sure individual children and young people have their basic needs and rights met, such as experiencing a loving and stable environment, to a whole system change that may involve transforming services from the top down to support more families and prevent children

and young people coming into care in the first place.

When children and young people do come into our care we are clear that, as their corporate parents, we want the same as we would want for our own children as they grow, flourish and move into young adulthood.

Corporate Parenting – Message

**We have quotes from our children and young people as well as professionals and adults.
The following quote summarises the correlation between the Promise and Corporate Parenting:**

“My most important priority is to be the best Corporate Parent I can be. I am strongly committed to the Promise. This commitment is so important to us because we want all our children and young people to grow up feeling loved, safe and respected. We fully support the five foundations of Voice, Family, Care, People and Scaffolding and are committed to delivering the right support at the right time for the children and young people of Midlothian”.

Dr Grace Vickers, Midlothian Council's Chief Executive

Here are just a few comments from our Corporate Parents:

“As a corporate parent it is important to get involved, ask questions but also listen to and act upon the views of looked after and care experienced children and young people. We need to be ambitious for every child in our care, encouraging them to achieve their full potential and what's most appropriate for them as an individual.”

(Fiona Robertson - Executive Director Children, Young People & Partnerships)

“I am so proud of what we achieve just be listening and learning from our children and young people”

(Jo Foley – Group Service Manager)

“It can sometimes be difficult to envisage the impact we can all have but the fact is we can, you can, which is why Corporate Parenting so important”

(Hilary Sangster, Local Senior Officer Scottish Fire and Rescue Service)

“I am very proud to be a corporate parent and take my responsibilities seriously. My starting point is if it wasn't good enough for my own children when they were growing up then it isn't good enough for those children and young people we work with and whom we care deeply for. My role is to ensure that children and young people who are care experienced are getting the same opportunities and access to support as any other child or young person within Midlothian.”

(Joan Tranent – CSWO/Chief Officer)

Who are our Looked-After Children and Care Leavers

As of 1st November 2022 there were 173 looked after children in Midlothian.

As of 1st November 2022 there were 173 looked-after children in Midlothian. This number does highlight a sustained reduction in the numbers of children coming into the care system in Midlothian. We also know from our data that when children or young people were unable to remain with their birth parents, the majority went to live with their extended family

rather than stranger care. Our underpinning ethos is that when safe to do so, children and young people will live in a safe, stable and nurturing family environment. If it is not possible for a child to remain within their birth families we would always seek to place the child with their own kin before exploring any other alternative family arrangement.

We believe that children should be able to maintain their relationships with friends, siblings, family, school and communities and for that reason we are unwilling to place a child far from Midlothian. There are some occasions when we have to place a child further than we would like, although this is rare and often linked to particular care needs.

What Midlothian has already achieved as part of The Promise?

Midlothian is extremely proud of its strong, well-established culture of good working relationships with partners.

The combined passion of working collaboratively to improve outcomes for all children, young people and their families has been second to none. Since 2013 the pace of change in Midlothian has been relentless because of

our determination to ensure that the children and young people we care for would remain, wherever possible, within their birth families, relatives/friends and importantly, in their own communities.

The commitment and drive across the workforce has been excellent and it is testament to the wider workforce that despite the COVID pandemic, everyone has remained committed to improving the lives of children, young people, families and communities.

We pride ourselves on being solution-focused and on our strong commitment to working collaboratively for our local communities. A key area of growth over the last few years has been strengthening the voice of our care-experienced young people.

The input of our Young Champs have enabled us to develop connections and services we would not have thought possible 5 years ago. While not exhaustive, the following is a list of activities that Midlothian has already delivered as part of our Promise activity:

- Elected members committed to increase resources to strengthen support to kinship carers;
 - The Family Group Decision Making service has been developed and strengthened;
 - Strengthened our Youth Offending diversions through robust partnership links;
 - Developed a Systemic Family service which includes 2 dedicated workers,
 - Established trauma informed training to support the workforce;
 - Began the roll out of a nurturing /relational approach across Midlothian's Schools;
 - There is a zero tolerance to exclusions;
 - Ensure children and young people are provided with a secure permanent plan within a timely period which is overseen by senior managers;
 - Language of Care working group
 - Provide good quality care to children and young people in both our local care homes and our foster carers;
 - A permanent dedicated Participation Coordinator recruited;
 - Corporate Parenting training is regularly provided;
 - Dedicated Lifelong Links workers to ensure children or young people accommodated away from their birth or kin families are actively encouraged to have links with their families;
 - Widening the remit of Hawthorn Learning Centre to be a community based, non-stigmatising family learning centre for all parents;
 - Working closely with education and 3rd sector partners to provide bespoke curriculum for young people;
 - Progressing the Scottish Child Interview Model in Midlothian;
 - Working in partnership with the Council and the 3rd Sector to develop a successful National Housing Project in Midlothian;
- Many of the above services have been evaluated and further information can be found on ***#Keeping the Promise in Midlothian*** - Webpage in process

Below are just some of the comments received from children, young people and families using our services:

'Staff support me to see my family'

Young Person at Care Home for
Children and Young People

*"He's been so great, helped
us so much, he's very kind,
he's an amazing person"*

Young Person

*"I feel confident about my future
and studying computer science"*

(Young Person)

*'It's really funny I didn't know you
before and thinking back know I know
you really well and feel so comfortable
and it just happened naturally', not like
meetings and 1-to-1's and all that...'*

Young Person Midlothian Housing Project

*'I am able to make new memories
and enjoy new experiences'*

Young Person at Care Home for
Children and Young People

*'I love baking with staff and
going cold water paddling'*

Young Person at Care Home for
Children and Young People

*"it's good coming to visits,
coz we can be honest and
talk about problems and
do something about it"*

YP Systemic Family Work

*"I am trying to listen more and mum
is trying to explain more about why
she is asking me to do something.
That didn't happen before..."*

(YP 15 FGDM)

Midlothian's Promise to You

If you are a child, young person or family that has become involved with any of our services this plan will let you know what you can expect from your corporate Parents. We will:

- Make sure you get the right support at the right time;
- Provide highly skilled staff who will listen and form good relationships with you;
- Make sure staff working with you understand how important it is for you to understand your background, your identity and why you came into care;
- Make sure staff working with you understand how important it is for you to maintain links with your family when safe to do so;
- Maintain links with your family which will include regular visits and even overnights with your brothers or sister;
- Involve you in all decisions made about you;
- Make sure you get the help you need with your education;
- Make sure your health needs, including good mental health are catered for;
- Promote your rights and the rights of your brothers and sisters;
- Do our utmost to discover what and who is important to you;
- Make sure your voice is heard and also know what is important to you;
- Provide you with opportunities to take part in activities that help you feel good.

If we are your corporate parent these are our additional promises to you. We will also:

- Understand and champion your needs;
- Make sure you are provided with other advocates to talk to;
- Consider how our People Polices could recognise your needs as a care experienced young person in our recruitment processes and provide appropriate supports;
- Make sure we do our best to keep you and your siblings together and when this is not possible make sure you have visits and do not lose contact wherever it is safe to do so;
- We will support you in education so you have the same opportunities afforded to children and young people not in the care system;
- When you leave care we will recognise and celebrate your achievements;
- You will be supported to travel to see your family and friends to help rebuild and maintain relationships;
- Commit to undertake corporate parenting awareness and training and ensure we meet with our Young Champions on a regular bases;
- Should you wish to work with the Council our Promise Guarantee means you a guaranteed interview;
- Elected Members, and Senior Officers will provide mentoring and shadowing opportunities should young people wish to know more about the roles and responsibilities.

How will we keep our Promise in Midlothian

We will continue to focus on the five priority areas as set out in The Promise Plan 21-24 and have developed a high level action plan (See Appendix one) to help us track and measure progress.

1. A Good Childhood –

Support, Right to Education, Relationships, Brother and Sisters, Youth Justice, Advocacy, Moving on, Physical Intervention.

2. Whole Family Support –

Family Support, Peer and Community Support, Service Integration, Family Therapies.

3. Planning –

Planning, Investment, Information Sharing

4. Supporting the Workforce

– Workforce Values, Trauma-informed, Relationships, Workforce support.

5. Building Capacity –

Legislation, Children’s Hearing System, Inspection and Regulation, Policy Coherence, Data Mapping and Collection, Governance Structures.

Promise Guarantee

Our future priorities include the implementation of our Promise Guarantee which strengthens our existing commitment to care experienced young people in that those who wish to work with the Council, to gain valuable work experience including a guaranteed interview, can do so. Our Elected Members and Senior Officers have also offered a number of mentoring and ‘shadowing’ opportunities should young people and any care leavers wish to know more about the respective roles.

Midlothian Family Wellbeing Service

We will continue to strengthen and wider our recently created Midlothian Family Wellbeing Service.

The services was developed through the use of national and local funding to make support available to families at an earlier stage. Though the team are in situ the service is still in its infancy and key actions for the future include the involvement of 3rd Sector partners to ensure we have equitable family supports across Midlothian that any family can access at some point in their lives. The service is based on a right-based approach which is important as family supports should never be viewed as stigmatising.

Developing this service will form the basis of our Promise actions throughout 2022/2024. The Midlothian Family Wellbeing Service will be underpinned by the vision outlined on page 8 but will also incorporate the 10 principles of intensive family support as set out by the Promise. These principles will be embedded into our local practice, planning, commissioning and delivery of the service.

The 10 principles are as follows:

1. Holistic and relational
2. Therapeutic
3. Non-stigmatising
4. Patient and persistent
5. Underpinned by children's rights
6. Community Based
7. Responsive and timely
8. Work with family assets
9. Empowerment and agency
10. Flexible

In addition the following principles as outlined by The Promise will support the basis of all activities:

- To get the right support to families, at the right time;
- To improve whole family well-being;
- To improve education attendance and attainment ;
- To improve attainment for children and young people;
- To work with the family as a whole, where every member is included in planning to make things better
- To reduce the stigma of families seeking help;
- 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.

Core to the work of the team is to ensure robust links within the community and develop strong networks and links with the other partner agencies and stakeholders, especially the children, young people and families they will work with.

Accountability and Governance

Given our aspirations in terms of our Promise commitments we have a dedicated Promise Lead who will be responsible for making sure we achieve our Promise commitments through monitoring and evaluating the actions outlined in our action plan.

The lead will be accountable to, and report through the appropriate line management and governance structures both within the Council, across the partnership and nationally. The governance will include a local Promise Delivery Working Group which will report to the Getting it Right for Every Child Board, which is a thematic strand of the Community Planning Partnership.

The local Promise Delivery Working Group will consist of a range of highly skilled and experienced professionals, advocates and will include children and young people with care experience. They will be responsible for leading on the actions as well as reporting on progress. The Promise Lead will support the working group to link and share practice with the wider stakeholders and community

partners. We will continue to strengthen the existing links we have with other Councils, COSLA, Scottish Government, Promise Scotland.

The Promise Lead and dedicated Senior Officer/s will also link with the Promise Oversight Board to ensure Midlothian and its partners are on track to **#KeepThePromise** – and will hold others to account if it isn't.⁴

The following pages highlight Midlothian's plan and activities for 2021-24 to **#keepingthepromiseinmidlothian**. This is high level and many of the actions and/or objectives are located within a number of other standalone plans across the Council and/or partnership, as appropriate.

⁴ <https://thepromise.scot/oversight-board/about>

How will we keep the Promise in Midlothian

Priority 1: A Good Childhood

All Children in Scotland's "Care System" will have a good, loving childhood. They will feel loved. They will have their needs met. And they will have their rights upheld

Action (by December 24)	Who	Responsibility / links	Measurement
1.1 We will Continue to support you to maintain safe, loving relationships that are important to you	John Brown/ Julie Breen/ Caroline Guiney	Corporate Parenting Plan/ Fostering and Adoption/ Care Homes Improvement Plan	Grade 4's inspection feedback
1.2 We will ensure there will be no barriers to you spending time with your family or those you care about.			
1.3 We will make sure, where at all possible and safe to do so, that you and your siblings are placed together.			
1.4 We will make sure if we have to separate you from your brothers and sisters, within your care planning, contact time, including overnights, will be a key priority.			
1.5. We will develop a variety of community-based alternatives to ensure you are diverted from criminality.	Claire Brookes	Youth Justice action plan	4 x range of community resources Number of CYP diverted from SCRA
1.6. As long as it remains safe to do so we will make sure you are able to remain living with your family within your community.			
1.7. You and your family will have access to independent advocacy if you have to attend a Children's Hhearing or live in one of our care settings	Jordan Croan/ Claire Brookes	CAPS /Who Cares? Scotland	100% of CECYP in Midlothian are offered and have access to independent advocacy. 60% of Children offered advocacy at Hearing
1.8. We will ensure you have access to intensive support that fully meets your educational and health needs.	John Brown/ Michelle Strong/ Health	Children's Services/ Education/ Corporate Parenting Plan	100% CEYP have multi-agency plans, National Improvement Framework
1.9. You will receive all you need to thrive at school and there will be no barriers to you engaging with education, schools will know and cherish you.	Anna Walton / Kirsty Quinn	Education Plan/ASN Review/ Nurture Strategy	100% CEYP
1.10. Our schools will value and recognise your individual needs as a care experienced young person, using school information of attendance and attainment so support can be offered early to you.	Andrew Carse	Performance and Planning Team/ Headteachers	10% reduction in gap between peers
1.11. Care experienced children and young people will be enabled to your entitlement of BGE from start of Early Years through to S3 and Senior Phase	Julie Fox	Education Plan/ASN Review./ Fostering and Adoption/ Care Homes Improvement Plan	100% care experienced children receive extra curriculum
1.12. Ensure the formal and informal exclusion of care experienced children from education will end.	All HT/ Andrew Carse	Performance and Planning Team	0% care experienced children or young people are excluded
1.13. Provide support to ensure care experienced young people go on to a genuinely positive destination.	Andrew Carse/ Headteachers	Performance and Planning Team	90% X CEYP realise a positive destination

Priority 1: A Good Childhood

All Children in Scotland's "Care System" will have a good, loving childhood. They will feel loved. They will have their needs met. And they will have their rights upheld

Action (by December 24)	Who	Responsibility /links	Measurement
1.14. Launch the Promise Guarantee for all CEYP/Care Leavers	Cllrs./Senior Officer	Corporate Parenting Plan	100 CEYP/Care Leaver are given guaranteed interview
1.15. Strengthen our processes for enabling you to transition into adulthood or to another care setting	John Brown/ Lorrette Nicol Graham Kilpatrick	Corporate Parenting Plan/ Health & Social Care Partnership	35 young people in Midlothian Housing Project Transition strategy and pathways identified and understood
1.16. Provide a range of housing alternatives to meet your individual needs.	John Brown/ Claire	Corporate Parenting Plan	90% x Care leaver in settled accommodation

Priority 2: Supporting the whole family

To realise a child's rights, you have to support their family – whether it's one they're born into or not.

And all families need support at different times and we want the very best for our children.

Action (by December 24)	Who	Responsibility /links	Measurement
2.1 Develop a Whole Family Wellbeing Service in Midlothian that meets the needs of your family.	Bec Hooton	GIRFEC Subgroup	Year 1: 120 families receive support Above will form baseline for Year 2
2.2 Strengthen our services so you and your families have direct and clear access to family therapies and specific support across a range of issues.	Bec Hooton	GIRFEC Subgroup	45x families use Family Group Decision Making 20 x families use Systemic Family work A Single Point of Access is in place

Priority 3: Planning

Midlothian will adopt a different approach to investment and planning.

Action	Who	Responsibility /links	Measurement	Timescale
3.1 Investment in children and families will be considered strategically and holistically in the context of your experiences.	Heads of Service	Equity and Inclusion Subgroup/Improvement plans/GIRFECEC	Parental Engagement Survey	December 24
3.2 Develop a Language of Care Group to work with children and young people to produce a Midlothian resource for staff.	John Brown/ Champs/ Care Leavers/ RO's	Corporate Parenting Plan	1 X Glossary in place	
3.3 Realign budgets to support the Family Wellbeing Service	Michelle Strong/	Equity and Inclusion Subgroup	Family Wellbeing Service in place	July 23
3.4 Strengthen the workforce understanding and correlation of vulnerabilities risk and poverty	Annabel Bates/ Anthea Fraser	Poverty Action Working Group	Workforce development plans have online learning	December 24
3.5 Revise People Policies to provide care experienced young people with positive discrimination opportunities	Corporate Management Team / Elected Members	HR leads	Year 1 Establish baseline Review existing HR recruitment polices	

Priority 4: Supporting the workforce

Children experience the "care system" through people – and those people need better supported –

Action (by December 24)	Who	Responsibility /links	Measurement
4.1 Strengthen our trauma informed practice training across the workforce 5% increase in 20/21 figs	Anthea Fraser/Ciara	Learning and Development	5% increase in 20/21 training figures (466 participants)
4.2 Respond to national value-based recruitment and workforce development framework – reviewing and making necessary changes.	HR Lead/ Anthea Fraser	Learning and Development	Workforce recruitment, induction and training will incorporate the National value-based recruitment and workforce development framework.

Priority 5: Build Capacity

Over the next 3 year, there will be a focus on work that ensures that the structural underpinning of the 'care system' is orientated to the needs of children and families.

Action (by December 24)	Who	Responsibility /links	Measurement
5.1 Child rights-based approach in the design and delivery of services	Annabel Bates	Education Service Improvement Plan	UNCRC Awareness Raising Sessions delivered to staff teams. CMT/ UNCRC/ Children's Rights annual reporting
5.2 Monitor and review any learning from the evolving findings of The Promise data taking action as appropriate.	Andrew Carse/ Claire Brookes	Performance and Planning Team	