

## ANGUS PROMISE PLAN 2024/27

This plan is a continuation of the good work that has taken place through Angus Leading the Promise multi agency group, since 2021. The plan identifies the key areas for development over the next 3 years to ensure we continue to move forward and keep our promise to the care experienced children, young people, and adults in Angus. The plan mirrors the National Plan 2024 – 2030 and has been developed based on feedback from children, young people and families as expressed through advocacy, direct consultation and wider feedback, the views and experiences of partners and the National Promise Partnership. The Angus Promise Plan 2024/27 is an overarching 3-year plan with an annual delivery plan which will be reviewed through Angus Leading the Promise group, overseen by Angus Integrated Children's Services Group.

Each priority has an identified lead who is responsible for working with named partners to develop the delivery detail of each of the actions and reporting to the Leading the Promise Group. There is crossover with some single agency actions being progressed through Service Plans and this high-level plan seeks to demonstrate the breadth of work taking place over the next 3 years.

### [The Promise Scotland Plan 24-30](#)

**Voice** "Children must be listened to and meaningfully and appropriately involved in decision making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision making culture focused on children and those they trust." the promise, page 12

**National themes:** Documenting decisions, Listening, Participation and engagement

Aim	How we will achieve it	Evidence	Lead
All children involved with services who have a need (as defined in statutory guidance) will have access to independent advocacy support	Continued funding to Angus Independent Advocacy and Who Cares? Scotland  Monitoring and review of advocacy outcome reports  Development of the Angus Advocacy Partnership	Increase in the number of children and families accessing advocacy  Feedback from children, young people, and families receiving advocacy services  File audits across agencies demonstrate children's voices are sought and heard and advocacy is promoted	Advocacy Partners/Social work/Education and Lifelong Learning
Children's Rights are upheld	Development of Angus Council	Data from complaints	Angus Council/NHS

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<p>(UNCRC Article 12)</p> <p>Children will be able to make a complaint and will be listened to</p> <p>Learning from complaints will influence change in services</p>	<p>child friendly complaint system</p> <p>Provision of information and guidance for staff and children on children's rights</p> <p>Access to information via a <a href="#">bespoke website</a> for children, young people, and families</p>	<p>Improvements evidenced from complaint actions and learning</p> <p>Children's Rights Impact Assessments and decision making</p> <p>Website data</p> <p>Inspection findings</p>	
<p>Children's voices will be heard, and their views recorded</p> <p>Children will be actively involved in decisions impacting them</p>	<p>Children's views will be recorded in reports and meetings about them in ways that are accessible to them</p> <p>'My Plan' letters will be used for all child's plan meetings</p>	<p>File audits across agencies demonstrate children's voices are sought and heard</p> <p>Annual evaluation of My Plan letters including feedback from children and families</p> <p>Agency quality reviews of Individual Education Plans and Child's Plans</p> <p>Scottish Children's Reporter Authority reports on participation in Hearings</p>	<p>All partners</p>
<p>Children and families feel supported/empowered following a referral for Initial Child Protection Planning Meeting (ICPPM)</p>	<p>Train and support all Review officers in PREpare, a strengths-based model that improves child and parental engagement</p>	<p>100% of children referred for ICPPM will be offered a PREpare meeting</p> <p>Increased number of families reporting feeling listened to and engaged in decision making after ICPPM</p>	<p>Social work</p>

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**Your Family & Relationships** "Where children are safe in their families and feel loved they must stay - and families must be given support together, to nurture that love and overcome the difficulties which get in the way." the promise, page 15

**National themes:** Intensive family support, Poverty, Universal family support

Aim	How we will achieve it	Evidence	Lead
Families have access to holistic support early  Fewer families presenting to services in crisis	Families will have easy access to early interventions and support through the Whole Family Wellbeing programme	Base line data from services  Feedback from families  Numbers of children referred for social work service requiring a service  Number of children 'looked after'  Tracking of unborn baby referrals	Social work/NHS/Third Sector
Vulnerable families with young children/pregnant women have access to trauma informed support	Extending Glen Clover project as part of Whole Family Wellbeing project (families with a child pre-birth to 3)	Numbers of women accessing support reporting positive outcomes  Feedback from families	Social Work/Third Sector
Children are supported to remain at home  Fewer moves for children in care	Families have early, flexible support for children at risk of becoming looked after or already looked after children through continuation of 2-year-old early learning and childcare provision  Redesign of Enhance service to provide intensive support for children at risk of becoming	Numbers of 2yr old children in early learning and childcare provision        Number of moves in placement for children in care	Education and lifelong Learning        Social work

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	looked after or at risk of placement breakdown		
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**Care** "Where living with their family is not possible, children must stay with their brothers and sisters wherever safe to do so, and belong to a loving home, staying there for as long as needed." the promise, page 19

**National themes:** Advocacy and legal advice, Decision making, Moving on and lifelong support, Relationships, Stability, Where children live

Aim	How we will achieve it	Evidence	Lead
Where children are unable to live at home, children remain in their local community	Extend residential capacity locally  Review recruitment and assessment of carers	Percentage of children looked after away from home in external placements  Number of carers recruited locally	Social work
Children unable to remain at home are cared for in a family-based placement	Extend the provision of flexible support to kinship carers in line with foster carers support	Percentage of children looked after in a family-based placement  Number of children in kinship care being supported by Carers service	Social work
Brothers and sisters live together and where this is not possible relationships are supported	Important relationships are taken into consideration when planning a child's reception into care  Where children are not placed together, this will be reviewed regularly at child planning	Number of children from a household (family group) who were living together prior to becoming accommodated placed together	Social work

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	meeting		
Care experienced young people moving on sustain their tenancies	Ongoing implementation and review of joint housing protocol	% of care experienced young people (looked after more than 5 years ago) applying as homeless	Housing/Horizon
Kinship carers housing needs are prioritised	Introduction of kinship carers into priority group in the joint housing protocol	Number of kinship households living in overcrowded situations	Housing/Social Work

**People** "The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and be compassionate in their decision making and care." the promise, page 22

**National themes:** Leadership, Recruitment and retention, Rules, processes and culture, Workforce support

Aim	How we will achieve it	Evidence	Lead
The workforce in Angus feels supported and understands their role as Corporate Parents	Supported year for newly qualified social workers (NQSW)  Awareness raising and information sessions for Corporate Parents, alongside training for staff working directly with children	Numbers and destination of NQSW staff leaving within first two years  Feedback/surveys from staff	OD/Social Work/education and Lifelong learning/AHSCP
Children and young people feel supported  Staff practice in a trauma informed way	Rolling program of trauma informed training for all staff working with children	Care Inspection reports  Self-evaluation  Feedback from staff and children	OD/Social work/Education and Lifelong learning

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Children and young people are supported to strengthen relationships with professionals involved in their care	Increase opportunities for children to engage with corporate parents in places they feel comfortable	Numbers children attending the Hangout  Development of mentoring opportunities for care experienced young people	Corporate parents/social work  Social work/corporate parents
Children have a stable support network around them	Provide guidance, support for staff and carers on importance of maintaining relationships with children moving on	Feedback from children, young people, and staff	

**Scaffolding** "Children, young people, families, and care experienced adults must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required." the promise, page 25

**National themes:** Data and information, Education, Governance, Health, Justice, Legislation, Money and commissioning, Rights, Scrutiny, and inspection

Aim	How we will achieve it	Evidence	Lead
Care experienced children have access to the same education opportunities as their peers to learn	Children will have Individual Education Plans which are regularly reviewed  Care Experienced learners out of education and on flexible timetables will be prioritised for enhanced supports	Number of children looked after excluded from school  Attendance rate for children looked after at home  Reduction in number of care experienced children on reduced timetables	Education and Lifelong Learning

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	Proactive targeting of support to engage children in sports and activities	Care experienced children participating in extra-curricular activities	Angus Active Schools
Young people leaving school have opportunities for work, work experience, volunteering, or further education	Partnership working with support services e.g. 16+/SDS (Skills Development Scotland)  Hosting apprenticeships  Developing mentoring role of Corporate Parents	Percentage of looked after young people on leaving school recorded as having a positive destination  Number of care experienced students studying for an undergraduate degree or in a collage placement  Mentoring data from pilot areas	All Corporate Parents
Care experienced young adults experience support to transition to adult support services, statutory or third sector	Transition planning with adult services including AHSCP	Quality of transition plans  Data for care experience young people transitioning to adult services  Staff awareness and understanding of the Promise	Social Work/AHSCP
Children and young people experience good mental and physical health	Early help and support provided through services funded through the Mental Health and Wellbeing (MH&W) programme	Number of children and young people receiving MH&W support  Percentage of children accessing support reporting positive outcomes	Social work/Education and Lifelong Learning/Third Sector

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	Positive targeting of care experienced children and young people supporting inclusion in sport and social activities	Number of children supported through bACTIVE membership attending sport activities  Feedback from children/young people accessing support	ANGUSalive
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