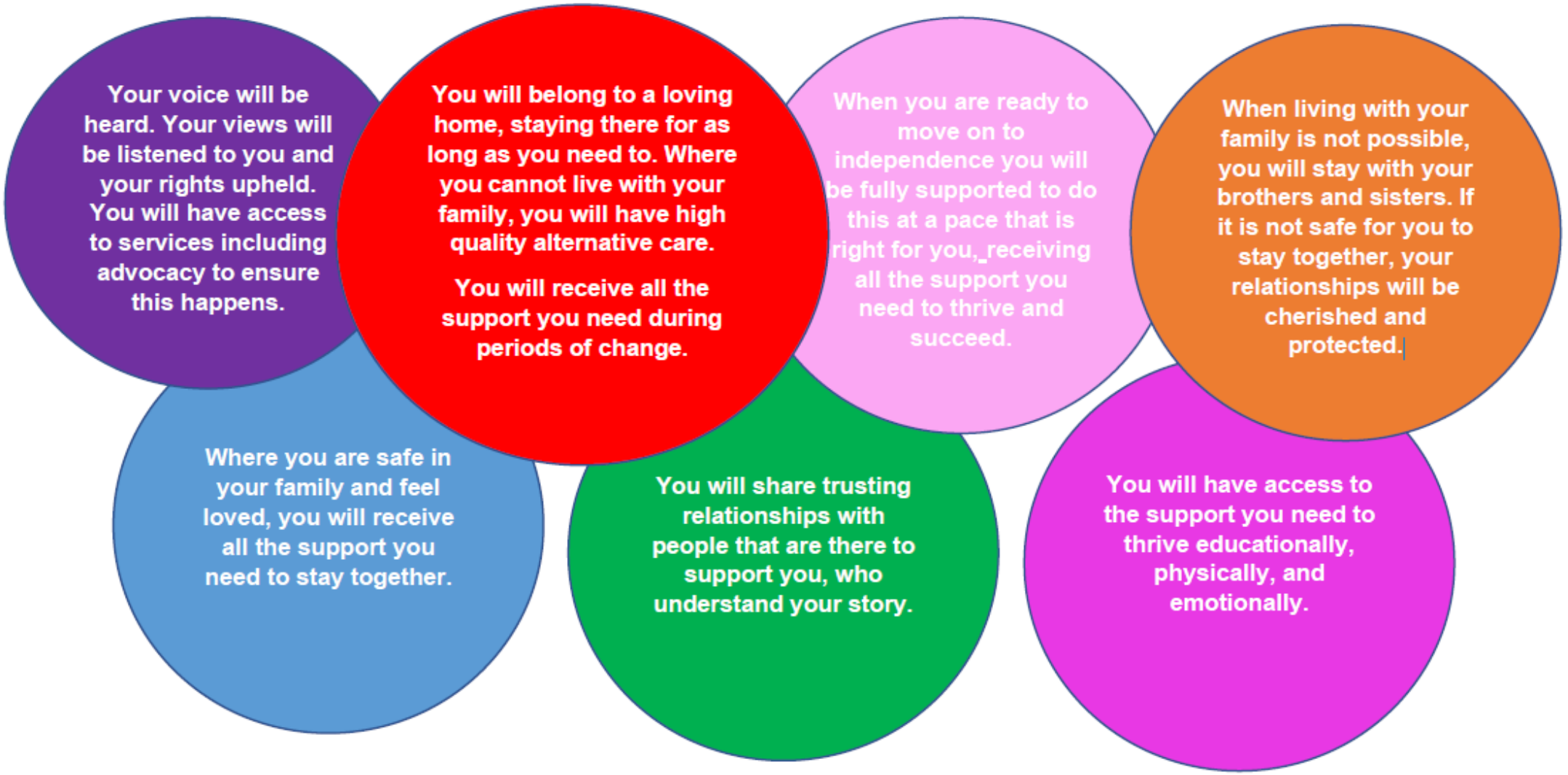
Aberdeenshire's Corporate Parenting Plan 2022-2024

This plan was produced after consulting with children and young people across Aberdeenshire, hearing their views through a number of means including the Young People's Organising and Campaigning Group, children's rights service, individual engagement by staff with young people, and the Bright Spots survey undertaken between January and March 2022. All areas of the plan have been informed by what are important to our children and young people, however, those specifically identified as crucial by young people in the Brights spots survey are highlighted with ***.

The action plan is a live document which is regularly updated and so is subject to change.



PRIORITY 1
Your voice will be heard. Your views will be listened to and your rights upheld. You will have access to services including advocacy to ensure this happens.

Actions still to be met.

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) We will source opportunities to upskill our staff in children's rights to ensure these are upheld.	Children's Rights Service/Service Development Officer (The Promise)	Ongoing	Staff feedback on confidence in upholding children's rights.	12, 13, 42 Respected Included	A Good Childhood (advocacy) & Supporting the Workforce (Support)
2) We will seek funding for a participation worker with lived experience to support children's rights and ensuring children and young people are heard.	Children's Rights/ Service Development Officer (The Promise)	Ongoing as funding opportunities arise.	Children and young people will understand their participation rights, they will be involved in planning, allowed to make choices and feel valued.	12, 13, 42 Nurtured Respected Included	A Good Childhood (advocacy)
3) We will set up a multi agency working group to explore how we can better listen to the voices of children under 5 years old.	Service Development Officer (The Promise)	Beginning of 2024	We will understand where the workforce are in terms of their knowledge and confidence of listening to under 5s. Clear actions will be made following the review.	3, 12 Respected Included	A Good Childhood (advocacy)

			Children under 5 will be listened to throughout their lives with their views influencing decisions made		

Actions achieved which require ongoing monitoring.

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
4) Children and young people will continue to have access to children's rights officers and this service will be shaped by the people that use it.	Children's Rights	Initial outcome achieved – ongoing review	Feedback from children and young people. We will hear that children and young people feel their views are heard and their rights are upheld.	12, 42 Nurtured, Respected, Included	A good childhood (advocacy)
5) Twilight sessions are run in various locations across Aberdeenshire to allow children and young people who are care experienced to meet informally with corporate parents. These will grow and develop in line with what children and young people want.	Virtual Head Teacher, Service Development Officer (The Promise)	Ongoing	Feedback will be gathered at events and this will inform planning of future events. We will consult directly with children and young people for ideas and support with this event. Children and young people will feel listened to and their opinions valued.	12, 13, 15 Active Respected Included	A good childhood (advocacy)
6) An Instagram account "We Care Aberdeenshire" was set up in October 2023. We will continue to develop this	Virtual Head Teacher, Service	Ongoing	Engagement with the page will be monitored, including number of	12, 13 Respected	A good childhood (relationships)

as a tool to engage with children and young people.	Development Officer (The Promise)		followers and likes/comments on posts. Feedback will be gathered from children and young people in the school Promise groups.	Included	

PRIORITY 2
You will belong to a loving home, staying there for as long as you need to. Where you cannot live with your family, you will have high quality alternative care.
You will receive all the support you need during periods of change.

Actions still to be met.

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) The "Coming into Care" checklist should be used for every child coming in to care or moving placements. The Children's Rights service will support Children and Families teams to understand why this tool was produced and promote its use.	Children's Rights Team Review Managers	The children's rights team will begin making contact with Children and Families Teams at the beginning of 2024.	Children and young people will feel more supported during times of change and moves, including during emergencies. Data will be gathered at looked after child reviews on the use of the checklist.	12, 20, 25 Safe Nurtured Respected	A Good Childhood (Relationships, Moving On)
2) We will carry out a full review of Aberdeenshire's fostering service to ensure that children, young people and	Fostering Project Manager	Completion mid 2025 with regular	Fostering Annual Report including number of carers recruited and deregistered.	12, 19, 20, 23, 25 Safe Healthy Active	A Good Childhood (Relationships) & Supporting the

	foster carers receive the highest levels of care and support.***		reporting throughout	Individual feedback from families, children, young people and foster carers. Inspections by the Care Inspectorate Progress reporting during the course of the review.	Nurtured Achieving Respected Responsible Included	Workforce (Trauma-Informed)
3)	We will pilot a new model of assessing foster carers in Aberdeenshire using the Therapeutic Fostering Assessment tool with the aim of recruiting more trauma informed carers able to offer a high standard of care tailored to children's needs. It is key that children have carers they can trust and talk to about things that matter to them. ***	Fostering Service	Feedback still being gathered on use of TFA and will continue in to 2024.	Annual reviews and feedback gathered during the pilot period from children, young people, carers, birth family and professionals will inform whether the new tool used is impactful. Measurement plan in place.	19, 20 Safe Nurtured Respected	A Good Childhood (Relationships) & Supporting the Workforce (Trauma-Informed, On-going Relationships)
4)	All services to support the promotion of the adoption service where able. Creative solutions to increasing the number of potential adopters is required.	Adoption service/ all corporate parents	Ongoing	Services will identify opportunities to promote adoption. There will be an increase in potential adopter numbers.	6, 18, 20, 21 Safe Nurtured Included	A Good Childhood (Relationships, Moving On)

Actions achieved which require ongoing monitoring.

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24

5) A shared drive was created to share "family friendly profiles" of foster carers with children and young people prior to a move into their care. All foster carers should have a profile and all children should be shown these prior to a move.	Fostering Service	Ongoing	All children will know where they are going and what to expect from their new foster families. All staff (day and OOH) will know where to find these profiles and have the means to share these with children & young people.	12, 19, 20 Safe Respected Included	A good childhood (relationships) & supporting the workforce (trauma-informed)
6) The model of care provided within Children's Homes was reviewed mid 2023, learning disseminated end of 2023 and actions will be embedded by the end of 2024.All children's home staff are now trained in Level 1 Dyadic Developmental Psychotherapy (DDP). The use of DDP will continue to be fully embedded in children's homes.	Children's homes	Ongoing	DDP Ambassadors are identified, good practice and learning within the teams is shared. Evidence of DDP will be found within daily interactions with staff, recordings including daily logs, care plans and risk assessments.	12, 13, 19, 20, 25, 27, 39 Safe Healthy Active Nurtured Achieving Respected Responsible Included	A Good Childhood (Support, Relationships) & Workforce Support (trauma-informed)
7) Children's homes will continue work jointly with the police and CAMHS service to ensure they are meeting the needs of the young people they are supporting and to provide a more consistent, trauma informed approach to care.	Children's Homes/ Police Scotland / CAMHS	Ongoing	Staff feedback on success of joint working and consultations. Young people feel safe and supported in their home.	6, 24, 39, 40 Safe, Healthy Nurtured	Workforce Support (Trauma informed) & A Good Childhood (Support)
8) The adoption team were successful in securing funding for a worker who specifically supports children, adopters and all others involved through the journey of adoption. The aim is to transform the level of support available to children and adopters.	Adoption team	Ongoing	Children and adoptive families experience an improved level of preparation and support before, during and after the move to an adoptive family. Measurement plan to evaluate impact of the role including seeking	19, 20, 21 , 39 Nurtured Included	Good Childhood (Relationships) & Supporting the Workforce (Trauma-Informed, On-going Relationships)

			views of adoptive families, children and staff.		

PRIORITY 3
When you are ready to move on to independence you will be fully supported to do this at a pace that is right for you, receiving all the support you need to thrive and succeed.

Actions still to be met

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) Youth Education Forums are held with North East Scotland College for young people who require further support within education. The efficacy of this forum will be evaluated.	Throughcare/ Aftercare NEScol	Beginning of 2024	Young people will be able to complete their chosen course. Professionals will feedback on efficacy of the forum.	5, 28, 29 Safe Achieving Responsible	A Good Childhood (Moving on, Support)
2) We will review the process for transitions for young people leaving care, within a transitions working group. This is following feedback in the Brightspots surveys regarding many young people experiencing difficult transitions, particularly in relation to the process of leaving care. This will include reviewing our current continuing care processes. ***	Throughcare and Aftercare Team/ Service Development Officer (Promise)	Complete work end 2023, evaluate mid to end 2024	It is anticipated that young people's experience of transitions will improve following this work – once work is embedded, follow up surveying of young people as to experiences of transitions to evaluate whether changes have improved the experience for young people.	5, 27, 39 Nurtured Responsible Included	A Good Childhood (Moving On) & Supporting the Workforce (Ongoing Relationships)

PRIORITY 4

When living with your family is not possible, you will stay with your brothers and sisters. If it is not safe for you to stay together, your relationships will be cherished and protected.

Actions still to be met

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) We will establish a Brothers and Sisters Project Team with the aim of ensuring we deliver on the actions identified in our sibling audit. This includes maintaining more brothers and sisters living together, clear and thorough assessments identifying arrangements for those children separated to see one another and children's views clearly reflected around the level of this.	Service Development Officer (The Promise)	Start of 2024	Children will feel listened to regarding the time they spend with their family. Children will have access to a family tree/ecomap encompassing all family members that are important to them. Professionals will be able to demonstrate how they have fed back to young people regarding their wishes, and how their views have impacted on recommendations and decisions within assessments and at meetings	12, 20 Nurtured Respected Included	A Good Childhood (Brothers and Sisters, Relationships)
2) We will undertake a review of the processes involved in planning family time for children and young people with people who are important to	Service Development Officer (The Promise)/	Start of 2024	Children's views around time with family members will be evident in assessments, plans and within	9, 10, 12 Nurtured Respected	A Good Childhood (Advocacy, Brothers and

them, ensuring that the voice of children and young people is at the heart of this. ***	Children's Service Social Work		meetings. Their parents' views regarding this will also be available. Increased number of brothers and sisters will remain together. Assessments will show clear rationale as to how recommendations were made regarding family time.	Included	Sisters, Relationships)

Actions achieved which require ongoing monitoring

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
3) We were successful in a bid through the Whole Family Wellbeing Fund to provide a service in collaboration with Barnardo's to support brothers and sisters. This service will be developed with the aim to establish a mobile resource which can transform venues in the heart of our local communities in to places where brothers and sisters / siblings, separated by family circumstances and by the care system, can regularly come together to share experiences and have fun.	Permanence Managers	Development of service to begin end of 2023/beginning of 2024.	Number of young people utilising this support and feedback received on the service. More children and young people will have better quality time with their brothers and sisters.	9, 12 Respected Included	A Good Childhood (Brothers and Sisters, Relationships)

PRIORITY 5
Where you are safe in your family and feel loved, you will receive all the support you need to stay together.

Actions still to be met

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) The Aspen Project will trial wrap around, sustained and intensive work with young people in care, on the edge of care or who have recently moved to supported / independent accommodation, including those who have offended or are at risk of doing so. The project will involve a multi-disciplinary team supplementing the young person's existing support network with the aim of "Within 12 months, 8 families supported through the Holistic Family Support approach, will have experienced improved outcomes across key wellbeing indicators". The project will operate on the basis of the 10 principles of family support.	Aspen project lead	Regular meetings named reflective discussions involving the network around the family are held.	Qualitative and quantitative data is being gathered. Change is measured through analysing the impact on children, families and the professionals through avenues such as: the use of wellbeing indicators, score 15 (index of family functioning) whereby the family describe where they see themselves at the beginning and then at regular intervals, whether children feel listened to on a regular basis, are they feeling more positive about the key outcomes they identified, to what extent does reflective practice sessions with key networks improve shared decision making and more.	18, 27 Safe Achieving Nurtured	Whole Family Support (Family Support)
2) Family Group Decision Making will be piloted in Aberdeenshire. This will contribute to an overall ambition to increase	Kinship Care Service	Pilot began Feb 2023. 6 monthly	Families will feel empowered to make decisions in the best interest of their children.	8, 9, 10 Safe Nurtured	A Good Childhood (Relationships,

the number of children in kinship care to at least the national average.		reviews of progress.	C&F social workers will work with the FGDM process and provide feedback for it's efficacy. Feedback will be sought from children, young people and families who access the FGDM service.	Included	Brothers and Sisters) Whole Family support (family support)
3) The kinship care service will review the support offered to kinship carers and trial various initiatives in order to ensure that more children can remain within their families. They will create links with other services and corporate parents across Aberdeenshire to ensure they can access facilities, equipment and support for kinship carers when they need it.	Kinship Care Service	Social worker focusing on support only in post October 2023. Projects to be developed over 2024.	Feedback from carers will provide important information about how the service should develop. More carers will attend support groups and events. Carers will report that they felt supported when initially taking on the care of their child.	20, 27 Safe Healthy Respected Nurtured Included	A Good Childhood (Relationships, brothers and sisters) Whole Family support (family support)

PRIORITY 6
You will share trusting relationships with people that are there to support you, who understand your story.

Actions still to be met

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) We will commit to continuing to transform the way in which we keep records and move away from stigmatising language including embedding the principle of records as a letter to children and young people and evaluating the effectiveness of this. Guidance will be provided to staff around language to be used with families, in assessments and within meetings and continued support will be provided to embed this. Specific input re language to be piloted with C&F teams. "Each & Every Child" to provide input to corporate parents.	Service Development Officer (The Promise)/ Children's Services Social Work	Guidance issued end of 2022. Ongoing support with targeted work within social work teams.	Family friendly language that is non-stigmatising will be clear within assessments, at meetings and in person with children and families. Auditing of records.	2, 12 Nurtured Respected Included	Supporting the Workforce (Trauma-Informed)
2) We will make the process of Subject Access Requests for care experienced individuals as accessible and supportive as possible. We will trial a new system whereby a group of volunteers support	Service Development Officer (Corporate Parenting)	Beginning of 2024	Individuals will feel more supported through the process of requesting their care records.	2, 7 Nurtured Respected Included	Supporting the Workforce (Trauma-Informed)

	individuals through the process of accessing their records. Interim guidance has been developed with actions identified to make improvements.			Number of care experienced adults accessing this support. Feedback from workers supporting and those who access their records in this way.		
3)	Children's Hearings will be child friendly and ensure the participation of children and their families. Working groups will inform a route map to explore areas such as the function of Children's Hearings and the Children's Reporter in line with the Promise.	Scottish Children's Reporter Administration / Locality Reporter Manager	Start of 2023	Children's experiences of attending Children's Hearings will improve. They will report feeling heard and have choice in how they participate.	3 Respected Included	Building Capacity (Children's Hearing System) & Supporting the Workforce (Trauma-Informed)
4)	A bespoke children's hearing pilot will take place, initially focussing on young people over 12.	Scottish Children's Reporter Administration / Locality Reporter Manager All agencies	August and September 2023	Feedback from young people and professionals on the pilot	12, 13 Safe Respected Included	Supporting the Workforce (Trauma-Informed)
5)	Reports submitted to Children's Hearings will be shorter in length and using child friendly language.	Scottish Children's Reporter Administration / Locality Reporter Manager	ongoing	Panel member feedback on improvements. Auditing of reports.	2 Nurtured Respected Included	Supporting the Workforce (Trauma-Informed)
6)	Joint training events on child friendly hearings will continue to be held.		Regular sessions to be offered	Data on participation. Feedback on events.	3, 9 Respected Included	Supporting the Workforce (Trauma-Informed)

Actions achieved which require ongoing monitoring.

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
7) Training on trauma and how to be trauma informed will be available to all staff.	Children's Services Social Work	Ongoing with new staff included.	The number of staff across all disciplines trained in trauma informed practice. Time to talk events will continue to be held. Higher numbers of children reporting they know who their social worker is, they see them frequently and share a trusting relationship with them ***	12, 39 Nurtured Respected Included	Supporting the Workforce (Trauma-Informed, Workforce Support)
8) An audit of relationships between young people and their social workers has been undertaken. We will continue to explore ways to minimise paperwork and maximise time spend with young people.	Children's Services Social Work	Ongoing	Children, young people and families will report better relationships with their social worker. Time spent with children, young people and their families will increase in line with their needs.	12, 20, 39 Nurtured Respected Included	Supporting the Workforce (Trauma-Informed, Workforce Support)

PRIORITY 7

You will have access to the support you need to thrive educationally, physically, and emotionally.

Actions still to be met

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
1) Every child and young person will be considered for a Co-ordinated Support Plan. Good practice is to include an Individual Education Plan alongside this. Further work will be undertaken with schools to support consideration of this at an early stage and a mechanism is now built into Looked After Child reviews to check that consideration has been given to this area.	Virtual Head Teacher/ QIO network	Ongoing throughout 2023/2024	Increase in number of children and young people considered for a Co-ordinated Support Plan. We will audit improvement in this area.	28, 29 Achieving Nurtured Active Respected Included	A Good Childhood (Right to Education, Support)
2) We will work together to ensure that care experienced young people in secondary understand and develop their career management skills in order to transition successfully and sustainably into employment, education or training that is appropriate and aspirational for them. Schools will be supported by	Virtual Head Teacher/ Skills Development Scotland/ Throughcare Team	Ongoing	Data on positive destinations for care experienced young people in comparison to non-care experienced counterparts. Established relationships between other agencies eg SDS. The number of young people in a positive initial destination and a	5, 20, 28, 29 Achieving Responsible Included	A good childhood (Right to Education, support, moving on)

	the Virtual Head Teacher to have a better awareness of the support children can access when moving on if they are care experienced.			sustained destination as seen through Annual Participation Measure. Continued links with TC/AC regarding maintenance of positive destination		
3)	Children's homes will continue to develop joint working with local schools. Education partners will be part of DDP training and the Virtual Head Teacher will offer regular consultations to children's homes regarding education provision for young people living there.	Aberdeenshire Children's Homes / Education / Virtual Head Teacher	Ongoing	Education staff participation in DDP training alongside social work staff. Feedback on training and evaluation of the embedding of approaches learned.	6, 20, 28, 29 Nurtured Achieving Respected Included	A Good Childhood (Right to Education, Support)
4)	The Virtual Head Teacher will work with schools who have active "Promise Groups" to ensure that the school has actions in respect of The Promise in their improvement plan.	Virtual Head Teacher	By Summer 2024	Education staff will be more aware of their role within The Promise. They will actively ensure that they are acknowledging their actions in regard to this. More children and young people will benefit from being included in these groups and that care experienced children are able to reach their educational goals.	28, 29 Achieving Respected Included	A Good Childhood (Right to Education, Support)
5)	The Nurse for care experienced children and young people will hold a working group to work on improving the return of the Strengths and Difficulties Questionnaires which are completed alongside initial health	Nurse for Care Experienced children and young people	2024	Increased completion of SDQs following completion and embedding of improvement work.	24 Healthy Nurtured	A Good Childhood (Support)

assessments to identify the need for further support in relation to young people's mental health.					
6) We will work with external education providers to support young people in further education. This includes joint working between educational establishments and access to additional funds and general support.	Robert Gordon University, University of Aberdeen, North East Scotland College		Number of young people accessing specific funds/support services is gathered by individual organisations. The Widening Access team will be involved where young people require "transition support". Young people will access the REACH program and have a positive experience of accessing further education. Targeted messaging, support sessions and Support Needs Assessments are offered to all new Care Experienced Applicants as part of the application process at NESCol.	5, 28, 29 Active Included Respected Responsible	A Good Childhood (Right to Education, Support, Moving on)
7) Alternative experiences will be explored for children and young people to complement their education. This will be in line with their individual needs.	Virtual Head Teacher	Ongoing	Number of children accessing: MCR Pathways Princes Trust Relax Kids More children and young people accessing alternatives when required. Increased opportunity for promoting positive relationships between young people and adults.	29, 29 Active Included Respected Responsible	A Good Childhood (Right to Education, Support, Moving on)

			More children able to meet their educational goals.		
8) Aberdeenshire staff have had the opportunity to train in nurture approaches and restorative practices which should be used in place of exclusions. The Virtual Head Teacher should be notified before a child or young person with care experience is going to be excluded. Work will also be completed regarding guidance for the use of part time timetables.	Virtual Head Teacher / QIO Network		Data on exclusion rates of care experienced young people compared to their non-care experienced counterparts. It would be anticipated that the gap closes as this work progresses. Number of pupils on part time timetable. Number of time VHT notified prior to care experienced pupil being excluded.	28, 29, 39 Nurtured Achieving Included	Supporting the Workforce (Trauma-Informed)

Actions achieved which require ongoing monitoring

ACTIONS	LEAD	TIMESCALES	KEY INDICATORS	UNCRC/SHANARRI INDICATORS	CORRESPONDING AREA OF PROMISE PLAN 21-24
- The guidance for medicals when a child enters care has been updated and is accessible on Viva Arcadia. - Monthly admissions and discharges spreadsheet continues to be shared with Nurse for care experienced children and young people.	Children's Service Social Work/ Looked After Nurse/ Service Development Officer	Ongoing	The number of referrals being sent within timescales will increase. Young people will have a more timely response to any health needs identified.	24 Safe Healthy Nurtured	A Good Childhood (Support)

- A working group worked on a new system to increase the numbers of children receiving a health assessment when looked after at home.	(Corporate Parenting)		Review of figures on completion of health assessments to identify whether there has been an improvement.		