



**POLICE
SCOTLAND**
Keeping people safe

Children and Young People

2016/20 - Our Approach





Foreword



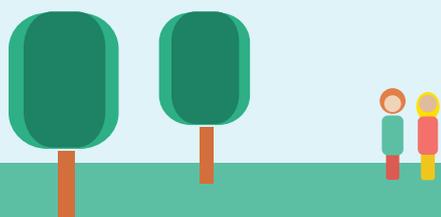
I am delighted to introduce our Policing Approach to Children and Young People. The move to a single Police Service for Scotland has been significant and we have made a great deal of progress in a very short space of time. That said we are mindful of the lessons we have learned through those early years and what that means as we now look forward.

I recognise the need to set out our commitment to the children and young people of Scotland and the people who care for them. There are three key principles that are at the core of our Service – **Integrity, Fairness and Respect**. This is never more important than in the context of our engagement with children in their early years which will influence their perspective on policing for the rest of their lives.

We have set out the strategic priorities for our service; however, what you will see is a clear message throughout – Keeping Children and Young People Safe. It is central to our approach to all aspects of policing and our work with our partners. Identifying these priorities allows us to make clear commitments for the way we support and protect them. The 5 priorities are:

1. Safety and Protection
2. Engagement
3. Prevention
4. Victims and Witnesses
5. Offending

These 5 priorities are deliberately addressed to the children and young people of Scotland. They will link to an Action Plan that will direct our work over the next four years. The Action Plan will be subject to regular review. I firmly believe the priorities will provide the framework for the essential aspects of the work we must do over the coming years.



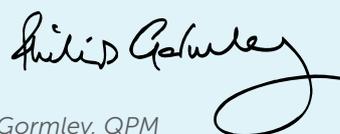
I believe it is important to put this in the context of the engaging message we wish to convey. We recognise that children and young people are vital and active parts of their communities.

As part of our work it is essential that we listen to children and young people across all communities and from all backgrounds. Only by hearing their voices and reacting accordingly, will we make this approach real and constantly test ourselves to make sure we are delivering a service that meets their needs.

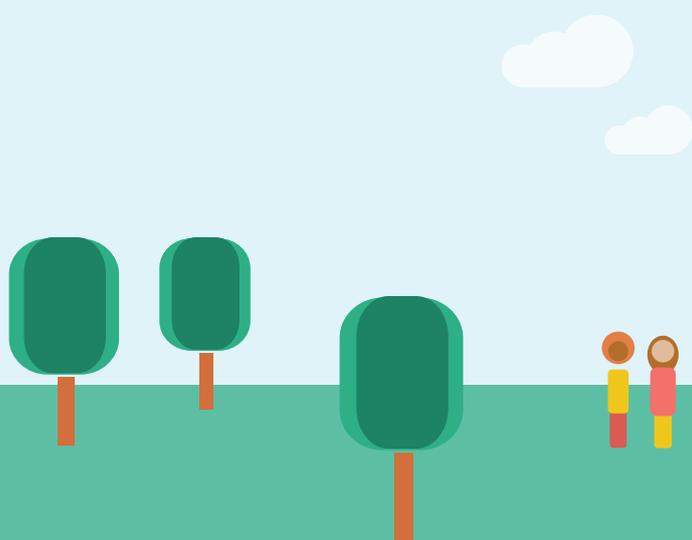
Prevention is at the heart of what Police Scotland do and this is essential in the context of our children and young people. Our approach will provide them with information and help them make informed choices. This can help them avoid the risks that are present in society from substance misuse, the cyber world and other harmful behaviours.

I recognise the contribution already made to this document and other areas of policing by the Police Scotland Youth Advisory Panel. We will continue to engage with children and young people and those agencies which work with them across all of our communities.

Police Scotland are ready to start delivering on the commitments set out in this document. Importantly, we look forward to working with children and young people, parents and carers, wider communities, volunteers, professionals and elected members to ensure we collaboratively improve the life chances and positive outcomes for all children.



Philip Gormley, QPM
Chief Constable

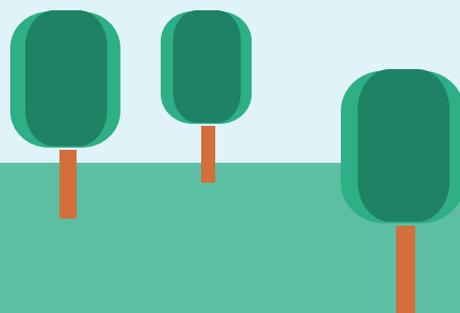


Working alongside Police Scotland to create 'Children & Young People - Our Approach' was a fantastic experience for the Police Scotland Youth Advisory Panel (PSYAP) team. Supported by Young Scot, the national youth information and citizenship charity, the experience brought together all the skills, talent and insight that make the young people of Scotland such a valuable commodity to projects like this one. The communication between the panel, Young Scot and Police Scotland was superb and everyone really showed a commitment and drive to make this project the best it could be.

Praise was well received by both Police Scotland and PSYAP, but more importantly criticism was taken on board and any issues or concerns raised were dealt with in an extremely productive manner. This set down the foundation for the PSYAP to build their confidence, skills and experience, and most importantly create a wonderful relationship with Police Scotland and its officers.

This project was a challenge and one that both parties welcomed with open arms. Police Scotland, Young Scot and the Police Scotland Youth Advisory Panel can look back at this project and be extremely proud that we, together, have improved the lives of young people all around Scotland.

Police Scotland Youth Advisory Panel
(PSYAP)



1. Introduction and Background

1.1 Children and young people in Scotland are an integral part of the communities Police Scotland serve. There are approximately one million children under 18 years of age in Scotland from diverse backgrounds with differing needs. Police Scotland is committed to working with all members of our communities.

1.2 It is crucial that we understand what we mean when we talk about children and young people. There are many different definitions of age in Scotland, particularly within legislation which makes defining an individual as a young person or a child more complex. In the past we have generally defined a child as being under 16 years of age. However, we recognise that nationally and internationally children are defined as under 18 years of age. We also realise that young people are considered to

be between 18/24 years of age. Whilst the commitments set out here will largely focus on those below 18 years of age, we recognise the importance of our ongoing commitment to 18/24 year olds, particularly in areas such as engagement, prevention, vulnerability and safety. For more information on the context of age please visit [United Nations Convention on the Rights of the Child \(UNCRC\)](#).

1.3 This approach sets out Police Scotland's priorities and commitments to children and young people. The nature of modern policing and the rate of change within society have seen the need for tailored policing responses and solutions to ensure Police Scotland supports our children and young people and, most importantly, keeps them safe.

2. Vision and Values

2.1 It is vital that children and young people in Scotland feel an integral part of our communities and feel empowered to have their voice heard and be taken seriously. This document is our commitment to the younger members of our communities on what they can expect from Police Scotland.

This emphasises the importance of the principles that are central to our service, namely **Integrity, Fairness and Respect**.



3. How We Work

3.1 Our aim is to help children, young people and those who care for them to be aware of the things that pose them the greatest risk. Simultaneously, we wish to offer advice on how to minimise or remove those risks from their lives.

3.2 The picture on page 9 depicts how Police Scotland as a single service works with partners to implement [Getting It Right For Every Child \(GIRFEC\)](#). Local officers are there to be visible within the communities they serve. We work in partnership with local services including health, schools and other specialists within local authorities, including social workers. To support our local officers there are additional resources available when required. They are depicted in the references to “Early Intervention” and “Tailored Services” shown in the kites. How those services work together are explained in the following sections.



GIRFEC -

Getting it right
for every child



Tailored
Services

Early
Intervention

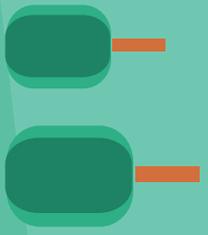
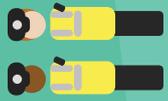
Support Services
(Including Third
Sector Partner
Agencies)

Social Work Services

Hospitals

Schools

Community Centres



Community engagement,
education, prevention
and intervention.

Local
Policing



4. Local Policing

4.1 Local Policing is central to the effectiveness of Police Scotland and is core to our statutory role. Approximately 75% of our officers are aligned to Local Policing.

4.2 Our Annual Policing Plan outlines how we will deliver on our priorities. Through discussions with our communities we can identify their priorities and ensure they are reflected in the work we do to keep people safe.

4.3 The work of our Local Policing Teams and, in particular, our community officers aim to provide meaningful engagement

with the children and young people in our communities. Through our work we are looking to strengthen engagement with children and young people. This is an important opportunity to hear the views of young people about the issues that affect them and what they are concerned about.

4.4 We participate in a range of proactive engagement and diversionary activities which address the individual needs of our communities. This work looks to draw on the resources and assets available in those areas to provide positive opportunities for our children and young people.

5. Early Intervention

5.1 Early and Effective Intervention (EEI) is an important part of the work of Police Scotland, in conjunction with partners in relation to youth justice. However, this approach recognises that Early Intervention is applicable to the wider work we do to identify and address wellbeing concerns about children through Getting It Right For Every Child (GIRFEC).

5.2 Police Scotland recognises that the vast majority of children and young people do not engage in criminal or other antisocial activity. However, if they do, we will work with their communities and relevant local partners to understand why issues arise in communities and be part of a meaningful plan to address the causes of such behaviour. This includes activities that encourage positive outcomes for children and improve the quality of life for communities as a whole.

5.3 Early Intervention also involves individual work to identify the needs of children and young people. This has seen the development of a national system for officers to record concerns about children and young people through the use of the ¹SHANARRI wellbeing indicators to outline the cause of their concerns. This can be for a range of reasons, including when children or young people go missing or when they offend.

1 Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included

5.4 Police Scotland recognises that we are only one part in the partnership chain which must provide support to our children and young people. We work with our partners both locally and nationally to respond to the needs of children and young people. Those needs must be shared with the right person, as early as possible, to provide the most

effective intervention to support improved outcomes for children and young people. Police Scotland understands the importance of involving children and young people in this process and listening to their views. However this will not always be possible, particularly where there are urgent concerns.

6. Tailored Services

6.1 A single police service for Scotland has provided an opportunity to ensure we have dedicated staff in a number of areas. This work with local partners offers the best support to children and young people.

6.2 The following are some examples of the work we do:

- **Substance misuse** - The [Choices for Life](#) programme is central to this work and again links to the delivery of this vital preventative message through our local policing teams.
- **Equality and Diversity** - To ensure that the protected characteristics, identified in the Equality Act 2010, and Human Rights are considered both in our policies and our response to hate crimes.

- **Public Protection** - The national Child Abuse Investigation Unit is a team of dedicated, specialist officers who are there to carry out complex investigations and support the work of our local Child Protection Units.
- **Internet Safety** - We recognise the opportunities that the online world can provide, particularly for our children and young people. Equally we realise that this can also be exploited by those who wish to harm them. Our national structure has provided for a greater focus and better planned resources in response to the threats from Cyber Crime.

7. Strategic Drivers

7.1 The following international and national policies, legislation and Police Scotland policies have all helped to influence and mould our priorities.



8. Measuring Success

8.1 There are many factors which influence the lives of children and young people and understanding how successful the support has been is often assessed differently. There are opportunities for agencies across Scotland to move towards a more consistent language around the needs

of our children and young people. This must, ultimately, provide for better outcomes and improved life chances for all children and young people in Scotland. Importantly, this will also support the development of our work as a Corporate Parent to support looked after children and care leavers.

9. Monitoring and Scrutiny

9.1 An Action Plan will be developed to monitor how successful we are at delivering on the commitments set out in this document. This will evolve

and develop and will be led by the Police Scotland Safer Communities team, however, the work undertaken will reach across all areas of policing.

10. Our Priorities & Commitments

The following pages detail our priorities and commitments to children and young people in Scotland. They are deliberately addressed to them.





Safety and Protection

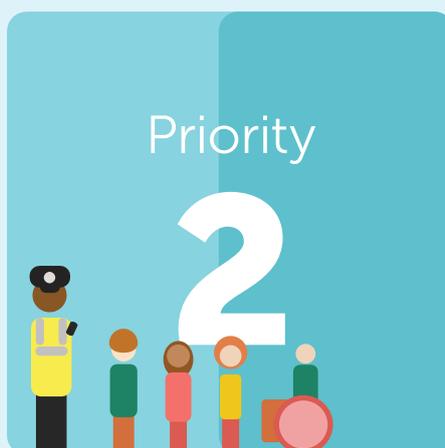
When we are concerned about your safety and protecting you from harm, we will:

- Treat any information that you are at risk of harm as a priority;
- Ensure that we are sensitive to your needs and put your safety and care at the centre of everything we do;
- Listen to what you tell us and speak to you before sharing information with other people, unless there are serious and/or immediate worries about your safety;
- Work with other professionals to make sure we do everything we can to make things better for you.

Keeping children safe is a priority for Police Scotland. All child protection concerns reported to Police Scotland will be thoroughly investigated. Police Scotland is committed to working in partnership with other agencies, sharing information to protect children and providing support and interventions when required.

Police Scotland is committed to keeping children safe online. We will continue to develop our capacity to identify the cyber risks to children and young people. We will work with partners to develop our preventative and educational response to help young people enjoy the cyber world safely.

An example of this partnership work is with Scottish Government supporting [Safe, Secure and Prosperous; A Cyber Resilience Strategy for Scotland.](#)



Engagement

In our communities, we will:

- Increase opportunities for you to meet your local police officers, to talk to each other about the things that concern you in your community;
- Communicate with you about the things we are focussing on in your community and why - we will explain why we focus on the things we do and why they are a concern for the wider community;
- Promote a positive image of you and the good things that happen in your communities, rather than only highlighting the things that are not going well;
- Focus on improving communication between us and increasing opportunities for you to work with us at a local level;
- Offer advice in your community which will be provided by your local police officers to help you get to know each other, this will be supported by advice from our national teams;

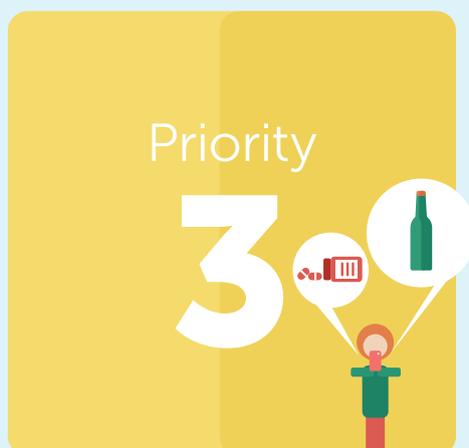
- Provide more national and local information about our work and how you can stay safe. We will do this in ways that best meet your needs, and use the ways you communicate, including social media;
- Improve the Police Scotland website to include a section for young people which is informative and up-to-date.

Police Scotland will continue to deliver local community policing, engaging positively with children and young people, across all sectors of our communities within Scotland.

Police Scotland will expand the Youth Volunteers Programme to all areas of Scotland. This promotes a practical way for young people to understand policing by supporting the Police in their local area through volunteering.

Police Scotland work closely with Youthlink Scotland and support the [National Youth Work Strategy](#).

Police Scotland and its relevant partners will improve communication with children and young people and listen to their views in relation to policing policies that affect them.



Prevention

Giving advice about safety, we will:

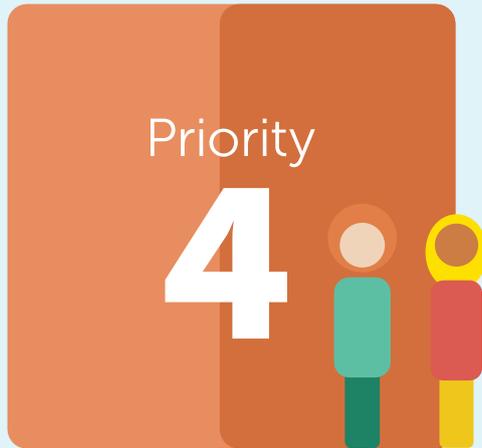
- Listen to you about the things that concern you and make sure we offer advice on things that are important to you e.g. substance misuse (including alcohol), online safety and bullying;
- Do this with you in a way that meets your needs without frightening you but still makes sure you know the things that will help keep you safe;
- Make sure that any advice we offer is aimed at your age and level of understanding;
- Work with your schools and colleges to offer advice that meets your needs;
- Try to keep you informed in the best way possible about how to keep safe in your community.

Police Scotland will continue to deliver Choices for Life through community events, an interactive video resource and “pop up” road shows throughout the year across Scotland. With partners we will continue to develop our approach to New Psychoactive Substances (NPS) both through Choices for Life and a Festival Campaign.

Police Scotland is committed to challenging violence. This is vitally important in relation to children and young people. We are working hard with our partners to change attitudes and help you make positive choices through initiatives such as [No Knives, Better Lives.](#)

Police Scotland will continue to provide advice to young drivers and those of pre driving age on road safety. Young drivers are much more likely to be involved in an accident than older drivers. 17-25 year-olds account for 10% of licence holders, but over 20% of the accidents.

Police Scotland will continue to work with relevant partner agencies to support peer mentoring initiatives. Peer mentoring empowers young people and provides an opportunity to be positive role models for younger children. Such initiatives can support children and deliver important messages to help keep them safe, both in their communities or in the cyber world.



Victims and Witnesses

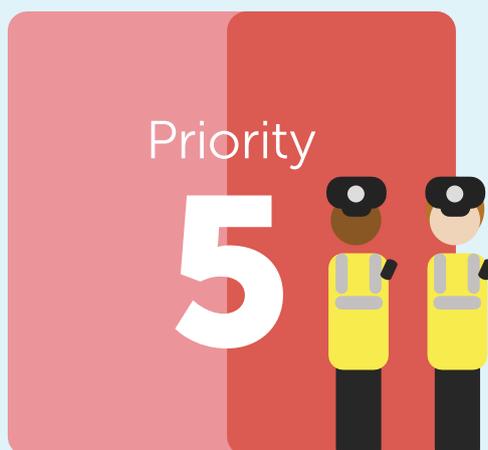
We have standards of service for victims and witnesses which provide information of your rights if you are a victim and what you can expect as a victim or witness. We will:

- Discuss with you how you will be kept informed of progress in your case; we will also explain how we will deal with your case and what we may ask you to do to help us;
- If you are a victim of certain crimes you will have the option to let officers know whether you want a male or female officer to interview you. We will try to meet your request wherever possible;
- Consider your particular needs to decide whether you are a vulnerable witness. We will then, with our partners, try to ensure your needs are met.

If you are a victim of crime, we will ensure you receive a Victim's Care Card. This will provide you with the details of your enquiry officer (person investigating the crime), the crime you report and information on how you can access victim support and the [Scottish Government's Victim's Code](#).

Police Scotland will ensure victims and witnesses have fair and equal access to services throughout and are treated with dignity and respect at all times regardless of background, age, disability, gender, gender reassignment, race, nationality, religion, belief or sexual orientation. Where required, additional support will be provided and any reasonable adjustments made to ensure that you have access to information and support services.

Police Scotland will work together and in partnership with victim and witness support organisations to ensure the best service possible.



Offending

If a complaint or a concern has been raised by someone about your behaviour, we will:

- Treat you fairly and make sure that you understand your rights;
- Explain to you what we are investigating and why;
- Listen to what you have to say about what happened and why;
- If we confirm that you have done something wrong, work with you to help you understand the hurt and harm caused by your actions;
- Where we think it will help you, work with partners in your community to provide you with any support you need as part of the **Whole System Approach (WSA)**;
- When something serious is reported, ensure that we treat the investigation as a priority and submit our report as quickly as possible. We will work with our partners to ensure you receive any support you may need.

Police Scotland is committed to respond effectively and proportionately to offending by children and young people. We will continue to work with partners both nationally and locally to develop a preventative approach in response to antisocial behaviour, support early and effective intervention when children offend, and reduce reoffending.

Police Scotland will continue to work with partners both nationally and locally to deliver the WSA. This includes developing our approach to 16 and 17 year olds when they offend and ensuring that we respond effectively on those rare occasions when a child commits a serious offence.

Police Scotland will continue to work with partners nationally to ensure we collectively move towards performance measures which are outcome focused and centre on the needs of the child. We will take this forward through our Youth Justice Improvement Board and in line with the Scottish Government Strategy, Preventing offending - **Getting it right for children and young people.**

11. Jargon Buster

JARGON	MEANING
United Nations Convention on the Rights of the Child (UNCRC)	The United Nations Convention on the Rights of the Child (UNCRC) is an international agreement setting out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities. ¹
Local Policing	Local Policing is when police officers work with community groups to decide the best ways to tackle crime and keep people safe in their own area. Police officers and staff work with other agencies as well as members of the community themselves, in order to identify the issues most important to the community.
Proactive Engagement	Proactive Engagement means that local Police Officers go out and about in their communities to get to know people. This helps the Police understand what problems different groups of people are most concerned about. It also means that people within the community know exactly who to talk to if they need help.
Diversions Activities	Diversions activities mean giving children and young people the chance to become involved in enjoyable activities with people in their own age group. This might include a youth club, dance group or a sporting club. If children and young people are involved in these positive types of activities, then it's thought that they are much less likely to get involved in activities that would put them at risk of harm.
Antisocial Activity	Antisocial activity means any kind of behaviour that can cause harm, alarm or distress to other people. This might include groups of people being very noisy or behaving in a way that makes others uncomfortable. It might also include vandalism or damaging places other people like to go e.g. a local play park.
Early and Effective Intervention (EEI)	Early and Effective Intervention (EEI) is a Scottish Government policy in relation to youth justice for 8 to 17 year olds. EEI is a key element of the wider "Whole System Approach". The aim of the approach is to reduce offending by young people under the age of 18. It should enable timely and proportionate responses to offending behaviour by children and young people.
Whole System Approach	This is the Scottish Government policy on offending by those aged 8 – 17. The 'whole system' approach is about identifying at the earliest opportunity when young people are in trouble. It provides a way for early intervention and support, including approaches to deal with young people who continue on to commit more serious offences.



¹ <http://www.savethechildren.org.uk/about-us/what-we-do/child-rights/un-convention-on-the-rights-of-the-child>

<p style="text-align: center;">GIRFEC</p>	<p>GIRFEC stands for Getting It Right for Every Child. GIRFEC means you:</p> <ul style="list-style-type: none"> • understand what is happening and why • have been listened to carefully and your wishes have been heard and understood and taken into consideration • feel confident about the help you are getting • are appropriately involved in discussions and decisions that affect you • can rely on appropriate help being available as soon as possible • experience a more straightforward and co-ordinated response from the people working with you²
<p style="text-align: center;">Wellbeing Concerns</p>	<p>Wellbeing sits at the heart of the GIRFEC approach and reflects the need to tailor the support and help that children, young people and their parents are offered to support their wellbeing.</p> <p>A child or young person’s wellbeing is influenced by everything around them and the different experiences and needs they have at different times in their lives.³ To help the police think about what things make up a person’s wellbeing they use the SHANARRI wellbeing indicators.</p>
<p style="text-align: center;">SHANARRI</p>	<p>The eight wellbeing indicators are:</p> <ul style="list-style-type: none"> • Safe - Protected from abuse, neglect or harm at home, at school and in the community • Healthy - Having the highest attainable standards of physical and mental health, access to suitable healthcare and support in learning to make healthy, safe choices • 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 • Nurtured - Having a nurturing place to live in a family setting, with additional help if needed, or, where possible, in a suitable care setting • 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 • Respected - Having the opportunity, along with carers, to be heard and involved in decisions that affect them • 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, and being involved in decisions that affect them • Included - Having help to overcome social, educational, physical and economic inequalities, and being accepted as part of the community in which they live and learn⁴

² <http://www.gov.scot/Topics/People/Young-People/gettingitright>

³ www.gov.scot/Topics/People/Young-People/gettingitright/wellbeing

⁴ www.gov.scot/Topics/People/Young-People/gettingitright/wellbeing

Children and Young People 2016/20 - Our Approach

Corporate Parenting

Corporate Parenting is defined in the Children and Young People (Scotland) Act 2014 as: "the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers."⁵

5 <http://www.gov.scot/Topics/People/Young-People/protecting/lac/lacimprovingoutcomes/corporate-parenting>

For information on accessing a publication in an alternative format, please contact:
SCD.ChildrenandYoungPeopleBusiness@scotland.pnn.police.uk

