



**POLICE
SCOTLAND**

Keeping people safe

POILEAS ALBA

Corporate Parenting 3 Year Report

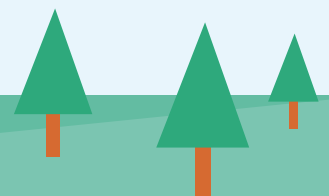
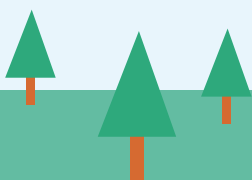
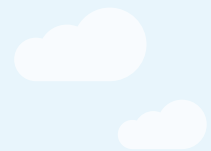
2015 - 2018





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Foreword

Police Scotland is delighted to publish this first 3 year report on our progress as a corporate parent. Our [National Corporate Parenting Plan](#) should be read in conjunction with this report.

Our focussed analysis of the duties in Part 9 of the Children and Young People (Scotland) Act 2014 (hereafter referred to as the 2014 Act) provides reassurance that the core functions of policing continue to be as relevant now as they ever have been. The duties in the 2014 Act are comparatively new; however, the principles which underpin them are not. Those principles are consistent with the ethos at the heart of policing, and is emphasised both in the [Children and Young People 2016/20 - Our Approach](#) and our long term [2026 Strategy - Serving a Changing Scotland](#).

As an organisation we have made significant progress over the course of the last 3 years and made progressive steps to improve the lives and futures of those care experienced young people most in need. This report sets out some of that work; however, it does not capture everything that is carried out locally as part of our daily function, keeping children and young people safe across Scotland.

Through the development of our National Corporate Parenting Plan we have identified the need to enhance the manner in which we both identify and record information about care experienced young people. This will be an area for continued development to better understand when care experienced young people come into contact with our officers and staff.

Thereafter, how we respond to their needs and where appropriate signpost them to further support through our local partners.

Although the work we have undertaken has highlighted good local relationships across the country, this is not a source of complacency. We recognise we have vital work to undertake to better understand and respond to the needs of care experienced young people. Hearing their voices and those who have experienced care in the past will help us understand the areas for improvement.

Understanding what this means for a service such as Police Scotland was an initial challenge which we have worked hard to define. This has helped us develop our network of partners to generate conversations about meaningful improvements to the way we deliver our services. I would like to thank all our partners, both local and national, for their input. This collaborative approach will underpin our delivery of our National Corporate Parenting Plan in the years ahead.

One key facet of the work we are now developing is the identification of both local and national champions. I am proud to include myself as one of them. Ultimately we must all champion the needs of care experienced young people, whether we be professionals, carers or members of local communities - they are our children.

Gillian MacDonald

T/Assistant Chief Constable
Crime and Protection



Our Journey

The duties under the 2014 Act has challenged Police Scotland to reassess the work we have traditionally undertaken. This has presented opportunities to identify new ways we can deliver our service to better support care experienced young people.

Our National Corporate Parenting Plan provides a clear structure to measure progress and ensure a consistent focus on the needs of care experienced young people.

Our Local Policing Divisions across the country have been working with their partners to develop their own local corporate parenting plans. The duties in the 2014 Act were framed to ensure they were delivered locally. That means, quite rightly, our delivery differs from one part of the country to another.

The Children and Young People Business Area, Safer Communities, continues to provide support to Local Policing Divisions to develop their local contribution to corporate parenting plans across the country. The team have sought to identify those areas where consistent practice across Scotland could improve our service delivery. Equally, we have sought to identify areas of good practice to share with other Local Policing Divisions to offer the opportunity for learning and improvement across the country. For example, the ongoing work within Dumfries and Galloway and the North East Divisions which is listed within the Summary of Progress under Section 60.

This work includes creating opportunities to hear directly from care experienced young people. This ongoing dialogue will continue to be developed and enhanced to ensure policies and practice are improved. Some of this work has also been centred on improving our understanding of the needs of care experienced young people. Through this work we will better understand our interactions with those children and young people in our communities, what we do well and equally where we need to improve.

The following table sets out some examples of the work Police Scotland have undertaken to deliver better outcomes for care experienced young people. Whilst this provides an insight, it cannot capture all of the work carried out across Scotland, especially collaborative pieces of work undertaken locally. There is an expectation that Local Divisions will continue to play an active part in their local reporting structures in accordance with Section 61.



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Summary of Progress 2015 - 2018



Section 58

Be alert to matters which might adversely affect the wellbeing of care experienced young people

Commitment	Progress
<p>Work with Who Cares? Scotland to develop training for Police Scotland staff.</p>	<p>Police Scotland is working with Who Cares? Scotland to develop an online training resource for Police officers and staff. It is anticipated this will be delivered in 2018.</p>
<p>Form partnerships locally through participating in local corporate parenting planning groups to have an up to date knowledge of issues affecting care experienced young people in their local area.</p>	<p>At a local level, Police Scotland is committed to developing local partnership arrangements to ensure opportunities for improvement are identified. This work is delivered differently across the country consistent with local governance structures. Examples of some of the work carried out locally are set out under the duties within Section 60.</p>
<p>Attend national corporate parenting groups to have an up to date knowledge of issues affecting care experienced young people.</p>	<p>Police Scotland is an active participant in the National Corporate Parenting Collaboration Group. This group is led by the Children and Young People's Commissioner's Office and is made up of a number of corporate parents from across Scotland. The aim is to:</p> <ul style="list-style-type: none"> • facilitate the exchange of practice between corporate parents; • identify areas for joint working; • alert group members to relevant activities; and • invite external guests, as appropriate, to share information on issues relating to our role as corporate parents.
<p>Engage with care experienced young people to advise and inform future police policy and practice.</p>	<p>Children and Young People 2016/20 – Our Approach (hereafter referred to as Our Approach) was developed through co-design with children and young people, including care experienced young people.</p>
	<p>Police Scotland is working with the Young Radicals Group, who are a group of care experienced young people supported by Who Cares? Scotland, to co-design a version of the Police Scotland National Corporate Parenting Plan for children and young people.</p> <p>The establishment of the Children and Young People Business Area has provided a level of consistent engagement. There is an increasing focus on the needs of care experienced young people at a local level across Scotland. Hearing their voice has been crucial to the developments in Police Scotland over the last 3 years and will be a vital part of the work going forward.</p>
<p>Have local corporate parenting champions in each Police Division.</p>	<p>Corporate parenting champions have been identified across all Police Scotland Divisions. Work continues through liaison with the Children and Young People Business Area, the Harm Prevention Group and Divisions to ensure understanding of their role.</p>

Assess the needs of care experienced young people for the services and support we provide

Commitment	Progress
<p>Review practices for submitting wellbeing concerns to partners to better identify care experienced young people.</p>	<p>The Risk and Concern Project was established in 2015 with the aim of improving the quality of concern reporting. The project team established a collaborative approach from the outset, both with external partners and internally with Local Policing Divisions and specialist departments, including Safer Communities.</p> <p>The introduction of Part 9 of the 2014 Act provided the opportunity to evolve the work of the project team to incorporate the implementation of the new duties. The Children and Young People Act Implementation Team was thereafter established between 2015-2017. The team developed an understanding of how the duties set out in the 2014 Act could be delivered.</p> <p>Police Scotland has been actively involved in the development of national guidance to support partners to understand and develop their response to support the needs of care experienced young people in the justice system. This has included the publication of the following guidance:</p> <ul style="list-style-type: none"> • Centre for Youth and Criminal Justice - Making Connections: Supporting the identification of care leavers in the justice system. • Centre for Youth and Criminal Justice - Identification of looked after young people and care leavers by justice agencies. <p>The Children and Young People Business Area has delivered awareness raising sessions to all Divisional Concern Hubs. They play a critical role in assessing wellbeing concerns and sharing relevant information appropriately with partner agencies. The aim was to provide support and guidance to ensure we can focus on early intervention and prevention, to deliver better outcomes and maximise opportunities to support our care experienced young people.</p>
<p>Review how we respond to care experienced young people reported missing from their care home.</p>	<p>Missing Person Pilot - Children account for 64% of all missing person investigations in Scotland and Police Scotland can expect to manage about 14,000 missing children per year. Of these, about half will relate to looked after children.</p> <p>In response to this data, a short life working group was established with membership from Police Scotland and a number of national and local partners. This group agreed to pilot a partnership protocol in three local authority areas: South Lanarkshire, Dundee and Edinburgh.</p> <p>The protocol seeks to improve the wider outcomes for children in care by preventing instances of missing. Partnership working empowers care staff to effectively assess and manage risk in relation to children in their care. A key decision for care staff is therefore whether a child would be reported missing to the police if they were not in care.</p> <p>The Centre for Excellence for Looked After Children in Scotland (CELCIS) was commissioned to carry out an external evaluation which will be published later in 2018. As part of this evaluation, CELCIS will independently assess the protocol's outcomes and will include field interviews with young people (and foster carers). This will inform any future roll out of the protocol in other areas and also support delivery of the Scottish Government National Missing Person Framework, particularly in improving return interviews.</p>

Section 58 (continued)

Promote the interests of care experienced young people

Commitment	Progress
<p>Hold Choices for Life events providing education and information to allow care experienced young people to make decisions minimising risk factors in their lives.</p>	<p>A Choices for Life event under the banner "Make Your Break" was hosted by Police Scotland along with a Local Authority. Young people were proactively sought who would not normally engage. Some of these young people were care experienced. The aim of the event was to raise awareness amongst young people about the dangers of smoking, alcohol and drugs as well as online safety and advice on how to deal with negative peer pressure.</p> <p>Similar Choices for Life events will be planned and undertaken in the future.</p>
<p>Work collaboratively with other criminal justice partner agencies to keep care experienced young people safe, protected and where appropriate out of the criminal justice system.</p>	<p>Work is now being undertaken nationally to draw on the lessons from good local practice. An example of this is set out under the duties within Section 60. The examples provided from North East and Dumfries and Galloway Divisions demonstrates how Police Scotland can work collaboratively with partners to reduce the instances of care experienced young people being drawn into the criminal justice system.</p>
<p>Review how we respond to care experienced young people reported missing from their care home.</p>	<p>As described previously, the Missing Person Pilot is now being evaluated by CELCIS in order that further learning can be obtained and good practice developed and shared.</p>

Provide care experienced young people opportunities to participate in activities designed to promote their wellbeing

Commitment	Progress
<p>Identify and educate care experienced young people in HMYOI Polmont to allow them to make better life choices.</p>	<p>Positive Lifestyles Project - Research in 2013 identified that a third of young offenders had been in care at some point in their childhood. This is also referenced in the Scottish Government's Statutory Guidance on Part 9 of the 2014 Act.</p> <p>Since April 2015 Police Scotland has had an officer seconded to the Scottish Prison Service (SPS) at HMYOI Polmont. The remit of this role was to break down barriers between police and young people, reduce offending and where offending occurs, reduce its severity.</p> <p>Since introduction the officer has designed and introduced the Team Building and Leadership course. Building on and enhancing the ongoing activities of the SPS and key partners, the course is designed to build the trust of young people who traditionally may not have engaged with police.</p> <p>This adopts a collaborative and proactive approach to diverting young people from engaging in criminal and antisocial behaviour. The course centres on raising awareness for the participants of the types of behaviour that bring them into conflict with authority, combined with a number of team building and problem solving activities to help them achieve goal focused and realistic outcomes.</p> <p>Participants in this course are issued with a pre and post course survey in relation to positive/negative awareness of the subjects covered and their perceptions of the Police. Feedback during 2016/2017 showed that there was a general increase in awareness of the subjects, better perception of the Police and more positive perceptions of their future.</p>
<p>Promote opportunities available to care experienced young people within the Police Scotland Youth Volunteer (PSYV) project.</p>	<p>The PSYV provides volunteering opportunities with Police Scotland for young people. PSYV are groups of up to 24 young people based across Scotland. The PSYV programme aims to strengthen the relationship with the police and young people, breaking down barriers and promoting positive role models.</p> <p>PSYV in Scotland aims to:</p> <ul style="list-style-type: none"> • Promote a practical understanding of policing amongst all young people; • Encourage the spirit of adventure and good citizenship; • Support local policing priorities through volunteering; • Give young people a chance to be heard; and • Inspire young people to participate positively in their communities. <p>In 2015/16 PSYV had a complement of 8 young people from a care experienced background. These figures are measured by the young people self-identifying through a survey when joining the group. PSYV currently have 32% of volunteers from a 'vulnerable' background, which includes those from socially excluded backgrounds and living in areas identified within the Scottish Index of Multiple Deprivation (SIMD).</p>

Section 58 (continued)

Provide care experienced young people opportunities to participate in activities designed to promote their wellbeing

Commitment	Progress
<p>Work with Foster Care providers to promote opportunities for care experienced young people in the Police Scotland Youth Volunteer (PSYV) project.</p>	<p>Work has commenced with a Foster Care group to promote the opportunity for looked after children to participate in their local PSYV group. This can increase confidence and provide valuable life skills to young people and make a meaningful contribution to the wellbeing of their local communities.</p> <p>This work continues to identify ways in which increased opportunities can be provided to care experienced young people.</p>
<p>Work with the Prince's Trust to promote opportunities for care experienced young people.</p>	<p>Police Scotland has had a long standing relationship nationally and locally with the Prince's Trust.</p> <p>In June 2017, Police Scotland formed a partnership with the Prince's Trust to launch the first Police Scotland led Team Programme in Dundee. The programme is aimed at 16-25 year olds who have experienced two or more of the following: unemployment, homelessness/housing exclusion, criminal background, physical/mental health barriers and in care/social work involvement.</p> <p>Furthermore Police Scotland have developed a relationship with the YMCA in Perth and are helping support the delivery of the Prince's Trust Team Programme to those who meet the aforementioned criteria within the Perth and Kinross area. Several care experienced young people have completed the programme, gained a qualification and moved on to positive destinations.</p> <p>Work continues to raise awareness of this programme and the opportunities it presents for young people. This is done through presentations to:</p> <ul style="list-style-type: none"> • those working with young people; • to young person's units; • Youth Justice Co-ordinators; • Missing Person Co-ordinators; • Community and Response Officers; and • through partners in education, social work and health.

Section 58 (continued)	
Take action to help care experienced young people:	
i. Access the opportunities we provide;	
ii. Make use of services and support available.	
Commitment	Progress
Engage with care experienced young people to discuss how we can improve the opportunities available to them.	In April 2015, Renfrewshire and Inverclyde Division allocated two officers to act as Police liaison officers for Kibble Education and Care Centre in Paisley.
	The main focus of their role is engagement and the objective was to build relations with those in the care centre to achieve the objectives of reducing offending and absconding.
	The liaison officers regularly attend school meetings and assemblies to consult with the young people, enhance the curriculum through engagement and develop relationships by taking an active part in 'The Kibble Journey'.
	As described previously, Our Approach was developed through co-design with children and young people, including care experienced young people. Discussions have taken place with Who Cares? Scotland about opportunities to continue this work.
Take any other action you consider appropriate to improve the way we work with care experienced young people	
Engage with care experienced young people to review our corporate parenting plan.	Police Scotland has developed a collaborative approach with a number of agencies, including Who Cares? Scotland. This has included their direct input to the development of the National Corporate Parenting Plan.
	Through this work with an agency such as Who Cares? Scotland, who provide advocacy services to care experienced young people, we are able to hear their voice in the work we have done to date.
	As described earlier, this collaboration has led to agreement that their Young Radicals group will support Police Scotland to develop a version of the corporate parenting plan for children and young people. This dialogue will be ongoing to ensure we continue to listen to the voice of care experienced young people.
Work with Who Cares? Scotland and care experienced young people to continue to review the national 'Code of Practice on the Exercise by Constables of Powers of Stop and Search of the Person in Scotland' and associated training.	Stop and Search - Through the work to develop the Code of Practice, Police Scotland worked with Who Cares? Scotland to ensure the voice of care experienced young people was heard as part of the changes introduced. This work resulted in a contribution to the training provided to Police Officers across Scotland on the new Code of Practice. This incorporated a video where the young people share their experiences. This is a tangible example of how the voice of young people can directly influence service delivery, improve understanding and deliver improved outcomes.

Collaborate with other corporate parents

Commitment

Attend local corporate parenting planning groups to have an up to date knowledge of issues affecting care experienced young people in the local area and look for new partnerships which would benefit care experienced young people.

Progress

Police Scotland is committed to participating fully at a local level to develop the collaborative approach with partners to support our care experienced young people. By its very nature, the policing response and contribution will differ across the country, consistent with local structures and the differing needs of communities across the country.

The following are just two examples of the work being done and the contribution which continues to be made across the country:

North East Division

As a Division, processes are well embedded - both internally and collaboratively with partners across the three Local Authority areas (Aberdeen City, Aberdeenshire and Moray). The Division continues to be actively involved and engaged with Corporate Parenting Strategic Groups/Champions Boards. This closely aligns with the manner in which frontline officers carry out their role.

Some examples of this include work through the Divisional Partnership Co-ordination Unit to develop mechanisms locally involving managers from care establishments and local Police supervisors, improving working relationships and knowledge about the needs young people are experiencing.

The Division now have established processes in place where they seek to improve engagement with care experienced young people:

- Return Home Welfare Interview Officers – this role was established to improve the response to the needs of children and young people who go missing. The officers have built relationships within the care environment to gauge the thoughts and reasons behind actions taken by children when they go missing and build a level of confidence between the child or young person and the police.
- Following on from this work, new procedures are in place for those reported missing from care establishments, with staff more accurately identifying when the risk level is sufficient that Police assistance is required.

Collaborate with other corporate parents

Commitment	Progress
<p>Attend local corporate parenting planning groups to have an up to date knowledge of issues affecting care experienced young people in the local area and look for new partnerships which would benefit care experienced young people.</p>	<ul style="list-style-type: none"> • The benefit of the new process launched within children’s homes in Aberdeen continues to see success. Young people who are late in returning or missed curfews are appropriately risk assessed by staff, who now approach it in the way a parent would within a private residence, in line with the Local Authority’s corporate parenting role. Return Home Welfare Interview Officers also continue to play an important role in the reduction in the number of children and young people reported missing, providing early and effective intervention to address any issues or welfare concerns which may be the cause of going missing. • Single points of contact continue to be established with all the residential units. This involves an identified local Police Officer in each policing area who has responsibility for engaging positively and developing effective relationships with the staff and young people in the residential units. This allows children and young people the opportunity to build stronger relationships with the Police. • The Youth Justice Management Unit works collaboratively with relevant partners to ensure care experienced young people are dealt with appropriately and relevantly when offending occurs. <p>North East Division enjoys strong links with the Corporate Parenting Strategic Groups and Champions Boards across the three Local Authority areas. They have been directly involved in the development of the associated Police and partners corporate parenting plans, inclusive of the actions aimed at delivering across SHANARRI outcomes.</p> <p>Senior Officers participate and contribute actively at these meetings which extend from strategic groups to interaction with care experienced young people in both formal and informal settings, including ‘away events’ facilitated by Champions Boards. Examples of this include the hoisting of a corporate parenting flag, designed by young people, above the Moray Council Headquarters, where partners came together to demonstrate their support for care experienced young people. This also included attendance at a Fort George event, typical of several such events in Moray where corporate parents, including Senior Officers from across the partnership have come together. The events are held in informal non-partner venues and provide an opportunity to enjoy activities and experiences with the young people designed to break down barriers and allow professionals to demonstrate empathy and understanding of the challenges the young people face.</p> <p>The Moray Area Command is currently facilitating station visits and shadowing opportunities for care experienced young people who have expressed an interest in a career in the Police.</p>

Collaborate with other corporate parents

Commitment	Progress
<p>Attend local corporate parenting planning groups to have an up to date knowledge of issues affecting care experienced young people in the local area and look for new partnerships which would benefit care experienced young people.</p>	<p>The Permanence and Care Excellence (PACE) programme started in Moray during February 2018. Whilst not a designated partner in the PACE programme, Police Scotland supported members of the National PACE Team with their initial activities assisting partners in their efforts to become 'PACE ready'.</p> <p>The Division and PSYV will be supporting the 'Celebrating Success 2018' evening in Aberdeenshire which will focus on celebrating the achievements of Aberdeenshire's care experienced young people which take place in September 2018.</p> <p>Aberdeenshire have also recognised that employees across the partnership often lack an awareness of their responsibilities and have in their plan the ambition to roll out training across services to raise awareness about what corporate parenting actually means to each employee. The voices of care experienced young people have been directly sought for the Children's Right's Participation Module. Whilst recognising that Police Scotland will develop its own training in this regard, it has continued to contribute to the wider partners training package ensuring it contains a policing perspective.</p> <p>Aberdeenshire plan to hold two twilight sessions in 2018 with care experienced young people to ensure that corporate parents and partners directly consult with, listen to and inform their thinking strategy and action planning through hearing directly from care experienced young people. Police Scotland will be active participants in these sessions.</p> <p>In Aberdeenshire Police Scotland engage with the Young People's Organising and Campaigning (YPOC) Group - a group of young people aged 14 and over who are care experienced. The group gives young people the opportunity to share their views and experiences of being looked after so that all partners can improve their services or often just attitudes towards care experienced young people.</p> <p>In Aberdeen City, Police Scotland has been an active corporate parent throughout the life of the Champions Board, hosting one of the Board events in September 2017 and is scheduled to host another event in June 2018. The quarterly Champions Board meetings involve corporate parents and care experienced young people with each event being themed and co-chaired by a corporate parent and a care experienced young person. The AGM of the Champions Board was held on 31 January 2018 which provided an opportunity to review actions that had been undertaken during the previous year and to assess progress made.</p>

Collaborate with other corporate parents

Commitment	Progress
<p>Attend local corporate parenting planning groups to have an up to date knowledge of issues affecting care experienced young people in the local area and look for new partnerships which would benefit care experienced young people.</p>	<p>Dumfries and Galloway Division</p> <p>The Division have developed strong links with local partners. This has had a particular focus on the relationship between local Police and residential care homes. This engagement started with monthly meetings to resolve identified issues. Due to the progress made these are now set at quarterly, with bespoke personal engagement at senior level should any specific incident merit it. It should be noted that this support ultimately impacts on the wellbeing of the vulnerable children within the care home, as well as the staff who are caring for them.</p> <p>There are regular meetings with community officers who visit and liaise to identify and address any challenges with each care home having an identified single point of contact.</p> <p>The Division is currently working closely with care home staff and management, in conjunction with the Care Inspectorate, to promote good practice. This work follows similar principles to the ethos behind the work on children missing from care.</p> <p>This aims to allow care home staff to deal with less serious behaviour by children in care. Officers are working with care home staff to reach sensible and amicable solutions which have already resulted in a reduction of the number of crimes being reported from care homes. The principle here is to avoid criminalising behaviour which would not be reported to the Police if the child was not in care.</p>
<p>Attend national corporate parenting groups for sharing best practice and using a partnership approach.</p>	<p>As previously described under Section 58, Police Scotland have been actively involved in the development of national guidance. This has included the publication of the following guidance:</p> <ul style="list-style-type: none"> • Centre for Youth and Criminal Justice - Making Connections: Supporting the identification of care leavers in the justice system. • Centre for Youth and Criminal Justice - Identification of looked after young people and care leavers by justice agencies.

Collaborate with other corporate parents

Commitment	Progress
Attend national corporate parenting groups for sharing best practice and using a partnership approach.	<p>Police Scotland is part of the Developing Guidance and Training Group initiated by Disclosure Scotland. This group was formed to have a positive impact for people with convictions, including care experienced young people.</p> <p>The group are aware there are still too many young people leaving care without the qualifications, skills or training to find and sustain work. Long term unemployment encourages problems with criminal behaviour, teenage pregnancy, poverty and social exclusion.</p> <p>As described previously, Police Scotland is an active participant in the National Corporate Parenting Collaboration Group.</p>
Participate in the Root and Branch Care Review and engage with other corporate parents to share information and look for new ways to work together to benefit care experienced young people.	<p>Police Scotland is actively involved in the Independent Care Review with representation from the Children and Young People Business Area on the national governance group. The Independent Care Reviews stated aim is to identify and deliver lasting change in the care system and leave a legacy that will transform the life chances and wellbeing of children and young people in care.</p> <p>The review will look at the underpinning legislation, practices, culture and ethos of the care system. It will be driven and shaped by the evidence of care experienced young people and propose changes to the care system that will improve both the quality of life and outcomes of young people in care. This work commenced in May 2017.</p>

Conclusion

Police Scotland recognises that this is the start of the journey required to properly support our care experienced young people. Only by the collaborative approach and a shared vision can we achieve ongoing and lasting change to provide positive destinations and improved outcomes for care experienced young people across Scotland.

Contact Details / Further Information

For further information on Police Scotland's National Corporate Parenting Plan please contact: **SCD.ChildrenandYoungPeopleBusiness@scotland.pnn.police.uk**