Social Security Scotland

Corporate Parenting Action Plan. April 2021.1

	What	Relevant Duty *	Detail	Progress	Priority Key Short term < 6 months Medium Term 6 – 12 months Long term 12 month + On-going – review date
1	Learning and understanding	ALERT PROMOTE OPPORTUNITIES	Develop a mandatory e-learning course suitable for all colleagues and non-Executive members.	e-learning course has been created and launched November 2020.	Complete
			Develop additional learning and development opportunities for key colleagues (those in a position to promote interests).	Discussions started on additional learning needs within Social Security Scotland to promote understanding impact of care experience particularly in relation to service delivery.	Medium
			Build relationships with key stakeholders via formal Champions Board meetings and through Local Delivery	First Communications Plans created. New actions to be reviewed quarterly for 2021 Initial assessment of Local Authority Champions Boards have been complete – variations in maturity. Further work be coordinated by Local Delivery. First meeting of formal Champions Board held on 28th October. Next meetings February 2021 and June 2021	On-going. Review May 2021 Medium Complete
			Build relationships with key stakeholders and care experienced people	Contacts made with Who Cares, Scottish Throughcare and Aftercare Forum, and Centre for Excellence for Children's Care and Protection. All have representatives on Board meeting	On-going. Review at Board meeting in June 2021.
			Engage with The Promise Team within Scottish Government.	To be reviewed once The Promise have developed their implementation plan	Medium
			Volunteering Time	Exploring options for Corporate Parenting Champions and other colleagues to collectively work with stakeholders to support their work using volunteering hours.	Ongoing. Review June 2021

2	Corporate Parenting Champions.	ALERT	Create and maintain Communications Plan in partnership with Communication Team colleagues.	Initial plan created and news article published in August 2020. New plan to be created to coincide with launch	May 2021
			Create Corporate Parenting Yammer Group.	Social Security Scotland Corporate Parenting Yammer Group created December 2020 to promote work.	Review June 2021
			Maintain contact with Scottish Government Corporate Parenting Team and key stakeholders to ensure awareness and understanding of new policy, practice or legislative changes	Contact made with Scottish Government Team. Joined Scottish Government Yammer group. Invitation accepted to attend Feb Champions meeting.	Review June 2021
			Hold monthly Champions meetings and maintain Connect workspace.	Addition of Corporate Parenting Champion to email signature discussed and text agreed.	Review May 2021
3	Evidence and Data Gathering	ASSESS PROMOTE IMPROVE	Client Survey – analysis	Question “have you ever been in care” is included in the All Client Survey. Published February 2021	Short
			Equality Impact Assessments to include impact on people with care experience	New Equality Impact Assessment guidance includes care experience as a group alongside the nine protected characteristics. This has been promoted with Equality Impact Assessment workshops. Further workshops planned to develop understanding of impacts.	Review July 2021 Short
			Seldom Heard Research – learn from and promote findings.	Update from Seldom Heard Research to be provided to group in December 2020. Due to staff changes this did not happen. Will follow-up when new staff in post	Short
			Client Panels – ensure representation and promote feedback		
			Liaise with Social Security Programme during service design phase and completion of Equality Impact Assessment on each benefit.		

4	Engagement and Joint Working	ACCESS PROMOTE	Engagement with and support for people with care experience to access benefits.	Proposal to collaborate with Skills Development Scotland on piloting join working approach.	Short
			Build relationships with other Corporate Parenting	Discussions with Student Awards Agency Scotland about digital evidence passport.	Medium
			Feedback to improve information and guidance about existing and new benefits	Discussion with Disclosure Scotland to promote understanding of barriers to employment. Local Delivery Teams have been actively building relationships with Local Authorities and a wide range of third sector organisations including Who Cares? Scotland. Local Delivery Relationship Leads tasked with engaging with Champions Boards where they exist or other partnership forums that support the needs of care experienced people.	Short Review August 2021 Review August 2021
5	Mentoring, Work Experience and Employment opportunities.	OPPORTUNITIES	Develop a programme of options to promote Social Security Scotland as an employer and understanding of the opportunities within a public body.	Programme of opportunities to be developed ranging from: One off, 1:1 career chats Working with Who Cares? Scotland to identify individuals who are interested in career conversations with Social Security Scotland colleagues. Mentoring programme – working with Who Cares? Scotland and Scottish Mentoring Network Work experience programme Internship – building on Department of Education programme. Two interns successfully completed programme. Three due to begin in 2021 On-line recruitment workshops – information sent via Local Delivery contacts. Explore viability of Employer Training offer from Who Cares? Scotland Discuss approaches used by NHS 24, Police Scotland, NHS Shared Services	Short Medium Review May 2021 Review June 2021 Short Short Short Medium

6	Performance review and reporting	IMPROVE	Review Plan Report progress	Revised plan created September 2020. Presentation to Executive Advisory Body scheduled for April. Launch of new plan due May 2021. Monthly progress reviews at Champions meetings Reports to Board meetings three times per year	Report to June's Board meeting

* The six statutory duties listed in the Children and Young Peoples (Scotland) Act 2014.

Alert – Be alert to matters which might adversely affect the wellbeing of Care Experienced Young People

Assess – Assess the needs of Care Experienced Young People for the services and support we provide

Promote – Promote the interests of Care Experienced Young People

Opportunities – Provide Care Experienced Young People with opportunities to participate in activities designed to promote their wellbeing.

Access – Take action to help Care Experienced Young People.
(a) Assess the opportunities we provide.
(b) Make use of services and support available.

Improve – Keep our approach to Corporate Parenting under constant review, seeking to improve wherever possible