



Meeting	Policing Performance Committee
Date	6 December 2023
Location	Video Conference
Title of Paper	Police Scotland Corporate Parenting and UNCRC Update
Presented By	ACC David Duncan
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to update the SPA regarding Police Scotland Corporate Parenting Plan and United Nations Convention on Rights of Child (UNCRC).

Members are invited to discuss the content of this paper.

1. BACKGROUND

1.1 Corporate Parenting

The Police Scotland Corporate Parenting Plan 2021-2024 ('The Plan') was published in December 2021 and sets out the priorities which seek to achieve the service's vision and statutory responsibilities as Corporate Parents under The Children and Young People (Scotland) Act 2014.

- 1.2 The Plan set out our intention "to contribute to a care system which prioritises a child's need for a happy childhood and results in positive experiences and outcomes".
- 1.3 Internal Governance structures which support and monitor the delivery of priorities within the plan are now well established. These meetings provide a forum to consult on and direct work under the key themes.

1.4 UNCRC

The United Nations Convention on Rights of the Child (Incorporation) (Scotland) Bill places a legal requirement on public authorities to act in accordance with each article of the UNCRC. It was introduced by the Scottish Government (SG) in September 2020, and, in March 2021, the Bill passed stage 3, with Royal Assent expected by mid-April 2021. Prior to this, a UK Government objection was heard and upheld by the UK Supreme Court. The Court determined that the Bill was competent for Scottish Parliament legislation but could not be extended to legislation originating from the UK Parliament.

- 1.5 The Scottish Government addressed the legislative competence issues identified and stated its intention to secure Royal Assent of the Bill by the end of 2023, with a proposed implementation date to be set in mid-2024. The expectation from the SG is that all public authorities will thereafter be able to fully implement the Bill at that stage.
- 1.6 The amended Bill was lodged with The Equalities Human Rights and Civil Justice Committee on 18 September 2023 by the Cabinet Secretary for Social Justice. Police Scotland presented both written and oral evidence to The Equalities Human Rights and Civil Justice Committee on 31 October 2023. It was outlined that further clarity was required in relation to the expectations of the Scottish Government to ensure that the implementation is compliant with

the amended bill. This position was echoed by key statutory partners who also provided evidence at the hearing.

2. UPDATES

2.1 Corporate Parenting

2.2 Published in December 2021, priorities within The Plan are set out under five key themes:

1. Language and Stigma
2. Building Better Relationships
3. Supporting Children in Conflict with the Law
4. Offering Employment and Development Opportunities
5. Engage, Evaluate and Learn.

Key updates are provided under each theme, capturing our progress so far, reflecting the range of work undertaken and outlining our next steps.

Training and the sharing of information, resources and expertise is a key function of the Children & Young People Team within PPCW, to co-ordinate local and national activities. Whilst this requires considerable commitment of the small team, it is considered proportionate and essential as Corporate Parents.

2.3 Language and Stigma

Training

Police Scotland, in partnership with Each and Every Child, has delivered CPD training to school link and community and harm prevention officers across the service. Its purpose is to address the use of language in relation to care-experience and tackle associated stigma. Attendees are provided with an evidence-based toolkit which will support them to reframe communications within their local divisions to influence long lasting, positive change.

The further enhanced 'Language and Stigma champions' training is being delivered to identify representatives from key areas across the organisation, to influence a culture change within their respective areas of responsibility around the spoken and written language used when referring to care-experience.

The training sessions detailed below were facilitated and co-delivered by Partnerships, Prevention & Community Wellbeing

Division (PPCW) and Each and Every Child. As such, there was no financial cost for its provision and the ongoing collaborative work. A full review will be conducted upon completion of the Language and Stigma Champions training pilot.

Each and Every Child is a partnership initiative funded by a range of agencies, including, CELCIS, Social Work Scotland and the Scottish Government. It seeks to create a fresh, inspiring narrative which will shift public attitudes and improve life chances of children, young people and their families. The training provided attendees with a package of information to support our people to reframe how they communicate when speaking about care experience.

Each and Every Child Language and Stigma Training	Number of Officers/Staff Trained YTD
CPD Awareness Training	75
Language and Stigma Champions Focussed Training	8

2.4 Building Better Relationships

Trauma Awareness Training

Trauma Awareness forms part of each training course documented in the table below and, whilst they take place at the Scottish Police College, the trauma awareness element is delivered by a member of staff from the Children and Young People Team within PPCW. Learning, Training & Development (LTD) holds the overall responsibility and portfolio for the facilitation of these courses and their content.

Trauma Awareness Training	Number of Officers/Staff Trained YTD
Probationer Training	882
Advanced Investigators Course	96
Domestic Abuse Course	30
Child Protection / IRD Course	35
Early Intervention Through Education (EITE)	50
C3 Focussed Trauma Awareness CPD Events	69
Additional Provision of Training upon request of Local Areas (G Div / Montrose)	30
Total Number of Staff Trained	1192

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Targeted Trauma awareness training sessions have also been delivered to officers and staff across Contact, Command and Control (C3), with further targeted training planned for Criminal Justice Services Division (CJSD) and the volunteer workforce.

The aim of the training is to ensure staff understand the links between trauma, intergenerational trauma, adverse childhood experiences (ACEs), care experience and the impact on behaviour and development and use that understanding to influence their operational and service delivery.

In line with the current, national position, the strategic pause for training throughout December 2023 and January 2024 will affect the delivery of trauma awareness training.

Evaluations on training are routinely carried out and whilst, anecdotally, the training typically attracts excellent student engagement, the documented responses are not typically shared with contributors. The value in collating and analysing such feedback, with a focus on the effectiveness and impact of training delivery has been recognised and, as such, options are being explored to gain access to and regularly assess responses to establish key deliverables and milestones as part of an overall improvement plan.

The National Trauma Training Programme was formed in partnership between NHS and Scottish Government with the ambition of ensuring trauma informed and responsive workforces across sectors. At present discussions are ongoing regarding a strategic plan to ensure our workforce are trained to the appropriate level in trauma to ensure our people can recognise when people are affected by trauma and adversity and able to respond appropriately to prevent further harm and improve outcomes.

The Care Experienced Officers and Staff Group

The Care Experienced Officers and Staff Group, formed during the consultation stage of 'The Plan' continues to attract new members from a variety of roles across the organisation. The group has been empowered to speak on behalf of those with care experience, sharing their own experiences growing up and providing the unique perspective of having care experience and being colleagues within Police Scotland.

The views and experiences of the group continue to help us to better understand our care community and provide valuable and

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insightful direction and guidance on our role as Corporate Parents, influencing work under the key themes.

Police Scotland, supported by Who Cares? Scotland, continues to further promote the work of the group and encourage membership at Wellbeing Events hosted regularly at the Scottish Police College.

CCE/CSE Collaboration

Collaboration has taken place with the National Serious and Organised Crime Unit and Cyber Harm Prevention to develop resources to increase knowledge and raise awareness of child exploitation to staff working within our children's houses, reducing the risk of exploitation to our care experienced children and young people. The training has been delivered to staff within two secure care homes, with planning underway for further rollout in Scotland.

Plans are also underway to adapt the training materials and resources for use across a wider audience of parents, carers, guardians and a range of professionals including teaching staff who work with and support children and young people, seeking to educate them on the risks and signs of child exploitation, both online and in the physical world, equipping them to keep the young people under their care safe and identify early signs of exploitation. Once complete, this resource will be hosted alongside other educational resources on the I Am Me Scotland online learning platform.

PSOS / SPA Trainee Detective Collaboration

Police Scotland and SPA Forensic Services have formed a SLWG to plan and design a 'Trainee Detective' Programme, which seeks to provide care experienced young people with an insight into some of the career opportunities and roles within Policing and Forensic Services, is underway. The programme will be piloted within a secure home in early 2024 and seeks to build relationships between Police, SPA and young people, educate young participants on the impact crime can have on individuals and communities, allow young people to recognise the ways in which people can be exploited by those causing harm in communities through criminality and violence and empower them to make positive choices which will keep them, their families and their local communities safe.

2.5 Supporting Children in Conflict with the Law

The Respect Programme

The rollout and formal evaluation of the test of change continues, initially piloted in Dumfries and Galloway and now fully embedded across Greater Glasgow. This aims to reduce the criminalisation of children and young people in residential care. The pilot seeks to reduce police contact and introduces new approaches and responses to low threshold criminal behaviour and reporting of children and young people in residential care. The pilot is currently under academic evaluation, due to be completed in May 2024 and work is ongoing to progress the aspiration of national rollout.

Children in Custody

Police Scotland will always make every effort to find alternative accommodation and only hold a child in custody as a last resort; however, there are inevitably times when persons under the age of 18 will be held by Police. This work also has strong links to UNCRC and the Children (Care and Justice) Scotland Bill. The implications of both pieces of legislation are being considered collectively by PPCW, CJSD and SCD and through respective oversight boards. All business areas have ongoing engagement with partners and Scottish Government.

Options are being explored to improve the experience for children and young people in our custody suites and to develop a trauma-led approach to care for their wellbeing. The ongoing pilot work at London Road Police Office has enabled Police Scotland to provide a custody facility that allows access to partner agencies and creates an environment that protects children and vulnerable persons by reducing stress, fear and anxiety.

2.6 Offering Employment and Development Opportunities

PPCW has the lead for Corporate Parenting, linking in with divisions and departments across the country, coordinating initiatives and identifying and promoting best practice. Several strands of work directly relate to ensuring care experienced young people and adults are aware of employment opportunities across Police Scotland.

A targeted recruitment event has been arranged for staff roles within C3 Division alongside staff associations to showcase the work of the Care Experienced Colleagues Group to potential applicants.

Joint Emergency Services Care Experienced Recruitment Events

Engagement with North Lanarkshire Champs Board is taking place to inform the design and structure of a series of joint emergency services recruitment events, to be hosted in partnership with the Scottish Fire and Rescue Service. The ongoing engagement with care experienced young people has helped both services identify the real and perceived barriers when seeking to promote employment opportunities across the care experienced community and will inform progress and direction in this area.

A proposal to offer mentoring and/or peer-led support scheme, prior to and throughout the application and recruitment process and akin to that offered by Positive Action Recruitment, is currently under discussion. This will ensure replication of the support afforded to applicants from protected characteristic groups for those potential applicants to staff and police officer roles who identify they are care experienced within the diversity monitoring field of the online recruitment database.

2.7 Engage, Evaluate and Learn

Case Study

The Care Experienced Officers and Staff group animation and case study, produced in collaboration with Who Cares? Scotland continues to be publicised and shared externally as a project which has 'demonstrably promoted collaboration and growth within an organisation on their Corporate Parenting journey'. The animation and case study are featured on Police Scotland Citizen Space and will be included in public facing recruitment messaging to support promotion of employment opportunities.

CPD Staff Learning Events

A series of Continuous Professional Development sessions were facilitated and co-delivered by the Children and Young People team, Reducing Vulnerability and Who Cares? Scotland, as a valuable refresher on our roles and responsibilities as Corporate Parents. These sessions were scheduled to coincide with Care Experienced Week in October 2023.

Who Cares? Scotland receive Scottish Government funding to deliver learning and training to public and private sector organisations and as such there was no financial cost implication to

Police Scotland for the provision of these sessions but does require the provision and commitment of resources.

Who Cares? Scotland Corporate Parenting Awareness Training	Number of Officers/Staff Trained YTD
CPD	18

Refresh / Publication of 2024-27 Corporate Parenting Plan

The formation of an Advisory Group, with lived experience representation, is being considered, in order to assist in the evaluation and scrutiny of Police Scotland’s delivery of the priorities over the lifetime of The Plan and inform engagement and design of the services next Corporate Parenting Plan.

2.8 UNCRC

2.9 Governance Structure

UNCRC has project status and governance structure implemented accordingly. The UNCRC Working Group (WG) was held from 1 December 2020 to March 2022. Due to the delay in the implementation of the Bill, the WG was suspended; however, it has now been reinstated, along with the governance framework. A UNCRC Strategic Oversight Board has been scheduled, with a pre-brief having taken place on 7 November 2023.

PPCW, SCD and CJSD have had significant involvement in the development of the groups and implementation plans.

The completion date for legislation enactment is anticipated to be mid-2024.

2.10 UNCRC Project Scope and Implementation

In August 2021, following approval from the UNCRC WG and SOB, a Potential Project Assessment (PPA) was presented to and approved by the Demand Management Board. A Project Manager and Portfolio Officer were assigned to support the PPCW team to develop and present an Initial Business Case (IBC).

The following objectives to support Police Scotland’s ability to comply with the Bill’s requirements are as follows:

- Review of all SOPs and Guidance

- Training of all police officers and police staff
- Participation and engagement of children
- Assessment of the provisions made for children in custody (awaiting direction on whether this is to remain within the project scope)

2.11 Child Rights Impact Assessment (CRIA)

A CRIA works in a similar fashion to an Equality and Human Rights Impact Assessment (EqHRIA) and used as the mechanism to assess all SOPs and Guidance held across Police Scotland to ensure the organisation is delivering a service that is in the best interests of every child. An implementation plan is being developed to determine the most effective approach which meets the terms of the legislation.

3. LEGAL IMPLICATIONS

3.1 Corporate Parenting

Currently, there are no legal implications identified.

3.2 UNCRC

There has been previous, detailed engagement with Legal services when the Bill was initially presented to the Committee.

3.3 In respect of Section 6 of the amended Bill, Legal Services has reviewed and provided feedback for consideration. This will be progressed through appropriate governance.

3.4 Summary

The governance structure and reporting mechanisms have now been reinstated to support the assessment of any implications and progress implementation of the amended Bill to the next stage. The views of Police Scotland legal counsel are key to better understand the complexities of this work to enable effective implementation of the amended Bill.

4. FINANCIAL IMPLICATIONS

4.1 Corporate Parenting

There are no current financial implications.

4.2 UNCRC

The financial impact will be dependent on a number of factors that cannot yet be determined.

5. PERSONNEL IMPLICATIONS

5.1 Corporate Parenting

There are no current personnel implications.

5.2 UNCRC

The formation of a project team was previously agreed; however, was not established due to the delay to the Bill's progression. This will now be re-considered in proportion with scope of the project once that has been determined.

6. REPUTATIONAL IMPLICATIONS

6.1 Corporate Parenting and UNCRC

There are no current reputational implications.

7. SOCIAL IMPLICATIONS

7.1 Corporate Parenting and UNCRC

There are no current social implications.

8. COMMUNITY IMPACT

8.1 Corporate Parenting and UNCRC

There are no current community impact implications.

9. EQUALITIES IMPLICATIONS

9.1 Corporate Parenting and UNCRC

There are no current equalities implications.

10. ENVIRONMENT IMPLICATIONS

10.1 Corporate Parenting and UNCRC

There are no current environmental implications.

RECOMMENDATIONS

Members are invited to discuss the content of this paper.