



<b>Meeting</b>	<b>Policing Performance Committee</b>
<b>Date</b>	<b>07 December 2022</b>
<b>Location</b>	<b>MS Teams</b>
<b>Title of Paper</b>	<b>SPA Corporate Parenting Plan – progress update</b>
<b>Presented By</b>	<b>Sam Curran, Operational Policing Policy Lead</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Yes Appendix A: Corporate Parenting Plan Actions</b>

**PURPOSE**

The purpose of this paper is to provide a progress update on the delivery of the Scottish Police Authority’s Corporate Parenting Plan 2021-2024.

## 1 BACKGROUND

- 1.1 The Children and Young People (Scotland) Act 2014 defines corporate parenting 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'. Schedule 4 of the Act identifies both the Scottish Police Authority ('the SPA') and the Chief Constable of the Police Service of Scotland as Corporate Parents.
- 1.2 The basic duties of a Corporate Parent are to:
- Understand the issues that care experienced young people face and assess their needs
  - Promote the interests of care experienced young people and provide them with opportunities
  - Collaborate with other corporate parents and improve ways of working with care experienced young people.
- 1.3 A [paper](#) was presented to the Policing Performance Committee in December 2021. During this meeting Members endorsed the SPA's first Corporate Parenting Plan. The plan was subsequently designed and published on the [SPA's website](#).
- 1.4 This report will highlight the work ongoing in relation to the Actions outlined in the Corporate Parenting Plan 2021-24.

## 2 CORPORATE PARENTING PLAN

- 2.1 The SPA has a dual responsibility with regards to its role as a Corporate Parent. This involves overseeing Police Scotland's role as a Corporate Parent whilst also fulfilling the SPA's own Corporate Parent responsibilities.
- 2.2 The plan implements a "LOOK, LEARN, LISTEN, REVIEW" approach. This provides opportunity for the SPA to continually improve, while actively engaging with the care experienced community to build relationships.

LOOK – Keep under review Police Scotland's approach to ensure that they support the Care Experienced community, and that Corporate Parenting responsibilities are delivered in relation to our other statutory functions.

LISTEN – Ensure that those who are care experienced have their voice heard in matters relating to policing and have access to opportunities to facilitate this.

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LEARN – Make sure that all of our staff understand our responsibilities as a Corporate Parent.

REVIEW – Make sure we continue to do our best for children, young people and the care experienced community.

- 2.3 Delivery of the Corporate Parenting Plan is overseen by the SPA's internal 'Impact Assessment Working Group'. This group has representation from several teams, including Strategy and Performance, Strategic Business Management and Workforce Governance and is chaired by the Head of Change and Operational Scrutiny.

### PROGRESS AGAINST ACTIONS

- 2.4 A selection of progress updates are highlighted below, with a full progress update against each of the corporate parenting plan actions provided at Appendix A.
- 2.5 As of December 2022 all actions, with the exception of one, have either been delivered or are on track to be successfully delivered. One action (Modern Apprentice position) is tracking as 'amber' delayed.
- 2.6 The SPA Corporate Management team, working in partnership with Police Scotland HR colleagues, has made significant progress in the establishment of a Modern Apprentice post for a care experienced individual. A job description has been prepared and management and support structures have been put in place. However, in recent weeks, advertisement of the post has been put on hold. This decision was made following the Scottish Government's resource spending review which outlined a flat cash funding settlement for the SPA. Whilst the Authority continues to make a case for investment in policing, recruitment of the post has been put on hold until the outcome of the Scottish budget is known.
- 2.7 Since the launch of the Corporate Parenting Plan last year the SPA has been pleased to welcome 'Who Cares? Scotland' to deliver two training sessions on the role of a Corporate Parent. The first of these training sessions was delivered to all SPA Corporate staff and explored what it means to be a Corporate Parent and how all staff can represent the interests of the care experienced community when discharging their duties. A second, in-person training session was delivered to all of the SPA's Board Members. This training was tailored for non-executives and, in addition to introducing the role of a Corporate Parent, considered how policing can impact on care experienced individuals and how Boards can effectively represent the

interests of care experienced people in oversight and decision making.

- 2.8 On Tuesday 15 November the SPA, in partnership with Police Scotland, hosted a roundtable event entitled 'Places of Safety for Children in Conflict with the Law'. This event was attended by approximately 100 guests including Chief Social Workers, the Children and Young People's Commissioner and Who Cares? Scotland and explored if there are more appropriate places that children could be taken to facilitate investigations which avoid the trauma of police custody. Although this event considered the impact on all children under 18, it is acknowledged that care experienced children have a significantly higher probability of experiencing the criminal justice system than children who are not care experienced.
- 2.9 The SPA Change and Operational Scrutiny team is currently working with the Scottish Biometrics Commissioner to undertake a 'joint assurance review of the safeguards in place concerning the acquisition of biometric data from children and young people in police custody'. The aim of this review is to assess the law, procedure and practice related to the acquisition, retention, use, and destruction of biometric data relating to children and young people. As part of this review The Children and Young People's Centre for Justice (CYCJ) will engage a range of children and young people to gain qualitative insights into the experiences of young people who have been arrested by the police and had their biometrics captured. It is anticipated that a summary report of findings will be published in spring 2023.
- 2.10 The SPA has recently joined the Who Cares? Scotland Collaborative Corporate Parenting Network. This newly established network will provide opportunity for Corporate Parents to come together to share what they are doing for care experienced people and to learn what others are doing. It is hoped that, in time, this network will allow the SPA to collaborate with other Corporate Parents with the ambition of working together to improve the lives of those with care experience.

### **3 FINANCIAL IMPLICATIONS**

- 3.1. There are no additional financial implications in this report.

### **4 PERSONNEL IMPLICATIONS**

- 4.1. The recruitment of a Modern Apprentice is currently on hold as a result of the SPA's recruitment freeze.

- 4.2. There are no additional resource implications identified at this stage. All work will be coordinated by the SPA's delivery group with attendance from SPA Officers (including Forensic Services).

## **5 LEGAL IMPLICATIONS**

- 5.1. The responsibility of the SPA to prepare and publish a Corporate Parenting Plan is outlined in the Children and Young People Act 2014. The SPA will report on progress of the Plan every three years through completion of the Scottish Government Corporate Parenting Survey to inform the National Report.

## **6 REPUTATIONAL IMPLICATIONS**

- 6.1. There are reputational implications associated with this paper. The SPA is a designated Corporate Parent and effective delivery of the Corporate Parenting Plan will play an important role in public confidence in the policing of Scotland and its oversight.

## **7 SOCIAL IMPLICATIONS**

- 7.1. The continued delivery of the Corporate Parenting Plan will enhance the voice of care experienced children in policing matters. The SPA will continue to engage with care experienced young people and work with partners to improve the outcomes of those that have experienced the care system.

## **8 COMMUNITY IMPACT**

- 8.1. Continued delivery of the Corporate Parenting Plan will have a positive impact on the community, particularly individuals that have experience of the care system. By continuing to engage with care experienced young people and partners, the SPA will better reflect the needs of care experienced communities when carrying out its wider duties.

## **9 EQUALITIES IMPLICATIONS**

- 9.1. An Equalities and Human Rights Impact Assessment as well as a Children's Rights Impact Assessment were carried out and were previously presented to Policing Performance Committee. A copy of the impact assessments can be viewed [here](#).

## **10 ENVIRONMENT IMPLICATIONS**

- 10.1. There are no environmental implications in this report.

**RECOMMENDATIONS**

Members are invited to discuss the contents of this report.



### Appendix A: Corporate Parenting Plan Actions

Commitment	Action	Milestone	RAG	Update
<p><b>LOOK</b> - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.</p>	<p>The SPA Board will seek assurance from Police Scotland that they are meeting the requirements of a Corporate Parent as established by the Children and Young People (Scotland) Act 2014.</p>	<ul style="list-style-type: none"> <li>▪ Endorse Police Scotland’s Corporate Parenting Plan.</li> </ul>		<ul style="list-style-type: none"> <li>- The SPA Policing Performance Committee endorsed the Police Scotland Corporate Parenting Plan on 09 December 2021</li> <li>- The SPA Policing Performance Committee will seek assurance of Police Scotland progress in delivering this plan on 07 December 2022</li> <li>- Additionally, Policing Performance has sought assurance on a number of additional areas relating to children including the use of force, children in custody, stop and search and the use of Taser.</li> </ul>
<p><b>LOOK</b> - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.</p>	<p>Through its administration of Independent Custody Visiting Scheme (ICVS) Scotland, the SPA will continue to monitor the care provided to detainees and ensure that the needs of young people who are care experienced are being met.</p>	<ul style="list-style-type: none"> <li>▪ Signpost to developments in how ICVS support the care experienced young people in custody.</li> <li>▪ Report on support for the care experienced young people in custody through the Independent Custody Visiting Scheme Annual Report.</li> </ul>		<ul style="list-style-type: none"> <li>- ICVS have ensured that they report specifically on the treatment of Children and Young People in Custody in their Annual Report and it will also be contained within the Quarterly reports to Policing Performance Committee.</li> <li>- ICVS have engaged with Police Scotland to ensure reporting on the number of children in Custody from a Care Experienced background, if this information is known or forthcoming.</li> </ul>

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<p><b>LISTEN</b> - To enable looked after children and young people and care leavers to have their voice heard in matters relating to policing and to access opportunities.</p>	<p>The SPA will work with Police Scotland to engage and listen to young people with care experience to understand how policing services impact on their lives.</p>	<ul style="list-style-type: none"> <li>▪ Carry out an annual roundtable with the care experienced young people to understand how policing services impact on their lives.</li> </ul>		<ul style="list-style-type: none"> <li>- SPA Officers regularly attend the Stirling Champions Board – a local authority initiative that allows care experienced children and young people to come together and socialise, access support and share experiences. This provides an informal opportunity for SPA staff to listen to, and learn from, children and young people that have experienced the care system and understand their views on policing and how it impacts them.</li> <li>- Recently the SPA and PS hosted an event with partners and over 100 attendees to discuss the most appropriate place of safety for young people who are in conflict with the law. The SPA and PS believe that Custody is not the most appropriate place of safety for a child or young person. This was attended by numerous organisations that represent the interests of children and young people and people with care experience.</li> </ul>
<p><b>LISTEN</b> - To enable looked after children and young people and care leavers to have their voice heard in matters</p>	<p>A Designated person for Corporate Parenting will be appointed. This person will be responsible for ensuring that the way the SPA conducts its business is</p>	<ul style="list-style-type: none"> <li>▪ Appoint designated person for Corporate Parenting.</li> <li>▪ Establish internal Corporate Parenting delivery group.</li> </ul>		<ul style="list-style-type: none"> <li>- The Head of Change and Operational Scrutiny has been appointed as the designated person for Corporate Parenting</li> <li>- An Internal delivery group has been established and has representation</li> </ul>



Commitment	Action	Milestone	RAG	Update
<p>relating to policing and to access opportunities.</p>	<p>consistent with that of a Corporate Parent. As the SPA does not provide any physical services to children or young people this role will particularly focus on providing opportunities for the care experienced community to inform policing matters which affect them, and to identify opportunities for work experience.</p>	<ul style="list-style-type: none"> <li>▪ Approval of SPA’s Corporate Parenting Plan.</li> <li>▪ In oversight role, and through service back arrangements, engage with Police Scotland around positive action to recruit those who are care experienced as police officers and staff.</li> <li>▪ Explore options for providing work placement opportunities for care experienced young people across the SPA.</li> </ul>	<p style="text-align: center;">RAG</p>	<p>from across the SPA Corporate team and is also attended by Forensic Services</p> <ul style="list-style-type: none"> <li>- The SPA’s Corporate Parenting Plan was approved by SMT and endorsed by Members at the December 2021 meeting of the Policing Performance Committee.</li> <li>- The SPA Workforce Governance team continue to engage with the Police Scotland Positive Action team. It is understood that action is currently focused on protected characteristics and that there are currently no set timescales to take forward a more targeted approach for care experienced (See <a href="#">HMICS phase 2</a> section 211-216 highlighting level of resource available). However, Police Scotland Corporate Communications are actively seeking opportunities within recruitment campaigns to support/encourage care experienced applicants.</li> <li>- The SPA has developed a job specification for a Modern Apprentice from a care experienced background. Advertisement is currently on hold until the outcome of the Scottish budget in</li> </ul>

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Commitment	Action	Milestone	RAG	Update
				known. Further details can be found in section 3.3 of the cover paper.
<p><b>LEARN</b> - To make all Scottish Police Authority staff aware that the organisation is a Corporate Parent with resultant duties to fulfil</p>	<p>The SPA will ensure that all staff are aware of their specific responsibilities with regard to carrying out Corporate Parenting duties. The Designated Person will present at staff and team meetings, while space will be given to discuss the implication for their teams and themselves.</p>	<ul style="list-style-type: none"> <li>▪ Identify and roll out relevant staff training to SPA Corporate staff.</li> <li>▪ Include Corporate Parent training into the induction materials for all new SPA staff.</li> <li>▪ Arrange awareness session through Who Cares? Scotland / Children and Young People’s Commissioner for our Board and Senior Management Team</li> <li>▪ Arrange awareness session through Who Cares? Scotland / Children and Young People’s Commissioner for SPA staff.</li> </ul>		<ul style="list-style-type: none"> <li>- All SPA Staff have received training from Who? Cares Scotland regarding the role and remit of a Corporate Parent</li> <li>- Additionally, Who? Cares Scotland provided introductory training to SPA Board Members, with a particular focus on the impact the criminal justice system can have on people with care experience.</li> <li>- Police Scotland’s online corporate parenting training is currently available for all new SPA starts to undertake. However, discussions are currently underway with Who? Cares Scotland to explore the creation of bespoke e-learning for the SPA.</li> </ul>
<p><b>REVIEW</b> – To keep the Scottish Police Authority Corporate Parenting Plan under</p>	<p>The SPA’s Policing Performance Committee will regularly review qualitative and quantitative</p>	<ul style="list-style-type: none"> <li>▪ Annual review of SPA Corporate Parenting Plan.</li> </ul>		<ul style="list-style-type: none"> <li>- Police Scotland are providing Members with an update on progress to deliver their Corporate Parenting</li> </ul>

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<b>Commitment</b>	<b>Action</b>	<b>Milestone</b>	<b>RAG</b>	<b>Update</b>
review and monitor our performance	performance data on how Police Scotland and the SPA are performing as a Corporate Parents.	<ul style="list-style-type: none"><li>▪ Annual oversight of Police Scotland's Corporate Parenting Plan and progress at the Policing Performance Committee.</li><li>▪ Report on progress of our Plan every three years through completion of the Scottish Government Corporate Parenting Survey to inform the National Report.</li></ul>		Plan at the 07 December 2022 Policing Performance Committee. - SPA Officers are maintaining a body of evidence that will support reporting to Scottish Government in April 2024.