

Scottish Police Authority

Corporate Parenting Plan 2021/2024



SCOTTISH POLICE
AUTHORITY

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Welcome to our Plan

Welcome to the Scottish Police Authority's 2021-2024 Corporate Parenting Plan.

The Scottish Police Authority's main function is to promote and improve policing in Scotland and to make sure that Scotland's policing serves the public as well as possible.

In this Plan we describe how we will make sure that policing in Scotland supports care experienced children and young people and how the SPA will deliver positive change in our engagement with the care experienced community.

Introduction and background

The Children and Young People (Scotland) Act 2014 introduced significant changes to the planning, operation and delivery of services which impact children.

The Scottish Police Authority (SPA) is one of the Corporate Parents named within the Act. This gives the SPA the opportunity to look at how we can best support Scotland's care experienced young people alongside other Corporate Parents.

Responsibility for fulfilling Corporate Parent duties lies across the organisation, with every member of the SPA team having a role to play.

The Board and our Senior Leadership Team will oversee the final Plan and its implementation to ensure it is fit for purpose. As a Corporate Parent, the SPA are committed to meeting our obligations and maximising our efficacy in our capacity as a Corporate Parent.

We recognise the importance of our role and how we can positively influence the care experienced community. This document will outline the steps we will take to meet our responsibilities and how we will monitor our performance.

What is a Corporate Parent?

A Corporate Parent is intended to carry out many of the roles a loving parent should. Whilst Corporate Parents may not be able to provide everything a parent can, they should still be able to provide the children and young people they're responsible for with the best possible support and care.

Ultimately, Corporate Parents act to help improve the lives of those who are care experienced.

Definition of Care Experienced and Corporate Parents

The term 'Care Experienced' refers to:

“

Anyone who has been or is currently in care or from a looked-after background at any stage of their life, no matter how short. This care may have been provided in one of many different settings such as in residential care, foster care, kinship care or looked after at home with a supervision requirement.

”

The term 'Corporate Parenting' refers to:

“

An organisation's performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leaver, and through which physical, emotional, spiritual, social and educational development is promoted.

”

The duties of a Corporate Parent must be fulfilled for all of the care experienced community. The Act sets out a series of seven specific duties which Corporate Parents must fulfil. They are:

- To be **alert** to matters which, or which might, adversely affect the wellbeing of children and young people to whom this Part (i.e., part 9 of the Act) applies
- To **assess** the needs of those children and young people for services and support it provides
- To **promote** the interests of those children and young people
- To seek to provide those children and young people with **opportunities** to participate in activities designed to promote their wellbeing
- To take such action as it considers appropriate to help those children and young people:
 - › **Access** opportunities it provides in pursuance of the above paragraph,
 - › **Make use** of services, and access support, which it provides
- To take such other action as it considers appropriate for the purposes of **improving** the way in which it exercises its functions in relation to those children and young people
- To **collaborate** with other Corporate Parents

The United Nations Convention on the Rights of the Child (UNCRC) is considered the global ‘gold standard’ for children’s rights and sets out the fundamental rights of all children. The UK ratified the UNCRC in 1991, but has not yet incorporated it into domestic law.

On 16 March 2021, the UNCRC (Incorporation) (Scotland) Bill passed through the Scottish Parliament, meaning that the Convention will become part of Scots law. The UNCRC (Incorporation) (Scotland) Bill takes a ‘maximalist’ approach.

It will ensure that children’s rights are protected, respected and fulfilled in Scotland to the maximum extent of the Scottish Parliament’s powers. The Bill:

- Directly incorporates the UNCRC as far as possible within the powers of the Scottish Parliament
- Makes it unlawful for public authorities to act incompatibly with the incorporated UNCRC requirements
- Gives power to the Children’s Commissioner to take legal action in relation to children’s rights
- Requires Ministers to produce a Children’s Rights Scheme setting out how they comply with children’s rights and to report annually
- Requires listed public authorities to report every three years on how they comply with children’s rights

This Bill underpins our approach as a Corporate Parent to ensure we actively embed practices to adhere these standards for children’s rights. One such way is through Children’s Rights Impact Assessments (CRIA), which have been developed alongside the present Plan.

In addition to these requirements the UN Convention on the Rights of the Child (UNCRC) and [The Promise](#) set welcome ambition for Scotland to better respond to the needs of our children and care experienced young people. In particular, The Promise notes that people with care experience are overrepresented in the youth criminal justice system. The SPA will continue to support Police Scotland to continually improve in this area by working with partners to continue to reduce the criminalisation of children and ensuring alternatives to custody including both secure and non-secure options are maximised. More generally, we will seek to shape the future of policing to improve support for the care experienced young people via active engagement with the community, Police Scotland and partners.

The role of the SPA

As per the Police and Fire Reform (Scotland) Act 2012, the SPA is responsible for holding the Chief Constable to account and to promote and support continuous improvement in the policing of Scotland. The SPA is also responsible for the management and delivery of Forensic Services in Scotland and the administration of independent custody visitors.

The SPA sits separately from Police Scotland and therefore needs to create and implement its own Corporate Parenting Plan. This ensures that those who are care experienced understand the commitments the SPA specifically is making as a Corporate Parent and to enable us to be held accountable for how we support the community.

Our aims

The Scottish Police Authority has developed a plan to ensure we are fulfilling our role as a Corporate Parent.



We will:

LOOK – Oversee Police Scotland to ensure they support the care experienced community, and ensure that Corporate Parenting responsibilities are performed 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



LEARN – Make sure all 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

Purpose and aims of the Corporate Parenting Plan

The purpose of this Plan is to set out the actions that the SPA will undertake in order to fulfil our duties as a Corporate Parent. Every SPA member of staff is a Corporate Parent and play a vital role in ensuring the successful implementation of this Plan.

The SPA has a dual role as a Corporate Parent. Firstly, we will work to ensure that we are meeting the requirements of a Corporate Parent as described in the Children and Young People (Scotland) Act 2014. Secondly, we will support Police Scotland to ensure that they are meeting these requirements.

The aims of the SPA detailed in this Plan are to:



- **LOOK** – Oversee Police Scotland to ensure they support the Care Experienced community, and ensure that Corporate Parenting responsibilities are performed 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



- **LEARN** – Make sure all 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

Delivery Group

Being a good Corporate Parent involves people from across our organisation. We will create a working group that meets on regular basis to ensure that we are delivering against this plan.

Corporate Parenting delivery group

There are several teams across the SPA that will take the lead to ensure that we meet our responsibilities as a Corporate Parent. Our Strategic Business Management team and Strategy and Performance team will make sure that the SPA takes steps to engage and support those with care experience when carrying out our duties. The SPA's Policing Performance Committee, supported by the SPA's Change and Operational Scrutiny team will seek assurance from Police Scotland representatives for assurance that they are fulfilling their duties as a Corporate Parent.

An internal delivery group has been established to ensure the delivery of this Plan, with representatives from across these departments. We will also invite representatives from Police Scotland, Forensics Services and other Corporate Parents to attend this group to ensure we partner where possible and deliver the best possible outcomes for people with care experience. This group will be led by the Designated Person for Corporate Parenting.

Review and reporting

We want to make sure that we do our best as a Corporate Parent so we will continually review our plan and measure our performance.

Monitoring, reviewing and reporting

The SPA will regularly review our Corporate Parenting Plan and monitor performance. We plan to base reporting on a variety of evidence, presenting a rich picture of progress, giving a narrative of oversight and the impact of the Plan. Monitoring performance is laid out as being a requirement in the Act and is crucial for capturing best practice and lessons learned to help the SPA continuously improve. Combined with the proposed delivery group, this will ensure appropriate scrutiny of the Plan and its efficacy.

Furthermore, at the end of this three year Plan, the SPA will produce and publish a Corporate Parenting Report. This report will detail how the SPA has performed as a Corporate Parent and outline progress made against the actions laid out in this Plan. We will then use any learning and feedback to update the Plan ahead of the next three year cycle.

Actions

The Scottish Police Authority have committed to taking a number of actions that put the needs of care experienced young people first.

Corporate Parenting Actions

The SPA have developed a number of actions that we will deliver to meet the requirements placed upon a Corporate Parent. We will continue to review these actions and seek feedback from care experienced people and other key stakeholders. The following section details the actions that the SPA will take over the 2021-2024 period.



Commitment

LOOK - To oversee and support Police Scotland to ensure that they meet the requirements of a Corporate Parent.

SPA Corporate Parenting Action Plan 2021-24

Action	Milestone	Target Date	Owner(s)
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.	<ul style="list-style-type: none"> Endorse Police Scotland’s Corporate Parenting Plan. 	December 2021	Head of Change and Operational Scrutiny
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.	<ul style="list-style-type: none"> Signpost to developments in how ICVS support the care experienced young people in custody. 	December 2021	Head of Change and Operational Scrutiny
	<ul style="list-style-type: none"> Report on support for the care experienced young people in custody through the Independent Custody Visiting Scheme Annual Report. 	September 2022	Head of Change and Operational Scrutiny



Commitment

LISTEN - 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.

Action	Milestone	Target Date	Owner(s)
<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"> Carry out annual roundtable with the care experienced young people to understand how policing services impact on their lives. 	<p>August 2022 and annually thereafter</p>	<p>Head of Strategy and Performance</p>



Commitment

LISTEN - 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.

Action	Milestone	Target Date	Owner(s)
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 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.	• Appoint designated person for Corporate Parenting.	July 2021	Head of Change and Operational Scrutiny
	• Establish internal Corporate Parenting delivery group.	July 2021	Head of Change and Operational Scrutiny
	• Approval of SPA's Corporate Parenting Plan.	December 2021	Head of Change and Operational Scrutiny
	• 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.	December 2022	Head of Workforce Governance
	• Explore options for providing work placement opportunities for care experienced young people across the SPA.	December 2022	Corporate Management Lead



Commitment

LEARN - To make all Scottish Police Authority staff aware that the organisation is a Corporate Parent with resultant duties to fulfil.

Action	Milestone	Target Date	Owner(s)
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.	• Identify and roll out relevant staff training to SPA Corporate staff.	December 2021	Operational Policing Policy Lead / Corporate Management Lead
	• Include Corporate Parent training into the induction materials for all new SPA staff.	May 2022	Operational Policing Policy Lead / Corporate Management Lead
	• Arrange awareness session through Who Cares? Scotland / Children and Young People's Commissioner for our Board and Senior Management Team	May 2022	Corporate Management Lead
	• Arrange awareness session through Who Cares? Scotland / Children and Young People's Commissioner for SPA staff.	May 2022	Corporate Management Lead



Commitment
REVIEW – To keep the Scottish Police Authority Corporate Parenting Plan under review and monitor our performance.

Action	Milestone	Target Date	Owner(s)
The SPA's Policing Performance Committee will regularly review qualitative and quantitative performance data on how Police Scotland and the SPA are performing as a Corporate Parents.	• Annual review of SPA Corporate Parenting Plan.	December 2022	Head of Change and Operational Scrutiny
	• Annual oversight of Police Scotland's Corporate Parenting Plan and progress at the Policing Performance Committee.	December 2022	Head of Change and Operational Scrutiny / Head of Strategy and Performance
	• Report on progress of our Plan every three years through completion of the Scottish Government Corporate Parenting Survey to inform the National Report.	April 2024	Head of Change and Operational Scrutiny

