

<b>AssessmentNo</b>	976	<b>Owner</b>	rickeera.kaur
<b>Resource</b>	HSCP		<b>Service/Establishment</b> Joint
	First Name	Surname	<b>Job title</b>
<b>Head Officer</b>	Rickeera	Kaur	Contracts & Commissioning Officer
	(include job titles/organisation)		
<b>Members</b>	Ailsa Dinwoodie, Lead Officer for the Promise, West Dunbartonshire HSCP Neil McKechnie, Contracts, Commissioning and Quality Manager, West Dunbartonshire HSCP		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	The Promise Partnership		
	<b>The aim, objective, purpose and intended out come of policy</b>		
	<p>Proposed funding to Action for Children, for provision of the Promise Partnership Service, awarded through the light touch regime. Funding was gained through the Corra Foundation, it is anticipated the service will operate for 18 months, to achieve the below objectives: The Promise Partnership is a proposed joint service developed by WD HSCP and Action for Children to provide a children's rights based service in West Dunbartonshire. The Provider will deliver a service which focuses on Participation and Data Insights. The HSCP is keen to ensure we maximise participation and undertake this in a way which is meaningful and engaging to children and young people. We also require to better understand how our data can help us inform and develop services aligned to our local need. The outcome that this service is seeking to achieve, is around a fuller, more nuanced and accurate story being understood by HSCP staff at all levels about our infant, children, young people's and families' needs and experiences. The service will establish polices for ensuring that participation is embedded in future work within the HSCP, including that around valuing and fairly remunerating the participation of those with lived experience. A coproduced participatory impact and monitoring framework will be developed, to fill gaps in data and promote sustainable improvements in understanding family need/experiences. The HSCP workforce (and appropriate other stakeholders) will be up-skilled, through training and workshops empowering them to embed effective ways to share, learn and listen to CYP/family stories. These outcomes allow the HSCP to uphold responsibilities relating to the Scottish Government's policy "The Promise", and for West Dunbartonshire HSCP children's services to Keep the Promise.</p>		
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>		
	<p>Development: Lead Officer for the Promise, WD HSCP  Implementation: Lead Officer for the Promise Action for Children Children &amp; Young People's Centre for Justice (partnered with AfC, to provide research and data evaluation services) West Dunbartonshire HSCP Children's Services - social work, education, health, specialist services  Children who use services and their families, will be consulted in the future development of the service, from recruitment stage onwards.</p>		
<b>Does the proposals involve the procurement of any</b>		<b>Yes</b>	

goods or services?			
If yes please confirm that you have contacted our procurement services to discuss your requirements.		Yes	
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		No	
Relevance to Social Economic Impacts (SE)		No	
<b>Who will be affected by this policy?</b>			
Children, young people and their networks, who have contact with children's services in West Dunbartonshire. Partner agencies, working with above children and families. West Dunbartonshire HSCP workforce, who will have access to training, research and resources as relevant. Action for Children workforce recruited/ allocated to work in the service.			
<b>Who will be/has been involved in the consultation process?</b>			
Lead Officer, the Promise Action for Children Children and their families will be consulted on future service development. Full consideration was given to written proposals from three providers. Presentations were shared from the two providers who were felt to propose services that best suited the needs and goals of the service. From this, Action for Children were felt to be the best fit in terms of aligning with the HSCP's aims and proposed outcomes for the Promise Partnership.			
<b>Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.</b>			
	<b>Needs</b>	<b>Evidence</b>	<b>Impact</b>
<b>Age</b>	WD Integrated Children's Services Plan 2023 - 2026 "ensuring voices of those we serve are reflected in our subsequent actions; enabling them to be active participants" UNCRC - "Express their opinions and be listened to "There are no restrictions to the age of people using the service, as it will support children, young people and their families/ carers.	Action for Children are a specialist service, trained and experienced in promoting children and young people's rights.	A key outcome is the positive impact for "seldom heard" children and young people, to be able to access a rights - based service and participate in service development in WD.
<b>Cross Cutting</b>	State of Children's Rights in Scotland 2023 Important to consider cross factors and intersectionality	Given the scope of the service and the demographics of the population within WD, consideration to all protected characteristics	Positive impact.

		should be ongoing and evaluated as the service develops.	
<b>Disability</b>	<p>The Council, HSCP and those supplying services on its behalf have an anticipatory duty in terms of accessibility for disabled people, and a duty to make reasonable adjustments if needed. The service will assess all and any venues required to ensure that they are accessible and suited to the needs of children and their families. The Provider will utilize interpreting services if required. The Provider will work flexibly to be accessible, including the use of outreach work. The service staff will be trained and experienced in adopting a range of communication skills and tools in working with children and young people.</p>	<p>The views of children with disabilities are often under represented. Families with one or more disabled member are more likely to be in relative poverty than families with no disabled members</p>	<p>A positive impact is anticipated, in ensuring that children and their families are meaningfully supported to participate in services, thus advancing equality of opportunity.</p>
<b>Social &amp; Economic Impact</b>	<p>West Dunbartonshire: Local Child Poverty Action Annual Report 2022-2023</p>	<p>There are areas of dense population and some rurality in WD. Child poverty rates in WD are higher than the national average. 90% of children living in poverty in Scotland live with families with vulnerabilities relating to protected characteristics such as age and ethnicity. Therefore the</p>	<p>Positive impact.</p>

		<p>service must be cognisant of the impacts of poverty on the children and families they will work with and support the overcoming of barriers to accessing the service. The service will provide appropriate remuneration for children and their families contributions. The service will provide financial support through their additional funds, when assessed appropriate and meeting the criteria of alleviating poverty.</p>	
<b>Sex</b>	<p>Males are over represented in care and youth service systems.</p>	<p>CELCIS: Children's Services Reform Research: Learning and Implications for Scotland Women head up 90% of single parent families. Single parent families are more likely to be in relative poverty.</p>	<p>A positive impact is desired as the service aims to promote the views and rights of children and young people.</p>
<b>Gender Reassign</b>	<p>Services must be inclusive and accessible and serve a population of families that reflects the wider demographic of WD and children in contact with HSCP services.</p>	<p>The views of trans people are generally under represented/ not reflected in research and evidence.</p>	<p>The service provides an opportunity for positive impact by inclusion of trans peoples rights and views in participation processes.</p>
<b>Health</b>	<p>The health and wellbeing of children in WD is a key priority in the planning and delivery of services and with the HSCP's</p>	<p>The partnership will seek to promote a fuller understanding of children's needs and to embed good practice and recent evidence in local</p>	<p>Positive in terms of mental health.</p>

	commitment to the Promise. People with care experience and those with high levels of contact with children's services, are likely to have poorer health and wellbeing outcomes in their futures (STAF, WhoCares Scotland, ScotGov).	services.	
<b>Human Rights</b>	Human Rights Act 1998 UNCRC Children & Young People (Scotland) Act 2014	The partnership will provide a rights based service to children, their families and carers, with a view to promoting their rights in service provision in West Dunbartonshire.	Positive impact anticipated.
<b>Marriage &amp; Civil Partnership</b>			
<b>Pregnancy &amp; Maternity</b>	The Provider has fair working policies and procedures for their staff who will work in the service. The Provider has policies and practices relating to support of their employees within the service, including access to wellbeing support.	Cross cuts with sex.	Neutral.
<b>Race</b>	Recruitment to the new service will include consideration of the need for the workforce to reflect the diversity of WD population. The service should ensure that this diversity is reflected in the work undertaken, including outreach to under-represented	Black and Asian people, and those from other minority ethnic groups are over-represented in caring roles both in the social care workforce but also as unpaid or informal carers. It is recognised that people from minority ethnic backgrounds generally have less access and	The Partnership aims to provide a rights based service that removes barriers to participation, therefore a positive impact is anticipated.

	communities if required, use of interpreting services when required, consideration of barriers to accessing the service, such as in the use of community based venues for direct work.	opportunity in health and social care systems, including recent data from Public Health Scotland evidencing particular impact on significant health inequalities experienced by the Gypsy, Roma and Traveller community.	
<b>Religion and Belief</b>	Services must be accessible and the service work to overcome barriers to access.	The Provider has fair working policies and procedures for their staff who will work in the service. The service will take account of cultural and religious requirements and preferences for any children, young people, or families accessing the service, by taking a flexible and adaptable approach to engagement.	Supports service accessibility.
<b>Sexual Orientation</b>	The Provider should seek to address inequalities in accessibility or opportunity for the people who use the service.	The views of LGBTQI+ communities are generally under represented in evidence and research about children's social care services.	The service may give way to advancement of opportunity as a key aim is to reach out to "seldom heard" people and embed their views into local systems and processes.

**Actions**

**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

**Will the impact of the policy be monitored and reported on an ongoing bases?**

The Commissioning and Contract team, service area and provider will review the service regularly - monthly initially. The Provider will analyse the service as it develops, including sharing insight about demographics of service. Flexibility exists to adapt the service if there are concerns about equalities related outcomes. The service is funded for 18 months.

**Q7 What is your recommendation for this policy?**

Introduce

**Please provide a meaningful summary of how you have reached the recommendation**

EIA 976: The Promise Partnership will be a children's rights based service, focused on: 1. Data insights - a firmer understanding of the needs of children in WD. Diversity will be in place. 2. Participation - creating systems that embed children's views and rights into service and systems in WD. Therefore it is an anticipated outcome that there will be positive impact to equality for children in WD. However more in depth scrutiny and analysis of this will be required through the monitoring and reviewing processes, to ensure that this is not presumed and is meaningfully upheld.