

Corporate Parenting Plan 2016-2019
sportscotland

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Foreword

I am pleased to introduce **sportscotland's** Corporate Parenting Plan for 2016–19.

As a corporate parent, **sportscotland** is committed to improving the lives of looked after children and care experienced young people through opportunities and participation in sport.

In Scotland, there are approximately 15,500 looked after children and care experienced young people¹ who are among the most disadvantaged young people in our society. Overall, care experienced young people do not enjoy the same positive advantages, experiences and outcomes as other children. As the national agency for sport, we want to understand the lives of these young people better, so we can respond to their needs.

We recognise the unique role sport can play in people's wellbeing and outcomes. Our vision is for a Scotland where sport is a way of life, where sport is at the heart of Scottish society and has a positive impact on people and communities. Our mission is to develop a world class sporting system for everyone in Scotland.

We take our responsibilities as a corporate parent wisely. We realise that achieving this vision for care experienced young people is challenging and will require us to work in different ways. Fundamental to this is developing strong partnerships and collaborating with other corporate parents — including local authorities, health boards, the police and other public bodies. We look forward to developing new partner relationships, and enhancing existing relationships, as we know this will make a valuable contribution to delivering our plan and improving the lives of care experienced young people.

Throughout this three-year plan, we will take tangible steps to improve the lives of care experienced young people. We have set out a range of outcomes, along with the necessary actions, to uphold the rights and safeguard the wellbeing of care experienced young people to ensure that their physical, emotional, spiritual, social and educational development is promoted.

Stewart Harris
Chief Executive

¹ <http://www.gov.scot/Topics/Statistics/Browse/Children/TrendLookedAfter>

Introduction

Overview of **sportscotland**

Who we are

sportscotland is the national agency for sport. We are the lead agency for the development of sport and we have a clear focus on building a world class sporting system for everyone in Scotland.

We are a non-departmental public body, responsible through ministers to the Scottish Parliament. We believe passionately that sport makes a positive and valuable contribution to personal, community and national wellbeing in Scotland.

The power of sport means it contributes to the five strategic objectives outlined in *Scotland Performs*, which unite all public organisations in Scotland: wealthier and fairer, smarter, healthier, safer and stronger, and greener. Within this context sport contributes directly to the Scottish Government's vision of a Scotland where more people are more active more often, and the Active Scotland Outcomes Framework.

Our organisation

sportscotland has three directorates: sports development, high performance and corporate services. We deliver from bases across Scotland, including our headquarters in Glasgow, the **sportscotland** institute of sport in Stirling and our regional bases in Aberdeen, Dundee, Edinburgh and Inverness.

The **sportscotland** Trust Company operates three national training centres, Glenmore Lodge, Inverclyde, and Cumbrae. These centres provide quality, affordable and appropriate residential and sporting facilities for people to develop in sport.

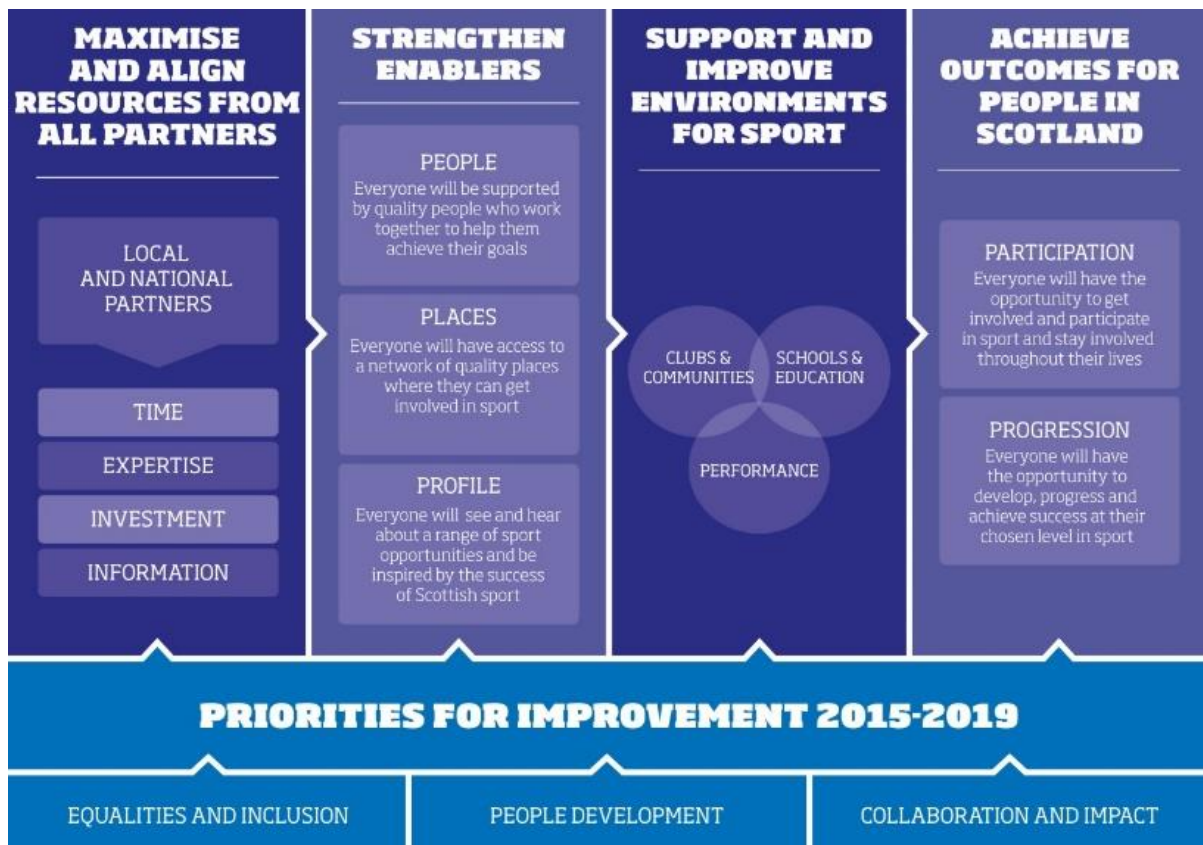
This plan applies to the operations of the **sportscotland** group, which includes **sportscotland** and the **sportscotland** Trust Company.

Our Vision, Mission and Values

Our mission is to build a world class sporting system for everyone in Scotland. World class expresses our aspiration and ambition to be the best we can be at **all levels in sport**.

We have put people and local communities at the heart of our thinking as we have evolved the sporting system, working closely with our key partners to ensure it represents our collective efforts. Figure 1 outlines the system that we believe, based on consultation, the sports sector as a whole is developing and supporting.

Figure 1: Scotland's world class sporting system



Equality at sportscotland

sportscotland strives to ensure, through our collaboration with partners, that every person in Scotland has opportunities in sport. We are also committed to embedding a culture of equality and diversity in our organisation and ensuring that all employees are treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, sex, race, religion or belief, or sexual orientation.

Context

What is a Corporate Parent?

A corporate parent is an organisation or person in power who has special responsibilities to looked after children and care experienced young people. “Looked after children” or “Care experienced young people” are those who are or have been looked after by their local authority, having been deprived of parental care for any reason, or otherwise on account of concerns as to their wellbeing. This group includes:

- Those in residential care
- Those in foster care
- Those in kinship care
- Those who are looked after at home with social work involvement
- Those with prospective adopters

Looked after children may require additional support in their lives, which their own families are not in a position to provide in their entirety. A corporate parent is intended to carry out many of the roles a parent should. They may not be able to provide everything a loving parent can, but they should still be able to provide the best possible support and care for the children and young people.

The concept is intended to encourage people and organisations to do as much as they can to make sure children and young people feel in control of their lives and able to overcome the barriers they face.

Corporate parenting applies equally to all looked after children and care leavers, regardless of their age, the type of placement they lived in, their level of ability or disability, or any other background factors.

Corporate parent responsibilities

In 2008 the Scottish Government and local authorities confirmed their commitment to the approach to corporate parenting in *These Are Our Bairns: a guide for community planning partnerships on being a good corporate parent*². The Scottish Government built on this by extending corporate parenting duties to a wider group of public bodies and requiring them to plan and report on their activities.

On 1 April 2015, **sportscotland** joined many other public bodies in Scotland to become a national corporate parent under the Children and Young People (Scotland) Act 2014.

² [These Are Our Bairns — a guide for community planning partnerships on being a good corporate parent](#): ‘We can and must do better a guide for community planning partnerships on being a good Corporate parent’, The Scottish Government, 2008

Part 9 (Corporate Parenting) of the Children and Young People (Scotland) Act 2014 places responsibilities on **sportscotland** to improve the lives and futures of Scotland's looked after children and care-experienced young people. In practice, this means we must listen to the needs, fears and wishes of looked after children and care-experienced young people and be proactive and determined in our efforts to address these needs.

When developing our plan we met a number of looked after children and organisations to understand and learn about their needs and ambitions for sport. We also collaborated with other corporate parents to ensure a joined-up approach, where appropriate. We support the Scottish Government's vision to make Scotland the best place on the world to grow up.

National Context

Research confirms that, generally, looked after children and care experienced young people are much more likely to face poorer life experiences than their peers³.

We know that some looked after young people do achieve positive outcomes. Unfortunately, however, for most care-experienced young people in Scotland the outcomes are much less positive and life chances are largely reduced. Figures from a range of sources illustrate this clearly:

- Care experienced young people are **8 times** more likely to be excluded from school – Scottish government, 2016
- **Only 4%** of care leavers go on to higher education, compared to 39% of the general population – Scottish government, 2016
- Fewer than **1 in 12** care experienced young people leave school with a Higher qualification – Scottish government, 2016
- **45%** of 5-17 year olds in care were assessed as having mental health issues, compared with 9% of their peers – ONS, 2004
- **33%** of young people in prison self-reported as having previously been in care – Scottish Prison Service, 2016
- **68%** of care experienced young people experience 3 or more placement moves – SCRA, 2012

Frequent moves and loss of, or lack of, meaningful relationships often significantly impact on a young person's wellbeing and in many cases their mental health. Young people often report that they have given up on making new friends and relationships as they know they have to move so regularly. In addition, these young people also have challenges accessing

³ [Review of Research on Vulnerable Young People and Their Transitions to Independent Living](#), Scottish Executive Social Research, 2007

finance or transport. When considering the challenges they face it is not hard to see why care experienced young peoples life chances are negatively affected.

sportscotland's approach to Corporate Parenting

Our Duties as a Corporate Parent

Corporate Parents have a responsibility to understand the lives of Scotland's looked after young people and care leavers, and to respond to their needs as any parent should. In line with Part 9 section 58 of the Act, **sportscotland** must:

- **Be alert** to matters which, or which might, adversely affect the wellbeing of eligible children and young people.
- **Assess** the needs of eligible children and young people for any services or support we provide.
- **Promote** the interests of eligible children and young people.
- Seek to provide eligible children and young people with **opportunities** to promote their wellbeing.
- Take appropriate action to help eligible young people **access** those opportunities and make use of services or support we provide.
- Keep our approach to corporate parenting under constant review, seeking out **improvement** wherever possible.

Implementation

We are required to implement processes and systems to secure positive outcomes for all looked after children in Scotland. This is aligned with our vision of "building a world class sporting system for everyone in Scotland". Consequently, we must:

1. **Act within the proper exercise of our function to develop sport in Scotland.** Our focus will be on improving care experienced young people's access to, and opportunities to participate and progress in, sport. Engagement with other corporate parents will be required where the remit goes beyond **sportscotland's** focus.
2. **Embrace Corporate Parenting Duties as a whole organisation.** Corporate parenting is not a task that can be delegated to an individual or a team but is the responsibility of everyone in **sportscotland**. Our compliance with the Act will be monitored through reviews of our progress reports and independent inspection mechanisms.

- 3. Collaborate effectively with other Corporate Parents to avoid duplication and meeting Duties in isolation.** We will collaborate when planning and reviewing our Corporate Parenting Plan and when delivering our action plan.. Collaboration and partnership working will involve sharing information; providing advise/assistance; co-ordinating activities; sharing responsibilities; joint funding activities and taking joint action.

Governance

We will mainstream our corporate parenting responsibilities into performance management framework, our equalities and inclusion approach and our ways of working.

Delivery of our corporate parenting plan will be co-ordinated and monitored by our internal equalities and inclusion group. This approach ensures that the needs related to an individual being, or having been, in care are not considered in isolation from other factors.

Given the connection with our duties under the Equality Act, we will integrate looked after children and young people into our equality impact assessments and guidance, giving them the same consideration as the protected characteristics within the equality legislation. This approach aims to ensure less overlap/duplication and enable our corporate parenting and equality and diversity work to be closely aligned.

We will also embedded our action plan within our corporate performance management and reporting system to capture progress, analyse performance and gather feedback.

Our Corporate Parenting Plan outlines the outcomes we will work towards and the action we will take to meet our responsibilities and make a difference to the lives of Scotland's care-experienced young people.

Corporate Parenting Action Plan

“Never underestimate the value of sporting opportunities to care experienced young people – they can be life changing” – Ian, care experienced young person

sportscotland is delighted to be a Corporate Parent and we are committed to hearing the views of looked after children and young people on an ongoing basis to ensure we can make a difference to their lives.

Outcome 1: Looked after children and care experienced young people are able to see that sportscotland is embedding its corporate parenting responsibilities into its strategy and collaborating with key partners to understand their needs and improve their experiences.				
Initial Actions. We will:	Timelines	Business directorate	Collaboration	Duty/Duties
Ensure the national corporate parenting agenda is reflected in sportscotland’s new corporate plan and business plan.	March 2019	Corporate Services	N/A	Promote
Sign up to the Scottish Care Leaver’s Covenant and use guidance/resources to inform strategy and best practice.	July 2018	Corporate Services	Scottish Care Leaver’s Covenant	Alert Promote Improve

Collaborate with Who Cares? Scotland to ensure the needs of looked after children and care experienced young people are reflected in our plans and understand how we can improve and communicate our sporting offer.	March 2019	All	Who Cares? Scotland	Alert Assess Promote Access Improve
Through the NDPB Equality Forum, collaborate with other corporate parents to share good practice and learning.	March 2019	Corporate Services	Other public bodies / corporate parents	Alert Promote Improve
Ensure sportscotland is represented on the National Collaborative Group on corporate parenting to share good practice and learning.	March 2019	Corporate Services / Sports Development	Other public bodies / corporate parents	Alert Promote Improve
Strengthen our work with local authorities to raise awareness and understanding of the opportunities available locally in sport and physical activity for looked after children and care experienced young people.	March 2019	Sports Development	Local authorities	Alert Assess Promote Access
Ensure our website features a narrative around our aims as a corporate parent	March 2018	Corporate Services	N/A	Promote
As part of our enhanced research approach, collect appropriate information to improve our understanding of the reach of our Active Schools programme with care experienced young people.	March 2019	Corporate Services / Sports Development	Local authorities	Assess Access Improve
Embed corporate parenting within our equalities and inclusion work.	March 2017	All	N/A	Alert Assess Improve
Refresh impact assessment guidance and templates to ensure we consider the impact on and needs of looked after children and care experienced young people when designing policies and programmes	June 2017	Corporate Services	N/A	Alert Assess Improve

Outcome 2:

The needs of looked after children and care experienced young people are promoted and safeguarded in sportscotland and across its partners, and there is improved awareness of the role of sport and physical activity in improving their wellbeing.

Initial Actions. We will:	Timelines	Business directorate	Collaboration	Duty/Duties
Use networking opportunities with SGBs to raise awareness about: the role of corporate parents; the needs of looked after children and care experienced young people; and, how sport can help improve their wellbeing.	March 2019	Sports Development	WhoCares?Scotland SGBs	Alert Promote Access
Review the new safeguarding standards and minimum operating requirements for SGBs to incorporate the needs of looked after children and care experienced young people	March 2018	Sports Development	N/A	Alert Promote Access
Raise awareness about our role as a corporate parent through our internal communication channels	Continuous	Corporate Services	N/A	Alert Promote
Update our staff induction process to include information on our role as a corporate parent	June 2018	Corporate Services	N/A	Alert Promote
Provide staff with learning and development opportunities on the needs of looked after children and care experienced young people and our role as a corporate parent	Continuous	Corporate Services	WhoCares?Scotland	Alert Assess

**Outcome 3:
Looked after children and care experienced young people have access to, and awareness of, opportunities to participate in, and benefit from, sport and physical activity**

Initial Actions. We will:	Timelines	Business directorates	Collaboration	Duty/Duties
Ensure looked after children and care experienced young people have access to, and awareness of, opportunities to participate in sport and physical activity through community sport hubs.	March 2019	Sports Development	Community sport hubs Other Carer networks, organisations and groups.	Promote Opportunities Access
Ensure looked after children and care experienced young people have access to, and awareness of, opportunities to participate in sport and physical activity through SGBs.	March 2019	Sports Development	SGBs	Promote Opportunities Access
Ensure looked after children and care experienced young people have access to, and an awareness of, opportunities within our young people as leaders programme	March 2019	Sports Development	Other Carer networks, organisations and groups.	Promote Opportunities Access
Ensure looked after children and care experienced young people have access to, and awareness of, opportunities to participate in sport and physical activity through the sportscotland Trust Company	March 2019	Trust Company	Other Carer networks, organisations and groups.	Promote Opportunities Access
Engage external partners with our Trust Company National Centres to evaluate career and participation pathways within outdoor and recreational sport centres	December 2018	Trust Company	Other Carer networks, organisations and groups.	Alert Assess Access
Act as a point of introduction for looked after children and care experienced young people representative groups and SGBs to raise awareness of coach qualification pathways	March 2019	Sports Development	Other Carer networks, organisations and groups. SGBs	Promote Opportunities Access

Appendix 1: Scotland's Corporate Parents

There are 24 individual and groups of Corporate Parents listed in Schedule 4 of the Children and Young People (Scotland) Act. The corporate parenting duties apply to all of these organisations equally. They are:

1. The Scottish Ministers
2. A local authority
3. The National Convener of Children's Hearings Scotland
4. Children's Hearings Scotland
5. The Principal Reporter
6. The Scottish Children's Reporter Administration
7. A health board
8. A board constituted under section 2(1)(b) of the National Health Service (Scotland) Act 1978
9. Healthcare Improvement Scotland
10. The Scottish Qualifications Authority
11. Skills Development Scotland
12. Social Care and Social Work Improvement Scotland (The Care Inspectorate)
13. The Scottish Social Services Council
14. [The Scottish Sports Council trading as **sportscotland**](#)
15. The chief constable of the Police Service of Scotland
16. The Scottish Police Authority
17. The Scottish Fire and Rescue Service
18. The Scottish Legal Aid Board
19. The Commissioner for Children and Young People in Scotland
20. The Mental Welfare Commission for Scotland
21. The Scottish Housing Regulator
22. Bòrd na Gàidhlig
23. Creative Scotland
24. A body which is a "post-16 education body" for the purposes of the Further and Higher Education (Scotland) Act 2005