

March 2026

Renfrewshire's Pinky Promise

Keeping The Promise in Renfrewshire

Report on Keeping The Promise to Renfrewshire's
Infants, Children, Young People and Families.



Contents

The Promise in Renfrewshire	1
Youth Voice Leading Change	4
Renfrewshire’s Promise Keeper Network	5
Promise Keeper Conference 2025	6
Renfrewshire Language Policy	7
Supporting the Workforce — Spotlight on Employability	8
Whole Family Wellbeing Approach in Renfrewshire	9
Keeping The Promise in Children’s Hearings	9
Community Justice and The Promise: Working Together	10
Renfrewshire Council’s Housing Services: Delivering on The Promise	11
Renfrewshire’s Promise Partnership Projects in Education	12
Communities that Care: Building Inclusive School Communities	14
Stronger Start: Embedding The Promise in Maternity Support	16
Circuit: Reimagining Digital Education and Creative Technology	17
Promise Team Contact Information and Biographies	18
Glossary	19



The Promise in Renfrewshire

This report reflects our work to Keep the Promise in Renfrewshire from February 2025 to February 2026.

Thank you to all who continue to champion this work.



The Promise in Renfrewshire

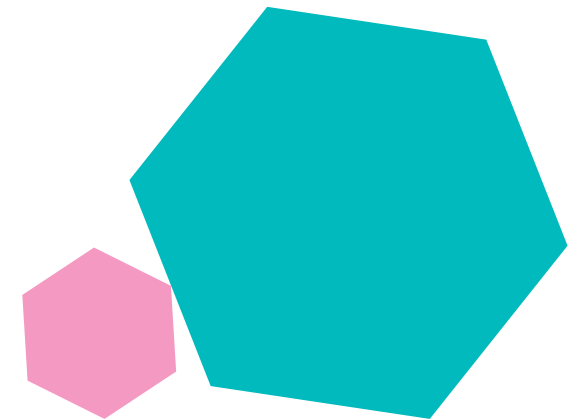
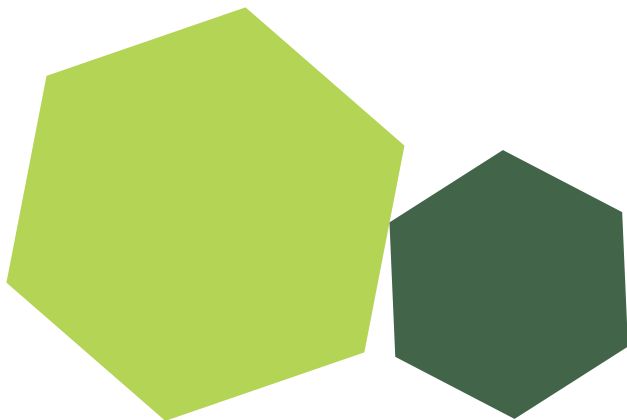
Our Commitment

The Promise is recognised as being important for Renfrewshire's Children's Services Partnership. We want to work together to support children and families when they need help. The Promise is included in lots of council plans and is linked to other areas of work such as poverty, trauma and inequality.

Loving and Nurturing Principles:

Central to our approach is a commitment to loving, nurturing relationships and listening to children, young people and families. We strive to create a culture where people feel safe and empowered to ask questions and shape the services they receive. We recognise that children experience the care system through relationships, and that those relationships must be grounded in compassion, trust, and respect.

We want children, young people and their families to feel safe and heard. They should be able to ask questions, talk about things they are worried about, and help to design services. It is important that we listen to people who have lived experience, and that we make the changes they tell us about.



The Promise in Renfrewshire

Guided by National Priorities

There are important areas within The Promise which must happen both in Renfrewshire, and across Scotland by 2030.

Voice and Participation

We must speak to people who have experiences of using our services. We must work with them to design services and make decisions.

Governance and Accountability

Everyone should know their role to Keep the Promise and their work should be checked. We want services to work together to deliver on the Promise.

Strategic Planning and Direction

The Promise Plan 24-30 of The Promise focuses on making real changes that can be seen and felt by people who use services. This must be measured to check that the changes are happening across the country.

Whole Family Support

Families must be able to access support when they need it in a judgement free way.

Supporting the Workforce

People who work in our services can sometimes feel stressed due to increased workload and less support. We need to make sure they are supported and able to access training.

Data, Measurement and Reporting

We should gather high quality data across different areas to make sure that Care Experienced people are doing well.

Resources and Funding

We want better funding for changes that need to be made, across longer periods of time.

Legislative Reform

There is lots of changes taking place in the Scottish Government to create laws to increase support for Care Experienced people including the Children (Care, Care Experience and Services Planning) (Scotland) Bill and the UNCRC.

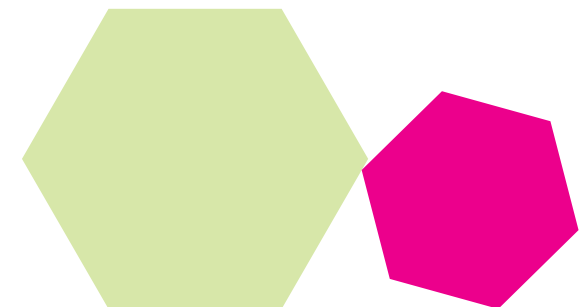
Governance and Oversight

The Promise Strategic Oversight Group is a group of staff who check the work of The Promise in Renfrewshire. There are also three other groups of staff who look at areas of The Promise which are:

- Whole Family Wellbeing Steering Group
- Supporting the Workforce
- Renfrewshire Children's Hearings Improvement Partnership

Each group is led by senior staff from the council and the partnership, and lots of other staff members are part of the groups.

We use a Promise Mapping and Planning Tool to track the work of the Promise in Renfrewshire. This has been recognised as a good example of tracking progress.



The Promise in Renfrewshire

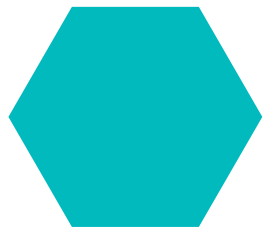
Strategic Drivers and Alignment

The most recent Promise and Scottish Government plans say the following:

- It must be clear who is responsible for different changes
- We must be able to measure the changes that happen
- We must work together, and fund the changes to continue in the future

In Renfrewshire, we connect the Promise with other areas of work in Scotland:

- The United Nations Conventions on the Rights of the Child
- Getting it Right for Every Child (GIRFEC)
- National Trauma Transformation Programme
- Equalities legislation and approaches



Community Planning and Strategic Engagement

The Promise Team support other groups of staff such as Renfrewshire's Children's Services Partnership, the Community Planning Partnership Executive Group, and the Forum for Empowering Communities to consider The Promise

The Promise Manager supports other leaders in the Council and the HSCP to include The Promise in plans, reports and discussions.

National Engagement and Influence

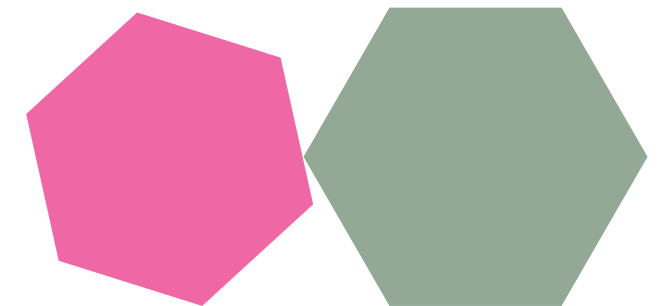
The Promise Team regularly meets with The Promise Scotland, the Scottish Government and COSLA to share work which is happening in Renfrewshire.

The Promise Team have also given information on Government consultations including:

- The Children (Care, Care Experience and Services Planning) (Scotland) Bill
- Developing a universal definition of Care Experience
- Future of Fostering Consultation
- Children's Hearings Redesign

Next Steps

- Continue to work with partners across Scotland
- Check that we are up to date with changes in the law
- Help to design plans to support Promise changes
- Share examples of good work from Renfrewshire



Youth Voice Leading Change

Renfrewshire Council Youth Services are responsible for raising the voices of Care Experienced young people in Renfrewshire. They promote children's rights and the UNCRC. They make sure they follow the National Youth Work Outcomes to get young people involved in local decision making.

Youth Services do this by hosting groups for young people to give them the chance to have their voices heard. One of these groups is the Promise Champs, who regularly have new members and share their work.

Youth-Led Campaigns and Events

The Promise Champs are involved in making change. They have hosted events such as the Promise Present Drive which gave over 300 parcels to Care Experienced young people across Renfrewshire. The Promise Champs have hosted other events such as a Festive Lunch and WinterFest. This brought together young people and families for activities.

Summer Programme and Residential Experiences

With funding from the Corra Foundation, Youth Services hosted six weeks of summer activities led by the Promise Champs. This included youth clubs, drama workshops and trips to Edinburgh Zoo and Glasgow's Splatter Art Studio. The activities created

safe spaces for young people to make friends, learn new skills and access support.

“This year we were encouraged to be more independent as a group and plan and decide on things ourselves. It was cool that we got to choose exactly what we wanted to do without the worry of money restrictions.”

Creative Projects and Visual Identity

The Promise Champs have also taken part in creative projects. They created logos and branding with the artist Rachel Jardine. The group created hoodies and posters.

This also involved working with pupils involved in the Promise in St Andrew's Academy to create logos, badges and keyrings.

Youth-Led Redesign of Community Spaces

The Promise Champs have been involved in redesigning community spaces, including the Throughcare meeting room at the St James Centre, the Methodist Halls, outdoor space at Johnstone High School and Paisley YMCA. This created welcoming, youth-friendly spaces for young people.

“Redesigning the space made me feel like it was ours, it's somewhere I want to be.”

Promise YouthyFest 2025

The Promise YouthyFest 2025 was attended by 189 participants and was designed and delivered by the Promise Champs. The event included music, funfair activities and creative zones. Families described the event as “inclusive, uplifting and fun”.

“Planning the summer Youth Festival was my favourite part of this year, it was super fun with lots of things to do and I got to do it all with my friends from club.”

Next Steps

- Work with Care Experienced young people to improve services
- Support youth-led projects that include the voices of young people
- Learn from the activities

Renfrewshire's Promise Keeper Network

Renfrewshire's Promise Keeper Network is a group of local champions for The Promise. They raise awareness of the issues that affect Care Experienced people. There are currently **407** Promise Keepers in Renfrewshire, and this will continue to grow. Promise Keepers make sure that The Promise is being included in services and that staff are aware of it.

Care Experienced people have told us that they want real and genuine people to champion The Promise.

There are lots of different services included in the Promise Keeper Network such as Social Work, Education, Elected Members and Health. In the past year, there have been 100 new Promise Keepers and lots of new teams and services are involved. Glenvale FC and Basketball Paisley are two local sports teams involved in the network.

The Promise Keeper Network has helped to create long term change in St Andrew's Academy, with senior teachers in the school thinking about changes they can make.

The Council's Corporate Management Team have committed to becoming Promise Keepers including the Chief Executive.

The Promise Keeper Network have also welcomed volunteers from Home-Start to who are aware of Care Experience when supporting children and their families.

Promise Keepers are supported to share what they

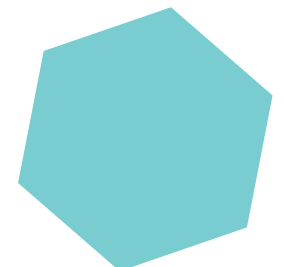
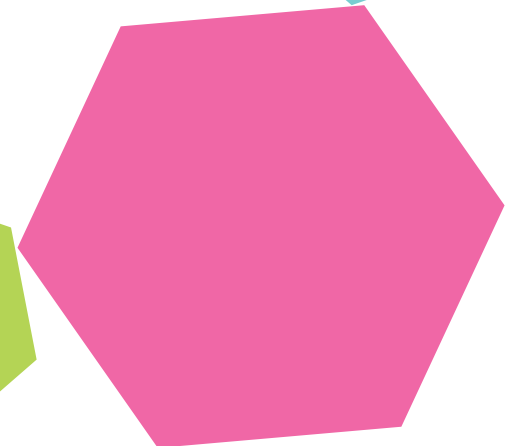
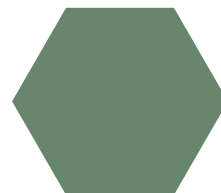
have learned with their colleagues. We support this through discussions, inputs and presentations to share their work.

We have hosted several Promise Keeper Catch-Up sessions in 2025 focusing on employability and language. We continue to listen to Promise Keepers to make sure we can support them to learn from us and each other.

Renfrewshire's Promise Keeper Network is informed by our Care Experienced community, they are at the very heart of what we do.

Next Steps:

- Continue to raise awareness and grow the network
- Celebrate success and share case studies
- Support our current Promise Keepers



Promise Keeper Conference 2025

On the 4th of December 2025, we hosted our third annual Promise Keeper Conference with a theme focused on employability – “How Can We Strive for Renfrewshire to be the Best Place for Care Experienced People to Work?”. The event involved different speakers, showing videos and having discussions with colleagues. Over 100 Promise Keepers attended.

The conference was opened by the Chief Executive of Renfrewshire Council who spoke about his commitment to The Promise.

Speakers included OneRen, Career Ready and Invest in Renfrewshire sharing information about how the work that they do supports Care Experienced people in Renfrewshire around employability.

Before the conference, the Promise Ambassador worked with three Care Experienced members of staff to create a short film sharing their experience of being Care Experienced and working in Renfrewshire. This film highlighted the importance of ensuring that we consider the needs of Care Experiences adults and colleagues.

The final item of the day was a session called “In Conversation With...” which was chaired by Pauline Moss. This involved a short interview which each participant including Thomas Seisay from Haus of Seisay, Mary Cumming from Glenvale FC and Raymond Cree and Eddie Simpson from People & OD in Renfrewshire Council.

“Thank you so much for an amazing and inspiring event.”

“Great speakers and a lovely mix of different perspectives.”

“My first Promise Keeper Conference and was a great experience”

“It felt the speakers came from a diverse number of services and backgrounds. In the previous Promise Conference, there were a diverse group of speakers but mostly from Social work and universal services. I think this year’s speakers demonstrates the progress made in highlighting the role of the wider council staff, communities and partners in understanding and implementing the Promise.”

“From listening to others, I have come away with both some ideas and renewed motivation, especially in respect of our recruitment processes.”

“All speakers were brave and inspiring.”

“Speakers were all very engaging with interesting and varied speeches - great to hear more about what is going on, there is so much more than we knew about on our door step.”

Next Steps:

- Reflect on evaluation and learning
- Plan for Conference 2025



Renfrewshire Language Policy

The Renfrewshire Language Policy was launched in April 2022. It was created by working together with Care Experienced young people and staff from the Promise Keeper Network.

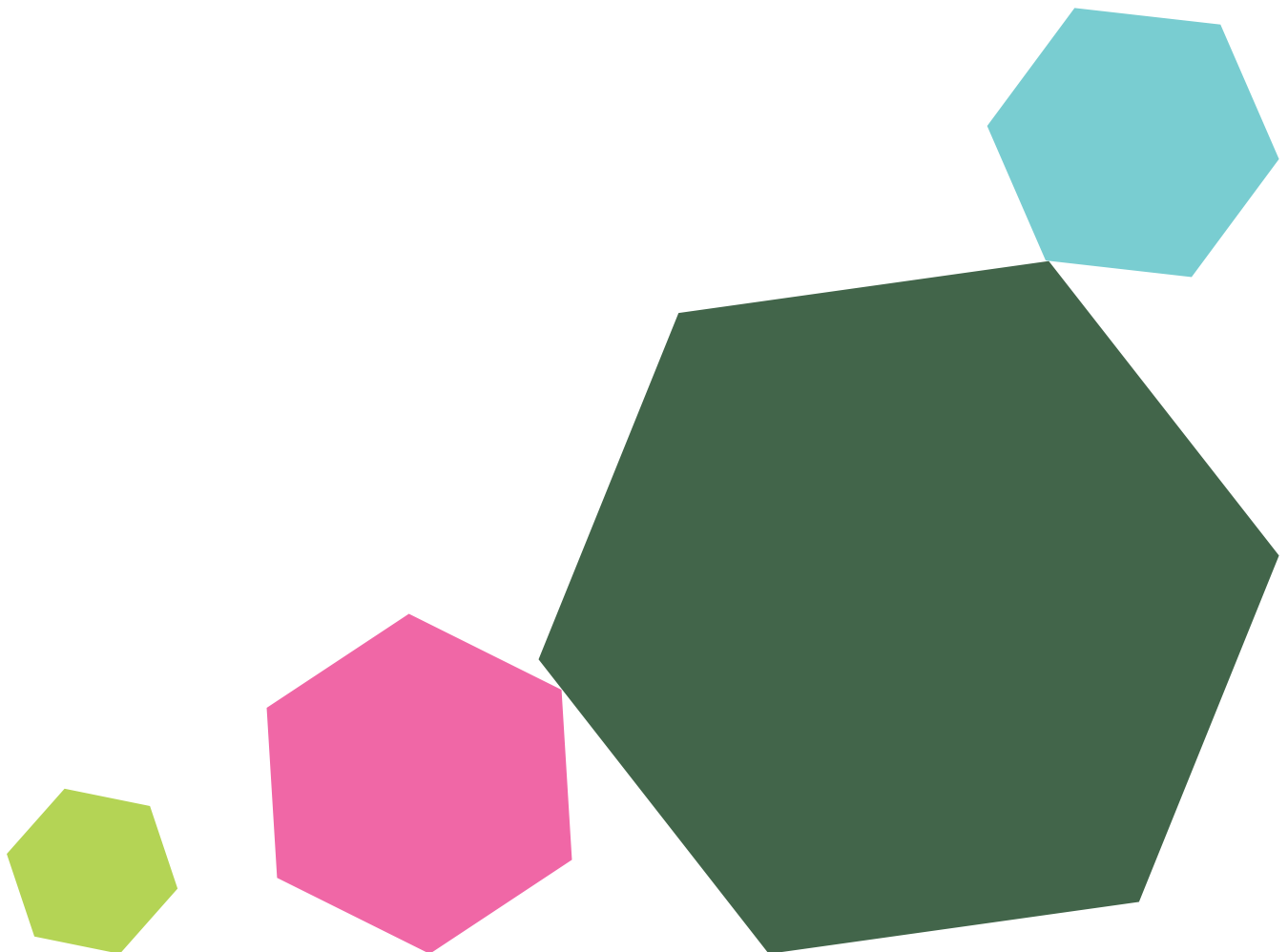
The language policy helps services to use positive, non-stigmatising language when talking about Care Experienced people. Staff are asked to change their language where needed.

We will work with our Care Experienced Community, Promise Keeper Network and colleagues to review the Language Policy in 2026/2027. This will allow us to check that the policy is up to date and includes any legal changes which are happening in Scotland. This work has started, and a survey has been shared to get initial feedback about the policy.

The Promise Ambassador regularly supports services to consider their language use in their work.

Next Steps:

- In 2026/27 we will progress the review of the language policy in consultation with the Care Experienced community and with partners
- Produce and promote an updated policy



Supporting the Workforce – Spotlight on Employability

The Supporting the Workforce working group is co-chaired by Felix Haggerty and Sam Macrae. Lots of different people attend this group from the council, partnership and third sector to discuss ways that the council can support Care Experienced people in with employment.

The Promise Human Library

The Promise Keeper Network has lots of people from a range of career backgrounds and experiences. We want to make sure that our Care Experienced community can benefit from this. In July 2025, we launched the “Promise Human Library” which matches young people with Promise Keepers who work in a career area that they might be interested in. They would be able to access information through a phone call, email exchange or office visit. There are over 100 staff members signed up to the Promise Human Library.

To sign up, young people fill out a Microsoft Forms page and tell us about their career interests or ideas. We will then find a Promise Keeper who matches this and help them to arrange their meeting.

We are currently working to promote the Promise Human Library.

“The young person did confirm that she found this meeting to be extremely helpful and informative, and she would recommend this type of shared knowledge for career minded young people.”

Next Steps:

- Continue to recruit staff to the Human Library
- Raise awareness of the Human Library to ensure young people are able to access

iLearn Module for all Staff

An iLearn course has been created to help staff across the council to learn about The Promise. This includes basic information about The Promise and how they can get more involved.

This course can be accessed by all council staff. Other organisations can access it by requesting a link.

In 2026, the course will be reviewed to make sure it is up to date and relevant.

Next Steps:

- Continue to promote the iLearn module across the council and partners

Care Experienced Staff Network

In May 2025, we launched the Care Experienced Staff Network. It aims to share the living experiences of Care Experienced staff to help the council learn and improve how it supports Care Experienced colleagues in the council. The network is a safe space for Care Experienced staff and creates a sense of community and belonging.

The network is for people with direct and indirect Care Experience. We will work to find balance with the group to make sure everyone is given space to share their views. Those with indirect experiences act as allies to Care Experienced people.

Next Steps:

- Continue to work with Marketing and Communications to ensure that all staff are aware of the network
- Continue to expand on the membership of the network
- Continue to develop the work and scope of the network

Supporting the Workforce — Spotlight on Employability

Guaranteed Interviews for Care Experienced People who meet Minimum Job Requirements

In July 2025, the Corporate Management Team approved a Guaranteed Interview scheme for Care Experienced people who meet the essential job requirements.

This scheme aims to address some of the barriers that Care Experienced people might face when applying for jobs.

Care Experienced people will be able to tick a box on the application form to share that they are Care Experienced if they want.

We are working to ensure that Care Experienced people get good quality feedback if they do not get the job after the interview. The support that can be offered before or after an interview will also be clearly explained.

Next Steps:

- Continue to liaise with HR and CMT colleagues to launch this work.
- We will be working closely with hiring managers around the time of the launch to ensure they are educated about this and understand the significance.

Whole Family Wellbeing Approach in Renfrewshire

Renfrewshire is a part of the Whole Family Wellbeing approach which changes how support is offered to children, young people and families. It is rooted in GIRFEC and The Promise focusing on early help, working together and collaboration.

The Whole Family Wellbeing Service in Renfrewshire works together with third sector organisations. This allows families to access support to help them with challenges.

In 2024, over 1000 families have accessed support which helped them with child wellbeing, parenting and family life.

This work helps Renfrewshire to reduce crisis in families, promote resilience and outcomes for children and families.

Next Steps

- The Family Wellbeing Manager will continue to attend Renfrewshire's Promise Strategic Oversight Group

Keeping The Promise in Children's Hearings

The Paisley Children's Hearings Improvement Partnership have been working together to make changes in Children's Hearings across three areas. The group are committed to The Promise and work together to ensure Hearings are rights-based, trauma informed and work for children and young people.

The group involves staff from lots of different organisations.

The group have worked to build on Child Friendly Scheduling to make sure that children and young people are able to have a say in the timing, place and structure of their Hearing.

The group are also considering how current changes to the law will impact this work, with more focus on early intervention and rights.

The Chair of the group gives regular updates to the Renfrewshire Strategic Oversight Group

Next Steps

- The Promise Manager will continue to attend the group
- The group will look at changes to the law and share learning across Scotland

Community Justice and The Promise: Working Together

Renfrewshire's Community Justice Partnership works to promote community justice. It works to embed The Promise with a key focus on children, young people and families who are affected by involvement with the justice system. The group works to promote early help, prevention and support. The group aims to reduce reoffending and support people to rebuild their lives.

This work is linked to the Renfrewshire Promise Strategic Oversight Group with their child-centred vision and embedding lived experience.

The structure of the work embeds The Promise by:

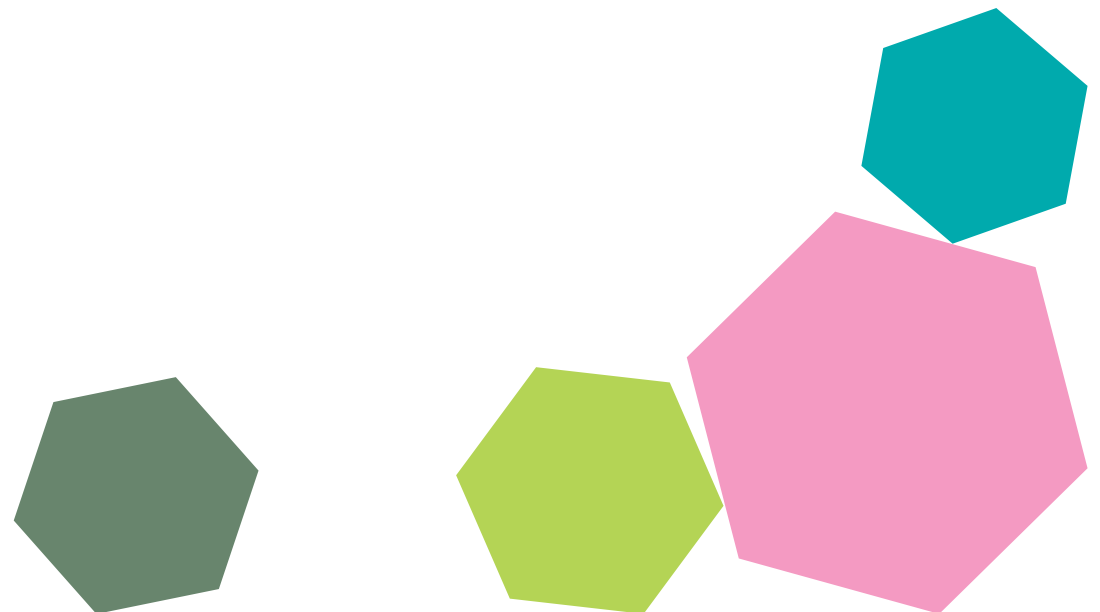
- Having the same Chair to ensure the work is linked
- Working to share lived experience when making decisions
- Working together with other groups such as the Local Employability Partnership to make sure people can access support.

It is important that families are supported during and after justice involvement and have access to housing, health and employability services.

The group are also working to reduce stigma around justice. They work to make sure a more compassionate understanding of justice is promoted.

Next Steps

- Improve links between The Promise Strategic Oversight Group and the Community Justice Strategic Group
- Promote the needs of justice-involved families
- Working closely with children and families affected by imprisonment
- Promote a compassionate message about justice
- Provide regular updates on progress



Renfrewshire Council's Housing Services: Delivering on The Promise

Housing and Homelessness services are important in Renfrewshire's Promise to ensure young people and families have access to housing and support.

The Promise says that every child and young person should grow up in a safe, stable and loving home. Poor housing and homelessness can affect the wellbeing, development and relationships of Care Experienced people.

Renfrewshire Council's Environment, Housing and Infrastructure's Plan includes work on The Promise. This aims to prevent youth homelessness and make sure that Care Experienced people can access safe and affordable housing.

This includes:

- Creating personalised housing pathways for Care Experienced young people
- Ensuring Care Experienced people are at the centre of their work
- Promoting The Promise and Promise work
- Keeping lived experience at the centre
- Creating opportunities for Care Experienced people to provide feedback
- Supporting the Guaranteed Interview Scheme during hiring processes.

The Promise says that housing challenges can be a factor for children entering care. Renfrewshire Council has early help in place to support families who are at risk of poor housing conditions.

Housing Services work to support kinship and foster carers to keep siblings together and ensure they have enough space in their homes to do this. This helps to provide safe and loving homes for Care Experienced children.

Housing Services are committed to The Promise and ensuring that children, young people and families are able to access compassionate and inclusive housing services.

Next Steps

- The Promise Manager and Promise Ambassador will continue to support Housing and Homelessness services in relation The Promise
- Support the wider E, H&I around all aspects in relation to The Promise

Renfrewshire's Promise Partnership Projects in Education

Renfrewshire has delivered two projects with funding from the Scottish Government Promise Partnership Fund. Two projects were completed in Education and worked to improve belonging and support for Care Experienced pupils.

Keep The Promise Funded Project 1

The project at Johnstone High School aimed to reduce school exclusions and improve results for Care Experienced young people. The project funded a trusted adult who could support pupils in the school. The voices and views of Care Experienced young people helped to design this project.

The school has delivered meaningful and lasting change for Care Experienced children and young people. Through dedicated roles, inclusive spaces, data-informed support, and strong partnerships, the school has created an environment where pupils feel seen, heard, and valued.

The Principal Teacher of The Promise and Promise Key Worker provided advocacy and support to improve attendance, participation and wellbeing within the school. These roles in the school helped pupils to feel seen, heard and valued.

The Cove was created which is a safe and stigma-free space for Care Experienced pupils to get support, build relationships and improve their wellbeing.

This work also included contextual safeguarding work which was delivered by Barnardo's. Young people face many risks outside of their home, including in school and in their communities. Barnardo's worked with the school to put in place safety strategies for Care Experienced pupils in the school.

A Wellbeing Tracker was created which allowed pupil wellbeing to be checked. Pupils were also able to reflect on their feelings.

Staff were trained in trauma-informed practice, contextual safeguarding and inclusive teaching. Staff said they felt more able to support Care Experienced pupils. Parent and Carer groups were created for families to make changes in the school and improve relationships.

The Promise Manager supported the work and made sure the Promise Strategic Oversight Group and Senior Managers were kept updated. It was also important to share what we learned during this

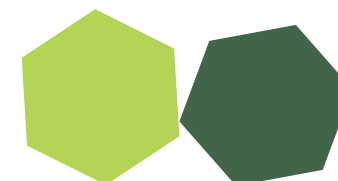
project. This work was shared as an example of good practice in the Promise Scotland's Stories of Change Project. The project received very good feedback from the Corra Foundation.

The project had some challenges too, such as an increase to costs which had to be managed well. There were also changes to staffing during this time.

This project showed the importance of leadership, working with young people and reducing stigma. Moving forward, the learning from this project will shape policy, work and culture to make sure Care Experienced pupils have a good experience of education.

Keep The Promise Funded Project 2

The Promise Partnership project at St Andrew's Academy focused on improving transitions for Care Experienced pupils. Care Experienced pupils can find transitions more challenging. This project aimed to improve transitions and make sure young people are prepared for them and supported. This involved having a Promise Team in the school to provide this support.



Renfrewshire's Promise Partnership Projects in Education

The Promise Partnership project at St Andrew's Academy has turned ambition into action. It has built a caring, inclusive, and rights-focused culture that is now at the heart of the school.

The Promise Team included a Principal Teacher of Inclusion and a Project Leader to change the school's approach to transitions. This involved finding what worked well already and building on this to work directly with P7 pupils. This included transition programmes, summer activities and wellbeing sessions.

By valuing relationships, listening to children and families, and staying true to The Promise, the school has created a space where Care Experienced pupils can truly thrive.

Staff were able to improve their skills during this work and access learning and training to improve their understanding of Care Experience and the needs of Care Experience young people.

Learning from this project was shared with staff and senior leaders. The Promise Manager worked with the Head of Education to create guidance for schools.

We will work to make sure that this positive change continues and that other schools can learn from it.

The project spent the right amount of money, even though there were challenges around increasing costs. The project ran longer than expected, to make sure that it lined up with the school year and was able to achieve its goals.

The Corra Foundation gave positive feedback about the project. It noted the school's work on trauma-informed practice, pupil voice and working with families.

Senior Care Experienced pupils at St Andrew's Academy created a Promise Charter. This includes the values of The Promise in school culture.

Next Steps

- Include learning in School Improvement Plans and Education Quality Improvement Framework
- Work together with organisations such as Barnardo's and Who Cares? Scotland to improve support
- Share learning across key groups of staff
- Share learning across Scotland



Communities that Care: Building Inclusive School Communities

The Communities that Care programme was delivered in partnership with Who Cares? Scotland. It aimed to change the way Care Experienced children and young people are supported in schools in Renfrewshire. This project started in Renfrewshire and has now been put in place across Scotland.

The Communities that Care programme has made a profound and lasting impact in Renfrewshire. Through training, curriculum integration, community engagement, and pupil participation, it has created more caring and inclusive school environments for Care Experienced children and young people. It has challenged stigma, fostered empathy, and empowered pupils and staff to become champions of care.

Communities that Care uses a whole school approach to nurture and support Care Experienced pupils. It does this by educating everyone in a school, including pupils, staff and parents and carers about Care Experience. It makes sure that schools are inclusive and understanding.

Addressing Stigma and Misunderstanding

Care Experienced people often face stigma because people do not understand what it means to be Care Experienced. This can make Care Experienced people feel excluded and isolated. Schools have the power to educate young people who will grow up to be kinder and more compassionate about Care Experience. This will influence change in families, communities and for the future.

A Whole-School Approach to Inclusion

The whole school approach happens through staff training, teaching for children and engaging with local communities. It aims to make sure that Care Experienced pupils can do well in school and feel like they belong.

The Communities that Care programme has been used in lots of Renfrewshire schools. By March 2025, all 63 schools had completed the first stage of training, and 61 schools had completed the second stage. 43 schools were delivering lessons in classes for children and young people.

Curriculum Integration: Learning About Care Experience

Communities that Care give teachers resource packs that they can use to teach lessons about Care Experience. There are different resources for different ages of children. Teaches said that the lessons created good discussions about Care Experience.

783 pupils gave positive feedback about the resources, and shared they felt more aware of Care Experience and how they can support or challenge stigma.

Supporting Care Experienced Pupils Beyond the Classroom

The project also helped schools to support their Care Experienced pupils. This happened by making them aware of different supports that are available for Care Experienced people.

Schools also celebrated Care Experience through events such as Care Day in February and Care Experienced Week in October.



Communities that Care: Building Inclusive School Communities

Empowering Pupil Voice and Participation

The project also made sure that Care Experienced pupils are able to express themselves, make change and meet other Care Experienced people. This also helped Care Experienced pupils to feel pride in their identities and to be aware of their rights.

Professional Growth and Cultural Change

Teachers and school staff were able to improve their knowledge and skills. This will help Care Experienced pupils to feel more seen and heard.

We will work to make sure that the learning and change from this project can continue in Renfrewshire schools.

Next Steps

- Schools keep access to the Curriculum & Resource Pack and will be encouraged to continue lesson



Stronger Start: Embedding The Promise in Maternity Support

Stronger Start is a service which provides support to pregnant women and their families in Renfrewshire, Inverclyde and West Dunbartonshire. It is located in the Royal Alexandra Hospital (RAH) Maternity Unit.

Stronger Start is more than a financial advice service it is a transformational model of early intervention, family support, and rights-based advocacy that reflects the values and ambitions of The Promise.

By embedding support within maternity services, Stronger Start reaches families at a critical juncture, offering help that is timely, compassionate, and effective.

Stronger Start is a preventive support which understands the impact of finance, housing and other factors on infant wellbeing. It provides support around rights, managing debt, improving income and financial skills before families reach crisis point. This will reduce the chances of families having child protection or social work involvement later. This reflects the Promise's values of universal and non-stigmatising support.

The services recognise the harm that poverty can cause for infants and their health. The service can

support families with basic items for their baby and help them to budget their money.

It is important that families are listened to and can access their rights. Stronger Start supports women to access services that they need. This is more important for Care Experienced parents who may face stigma or not know what they are able to access.

There is a working group to support the work of Stronger Start which includes services such as the council, NHSGGC, Citizens Advice and local HSCP's. The service currently has funding in place until 2027.

Next Steps

- Ensuring the work is linked to The Promise
- The Promise Manager to attend the Steering Group
- Updates to be provided to the Promise Strategic Oversight Group



Circuit: Reimagining Digital Education and Creative Technology

The Circuit project gives Care Experienced people access to digital learning and technology. It is developed in partnership with YMCA Scotland and Renfrewshire Council. It is rooted in co-design and inclusion.

Circuit runs in Dundee and Renfrewshire and offers 12-week programmes where young people can improve their digital skills in filmmaking, coding and media. It is a safe, inclusive and inspiring place for Care Experienced young people to improve their skills.

The ethos of Circuit aligns closely with the principles of The Promise, ensuring that Care Experienced young people are supported to thrive, feel a sense of belonging, and have access to meaningful opportunities.

The project has been created with Care Experienced young people who are paid for their time. The Paisley project can be accessed through the Circuit website.

The project is funded by the National Lottery Community Fund and links to Renfrewshire's work on The Promise by promoting digital inclusion.

By embedding co-design, accessibility, and empowerment at its core, Circuit is helping to realise the ambitions of The Promise ensuring that Care Experienced young people grow up loved, safe, and respected, with every opportunity to flourish.

Circuit also gives training to foster carers, residential staff and social care professionals to support digital inclusion.

This work has also supported a Modern Apprenticeship within Youth Services to support opportunities for Care Experienced people.

Next Steps

- The Promise Manager and a representative from Youth Services will continue to represent Renfrewshire Council on the Steering Group
- Raise awareness of the programme across Renfrewshire



Promise Team Contact Information and Biographies

Renfrewshire Promise Team:

Maurice Gilligan, Promise Manager

maurice.gilligan@renfrewshire.gov.uk

Sam Macrae, Promise Ambassador

samantha.macrae@renfrewshire.gov.uk



Sam and Maurice

Promise Manager

My name is Maurice Gilligan, Renfrewshire's Promise Manager and a member of the Children's Services Senior Leadership Team. I lead the strategic implementation of The Promise across Renfrewshire, working in close partnership with Scottish Government, COSLA, Promise Scotland, and a range of statutory and third-sector agencies. I hold responsibility for coordinating Renfrewshire's Children's Services Partnership response, ensuring alignment with national priorities and driving forward transformational change.

I lead multi-agency planning and implementation efforts aligned with The Promise, working in close partnership with the Health and Social Care Partnership, NHS Greater Glasgow and Clyde, community organisations, and the third sector. My role focuses on embedding The Promise across services to ensure lasting, meaningful change. I also contribute to Renfrewshire's broader improvement agenda, championing approaches that place children, young people, and families at the centre of service design and delivery.

Beyond my core role, I bring experience from senior leadership positions at Skills Development Scotland, and I also serve as a non-executive Director at Scotwest Credit Union, supporting ethical financial inclusion and community empowerment.

Promise Ambassador

My name is Sam Macrae, and I am The Promise Ambassador for Renfrewshire Council. I have been in post since July 2021 and was involved in the Independent Care Review during its discovery stage. My role focuses on supporting individual teams and services to consider how they can keep The Promise and consider the needs of Care Experienced children, young people and their families. I co-chair the Supporting the Workforce group for The Promise to ensure the council is providing employment opportunities and support to people with Care Experience. My role also supports staff to consider how they can embed the voice of Care Experienced people in their service provision and design.

In 2025, I was selected as a 30 Under 30 by the Young Women's Movement, recognising the achievements of young women in Scotland. and I spent five years as a trustee, and more recently Vice Chair/ Acting Chair of Outside ProjectChange, a charity focused on supporting the creation of an inclusive and supportive care community. I am also a trustee of the Unite Foundation who provide free accommodation and scholarships to Care Experienced and Estranged young people at partner universities.

Glossary

- **Care Experience:** The Care Experienced community is made up of anyone who is or has been in care or is from a looked-after background at any stage in their life. That is anyone who is or has been in foster care, adopted, kinship care (looked after by a relative), resident in a children's home or have been looked after at home under a Supervision Order for any length of time

It also includes anyone who is or has been on the edges of care (in contact with social work and the wider care sector) at any point

- **Children (Care, Care Experience and Services Planning) (Scotland) Bill:** Proposed legislation to strengthen rights and simplify the legal landscape for Care Experienced individuals
- **Communities That Care (CtC):** A whole-school approach by Who Cares? Scotland to reduce stigma and promote inclusion for Care Experienced pupils
- **Renfrewshire Community Justice Partnership:** A multi-agency group aligning justice work with The Promise, focusing on early intervention and rehabilitation
- **Contextual Safeguarding:** An approach to understanding harm in environments outside the home, used in school-based projects

- **Convention of Scottish Local Authorities (COSLA):** COSLA is the national association of Scottish councils and acts as an employers' association for its 32 member authorities
- **Corporate Management Team (CMT):** The Corporate Management Team comprises the Heads of Service from across the Council, along with senior officers from OneRen and Renfrewshire Health and Social Care Partnership (HSCP). This group meets regularly to discuss strategic and operational priorities affecting the Council and its partners
- **FORT System:** A case management and referral tracking platform used to improve service coordination and evaluation
- **Getting It Right For Every Child (GIRFEC):** GIRFEC is Scotland's national approach to promoting, supporting, and safeguarding the wellbeing of all children and young people. It provides a consistent framework, shared language and common understanding of wellbeing
- **Guaranteed Interview Scheme:** A policy offering guaranteed interviews to Care Experienced applicants who meet job criteria

- **Health and Social Care Partnership (HSCP):** HSCPs are organisations formed to integrate services provided by Health Boards and Councils in Scotland. The NHS and local authority jointly run each partnership. Renfrewshire HSCP delivers adult social care services and all community health services for adults and children in the Renfrewshire area
- **Human Library:** A mentoring initiative matching Care Experienced young people with professionals for career insights
- **Independent Care Review:** A national review (2017–2020) that gathered experiences from over 5,500 people to inform The Promise
- **Lived/living Experience:** Lived/living experience is the knowledge and understanding you get when you have personally lived through something
- **Our Hearings, Our Voice (OHOV):** OHOV is an independent board for children and young people from across Scotland between the ages of 8-18, who have experience of the Children's Hearings System

Glossary

- **Pinky Promise:** A child-friendly version of The Promise explaining its vision and commitments
- **Promise Keeper Network:** A community of Promise Keepers across Renfrewshire promoting awareness and action around The Promise
- **Promise Keeper:** Individuals across sectors who commit to advocating for and implementing The Promise in their work
- **Promise Progress Framework:** A national framework to track progress in implementing The Promise, using data and lived experience
- **Promise Scotland:** The organisation established by Scottish Ministers to drive and support the change required for Scotland to Keep The Promise
- **Ren10:** A network of people who work or volunteer in the Renfrewshire area. There is a variety of early help services for your mental health and wellbeing
- **Renfrewshire Promise Strategic Oversight Group:** Renfrewshire's governance body overseeing delivery of The Promise across services
- **Request for Assistance (RfA):** RfA is a digital system allowing families and professionals to seek support from Renfrewshire's Family Wellbeing Service
- **The Promise:** Scotland's ambition is that every child and young person should grow up safe, loved, and respected. See Appendix 2
- **Promise Champs:** Renfrewshire Promise Champs Group is a youth club run by Renfrewshire Council's Youth Services for Care Experienced young people. The club aims to provide a supportive environment where participants can build confidence, develop skills through activities like arts, cooking, and games, and have their voices heard to improve services
- **The Scottish Children's Reporter Administration (SCRA):** SCRA is responsible for supporting children and young people at risk through the Children's Hearings System
- **United Nations Convention on the Rights of the Child (UNCRC):** UNCRC is the base standard for children's rights and sets out the fundamental rights of all children. The UNCRC is the most widely ratified human rights treaty in the world and sets out the specific rights that all children have to help fulfil their potential, including rights relating to health and education, leisure and play, fair and equal treatment, protection from exploitation and the right to be heard
- **Whole Family Wellbeing Approach:** A holistic, preventative model of support for families, rooted in GIRFEC and The Promise
- **YouthyFest:** A youth-led festival celebrating Care Experienced voices and promoting inclusion

