

March 2026

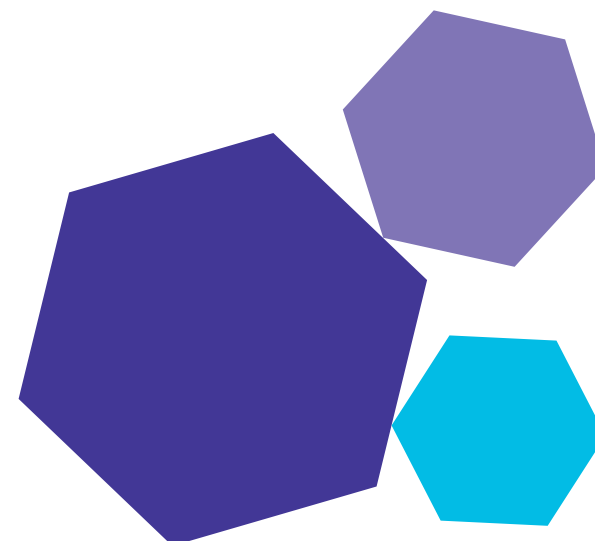
Keep The Promise in Renfrewshire

Action Plan 2026 – 2029



Contents

Introduction	1
Purpose and Context	1
Annual Reporting	1
Alignment with Promise Plan 24 – 30	2
Approach, Legacy and Sustainability	2
Renfrewshire Council’s Service Improvement Context	3
The Action Plan’s Strategic Framework	3
Monitoring and Evaluation	3
Care Experience in Scotland: Policy Landscape and The Promise	4
Renfrewshire Action Plan 2026 – 2029 Descriptor 1 and 2	6
Descriptor 1: Listening, Leading and Working Together	7
1.1 Leadership and Strategic Direction	7
1.2 Voice and Participation	13
1.3 Language, Culture and Communications	14
Descriptor 2: Supporting Families and Changing Systems That Work for Everyone	16
2.1 Workforce Development and Employability	16
2.2 Whole Family Wellbeing, Children’s Hearings and Community Justice	20
2.3 Systems Change and Innovation	22
Performance Indicators	26



The Promise in Renfrewshire

Introduction

Renfrewshire Council and Renfrewshire's Children's Services Partnership remain firmly committed to Keeping The Promise. Over the next three years, our work will be directed by the Keep The Promise in Renfrewshire Action Plan 2026 – 2029, which provides a clear and practical framework for local delivery. The plan is ambitious, achievable, and shaped by the voices of children, young people, families and communities.

This period is critical as we contribute to Scotland's aim of fully Keeping The Promise by 2030. The plan sets out how Renfrewshire will support this goal through defined actions, strong partnership working and a culture that places relationships and wellbeing at the centre of everyday practice. Achieving this will require sustained collaboration, long-term investment and a shared commitment to improvement.

Purpose and Context

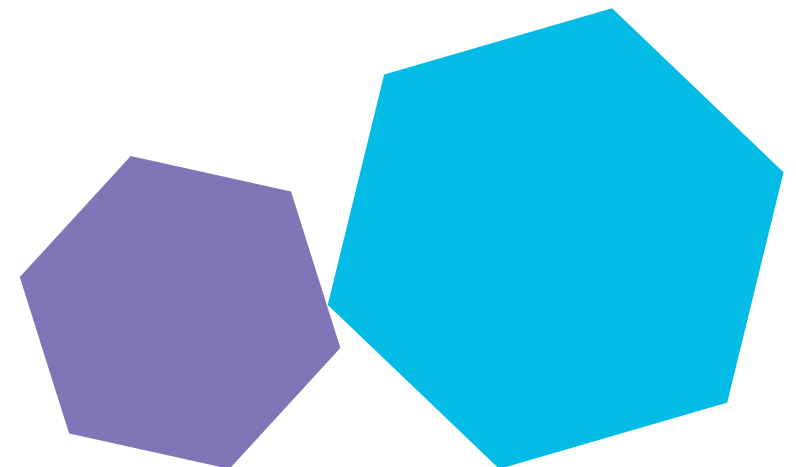
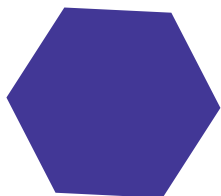
This plan guides the work of the Promise Team and supports partners across Renfrewshire. It sets priorities, clarifies roles and outlines how progress will be measured. It turns ambition into action by drawing on evidence and lived experience.

Keeping The Promise involves both programme-level change and a wider cultural shift. It promotes new ways of working, clearer roles and compassionate, inclusive and responsive services. The plan provides a shared structure to help partners navigate complexity, assess risk and improve outcomes.

Annual Reporting

Progress will be reported each year through Renfrewshire's Promise – Keeping The Promise Report. The March 2026 report will cover activity from February 2025 to February 2026. It will outline how Promise principles are being embedded across services, governance and community activity, with Care Experienced voices central to decision-making.

Reporting aligns with national priorities in the Children's Services Partnership Plan 2023 – 26 and Promise Plan 24 – 30. Governance is overseen by Renfrewshire's Promise Strategic Oversight Group, chaired by the Chief Social Work Officer, with representation from across the partnership.



The Promise in Renfrewshire

Alignment with Promise Plan 24 – 30

Renfrewshire's Action Plan is fully informed by Promise Plan 24 – 30, which groups the findings of the Independent Care Review under five foundations: Voice, Family, Care, People and Scaffolding.

Renfrewshire's priorities, governance, workforce development and system-change activity align directly with this framework. Key areas of progress include:

- Strengthening how children and families are heard, embedding Care Experienced voices in decision-making, service design and governance.
- Implementing updated language policies to support clear, respectful and non-stigmatising communication.
- Delivering early and relational support through Whole Family Wellbeing and aligning child poverty commitments with the needs of Care Experienced families.
- Working with Children's Hearings Scotland and SCRA to ensure hearings are rights-based and trauma-informed.
- Supporting a rights-based youth justice approach to prevent unnecessary criminalisation of Care Experienced young people.

- Building a compassionate, relationship-based workforce through the Promise Keeper Network, Human Library, Care Experienced Staff Network and refreshed learning and development.
- Advancing system-change across housing, education, early support, health and digital inclusion.
- Governance and monitoring align with the national Promise Progress Framework to ensure accountability and continuous improvement.

Approach, Legacy and Sustainability

Renfrewshire's approach to Keeping The Promise is long-term, relationship-centred and involves the whole local system. The Promise is embedded across education, social work, youth work, housing, justice, health, environment, employability and the third sector, ensuring consistent and compassionate support.

Partnership working is strengthened through the Promise Strategic Oversight Group, which brings together senior leaders from the council, the Children's Services Partnership and the third sector. Their focus is alignment, lived-experience-led practice and shared leadership.

Activity to challenge stigma, promote positive language, strengthen relationships and build workforce confidence reflects a commitment to cultural as well as service change. Partners recognise pressures on capacity, resources and demand and continue to adapt approaches accordingly.

A core aim is to create sustainable, long-term change. Workforce training, including the Renfrewshire Language Policy and Promise iLearn module supports trauma-informed, rights-based practice. Corporate commitments such as guaranteed interviews for Care Experienced applicants, the Care Experienced Staff Network and the Human Library further embed cultural change.

This work contributes to Renfrewshire Council's Equality Outcomes and informs our approach to community benefit clauses, ensuring The Promise influences both council responsibilities and wider local practice.

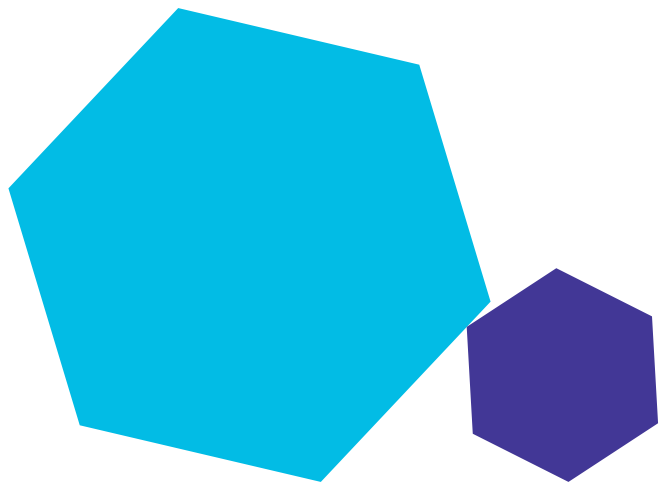
Through continued cultural, structural and relationship-centred change, Renfrewshire is building a legacy that will benefit children, families and communities for generations.

The Promise in Renfrewshire

Renfrewshire Council's Service Improvement Context

This plan is informed by the Children's Services Service Improvement Plan 2025 – 28, which outlines measures to enhance service efficiency and quality.

- Reflecting our values
- Delivering financially sustainable services
- Promoting equality, diversity and inclusion
- Delivering Best Value
- Aligning to our Council Plan and the Community Plan



The Action Plan's Strategic Framework

The plan is built around two overarching commitments:

1. Listening, Leading, and Working Together

We will listen to children, young people, and families with care and purpose, ensuring their voices shape decisions. Together, we will build trusting relationships and lead change that prioritises love, respect, and what matters most.

2. Supporting Families and Changing Systems

We will support families to stay together and thrive, providing help that is timely, relational, and effective. We will redesign systems to be simpler, kinder, and focused on keeping children loved, safe, and respected.

Monitoring and Evaluation

We will track progress through:

- Performance Update at Renfrewshire's Promise Strategic Oversight Group.
- Annual report produced on Keeping The Promise in Renfrewshire.
- Regular Updates to Renfrewshire Children's Services Partnership and to Renfrewshire's Council Management Team (CMT).
- Ongoing review and annual analysis of the Plan "is it fit for purpose" and remain "fluid".
- Annual provided to the Education and Children's Services Board.
- Feedback from children, young people, and families.
- Data analysis to measure impact and identify areas for improvement.
- Evaluation will be continuous, enabling us to adapt and respond to changing needs.

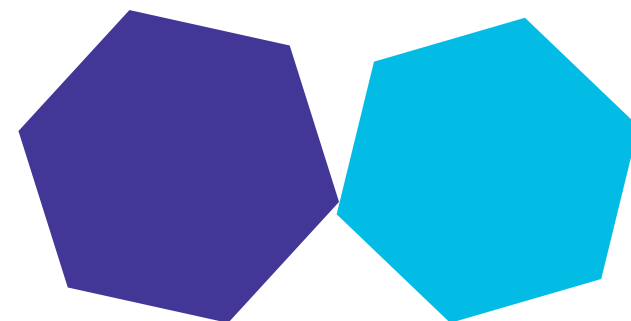
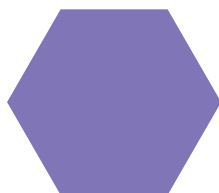
Care Experience in Scotland: Policy Landscape and The Promise

Care Experience	<p>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.</p>
The Promise — National Policy Context	
The Vision	<p>The Promise is a national commitment that all of Scotland’s children and young people will grow up loved, safe, and respected so they can realise their full potential.</p>
Independent Care Review	<p>The policy originated from the Independent Care Review, which ran from 2016 to 2020 and heard extensively from people with Care Experience. Its final reports, including the core “The Promise” document, set out over 80 recommendations across five foundations: Voice, Family, Care, People, and Scaffolding.</p>
Scottish Government (SG) Commitment	<p>The Scottish Government fully committed to implementing all the conclusions of the Review in full by 2030. This commitment is a top political priority, demonstrated by the appointment of a dedicated Minister for Children, Young People and The Promise and the establishment of a Cabinet Sub-Committee on The Promise in 2023.</p>
Focus on Prevention	<p>A core tenet of The Promise is providing strong, intensive, whole-family support at the right time to help families stay together safely, reducing the number of children entering the formal care system.</p>
Implementation and Legislation	
Promise Plan 24 – 30	<p>Promise Plan 24 – 30 launched on 20 June 2024 on a dedicated website. It is the next iteration of “Scotland’s plan to #KeepThePromise” by 2030, aims to set out a route map on what needs to happen, who must act, and by when.</p>
SG’s Implementation	<p>An initial Scottish Government’s Keeping the Promise Implementation Plan was published in March 2022, with a progress update in September 2024. One aim The policy aims to simplify and clarify the existing complex legislative landscape to better protect children’s rights.</p>
Legislative Reforms	<p>Legislative reforms are underway, including the Children, Young People and Families (Justice) Care and Support (Scotland) Act 2024 and the proposed Children (Care, Care Experience and Services Planning) (Scotland) Bill aimed at strengthening rights and simplifying the legal framework for care-experienced individuals.</p>

Care Experience in Scotland: Policy Landscape and The Promise

Implementation and Legislation

UNCRC, GIRFEC and ASL Review	Legislation around the United Nations Convention on the Rights of the Child (UNCRC) is also complementary to this work. Strong alignment to GIRFEC and to the additional support for learning review.
Role of COSLA	In April 2022, COSLA published the first Local Government Annual Report on The Promise , with subsequent reports released each year. These reports outline the actions taken across Scotland to deliver on councils' responsibilities and our shared commitment to The Promise. In March 2022, Leaders agreed to establish a Local Government Programme Board to oversee and accelerate this collective work.
Partnership and Oversight	The implementation is a collaborative effort across public bodies, local authorities, and third-sector organisations. The Promise Scotland is the independent body established to provide oversight, leadership, and support for the required changes and The Promise Oversight Board monitors and reports on Scotland's progress toward keeping The Promise.
National Progress	Progress will be measured through the Promise Progress Framework , which tracks national data and indicators against the vision statements of The Promise.
Central Funding	The Scottish Government has established specific funding mechanisms, such as The Promise Partnership Fund and other related funds, to support organisations in making necessary changes and delivering early intervention support to families.



Renfrewshire Action Plan 2026 – 2029 Descriptor 1 and 2

Descriptor 1: Listening, Leading and Working Together

We will listen to children, young people and families with care and purpose, making sure their voices shape decisions. Together, we will build trusting relationships and lead change that puts love, respect and what matters most to them.

This phrasing:

- Emphasises collaboration and shared responsibility.
- Reflects the importance of children, young people and families being heard.
- Keeps the focus on leadership that is compassionate, inclusive and driven by lived experience.

This descriptor captures:

- Leadership and Strategic Direction – driving change through strong, values-led leadership.
- Voice and Participation – ensuring children, young people and families are heard and involved.
- Language, Culture and Communication – fostering inclusive, respectful, and trauma-informed ways of working.

This theme reflects a commitment to empowering individuals especially young people and shaping a culture of care through leadership and communication.

Descriptor 2: Supporting Families and Changing Systems That Work for Everyone

We will support families to stay together and thrive, with help that is there when it is needed and built on relationships.

By changing how systems work, we will make services simpler, kinder and focused on keeping children loved, safe and respected.

This phrasing:

- Centres relationships and support for children, young people and families.
- Reflects the need for services to change so they are joined-up, compassionate and responsive.
- Keeps the focus on doing things differently to make sure what matters to children and families is what drives change

This descriptor includes:

- Workforce Development and Employability – building a skilled, supported workforce.
- Whole Family Wellbeing, Children’s Hearings and Community Justice – strengthening families and communities.
- Systems Change and Innovation – redesigning services to better meet needs.

This theme focuses on transforming systems and services to provide comprehensive, sustainable support for children, families, and communities.

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

1. Listening, Leading and Working Together

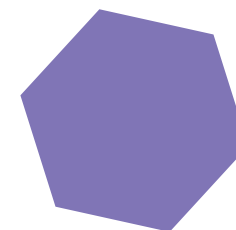
We will listen to children, young people and families with care and purpose, making sure their voices shape decisions. Together, we will build trusting relationships and lead change that puts love, respect and what matters most at the heart.

This descriptor captures three themes:

1.1 Leadership and Strategic Direction; 1.2 Voice and Participation; and 1.3 Language, Culture and Communications.

1.1 Leadership and Strategic Direction: driving change through strong, values-led leadership.

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.1	Strengthen Promise Strategic Oversight and Governance.	Maintain transparent and effective governance structures that ensure strong strategic oversight, clear accountability, and consistent delivery of The Promise.	Head of Children and Justice Social Work	31 March 2027
		Review and refine the membership, roles, and responsibilities of the Renfrewshire Promise Strategic Oversight Group and all workstreams to ensure the right leadership, representation, and clarity of purpose.		Annual
		Address gaps in leadership participation by securing active and consistent engagement across all partners involved in The Promise governance and delivery.	Chief Social Work Officer	Ongoing
		Embed strong reporting, evaluation, and shared learning processes , including a full governance review within the 3 Year/Annual Report cycle, ensuring governance remains relational, outcome focused, child centred, and aligned with what matters to children, young people, families, and Care Experienced adults.	Promise Manager	Annual



Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.2	Align Local Promise Delivery with National Promise Plans.	Embed National Priorities in Local Planning Align all Renfrewshire Promise activity with Promise Plan 24 – 30 and the Scottish Government’s Promise Implementation Plan , ensuring national priorities, milestones, and the Five Promise Foundations are fully reflected in local strategy and delivery.	Promise Manager	31 March 2027
		Map Local Priorities to National Frameworks Systematically map Renfrewshire’s local Promise priorities against Promise Plan 24 – 30 and the national Implementation Plan to ensure coherence, clarity, and consistency of purpose.	Promise Ambassador	31 December 2026
		Evaluate and Adapt Based on National and Local Learning Regularly assess progress and adjust local plans in response to national updates, performance data, and feedback from children, families, carers, and the workforce.	Promise Scotland’s Promise Delivery Partner	Ongoing
1.1.3	Measure Progress of The Promise in Renfrewshire.	Establish a Consistent Monitoring Approach Create a clear and standardised method for tracking Renfrewshire’s progress in keeping The Promise.	Promise Manager	December 2026
		Develop a Local Promise Evaluation Strategy (2026 – 2029) Informed by Promise Plan 24 – 30 and using the national Promise Progress Framework , design a Renfrewshire specific evaluation strategy that includes key qualitative and quantitative indicators.	Promise Ambassador RC Data and Evaluation	January/ February 2027
		Contribute to Scotland’s Promise Story of Progress Align local measurement activity with national expectations to support Renfrewshire’s contribution to the national Story of Progress.	Officer / Management Information Officer	Ongoing

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.4	Utilise Strategic Tools for Planning and Monitoring The Promise.	Strengthen Strategic Use of Data and Insight Apply high quality, holistic, and linked data to inform strategic planning and to understand need, experience, and outcomes.	Promise Manager Promise Ambassador	31 March 2027
		Enhance and Maintain the Promise Delivery Mapping and Planning Tool Regularly update and review the tool to capture activity, track progress, and support consistent monitoring across services.		Ongoing
		Share Learning Locally and Nationally Exchange insights and improvements with other local authorities and national partners, including The Promise Scotland and the Scottish Government.		Ongoing
1.1.5	Embed The Promise in all relevant strategic forums, community planning structures and multi-agency groups.	Integrate The Promise Across Strategic and Community Planning Forums Embed The Promise within all relevant committees, strategic partnerships, governance structures and multi agency groups to ensure shared ownership and accountability.	Promise Manager Connected Communities Manager, Chief Executive's, RC	31 March 2027
		Ensure The Promise Shapes Council and Partner Decision Making Align key strategic forums with The Promise principles, promoting relational practice, prevention, and family centred decision making across partners.		Ongoing
		Strengthen Lived Experience Influence in Planning Refresh and implement engagement approaches that ensure the voices and experiences of children, young people, and families directly inform strategic priorities.		Ongoing
		Represent and Champion The Promise at Appropriate Forums Actively promote The Promise agenda across local and regional groups, ensuring Renfrewshire's activity is clearly represented, coordinated, and visible.		Ongoing

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.6	Work with the Connected Communities Programme to strengthens relationships, early help and community belonging.	Embed Care Experienced voice within Connected Communities design activity Collaborate with the Connected Communities Programme to ensure that all design activity, including the new Early Help and Support model and locality pilots, integrates Care Experienced voices as central contributors.	Promise Manager Promise Ambassador	31 March 2027
		Provide assurance that Connected Communities developments reflect The Promise principles Review emerging proposals (Early Help model, community-led pilots, Make Every Contact Count programme, investment decisions) through a Promise lens, offering constructive feedback and highlighting risks or gaps related to rights, relationships, and early intervention.	Connected Communities Manager	31 March 2027
		Influence workforce culture by embedding Promise-aligned relational practice across Connected Communities activity Collaborate with OD and Connected Communities to ensure Make Every Contact Count activity, workforce development, and values-based practice incorporate Promise-aligned principles	Strategy, Policy and Insight Manager Chief Executive's Service	31 March 2027
1.1.7	Provide strategic leadership to influence national policy and practice on The Promise.	Participate in National Networks and Forums Maintain active engagement in COSLA's Promise Leads Network, Local Government Promise Programme Board (hosted by COSLA) and other national groups to influence policy, shape system redesign, and represent Renfrewshire's perspective.	Promise Manager Promise Ambassador	31 March 2027
		Coordinate National Consultations and Legislative Responses Lead and coordinate responses to Promise related national consultations, including emerging legislation such as the Children (Care, Care Experience and Services Planning) (Scotland) Bill, and ensure partners are informed and engaged.	Policy Manager – The Promise, COSLA	As required
		Champion Lived Experience in National Improvement Activity Promote and amplify the voices of children, young people, and families in national discussions, ensuring lived experience shapes policy, practice, and system change.	Promise Scotland's Promise Delivery Partner	Ongoing

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.8	Drive Strategic Alignment with GIRFEC and UNCRC.	Ensure Alignment with National Frameworks Confirm that all Promise related activity is aligned with GIRFEC and the UNCRC, placing children’s rights, relationships, safety, love, and wellbeing at the centre.	Promise Manager Promise Ambassador	31 March 2027
		Audit Current Promise Practice Against GIRFEC and UNCRC Standards Conduct a structured review of existing policies, plans, and delivery approaches to identify strengths and gaps in alignment.		Ongoing
		Strengthen the Keeping The Promise in Renfrewshire Action Plan Address identified gaps and update the action plan to embed GIRFEC and UNCRC principles within ongoing Promise implementation.		Ongoing
1.1.9	Support and inform the Renfrewshire Council Equality Outcomes Activity.	Ensure Care Experienced Voices Shape Council Services Support embedding of equality considerations by involving Care Experienced people in the co design and evaluation of policy and practice, ensuring their lived experience directly shapes Council services with a focus on customer facing services	Promise Manager Promise Ambassador Equalities Development Officer	Ongoing
		Embed Assessment of Impact on the Care Experienced Community Work with the Equality Development Officer, strategic leaders and elected members to ensure decision making processes routinely assess impacts on the Care Experienced community.		Ongoing
		Align Equality Outcomes and Promise Priorities Identify and strengthen alignment between Equality Outcomes activity and The Promise, initially focusing on Renfrewshire’s Language Policy (1.3.1) and Workforce Development and Employability (2.1).		Ongoing
		Promote Inclusive and Anti Stigma Approaches Across the Partnership Support awareness raising, consultation activity, and cross representation (including EDI attendance at the Promise Strategic Oversight Group) to enhance equity and reduce stigma for Care Experienced people.		31 March 2027

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.1.10	Contribute to Renfrewshire's Poverty Action priorities and embedding lived experience into decision making across Fairer Renfrewshire.	Align The Promise with the Fairer Renfrewshire Action Plan and in particular Child Poverty priorities Align The Promise delivery with the wider Fairer Renfrewshire Plan and in particular, Renfrewshire's Child Poverty drivers, particularly employment, cost of living pressures and access to benefits, to improve financial stability for Care Experienced children, young people and families, including at key transition points.	Promise Manager	31 March 2027
		Prioritise Care Experience within place based poverty responses Work with Fairer Renfrewshire, Whole Family Wellbeing and Poverty Leads to ensure Care Experienced people are prioritised within place based and thematic poverty initiatives.	Fairer Renfrewshire Manager	Ongoing
		Use lived experience, data and governance to drive impact We will embed lived experience, Promise insight and shared data into planning, delivery and governance, improving early identification, targeting key transitions and providing clear assurance that Poverty Action is improving outcomes for Care Experienced people	Promise Ambassador	Ongoing
1.1.11	Explore Community Benefit Clauses.	Collaborate with Procurement to Embed Relevant Community Benefits Work with Procurement to include community benefit clauses that directly support Care Experienced people.	Promise Manager	31 March 2027
		Develop Targeted Opportunities for Care Experienced People Prioritise employment pathways, training, mentoring, and digital inclusion within community benefit commitments.	Corporate Procurement Manager/ Community	31 March 2027
		Monitor and Review Delivery of Community Benefits Track the implementation and impact of community benefit clauses to ensure they provide tangible support and sustainable opportunities.	Wealth Building Co-ordinator	31 March 2028

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.2 Voice and Participation: ensuring children, young people and families are heard and involved.				
1.2.1	Ensure Care Experienced Voice Shapes All Promise Activity.	<p>Embed Care Experienced Voice in All Promise-Related Activity Ensure infants, children, young people and adults with Care Experience meaningfully influence planning, service design and decision-making across The Promise.</p> <p>This includes: Embedding youth voice consistently across all Promise activity. Providing Care Experienced young people with a key role in shaping, designing and reviewing an ongoing Fund Your Fun grant process. Ensuring that young people are supported to actively participate in decision-making that reflects their interests, ambitions and needs.</p>	<p>Promise Manager</p> <p>Promise Ambassador</p> <p>Strategic CLD Manager (Chief Executive's Department)</p>	31 March 2027
		<p>Use Insight and Evidence to Shape Future Priorities Draw on findings from the Children's Services Parents, Carers, Children and Young People Survey and the forthcoming Children's Services Voice Strategy to inform future planning and direction.</p> <p>This will: Highlight what matters most to Care Experienced young people. Support evidence-based improvements across the Promise Programme.</p>		Ongoing
		<p>Identify Gaps and Improve Practice Across Services Use the Promise Mapping Tool to highlight gaps in current initiatives and share learning with Youth Services and wider partners to drive continuous improvement.</p> <p>This includes: Identifying areas where community opportunities, participation routes and belonging pathways can be strengthened. Using learning from the Fund Your Fun grant to improve practice, particularly around empowerment, voice and child-centred decision-making. Strengthening collaborative working to ensure consistent, high-quality experiences for Care Experienced young people.</p>		31 March 2028

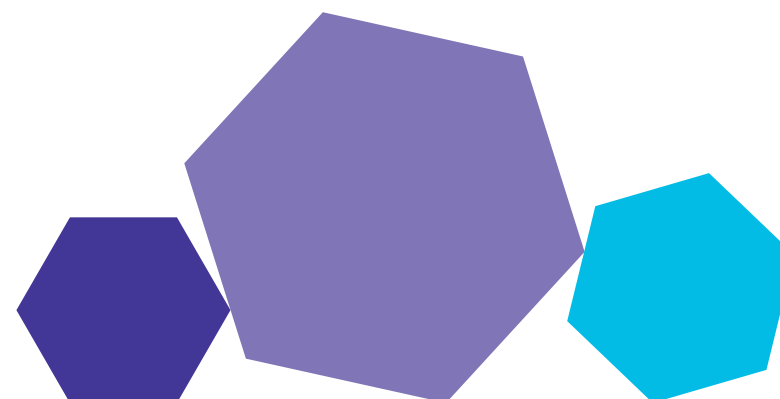
Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale	
1.3 Language, Culture and Communications: fostering inclusive, respectful, and trauma-informed ways of working.					
1.3.1	Update and Embed Renfrewshire's Language Policy.	<p>Promote Inclusive and Compassionate Language Across All Services Embed person centred, non stigmatising and plain English communication that reflects the lived experiences of Care Experienced people and avoids harmful terminology.</p>	Promise Manager	Ongoing	
		<p>Undertake a Comprehensive Review and Consultation Engage Care Experienced individuals, Promise Keepers and staff in reviewing the current Language Policy to ensure it aligns with best practice and local lived experience.</p>		31 December 2026	
		<p>Publish and Launch the Updated Language Policy Locally and Nationally Implement the revised policy across Renfrewshire and share learning with national Promise networks to support wider improvement.</p>		Promise Ambassador	31 March 2027
		<p>Monitor Implementation and Impact Track adoption, gather feedback and identify areas requiring further refinement to ensure language continues to support dignity, respect and positive outcomes.</p>			31 March 2027



Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
1.3.2	Review and refine Renfrewshire's Promise Communication Strategy.	Strengthen Awareness and Understanding of The Promise Increase visibility and understanding of The Promise across elected members, council services, partners and communities, ensuring clear, consistent and accessible messaging.	Promise Manager	31 December 2026
		Enhance Local Communications Channels and Campaigns Work with Communications colleagues to develop RenTalks, council communications and social media content, while sharing activities and case studies from the Promise Keepers Network.	Promise Ambassador	Ongoing
		Enhance Local Communications Channels and Campaigns Work with Communications colleagues to develop RenTalks, council communications and social media content, while sharing activities and case studies from the Promise Keepers Network.	Promise Scotland's Promise Delivery Partner	31 March 2027
		Align with National Communication Activity and Best Practice Connect with national campaigns, events and learning such as Promise Scotland and the Stories of Progress to ensure Renfrewshire's communications are consistent, informed and contribute to wider improvement.		Ongoing



Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
<p>2: Supporting Families and Changing Systems That Work for Everyone We will support families to stay together and thrive, with help that is there when it is needed and built on relationships. By changing how systems work, we will make services simpler, kinder and focused on keeping children loved, safe and respected.</p> <p>This descriptor captures three themes: 2.1 Workforce Development and Employability; 2.2 Whole Family Wellbeing, Children’s Hearings and Community Justice; and 2.3 Systems Change and Innovation</p>				
<p>2.1 Workforce Development and Employability: building a skilled, supported workforce.</p>				
2.1.1	Supporting the Workforce Workstream via the Strategic Oversight.	<p>Champion a Loving, Respectful and Inclusive Workforce Promote workforce development aligned with The Promise’s expectations for trauma informed, relational and compassionate practice.</p>	<p>Promise Manager</p> <p>Professional Training and Development Manager</p> <p>Promise Ambassador</p>	31 December 2026
		<p>Ensure Active Oversight and Accountability The Strategic Oversight Group will provide clear direction, monitor progress and actively support the Workforce Workstream to deliver its priorities.</p>		31 March 2027
		<p>Secure Strong and Consistent Partner Representation Partners will provide appropriate, empowered representatives from their services or organisations to contribute effectively to the workstream’s activities.</p>		31 March 2028
		<p>Align Workforce Priorities with The Promise and Report Progress Drive the workstream through the key national focus areas for supporting the workforce and ensure regular updates are provided to the Oversight Group.</p>		Annual

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

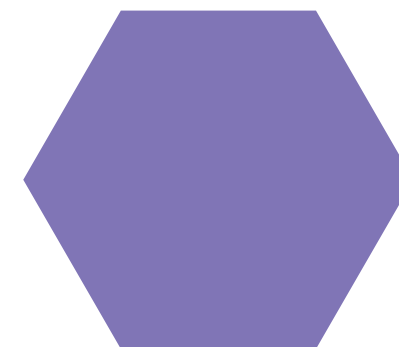
Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.1.2	Expand, Diversify and Strengthen the Promise Keeper Network.	Grow and Diversify Network Membership Expand the Promise Keeper Network across elected members, council services, third sector organisations and community partners, increasing representation from a wider range of departments and sectors.	Promise Manager Professional Training and Development Manager Promise Ambassador	31 March 2027
		Target Under Represented Services and Partners Identify and engage priority services and organisations to broaden participation and ensure the network reflects the full breadth of the local system.		31 March 2028
		Support and Develop the Network Through Shared Learning Strengthen the network through events, workshops, information sharing, and an annual conference to promote collaborative learning, relational practice and culture change.		31 March 2028
		Share Progress and Drive Cross System Improvement Regularly communicate updates, learning and impact from the Network to partners, supporting continuous improvement and alignment with The Promise.		31 March 2028
2.1.3	Develop and support the Embedding of the Guaranteed Interview Scheme.	Support Early Adoption Across Services Work collaboratively with HR and hiring managers to embed the scheme consistently and promote understanding of its purpose and benefits.	Promise Manager Professional Training and Development Manager Promise Ambassador	31 March 2027
		Monitor Uptake and Strengthen Inclusive Practice Track usage of the scheme, review recruitment processes and identify opportunities to make pathways into employment more equitable.		31 March 2028
		Evaluate Impact and Refine the Scheme Analyse applications and outcome data to improve the scheme over time and ensure it reflects Promise Plan 24 – 30 commitments on workforce equality.		Strategic Lead Partner (Organisational Development) 31 March 2028

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.1.4	Expand the Promise Human Library.	Strengthen Promotion and Staff Participation Promote the Human Library across council services, partners and community organisations to increase the number and diversity of staff contributors.	Promise Manager	31 March 2027
		Extend Outreach and Monitor Engagement Reach more young people across Renfrewshire and track participation, engagement and early outcomes to understand impact.	Professional Training and Development Manager	31 March 2028
		Evaluate and Scale the Model Review feedback and outcome data to improve the model and expand it into additional sectors, roles and career pathways.	Promise Ambassador	31 March 2029
2.1.5	Grow the Care Experienced Staff Network.	Increase Visibility and Membership Across the Council Promote the network widely to raise awareness and expand membership across all services and departments.	Promise Manager	31 March 2027
		Develop Opportunities for Engagement and Influence Create peer support activities, events and mechanisms for the network to inform policies, practice and wider workforce inclusion work.	Professional Training and Development Manager	31 March 2028
		Report Impact and Share Learning Monitor the network's progress, capture learning and contribute insights to strengthen Renfrewshire's wider approach to workforce equality and inclusion.	Promise Ambassador	Annual

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.1.6	Collaborate with council services and partner agencies to Increase Placement Opportunities for Care Experienced young people.	Increase Placement Opportunities Work with council services and partner agencies to expand the range and availability of high quality placements for Care Experienced young people.	Promise Manager Professional Training and Development Manager Promise Ambassador	31 March 2027
		Develop a Placement Initiative Through the Workforce Workstream Use the Supporting the Workforce Workstream to design and shape a coordinated placement initiative that reflects the needs and aspirations of Care Experienced young people.		31 March 2028
		Engage Key Partners to Strengthen Delivery Work closely with HR, Employability and other relevant services to support the development, coordination and sustainability of placement opportunities.		31 March 2027
		Report Progress and Secure Strategic Support Provide updates to the Renfrewshire Promise Strategic Oversight Group, seek endorsement for the placement initiative and encourage wider partners to explore placement opportunities within their own services/organisations.		31 March 2028



Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.1.7	Develop an updated version of the Promise iLearn module and increase staff awareness of its content.	Update and Enhance the Promise iLearn Module Review and refresh the existing module to reflect current progress, new initiatives and key expectations around The Promise, trauma responsive practice and relationship centred care.	Promise Manager	31 March 2027
		Ensure All Staff Understand Their Role in Keeping The Promise Embed clear learning on The Promise and workforce responsibilities, ensuring all staff understand their role in delivering inclusive, trauma informed and rights based services.	Professional Training and Development Manager	Ongoing
		Increase Awareness and Uptake Across Services Promote the updated iLearn module across all council departments and relevant partner organisations to strengthen workforce understanding and consistency of practice.	Promise Ambassador	31 March 2028
		Strengthen Recruitment Learning to Embed The Promise Enhance existing mandatory learning for recruiting managers by integrating guidance on applying The Promise, inclusive recruitment practices, and responsibilities when supporting Care Experienced applicants. This will include updating the current Recruitment and Selection iLearn module and accompanying Teams workshop and incorporating dedicated content within the new Managers' Induction iLearn module to ensure consistent understanding and application across all managers involved in recruitment.	Strategic Lead Partner (Organisational Development)	31 March 2027
2.2 Whole Family Wellbeing, Children's Hearings and Community Justice: strengthening families and communities				
2.2.1	Work with the Whole Family Wellbeing Steering Group to strengthen alignment with The Promise.	Align Whole Family Support with Promise Principles Work in partnership to ensure families receive early, relational, flexible and non stigmatising support that strengthens relationships and prevents crisis.	Promise Manager	31 March 2027
		Promote Holistic, Early and Family Centred Support Advocate for approaches that are aligned to The Promise and offer integrated, whole family support, reducing the need for crisis intervention and improving long term outcomes.	Whole Family Wellbeing Manager	31 March 2027

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.2.2	Embed The Promise in Renfrewshire’s Children’s Hearings Planning.	Ensure Hearings Are Rights Based and Child Centred Embed relational, trauma responsive and rights based practice in every Hearing so that decisions are clearly shaped by each child’s voice, needs and lived experience.	Promise Manager	31 March 2027
		Maintain Active Engagement in Evolving CHIP Structures Ensure the Promise Manager contributes to relevant forums and working groups as the Children’s Hearings Improvement Programme (CHIP) develops, supporting alignment with The Promise.		Ongoing
		Monitor Legislative Changes and Share Learning Support partners to track implementation of Promise related legislative changes, share learning across local authority areas and adapt local practice in response to feedback from children, families and practitioners.		Ongoing
2.2.3	Align Community Justice with The Promise.	Strengthen Leadership and Alignment Across Justice and Promise Structures Deepen collaboration between the Renfrewshire Promise Strategic Oversight Group and the Community Justice Strategic Group to ensure unified planning, shared priorities and consistent leadership.	Promise Manager Community Justice Lead Officer	31 March 2027
		Promote Compassionate, Trauma Informed and Needs Led Practice Work with the Community Justice Partnership to prevent the criminalisation of Care Experienced children and young people and to embed trauma informed, relational and non stigmatising responses across justice services.		Ongoing
		Strengthen Joint Working, Communication and Accountability Provide regular updates on shared progress, explore opportunities for thematic joint work and promote staff and stakeholder engagement to build a compassionate justice culture aligned with The Promise.		Ongoing

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.3 Systems Change and Innovation: redesigning services to better meet needs.				
2.3.1	Support the development of Renfrewshire's Physical Activity for Health Framework with OneRen.	Prioritising Care Experienced Children, Young People and Adults Identify Care Experienced people as a priority inequality group within the Framework. Ensure clear visibility within local ambitions, planning and performance monitoring. Strengthen equity-focused measurement, using sensitive, stigma-free approaches.	Promise Manager Promise Ambassador Strategic Partnerships and Programme Development Director (OneRen)	31 March 2027
		Embedding Corporate Parenting Across Physical Activity Pathways Embed corporate parenting duties across Active Schools, Active Travel, community sport and health/social care programmes. Ensure all partners understand and act on their role in enabling safe, meaningful participation.		31 March 2027
		Creating Trauma-Informed, Safe and Nurturing Environments Raise awareness of trauma-informed, relationship-based practice across sport, leisure, recreation and outdoor activity settings. Promote psychologically safe, welcoming environments that support confident participation.		31 March 2027
		Reducing Barriers and Strengthening Co-Production Highlight practical barriers such as cost, transport, equipment, placement changes and confidence. Work alongside Care Experienced young people to co-design opportunities, participation pathways, programme decisions and overall development.		31 March 2027

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale	
2.3.2	Further collaborate with EHI, initially in Housing and Homelessness Services.	<p>Prevent Homelessness for Care Experienced Young People and Families Work in partnership with Housing and Homelessness Services to ensure Care Experienced people have access to safe, stable homes that support wellbeing and long term security.</p>	Promise Manager	31 March 2027	
		<p>Embed Promise Principles Across Housing and Homelessness Services Provide targeted support to colleagues in Housing and Homelessness Services and the wider Environment, Housing and Infrastructure (EHI) directorate to align practice with The Promise.</p>	Homeless and Housing Support Services Manager	31 March 2028	
		<p>Support Delivery of EHI’s Promise Related Commitments Assist teams to implement the commitments set out in the Environment, Housing and Infrastructure Strategic Improvement Plan that relate to The Promise.</p>	Services Manager	31 March 2027	
2.3.3	Share Learning from Promise Partnership Projects.	<p>Disseminate Learning to Strengthen Inclusive and Relational Practice Share insights from Promise Partnership projects across all learning environments to enhance inclusive education and relational support for all learners.</p>	Promise Manager	31 December 2026	
		<p>Embed Effective Practice Within Education Improvement Frameworks Support schools to integrate learning into School Improvement Plans and Renfrewshire’s Education Quality Improvement Framework, ensuring long term sustainability.</p>		31 December 2026	
		<p>Strengthen Partnerships to Extend Support Beyond the Classroom Work collaboratively with organisations such as Barnardo’s, Who Cares? Scotland, Skills Development Scotland and Invest in Renfrewshire to widen opportunities and improve support for Care Experienced children and young people.</p>		Promise Ambassador	Ongoing
		<p>Share Learning Locally and Nationally to Influence Practice Disseminate outcomes through the Children’s Services Partnership, Strategic Oversight Group and leadership networks, and contribute learning to national platforms including the Promise Keeper Network and Stories of Change to influence wider policy and practice.</p>			31 December 2026

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

Ref.	What We Will Do	Actions to Deliver This	Lead	Timescale
2.3.4*	Support the Circuit Project (Digital and Creative Technology).	As part of the Circuit Project Expand Access to Digital and Creative Technology Opportunities Increase opportunities for Care Experienced young people to engage in digital skills, creative technologies and co designed learning experiences that build confidence and future pathways.	Promise Manager	31 March 2027
		Promote Participation and Raise Awareness Across Renfrewshire Actively encourage involvement in Circuit programmes and strengthen awareness of digital and creative technology opportunities across local services and communities.	Digital Strategy Delivery Manager, RC	31 March 2027
		Strengthen Representation Through Active Participation in the Circuit Steering Group Ensure the Promise Manager and Youth Services representative work closely with the Circuit Steering Group and Digital Services to champion the interests and needs of Care Experienced young people.	National Digital Project Lead, Circuit Scotland	31 March 2027
		Support Evaluation, Impact and Legacy Planning Contribute to the evaluation of Circuit activities and help shape plans for long term impact, sustainability and legacy for Care Experienced learners.		31 March 2027
2.3.5**	Support the Stronger Start Project (Integrated Early Support).	Ensure Strong Promise Representation and Governance The Promise Manager will participate fully in the Stronger Start Steering Group to support delivery, champion the needs of Care Experienced families and monitor outcomes.	Promise Manager	31 March 2027
		Share Learning and Strengthen Alignment with The Promise Communicate progress and insights with the wider partnership and identify opportunities to further align Stronger Start activity with The Promise.	Health Improvement Senior, Renfrewshire Health and Social Care Partnership	31 March 2027
		Report Progress Through Renfrewshire’s Promise Strategic Oversight Group Provide regular updates to the Oversight Group to ensure strong governance, visibility and shared ownership of improvements.		31 March 2027

Keep The Promise in Renfrewshire Action Plan 2026 – 2029

*Circuit Project: A collaborative initiative led by YMCA Scotland in partnership with Renfrewshire Council. It reimagines digital education and creative technology for Care Experienced young people through co-designed, inclusive programmes delivered in pop-up maker spaces. The project equips participants with digital skills, creativity, and confidence, supporting The Promise principles of belonging and opportunity.

**Stronger Start Project – Integrated Early Support: A person-centred, wrap-around service embedded in maternity care that provides money advice, advocacy, and holistic family support to pregnant women across Renfrewshire, Inverclyde, and West Dunbartonshire. It reflects The Promise by delivering early intervention, rights-based advocacy, and trauma informed care to improve maternal and infant wellbeing



Performance Indicators

Performance Indicators – Financial Year***	Last Updated	Value (%)	Target (%)
Proportion of children being looked after in the community	Q4 2024/25	91.6	89.9
Percentage of accommodated Looked After Children placed with families	Q4 2024/25	90.5	83
Percentage of care leavers participating in employment, training or education	Q4 2024/25	58	55
Percentage of care leavers who have had a period of homelessness in the last 6 months	Q4 2024/25	3	0
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)	2023/24	14	10
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)	2023/24	11	9
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled	2023/24	18	15
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled	2023/24	14	14
% of School leavers in a positive destination	2023/24	97.1	98
% of children attending school (Primary)	2023/24	93.1	95.5
% of children attending school (Secondary)	2023/24	86.8	91
% of young people choosing to stay onto S5 (as % of S4 roll at September previous year)	2024/25	91.4	92
% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	2024/25	62.8	71

***1. Performance- Indicators align with the Children’s Services Service Improvement Plan 2025 – 28.

Performance Indicators

Performance Indicators – Financial Year	Last Updated	Value (#)	Target
Number of Promise Keepers across Renfrewshire	Q3 2025/26	401	Maintain
Number of Services from Renfrewshire Council actively participating in The Promise	Q3 2025/26	99	Maintain
Number of Community Planning partners in Promise Keeper Network Represented	Q3 2025/26	6	Maintain
Number of Attendees at Annual Promise Keeper Conference	Q3 2025/26	95	Maintain
Number of staff members in Promise Human Library	Q3 2025/26	101	Maintain
Number of Internal (to Renfrewshire Council) Engagements by the Promise Team (Annually)	Q3 2025/26	146	Maintain
Number of External (to Renfrewshire Council partner engagements by the Promise Team (Annually)	Q3 2025/26	57	Maintain
Number of Renfrewshire organisations (including council services) actively involved The Promise.	Q3 2025/26	82	Maintain

