

March 2026

Renfrewshire's Promise

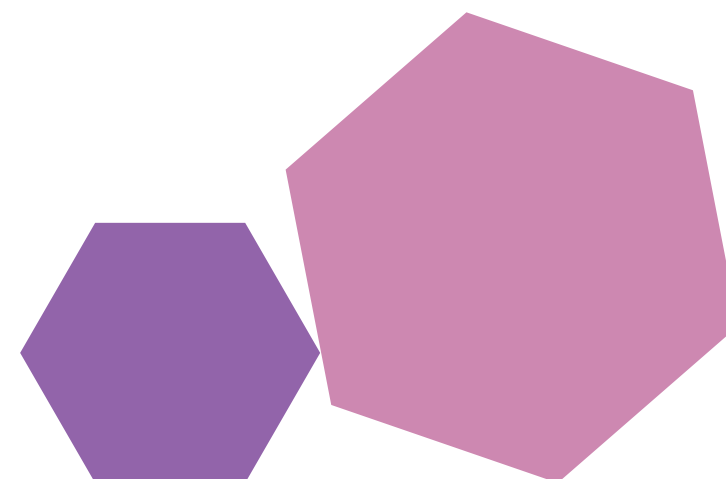
Keeping The Promise in Renfrewshire

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



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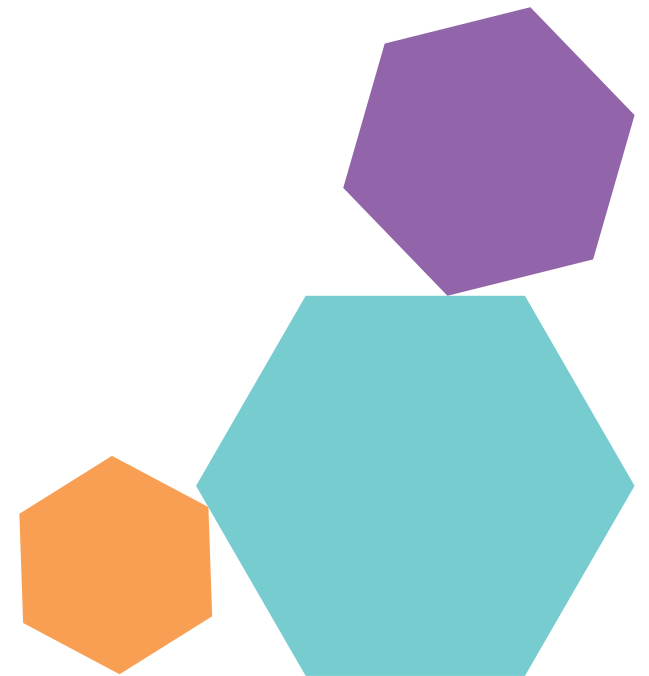


The Promise in Renfrewshire

This report reflects our shared commitment to Keeping The Promise in Renfrewshire and marks our continued progress on this journey.

It covers the period from February 2025 to February 2026.

Thank you to all who continue to champion this work.



The Promise in Renfrewshire

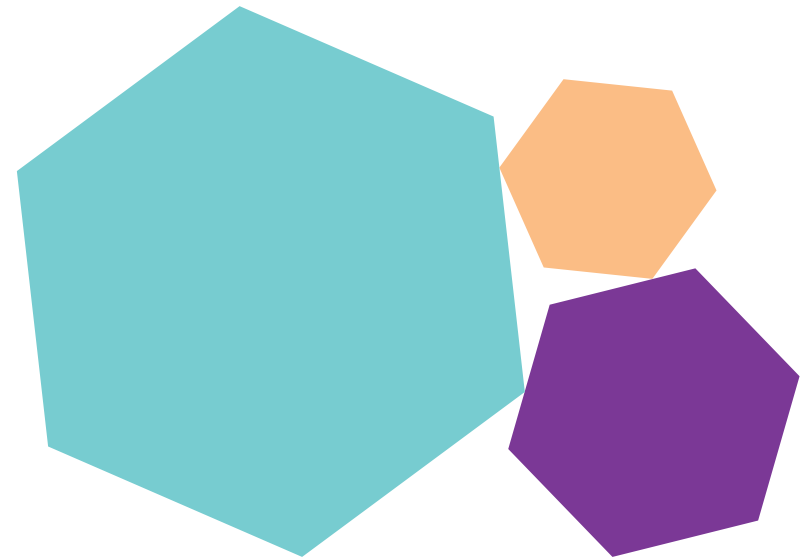
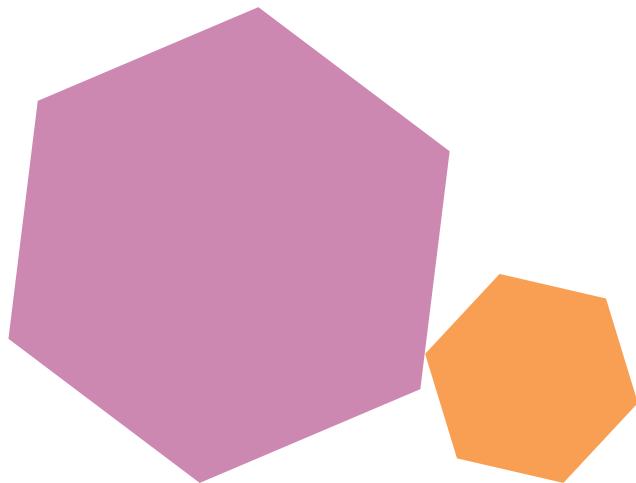
Our Commitment

The Promise remains a strategic priority for Renfrewshire's Children's Services Partnership. As partners, we are committed to working together to provide support to children and families at the earliest possible stage, in line with our shared ambition to keep The Promise. This commitment is embedded in the Renfrewshire Children's Services Partnership Plan 2023–26 and is aligned with our wider vision to improve outcomes for infants, children and young people who face poverty, adversity, 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.

Our approach actively encourages a culture where children, young people and families feel safe, empowered and heard. We strive to create environments where they can ask questions, express concerns, and shape the services they receive. Listening meaningfully to lived experience is a cornerstone of our work, and we are committed to ensuring that engagement leads to action.



The Promise in Renfrewshire

Guided by National Priorities

Our local delivery is aligned with and guided by the national priority areas set out by The Promise, which define the systemic changes required by 2030. These priorities are interdependent and must be addressed collectively across both national and local systems.

Voice and Participation

Meaningful engagement is essential. Coproduction and inclusive decision-making ensure that services reflect lived experience and respond to genuine need.

Governance and Accountability

Clear roles, responsibility, and oversight are fundamental. We advocate for streamlined structures, stronger leadership, and shared accountability across Children's Services and wider partnerships.

Strategic Planning and Direction

The publication of Plan 24–30 marks a shift towards more actionable planning. Sector-specific route maps and alignment with national frameworks are key to delivering consistent and effective services.

Whole Family Support

Support must be holistic, relational, and free from stigma. The ten principles of intensive family support should be embedded in practice, ensuring timely and equitable access for all families.

Supporting the Workforce

Scotland's workforce faces increasing pressures, including high caseloads, retention challenges, and limited resources. There is a growing consensus on the need to enhance support through improved wellbeing initiatives, continuous training, and opportunities for reflective practice. Addressing these issues is vital to sustaining a resilient and effective workforce.

Data, Measurement and Reporting

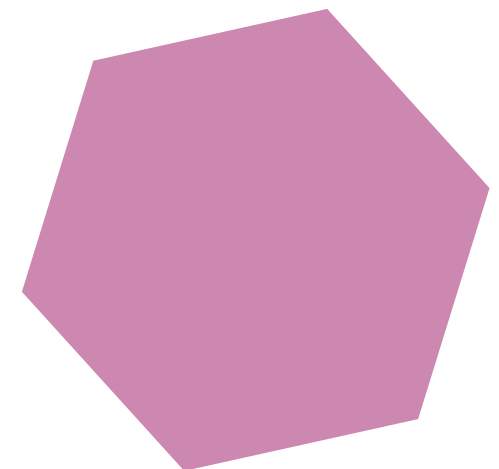
Informed by The Promise Progress Framework, we recognise the need for improved data linkage, transparency, and local outcome measurement—particularly from the perspective of Care Experienced individuals.

Resources and Funding

Short-term, fragmented funding continues to hinder progress. We advocate for long-term, trust-based investment that prioritises prevention and early intervention. Strategic modelling of investment and disinvestment is essential to ensure resources are allocated effectively.

Legislative Reform

The development of the Children (Care, Care Experience and Services Planning) (Scotland) Bill and the incorporation of the UNCRC must simplify the legal landscape, strengthen rights, and enhance protections for all Care Experienced people.



The Promise in Renfrewshire

Governance and Oversight

Renfrewshire's delivery of The Promise is overseen by the Promise Strategic Oversight Group, which reports directly to the Children's Services Partnership. Following a recent governance review, reflecting national recommendations for streamlined and accountable structures, three core workstreams now inform and provide reports to the Oversight Group:

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

Each workstream is chaired by senior leaders across the partnership and thereby reflecting the national priority areas.

Renfrewshire Health and Social Care Partnership (RHSCP) provides strategic leadership in delivering The Promise, contributing to planning, service development, and performance oversight. RHSCP Senior leaders are active members of the Promise Strategic Oversight Group and play a key role in shaping Renfrewshire's Whole Family Wellbeing approach. They also support workforce development through the Supporting the Workforce workstream. Additionally, RHSCP champions Renfrewshire's Language Policy, promoting person-centred,

stigma-free communication around Care Experience, and contributes to its ongoing refinement.

A Promise Delivery Mapping and Planning Tool, developed in collaboration with The Promise Scotland, continues to inform our local implementation. This tool has been shared with other local authorities as an example of good practice.

Strategic Drivers and Alignment

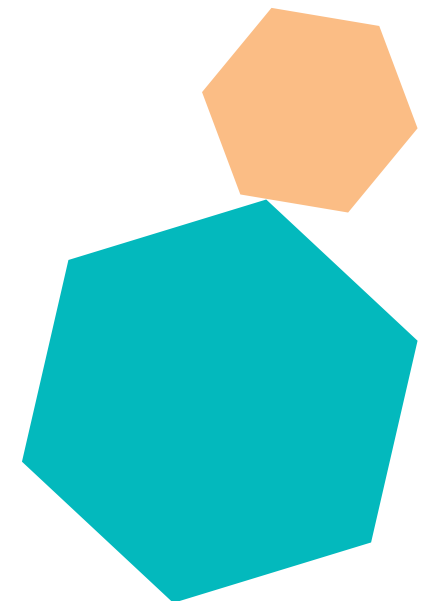
Renfrewshire's Promise work is now entering a critical phase in the 10-year programme. The publication of Plan 24–30 and the Scottish Government's Implementation Plan Update have provided a renewed framework for delivery. These plans emphasise:

- The need for clear roles, responsibilities and milestones
- A shift from consultation to action and measurable impact
- The importance of whole-system collaboration and long-term investment

In Renfrewshire, we have mapped our local priorities against these national plans and reviewed our governance arrangements to ensure they are fit for purpose. We are actively engaging with children, young people, parents and carers to understand what Plan 24–30 means for them.

Our Promise work is aligned with key national frameworks and the emerging legislative landscape including:

- Incorporation of the UNCRC
- Getting It Right For Every Child (GIRFEC)
- National Trauma Transformation Programme
- Equalities legislation and approaches



The Promise in Renfrewshire

Community Planning and Strategic Engagement

The Promise Manager and Promise Ambassador have provided strategic support, insight, and challenge to key partnership forums, including Renfrewshire's Children's Services Partnership, the Community Planning Partnership Executive Group, and the Forum for Empowering Communities. These contributions have helped reinforce the statutory role of Community Planning Partnerships in tackling inequalities. As a result, Chief Officers and third sector leaders have demonstrated increased awareness and a stronger commitment to delivering on The Promise.

The Promise Manager continues to work closely with policy leads across Renfrewshire Council and HSCP to embed The Promise into:

- Service Improvement Plans
- Strategic Plans
- Mid-Year Monitoring Reports
- Corporate Management Team discussions

National Engagement and Influence

Renfrewshire's Promise Team maintains strong, constructive relationships with:

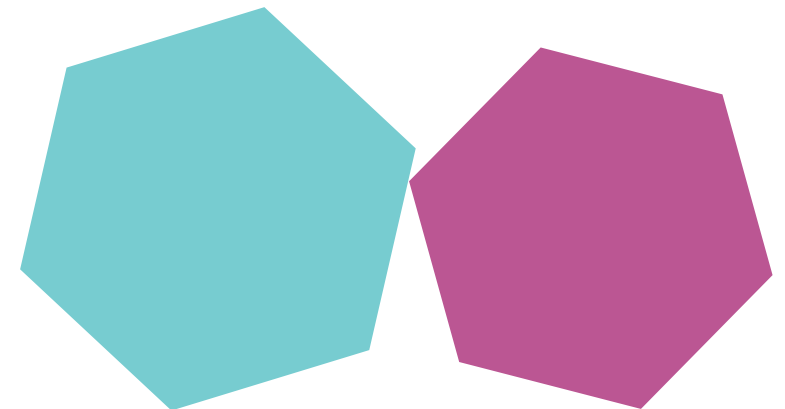
- The Promise Scotland
- Scottish Government
- COSLA

We are active participants in COSLA's Promise Leads Network and have hosted visits from national partners to showcase our progress. Renfrewshire Council's Children's Service contributions to national consultations have included:

- 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 strengthen relationships with national partners
- Monitor and respond to legislative developments
- Support the development and implementation of Plan 24–30 route maps
- Ensure our local delivery is aligned with the Promise Progress Framework and contributes to the national Story of Progress
- Maintain a focus and advocate for long term, trust-based funding, workforce wellbeing, and whole family support



Renfrewshire's Promise Approach in Numbers

We continue to build momentum, strengthen partnerships, and place infants, children, young people, and families at the heart of everything we do. This snapshot highlights the commitment of all involved in The Promise, the innovation within our communities, and the leadership demonstrated across services.

The numbers below tell a story of progress, of growing networks, meaningful engagement, and tangible change. From schools embracing the Communities That Care programme to young people shaping their own spaces through YouthyFest, Renfrewshire is demonstrating what it means to Keep The Promise.

We know that behind every statistic is a person be it a child, a practitioner, a partner all working together to make things better.

Promise Keeper Network

- 407 active Promise Keepers in Renfrewshire
- 105 new Promise Keepers joined in the past year

Annual Promise Keeper Conference

- 102 attendees (December 2025)

Promise Human Library

- 101 staff members

Promise Team Engagements

- 146 internal partner engagements
- 57 external partner engagements
- 82 Renfrewshire organisations (including council services) actively involved in Keeping The Promise

Youth Voice

- 189 participants attended Promise YouthyFest 2025

Recognition & Strategic Alignment

- 2 submissions to national awards showcasing Renfrewshire Council's Promise-related work
- 7 key partner/service plans aligned with The Promise

Communities That Care (ctc) Programme

- 63 schools completed Stage 1: Care Aware
- 61 schools completed Stage 2: Curriculum Delivery
- 43 schools actively delivering CtC lessons
- 85% of schools engaged in lesson delivery
- 500+ sector partners trained
- 783 pupils provided feedback

Education Projects

2 school projects funded via the Promise Partnership Fund:

- Johnstone High School
- St Andrew's Academy

Next Steps

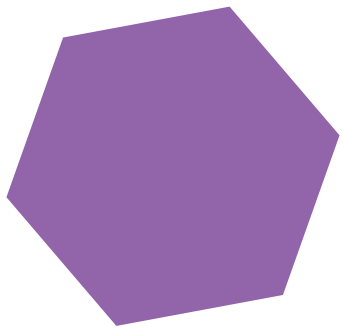
- Utilise and share data to demonstrate Renfrewshire's commitment to Keeping The Promise
- Integrate insights into strategic planning processes
- Monitor engagement trends to identify active areas and those requiring further outreach
- Acknowledge and celebrate the contributions of active partners and Promise Keepers
- Promote cross-sector collaboration by highlighting the breadth of commitment across services

Youth Voice Leading Change

Renfrewshire Council Youth Services has been at the forefront of amplifying the voices of Care Experienced young people across the region. Through a rights-based approach rooted in the UNCRC and aligned with National Youth Work Outcomes, the service has embedded youth voice into local decision-making.

Empowerment is championed through locality-based forums and targeted outreach, ensuring that even the most marginalised voices are heard and acted upon.

Central to this work is the Promise Champs programme, which continues to evolve, reflecting young people's transitions to positive destinations and welcoming new members through ongoing consultation and outreach.



Youth-Led Campaigns and Events

The Promise Champs have played a pivotal role in shaping services and leading change. Their involvement in youth-led initiatives has included the annual Promise Present Drives, which in 2023 and 2024 distributed over 300 parcels to Care Experienced young people across Renfrewshire.

These campaigns were supported by Youth Services, social workers, and Promise Keeper networks. The Champs also organised inclusive events such as the Festive Lunch and WinterFest, which brought together young people, carers, and families for celebration, connection, and youth-led activities.

Summer Programme and Residential Experiences

Thanks to the Promise Partnership Youth-led Corra Fund, Youth Services delivered a six-week summer programme co-designed with Promise Champs. Activities included weekly youth clubs, drama workshops, residentials, and trips to destinations such as Edinburgh Zoo and Glasgow's Splatter Art Studio. These experiences removed barriers to participation and created safe spaces for building friendships, developing skills, and accessing support.

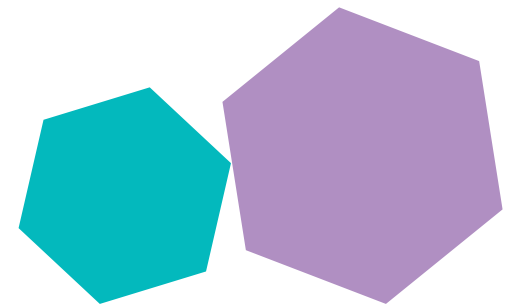
One young person shared, "This year we were encouraged to be more independent as a group

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

Creative projects have also been central to the Champs' work. The Promise Champs logo and branding were developed through interactive workshops with artist Rachel Jardine, resulting in branded hoodies and posters that strengthened group identity and visibility.

A parallel project with Promise Ambassadors at St Andrews High School led to the creation of a logo for badges and keyrings, designed to support peer mentoring and reduce stigma. These visual storytelling efforts align with Renfrewshire's Language Policy and promote trauma-informed, inclusive representation of Care Experience.



Youth Voice Leading Change

Youth-Led Redesign of Community Spaces

Youth-led redesigns of community spaces have further demonstrated the Champs' leadership. Four venues were transformed, including the Throughcare meeting room at St James Centre, the Methodist Halls used for youth clubs, an outdoor garden at Johnstone High School, and the entrance of Paisley YMCA. These redesigns created welcoming, youth-friendly environments that support wellbeing, learning, and social connection.

A young person involved in the redesign shared, "Redesigning the space made me feel like it was ours, it's somewhere I want to be."

Promise YouthyFest 2025

The Promise YouthyFest 2025, attended by 189 participants, was a standout achievement. Designed and delivered by Promise Champs, the festival featured music, funfair activities, creative zones, and wellbeing spaces. It showcased youth voice and removed barriers to participation, with families describing the event as "inclusive," "uplifting," and "fun."

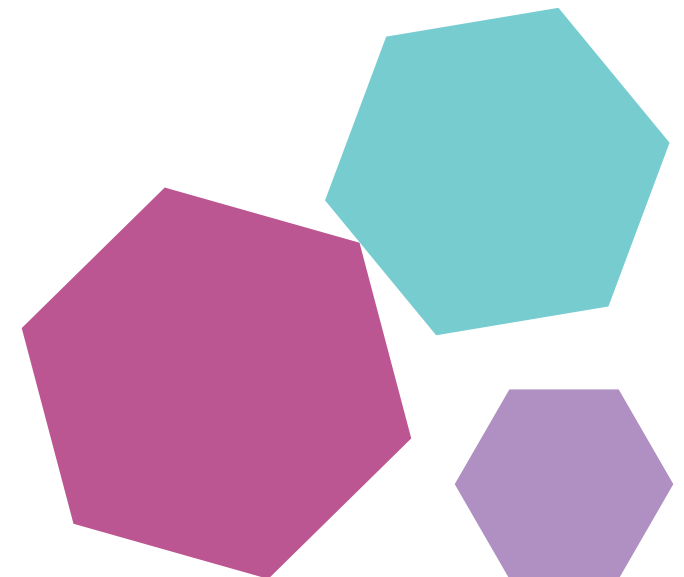
As one young person reflected, "Planning the summer Youth Festival was my favourite part of this year, it was super fun with lots of things to do and I got to do it all with my friends from club."

Wider Strategic Alignment

These activities are mapped using Renfrewshire's Promise Mapping Tool and reported to the Strategic Oversight Group, ensuring transparency and alignment with national priorities. The programme contributes directly to Renfrewshire's Promise Plan 2024–2030 and will inform the development of the Promise Strategic Plan 2026–2029.

Next Steps

- Continue consulting with Care Experienced young people to identify unmet needs and opportunities for improvement
- Support youth-led redesigns and creative projects that reflect the voices and experiences of young people
- Ensure learning from these activities inform and support the Promise Strategic Oversight Group and align all work with Scotland's Promise Plan (2024–2030) and Renfrewshire's Promise Strategic Plan (2026–2029)
- Review progress regularly to ensure accountability and impact



Renfrewshire's Promise Keeper Network

Renfrewshire's Promise Keeper Network is a community of local champions for The Promise who promote, advocate and improve outcomes for the Care Experienced community. There are currently **407** Promise Keepers, and this number is growing across Renfrewshire. They ensure The Promise remains at the forefront of service design and delivery. The Promise Keeper Network encompasses the idea that Care Experienced people will access lots of different services in their lives, from council tax to leisure services. It is important that those areas are informed and sensitive to their needs.

Our Care Experienced community have told us that they want genuine and authentic people to champion The Promise, and the dedication and commitment our Promise Keepers show further emphasises this.

The Promise Keeper network is diverse in terms of seniority and services represented. For example, Social Work, Education, the wider council, the HSCP, Elected Representatives, Community Planning Partners and the third sector. We have been delighted that over the past year, we have expanded our network in both numbers and diversity, welcoming nearly 100 more Promise Keepers to the network. We also now have representation from local sports teams, with both Glenvale FC and Basketball Paisley having Promise Keepers.

The Promise Keeper Network has supported the

long-term sustainability of the CORRA funded project in St Andrew's Academy, with Senior Leaders and Principal Teachers joining the network and considering the small changes they can enact within their school and curriculum to advocate for the rights and awareness of their Care Experienced pupils.

The Corporate Management Team within the Council made a commitment to ensuring that as a group, they would sign up to become Promise Keepers. We have supported a number of the Corporate Management Team to meet this commitment, including the Chief Executive, over the past year.

We have also welcomed volunteers from Home-Start Renfrewshire to the Promise Keeper Network, who brought their commitment and enthusiasm to the role in ensuring that they are sensitive to the needs of both Care Experienced children and adults when working with the families that they support.

We aim promote a sense of community and commitment within the Promise Keeper Network, supporting individuals to cascade their learning to their wider teams. Across this past year, this has involved numerous discussions, inputs and presentations across Renfrewshire to further promote the network.

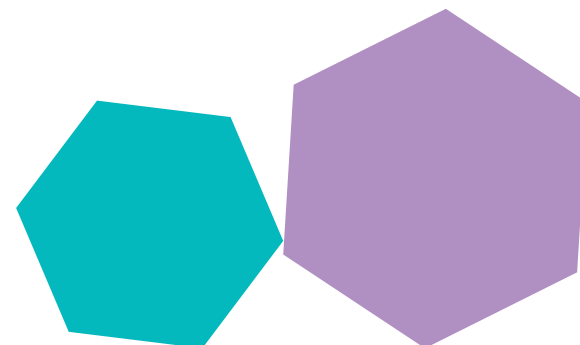
We have hosted a range of Promise Keeper Catch-Up sessions in 2025, with a key focus on employability and language which has continued to inform our work centrally. We continue to listen to our Promise Keepers

in terms of the support and information they would benefit from and respond accordingly. One of the core principles of the Promise Keeper Network is that it is a learning network, as a Promise Keeper and as a network, we are constantly learning from 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 half day event involved a range of speakers, videos and discussions, with networking opportunities throughout. Over 100 Promise Keepers attended the event which was the highest turnout for a Promise Keeper Conference to date.

The conference was opened by Alan Russell, Chief Executive of Renfrewshire Council who set the tone for the day, reinforcing both his commitment and the council’s commitment to The Promise and supporting our Care Experienced community in Renfrewshire.

Colleagues from OneRen reflected on the journey they have been on over the past few years around The Promise, sharing details about changes to recruitment, opportunities for Care Experienced people and how Care Experience has been included within the redesign of Paisley Museum. Yvonne Ward shared information with the group about the success of the Career Ready programme in Renfrewshire and showcased a short film where young people who were involved in the programme shared their experiences. Melissa McGrogan from Invest in Renfrewshire shared information about their service offer for Care Experienced young people including some positive case studies emphasising the importance of their work.

Prior to 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 in our work, and remember that some of our colleagues may also be Care Experienced and require support and compassion.

The final item of the day was a session termed “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. Each participant engaged in an informal conversation with Pauline about their work on The Promise and their visions for the future.

“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.”

Renfrewshire Language Policy

The Renfrewshire Language Policy was launched in April 2022 and was created through consultation with Care Experienced young people and staff from the Promise Keeper network around words they felt were negative or stigmatising.

The Language Policy is a set of guidelines for how we speak about, describe Care Experience, and Care Experienced children and young people. This language will continue to evolve, and services and organisations are encouraged to review their language. The policy is helping us to move away from overly professionalised words and phrases to adopt person-centred language, which challenges existing stigma.

Staff across all services at Renfrewshire Council as well as council partners, have been asked to consider the impact of our language when engaging with children, young people and their families and modify it where possible.

For many of us, acronyms such as LAC/LAAC had been embedded in our everyday language and practices for several years. However, for a child or young person, they may hear this and think they are “lacking” in something. We recognise that “Looked After” is a statutory, legal term, and are encouraging staff to use the term in full “Looked After Child” or “Looked After and Accommodated Child.”

We are working to review the Language Policy across 2026/27 through consultation with our Care

Experienced community, Promise Keeper Network and wider workforce, while monitoring the legislative landscape for updates which may impact this work. This work has begun, with an initial survey to scope initial thoughts and evaluative feedback of the current policy which will then direct our plans as we commence further consultation.

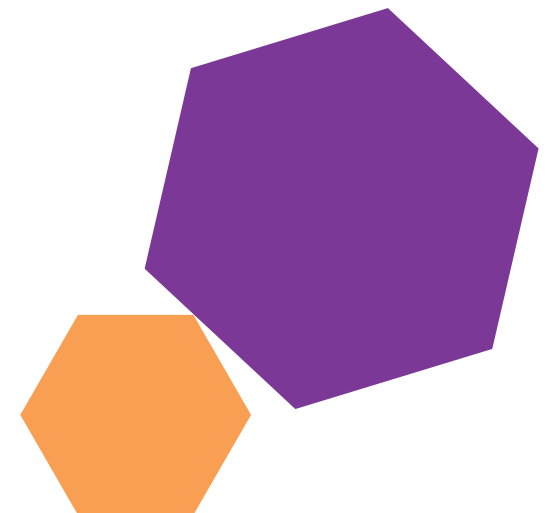
We are keen to gather the views of as many teams and young people as possible and would welcome input at any stage of this work.

This evaluation and consultation period allows us to ensure that the Renfrewshire Language Policy is up to date and relevant and still meets its original aims to tackle stigmatising language being used in Renfrewshire where possible.

Support is available from the Promise Ambassador for services to implement the Renfrewshire Language Policy 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

We have a working group in place for Supporting the Workforce which is co-chaired by Felix Haggerty (Training and Development Manager) and Sam Macrae (Promise Ambassador). This group is attended by a range of staff from across the partnership and third sector. The group have actioned the below key items around the theme of Supporting the Workforce and improving employment opportunities for the Care Experienced community.

The Promise Human Library

Across our Promise Keeper Network, we have a wealth and diversity of professional career experience, and we are keen to ensure that our Care Experienced community can benefit from this. We are in the process of creating a “Promise Human Library” where we “match” young people with Promise Keepers who work in a career field that they might be interested in. The Promise Keeper would be able to decide in terms of capacity how they can support the young person, this may be a phone call, an email exchange or an office visit.

This project aims to address the lack of social capital that many Care Experienced young people face when accessing informal information and experiences about job opportunities, while complimenting the existing support on offer from our employability services.

The Promise Human Library launched in July 2025

after a recruitment period where we have over 100 staff members signed up.

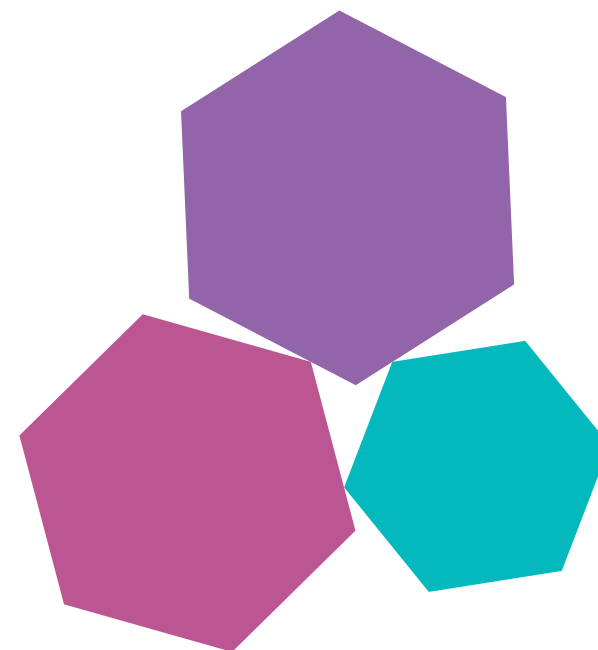
Young people can sign up to the Promise Human Library through a Microsoft Forms page where they can share information about the career area they are interested in and other interests they have. From this they will be matched with a member of staff who aligns to their interests. Young people can access a phonecall, email exchange, online meeting, in person meeting, office visit and work shadowing through the Human Library, dependent on the career area and staff availability.

Across the past year we have supported 5 young people to access the Promise Human Library, with positive feedback being reported about the experience. We are currently working to raise awareness of this resource across teams and services.

“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



Supporting the Workforce – Spotlight on Employability

iLearn Module for all Staff

An iLearn module has been developed to ensure that all staff can access basic information about The Promise and can be signposted to further information and how they can get involved locally. The module covers the journey from the Independent Care Review to The Promise, highlighting key issues and why this work was needed. It also covers examples of local practice such as the Promise Keeper Network and Renfrewshire Language Policy.

The module is accessible to all staff on the e-learning platform and can be requested by external organisations who can receive a bespoke link.

The iLearn will be reviewed in 2026 to ensure it is up to date and reflective of the current status of the Promise in Renfrewshire.

Next Steps:

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

Care Experienced Staff Network

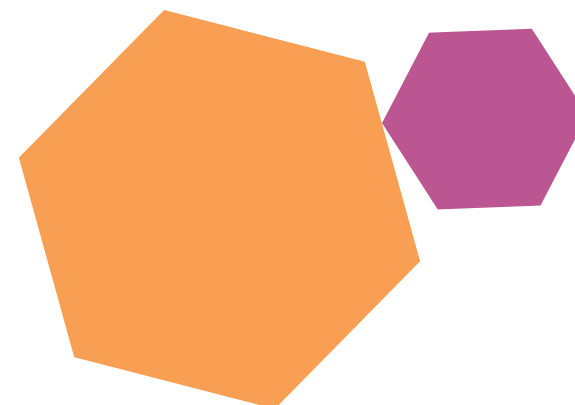
In May 2025, we launched the Care Experienced Staff Network. This mirrors similar networks which are in place in organisations for LGBT+ staff, or for those with caring responsibilities. One of the network aims is to share the living experience of Care Experienced staff to inform improvements around how we can better support Care Experienced colleagues in the Council. Most importantly, the network will provide a space for individuals seeking peer support and a safe space to create and experience a sense of community and belonging.

This network is for those with both direct and indirect Care Experience to ensure a breadth of experiences. We will continue to be mindful of the balance between these two groups and ensure that both are given appropriate space to share their views. Those with indirect experiences of care act as allies within the group, given their proximity to the issues that affect Care Experienced people.

To date, the group have met twice and have discussed ideas around membership, terms of reference, meeting structures and areas for future focus. The sessions are stigma free, with a focus on providing a safe space and enacting positive change, rather than focused on the sharing of personal Care Experiences.

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 the creation of a Guaranteed Interview Scheme for Care Experienced applicants who meet the essential criteria of the role. An option to declare Care Experience on myjobscotland will be in place if the applicant wishes to share that they are Care Experienced. This scheme aims to address some of the barriers that Care Experienced people may face when entering employment for the first time or advancing through their careers.

The scheme will launch in early 2026 and a range of briefings and learning materials will be available for hiring managers and those involved in the recruitment process. There will also be monitoring of data around the uptake of the scheme. We have been working closely with HR colleagues to ensure that Care Experienced people are able to receive support when applying for council roles. We are working on introducing guaranteed interviews for Care Experienced people who meet the minimum requirements for job roles in the council.

This project aims to level the playing field and address some of the barriers that many Care Experienced people may experience when gaining experience and qualifications. This will be clearly displayed on

all application forms for roles, with an explanation of Care Experience. Care Experienced people would be able to self-identify on this form if they choose to, however there is no requirement to do so.

We are also working closely with HR around this project to ensure that hiring managers are able to provide a good package of feedback if the person is unsuccessful to ensure they are able to bring that feedback to their next interview.

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's Whole Family Wellbeing Approach is firmly rooted in the foundations of The Promise: Voice, Family, Care, People and Scaffolding. It reflects a shared commitment across the Children's Services Partnership to ensure children grow up loved, safe and respected, with support that is relational, compassionate and available early.

Since 2022, investment through the Scottish Government's Whole Family Wellbeing Fund has strengthened early help pathways, improved access to support, and enabled the development of an integrated Family Wellbeing Service offering the right help at the right time. The approach continues to evolve through ongoing collaboration with families, the third sector and the wider workforce, ensuring support reflects what matters to children and those who care for them.

The structure of the Family Wellbeing Service delivers on The Promise's call for a simplified, decluttered system. It strengthens GIRFEC staged intervention, reduces duplication, and ensures support follows family need rather than organisational boundaries.

In line with the Promise foundations of Voice and Scaffolding, Renfrewshire has introduced a digital Request for Assistance, allowing children, families and professionals to seek help directly, without stigma or gatekeeping. This promotes equity of access and reinforces a culture where asking for help is welcomed.

Through strong partnerships with third sector organisations, Renfrewshire provides flexible, relationship-centred support based on what families say they need. This includes:

- weekend and holiday activities for children with ASN
- therapeutic music, arts and water-based programmes
- parenting and early years support
- nurture-focused community activities
- support for neurodiverse families and care experienced parents

Joint training, coproduction and shared learning help create a coherent, joined-up system.

More than 1,000 families accessed support last year, reflecting both the level of need and the impact of a compassionate, accessible early help model. Evaluation shows:

- improved child wellbeing and emotional regulation
- increased parental confidence
- strengthened family relationships
- reduced escalation to crisis services

This progress aligns directly with The Promise's call to shift practice and investment towards prevention, relational support and community-based help.

Renfrewshire's Whole Family Wellbeing Approach fully embodies the foundations of The Promise. Families' voices shape service design: digital tools improve access and transparency; support is relational, non-stigmatising and sustained for as long as needed; and system scaffolding is being redesigned to provide stable, rights-based support. The workforce is supported through strong supervision, training and shared values that centre relationships and uphold children's rights.

Next Steps

- The Family Wellbeing Manager will continue to attend Renfrewshire's Promise Strategic Oversight Group to ensure accountability for delivering the changes children and families have asked for.
- For further information on Renfrewshire's Whole Family Wellbeing Approach, please contact the Family Wellbeing Manager.

Keeping The Promise in Children's Hearings

The Paisley Children's Hearings Improvement Partnership (CHIP) has evolved as a key multi-agency forum for driving forward change across the Children's Hearings System in Renfrewshire, East Renfrewshire, and East Dunbartonshire. This demonstrates a deepening commitment to the principles of The Promise and recognises the importance of collaborative, cross boundary leadership. It seeks to create a system that is truly rights based, trauma informed and centred on the needs and experiences of children and young people.

The CHIP brings together a broad range of statutory and third-sector partners, each playing a key role in driving improvement. Core membership includes representatives from the Scottish Children's Reporter Administration (SCRA), led by Locality Reporter Managers and Senior Practitioners. Children's Hearings Scotland (CHS) is represented by the Partnership Coordinator and Wellbeing Coordinator. Senior officers from Renfrewshire, East Renfrewshire, and East Dunbartonshire Councils participate, including the Promise Manager and Education and Social Work leads. Extended membership includes Police Scotland and NHS Greater Glasgow and Clyde. The CHIP is also seeking additional representation from the legal profession.

Advocacy organisations such as Who Cares? Scotland, Barnardo's, and Partners in Advocacy ensure the voices of children and young people inform the

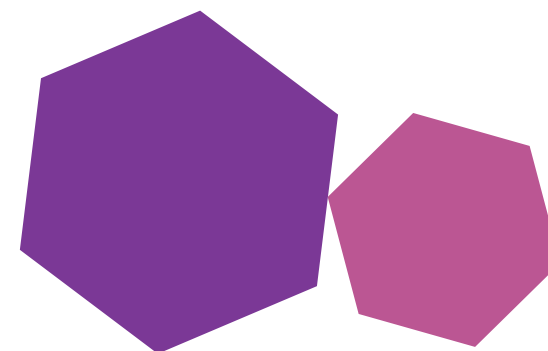
improvement process. The Children 1st Safeguarders Panel also contributes, embedding safeguarder perspectives in discussions.

The CHIP is also advocating for wider extended membership from key partners such as Police Scotland, Health and Wellbeing leads, and representatives from the legal profession, including the local Bar Association. This diverse and inclusive membership places the group in a strong position to adopt a whole-system approach to improvement. It acknowledges that a child's experience of a Hearing is shaped by the combined efforts of various agencies and professionals.

Previously known as the Renfrewshire Better Hearings Group, the forum was renamed in August 2020 to "Keeping The Promise in Renfrewshire's Children's Hearings". This clearly signalled a pivotal shift in purpose and alignment with the national ambition articulated in The Promise, with a specific focus on the Children's Hearings System.

Since its inception, the CHIP has overseen the development and implementation of a range of initiatives, including the co-production of the Renfrewshire Charter "Our Commitments to Children and Young People Attending Hearings" and the creation of Hearing Preparation Guidelines to support children and young people in understanding and participating meaningfully in their Hearings. These resources are now being adapted for use across the wider CHIP footprint, ensuring consistency and shared learning across the three local authority areas.

The group's work has been consistently informed by SCRA's Keeping The Promise Route Plan, which outlines the national organisation's commitments to reforming the Children's Hearings System. This alignment ensures local developments are responsive to the needs of children and families while contributing effectively to national transformation efforts.



Keeping The Promise in Children's Hearings

A key area of focus over the past two years has been the implementation and expansion of Child Friendly Scheduling. Recognising that traditional Hearing arrangements can be disempowering or distressing for children, the group has led the Deferred Hearings Project in Renfrewshire. This initiative aims to reduce unnecessary deferrals and provide a more personalised experience by offering children and young people greater flexibility in the timing, location, and format of their Hearings. The project has shown early success in increasing participation and reducing delays and how now being scaled up as part of Phase 2 of the national Child Friendly Scheduling pilot. Continued success and wider rollout will rely on strong engagement from all agencies, particularly in capturing the voices of children and their families.

This work is closely linked to the Taking Control of My Hearing project, co-designed with young people from Our Hearings, Our Voice. The project includes two key components: redesigned Pre-Hearing Visits (PHVs) delivered by trained SCRA support staff, and the distribution of the "Taking Control of My Hearing" Scrapbook, a child-friendly resource that helps children prepare for their Hearing and express their views. These developments reflect a clear commitment to the Foundation of Voice, ensuring that children are heard and actively involved in shaping their own experiences.

The CHIP's work is taking place within a rapidly evolving legislative and policy landscape. The implementation of the Children (Care and Justice) (Scotland) Act 2024 and the anticipated passage of the Children (Care, Care Experience and Services Planning) (Scotland) Bill represent significant shifts in how Scotland supports children and young people. These reforms place a renewed emphasis on early intervention, family support, and the rights of Care Experienced children and young people. The CHIP is actively engaging with these developments, ensuring that local planning and practice are aligned with emerging statutory duties and national expectations.

In response to the Scottish Government's December 2023 reply to the Hearings for Children Report, the CHIP had developed an Action Plan. Aligned with The Promise and structured around the report's recommendations, the plan will now guide the next phase of improvement across the three local authority areas. Key priorities include:

- Strengthening advocacy access and uptake, ensuring children and young people are supported to express their views and understand their rights.
- Improving the quality and consistency of reports and information presented at Hearings.
- Supporting the workforce through joint training, reflective practice, and a shared understanding of the purpose and use of compulsion.

- Embedding trauma-informed, rights-based approaches across all aspects of the Hearing process.

The CHIP's governance arrangements ensure strong accountability and alignment with local and national structures.

The Chair, Nicola Harkness (Locality Reporter Manager, SCRA), provides regular updates to the Renfrewshire Strategic Promise Oversight Group, and equivalent corporate parenting forums in East Renfrewshire and East Dunbartonshire will also be provided updates. This ensures that the work of the CHIP is visible, strategically aligned, and supported at the highest levels.

Next Steps

- As the CHIP continues to evolve, the Promise Manager will maintain active engagement in all relevant forums and working groups
- The group will continue to monitor the implementation of legislative changes, share learning across local authority boundaries, and adapt its approach in response to feedback from children, families, and practitioners

Community Justice and The Promise: Working Together

Renfrewshire Community Justice Partnership exemplifies how local justice work can support and advance the aims of The Promise. By embedding lived experience, promoting early intervention, and aligning with broader strategic priorities, the Community Justice Partnership is helping to create a justice system that is more responsive, inclusive, and supportive of children and families.

The partnerships work delivers justice outcomes while also laying the foundation for lasting societal transformation, helping ensure every child in Renfrewshire grows up feeling loved, safe, and respected.

Renfrewshire's Community Justice Partnership (RCJP) plays a vital role in delivering community justice priorities locally, with a strong focus on collaboration, innovation, and person-centred approaches. Its work is closely aligned with the principles of The Promise, especially in supporting children, young people, and families affected by justice involvement. The Partnerships 2024–2025 annual return to Community Justice Scotland demonstrates how the Community Justice Partnership has embedded The Promise into its strategic and operational frameworks, ensuring justice activity contributes meaningfully to improved outcomes for families in Renfrewshire.

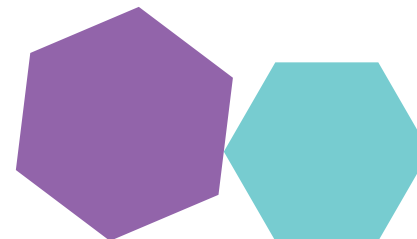
Central to the Community Justice Partnership's approach, delivered through the Community Justice Strategic Group, is a strong commitment to early intervention, prevention, and rehabilitation. The partnership recognises that individuals involved in the justice system often face complex challenges, including poverty, trauma, mental health issues, and substance use.

By addressing these root causes through integrated, person-centred support, the partnership aims to reduce reoffending and support individuals to rebuild their lives. Effective collaboration among justice partners is essential to when helping people subject to community justice interventions desist from offending. By pooling expertise, sharing information, and creating seamless pathways tailored to individual needs, we are better equipped to tackle the underlying drivers of offending behaviour and promote positive outcomes.

This approach reflects The Promise's call for holistic, trauma informed, and rights-based support for families particularly those affected by parental imprisonment.

The governance structure is deliberately designed to support and advance the aims of The Promise. Through shared leadership, integrated planning, cross sector collaboration, and a strong focus on lived experience, the partnership ensures that justice initiatives are part of a cohesive, child-centred approach to public service delivery in Renfrewshire.

RCJP's governance is closely aligned with Renfrewshire's Promise Strategic Oversight Group, enabling justice initiatives to be developed within a broader, child-centred vision. This alignment supports shared leadership and joint planning, especially in areas like mitigating the impact of parental imprisonment and enhancing support for justice affected families. Strategic and operational sub-groups use data, lived experience, and service insights to inform decisions thus reflecting The Promise's emphasis on listening to those with lived experience and shaping services around their voices.



Community Justice and The Promise: Working Together

The governance model is intentionally designed to advance The Promise's aims through:

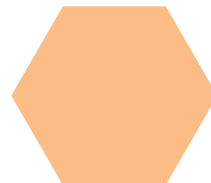
- Shared leadership and strategic alignment: Both the Community Justice Strategic Group and the Promise Strategic Oversight Group are chaired by John Trainer, ensuring a unified vision and seamless coordination
- Evidence informed planning: Operational sub-groups gather insights from lived experience and service impact to guide strategic decisions
- Cross-sector collaboration: The partnership works closely with other strategic bodies, including the Local Employability Partnership and Alcohol and Drug Partnership, to ensure justice involved individuals and their families are considered in wider service planning
- Community and third sector engagement: Initiatives like the Community Justice Grant Scheme empower local organisations to deliver justice related activities aligned with The Promise

their experiences, informing service improvements. Similarly, the Community Navigator Pilot, delivered with Braveheart Industries, offered person centred support and generated independent evidence on service user experiences. These initiatives embody The Promise's call for co-designed services that are respectful, effective, and shaped by those they serve.

Supporting families during and after justice involvement is a key priority and the partnership works with housing, health, and employability services to ensure individuals leaving custody have access to stable accommodation, healthcare, and employment pathways. Integration with wider strategic planning further reinforces the commitment to whole-system change.

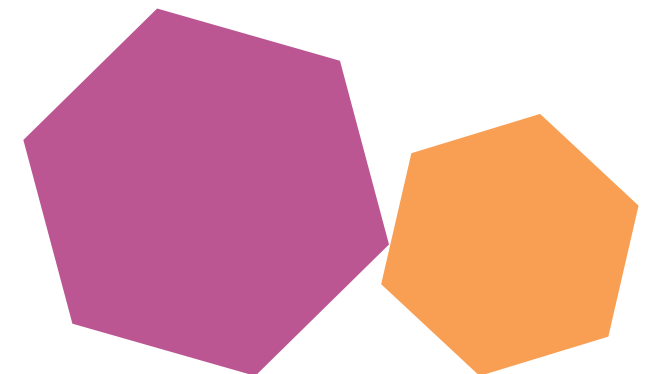
The partnership is actively working to reduce stigma and build public confidence in community-based justice. Through targeted communications, staff engagement, and collaboration with the third sector, the partnership is promoting a more compassionate and inclusive understanding of justice and this is fully aligned with The Promise's vision.

Participatory methods are central to the Community Justice partnership's approach. Projects like the Community Payback Order (CPO) Photo Project have provided individuals with creative platforms to share



Next Steps

- Strengthen alignment between The Promise Strategic Oversight Group and the Community Justice Strategic Group to ensure unified leadership and planning
- Integrate the needs of justice-involved families into all relevant strategic frameworks
- Advance targeted support for children and families affected by imprisonment, including wraparound and community-based alternatives
- Promote staff and stakeholder engagement to cultivate a compassionate justice culture
- Provide regular updates on joint progress and areas for improvement to stakeholders and the wider community



Renfrewshire Council's Housing Services: Delivering on The Promise

Housing and homelessness services are integral to Renfrewshire Council's commitment to The Promise, particularly in supporting Care Experienced children, young people, and families.

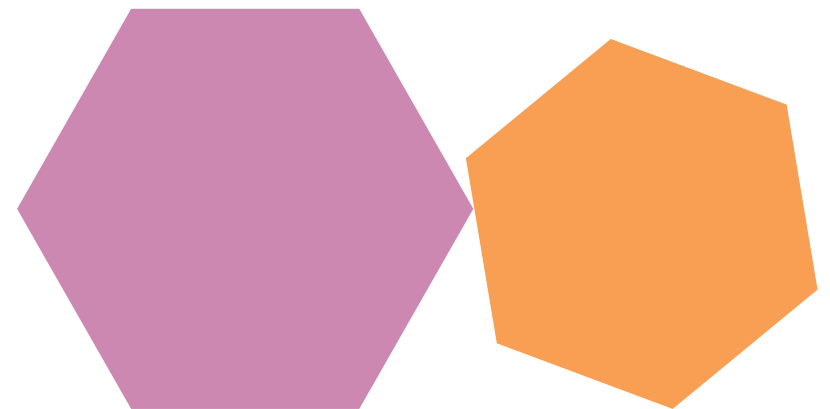
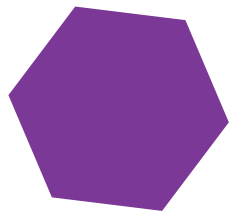
The Promise sets out a clear vision: every child and young person should grow up in a safe, stable, and loving home. It recognises that housing instability, including frequent moves, unsuitable accommodation, and homelessness, can severely impact the wellbeing, development, and relationships of Care Experienced individuals.

Renfrewshire Council's Environment, Housing and Infrastructure (EH&I) Strategic Improvement Plan (SIP) reflects this priority through a series of targeted actions led by Housing Services and the wider EH&I team. These actions are designed to tackle and prevent youth homelessness and ensure that Care Experienced young people have access to housing pathways that are tailored, affordable, and responsive to their individual needs and preferences.

Key commitments outlined in the SIP include:

- Developing personalised housing pathways for Care Experienced young people, co-designed with partners and stakeholders
- Supporting Renfrewshire's Promise Team and Oversight Group, ensuring that the voices of Care Experienced individuals are central to service design, delivery, and evaluation
- Embedding The Promise across housing and homelessness services, including promoting the Promise Keeper Network, implementing Renfrewshire's inclusive Language Policy, and encouraging staff to complete The Promise i-learn module

- Reviewing service arrangements and practices to ensure they are informed by lived experience and reflect trauma-informed, relationship centred approaches
- Creating meaningful feedback opportunities for Care Experienced service users to influence continuous improvement
- Supporting inclusive recruitment practices, including guaranteed interviews for Care Experienced applicants who meet essential criteria, to promote representation within Housing Services



Renfrewshire Council's Housing Services: Delivering on The Promise

The Promise also highlights the impact of housing insecurity as a contributing factor in children entering care. Renfrewshire Council has embedded early intervention strategies within its services to support families at risk of eviction, overcrowding, or poor living conditions. This preventative work is aligned with the SIP's cross cutting theme of Improving Outcomes for Children and Families, ensuring that housing services contribute to safe and nurturing environments.

Support for kinship and foster carers is another critical area. Housing Services work to ensure that carers particularly those supporting sibling groups have access to appropriate housing that offers space, stability, and security. The council acknowledges the significant responsibilities many carers undertake and is committed to addressing housing and financial barriers to support sustainable, nurturing placements.

Renfrewshire Council's Housing Services approach is increasingly trauma-informed and relationship centred, aligning with The Promise's call for a joined-up system across services. Housing policy and practice are being shaped to reflect the complex realities of Care Experienced individuals, ensuring that services are accessible as well as empathetic and empowering.

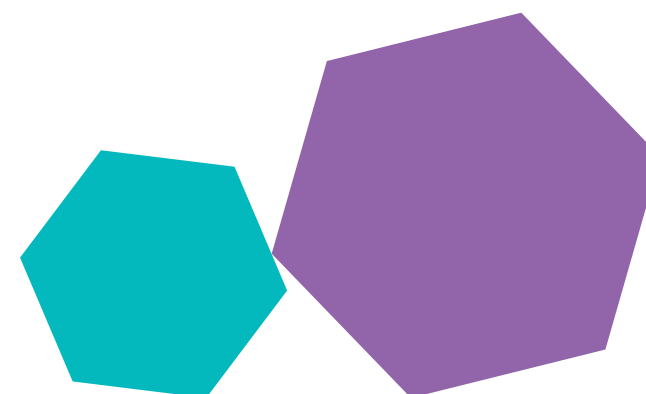
In addition to strategic planning, Renfrewshire Council provides direct support to young people under 25 who are homeless or at risk. Youth Housing Options Advisers conduct Housing Options Interviews to assess individual circumstances and prevent homelessness wherever possible. Where emergency accommodation is required, ongoing support is provided to help young people transition into stable housing.

Support is tailored to individual needs and may include assistance with family reconciliation, resettlement, tenancy sustainment, and practical life skills such as budgeting and furnishing a home. Care Experienced young people receive enhanced support with housing applications, priority assessments, and are often supported outside of formal homelessness processes to ensure equitable access to housing and opportunities for independent living.

Renfrewshire Housing Services remain committed to delivering on The Promise by ensuring that Care Experienced children, young people, and families are supported through compassionate, responsive, and inclusive housing solutions. The Council's work reflects a broader commitment to improving outcomes and creating a system that acts with the same care and consistency as a good parent in never allowing a young person to leave care into homelessness or uncertainty.

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 successfully delivered two projects funded through the Scottish Government's Promise Partnership Fund, administered by Corra between December 2022 and December 2025.

Both initiatives focus on the theme of Supportive School Structures (Right to Education), aiming to foster environments that promote support, opportunity, and a strong sense of belonging for Care Experienced pupils within schools.

Keep The Promise Funded Project 1

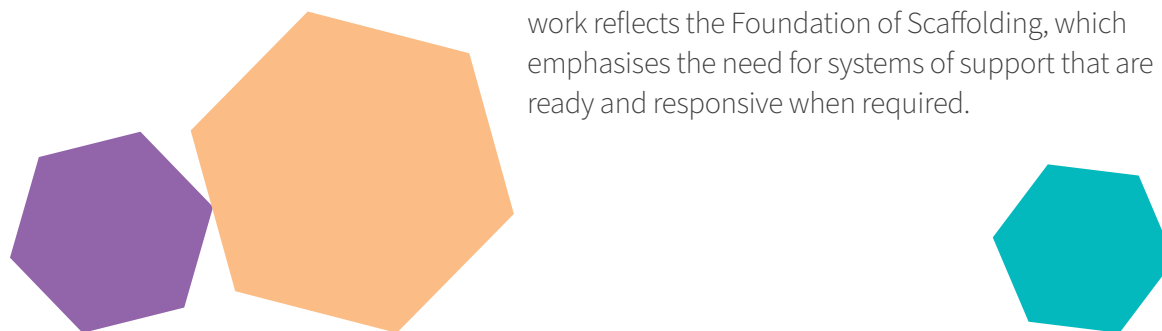
The Promise Partnership project at Johnstone High School in Renfrewshire was developed to reduce exclusion and improve outcomes for children and young people with Care Experience. The central aim was to ensure that every Care Experienced pupil had a consistent and trusted adult who could advocate for them throughout their educational journey. This approach was co-produced with Care Experienced pupils, ensuring that their voices shaped the design and delivery of the support they received. This directly reflects the Foundation of Voice, which emphasises the importance of listening to children and involving them meaningfully in decisions about their lives.

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 creation of the Principal Teacher of The Promise role and the Promise Key Worker role provided dedicated advocacy and support. These roles were designed in collaboration with pupils and focused on improving attendance, participation, and wellbeing. The presence of these trusted adults helped pupils feel seen, heard, and valued, and contributed to a more inclusive and nurturing school culture. The development of these roles also influenced wider practice across Renfrewshire, with other schools exploring similar models of support.

A key feature of the project was the establishment of The Cove, a safe and stigma-free space within the school where Care Experienced pupils could access support, build relationships, and engage in wellbeing activities. The Cove became a central part of the school's trauma-informed approach and provided a consistent environment where pupils felt secure and supported. This initiative aligns with the Foundation of Care, which calls for children who cannot live with their families to be cared for in loving and stable environments.

The project also included contextual safeguarding activity delivered in partnership with Barnardo's. This approach recognises that young people may face risks outside their home environment, such as in school or the wider community. Barnardo's worked closely with the school leadership team to conduct a safety audit and implement safeguarding strategies tailored to the local context. These efforts contributed to a safer and more responsive environment for all pupils, particularly those with Care Experience. This work reflects the Foundation of Scaffolding, which emphasises the need for systems of support that are ready and responsive when required.



Renfrewshire's Promise Partnership Projects in Education

To support early intervention and personalised care, the school developed a Wellbeing Tracker informed by SHANARRI indicators and the Glasgow Motivation and Wellbeing Profile. This tool enabled staff to monitor pupil wellbeing in real time, identify emerging issues, and deliver timely support. The tracker also provided a mechanism for pupils to reflect on their own experiences and contribute to the evaluation of support strategies. This data-informed approach aligns with The Promise's call for improved data systems that focus on outcomes and experiences rather than administrative processes.

Staff development was a key component of the project. Training in trauma-informed practice, contextual safeguarding, and inclusive pedagogy increased staff confidence and capability. Teachers and support staff reported feeling better equipped to identify and respond to the needs of Care Experienced pupils. The school leadership team played a vital role in modelling a culture of care and ensuring that staff wellbeing was prioritised alongside pupil outcomes. This reflects the Foundation of People, which calls for a workforce that is supported to build nurturing and compassionate relationships.

Family engagement was enhanced through inclusive events and the creation of Parent and Carer Ambassador Groups. These groups provided families with a platform to influence policy and practice and helped to strengthen relationships between home

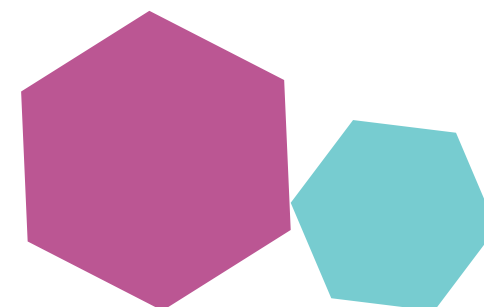
and school. Flexible meeting formats and community-based activities reduced barriers to engagement and promoted a more inclusive approach. This work aligns with the Foundation of Family, which emphasises the importance of supporting families to stay together and nurture loving relationships.

The project was overseen by the Promise Manager and aligned strategically through the Promise Strategic Oversight Group. Regular updates were provided by the Head of Education for Inclusion, ensuring that learning was shared across Renfrewshire's Children's Services Partnership. The work was also captured on Renfrewshire's Promise Mapping Tool, which links local activity to national priorities and enables dissemination through the Promise Keeper Network. These mechanisms reflect the Foundation of Scaffolding by ensuring that systems of support are coordinated, accountable, and responsive.

Learning from the project was shared through various channels, including Education Managers, School Senior Leadership Networks, and national forums. Collaboration with Promise Scotland's Communications Team led to the inclusion of Johnstone High School in the Stories of Change Project, ensuring that insights and impact from the initiative could be shared across Scotland. This commitment to reflection and continuous improvement is central to The Promise's vision for a system that listens, learns, and adapts.

The Corra Foundation provided highly positive feedback on the final report, commending its comprehensive and reflective approach. They highlighted strong leadership, meaningful co-production, and effective partnership working, while recognising the development of dedicated roles and data systems as thoughtful and sustainable progress.

Despite its successes, the project faced challenges, including rising costs due to inflation and national pay awards. These financial pressures required careful budget management and prioritisation. The school responded by reallocating funds to sustain key roles and activities, demonstrating strategic foresight and commitment to the work. Staff transitions also posed a barrier, particularly when the original Principal Teacher of The Promise moved to a new role. However, an internal recruitment process and a well-supported handover ensured continuity of support for pupils.



Renfrewshire's Promise Partnership Projects in Education

Key lessons from the project include the importance of strategic leadership, co-production, and flexible, stigma-free engagement with families. The value of dedicated advocacy roles and real-time data systems was clearly demonstrated, as was the need for succession planning and sustainability. The school has already taken steps to embed aspects of the Principal Teacher of The Promise role into a Project Lead position and has secured additional funding to extend the Promise Worker role until December 2025.

The school and wider Children's Services in Renfrewshire are committed to building on the progress made. Successful practices are being integrated into School Improvement Plans and the Education Quality Improvement Framework, ensuring they become embedded in the system rather than remaining standalone projects. The culture of reflection, openness, and adaptability fostered through this work will continue to inform strategic planning and operational delivery.

The work has influenced wider practice across Renfrewshire and contributed to a national dialogue on how to Keep The Promise. The legacy of this project will continue to shape policy, practice, and culture, ensuring that the needs and voices of Care Experienced pupils remain at the heart of education and care.

Keep The Promise Funded Project 2

The recently concluded Promise Partnership project at St Andrew's Academy in Renfrewshire has been a transformative initiative focused on improving transitions for Care Experienced pupils. Transitions are a natural part of school life, but for young people with Care Experience, they can be particularly challenging and destabilising. This project recognised that late or unplanned transitions often result in missed opportunities for emotional preparation, relationship-building and continuity of support. In response, the school established a dedicated Promise Team to address these challenges and ensure that every child, particularly those with Care Experience, receives the support they need to thrive.

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, comprising a Principal Teacher of Inclusion and a Project Leader for Enhanced Transition Support, played a central role in reshaping the school's approach to transitions. Their work focused on identifying what worked well within existing practices and creatively amplifying those elements to provide intensive, tailored support for pupils allocated a secondary school place towards the end of their primary seven year. This included the development of enhanced transition programmes, summer activities and one-to-one wellbeing sessions, all designed to build trust, reduce anxiety and foster a sense of belonging.

The project was underpinned by the principles and foundations of The Promise, particularly those of Voice, Family, Care, People and Scaffolding. The Foundation of Voice was reflected in the school's commitment to listening to children and families.



Renfrewshire's Promise Partnership Projects in Education

The Pupil Parliament, with thematic committees such as “Be Supported” and “Be Respectful,” played a key role in shaping school policy and practice. Pupils led initiatives to raise awareness of support services, reduce stigma and promote rights-based approaches. Similarly, the Parent and Carer Ambassador Group co-produced communication materials and child-friendly policies, ensuring that families were active contributors to the school’s direction.

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.

The Foundation of Family was evident in the school’s wraparound support model. The Promise Team worked closely with cluster primary schools to ensure continuity of care and smoother transitions. The Home Link Summer Transition Programme, delivered during the holidays, became a model of best practice. It offered creative and relational activities that strengthened family-school connections and helped pupils feel more confident and prepared for secondary school. Partnerships with organisations such as Who Cares? Scotland, Barnardo’s and the Scottish Football

Association extended the reach of support beyond the classroom and into the wider community.

The Foundation of Scaffolding was realised through the development of a centralised data dashboard to monitor wellbeing, attendance and attainment. This tool enabled the school to identify trends, target interventions and make evidence-informed decisions. The dashboard complemented the Renfrewshire Promise Mapping Tool, which was used to capture learning and monitor progress. The school also maintained regular reporting to oversight groups and fulfilled its contractual obligations with the Corra Foundation, which provided funding and support throughout the project.

Staff development was a key component of the project and aligned with the Foundation of People. Staff at St Andrew’s Academy reported feeling empowered and supported, with professional learning opportunities tailored to their needs. The introduction of a Continuing Professional Learning and Leadership programme for support staff and plans for Non-Violent Resistance training demonstrated a whole-school commitment to relational practice.

Learning from the initiative was shared with the Children’s Services Partnership and Renfrewshire’s Promise Strategic Oversight Group. This ensured that insights were disseminated across internal and external children’s services partners, fostering a collaborative ecosystem that supports systemic change. The project also informed Renfrewshire’s Education Improvement Framework, with key messages communicated to School Senior Management Teams and incorporated into future planning.

The Head of Education (Inclusion) played a vital role in supporting and sustaining the project. Regular meetings with the Promise Manager and the school’s leadership team ensured strategic alignment and forward planning. Development of School Improvement Guidance and associated resources for sharing across Renfrewshire schools has been planned and is fully supported by the Head of Education (Inclusion). This next phase will focus on policy development, resource creation and the scaling of successful practices, ensuring that the legacy of the project continues to inform and inspire.



Renfrewshire's Promise Partnership Projects in Education

Despite rising costs and recruitment delays, the school remained on track to spend the investment in line with the agreed budget. Internal contributions were secured to supplement staffing costs and sustain key interventions. The decision to extend the project timeline to align with the academic year was both pragmatic and impactful, allowing for coherent delivery and maximised benefit.

Feedback from the Corra Foundation was overwhelmingly positive. The Foundation recognised the school's commitment to trauma-informed practice, pupil voice and family engagement. Corra's acknowledgement of the tangible impact for children, families and staff affirms the value of the work and opens the door for continued dialogue and collaboration.

The development of a Promise Charter, led by senior Care Experienced pupils, will further embed the values and commitments of The Promise into the school's culture. The expansion of the school's Promise Ambassador roles, continued professional development and strengthened partnerships will ensure that the progress made is sustained. St Andrew's Academy remains committed to sharing its learning across Renfrewshire and beyond, contributing to the wider movement to ensure that all children in Scotland grow up loved, safe and respected.

Next Steps

- Support the embedding of effective practices within School Improvement Plans and the Education Quality Improvement Framework to ensure sustainability
- Strengthen partnerships with organisations such as Barnardo's and Who Cares? Scotland to enhance support beyond the classroom
- Disseminate learning through the Children's Services Partnership, Strategic Oversight Group, and relevant leadership networks
- Share outcomes and insights via national platforms, including the Promise Keeper Network and Stories of Change Project
- Influence national policy and practice by promoting Renfrewshire's inclusive education model

Communities that Care: Building Inclusive School Communities

The Communities that Care (CtC) programme, delivered in partnership by Who Cares? Scotland represents a transformative approach to supporting Care Experienced children and young people in Renfrewshire. Initially developed and piloted within the local authority, the programme has grown into a nationally recognised model for creating inclusive, empathetic school environments.

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.

At its core, CtC is a whole-school approach designed to nurture and support Care Experienced pupils by educating entire school communities including pupils, staff, and parents/carers about what Care Experience is and why it matters. Through training, curriculum integration, and community engagement, the programme fosters an ethos of empathy,

understanding, and inclusion. It is a tangible way for Renfrewshire to keep the Promise.

Addressing Stigma and Misunderstanding

Care Experienced people often face stigma and discrimination within their communities, driven by a lack of public understanding and harmful media stereotypes that portray them as damaged or troubled. These misconceptions can lead to exclusion, isolation, and reduced opportunities. Schools, as central institutions in young people's lives, offer a powerful platform to challenge these narratives and build a more informed and compassionate society.

By educating pupils about Care Experience in a developmentally appropriate and trauma-informed way, CtC helps shift perceptions and attitudes. Pupils who learn about care are more likely to become empathetic adults, future employers, colleagues, and corporate parents who understand and support Care Experienced individuals. This ripple effect extends beyond the classroom, influencing families, communities, and future generations.

A Whole-School Approach to Inclusion

The CtC whole-school approach ensures that Care Experienced children and young people are acknowledged and actively supported within their school environments. This is achieved through a combination of staff training, curriculum delivery, and community engagement. The programme creates the conditions for Care Experienced pupils to thrive, both academically and socially, by fostering a sense of belonging and respect.

In Renfrewshire, the programme has been widely adopted. By March 2025, all 63 schools in the authority had completed Stage 1 "Care Aware" training, equipping staff with the knowledge and confidence to support Care Experienced pupils. A further 61 schools progressed to Stage 2 "Curriculum Delivery" training, and 43 schools were actively delivering lessons using the CtC Curriculum Pack. An additional 10 schools committed to delivery by the end of the academic year, bringing the total to 85% of schools engaged in lesson delivery.

Beyond schools, over 500 sector partners, including newly qualified teachers and active schools' coordinators, received Care Aware training. This extended the programme's reach into the wider educational ecosystem, reinforcing its impact and sustainability.

Communities that Care: Building Inclusive School Communities

Curriculum Integration: Learning About Care Experience

At the heart of the CtC approach are the “Learning About Care Experience” PSE Curriculum Resource Packs, which provide structured lessons for pupils from Early Years through to S6. These resources are designed to be age-appropriate, engaging, and sensitive, helping children and young people understand Care Experience as a different type of family structure.

The curriculum encourages pupils to reflect on empathy, inclusion, and respect, and to consider how they can support their Care Experienced peers. Teachers reported that the lessons prompted meaningful discussions, with some pupils sharing personal experiences and others expressing a desire to help. Supplementary activities, such as exploring Care Experienced celebrities and engaging with the UNCRC, further enriched the learning experience.

Feedback from 783 pupils across seven secondary schools showed a significantly positive impact. Pupils reported increased knowledge, greater empathy, and a stronger commitment to inclusion. Comments such as “This will help me in the future” and “I feel sympathetic towards the children experiencing this” illustrate the depth of understanding fostered through the CtC lessons.

Supporting Care Experienced Pupils Beyond the Classroom

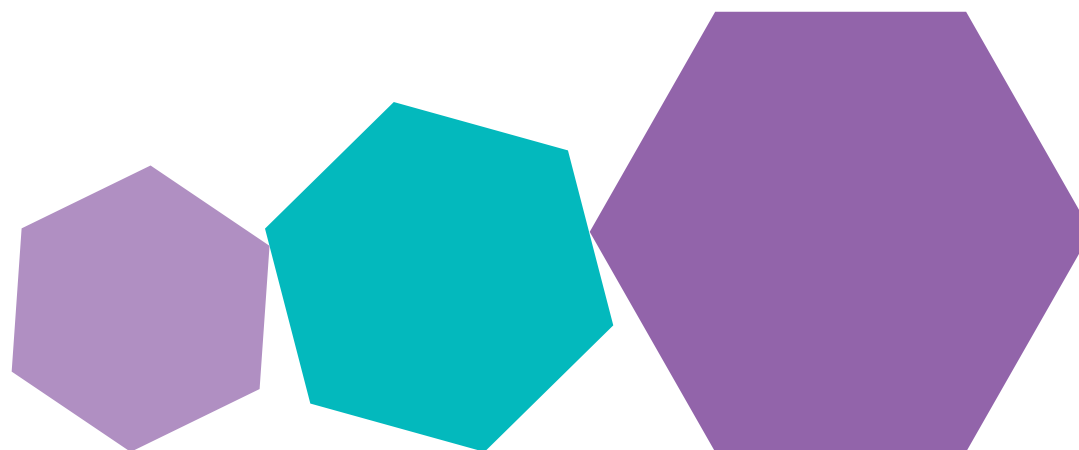
The CtC programme also provided direct support to schools in responding to the complex needs of Care Experienced pupils. This included guidance on housing and education funding, advocacy referrals, support for kinship carers, and assistance following placement breakdowns and loss of mental health services. These interventions ensured that pupils received the right support at the right time, reinforcing the programme’s holistic approach.

Schools embraced opportunities to celebrate Care Experience through events such as Care Day (February) and Care Experience Week (October). Activities included love rallies, special assemblies, and fundraising efforts for Who Cares? Scotland.

Empowering Pupil Voice and Participation

CtC places a strong emphasis on pupil voice, ensuring that Care Experienced children and young people have opportunities to express themselves, influence change, and connect with others who share similar experiences. Pupils participated in Who Cares? Scotland’s local participation groups, supported by volunteers, and the project team attended Pupil Council meetings to gather feedback and refine the programme.

These participatory elements helped ensure that CtC was responsive to pupils’ needs and aspirations. They also empowered Care Experienced learners to take pride in their identity, understand their rights, and advocate for themselves and others.



Communities that Care: Building Inclusive School Communities

Professional Growth and Cultural Change

Teachers and school staff reported that the CtC programme had a positive impact on their professional practice and personal understanding. Some staff shared their own Care Experiences or those of family members, reflecting on how the programme helped them connect more deeply with their pupils. This openness contributed to a culture of authenticity and empathy within schools, further strengthening the programme's impact.

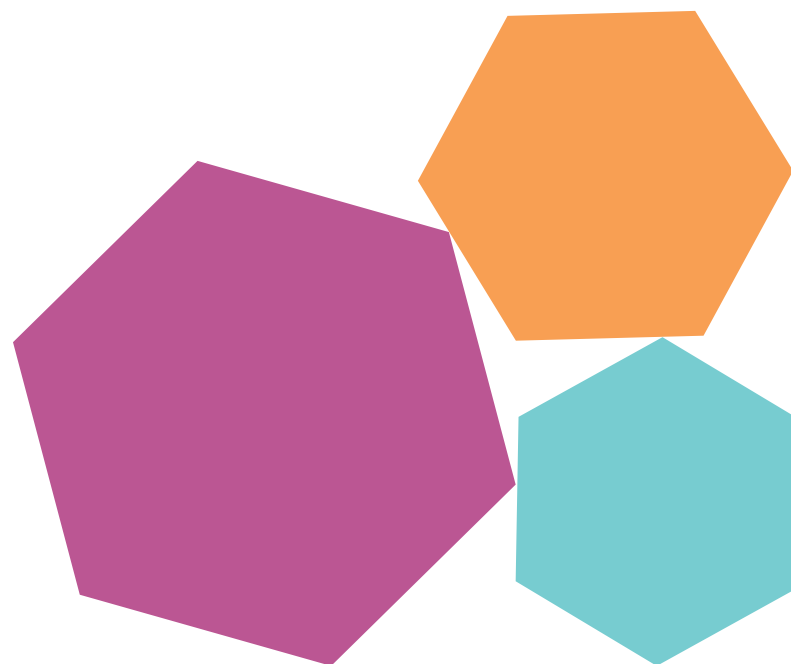
The CtC approach has helped shift school cultures towards greater inclusivity, compassion, and awareness. It has created environments where Care Experienced pupils feel seen, heard, and supported, and where all pupils learn the values of respect and understanding.

As Renfrewshire continues its journey to Keep the Promise, CtC stands as a model of what is possible when education and advocacy come together to support those who need it most. The programme's legacy will continue to shape attitudes, practices, and outcomes for years to come ensuring that Care Experienced learners have every opportunity to thrive.

Although Who Cares? Scotland's direct involvement in Renfrewshire schools has now concluded, the legacy of CtC remains strong.

Next Steps

- Schools retain 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 person-centred wrap-around service that provides embedded Money Advice and Advocacy to pregnant women and their families who engage with maternity services across Renfrewshire, Inverclyde, and West Dunbartonshire.

Co-located within the Royal Alexandra Hospital (RAH) Maternity Unit, Stronger Start is designed to meet vulnerable women where they are emotionally, and socially offering timely, compassionate support that reflects the principles of The Promise.

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.

The Stronger Start service is a preventative and person-centred intervention, recognising that financial insecurity, housing instability, and lack of advocacy are significant contributors to poor maternal and infant outcomes. The service provides

comprehensive support in areas such as welfare rights, debt management, income maximisation, and financial capability, while also offering advocacy to help families navigate complex systems and access their entitlements. This holistic approach addresses immediate needs and also builds resilience, strengthens family units, and promotes long-term wellbeing.



Stronger Start: Embedding The Promise in Maternity Support

Alignment with The Promise

The Promise has a particular emphasis on early intervention, family support, and trauma-informed care. Stronger Start embodies these principles in several key ways:

Early Intervention in Maternity Care

The Promise highlights the importance of universal family support and early years parenting as critical stages for intervention. Stronger Start engages with women during pregnancy, a time of heightened vulnerability and opportunity. By embedding support within maternity services, Stronger Start ensures that families receive help before crisis point, reducing the likelihood of child protection involvement and promoting positive parenting outcomes.

This approach reflects The Promise's call for universal, non-stigmatising support that is accessible to all families, particularly those facing poverty, trauma, or systemic barriers. Stronger Start's integration with Blossom Maternity Services ensures that support is offered in a trusted setting, by professionals who understand the complexities of maternal health and family dynamics.

Supporting Infant Wellbeing and Attachment

The Promise emphasises the importance of secure attachments, co-regulation, and early childhood development. Stronger Start contributes to these outcomes by reducing stressors that undermine parental capacity such as financial hardship, housing insecurity, and poor health and wellbeing. . By helping parents stabilise their circumstances, Stronger Start creates the conditions for nurturing relationships and healthy infant development.

The service recognises that poverty is a key determinant of maternal and infant health, contributing to increased risks of poor health outcomes. Stronger Start's money advice support directly addresses this, helping families to afford essentials, access entitlements, and plan for their baby's arrival. This includes support with baby items, benefits applications, and budgeting, which are crucial for families who may otherwise struggle to meet their child's basic needs.

Advocacy and Rights-Based Support

The Promise calls for children and families to be heard, respected, and supported to access their rights. Stronger Start's advocacy component ensures that women are actively supported to navigate systems that may otherwise be inaccessible or intimidating, as well as being supported to engage with services such as social work or housing to overcome challenges

This is particularly important for Care Experienced parents, who may face structural discrimination and stigma when engaging with services. Stronger Start provides a safe, non-judgemental space for these parents to receive support, helping to break cycles of trauma and prevent unnecessary family separation.



Stronger Start: Embedding The Promise in Maternity Support

Governance and Strategic Development

Stronger Start was developed through a multi-agency Steering Group, chaired by the Renfrewshire HSCP Health Improvement Team, and includes representation from:

- Renfrewshire Council, including The Promise Manager
- NHS Greater Glasgow and Clyde GC Maternity Services
- Renfrewshire Citizens Advice Bureau (RCAB)
- Inverclyde and West Dunbartonshire HSCPs

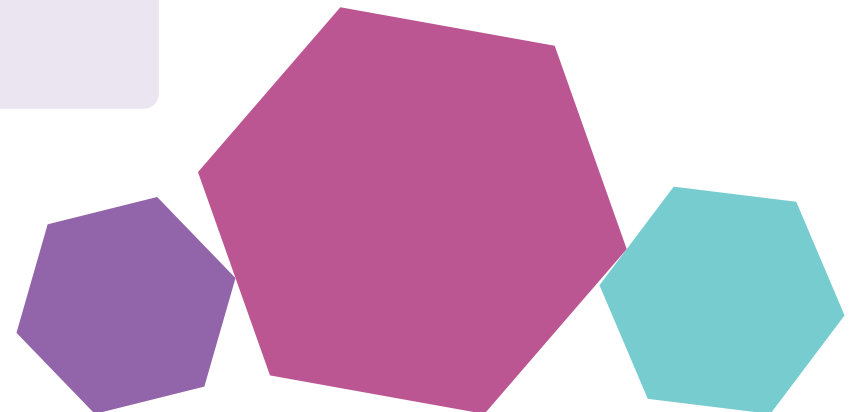
This collaborative governance structure reflects The Promise's emphasis on joined-up working, shared responsibility, and community-based support. The Steering Group oversees the development, implementation, monitoring, and evaluation of the service, ensuring that Stronger Start remains responsive to the needs of families and aligned with national priorities.

Initial funding for the pilot was secured in September 2023 through the Improving Lives National Lottery Community Fund, with a further two years of funding awarded in November 2024, extending the service until January 2027. This sustained investment demonstrates confidence in the model and its potential to deliver cost savings, cost avoidance, and positive outcomes.

Ongoing monitoring and evaluation will be undertaken by the Steering Group in partnership with RCAB to assess outcomes, enhance service delivery and inform long term sustainability planning. An external evaluation is currently underway to assess the broader impact of the service, including its influence on engagement with social work, housing stability, homelessness prevention, and improvements in maternal and infant health and wellbeing.

Next Steps

- The Stronger Start project is committed to deepening its alignment with The Promise
- Continued attendance of The Promise Manager at the Steering Group to ensure strategic alignment and shared learning
- Presentation of Stronger Start progress to Renfrewshire's Promise Strategic Oversight Group.



Circuit: Reimagining Digital Education and Creative Technology

Circuit is a pioneering initiative that reimagines digital education and creative technology for young people with Care Experience. Developed through a collaborative partnership led by YMCA Scotland and with Renfrewshire Council as one of the consortium of partners. This initiative is shaped by young people with lived experience of care, Circuit is more than a physical space, it is a movement rooted in co-design, empowerment, and inclusion.

Launched in Dundee and Renfrewshire, Circuit offers 12-week programmes that introduce participants to a wide range of digital skills, from filmmaking and game design to coding and creative media production. These programmes are delivered in pop up maker spaces equipped with innovative technology, including high spec computers, industry standard software, and digital fabrication tools.

Circuit is designed to be a safe, inclusive, and inspiring environment where Care Experienced young people can explore their interests, build confidence, and develop skills for future employment in the tech and creative sectors.

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.

Every aspect of the programme from workshop content to physical design has been co-created with Project Consultants, young people with Care Experience who are paid for their expertise and insight. This approach ensures that Circuit reflects the real needs and aspirations of its participants, and that their voices are central to decision-making.

The first Circuit hub was launched in partnership with NEoN Digital Arts in Dundee, where participants progressed from basic digital literacy to advanced creative projects, including packaging design using Canva and vinyl sticker production. The second hub, based at Paisley YMCA, continues this model, with bookings available via the Circuit website.

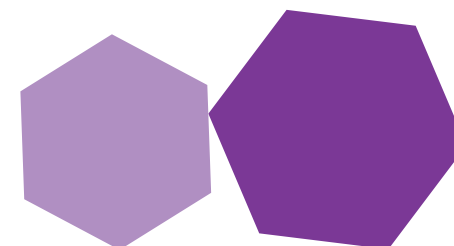
In addition to YMCA Scotland and Renfrewshire Council, Circuit is supported by a consortium of partners including YouthLink Scotland, Mhor Collective, Barnardo's Scotland and previously Scottish Tech Army.

The programme is funded by the National Lottery Community Fund through the Life Changes Trust and contributes to Renfrewshire Council's work on The Promise and its Digital Strategy, particularly around digital inclusion and citizenship.

Peter Gilchrist, National Digital Project Lead at YMCA Scotland, commented:

“Circuit is a testament to the power of collaboration and community. With the support of all our partners including Renfrewshire Council and the generosity of the Life Changes Trust, we are paving the way for a brighter future for young people with Care Experience.”

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.



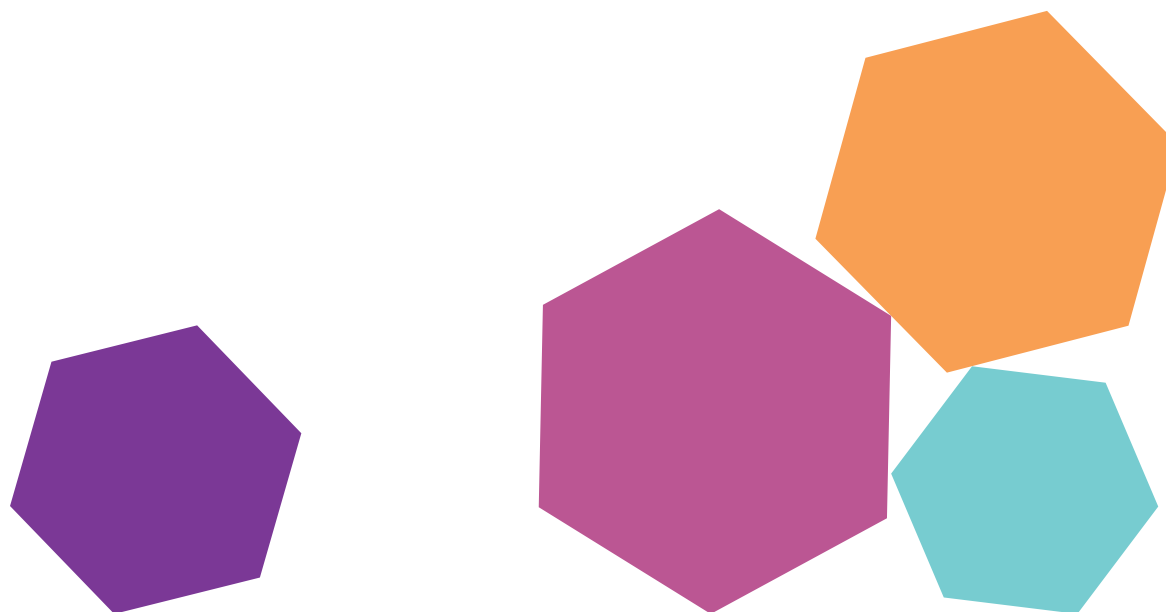
Circuit: Reimagining Digital Education and Creative Technology

In addition to supporting young people directly, Circuit also provides training and confidence building opportunities for foster carers, residential staff, and social care professionals ensuring a holistic approach to digital inclusion.

Renfrewshire Council, in partnership with the Circuit Project, the Promise Team, and Invest in Renfrewshire, has supported a Modern Apprentice placement within Youth Services. This reflects our commitment to creating a lasting legacy and enhancing opportunities for Care Experienced young 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

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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. 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.

Appendix 1 – Renfrewshire’s Promise Strategic Oversight Group

Established in 2021 and chaired by John Trainer, Chief Social Work Officer, this group oversees the delivery of The Promise across Renfrewshire. It reports to Renfrewshire’s Children’s Services Partnership and meets three to four times a year.

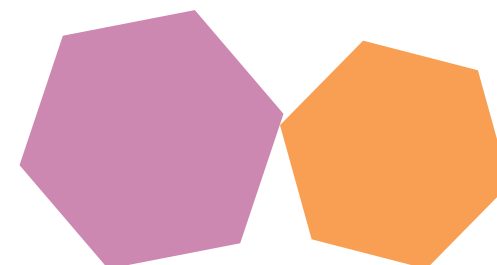
With representation from Renfrewshire Council, HSCP, third sector organisations, Promise Scotland, and other community planning partners, the group ensures a collaborative, cross-sector approach. It drives forward Renfrewshire’s commitment to Keeping The Promise, ensuring services are inclusive, responsive, and shaped by Care Experienced voices.

Current membership of Promise Oversight Group (correct as of December 2025):

- Carolanne Moore, Strategic CLD Manager, Connected Communities, Renfrewshire Council (RC)
- Emma Henry - Head of Education, RC
- Felix Haggerty - Professional Training and Development Manager, Renfrewshire Children’s Services & Renfrewshire Health & Social Care Partnership (RHSCP)
- Fiona Williams - Depute Principal Educational Psychologist, RC

- Jamie Gardyne - Community Justice Lead Officer, RC
- Jean Brierley - Education Officer (Inclusion), RC
- Joanne Byrne - Children’s Services Manager, RHSCP
- Joanne Felvus - Children’s Service Manager (Threads), Barnardo’s
- John Trainer - Head of Childcare and Criminal Justice / Chief Social Work Officer, RC
- Kevin Smith - Children’s Services Manager, RC
- Lauren Johnston - Service Improvement Manager, Children’s Services, RC
- Louise Bouchier-Hayes - Promise Delivery Partner, Promise Scotland
- Louise Feely – Head of Housing, RC
- Martin Mathieson- Assistant Director, Barnardos Scotland
- Maurice Gilligan – Promise Manager, RC
- Michelle McCargo - Children’s Services Manager, Social Work

- Nicola Harkness - Locality Reporter Manager, SCRA
- Pauline Robbie - Head of Service, RHSCP
- Ruth Wallace - Child Protection Advisor, RC
- Sam Macrae – Promise Ambassador, RC
- Scott Campbell- Head of Student Services, West College Scotland
- Sharon Berrie – Advocacy & Participation Manager, Who Cares? Scotland
- Suzie Scott – Area Manager, Skills Development Scotland
- TBC - Whole Family Wellbeing Manager, RC
- Tom Irvine - Homeless & Housing Support Services Manager, RC
- Victoria Hollows- Chief Executive, OneRen



Appendix 2 — What is The Promise

The Promise in brief:

Scotland's ambition is that every child and young person should grow up safe, loved and respected. The conclusions of Scotland's Independent Care Review set out the changes that need to take place to achieve this for Care Experienced children and young people. Scotland's promise is that these conclusions will be implemented in full by 2030 at the latest.

What is The Promise?

Between 2017 and 2020, Scotland's Independent Care Review heard the experiences of over 5,500 people, who included:

- Care Experienced infants, children, young people and adults
- members of the paid and unpaid workforce of Scotland's 'care system.'

Their vision was set out in the Independent Care Review's conclusions. In 2020, the Scottish Parliament agreed to keep these conclusions in full. And, when it did, it made a promise.

Background to The Promise

Parenting does not stop at 18. Scotland must continue to consider how to create Scotland's ambition that all children will grow up loved, safe and respected so that they meet their full potential. However, in Scotland, Care Experienced people are not always as loved, safe and respected as they should be. In 2020, the conclusions of Scotland's Independent Care Review made a series of recommendations about how this had to change. The Promise is that Scotland will implement these recommendations in full by 2030 at the latest.

What was the Independent Care Review?

The Independent Care Review was a consultation into how Scotland's "care system" needed to change. It came from a place of activism and voice, following the work of a movement of Care Experienced people across Scotland— who were determined to improve the life chances of people with experience of care. In 2016, this movement secured a cross-party commitment to an Independent Care Review ahead of elections to the Scottish Parliament. Following these, the then First Minister pledged her support announcing an independent root and branch review of care.

The process of the Independent Care Review

The Independent Care Review commenced in 2017 and concluded in 2020. In that time, it listened to what thousands of children, adults and families told them about their experiences of the "care system." It also heard from thousands of others: parents, carers and members of the paid and unpaid workforce. And it heard from over 500 organisations, including: schools and universities, think tanks, The Curious Collaborative of Funders, corporate parents, and national bodies. The scope was intentionally wide, so that it could be a true reflection of what was experienced for children and families as well as for those working in and around the system. The aim was to speak to everyone who would come into contact with children and their families throughout their care journeys and beyond.

Finally, over 150 volunteers used 943 research sources to produce 56 outputs in areas including: education, health, data, inspection, regulation, and justice.

Appendix 2 — What is The Promise

The Promise is formed from the Independent Care Review's conclusions.

The Care Review published its conclusions in February 2020. These conclusions were made up of seven reports:

- **The Promise**, which outlines the vision for a Scotland where Care Experienced children and young people can all grow up loved, safe and respected
- **The Pinky Promise**, which explains this vision in a child friendly way, follow the money, which tracked where investment went in the “care system”
- **The money**, which reflected how any investment in how we care for Scotland's children and families could be better spent to impact their lives
- **The plan**, which laid out that for Scotland to keep The Promise, there needed to be a radical redesign of care
- **The rules**, which highlighted the legislation, policies, and organisations which govern the care system
- **Thank you**, which aimed to acknowledge and thank the thousands of people who made the Independent Care Review happen

The Promise has five foundations which change is centred around. These are:

- **Voice:** Children and young people must be listened to and involved in decision making about their care
- **Family:** Where children are safe with their families and feel love, they should stay with them. They should be given support to overcome any difficulties
- **Care:** When it is not possible for children and young people to remain with their family, children must stay with their brothers and sisters wherever it is safe to do so. They must also belong to a loving home, where they are able to stay for as long as needed
- **People:** The workforce must be supported to develop trusting, compassionate relationships with those they support. They must also be aware of the importance of listening during decision making
- **Scaffolding:** Children, families and the workforce must be supported by a system that is there when it is needed: the scaffolding of help, support and accountability

Whose role is it to keep The Promise?

Scotland committed to The Promise, so people and organisations throughout the public sector are working to keep it. Among them are: Scottish Government, COSLA, Local Authorities, The NHS, Social workers, and Teachers. This is far from an exhaustive list. As well as this, other people and organisations may also do work to keep The Promise including those in the third sector.



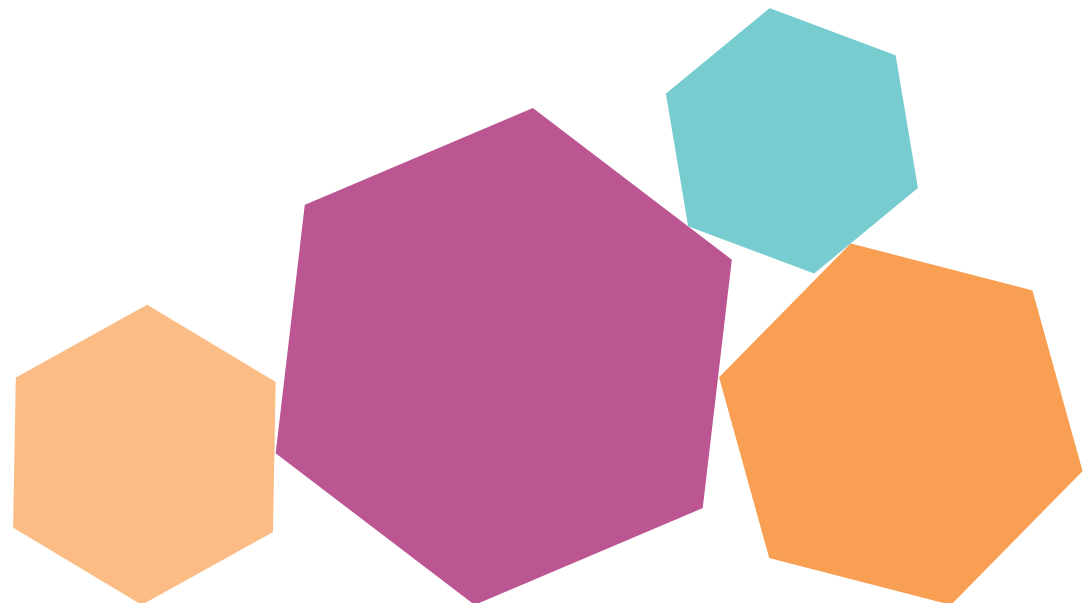
Appendix 2 — What is The Promise

Who nationally helps make sure The Promise is kept?

The Promise Scotland: The organisation established by Scottish Ministers to drive and support the change required for Scotland to keep The Promise.

- **The Oversight Board:** The Oversight Board monitors the pace and performance of the change required for Scotland to keep The Promise
- **The Promise Collective:** A group that has been brought together to support the development of assessment of change
- **Independent Strategic Advisor:** Fiona Duncan is Independent Strategic Advisor for The Promise, appointed by the Scottish Government
- **Corra Foundation:** Corra Foundation has the responsibility in disseminating and monitoring The Promise Partnership Fund

(Appendix 2 produced by Promise Scotland and used with their permission.)



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

