

# **Corporate Parenting Plan 2020-2023**

**sportscotland**

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## Foreword

Our vision is for an active Scotland where everyone benefits from sport. Our Equality, Diversity and Inclusion (EDI) approach brings to life our commitment to inclusion underpinning everything we do. We are clear that our duties as a Corporate Parent support our EDI approach and help us deliver our vision.

**sportscotland** is committed to improving the lives of care experienced young people. This means we want to support Scotland's care experienced young people to be involved in sport and physical activity and feel welcome. We want to create an environment for change, help remove discrimination and barriers to involvement and ensure the same access and opportunities as others. We realise that this will require us to work in different ways. We need to continue to listen and understand the lives of these young people so we can respond to their needs and play our part in building a system that is inclusive by design.

I am therefore pleased to introduce our second corporate parenting plan which provides details of our commitments for 2020-23. These reflect the next stage of our corporate parenting journey and will ensure we are playing our part in helping people with lived experience of care to fulfil their potential and benefit from sport.

**Stewart Harris**  
**Chief Executive**

# Introduction

## About sportscotland

**sportscotland** is the national agency for sport in Scotland. We are a non-departmental public body, responsible through ministers to the Scottish Parliament. We are also a National Lottery Fund distributor, governed by National Lottery distribution rules.

As the national agency our role is to make sure sport plays its part in a thriving Scotland. We do this by influencing, informing and investing in the organisations and people who deliver sport and physical activity. We have an important part to play alongside our partners and other agencies to deliver an active Scotland where more people are more active more often.

Further information can be found at [About us \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/about-us).

## Our strategic context

Our corporate strategy, [Sport For Life](#), sets out the direction for sport and **sportscotland**. Our vision is for an active Scotland where everyone benefits from sport. Our mission is to help the people of Scotland get the most from the sporting system.

Sport for Life sets out a commitment to inclusion underpinning everything we do. Our Equality, Diversity and Inclusion (EDI) approach has three strands which brings this commitment to life. This is show in figure1. Our duties as a Corporate Parent support our EDI approach and help us deliver against our vision.

**Figure 1: Equality, diversity and inclusion approach**



Further information can be found at [Sport for Life and our approach to Equality, Diversity and Inclusion \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/sport-for-life-and-our-approach-to-equality-diversity-and-inclusion).

## What is Corporate Parenting?

On the first of April 2015, **sportscotland** and 23 other public bodies were designated as a Corporate Parent through the Children and Young People (Scotland) Act 2014 (the “Act”). Part 9 of the Act makes specific provision for those who are care experienced. It provides a legislative framework for corporate parenting.

As a Corporate Parent, we have a responsibility to understand the lives of Scotland’s care experienced young people, and to respond to their needs as any parent should. We must work to uphold care experienced young peoples’ rights, safeguard their wellbeing and promote their physical, emotional, spiritual, social and educational development<sup>1</sup>.

### Our duties as a Corporate Parent

Section 58 of the Act confers six statutory duties on **sportscotland** as we deliver our functions. We must:

- be **alert** to matters which, or which might, adversely affect the wellbeing of an eligible child or young person.
- **assess** the needs of eligible child or young people for services and support we provide.
- **promote** the interests of eligible children and young people.
- seek to provide eligible children and young people with **opportunities** to participate in sporting activities designed to promote their wellbeing.
- take appropriate action to help those children and young people **access** those opportunities.
- continually review our approach to corporate parenting and seek ways to improve wherever possible.

We must also publish detailed corporate parenting plans and reports, collaborate with other corporate parents, follow direction and guidance and provide relevant information to Scottish Ministers.

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<sup>1</sup> [Statutory guidance on Part 9 \(Corporate Parenting\) of the Children and Young People \(Scotland\) Act 2014 - gov.scot \(www.gov.scot\)](http://www.gov.scot/Topics/childrenandyoungpeople/legislation/act2014/9)

## The Promise: Scotland's Independent Care Review

In October 2016, the First Minister launched Scotland's Independent Care Review.<sup>2</sup> This Scotland-wide commitment aims to bring about systemic improvements in the care system, with input from 5,500 individuals with care experience.

On 5 February 2020, the Independent Care Review [published seven reports](#), with '[The Promise](#)' narrating a vision for Scotland, built on **five clear foundations**. These foundations are noted below and offer a shared purpose and clear direction for change:

- **Voice** - Children must be listened to and meaningfully involved in all decision-making about their care.
- **Family** - Where children are safe in their families and feel loved they must stay.
- **Care** - Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so.
- **People** - The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community.
- **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 must be ready and responsive when it is required.

Work to #KeepThePromise between 2021 and 2030 will be shaped by a series of three plans, each lasting for three years and outlining the priorities and action across that period. The first available plan is Plan 21-24, available [here](#). You can find out more about the work of The Promise by visiting their [website](#).



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<sup>2</sup> [Independent Care Review – The root and branch review of Scotland's care system.](#)

## Children's Rights

The UNCRC is an international human rights treaty that covers all aspects of children's lives. It encompasses civil, political, economic and cultural rights. The foreword of the UNCRC highlights the importance of: "*recognising that the child, for the full and harmonious development of his or her personality, should grow up in a family environment, in an atmosphere of happiness, love and understanding.*"<sup>3</sup>

The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill was unanimously passed by the Scottish Parliament, which means that after the completion of all procedures the UNCRC will become part of Scottish law.

As a public body, we play a role in supporting the Scottish Government to embed children's rights and wellbeing across policy and practice. As a Corporate Parent, we must ensure our everyday decisions are grounded in these rights.

## Defining care experience

The Act provides legal definitions for the terms 'looked-after' and 'care-leaver'. Throughout this plan we will use the term 'care experienced'. This is more inclusive language which many in the care experienced community prefer as it speaks to the diverse range of experiences and the lifelong impact of care experience. This term includes those looked after at home, or away from home in kinship, foster, residential or secure care.

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<sup>3</sup> [UN Convention on the Rights of the Child - UNICEF UK](#)

## Developing our plan

The development of our plan has been informed by:

- Colleague and stakeholder feedback
- Consultation with other corporate parents
- Findings from our 2020 equality in sport research<sup>4</sup>
- Surveys to care experienced young people

Unfortunately, due to the impact of the Coronavirus pandemic (COVID-19) we were unable to progress with our planned face to face consultation events with care experienced young people Champions Boards to directly inform our plans. Going forward, we remain committed to hearing and actioning the views of looked after children and young people on an ongoing basis to inform our corporate parenting approach.

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<sup>4</sup> [Equality and Sport Research \(sportscotland.org.uk\)](https://sportscotland.org.uk)



## Our commitments and actions

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

Our final corporate parenting commitments and action plan below shows how we intend to make a difference to the lives of care-experienced young people.

**Our staff and Board understand the needs of care-experienced young people and our corporate parenting responsibilities.**

We will:	Year of plan	Business area
Develop the <b>sportscotland</b> Board’s awareness of care-experience and corporate parenting with input from a care-experienced ambassador.	Year two	Sports development / Strategic planning
Sign up to the Scottish Care Leaver’s Covenant and use resources to inform our practice.	Year two	Strategic planning
Develop and deliver corporate parenting awareness e-learning to be available to all staff	Year one to three	Human resources / Strategic planning
Develop and deliver introduction to corporate parenting session to staff to further their understanding of <b>sportscotland</b> ’s corporate parenting duties	Year one	Strategic planning / Human resources
Develop and deliver in-depth training to internal inclusion group, corporate parenting action leads and key sports development staff to further their understanding of the needs of care-experienced young people and support the delivery of our corporate parenting action plan	Year two	Strategic planning
Ensure corporate staff induction guidance includes refreshed information on corporate parenting and our corporate parenting plan	Year one	Human resources

<p>Use internal communication channels to:</p> <ul style="list-style-type: none"> <li>highlight the importance of our corporate parenting role</li> <li>raise awareness about the needs of care-experienced young people</li> <li>tell the stories of care-experienced young people taking part in sport</li> <li>raise the profile of WhoCares? Scotland campaigns</li> </ul>	Year one to three	Communications
Share good practice and learning from the national corporate parenting collaborative group.	Year one to three	Strategic planning

**Key organisations in the sports sector will understand the needs of care-experienced young people.**

<b>We will:</b>	<b>Year of plan</b>	<b>Business area</b>
Work with WhoCares?Scotland to develop and promote coach specific content on the needs of care-experienced young people through our learning management system.	Year three	Coaching and volunteering
Connect Young People's Sport Panel with WhoCares? Scotland and care-experienced young peoples' Champions Boards to share their experiences of taking part in sport and the barriers they face	Year two / year three	School and community
Deliver training to Active Schools coordinators on the needs and barriers of care-experienced young people, where there is an identified need	Year two to three	School and community
Use Active Schools manager's meeting to share best practice for improving care-experienced young peoples' participation in Active Schools	Year two / year three	School and community
Communicate summary of programme interventions which focus on improving opportunities for care-experienced young people to take part in sport	Year two / year three	Strategic planning

Share and promote stories of care-experienced young people taking part in sport to our networks through OnTrack and Sport First	Year one to three	Communications
Work with Active Schools and Community Sport Hub staff to support care experienced young people through childcare hubs	Year one	School and community
Work with local partners to offer care experienced young people the opportunity to try sports and activities through Get into Summer funding	Year two	School and community
Develop and deliver an introduction to corporate parenting session to Scottish governing body of sport staff to further their understanding of the needs of care experienced young people	Year three	Sports Development / Strategic planning

**Care-experienced young people will have improved access to career and development opportunities in sportscotland.**

<b>We will:</b>	<b>Year of plan</b>	<b>Business area</b>
Explore employment opportunities and support that we can provide to care-experienced young people through young persons' policy working group	Year two / year three	Human resources
Work with other corporate parents to share learning and best practice for recruiting and employing care-experienced young people	Year two / year three	Human resources
Work with WhoCares? Scotland to support recruitment of care-experienced young people	Year three	Human resources

**Care-experienced young people will have improved access to sports coaching and sports leadership opportunities in the sports sector**

<b>We will:</b>	<b>Year of plan</b>	<b>Business area</b>
Embed care-experience as a key priority characteristic within our revised funding criteria for coaching qualifications.	Year one - year three	Coaching and volunteering
Explore subsidised coaching qualifications for care-experienced young people.	Year one - year three	Coaching and volunteering
Continue to engage with care-experience organisations and other corporate parents to encourage applications from care-experienced young people to our Young People's Sport Panel	Year one / year three	School and community