
REPORT

Corporate Parenting

Progress Report 2020-23

April 2023

Introduction

Welcome to our 2020-23 corporate parenting plan progress report.

In 2020, we set out our refreshed commitments to improving the lives of Scotland's care-experienced young people through our second corporate parenting plan. This built on the progress we had made through our first plan, available at: Corporate parenting (sportscotland.org.uk).

Our 2020-23 corporate parenting plan set out specific actions we'd take to improve the lives of care-experienced young people, through participation in the sporting system. In this report, we outline what we've done since then. We also highlight some examples of our work in action.

We hope you enjoy this report and find it useful. We'd love to hear from you so please get in touch if you have any questions or would like to know more.

Chief Executive's foreword

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. Our commitment to inclusion underpins everything we do.

This commitment means we want you, Scotland's care-experienced young people, to feel welcome and involved in sport. It means we value you as individuals, giving you the same access and opportunities as everyone else. It also means we want to remove any discrimination or barriers to involvement you may have encountered.

I am therefore delighted to introduce our second progress report, which highlights our work over the last three years. It is particularly pleasing to see the strong emphasis on inclusion across all this activity. From our support to Scottish governing bodies of sport staff to improve their understanding of care experience, our offering of sport residential opportunities for care-experienced young people at our National Centre in Inverclyde to our continued collaboration with our local authority partners across a range of programmes.

I hope our progress report demonstrates our strong commitment to Corporate Parenting and our aim to support care-experienced young people across the country to benefit from sport.

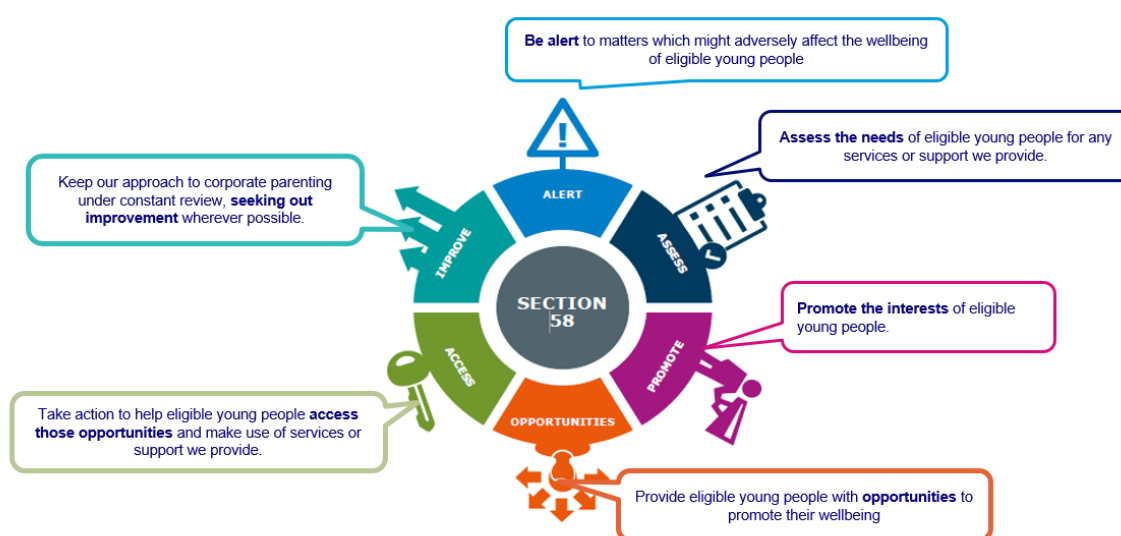
Forbes Dunlop, Chief Executive, sportscotland

What is Corporate Parenting?

A corporate parent is an organisation or person who has special responsibilities to care experienced young people.

sportscotland is a corporate parent. This means we should understand and respond to your needs as any parent should. We should do as much as we can to make sure you feel in control of your life and able to overcome any barriers you face. The duties that corporate parents must meet are noted in the graphic below:

Figure one: Corporate Parenting Duties



sportscotland as a Corporate Parent

You might not know us, but we are the national agency for sport. 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.

We work with partners across the country who deliver sport and physical activity opportunities. This could be in a school, club, community or performance-sport setting. We make sure everyone can take part in and get the most from these opportunities.

We became a proud corporate parent in 2015 and have continued our work to improve the lives of care experienced young people. In our 2020-23 plan, we set out four commitments that describe how we aim to improve the lives of care-experienced young people like you through participation in sport.

You can read these commitments, as well as the progress we have made, below.

Our 2020-23 commitments

- Our staff and Board understand the needs of care-experienced young people and our corporate parenting responsibilities.
- Key organisations in the sports sector will understand the needs of care-experienced young people.
- Care-experienced young people will have improved access to sports coaching and sports leadership opportunities in the sports sector.
- Care-experienced young people will have improved access to career and development opportunities in **sportscotland**.

Our progress so far

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

We were privileged to have a care-experienced young person join our Young People's Sport Panel. During their time on the panel, they shared their experiences and views with staff members and partners to influence the future of sport. They also presented to our **sportscotland** Board, sharing their experiences and benefits of taking part in sport, as well as some of the barriers they have faced.

We signed up to the Scottish Care Leaver's Covenant in 2022. We are using the resources to inform our future practice.

We refreshed our staff induction guidance to include our corporate parenting plan and FAQs. We continue to keep this under review.

We delivered two 'introduction to corporate parenting' bitesize sessions to 36 staff. The sessions helped to raise awareness of **sportscotland**'s corporate parenting duties and encouraged people to reflect on changes they could make to their practice.

We worked with Who Cares? Scotland to deliver in-depth corporate parenting training for 20 staff. The aim was to further their understanding of the needs of care-experienced young people, consider what changes they could make to their areas of responsibility and support the delivery of our corporate parenting action plan.

We developed a corporate parenting e-learning with input from Who Cares? Scotland. We aligned this to our new equality, diversity and inclusion strategy and will launch in 2023.

We continue to share good practice and learning through the national corporate parenting collaborative group. We engage with Who Cares? Scotland on a new collaborative network to share ideas and good practice. We presented to this group in March 2023.

We contracted research to help us grow our equality evidence. We wanted to understand how work is progressing across the sport sector and what could help us all take action. We collected evidence on care-experience participation in sport as well as people in the sport sectors understanding of care experience. We used this to share insight with partners and to inform our equality impact assessments. More information can be found on our website: [2020 Equality in Sport research \(sportscotland.org.uk\)](https://sportscotland.org.uk/2020-Equality-in-Sport-research).

We launched an equality, diversity and inclusion online toolbox (EDI). The toolbox aims to help people working in the sporting sector to learn the basics about EDI in sport. We included a section on care experience and continue to update the toolbox with data, information, resources and good practice for the sporting sector to use. You can access our EDI toolbox at: [Equality, Diversity and Inclusion: Toolbox \(sportscotland.org.uk\)](https://sportscotland.org.uk/Equality-Diversity-and-Inclusion-Toolbox)

We worked with our local authority partners to improve our understanding of Active Schools participants. We extended the equality monitoring information we collect. We are working to find out how care-experienced young people engage with Active Schools and what can be done to ensure this better meets your needs.

We used our internal newsletter Inside Track to promote Corporate Parenting and to promote members of our Young People's Sport Panel to colleagues, including an article on the care-experienced panel member. We continue to share Who Cares? Scotland content on our internal and external social media channels.

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

We used our Active Schools manager's meetings as a space to share best practice for improving care-experienced young peoples' participation in Active Schools. We shared a live case study example from North Ayrshire around their approach and work with care-experienced young people within one of their programmes. This led to further input and discussion from other local authorities on the work that they do with care experienced young people.

We provided training to Active Schools managers on the needs and barriers of care-experienced young people.

We provided a sport residential experience for care-experienced young people from North Ayrshire at our national training centre in Inverclyde through our Active Schools programme. You can find out more about the experience in the following video: [North Ayrshire Residential groups - YouTube](#).

We are funding several Inclusion projects with our local partners which are focused on engaging more care experienced young people in sport.

We shared stories of care experienced young people in sport through our website, our external newsletter Sport First and on social media.

We worked with local authority partners to offer care experienced young people opportunities to try sports and activities through Get into Summer funding. The funding helped drive collaboration and innovation at a community level, targeted at those who most needed access to activity. An example is highlighted below:

The Sport and Physical Activity Coordinator in Shetland organised two 'Fun Days' for care experienced young people. This was open to adoptive families, foster families, kinship carers, young people in residential care and staff, and young people in continuing care. Over 60 people attended and took part in a range of activities, including swimming, a climbing wall, soft play, and arts and crafts. The feedback from attendees was very positive.

We worked with Who Cares? Scotland to deliver an introduction to corporate parenting session to Scottish governing bodies of sport (SGBs) staff. Although SGBs are not corporate parents, the aim was to further their understanding of the needs of care-experienced young people in sport and actions they can take to reduce barriers. The session had 11 attendees from 11 different sports organisations.

We met with the Scottish Football Association (SFA) and Who Cares? Scotland, enabled by our Young People's Sport Panel member. The session focused on the barriers to participation for care experienced young people and how the SFA could develop their own action plan to better meet your needs.

During summer 2020, we worked with Active Schools and Community Sport Hub staff nationwide to support care experienced young people through childcare hubs. 268 Active Schools staff and 22 Community Sport Hub Officers provided over 25,000 hours of support to 149 childcare hubs. Working closely with care-experienced children and young people allowed Active Schools teams to gain a better understanding of individual children's needs. This has helped them create new ideas for improved opportunities moving forward.

We started to explore the development of coach specific training on the needs of care-experienced young people.

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

We launched our refreshed approach to coach education subsidy. We know cost can be a barrier to taking part. We therefore provide subsidy funding to help coaches, and people interested in coaching, to reduce the cost of their learning and development. As part of the refresh, we specified that care experienced young people are a priority group to receive funding. SGBs will also have to evidence how they will be more targeted in supporting their coaching workforce. You can find out more in the following link: [Coach education subsidy funding \(sportscotland.org.uk\)](https://sportscotland.org.uk/coach-education-subsidy-funding)

Following our work on the subsidy, we explored how we can directly support more care experienced young people to achieve coach education qualifications via our local authority partners. We are scoping a test of this approach to meet this need.

We shared the application for our Young People's Sport Panel with Who Cares? Scotland and Possibilities for Each and Every Kid (PEEK). We used their networks to encourage more care-experienced young people to apply to be on the panel.

We continue to provide support to Young People's Sport Panel applicants and members selected to be on the panel. This included making travel arrangements, prepaying travel expenses and ensuring panel commitments are not impacting other aspects of members' lives.

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

We had an internal recruitment freeze for the majority of our 2020-23 corporate parenting plan period, due to the COVID-19 pandemic. This limited the work we could do to improve the access to career opportunities for care-experienced young people in **sportscotland**.

Despite this restriction, we engaged with Who Cares? Scotland on best practice for recruitment and ongoing support to care experienced young people. We will look to advertise future vacancies through the Who Cares? Scotland network to ensure care experienced young people are aware of the opportunities and support available.

Where we can improve

We know we can do more to become a better Corporate Parent. We will take time to review our plan to see what worked well, where we can improve and how we can make a bigger impact working with other corporate parents.

Some of the early improvements we want to make include:

1. Ensuring we do more to hear and action your views through our next Corporate Parenting Plan.
2. Roll out our e-Learning to **sportscotland** staff.
3. Connecting our Young People's Sport panel to Who Cares? Scotland and Champions Boards to share their experiences of taking part in sport and how this can be improved.
4. Speeding up progress to improving access to career and development opportunities in **sportscotland**.
5. Developing and promoting more digital content to support partners across the system to improve your experience of taking part in sport.
6. Using our internal newsletter Inside Track to highlight our role as a corporate parent. We hope to work with the Who Cares? Scotland communications team to identify sport related case studies to share and to establish further communications opportunities going forward.
7. Further developing our coach specific training on the needs of care-experienced young people.

Case studies

We have included links to some case studies which highlight our work with care-experienced young people below:

1. [Active Schools is helping change lives in Aberdeen \(sportscotland.org.uk\)](https://sportscotland.org.uk)
2. [Active Schools South Ayrshire adapting to support their communities \(sportscotland.org.uk\)](https://sportscotland.org.uk)
3. [North Ayrshire Get into Summer \(sportscotland.org.uk\)](https://sportscotland.org.uk)

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