Action	Timescale	Lead Officer	Outcome(s)	Performance Indicator	Link with Corporate Parenting Duty
Meaning engagement and communication with children and young people					
Recruitment of Promise Participation Workers to amplify the voices of young people and ensure that their views influence the development and improvement of services	2023 – 2026	Assistant Chief Officer, Children's Services Head of Children's Services, Families for Children & Children's Residential Services	The views of care experienced young people are taken into account when planning, improving and developing services	Children's voices influence service development and improvement	Promote the interests of care experienced young people
Consult with children and young people on the development of the Children's Services Plan, attending to diversity of voices through schools and community groups with different SIMD profiles and populations etc.	2023	Head of Planning and Strategy, Children's Services	The views of young people are taken into account when planning, improving and developing services	Children's voices embedded in Plan and reflected in priorities	Provide care experienced young people opportunities to participate in activities designed to promote their wellbeing
Continue to scale up 'My Meeting' approach to address the power imbalance in formal meetings, ensuring that children and young people's voices	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West Service Manager,	The views of young people are taken into account when planning and delivering services	Number and percentage of My Meetings	Provide care experienced young people opportunities to participate in activities designed to promote their wellbeing

DRAFT

are at the centre of decision making		Independent Care and Review Team (Children and Families)			
Develop online and social media communication platforms, based on feedback from young people that this is one of their preferred methods of communication	2023 - 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for Children & Children's Residential Services Service Manager, Independent Care and Review Team (Children and Families)	The views of young people are taken into account when planning and delivering services Improved health and wellbeing for care experienced young people	Use of social platforms Number and percentage of young people utilising platforms	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available
Refresh the format of 'Champs' (Children's Champions' Board), based on the views and preferences of young people	2023 - 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West Service Manager, Independent Care and Review Team (Children and Families)	Corporate parents understand the needs and aspirations of young people	Number and percentage of young people attending fora	Promote the interests of care experienced young people
Continue to implement the Children's House Advisory Board to formally share feedback with	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for	The views of young people are taken into account when planning and delivering services	Number and percentage of house meetings involving young people	Promote the interests of care experienced young people

DRAFT

children's houses managers		Children & Children's Residential Services Service Managers, Children's Residential Services			
Develop the Direct Workbag to support meaningful engagement with children and young people using developmentally appropriate tools to promote communication	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West	Holistic assessments of young people's needs are used to improve access to services to promote young people's health and wellbeing	Number and percentage of Direct Workbag sessions with young people	Assess the needs of care experienced young people for the services and support we provide
Addressing poverty and mental health to improve outcomes					
Implement the recommendations of the People Achieving Change (Young Person's Champions' Board) mental health survey to improve access to mental health support, and review the impact of new community mental health supports	2023 -26	Assistant Chief Officer, Children's Services Head of Children's Services, North-East Head of Planning and Strategy, Children's Services	The views of young people are taken into account when planning and delivering services	Research data and feedback	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available

DRAFT

Expansion of community mental health supports and services, in line with feedback received on the impact of services on children, young people and families to provide timely, high quality support for children who do not require clinical intervention	2023 – 26 (based on Scottish Government funding)	Assistant Chief Officer, Children's Services Head of Children's Services, North-East Head of Planning and Strategy, Children's Services Principal Education Psychologist, Education Services	Improved health and wellbeing for care experienced young people	Number and percentage of children and young people accessing community mental health supports	Be alert to matters which might adversely affect the wellbeing of care experienced young people
Provision of online, anonymised support to address children and young people's mental health needs	2023 – 26 (based on Scottish Government funding)	Assistant Chief Officer, Children's Services Head of Children's Services, North-East Principal Education Psychologist, Education Services Head of Planning and Strategy, Children's Services	Improved health and wellbeing for care experienced young people	Number and percentage of children and young people accessing online platforms	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available
Collaborative work with corporate parents across the Children's Services Planning Partnership to mitigate the impact of poverty	2023 – 26	Assistant Chief Officer, Children's Services, in collaboration with Children's Services Executive Group (multi-agency	Strategic leaders have knowledge of the needs of care experienced young people and their	Direct payments to families; establishment and alignment of anti-poverty initiatives; Local Child Poverty Action Report data	Be alert to matters which might adversely affect the wellbeing of care experienced young people

DRAFT

in the context of the Cost of Living crisis, and create more seamless pathways for support		children's senior leadership forum) and Heads of Children's Services	responsibilities as corporate parents		
Continuous improvement of whole family developmentally appropriate support					
Development of Family Connections Assessment and Plan to support child-centred, relationship-based practice with children who have brothers and sisters	2023 – 26	Assistant Chief Officer, Children's Services Heads of Children's Services	Mapping of brother/ sister and other important relationships that need to be maintained, with focussed Life Story work to support children and their families on their care experience journey		
Development of 'whole family' approach to ensure that the needs of all family members are considered and addressed to improve outcomes for whole families through development of Family Support Services, review of Domestic Abuse support and improving understanding of neurodiversity,	2023 – 26	Assistant Chief Officer, Children's Services Heads of Children's Services	Improved health and wellbeing for care experienced young people	Establishment of coordinated support and aligned funding	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available

DRAFT

integrating the WFWF work					
Development of earlier intervention and approaches focusing on keeping families together, and avoiding accommodation of children and young people where appropriate, building on the learning from the Glasgow intensive Family Support Service, which has prevented accommodation of over 60 young people through its Voice, Validation and Hope model which regards families as experts in their own lives, working in partnership to support meaningful change	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-East Head of Planning and Strategy, Children's Services Change and Development Manager, Children's Services		Number and percentage of families supported through family support. Refreshed Family Support Strategy and continued development of Family Support infrastructure, focusing on earlier intervention and intensive support.	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available
Continued implementation of the Nurture programme in children's houses to ensure a consistently high quality and developmentally appropriate approach	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for Children & Children's Residential Services	Improved health and wellbeing for care experienced young people	Number and percentage of houses involved in programme	Assess the needs of care experienced young people for the services and support we provide

DRAFT

to supporting young people		Educational Psychologist, Education Services Service Managers, Children's Residential Services			
Keeping the Promise					
Implementation of the Glasgow City Promise Action Plan, with designated Promise Keepers to ensure that the principles underpin all work with families	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West Service Manager Independent Care and Review Team (Children and Families)	Corporate parents take appropriate action to meet the needs and aspirations of young people	Promise Action Plan outputs	Promote the interests of care experienced young people
Continuing to ensure that decision making is based on the needs of brothers and sisters with one Independent Care and Review Officer being responsible for all brothers and sisters within a family	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West Head of Children's Services, Families for Children & Children's Residential Services	Stable placements and kinship care for brothers and sisters becomes the primary option when children are no longer able to remain in the care of their parents	Number and percentage of brothers and sisters living together	Promote the interests of care experienced young people

DRAFT

		Service Manager Independent Care and Review Team (Children and Families)			
Establishment of a language working group exploring ways in which information is recorded, ensuring that communications are trauma informed, compassionate, respectful and kind to help young people understand their journey, with training courses being developed by staff.	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, North-West Service Manager Independent Care and Review Team (Children and Families)	Improved health and wellbeing for care experienced young people	Improved use of language to reflect strengths-based and trauma informed approaches	Be alert to matters which might adversely affect the wellbeing of care experienced young people
Celebrate the achievements of young people and practitioners through annual celebration events and Development Days.	2023 – 26	Assistant Chief Officer, Children's Services Heads of Children's Services Head of Children's Services, Families for Children & Children's Residential Services	Care experienced young people are supported to achieve their aspirations	Number and coverage of events (e.g. in press releases, Partnership Matters briefings and website)	Promote the interests of care experienced young people
Systematically involve young people in the recruitment of foster	2023 – 26	Assistant Chief Officer, Children's Services	The views of young people are taken into	Number and percentage of	Promote the interests of care experienced young people

DRAFT

carers, adoptive carers, supported carers and residential carers in both group and individual interviews in order to provide a choice of interview setting for young people		Head of Children's Services, Families for Children & Children's Residential Services Head of Children's Services, North-West Service Manager Independent Care and Review Team (Children and Families)	account when planning and delivering services	recruitment campaigns involving young people	
Meeting children and young people's educational needs					
Continued development of the Virtual School to ensure that it is meeting the range of children and young people's needs	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services Service Manager, Continuing Care and Aftercare Services Head of Inclusion and Equalities, Education Services Head Teacher, Glasgow Virtual School	Care experienced young people are supported to achieve their aspirations	Number and percentage of Glasgow Virtual School pupils	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available

DRAFT

Continued development of the Emotionally Based School Non-Attendance approach to support young people who are avoiding school due to anxiety and other issues	2023 – 26 (based on Scottish Government funding)	Assistant Chief Officer, Children's Services Principal Educational Psychologist, Education Services Head of Children's Services, North-East	Care experienced young people are supported to achieve their aspirations	EBSNA annual report data	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available
Continued learning and alignment of the Nurture programme in schools and children's houses to promote a consistent approach for children, young people and families	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for Children & Children's Residential Services Service Managers, Children's Residential Services Principal Educational Psychologist, Education Services Educational Psychologist, Education Services	Improved health and wellbeing for children and young people	Number and percentage of houses and learning establishments involved in programme	Assess the needs of care experienced young people for the services and support we provide
Strategic collaboration and partnership approach					

DRAFT

Alignment of Child Poverty Pathfinder work with Whole Family Wellbeing Funding in order to provide seamless pathways of support to provide greatest impact for children, young people and families	2023 – 26	Assistant Chief Officer, Children's Services, HSCP, in collaboration with Children's Services Executive Group (multi-agency children's senior leadership forum) and Heads of Children's Services	Improved health and wellbeing for care experienced young people	Establishment of coordinated support and aligned funding	Take action to help care experienced young people to access the opportunities we are providing and make use of services and access support available
Understanding families' needs in the context of poverty across a number of key workstreams, including Child Poverty Pathfinder, approaches to assessment and support within Health Visiting, Social Work, Police Scotland's Public Health approach, taking into account the impact of the pandemic and economic climate	2023 – 26	Assistant Chief Officer, Children's Services, HSCP, in collaboration with Children's Services Executive Group (multi-agency children's senior leadership forum) and Heads of Children's Services	Our strategic leaders have knowledge of the needs of care experienced young people and their responsibilities as corporate parents	Direct payments to families; establishment and alignment of anti-poverty initiatives; Local Child Poverty Action Report data	Be alert to matters which might adversely affect the wellbeing of care experienced young people
Lead partner in the Children's Hearings Improvement Partnership work in Glasgow, which is focusing on making	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for	The views of young people are taken into account when planning and delivering services	Number and percentage of children, young people and families engaging in Children's Hearings	Promote the interests of care experienced young people

DRAFT

Hearings more accessible to children and their families, and demystifying the Children's Hearings process to ensure that it is more supportive to children and young people.		Children & Children's Residential Services Head of Children's Services, North-West			
Continued implementation of Respect and Missing from Home initiatives to ensure that young people living in children's houses are not criminalised for leaving the house	2023 – 26	Assistant Chief Officer, Children's Services Head of Children's Services, Families for Children & Children's Residential Services	Corporate parents take appropriate action to meet the needs and aspirations of young people	Number and percentage of young people supported through the Respect and Missing from Home protocols	Promote the interests of care experienced young people

DRAFT