

getting
it right
for every child

Children and Young People's Voices Matter!

Progress report on actions agreed at the Cabinet meeting with children and young people, March 2019

#CabinetTakeover



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INTRODUCTION

Our third annual meeting of Cabinet members and children and young people was held on 5 March 2019 at Bute House, Edinburgh.



Seven Members of the **Children's Parliament** (MCPs) attended. They were Ben (11), Elisha (11), Hannah (12), Cameron (12), Mackenzie (12), Emily (13) and Dylan (14).

Seven Members of the **Scottish Youth Parliament** (MSYPs) also attended. They were Suki Wan (20, Chair, Glasgow Shettleston), Jack Dudgeon (19, Vice Chair, Eastwood), Zanib Ahmad (17, Trustee, Glasgow Cathcart), Josh Kennedy (16, Trustee, Renfrewshire North), Alice Ferguson (15, Convener of Health and Wellbeing Committee, Linlithgow), Bailey-Lee Robb (15, Convener of External Affairs, UK and International Relations Committee, Cowdenbeath) and Chloe Whyte (16, Convener of Education and Lifelong Learning Committee, Falkirk).

At this meeting MCPs and MSYPs represented children and young people's views from across Scotland and talked about issues that were important to them. Our recent **film** about the meeting gives more information.

The meeting ended with everyone agreeing actions for the year ahead (as set out on **page 5**). These actions have been taken forward by the Scottish Government. This report covers the main areas of progress on these 18 actions. However, it does not include all the activity that has taken place. We would like to thank all the others who have helped to progress this year's actions but have not been included in this report.

It is fantastic to see so much progress being made in realising children's rights during 2019 - the 30th anniversary year of the United Nations Convention on the Rights of the Child (UNCRC).

More information about some of these actions can be found in our recently published **Progress Report** on 'Progressing the Human Rights of Children in Scotland: An Action Plan 2018 – 2021'.

In this report, all hyperlinks in the text are **light blue**.



CHILDREN AND YOUNG PEOPLE'S RESPONSE TO THIS REPORT

Feedback from children

MCPs welcomed the feedback in this report on what the Scottish Government has been doing since the Cabinet meeting in March. They were happy to see action around the issues that were raised, particularly the government's commitment to incorporating children's rights into Scots law on the 30th anniversary of the UNCRC. They felt that this will mean that more children and adults in Scotland know about children's human rights and that more children in Scotland will grow up happy, healthy and safe.

They welcomed the government's work with the Chief Social Work Adviser, Social Work Scotland and the Chief Social Work Officers on the issue of social work badges.

They were happy to hear that the **Professional Standards** and **Professional Code** for teachers are being updated to include the views and experiences of

children and young people. However, they were clear that they wanted children to be involved in teacher training. Since the last Cabinet meeting, MCPs have been working on this issue by meeting with the Leadership Team of Education Scotland and by delivering a workshop with students on the Professional Graduate Diploma in Education (PGDE) Primary at Moray House.

MCPs were glad to have a say on the **first annual progress report on child poverty** and would like to be given more opportunities like this.

On some issues, the children would like to see the government explaining their actions and the results - rather than saying that they are considering an issue. They have had to raise a couple of issues in more than one meeting (e.g. involving children in teacher training and the removal of social work badges in schools). They would like to be able to discuss different issues at the meetings.

They understand that not everything that they raise will result in a change straight away, or even at all. But when the government hasn't been able to take action on a particular issue, they would like to know about that and to hear why that's the case and what the barriers are.

MCPs look forward to continuing their positive work with the government in 2020 and supporting them in their progress to making rights real for all of Scotland's children.

Children's Parliament



Feedback from young people

It was always going to be a challenge for the Scottish Government to follow on from the success of the Year of Young People 2018. However, they certainly didn't fall short. The Scottish Government's promise to fully incorporate the UNCRC into Scots law by the end of this Parliamentary session demonstrated their continued commitment to children and young people's rights. As Chair of the SYP, I'm delighted that our call for full and direct incorporation has been listened to, something that has been raised at every Cabinet meeting by MSYPs.

Having said this, there is still a long way to go until Scotland's children and young people's rights are fully respected and upheld. We still need a "seat

at the table" about all matters affecting us. For example, 24% of children in Scotland are living in poverty, and this figure is set to increase. 60%¹ of young people say that exam pressure has left them feeling overwhelmed and unable to cope. Our generation are battling with a mental health epidemic, with rates of depression and anxiety skyrocketing. What would happen to these statistics, and the children's lives these statistics represent, if their voices were truly being heard?

We've seen significant progress on the matters we brought to the last Cabinet meeting. After nine years of SYP's campaign efforts, we're pleased to see that the Scottish Government are now considering their scope to ban Mosquito Devices within the limit of their powers. After delivering our "All Aboard"

recommendations based on young people's views, the Scottish Government have agreed to review concessionary discounts of public transport to all under 26s. Promises to strengthen support provisions during school education have also been made, and we look forward to seeing what additional methods the Scottish Government will put in place to develop young people's resilience to adverse experiences. We were encouraged by the Scottish Cabinet's active role in our "**Rights! The Missing Piece to Childhood Adversity**" jigsaw, with the First Minister returning the final missing piece on World Children's Day 2019. Ministers must now act on what they learned during the jigsaw exercise: human rights are a shield to childhood adversity.

We're grateful to work with a Government so willing to involve children and young people in the decision-making process. The swift delivery of these promises will ensure that children and young people are being properly respected and protected in Scotland. We look forward to seeing these promises fulfilled.

Jack Dudgeon, MSYP, Chair of the Scottish Youth Parliament.



¹ <https://www.mentalhealth.org.uk/news/quarter-scottish-parents-say-academic-pressure-causing-their-children-feel-stressed>

AGREED ACTIONS

| | | | | | |
|---|---|---|---|----|--|
| 1 | <p>We are committed to listening to children and young people's views and taking account of their views, as part of the Year of Young People 2018 legacy. This will include co-producing a youth work strategy that puts children and young people at its core.</p> <p>Page 7</p> | 4 | <p>We will raise awareness and understanding of children's rights across all age groups in Scotland (e.g. Article 42) through our co-production programme.</p> <p>Page 14</p> | 8 | <p>We will continue to work with stakeholders to support the preservation of instrumental music tuition in Scotland.</p> <p>Page 17</p> |
| 2 | <p>We will consider resourcing for participation of children and young people, including examining current funding streams, to ensure that participation is sustainable. In doing so, we will consider how national approaches to participation are reflected in the local structures which can facilitate participation.</p> <p>Page 12</p> | 5 | <p>We will build on our work since the 2017 Cabinet meeting, looking at how we can involve children in teacher training.</p> <p>Page 16</p> | 9 | <p>respectme, the national anti-bullying service, will continue to support the roll out of the anti-bullying guidance 'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People'. Work will also continue with local authorities and other organisations to build confidence and capacity to address bullying effectively.</p> <p>Page 18</p> |
| 3 | <p>Building on the Programme for Government 2018-2019 commitment, Ministers announced their intention to incorporate the United Nations Convention on the Rights of the Child (UNCRC) into Scots law.</p> <p>Page 12</p> | 6 | <p>We will build on our work to encourage local authorities and universities to take applicants' qualities into account during the recruitment process for teachers.</p> <p>Page 16</p> | 10 | <p>We will support local authorities to implement the consistent and uniform approach to recording and monitoring incidents of bullying in schools using SEEMiS, the school's management information service.</p> <p>Page 18</p> |
| | | 7 | <p>We will continue to liaise with the General Teaching Council for Scotland to encourage the implementation of the review recommendations set out in the September 2018 Review of the Professional Standards: The Experiences of Children and Young People, and ensure the measures for managing unacceptable behaviour by teachers is robust (e.g. swearing).</p> <p>Page 17</p> | | |

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|----|--|----------------|
| 11 | We will work with local authorities on prevention and appropriate interventions in response to incidents of bullying being highlighted through the new recording and monitoring process. | Page 19 |
| 12 | We will continue to support children and young people to cope with challenges and adversity, which would include bereavement, and consider how the school community can best support children and young people. | Page 20 |
| 13 | We will continue to raise awareness around the impact that childhood adversity can have and consider alongside activity on rights and the United Nations Convention on the Rights of the Child (UNCRC). In particular, we will support the Scottish Youth Parliament (SYP) and Members of the Scottish Youth Parliament (MSYPs) in developing a resource to help raise awareness amongst MSYPs and their constituents. | Page 21 |
| 14 | We will give further consideration to the legislative competence of banning the use of mosquito devices, keeping in mind the comments made by Members of the Scottish Youth Parliament. | Page 22 |
| 15 | We will consider again how we can encourage social workers to wear visitor badges in schools instead of social work badges, building on last year's discussions with the Chief Social Work Adviser, Social Work Scotland and the Chief Social Work Officers Strategic group. For example, this could include gathering good practice examples and disseminating these as widely as possible. | Page 23 |
| 16 | We will work together so that children's voices are heard in the delivery of our commitments to tackle child poverty. | Page 24 |
| 17 | We will work on making the school day free or affordable for children and young people, such as through the Pupil Equity Fund, Cost of a School Day Project, Free School Meals, Best Start Grant and the minimum School Clothing Grant. This should help towards the costs of meals during school, trips and uniforms. | Page 25 |
| 18 | We will carry out a comprehensive review of an extension of discounts on public transport currently available to those aged 16-18 and extending it to those under the age of 26. This will incorporate an appraisal of costs and benefits as any changes to the scheme must fully consider the range of impacts that may result and where benefits may accrue. | Page 27 |

PROGRESS ON AGREED ACTIONS

CHILDREN AND YOUNG PEOPLE'S RIGHTS

1 We are committed to listening to children and young people's views and taking account of their views, as part of the Year of Young People 2018 legacy.

Co-production is when people who are working in organisations (like the Scottish Government) work with children and young people on an equal basis to make positive change. For example, they could work together on developing a new policy or plan, or design a new service together.

Strategic approach to participation

We have started to develop a strategic approach to participation (covering 0-18 years but up to 26 years for those who are care experienced). Our approach is set out in our [Action Plan on Progressing the Human Rights of Children 2018-21](#). We want to make it the norm that children and young people's views are listened to when decisions are being made that affect them.

We have volunteers for our four working groups (Strategic, Resource, Access and Research) to help us develop this approach. They come from organisations working with children and young people, local authorities, health and universities.

Our Research group started first and met three times – in March, June and September 2019. A smaller group was also set up to help us. It met three times with six young people attending one of the

meetings. A researcher also worked with us for three months (June to September 2019).

The group looked at existing guidance and research on children and young people's participation in decision-making, practice examples and policy areas that have asked children and young people their views on different issues.

They agreed that we would develop a webpage on children and young people's participation in decision-making on the Scottish Government website. This webpage will be for those people who have to listen to children and young people's views when they are making decisions, such as when they are making new policies or laws or designing new services. It will provide information, guidance and support on children and young people's participation in decision-making.

The Access group has now started and held its first meeting on 8 October. It will look at

how we can make sure more children and young people have their views listened to when decisions are being made. They will also look at different methods that we can use so that children and young people are able to participate – such as digital media. Children and young people will be involved in this group's work.

We have given funding to [Young Scot](#), who are working with [Children in Scotland](#), to co-produce the strategic approach to participation (along with the children's rights awareness raising programme – see Action 4). They will work with children and young people aged 3 to 18. This work started on 1 August 2019 and will continue until 31 July 2020. Children and young people will work closely with all our working groups.

We hope to publish the Year of Young People evaluation report over the coming months. This will help to inform the strategic approach to participation.

More information about our progress on this action can be found in our recently published [Progress Report](#) on 'Progressing the Human Rights of Children in Scotland: An Action Plan 2018 – 2021'.

Events

This year we held a number of events where we engaged and listened to children and young people's voices on different issues. One example is the second [First Minister's Question Time \(FMQT\): Next Generation](#), run by [YouthLink Scotland](#) and [Children in Scotland](#). This took place in April 2019 and over 100 children and young people took part. They asked the First Minister questions covering a range of topics, including climate change, Brexit and social media.

We also listened to children and young people's views on the model of incorporating the UNCRC into Scots law as part of our consultation on this issue (see Action 3 for more detail). The [Scottish Youth Parliament](#) held a Discussion Day in Edinburgh on 16 July to gather the views of young people. 43 MSYPs from 23 local authorities attended. The questions within the consultation were broken down into a format that young people could understand and the session was interactive and engaging.

The [Children's Parliament](#) delivered two workshops to gather the views of children. These took place in Edinburgh on 11 July and in Aberdeen on 16 July. 22 children were involved (aged from 10 to 14) from five local authorities across Scotland. The workshops explored children's experiences, views and ideas on incorporation of the UNCRC, embedding rights in public services, and what to do if children's rights were not respected.



The findings from the Scottish Youth Parliament's Discussion Day and the Children's Parliament's workshops, were fed back to the Scottish Government through the organisations' responses to the consultation.

We are committed to engaging with members of youth organisations at senior levels, including with the **Executive Team**, building on the success of their recent engagement with the Scottish Youth Parliament. We will consider further engagement opportunities, which will be taken forward in 2020.

Schools and Learning

In 2018/19, we formed the **Scottish Learner Panel**, a group of 30 children and young people aged 3 to 18 who were supported by **Young Scot**, the **Scottish Youth Parliament**, **Children's Parliament** and **Children in Scotland**. This marked the beginning of our work to formalise children and

young people's involvement in the education policy and decision-making process.

The panel was developed to ensure a more structured approach to gathering children and young people's views on national education policy, challenge assumptions and influence the priorities for Scottish education policy – by gathering a greater breadth of their views and ideas.

The Scottish Learner Panel was **evaluated** in autumn 2019. We are working with partner organisations to build on the learning and success of the panel's first year, to continue the project and ensure it becomes a long term addition to our work in education. This will make sure that children and young people aged 3-18 can influence policy priorities and activity and have an equal voice alongside educators and parents in Scottish education.

Pupil participation is also included within a new joint Scottish Government/**COSLA** (Convention of Scottish Local Authorities) agreement on education reform and has formed a key part of the **Scottish Government's Education Reform Programme**.



This has led to the development of ‘**Learners’ guidance**, published by **Education Scotland** in summer 2019 as a working draft. This will be reviewed in summer 2020. The guidance sets out the key principles, considerations and work, which must be carried out to ensure that the voices of children and young people form a key part of decision-making in education settings.

These principles are supported by other **guidance** produced by **Education Scotland** on learner participation in education settings – to help schools and early years settings develop an understanding of learner participation and plan for implementation.

Scottish Government policy making

The **Children’s Parliament**, **Scottish Youth Parliament**, **Young Scot** and **Children in Scotland** have worked with different teams in the Scottish Government over the past year to ensure that children and young people’s voices are heard as policies and laws are developed on different topics. Annex A (**page 28**) gives an idea of some of the areas that they have been involved in.

Children and young people from other organisations have also helped us develop policies. For example, we have been working with **LGBT Youth Scotland** and the **Scottish Youth Parliament** on the implementation of the **LGBT inclusive education recommendations**. Both organisations are part of the group that oversees this work.

Another example is the **A Way Home Scotland Coalition**,

set up by youth homelessness charity the **Rock Trust**. This Coalition is made up of a number of organisations from across Scotland, including **LGBT Youth Scotland**, **Aff the Streets**, **Barnardo’s Scotland** and **WhoCares?Scotland**. Its aim is to end youth homelessness in Scotland by working together. They published **Improving Care Leavers Housing Pathway** in November. They also worked with **WhoCares?Scotland** to listen to the voices of care experienced young people, whose voices contributed to the development of the care leavers pathway. The Coalition is continuing its work to develop ways to prevent other young people experiencing homelessness or at risk of homelessness.

This will include co-producing a youth work strategy that puts children and young people at its core.

We are working with **YouthLink Scotland** to develop a youth work strategy. We hope to launch a consultation on the draft strategy in late spring 2020.



A young people's group has been set up to help us with the co-production of the youth work strategy. This group has been involved in reviewing the previous youth work strategy. They met in October when they created some consultation materials. They are now helping to plan a youth work strategy event, which will take place at the end of January 2020.

25 consultation events, supported through Scottish Government funding and organised by YouthLink Scotland, have taken place across the country to engage young people and youth workers in their own environment. Many of these events were held by local authorities and national youth work organisations. Others were held by young people themselves. Over 1500 young people and youth workers have been involved.

There have been a range of events taking place, which targeted all young people – including young people who are seldom heard. Some of these events have been one off events. Others have involved groups hosting a series of events in different areas of Scotland and across different groups (e.g. carers). A wide range of young people between the ages of 12 and 25 have been involved. These have included LGBT groups, carers, equality and religious groups (including a specific event led by [InterFaithScotland](#)) and Island communities (Shetland and Orkney ran their own events). Young people have also come from areas with differing amounts of deprivation, including those from the most deprived areas of Scotland. YouthLink Scotland is currently receiving reports about the 25 events which have taken place.

Information gathered from these events will be discussed with the national youth work strategy strategic group in early January. All the information gathered will then be used to present a proposal of “*Key Themes Emerging*” to the Scottish Government. This will highlight the youth work sector’s priorities for youth work in Scotland. We will carry out more engagement and make further changes to the draft strategy before its launch in late spring.



2

We will consider resourcing for participation of children and young people, including examining current funding streams, to ensure that participation is sustainable. In doing so, we will consider how national approaches to participation are reflected in the local structures which can facilitate participation.

We are looking at what money is available to support children and young people's participation in the Scottish Government as well as in local areas across Scotland. However, we are aware that there may be difficulties in making sure that the money is spent in the most useful way and that local decision-making is included.

During the autumn we carried out a mapping exercise across the Scottish Government on funding that was spent on participation of children and young people over the last two financial years (2018-19 and 2019-20). We are currently examining this information. It will be useful evidence for the Resource group of the Strategic Approach to Participation, which we hope will start to meet in 2020.

We are also looking at funding that is available for participation of children and young people outside the Scottish Government.

We had to reschedule a meeting to discuss youth work funding that was planned in early November with the Deputy First Minister, [YouthLink Scotland](#) and a Member of the [Scottish Youth Parliament](#). It will now take place in January 2020. A separate meeting took place between YouthLink Scotland and the Deputy First Minister to discuss youth work in local authorities on 11 December.

3

Building on the Programme for Government 2018-2019 commitment, Ministers announced their intention to incorporate the United Nations Convention on the Rights of the Child (UNCRC) into Scots law.

The United Nations Convention on the Rights of the Child (UNCRC) is a human rights treaty with a list of rights for all children and young people. To help make Scotland the best place in the world to grow up, the Scottish Government is absolutely committed to incorporating the UNCRC into Scots law by the end of this Parliamentary session in spring 2021. Incorporating the UNCRC into Scots law means children's and young people's rights are legally protected and if necessary children, and people acting on their behalf, can defend their rights in the Scottish courts.

We carried out a 14 week public [consultation](#) from 22 May to 28 August, which asked for views on the model of incorporation that will deliver the best outcomes for children, young people and families in Scotland. We received 162 consultation responses and published an [independent analysis](#) of these responses on 20 November 2019.

We also carried out a range of meetings and events over the summer to help us in gathering views on the model of incorporation. We held meetings with officials, Ministers and 47 organisations, representing a range of sectors. We also funded seven events in partnership with organisations, including the [Scottish Youth Parliament](#), [Young Scot](#), [Children in Scotland](#), [Children 1st](#), [Children's Parliament](#) and the [Scottish Commission for Learning Disability](#), and engaged with over 180 children and young people.

As well as the consultation, we set up the UNCRC Working Group. Its purpose was to gather relevant expert knowledge from professionals working in our legal system, children's rights sector (including **Together** and **UNICEF**), public authorities (including local authorities, the police, health services), parenting organisations and universities. The Group met seven times from 25 June to 21 October 2019. We will receive their report soon. Their work has helped us to develop our policy on UNCRC incorporation and will continue to do so over the coming year.

The consultation responses show that it is widely recognised that incorporating the UNCRC will significantly advance the protection and realisation of children's rights in Scotland. There is also wide support for directly and fully incorporating all of the rights set out in the UNCRC. Children have said that they want to have the same rights here in Scotland as all children around the world.

While there was some limited support for a 'suite of Scottish Rights approach', we have clearly heard that this approach carries a risk that rights are diluted or changed, even if this were unintended. Therefore, the Deputy First Minister announced on World Children's Day 2019, the 30th Anniversary of the UNCRC, that we will not take this path.

We will seek to incorporate the Convention in full and directly – using the language of the Convention – in every case possible. Our only limitation will be the limit of the powers of this Parliament. As a result, sadly, some parts of the Convention – for example, the provision on military recruitment – are reserved and cannot be incorporated by this Parliament. This means that only the UK Government can change the law on them and they cannot be incorporated into our law.

However, we expect that we can incorporate the vast majority of the UNCRC's provisions. The Bill will also make provision to allow incorporation of those parts of the Convention currently beyond our powers into our domestic law if – and when – the powers of the Scottish Parliament change in the future. This will make sure that the rights contained in the UNCRC are given the highest protection and respect possible within the powers of the Scottish Parliament.

This approach will mean that, for the first time, the UNCRC is directly built into Scots law. This represents a huge step forward for the protection of children's rights in Scotland. The Bill will aim to ensure that there is a proactive culture of everyday accountability for children's rights across public services in Scotland. This will mean that children, young people and their families will experience public bodies consistently acting to uphold the rights of all children in Scotland.

Every devolved body, every health board, every council – and the Scottish Government itself – will be legally obliged to respect children's rights. And, if they don't, children and young people will be able to use the courts to enforce their rights.

More information about our progress on this action can be found in our recently published **Progress Report** on 'Progressing the Human Rights of Children in Scotland: An Action Plan 2018 – 2021'.



4

We will raise awareness and understanding of children's rights across all age groups in Scotland (e.g. Article 42) through our co-production programme.

We have started to co-produce our three-year programme to raise awareness of children's rights across all sectors of Scottish society, including children and young people themselves.

In April 2019, we held five Rights Cafes in Glasgow, Edinburgh, Inverness, Stirling and Dundee. 180 children, young people and professionals attended. The aim of these events was to see whether there were any gaps, or areas for development, in people's awareness of children's rights, which could be addressed through this programme. Feedback highlighted parents/

carers as a group where gaps in awareness of children's rights may exist. It also told us that there needed to be a culture change across Scotland if children's rights were to be truly embedded. This feedback informed the development of the next phase of the programme.

We carried out an online resource mapping exercise between March and July 2019. We asked professionals and organisations from across the children and young people's sector to let us know about existing children's rights awareness raising resources, programmes and training packages. We received 112 responses.

We then appointed **Young Scot**, in partnership with **Children in Scotland**, to work with a group of children and young people to develop a range of resources through co-production. The purpose of these resources is to help to raise awareness of children's rights across all sectors of Scottish society. The children

and young people will also help to develop the strategic approach to participation (see Action 1). They started in August 2019 and will continue until 31 July 2020.

In September 2019, 63 children and young people applied to take part in the co-production group, which we have called "**Activate Your Rights**". 20 children and young people (aged 8 to 18 years) were selected. Half of them are from seldom heard groups and half have never taken part in a national programme

previously. They come from across Scotland, from Argyll and Bute to East Lothian and South Lanarkshire to Orkney. We will also work with younger children (aged 3 to 8 years).

The children and young people in the "Activate Your Rights" group will also carry out another resource mapping exercise. Together with the results of the initial exercise, the children and young people will be able to identify any gaps and develop resources to fill them.



Raising awareness of children's rights amongst public bodies with duties under the **Children and Young People (Scotland) Act 2014** is also critical to making rights real for children, young people and their families.

A **public body** is an organisation for which either the Scottish Government or Scottish Parliament is responsible and with whom they have a direct relationship. This covers organisations such as the police, fire and health services, local government, and others.

We have offered support meetings to all public authorities (such as local authorities) who have a reporting duty under **Part 1, section 2** of the Children and Young People (Scotland) Act 2014 – to support the implementation of children's rights by public bodies across Scotland. These duties require public authorities listed in **Schedule 1** of the Act, to publish

a report every three years on the steps that they have taken in that period to secure better or further effect of the UNCRC requirements within their areas of responsibility. So far we have supported 14 public authorities and have carried out development sessions with 4 local authorities.

We continue to work alongside **Education Scotland** to strengthen awareness and understanding of children's rights through a range of activities, which support the development of a rights-based culture and ethos in schools and early learning and childcare centres.

Education Scotland have updated their **Recognising and Realising Children's Rights** online resource, which supports professional learning. They are also rolling out the '**Young Leaders of Learning Programme**' which seeks to ensure children and young people are actively involved in ongoing self-evaluation activities, which leads to improvement.

More information about our progress on this action can be found in our recently published **Progress Report** on 'Progressing the Human Rights of Children in Scotland: An Action Plan 2018 – 2021'.



SCHOOLS AND LEARNING

5

We will build on our work since the 2017 Cabinet meeting, looking at how we can involve children in teacher training.

Children in Scotland wrote a report on the views of children and young people's experiences and expectations of teachers – looking at what makes a good teacher. The General Teaching Council for Scotland (GTCS) are using this report to make sure that children and young people's views are used to inform the values and personal commitments that teachers are expected to show, which sit at the heart of their professional standards and it is these standards that inform the content of initial teacher education programmes.

GTCS have also asked Children in Scotland to carry out more engagement with children and young people. The findings will contribute to the consultation on reviewing the Professional



Standards and Professional Code for teachers, which will be introduced for the 2020/21 school session. GTCS are expecting a further report on this engagement from Children in Scotland very soon that will give additional views from children and young people.

MCPs would like to know where children are being involved in teacher training in Scotland.

Engagement with children will be through the student placement which is a significant element of each programme.

6

We will build on our work to encourage local authorities and universities to take applicants' qualities into account during the recruitment process for teachers.

We – along with the Scottish Council of Deans of Education (SCDE) – have ongoing discussions with Initial Teacher Education (ITE) institutions on their recruitment practices.

Although the recruitment of teachers is a matter for

local authorities, the GTCS Professional Standards currently require registered teachers to demonstrate values and personal commitments that directly link to understanding children and young people's needs.

These same professional standards have been revised and are currently the subject of consultation, which ended on 20 December 2019. Once we have evaluated the consultation replies, we will think about whether we need to do anything else.



7 We will continue to liaise with the General Teaching Council for Scotland to encourage the implementation of the review recommendations set out in the September 2018 Review of the Professional Standards: The Experiences of Children and Young People, and ensure the measures for managing unacceptable behaviour by teachers is robust (e.g. swearing).

We continue to work closely with GTCS on this issue. As mentioned in Action 5, Children in Scotland recently carried out a consultation with children and young people on what makes a good teacher. This report is now publicly available and the GTCS will be reviewing these findings, in addition to any wider public consultation responses, with a view to implementing revised teacher professional standards for the 2020/21 school session.

MCPs would like to find out about the revised teacher professional standards when these are introduced.



8 We will continue to work with stakeholders to support the preservation of instrumental music tuition in Scotland.

This was a 2018/19 Programme for Government commitment which is ongoing. In 2019, we worked with the Music Education Partnership Group and COSLA to produce guidance to local authorities on charging for instrumental music tuition and Ministers

have, and continue to, engage regularly with key stakeholders.

Fiona Hyslop MSP, Cabinet Secretary for Culture, Tourism and External Affairs, attended a Play to Learn event in Glasgow in June and listened to the views of young people on instrumental music tuition. The Deputy First Minister held a positive meeting with music stakeholders, including young people, in St Andrews House in September and reaffirmed his commitment to a continuing dialogue with them.



BULLYING

9

respectme, the national anti-bullying service, will continue to support the roll out of the anti-bullying guidance 'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People'. Work will also continue with local authorities and other organisations to build confidence and capacity to address bullying effectively.

All local authorities in Scotland have now worked with **respectme** to update their anti-bullying policy for schools.

respectme provides direct support to local authorities, youth groups and all those working with children and young people to build confidence and capacity to address all types of bullying effectively, aligned to 'Respect for All'. **respectme**

is jointly managed by the **Scottish Association for Mental Health (SAMH)** and **LGBT Youth Scotland**.

It is the responsibility of head teachers, teachers, other school staff and local authorities to decide how to address bullying in their schools. We expect that all local authorities have an anti-bullying policy that covers all of their schools/ establishments. Each school/ establishment should develop and implement an anti-bullying policy in line with this. The policy should indicate how the issue of bullying will be raised within the curriculum and how incidents will be dealt with and recorded.



10

We will support local authorities to implement the consistent and uniform approach to recording and monitoring incidents of bullying in schools using SEEMiS, the school's management information service.

The full roll out of the new national approach to recording and monitoring incidents of bullying was completed at the start of the 2019/20 academic year. All schools are now expected to be using the new recording procedures.

As the new approach has only just been rolled out across the country, it is too early to say what the new recording and monitoring data is providing to schools and local authorities on types of bullying incidents. However, we are clear that this data should not be analysed by itself. The local context, professional judgement

and other relevant information should be considered alongside the statistical evidence.

We will undertake an evaluation in 2020-21 to make sure that the new approach to recording and monitoring bullying incidents is meeting the needs of children and young people and is an effective and efficient tool for school staff to use. This will be taken forward by the Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS) which is jointly chaired by the Scottish Government and **COSLA**. All of the major teaching unions in Scotland are represented on SAGRABIS. It is the forum where members can provide advice to local and national government on behaviour and relationships in schools.

11

We will work with local authorities on prevention and appropriate interventions in response to incidents of bullying being highlighted through the new recording and monitoring process.

We will continue to work with local authorities on this action through SAGRABIS. **respectme** is a member of this working group.

respectme continue to support local authorities, youth organisations and sports clubs to review and develop policies and ensure that they are in step with 'Respect for All' and reflect current best practice. This includes reviewing, developing, implementing and evaluating relevant local anti-bullying policies which stakeholders have been consulted on. respectme also provide training, information and support with guidelines, procedures and monitoring.



WELLBEING

12

We will continue to support children and young people to cope with challenges and adversity, which would include bereavement, and consider how the school community can best support children and young people.

Education Scotland has developed Career-Long Professional Learning (CLPL) resources called 'The Compassionate and Connected Community'. These resources support practitioners to understand and support the impact of trauma and adversity.

They have also produced an accompanying curricular resource called 'The Compassionate and Connected Classroom', which has been made available to all schools and local authorities. It is intended to support

children in upper primary to understand the impact of early adversity and trauma and develop both compassion and empathy towards others who have experienced it, as well as developing resilience and coping strategies.

We are working on a range of measures to strengthen support for children and young people's mental health and wellbeing. The investment in school counsellors is part of a package of measures to ensure that children and young people get the support that they require. Local authorities will be responsible for the recruitment of counsellors and on how best to deliver the service in their local area. It is intended that **the Programme for Government commitment** will be delivered in full by September 2020.

We have reached agreement with local authorities for the distribution of funding to provide access to counsellors in every secondary school. Counselling services will be attached to

secondary schools and support school clusters (e.g. primary and special schools). This will provide a comprehensive model of counselling in schools so that they can respond immediately and also provide links to a wider range of support.

Providing more than 80 additional counsellors in Further and Higher Education over the next four years will strengthen the support available in every college and university in Scotland, to improve mental health and wellbeing for students. Colleges and universities will receive more than £3.6 million this academic year to provide additional counsellors.



13

We will continue to raise awareness around the impact that childhood adversity can have and consider alongside activity on rights and the United Nations Convention on the Rights of the Child (UNCRC). In particular, we will support the Scottish Youth Parliament (SYP) and Members of the Scottish Youth Parliament (MSYPs) in developing a resource to help raise awareness amongst MSYPs and their constituents.

This is part of our ongoing work to address and raise awareness of the impact that adverse childhood experiences (ACEs) can have throughout a person's life. The Scottish

Government supported a workshop on 16 April which discussed the development of the resource with MSYPs.

The Scottish Youth Parliament launched the resource **“Rights! The Missing Piece to Childhood Adversity”** at their sitting at the end of October. This leaflet, designed by young people, is for MSYPs to raise awareness of a rights-based approach to tackling childhood adversity.

On 20 November, **UNICEF** hosted an event at the Scottish Parliament to celebrate both World Children's Day and the 30th Anniversary of the UNCRC. SYP had created a Childhood Adversity Jigsaw and at the event, the First Minister placed the last piece in the Jigsaw, cementing the commitment to incorporate the UNCRC in Scotland and protect children and young people from childhood adversity.



We will give further consideration to the legislative competence of banning the use of mosquito devices, keeping in mind the comments made by Members of the Scottish Youth Parliament.

The Scottish Government does not support the use of mosquito devices and is giving consideration to the implications and practicalities of banning or limiting the use of these devices. Through consultation with specialists in relevant fields, we will consider issues surrounding legislative competence and what scope may exist for banning these devices either on health or human rights grounds.

In doing this we recognise that the Scottish Government's approach has to be a proportionate response to the issues caused by mosquito devices, and that we can only

act within the powers available to us to minimise the use of these devices. The lack of available evidence on use and impact means that there are currently no documented health risks associated with the use of mosquito devices.

We note that on 26 October 2018 **Petition PE01713** was lodged in the Scottish Parliament on behalf of the **Scottish Youth Parliament** "Calling on the Scottish Parliament to urge the Scottish Government to ban outright the use of 'mosquito devices' in Scotland, in order to uphold children and young people's rights". The Scottish Parliament Public Petitions Committee (the Committee) considered the petition on 20 December 2018, and wrote to the Scottish Government and others seeking views on the action called for in the petition. The Committee received written submissions from the **Scottish Government**, **Police Scotland** and the **Children and Young People's Commissioner**

Scotland. The petitioner **Scottish Youth Parliament** also responded to the Committee on the written submissions.

The Committee further considered the petition on 5 September 2019 and wrote to the Scottish Government to ask that the actions called for in the

petition be considered on health grounds and the actions now underway respond positively to the aim of the petition.

The official reports from 20 December 2018 and 5 September 2019, and all the written submissions received on the petition can be viewed [here](#).



We will consider again how we can encourage social workers to wear visitor badges in schools instead of social work badges, building on last year's discussions with the Chief Social Work Adviser, Social Work Scotland and the Chief Social Work Officers Strategic group. For example, this could include gathering good practice examples and disseminating these as widely as possible.

We are building on work that we did last year around social workers wearing visitor badges in schools – as it was also an action from the 2018 Cabinet meeting. Last year we discussed the removal of identity badges in schools at a number of meetings.

We agreed, in principle, that identity badges could be taken off in school or ordinary visitor badges could be worn if the child or young person thought this would benefit them (as long as it was agreed with school management that this was alright for security purposes). The safety and security of children and young people was always a top priority for all those working with children and young people in schools, such as teachers and social workers.

Several good practice examples were identified as part of the Chief Social Work Adviser's engagement with Chief Social Work Officers (CWSOs) in 2018-19. These involved local authority areas where all staff, for security purposes, wear a similar type of identity badge. This avoids any issue of potential stigmatisation of children and young people by staff who wear identity badges that clearly show their job title.

These discussions also recognised the particular differences between towns/cities and the countryside, where the identity of a visiting social worker to a school in a small community may be known whatever identity badge they wear.

Having given careful consideration to the information and good practice examples that CSWOs have provided her with, the Chief Social Work Adviser sent a letter in early December to the key people that this issue involves – recognising that this was an issue for a range of people working in local authorities, schools and social work. The letter was sent to Chief Executives of local authorities, CSWOs, Directors of Children and Family Services, amongst others. In this letter, she recommended, wherever possible, that they should adopt the practice of having the same style of identification badge for all staff regardless of the job that they do. This will address the potential safety and security issues, avoid children and young

people feeling stigmatised and allow services to continue being delivered to improve outcomes for Scotland's children.

MCPs would like to find out what happens as a result of the letter sent by the Chief Social Work Adviser.



CHILD POVERTY

16

We will work together so that children's voices are heard in the delivery of our commitments to tackle child poverty.

We held a session with children on 3 June, which focused on our ambition to eradicate child poverty. The **Children's Parliament** led this session for us.

The findings from this session were included in the **first annual progress report on child poverty**, published on 26 June.



We have also engaged with young people when developing relevant policies that are featured in the **Tackling Child Poverty Delivery Plan**. For example, we carried out a survey and focus groups with young people to help shape how we provide access to free period products in schools, colleges and universities. Delivery organisations have also carried out consultations with pupils to make sure that delivery of products meets local needs.

To help develop our '**Out of school care in Scotland - draft framework**' - which was open for public consultation between August and December 2019 - we delivered a series of theatre workshops for children in after school clubs with our partners, **Active Inquiry**. These workshops captured children's views on what they would like to do around about the school day and during the holidays, making sure that their voices were heard as part of our early policy development. We created a **film** to describe this work.

Throughout the out of school care consultation period, we continued delivering theatre workshops with Active Inquiry but also worked with another partner, **Starcatchers**, to

gather the views of younger children, aged 4-6. These sessions used art and drama as a way of capturing children's views. Again we created short films to show the results.



We will work on making the school day free or affordable for children and young people, such as through the Pupil Equity Fund, Cost of a School Day Project, Free School Meals, Best Start Grant and the minimum School Clothing Grant. This should help towards the costs of meals during school, trips and uniforms.



Pupil Equity Funding (PEF)

The Deputy First Minister introduced Pupil Equity Funding (PEF) in 2017 as a new way of working to close the poverty-related attainment gap. Money is given directly to the schools and head teachers who know their pupils best.

£120 million per year has been allocated for PEF. This funding has given teachers the opportunity to carry out creative new initiatives to tackle the attainment gap.

Our PEF allocations are based on the number of children between P1-S3 who are registered for free school meals. £1200 per child is given directly to that school by the local authority. Over 95% of schools across Scotland receive PEF.

The latest PEF spend data was published on 31 October 2019 and can be accessed [here](#). In total, over 2017/18 and 2018/19, £204.8 million has been invested of the £242.5

million (84%) allocated over two years – with £37.7 million carried forward to 2019-20. This ability to carry forward unspent funds was a specific design of PEF to allow schools to use the funding sensibly across the academic year. The increase in PEF investment by head teachers in 2018-19 shows that our measures to empower teachers are working.

Scottish Attainment Challenge

We have provided Scottish Attainment Challenge funding – along with support to [Young Scot](#) – to support pilots in six local authority areas over three years (2017-2020). The Young Scot [National Entitlement Card](#) has been used as a non-stigmatising way to improve access to activities and services (including bus travel, leisure services and food entitlements). Targeted work has also taken place with groups, such as care experienced children and young people. This pilot has been recognised positively

by a variety of organisations, including the [UK Children's Future Food Inquiry report](#) – who have said that the project is an example of best practice for tackling food insecurity.

Case studies from Phase One of the Young Scot Attainment Pilot Project were published on 21 August.

There is a [Programme for Government commitment](#) to continue to fund the Scottish Attainment Challenge at current levels beyond this parliamentary term and into 2021/22 giving vital clarity to schools and councils that this support will continue.

Cost of the School Day Programme (COSD)

Our current two year funding agreement (2018/19 and 2019/20) supports a Cost of School Day Project Manager and Information Officer, based at the [Child Poverty Action Group in Scotland](#). They are supporting schools and local authorities to identify and overcome

barriers that children from low income families face in costs related to their participation and engagement at school.

A **COSD toolkit** has been developed to help guide school communities - teaching staff, parents, children and young people - to find appropriate approaches and projects which suit individual schools.

In addition, **Cost of the School Day short videos** have recently been released highlighting the innovative ways schools and pupils have come together to overcome costs associated with their schools, including a focus on costs of school uniforms.

We also provided support towards an evaluation of the COSD programme (run by **NHS Health Scotland**), which is due to be published in 2020, which should provide us with valuable learning.

Free school meals

We have updated the **eligibility criteria** for free school meals, for people who get both Child Tax Credit and Working Tax Credit. This brings it in line with earnings under the National Living Wage. This change started on 1 August 2019.

Best Start Grant (BSG)

The Best Start Grant School Age Payment opened for applications on Monday 3 June 2019. This provides families on certain benefits and tax credits with £250 per child in the year they are first old enough to start school. Further information and a link to the Best Start Grant application form can be found **here**.

School Clothing Grant

A **new national minimum School Clothing Grant of £100** has been in place for a year and delivers support to around 120,000 children. We are scheduled to review the level of grant in 2020.



TRANSPORT

18

We will carry out a comprehensive review of an extension of discounts on public transport currently available to those aged 16-18 and extending it to those under the age of 26. This will incorporate an appraisal of costs and benefits as any changes to the scheme must fully consider the range of impacts that may result and where benefits may accrue.

Transport Scotland is working with partners to carry out a review of an extension to discounts available on all types of public transport to those under the age of 26.

The review will include this action. As part of the review, we will also develop plans with our partners to explore how all areas of transport, including

travel concession schemes, can best support the delivery of the child poverty reduction targets set out in the [Child Poverty Delivery Plan](#). Also, following the debate on free bus travel on the 20th March, we will carry out an appraisal which looks at the costs and benefits of extending free bus travel to people under the age of 26, which fully considers financial sustainability.

We are carrying this work out in 2 phases. Phase 1 will focus on collecting evidence. This will include in-depth research with people who have experienced living in poverty. This will focus on the six priority groups (e.g. minority ethnic families) set out in the [Child Poverty Delivery Plan](#).

This research will help us to understand the key transport challenges facing people living in poverty and any specific issues for those in the priority groups. It will also help us to understand the role transport plays in creating barriers and making problems worse for those living

in poverty. Finally, it will help us to identify policies or initiatives that could help make transport more affordable and accessible. The findings will inform our update for the [Child Poverty Progress Report](#) in spring 2020.

Phase 1 will also look at costs and benefits and how the review of the evidence can help achieve wider [Scottish Government outcomes](#).

Phase 1 has started and we hope to begin the research early in 2020.

Phase 2 will set out the case for change, with detailed options based on the evidence obtained in phase 1.



ANNEX A

ENGAGEMENT WITH CHILDREN AND YOUNG PEOPLE

| ORGANISATION | |
|---------------------------|---|
| Children in Scotland | Children and Young People's Evidence Bank: 2019 |
| Children's Parliament | Manor Park Parliament Consultation on the Action Plan for Progressing Children's Rights in Scotland: 2018-2021 What Kind of Edinburgh? National Sitting 2019 Alcohol Free Childhood Children as Human Rights Defenders Children Create Democracy Matters |
| Scottish Youth Parliament | Campaign: 2019- 2020 Consultation responses: 2019 Projects: 2019 |
| Young Scot | Young Scot Observatory: 2019 |



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