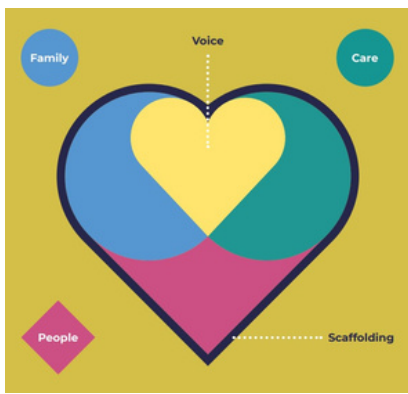


Decemeber 2022

We will keep the promise

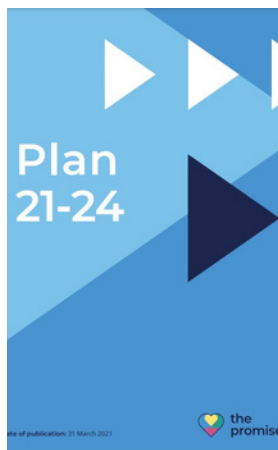
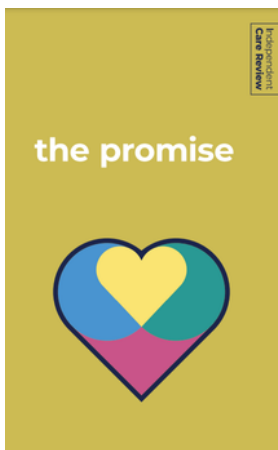
We made it!



Hello and welcome to CrossReach’s first Promise newsletter. We hope that it will keep our children, families, workforce, supporters and allies up to date with the changes CrossReach is making in order to #keepthepromise. We will be sharing some of the incredible stories of how CrossReach is already aligned to the Promise’s vision for Scotland: where all children and young people grow up loved, safe, respected and can realise their true potential. In this edition we will be introducing you to what The Promise is all about and what it means for us as an organisation and for the children and young people whose lives we are apart of. We will also introduce the Promise Enablement Team here at CrossReach and the work that is happening over the next 12 months to #keepthepromise.

So what is 'The Promise?'

In October 2016, after meeting with and listening to children and young people in care, Scotland’s First Minister announced “an independent, root and branch review of the care system”, this would become known as the Independent Care Review. Between, February 2017 and February 2020 the Independent Care Review heard from over 5,500 people, half of whom where children, young people and adults who had lived in care. The rest were families and the paid and unpaid workforce. The work of the whole Independent Care Review culminated in the publication of 7 different reports on the 5th February 2020, the main volume of which was The Promise which laid out five foundations and over 80 calls to action.



Since the publication of The Promise, both ‘Plan 21-24’ as well as the ‘Change Program’ have also been produced. Plan 21 -24 mapped and sequenced the 80+ calls to action in the promise and identified the five priority areas between the years 2021 and 2024. The change program outlines who and what needs to work together to drive towards the changes needed in Plan 21-24

Clicking on each of these images will take you to the actual documents

What does The Promise mean to CrossReach?

Much of The Promise has confirmed our aspirations. For example, it states that 'At every turn and in every setting children must have access to safe, stable, emotionally available, consistent, nurturing relationships and environments that enable them to reach their full potential' (The Promise, P. 73).

Most recently articulated in our Model of Care, CrossReach has endeavoured to provide support and care for children, young people and their families through a relational model, grounded in the maxim that people who have been harmed through relationships can be healed through relationships. We believe in the power of relationships as agents of change. In 2007 we began the transition from our large residential campus towards delivering care and support entirely in local communities, alongside a new school campus in Erskine, knowing that our children and young people would have more opportunity to develop lifelong relationships.

The Promise has also highlighted some areas we would like to enhance or improve upon. Whilst we have recognised the transformational power of active listening and ensuring that the voice of children and young people is heard, we will now place a greater emphasis on ensuring that this voice is central to driving change. Understanding that this may move us into, at times, challenging territory, our children and young people want to be able to do more than only tell their stories; they want to be able to challenge the imbalance of power, examine unchecked privilege and have the knowledge, capability and strength to create services that truly meet their needs. People own what they create, so let's co create a future for children and young people where they are loved, safe, respected and can realise their true potential.

What is happening across CrossReach over the next 12 months to #keepthepromise?

CrossReach was successful in securing funding from The Promise Partnership which is managed through the Corra Foundation. The aim of this funding is to enable and embed change in line with the Promise across CrossReach's Children and Families services. We hope that after reading this first Newsletter you will have an understanding of who makes up the Promise Enablement Team and what exciting projects will be happening over the course of the 12 months.

To find out more about The Promise Partnership - click on the image below



Kirsten Callaghan, Promise Improvement Officer



Kirsten commenced her new role at the beginning of the month. She has been with CrossReach for over 5 years with her most recent role as a lead practitioner at Finesscroft Farm. Kirsten has spent her 1st month discovering more about CrossReach's current care planning and assessment frameworks and people's experiences of using them. She will also be looking to implement tests of change to improve the transition experience for children and young people. Kirsten says: "I will be working alongside the incredible staff teams within our houses to support them in being a part of the change and celebrating our Promise Keepers successes along the way. As the experts in their own lives, putting our children and families participation and voice at the heart of all changes will ensure we #KeepThePromise and make sure children and young people grow up safe, loved and respected in CrossReach"

Kerri Smith, Family Inclusion Officer



Hello everyone. My name is Kerry and I am super excited to be at the start of my journey as EWC's Family Inclusion officer! Over the next 12 months, I will be looking to embed the values and principles of #thepromise. I will be offering support to families of the pupils who attend our campus, improving our relationships with parents/carers and improving educational involvement and help with any other difficulties families maybe facing. The aim is for our Families to feel more empowered and connected and have increased knowledge and skills in knowing how to shape and access services. I will refer or signpost family and young people to specialist support where necessary. Parents and families will have a safe, supportive space for their voice to be heard at Erskine Waterfront Campus.

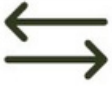





Ruth Forster, Promise Development Lead

Hello Everyone, I have been privelgdged to have worked with CrossReach for the past 17 months. Last year I held the role of transitions improvement lead. My role last year was to support children and young people to come up with ideas as to how we can improve the transition experience. This year it's about bringing these ideas to life and ensuring that children and young people have the opportunity to shape the services they need . I'm also really excited that moving forward into year 2 I will be working alongside two fabulous humans also.



Kirsten, Kerri and Ruth make up our Promise Enablement team and together are supporting CrossReach to fulfil it's commitment to #keepthepromise

Below you will find a summary of the workstreams that the Promise Enablement Team will be part of over the next 12 months. If you would like to know more about these projects a full project plan can be found here.

					
Transitions Project	Assessment and Care Planning Redesign	Family Learning Community	Promise Newsletter	Promise Champion Network	Service Improvement Framework
Improve the transition experience for children and young people who are moving in and out of our residential services	Redesign the assessment and care planning framework used within our C + E services	Provide spaces for families of the children and young people we support to have their voices heard and be able to influence the design and delivery of the services	Share and promote the changes that our C+F services are making and ongoing work to #keepthepromise	Develop a network of people with a commitment to #keepthepromise and build their capacity to continue to embed and enable change	Develop and embed a self-evaluation tool within our services which highlights practices and process which #keepthepromise

We hope you have found our first Promise newsletter informative. This is just the start. we hope our future editions will provide more opportunities for everyone to be part of Crossreach's commitment to #keepthepromise

