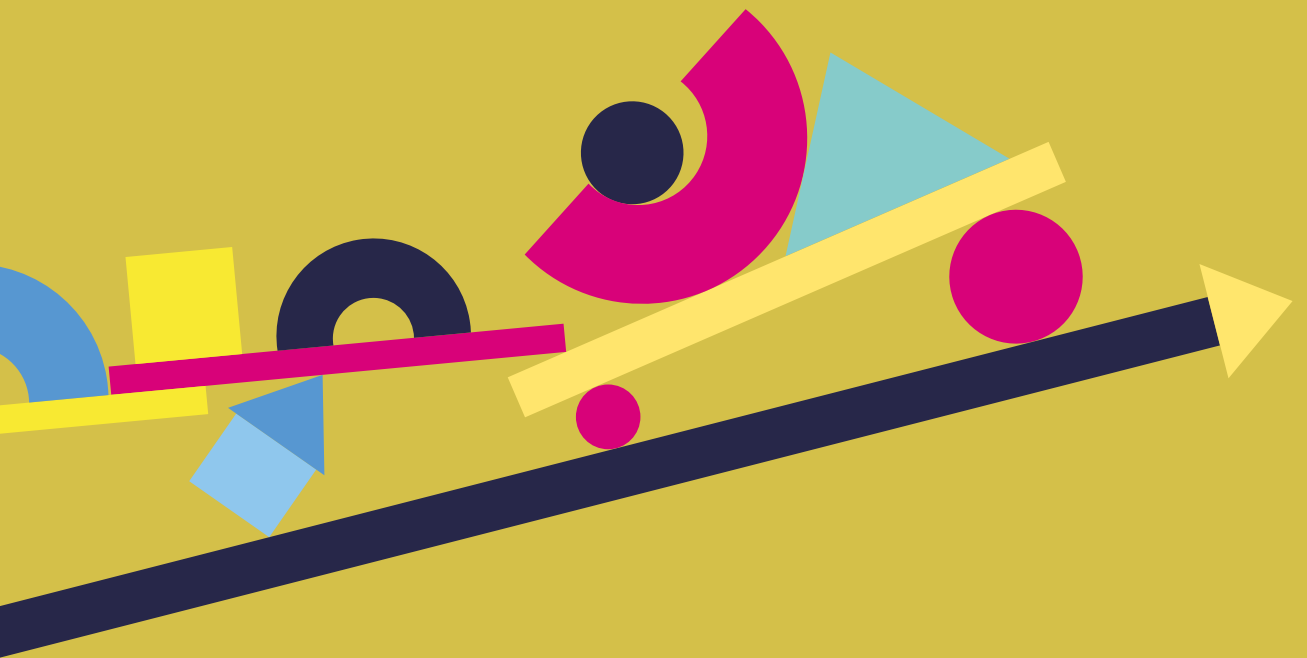


# a journey

imagined with care



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“the time  
is now”

Go-to group member

## Message from the Chair

Children, young people, and adults with lived experience of care across Scotland are deciding what this review needs to do.

These experts know best how it really feels to have lived experience of the ‘care system’, what makes life happy, and what doesn’t. **This is their review.**

Between February and December 2017, 854 people with care experience shared their voice and said what matters to them. Their trust in the Care Review to make sure that the change needed really happens has been the most overwhelming privilege of my life.

I am also immensely grateful to the members of the vast paid and unpaid workforce who have helped the Care Review gain an understanding of what is needed to achieve this change, with almost 800 people sharing their views over the last year.

It has taken a full year to properly discover all of the roots and the branches of Scotland’s ‘care system’, the complexity, and disconnects. And now we will embark on the next stage, the Journey, together.

Everyone agrees that the Care Review can – and must – make changes now to make everyday life better for Scotland’s infants, children and young people who experience care.

### **We cannot – and won’t wait until the end of the review.**

The Journey stage will also explore the complicated issues that need time to understand and find solutions. The unwavering commitment of this review is that children and young people are at the centre. We must listen to and understand their needs, then ensure that these are met.

The starting point is that Scotland’s children have the happy, healthy childhood they deserve and feel loved and cherished. Children should not have to be the navigators of a complicated, jargon filled system.

There is a lot to do and a long way to go on the Journey – before we reach the Destination. Please continue to travel with the Care Review and be involved in the work ahead.

Thank you,



Fiona Duncan, Chair of the Independent Care Review

## What is the Independent Care Review and why now?

The Independent Care Review is a once in a lifetime opportunity to make real and lasting change happen for Scotland's infants, children and young people who experience care.

The Care Review exists because life should be much better for many people who have lived experience of what is known as the 'care system'.

For some, growing up in care is a positive thing that will lead to a happy and healthy life. These experiences should be celebrated and learned from. However, for many infants, children and young people in care, it is difficult to thrive and live life to its fullest.

The fundamental principle of the Care Review is that it will be accountable to infants, children and young people in Scotland who are in care now, and who may be in care in future.

Taking a 'root and branch' approach, the Care Review will look at all of the parts of care, and really understand why some things work and some things don't.

People with lived care experience are at the heart of the Care Review, and will remain so and be supported to take part in ways that are comfortable, respectful and safe.

The Care Review will identify and deliver lasting change in the 'care system' and leave a legacy that will transform the life chances and wellbeing of infants, children and young people in care.

**“Listen to us. Stop making decisions about us without asking us.”**

*1000 Voices participant*



If you would like more information about the Care Review visit [www.carereview.scot](http://www.carereview.scot)

## Who is involved?

The driving force at the heart of the Care Review are Scotland's children, young people, and adults with care experience.

Without this continued vital contribution the Care Review could not make progress. Across the country, the vast paid and unpaid workforce who support and nurture infants, children and young people, have been helping the Care Review to understand what is needed to provide the best care and protection.

Fiona Duncan is the Chair of the Independent Care Review and is supported by a Secretariat team hosted by CELCIS at the University of Strathclyde.

A Discovery group was recruited through a nomination and representation process. Five of the 12 members of the group are care experienced, and all have knowledge and expertise relevant to the lives of infants, children and young people.

The Scottish Government has appointed a sponsorship team to work with the Care Review on issues such as legislation and policy.

The 1000 Voices team from Who Cares? Scotland has been commissioned to listen to children and young people, and to help them feel empowered to share their views. The team provides safe, creative, and engaging ways for anyone who wants to get involved in the Care Review.

Many organisations and charities have engaged with the Care Review, and have shown great commitment to children and young people by encouraging participation.

A Go-to group of 62 children, young people, and adults who have care experience provided feedback towards the end of the Discovery stage and sense checked what the Care Review will do next.

Why did you get involved?

**“To give children and young people the voice I never had.”**

*Go-to group member*



You can find out more about the members of the Review team here [www.carereview.scot/who-we-are](http://www.carereview.scot/who-we-are)

The Care Review has four stages, with each stage built on the last. The stages will deliver immediate positive change where possible, before any final recommendations are reached.

1. During the **Orientation** stage, there was lots of thinking about the direction the Care Review should go in and what would be the best way to reach the right destination for infants, children and young people in care.

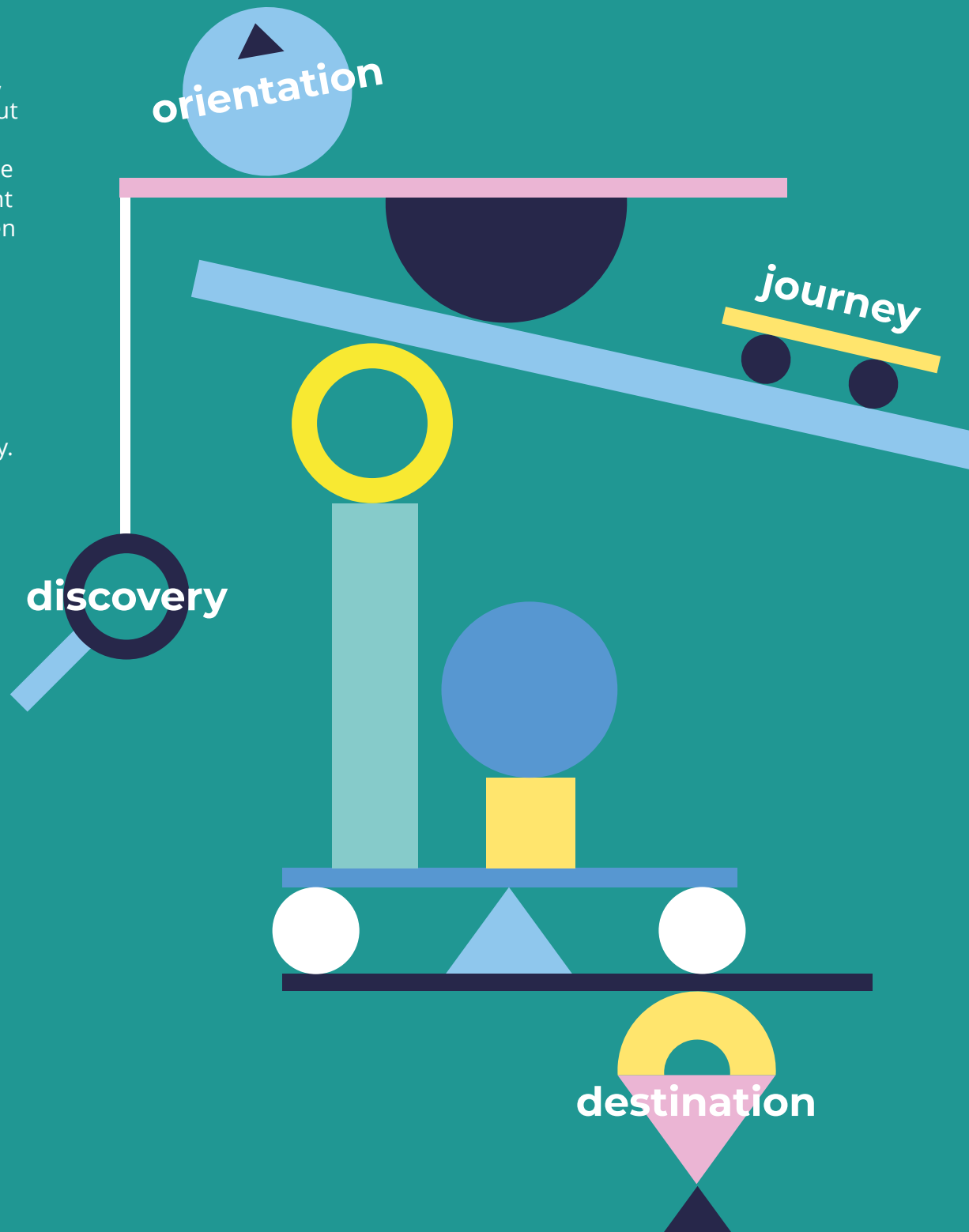
Between February and May 2017, lots of time was spent talking to children and young people to work out what was needed to make sure the Care Review started in the right way.

2. The **Discovery** stage began in May 2017.

Two really important questions were asked in this stage:

- What would the best 'care system' in the world look like?
- What should a root and branch review look at?

Answers to these questions helped the Care Review decide what should happen next.



3. During the **Journey** stage, the Care Review will carefully travel six paths that lead to a final destination.

This is the stage of the Care Review where the views people shared will drive real change in Scotland's 'care system.'

Journey is about turbo charging the good stuff, and hitting the brakes on the bad.

4. This will be the Care Review's final stop.

The Care Review's ideal **Destination** will be a Scotland where infants, children and young people in care receive the love, respect, and opportunities that they deserve.

At the end of this stage, the Care Review will share recommendations of how Scotland can deliver the best 'care system' in the world.

## Timeline of the Care Review

### 2016

#### October

The First Minister announces a 'root and branch' review and pledges to listen to the voices of 1000 children and young people who are care experienced.

### 2017

#### February – Care Day

Fiona Duncan is appointed as Independent Chair

Orientation stage begins

#### May

Care Review Launch event

Discovery stage begins

#### June

First of monthly Discovery Group meetings

#### July

The Care Review attend Who Cares Scotland summer camp

#### September

1000 voices events with children and young people Edinburgh, Paisley and Inverness

Workforce events – Glasgow, Edinburgh, Aberdeen and Inverness

#### November

Kilbrandon lecture – Fiona Duncan speaker

### 2018

#### January

Final Discovery group meeting

#### February

The Care Review take part in Care Day and attend the Carelidh

Chair met with cross-party MSPs

#### March

Education and Skills Committee

Go-to groups – participation activities (will continue in Journey)

#### June

Journey stage begins. 20 co-chairs appointed – each journey work group will be led by unique blend of lived and professional experience.

#### July

Journey groups begin monthly meetings.

#### August

174 people are invited to be members of the journey work groups.

### 2019

#### Autumn

Destination stage begins

### 2020

#### Spring / Summer

Completion of Destination

– Final report and recommendations

– Go-to groups activity

**This timeline is only the story so far – the Care Review will build in lots more opportunities for care experienced people to get involved.**

## What happened in Orientation?

This was the first stage of the Independent Care Review.

The 'root and branch' review of the Scottish 'care system' was announced in October 2016. During Orientation, the way it was to be carried out was established.

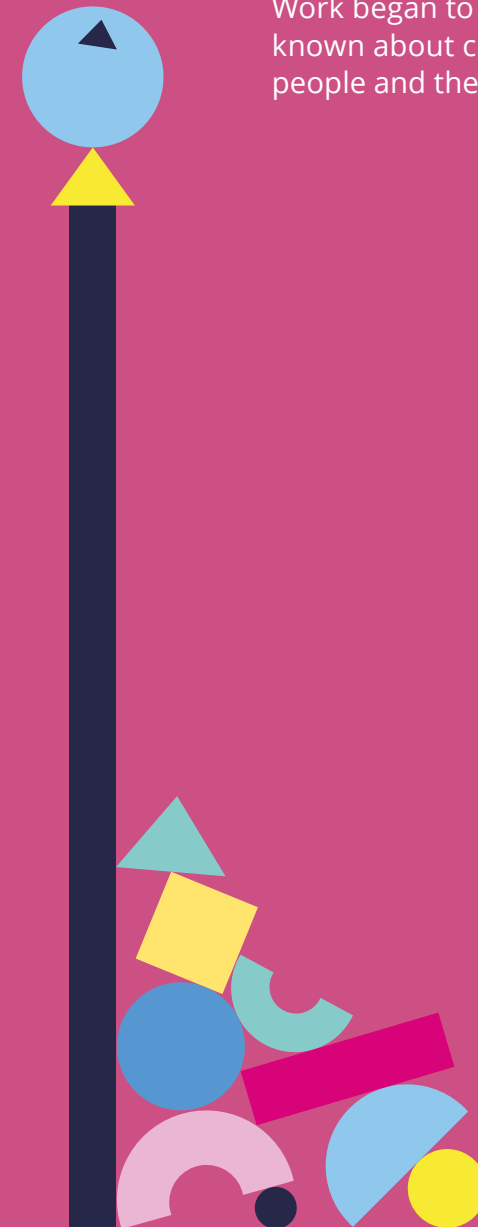
In February 2017, Fiona was appointed as Chair and she developed a plan to create a well-organised and thoughtful Care Review that children, young people and adults with care experience would want to be part of.

It was agreed that to make sure the Care Review does what it needs to do, children and young people with care experience are Fiona's boss, and so that is who she is accountable to.

Work began to find and understand the numbers and facts known about care experienced infants, children and young people and the words, laws and rules that surround care.

**“Understand what I have went through”**

*Discovery contributor*



**Orientation**

## What happened in Discovery?

The Discovery stage of the Independent Care Review started in May 2017 and involved listening to people from across Scotland and gathering important information about care.

The Care Review wanted to hear from as many people with care experience as possible, and started off with two big questions:

- What would the best 'care system' in the world look like?
- What should a root and branch review look at?

Those two questions were answered in a range of different ways.

What would the best 'care system' in the world look like?

**"A place without barriers which hold children back and prevent them forming relationships, where young people are empowered to make their own choices and develop their independence."**

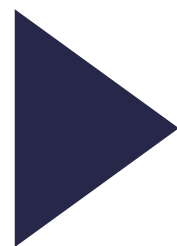
*Discovery postcard*

Discovery

**Voice** has been at the centre of the work in Discovery. The Care Review listened to the voices of

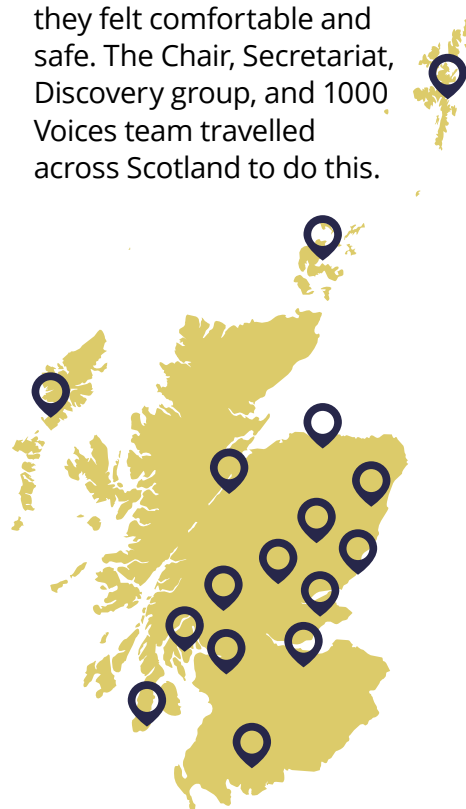
# 854

children, young people, and adults with care experience



## where?

The Discovery stage involved meeting groups and individuals in places they felt comfortable and safe. The Chair, Secretariat, Discovery group, and 1000 Voices team travelled across Scotland to do this.



# 789

members of the paid and unpaid workforce shared their opinions

and all

# 32

local authorities in Scotland took part in the Care Review during this stage.



Children and young people with care experience took part in a virtual design workshop, helping to create the Care Review's brand identity.

### The Discovery group met

# 7 times

between June 2017 and January 2018, and always provided valuable insights. Each meeting was set up to be a supportive safe space where thinking could be challenged and debated.

### The Chair met with cross-party MSPs at the **Scottish Parliament**

in February 2018, and was back at the Parliament in March 2018 speaking at the Education and Skills Committee with Discovery group members Kevin and Rosie.

# 12 intentions

The Care Review took the time to engage in lots of different ways during Discovery, always understanding and respecting that each individual had different needs and very personal stories that could be difficult to share.

## how?

**People have connected with the Care Review through:**

- Events
- Meetings
- One-to-ones
- Workshops
- Presentations
- Postcards
- Letters
- Phone calls
- Emails
- Social media
- Facetime

The Care Review was invited to take part in Care Day 2018 and the Chair took to the dance floor at the Who Cares? Scotland Carelidh.

The Discovery group has learned there are many good things happening for children and young people in care, there are things that could be better, and some that must change now. There is practice that impacts negatively on infants, children and young people that must end.

So far, the Care Review has heard about a wide range of experiences, including being cared for at home, foster care, adoption, residential, kinship, secure care, hospital stays and throughcare. People talk about a 'care system' but the reality is lots of parts that don't fit well together, that doesn't have the person being cared for at the centre. There is not enough known about the facts and figures on infants, children and young people in care and the adults who leave care. The Care Review has listened really hard so far, and has come to some conclusions about what should happen during the Journey stage.

**The 'root and branch' scope defined**

The Care Review will consider all parts of the 'care system' to make sure the needs of people at every stage are understood, including families on the edge of care, the journey in and throughcare, and the experience of care leavers and adults after being in care.

**Love, Rights, Stigma**

Almost every person who spoke to the Care Review said that love, rights, and stigma are really important and the Discovery group agreed that more conversations and work to understand the impact these have on children and young people are essential.

**The vision to have the 'best care system in the world'**

Scotland is leading the way by looking at how to make sure that its 'care system' is the best in the world. The work on defining a vision will continue into Journey through activities with our Go-to group, and engagement with care experienced children and young people. More lived experiences have to be heard and understood and the Care Review will continue to do have conversations to do this.



The Care Review will establish clear evidence of what works best for infants, children and young people and their families, recognising that relying on existing evidence will only deliver so much change.

The Care Review will use the Journey stage to immediately begin to deliver some improvements for infants, children and young people who experience care.

Different methods will be used, recognising strengths in existing practice and encouraging an appreciative approach.

This may need a change in thinking, practice and law. The Care Review will provide support to try out new ways of doing things.

The outcome will be a series of new initiatives across Scotland for a range of children and young people in care, families on the edge of care, and care-experienced adults, as well as the identification of the pioneers – those people ready and willing to try something different.



**Care Review traffic lights**

Red, amber and green lights are recognisable symbols for people of all ages and so traffic lights will help describe how change will be identified, tested and delivered as the Care Review moves forward.

A red light will mean putting an end to avoidable, unnecessarily damaging practice that should not be happening – (STOP!)

An amber light will be used to identify, stimulate and test improvements across the 'care system' through piloting new ideas and trying them out in safe and supportive places where there is an appetite to innovate.

The green light will be used to identify, stimulate and support immediate improvements across the 'care system'. This will be based on rolling out the very best practice the Care Review has heard about – (GO!)

The outcome will be a Scotland-wide raising of the bar for infants, children and young people in care, the creation of a level playing field that removes the unfair 'post-code lottery' experience of care.



**rocket fuel**

Where initiatives have demonstrated a positive change and impact, 'rocket fuel' will be made available to boost this success and enable a Scotland-wide roll-out and a validation of pioneering.

## The Care Review's Intentions

The Care Review Intentions are based on what was heard and understood over a whole year of Discovery.

They reflect a wide range of views and care experienced voices and are statements of intent that are central to the work in Journey. The Go-to group endorsed these Intentions along with a plan for how the Care Review will take them forward in Journey.

**“We need to be at the heart of everything, we matter, we’re important.”**

*Go-to group member*



**“Everyone should be allowed to use the L word (love).”**

*Discovery contributor*



- Families on the edge of care will get the support they need to stay and live together where safe to do so.
- Scotland's infants, children and young people will be nurtured, loved and cared for in ways that meet their unique needs.
- Relationships which are significant to infants, children and young people will be protected and supported to continue unless it is not safe to do so. This recognises the importance of brothers and sisters, parents, extended family and trusted adults.
- Care experienced infants, children and young people will thrive in supportive and stable learning and work environments, ensuring they have the same opportunities as others.
- Aftercare will be designed around the needs of the person leaving care supporting them to lead a fulfilling life, for as long as they need it.
- Infants, children and young people's voices will have a visible and meaningful impact on decision making and care planning.
- Infants, children and young people's rights will be part of normal everyday life, practice and decision making.
- Scotland's care services will plan and work better together, sharing information more easily to ensure we understand the what and how of supporting infants, children, young people and their families from a local through to a national level.
- All adults involved in the care of infants, children and young people are empowered, valued and equipped to deliver the best 'care system' in the world.
- Scotland will understand the financial and human cost of care, including what happens when people don't get the help they need.
- The words used to describe care will be easily understood, positive and not create or compound stigma.
- There will be no stigma for infants, children and young people in care because Scotland will understand why our children need care.



The Journey stage will involve ten working groups – each following interconnecting paths to explore areas of practice that need deeper understanding.

The rich learning and evidence base from the Discovery stage will be used to support this. The Intentions are central to the work – guiding them along their path. The groups will build knowledge and confidence about how to address challenges, identify good practice, and encourage innovation. Each group has two co-chairs who bring a blend of lived and professional experience to the work and who along with the Chair form the overarching Journey group.

Four groups are continuing work that began in the Discovery stage:

### Stigma

Children and young people spoke a lot about how stigma affects them in the Discovery stage and so this group are exploring ways to understand what causes stigma and what must be done to combat it.

**Co-chairs:** Denisha Killoh and Alastair Redpath  
[stigma@carereview.scot](mailto:stigma@carereview.scot)

### Love

The Love ambassadors will continue this important conversation while learning about what love really means to infants, children and young people in care and how to make sure their daily lives are filled with it!

**Co-chairs:** Joanna McCreadie and Rosie Moore  
[love@carereview.scot](mailto:love@carereview.scot)

### Rights

The Care Review heard a lot about issues relating to rights in the Discovery stage and so this group are working on making sure that the rights of children and young people who experience care are known to them, respected and upheld.

**Co-chairs:** Bruce Adamson and Stuart Lindsay  
[rights@carereview.scot](mailto:rights@carereview.scot)

### Stop:Go

The Stop:Go group will endeavour to deliver incremental change within the care system, prior to the concluding recommendations of the Independent Care Review. The voices of those heard within the Discovery stage of the review will underpin and guide the work.

**Co-chairs:** Alan Baird and Laura Beveridge  
[stopgo@carereview.scot](mailto:stopgo@carereview.scot)

While six newly formed groups undertake in-depth exploration of the following areas:

### Edges of care

To properly understand what happens at each end of the 'care system' – the points that infants, children and young people are taken into care and the points that they leave care.

**Co-chairs:** Ewan Aitken and Sylvia Douglas  
[edges@carereview.scot](mailto:edges@carereview.scot)

### Justice and care

To explore how the justice system contributes to infants, children and young people going into care, the experience of secure care, and to consider how the 'care system' can criminalise children and young people.

**Co-chairs:** Ashley Cameron and Nancy Loucks  
[justice@carereview.scot](mailto:justice@carereview.scot)

### Health and wellbeing

To understand health and wellbeing in the 'care system', the conditions that result in infants, children and young people being taken into care, what happens when they leave care and the impact on their health and wellbeing.

**Co-chairs:** Adam Bennett and Gerry McLaughlin  
[health@carereview.scot](mailto:health@carereview.scot)

### Components of care

To consider and understand the impact of each of the components of the 'care system', the journeys between them and mapping a day / week / month / year in the life of a young person in care.

**Co-chairs:** James Docherty and Lisa Muirhead  
[components@carereview.scot](mailto:components@carereview.scot)

### Workforce

To give full consideration to the entirety of the care workforce, paid and unpaid, how they interact with each other in the interests of infants, children and young people, and how they are trained and supported to do this.

**Co-chairs:** Sue Brookes and Jimmy Paul  
[workforce@carereview.scot](mailto:workforce@carereview.scot)

### Best place in the world

To scope out the best of what works in other parts of the world and give full consideration to what Scotland can learn and do to be the best place to grow up.

**Co-chairs:** John Carnochan and Beth-Anne Logan  
[bestplace@carereview.scot](mailto:bestplace@carereview.scot)

## Be part of the Journey!

The support, commitment, passion and hope that people have brought to the Care Review so far has simply been incredible. Thank you all.

The success of the next stage Journey depends on many people working together to understand what must be done to deliver real change for infants, children and young people who experience care.

The voice of people who have care experience will always be at the heart of the Care Review. There will be many more opportunities to take part during the Journey and Destination stages.

The Care Review will continue to work with those who are responsible for providing care to ensure that the recommendations it makes and change that it delivers are taken forward permanently.

### Personal information and your privacy

If you wish to share personal information about your experience there are other ways to get in touch – the information you provide to the Care Review is always treated as confidential. Please email [talk2us@carereview.scot](mailto:talk2us@carereview.scot).



### Be part of the Journey and tell us how you would like to get involved.

Visit [www.carereview.scot/get-involved/](http://www.carereview.scot/get-involved/)

Email: [info@carereview.scot](mailto:info@carereview.scot)



Twitter: @TheCareReview #CareReview



Instagram: CareReviewScot #CareReview



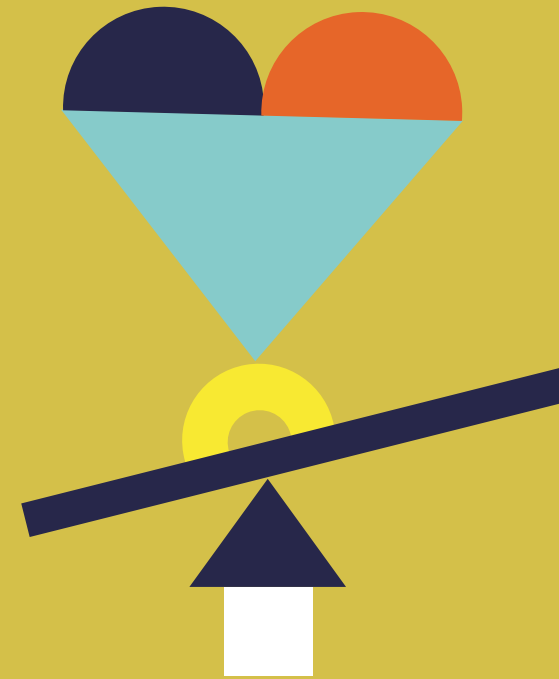
Facebook: @IndependentCareReview

Tel: 0141 444 8527

### What would you like to do in Journey?

The Care Review recognises the importance of giving people choice about how to be involved. If you have ideas about something you would like to do in Journey, the Care Review would love to hear from you!

**You can make your Journey pledge online at [www.carereview.scot/pledge](http://www.carereview.scot/pledge)**



### Traffic lights – share your ideas!

What are the immediate improvements you would like to see happening to raise the bar for infants, children and young people who experience care across Scotland? Give a red light to things you think must stop now. Share your ideas about good practice that you think should get a green light and if there are ideas you think need to be tested – that's an amber light.

**Tell the Care Review what you think at [www.carereview.scot/lights](http://www.carereview.scot/lights)**



**“We want a  
bright future!”**

*1000 voices participant*

