

► Focus on Change: Strategic Work Programme 2025/26

The Promise Scotland's new strategic workplan, **Focus on Change**, is now live, covering the work of the organisation over the next 18 months.

The organisation will continue to fulfil its purpose to support the change demanded by the Independent Care Review and monitor Scotland's progress to keep the promise. This will support those working to keep the promise to create change.

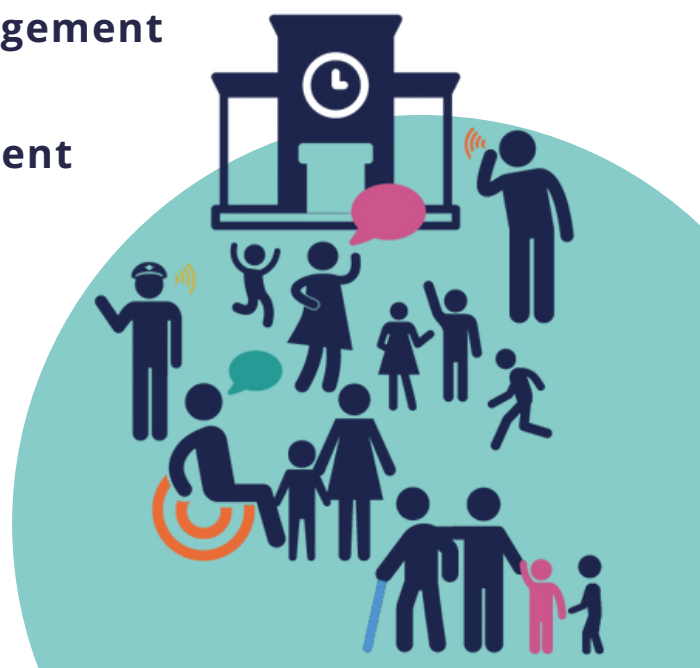
The strategy will see The Promise Scotland continuously develop specific, systematic learning on what works to create change. All learning will be shared with the aim of improving practices, cultures and policies across Scotland, and be directly aligned to the delivery of Plan 24-30.

Over the course of this strategic workplan, we will deliver across four areas:

1. **Plan 24-30 – Detailed route map development**
2. **Continuing to develop the Promise Story of Progress**
3. **Policy and Parliamentary Engagement**
4. **Support and Guidance to The Oversight Board and Independent Strategic Advisor**

Hear from our Chief Executive about the progress and challenges of the last strategic work plan and how we are taking feedback forward with a focus on change.

[Read the full strategy here.](#)



► Plan 24-30 Route Maps: What's Next?

The Promise Scotland's Head of Support, Alison Sutherland is leading and coordinating the work around developing the **Plan 24-30 route maps, one of the four focus areas in our new strategic work programme.**

She explains: "Plan 24-30 route maps will set out the steps those responsible for leading and implementing change are taking towards keeping the promise.

"This involves shaping the process for how they will be developed, and who should be involved in developing them. The route maps are a crucial step toward fulfilling the promise, serving as a strategic guide to 2030; outlining key milestones, initiatives, and timelines. The route maps will:

- Set out the time bound and specific actions the systems and services responsible for driving the necessary change are taking.
- Be co-designed plans developed in collaboration with those leading the work, promoting collective ownership and accountability.
- Surface the bridges and the barriers to progress, to understand where change must be accelerated.
- Be underpinned by what matters to children, families and care experienced adults rather than what matters to the system.

"Through collaboration and ongoing feedback, The Promise Scotland is refining each phase of route map development to ensure it aligns with what the Independent Care Review heard and will enable Scotland to progress towards 2030.

"Not one organisation or part of the system is responsible for keeping the promise, collaboration and cross-sector working is central. Keep an eye out for updates on the process and priorities for route map development and the important role you can play in ensuring Scotland keeps its promise."

► **Promise Design School: Join the next 3-Day Sprint!**

The next Promise Design School three-day sprint is taking place across April and May.

For those working in the 'care system' there can be a lot of challenges when making the changes that are needed to keep the promise. The Promise Design School is the place where you can take these challenges and find a solution, following the best practice in service design, which is also used by the Scottish and UK Governments, numerous leading companies, the third sector and public sector.

Applications are currently open to anyone working to keep the promise, from social work, education, service delivery, third sector to health etc. All places at the sprint are fully funded.

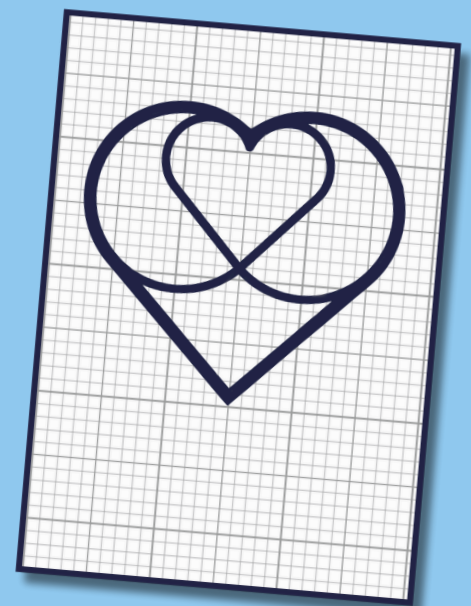
The three-day sprints give people a chance to work through a problem with guided facilitation; challenge assumptions; stepping into other people shoes to see what the problem is like for them; and developing solutions that can work for those using services, and those working in them.

The Promise Design School has co-design at its heart, using design thinking to help those working in the system to develop solutions alongside those who will be impacted by them.

You can attend as an individual, or a team, however works best to help you.

Applications close on Monday April 14.
The sprint will take place on April 23, May 7, and May 21.

[For more information and to apply click here.](#)





► On the Radar

The Promise Scotland responded to the Scottish Government's consultations on the 'Future of Foster Care' and 'Developing a Universal Definition of Care Experience' to help inform the development of the Promise Bill. [You can read our responses here.](#)

Members of the team attended Scottish Labour's Party Conference in February and hosted a small event there on 'Keeping the promise: reflecting on the past 5 years and looking forward to 2030'. The panel of Martin Whitfield MSP, Fiona Duncan, Jemma Kerr and Fraser McKinlay were joined by MSPs, Councillors, and members of the workforce and discussed many areas where change needs to happen to keep the promise, including addressing short-term funding cycles, supporting the workforce, and transforming the way that children and families are supported.

►►► Stories of Change in Action

[A Network of Promise Keepers: Renfrewshire's Story of Change](#)

Maurice from Renfrewshire Council tells the story of building the Renfrewshire Promise Keepers network and how they help share knowledge and improve services for care experienced children and young people across the area.

[Pride, Ownership, and Empowerment: A Promise Group Story of Change: Aberdeenshire](#)

This story focuses on Aberdeenshire Promise Groups and how they provide a sense of pride, ownership, and empowerment to the children and young people who take part.

[The Power of Relationships: Danielle and Sharon's Story of Change](#)

Danielle and Sharon from South Lanarkshire share the story of establishing four Family Support Hubs in the area and how they shifted resources towards prevention and early intervention through partnership and collaboration.

► Upcoming Events and Resources

Fostering Network – State of the Nations’ Foster Care 2024 Report

The Fostering Network has published the State of the Nations’ Foster Care 2024 report, setting out the latest findings of the largest and most comprehensive survey of the fostering sector in the UK. The report illustrates the immense challenges facing foster carers and the children and young people they look after, and outlines recommendations to governments to make fostering more sustainable. The summary report and full report are available [here](#).

North Ayrshire Launches App for Care Experienced Young People

CE4U’ (Care Experience for You), a mobile app for iPhone and Android, has been designed specifically for care experienced young people. Free to download, its aim is to provide a hub of useful information and helpful advice on everyday topics including housing, travel, mental and physical health, recipes, job opportunities and entitlements.

Let’s Talk – Scottish Throughcare and Aftercare Forum (Staf)

In the summer of 2024, a group of 13 young adults from Staf and One Community Scotland came together to work with the Scottish Violence Reduction Unit on the topic of stop and search, and its impact on young people with experience of care and/or from a minority background.

This resulted in The Let's Talk animations and the The Let's Talk learning guide.



Education Scotland Roundup

Check out this blog from Education Scotland for professional learning, updates, resources and upcoming events each month.

Promise Online Session - Family: Measures that Matter – 9 April

This session continues on from our Promise Learning Collaborative on the foundation of Family.

This session will look specifically at how we can use data differently to change and develop practice and approaches to help support families. There will be inputs from The promise Scotland Insights Team on putting data in context and Dundee City Council on their work to look at data differently. [Sign up for free here.](#)

National Siblings Day - 10 April

Join the Community of Practice for Siblings on 10 April to celebrate National Siblings Day and hear perspectives from brothers, sisters, and all those with sibling-like relationships of loving connection on what those bonds mean to them.

The Community will also consider decision-making processes from a range of perspectives and how they can best nurture sibling and sibling-like relationships.

[Sign up for free today.](#)

Want to hear more about the Community? [Sign up to the dedicated newsletter here.](#)

Promise Learning Collaborative: Care - 24 April

Join the third session of the Promise Learning Collaboratives in Aberdeen on 24 April focusing on the Plan 24-30 foundation Care. This foundation is about ensuring the structures of the 'care system' care and work, so children, young people, and families experience it as positive and supportive. [Sign up for a fully-funded spot today.](#)



North Ayrshire Employability and Skills Event - 23 April

North Ayrshire Council's Corporate Parenting Team invites care experienced people of all ages, as well as their extended family members and Corporate Parents, to join their upcoming Employability and Skills Event where you can discover local services, charities and businesses that offer employability and skills support.

Drop in any time between 10 am and 12pm.

[Find out more here.](#)



Co-Design Cafe: Maintaining Momentum and Closing the Feedback Loop - 29 April

These bite sized, monthly sessions allow you to come together with like minded peers to share wins, learning and challenges in your co-design experiences. Our April session will focus on maintaining momentum and closing the feedback loop for co-designers. [Sign up for free here.](#)

Looking for more opportunities?
You can access The Promise
Scotland's full events calendar [here.](#)



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If you have any questions or feedback, please reach out to hello@thepromise.scot.

