



the promise
**Learning
Collaboratives**

Promise Learning Collaborative -

Event description:

Promise Learning Collaboratives are in person opportunities for participants to come together and share their experiences and learning in addressing challenges around the five foundations Plan 24-30. These free events are open to all.

As a collaborative we asked that when participants registered they:

- Tell us what challenges they faced around
- Shared their work and learning

This event focussed on the foundation of

The format allowed equal time for inputs, presentations and networking amongst participants.

Date: 12th November 2025

No of Attendees: 39

Audience Profile: Similar to previous events, the day attracted a broad range of members of the workforce from across the system.

Geographically participants predominately came from across the Central Belt.

Local Authorities, Public Sector, Third sector and business were represented at a range of levels including promise leads, HSCPS, service managers, residential staff, Voluntary sector CEO's.

Scene Setting

The aim of the day was to create a 'brave' space, where participants could explore challenges around the foundation of Scaffolding, openly and freely. Participants were asked to listen, learn and share, as the value of the event was sharing the collective experience, skills and knowledge in the room.

To help start the day and ensure we remain focused on the impacts for children, young people and families we started by viewing two short animations – Olivia's Story:

Before the Promise is kept - https://youtu.be/8O-zX4l1v2w?si=oaK_FOVpf-qn2sZE

After the Promise is kept - <https://youtu.be/5SJbokfwWWI?si=KCEKj8t5wKYR4G1z>



sharing learning

Copies of the Power point Presentations can be found on the Promise Scotland website

Organisation	Families Outside/ Project Change
Contact(s)	Nancy Loucks - Nancy.Loucks@familiesoutside.org.uk Adam Bennet - adam@projectchange.scot
Summary of Presentation	Families Outside and ProjectChange collaborated to improve recording and increase staff awareness of care experience and lifelong identity. What we learned and the resources we produced are readily transferable to other organisations and contexts.
Key learning	Even when organisations know each other well, they can still have 'assumptions' about each other. For this partnership the definition of 'family' proved to be a challenged that needed to be explored and clarified before being able to move forward. Change can be incredibly difficult especially when there are competing challenges for partners.

Organisation	CYCJ
Contact	Ross Gibson - ross.a.gibson@strath.ac.uk
Summary of Presentation	Outlined the changes that have been made to the youth justice systems in Scotland since the publication of The Promise, and highlight areas where further progress in required in order to Keep The Promise for children and young people in conflict with the law by 2030
Key learning	Explored some of the challenges when upholding rights and competing demands. Fulfilling the requirements of The Promise in relation to youth justice is complex and has knock on consequences for other parts of the system.

Organisation	Listen Up Story Telling
Contact(s)	Caroline Dickson- cawdickson@gmail.com
Summary of Presentation	ListenUpStorytelling presented their facilitation framework that helps teams and groups share stories with the purpose of well-being, culture transformation and impact evaluation. During the short presentation there was an overview of the resource and its relevance to upholding the promise. There was also be a demonstration of its impact.
Key learning	There is a need for accessible structured approaches to supporting the workforce. The CAKE tool was well received by the participants as having the potential to meet this need.

Organisation	Children 1 st
Contact	Lily Humphreys - lily.humphreys@children1st.org.uk
Summary of Presentation	Children First provided an update on the work to improve consistency and quality of Family Group Decision Making offers, following the report they published earlier in the year based on work done through Promise partnership funding.
Key learning	Reinforced that great solutions can be reached when families are fully involved in decision making processes.

Organisation	East Ayrshire Health and Social Care Partnership- Art Club?
Contact	Eoghann MacColl - Eoghann.MacColl@east-ayrshire.gov.uk
Summary of Presentation	EAHSCP shared ArtClub? a participation group that meets care experienced children and young people in East Ayrshire across two venues in Cumnock and Kilmarnock respectively every week. At ArtClub? participation takes place in a co-constructed safe space. Using art as a vehicle for nurture and engagement, a diverse group of care experienced young people have created their own community of practice, encompassing voice, co-regulation, scaffolding and support to engage with their significant shared themes. By being present and supporting co-curation they have been able to build a nurture based group which provides a non-threatening, observant way to seek voice and to participate in open and full dialogue around young people's needs wants and hopes. This also supports colleagues and carers, providing crucial scaffolding and a space for voice where they see their young people grow and succeed. They use a partnership approach with other services and healthy relationship with East Ayrshire Leisure Trust's exhibition programme and their in-kind support.
Key learning	Adopting a creative approach can ensure young people feel safe enough to truly express themselves and have their voices heard.

Organisation	Children's Parliament
Contact	Dr Louise Hill - louise@childrensparliament.org.uk
Summary of Presentation	Children's Parliament provided an update on A short series for leaders, managers and senior practitioners to support a children's human rights approach to involving younger care experienced children in service design. Resource one: Why service design underpinned by a children's human rights approach is essential to Keeping the Promise. This resource includes an overview for leaders and policy makers of relevant legislation, policy and essential skills and knowledge. Resource two: How to involve care experienced children in service design, by putting rights into practice. This resource focuses on principles and planning for managers and senior practitioners. Resource three: What involving care experienced children in service design looks like in practice. This resource for senior practitioners includes children's human rights approach and practice, tips, tools and links.

	They also spoke of their project - The Children Are Now! A collaboration between Children's Parliament and Talbot Rice Gallery. Which is currently exhibiting at the gallery.
Key learning	The necessity to underpin the work being undertaken with a children's human rights approach. It is hoped the new resources which will launch in the new year will support the workforce and leaders to have the confidence to truly engage children in their processes.



Participant Feedback: *(Links to the full evaluation output can be found on the Promise Scotland Website).*

Participants feedback positively on the event overall. They could identify useful takeaways both from the speakers/ presentations and also from the group discussions:

"(It provided) ...confirmation we are making a difference"

"I came with the hope of lots of good food for thought and it delivered"

"Positive but not rose tinted glasses which is good"

"Promise events always meet expectations and offer really beneficial connections I may not have expected"

Participants also reflected on the need for more opportunities for the workforce at all levels to have opportunities to connect and share ideas, conversations and learning.

"More operational learning opportunities across Scotland (not just leaders)"

Key discussion points:

A number of themes emerged from the discussions across the day.

These included:

- A need for us to explore our relationship with risk. Differences across sectors can be challenging when participating in partnership ventures.
- The need for more partnership and joined up working. This will both maximise resource and minimise duplications.
- Ensuring Voice remains at the heart of all we do. This is key to ensure we get it right for children, young people and families.



world cafe discussions

World Cafe Discussion

The world café session took the challenges that participants had identified in incorporating voice in their work, during the registration process. We then asked those attending to share ideas and experiences that they had used in practice to help mitigate the challenges.

The challenges and feedback can be found on the attached PDF documents.

Next Steps:

This session marked the end of this series of Promise Learning Collaboratives which ran from December 2024 – November 2025.

Time will now be taken to fully evaluate the learning we have gained from these events and what we have heard from the workforce across the country to inform next steps.