



Forestry and
Land Scotland
Coilltearachd agus
Fearann Alba

FLS Corporate Parenting Plan

Progress Review 2022

1. Introduction

As a Corporate Parent, FLS has obligations and responsibilities towards children and young people with care experience. Although we do not provide a bespoke service for care-experienced young people in the way that, for example, a local authority might, our services and how we deliver them can have an impact.

We began work on our first Corporate Parenting Plan in 2019, with the contents approved by the Chief Executive and Executive Team in January 2020. At that time we had no idea of the difficulties the world was about to face with the Covid-19 pandemic. We had also arranged for a launch of the Plan in March 2020, with plans for an event in conjunction with the organisation Who Cares? Scotland to plant trees and dedicate an area of forest to care-experienced young people. Unfortunately this had to be postponed when lockdown measures were implemented across the country. And so we have not been able to implement this plan in the way we originally intended. We have however made progress on areas that were more 'desk based' including signing the Scottish Care Leavers Covenant, amending our equality impact assessment guidance and setting up and maintaining a Yammer group for Corporate Parents across Scottish Government. We have also taken a mainstreaming approach to Corporate Parenting, by ensuring actions were included in all of our Business Plans and reported via our Corporate Performance Reports. Actions have also been included in our new Corporate Plan, and we also featured Corporate Parenting as a case study within the Corporate Plan.

We will now be developing our second Corporate Parenting Plan, and will be including some of the actions that we were unable to deliver from our first plan. We are aiming to publish the new Corporate Parenting Plan in April 2023, following the involvement of care-experienced young people.

For further information on our approach to Corporate Parenting please see our website www.forestryandland.gov.scot or contact the FLS Corporate Development team on corporate@forestryandland.gov.scot.

2. Progress Review

Corporate Parenting Responsibility	Actions	Responsibility	Timescales	Progress
Be alert to matters which might adversely affect the wellbeing of care experienced young people.	1. We will attend national and local Corporate Parenting Events and seek out opportunities to keep up to date with the issues impacting care experienced young people.	Corporate Services	Ongoing	Ongoing. The Corporate Development Team have been attending relevant online events and engaging with partners including other corporate parents, Scottish Government Colleagues and the organisation Who Cares? Scotland.
Be alert to matters which might adversely affect the wellbeing of care experienced young people.	2. We will work with partners and other Corporate Parents to develop our approach to staff training and development around Corporate Parenting.	Corporate Services – Learning and Development	Ongoing	Ongoing. We have been working with the organisation Who Cares? Scotland to access training and support. Further work will take place on this later in the year.
Be alert to matters which might adversely affect the wellbeing of care experienced young people.	3. We will develop, maintain and promote a Yammer page for colleagues in order to share literature, evidence and news on the needs and views of care experienced young people.	Corporate Services	Spring 2020	Complete. The Yammer group was set up in Spring 2020 and has been active since then and as of September 2022 has 32 members from Scottish Government, executive agencies and public bodies.
Assess the needs of care experienced young people for the services and support we provide.	4. Working with partner organisations wherever appropriate, we will undertake research to understand the relevant needs of people with care experience in relation to the work of FLS. In particular we will explore research opportunities to ascertain any particular barriers that care experienced young people might encounter in accessing the outdoors/ national forests and land.	Corporate Services	2020 initially and then ongoing	Not complete. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward. The action will be included in our new Corporate Parenting Plan.

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Assess the needs of care experienced young people for the services and support we provide.	5. Where required we will develop effective policies and practices in relation to Corporate Parenting, that are informed by regulations and engagement with care experienced young people, Scottish Government, and organisations who support care experienced young people.	Corporate Services	Ongoing	Ongoing. No policies have been developed specific to corporate Parenting, however a number of our processes now include corporate parenting. The Strategy Assessment Framework is one example, where we detail the requirements for those who are developing any policies, plans, programmes and strategies.
Assess the needs of care experienced young people for the services and support we provide.	6. We will identify opportunities for incorporating Corporate Parenting into review of our strategies, plans, processes and programmes	Corporate Services	Ongoing	Ongoing. The Strategy Assessment Framework was first developed in 2020 and updated in 2022. This sets out the need to consider our Corporate Parenting responsibilities in the development of any policies, plans, programmes and strategies.
Promote the interests of care experienced children and young people.	7. We will sign the Scottish Care Leavers Covenant and demonstrate our responsibility as a Corporate Parent.	Corporate Services	Spring 2020.	Complete. The Scottish Care Leavers Covenant was signed in Spring 2020.
Promote the interests of care experienced children and young people.	8. We will include 'Care Experienced' as a vulnerable group to consider in impact assessments, report implications, policy development etc.	Corporate Services	Spring 2020	Complete. The Equality Impact Assessment guidance now also includes "looked after children; young people including care leavers".
Promote the interests of care experienced children and young people.	9. We will develop staff communications campaigns to assist with raising awareness of corporate parenting responsibilities, the needs of care experienced young people. We will use the Scottish Government promoted tagline #proudcorporateparent wherever possible.	Corporate Services	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward as originally intended. Information has however been shared on our Intranet (Saltire). We will be considering options for communications during the development of the new Corporate Parenting Plan.
Promote the interests of care experienced children and young people.	10. We will identify key partners to collaborate with to deliver relevant actions from this plan in order to gain	Corporate Services	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward as originally intended. We have however been continuing our

Corporate Parenting Responsibility	Actions	Responsibility	Timescales	Progress
	and promote a deeper understanding of the issues and promote the ethos of Corporate Parenting.			engagement with Who Cares Scotland and with other Corporate Parents via the Yammer Group.
Seek to provide eligible children and young people with opportunities to promote their wellbeing.	11. We will consider how we can enable outreach opportunities, e.g. guided visits and walks for care experienced groups.	Land Management	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity caused by visitor management pressures, this work has not been taken forward as originally intended. We will be revisiting this work and hope to re-establish the postponed pilot project 'Putting Down Roots' in the 2022/23 planting season.
Seek to provide eligible children and young people with opportunities to promote their wellbeing.	12. We will work in collaboration with relevant stakeholders to ensure that people with care experience are aware of Forestry and Land Scotland and the range of wellbeing/other opportunities provided.	Corporate Services	Ongoing	Ongoing. We have been engaging with Who Cares? Scotland to share information on the work of FLS. This action will be revisited within the work to develop the new Corporate Parenting Plan.
Seek to provide eligible children and young people with opportunities to promote their wellbeing.	13. We will consider how best to provide opportunities for care experienced young people to 'Put Down Roots' – dedicating areas of forest/woodlands to care experienced young people.	Corporate Services & Land Management	Ongoing	Ongoing. We initially planned an event for March 2020 which had to be postponed due to the Covid-19 pandemic and related restrictions in place since then. We will be revisiting this work and hope to re-establish the postponed pilot project 'Putting Down Roots' in the 2022/23 planting season.
Take action to help eligible children and young people access opportunities to improve wellbeing and or make use of services and support available.	14. We will review our recruitment processes to identify barriers/opportunities for care experienced young people. This will include consideration of ring-fenced opportunities for care experienced young people and promoting vacancies to organisations that support people with care experience.	Corporate Services – People Team	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward. However, the entire FLS recruitment and retention process is under review and as part of that review we will consider what can be done to improve recruitment and retention of young people and in particular those who are care experienced.

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Take action to help eligible children and young people access opportunities to improve wellbeing and or make use of services and support available.	15. We will share information with our partner organisations on our corporate parenting obligations and ask them to consider reviewing their processes to be more inclusive where appropriate.	Corporate Services	Ongoing	Not complete. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward. The action will be included in our new Corporate Parenting Plan.
Take action to help eligible children and young people access opportunities to improve wellbeing and or make use of services and support available.	16. We will consider how we can offer support to organisations such as Who Cares Scotland to make use of the national forests and land (e.g. by supporting permissions).	Land Management	2020 and then ongoing	Not complete. Due to the Covid-19 pandemic restrictions, and organisational capacity caused by visitor management pressures, this work has not been taken forward. The action will be included in our new Corporate Parenting Plan.
Keep our approach to Corporate Parenting under constant review, seeking out improvement wherever possible.	17. We will ensure that corporate parenting is included in our Corporate Planning Framework.	Corporate Services	Spring 2020	Complete. Actions have been included in all of our FLS Business Plans, Directorate and Regional Business Plans. Progress is also recorded via the quarterly Corporate Performance Reports.
Keep our approach to Corporate Parenting under constant review, seeking out improvement wherever possible.	18. We will continue to work with Who Cares Scotland, people with care experience and other Corporate Parents in the ongoing development and implementation of this plan.	Corporate Services	Ongoing	Ongoing. We have continued to work with Who Cares Scotland in the implementation of this plan.
Keep our approach to Corporate Parenting under constant review, seeking out improvement wherever possible.	19. We will review the Corporate Parenting Plan on an annual basis and publish reports on our website and in alternative formats as required.	Corporate Services	Annually	Not complete. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward as originally intended. Implementation of the Corporate Parenting Plan has been monitored and reported via the quarterly Corporate Performance Reports. Information has also been included in the Annual Report and Accounts.

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Collaboration with other Corporate Parents.	20. We will regularly engage with other Corporate Parents to identify opportunities for partnership working and sharing good practice. (Informally and via Scottish Government roundtable meetings).	Corporate Services	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions this work has not been taken forward as originally intended. Meetings have been virtual and information shared electronically rather than face to face. The Yammer page also offers an opportunity to share best practice.
Other actions we will take to improve the way we engage and work with care experienced young people.	21. We will involve care experienced people in engagement exercises on the development of the Visitor and Communities Strategies to identify any barriers to accessing recreational/other activities known to improve health and wellbeing	Land Management	2020/21	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward as originally intended. The consultations were open to the public and promoted via the FLS website, social media and via press releases. There is an opportunity with future iterations of the action plans for both strategies to incorporate specific input from care experienced young people, and we will engage with the relevant organisations in due course.
Other actions we will take to improve the way we engage and work with care experienced young people.	22. We will ensure that a 'feedback loop' is sustained with those who are involved in such consultation exercises.	Corporate Services	Ongoing	Ongoing. Due to the Covid-19 pandemic restrictions, and organisational capacity, this work has not been taken forward as originally intended. We will be revisiting this action during the development of the new Corporate Parenting Plan.