

Children's Rights and Wellbeing Impact Assessment

Stage 1 – Screening Form

Date of screening:	02/02/22
Name and job title of person undertaking the screening:	Ken Muir Head of Rugby Development Business Operations Ailidh Hood Rugby Development Regional Manager
Name of policy to be screened:	Scottish Rugby CashBack for Communities Programme <ul style="list-style-type: none"> - Cashback Schools of Rugby - Cashback Community Rugby Programme
Overall aims of the policy being screened:	<p>CashBack for Communities is a unique Scottish Government programme which takes money seized from criminals under the proceeds of crime legislation and invests them in our future – our young people. The initiative aims to improve the quality of life of young people across Scotland. There are 6 outcomes associated with the programme:</p> <ul style="list-style-type: none"> • Young people build their capacity and confidence • Young people develop their physical and personal skills • Young people health and well-being improves • Young people participate in activity which improves their learning, employability and employment options (positive destinations) • Young people contribute positively to their communities • Young people are diverted from criminal behaviour or involvement with the criminal justice system
Is the policy an organisational policy? <i>e.g. recruitment procedure, safeguarding policy, performance plan</i>	No
Is it a policy that sets criteria and guidelines for others within the sport to use?	No
What aspects of the policy/measure will affect children and young people up to the age of 18? <i>The Articles of the UNCRC and the child wellbeing indicators under the Children and Young People (Scotland) Act 2014 apply to all children and young people up to the age of 18</i>	All
What likely impact – direct or indirect – will the policy/measure have on children and young people? <i>'Direct' impact refers to policies/measures where children and young people are directly affected by the proposed changes. 'Indirect' impact refers to policies/measures that are not directly aimed at children but will have an impact on them</i>	The programme will directly impact children/young people involved in the various

	strands of the programme
<p>Which groups of children and young people will be affected?</p> <p><i>Under the UNCRC, 'children' can refer to: individual children, groups of children, or children in general. Some groups of children will relate to the groups with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation. 'Groups' can also refer to children by age band or setting, or those who are eligible for special protection or assistance: e.g. preschool children, children in hospital, children in rural areas, looked after children, young people who offend, victims of abuse or exploitation, child migrants, young carers, or children living in poverty.</i></p>	The programme is targeted at children and young people aged 10-24 and is open to all children without discrimination.
Will this require a CRWIA? Explain your reasons.	Based on the screening the programme will require a CRWIA. This decision is based on consideration that the programme will directly affect children and young people U18 without discrimination.
CRWIA Declaration	
CRWIA required	Yes
Authorisation	
<p>Policy Lead (<i>name, title and SRU Dept.</i>)</p> <p><i>Ailidh Hood</i> <i>Rugby Development</i> <i>Regional Manager</i></p>	Date:
<p>Line Manager (<i>name, title and SRU Dept.</i>)</p> <p><i>Ken Muir</i> <i>Rugby Development</i> <i>Head of Business Operations</i></p>	Date:

Stage 2 – CRWIA

CRWIA Stage 2 The CRWIA – key questions

1. Which UNCRC Articles are relevant to the project? *List all relevant Articles of the UNCRC and Optional Protocols. All UNCRC rights are underpinned by the four general principles: non-discrimination; the best interests of the child; the right to life, survival and development; and the child's right to have their views given due weight.*

- Article 1 (u18)
- Article 2 (Non-discrimination)
- Article 3 (best interests)
- Article 12 (respect for views of the child)
- Article 15 (Freedom of association)
- Article 24 (health and health services)
- Article 28 (Right to Education)
- Article 29 (goals of education)
- Article 31 (leisure, play and culture)

2. What impact will the project have on children's rights?

Positive/negative/neutral.

Scottish Rugby's CashBack for Communities project will have a positive impact on children and young people's rights.

The programme seeks to achieve the following outcomes

1. YP build their capacity and confidence
2. YP develop their physical and personal skills
3. YP health and well-being improves
4. YP participate in activity which improves their learning, employability and employment options (positive destinations)
5. YP contribute positively to their communities
6. YP are diverted from criminal behaviour or involvement with the criminal justice system

There are two strands to our Cashback in the Communities Project:

1. Cashback Schools of Rugby (Articles 1, 2,3,12,15,24,28,29,31)
2. Cashback Community Rugby Programme (Articles 1,2,3,12,15,24,31)

Our **Cashback Schools of Rugby** strand will involve three school phases:

1 A broad participation programme (children aged 10 – 14)

- This phase involves children from primary 6 through to 3rd year being introduced to rugby in curricular & extra-curricular rugby sessions.

2 A Junior phase (Children aged S1 – S3)

- A curricular programme that will educate pupils in core life skills, health & wellbeing & the core values of our game: Leadership, Engagement, Achievement, Enjoyment & Respect.

3 A Senior phase (Children aged 15 – 17).

- A curricular programme which will provide opportunities to achieve SCQF Qualifications, UKCC Qualifications along with vital life & work experience.

Our **Cashback Community Rugby** strand is an out of school project run within the local community and open to all young people up to the age of 24. Each School of Rugby will host one Rugby in the Community event per quarter. These events will give young people an opportunity to engage in physical activity through rugby, while also socialising & being upskilled on key themes.

3. Will there be different impacts on different groups of children and young people? Which groups of children will be affected by the project? Are there competing interests between different groups of children and young people, or between children and young people and other groups?

The stands of the project are targeted at children based on their age, as follows:

- Schools of Rugby is targeted at young people aged 10 – 17
- Cashback Community Rugby is targeted at young people aged 14 – 24

Our Schools of Rugby are in 17 secondary schools situated in, or taking children from, the most deprived areas of Scotland and implement our CashBack Schools of Rugby & Rugby in the Community programme.

Our Cashback Community Rugby is an ‘out of school’ project run within the local community of our Schools of Rugby.

4. If a negative impact is assessed for any area of rights or any group of children and young people, what options have you considered to modify the proposal, or mitigate the impact? If options to modify the policy/measure are included here, include associated resource implications where relevant.

A possible negative impact of our Schools of Rugby programme is that it is exclusive to the current 17 Schools & therefore not available to access for other young people at surrounding schools.

5. How will the project contribute to the wellbeing of children and young people in Scotland? Outline how the implementation of the policy/measure will support public bodies in Scotland to meet their duties to safeguard, support and promote the wellbeing of children in their area, with wellbeing defined by eight wellbeing indicators. The indicators are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, and Included.

By using an external company (Social Values Lab) to evaluate our programme annually we can measure how our programme has contributed to the wellbeing of young people in Scotland. Our 2020 Annual report highlighted the positive contributions participants feedback on their wellbeing:

- 97% of YP reported they were able to do more things
- 100% of YP reported that they felt more resilient
- 100% of YP reported positive changes in their behaviour
- 94% of YP reported an increase in confidence

6. How will project give better or further effect to the implementation of the UNCRC in Scotland? This will inform Scottish Ministers' duty to report to Parliament on children's rights under the Children and Young People (Scotland) Act 2014.

The project directly and positively contributes to the implementation of Children's rights as demonstrated in the project evaluation.

The CashBack Schools of Rugby & CashBack Community Rugby programme aims to work with 1,850 young people aged 10-24. Although planned delivery in Year 1 has been impacted by the COVID-19 pandemic, in 2020 the programme has been delivered within 16 of the 17 identified schools with a specific focus on delivering Outcomes 1 to 5.

7. What evidence have you used to inform your assessment? What does it tell you? *The evidence base may include demographic information, academic research, service monitoring/inspection reports, service evaluation reports, user surveys, etc. In particular, look at what existing evidence tells you about children and young people's views and experiences of the relevant service(s); and/or what it tells you about children and young people's views of the policy proposal. Identify any gaps in the evidence base, and set out how you will address these.*

In order to monitor the effectiveness of the programme we use the following:

- School Monthly Highlight Report
 - School Quarterly Reports
 - Case Studies
 - SIMD Analysis of participant postcodes
 - Equality Monitoring
 - External Evaluation
 - Participant in depth interviews
 - Surveys
- Participants / Teachers / Parents/Guardians / Workforce

8. Have you consulted with relevant stakeholders?

This would include public or targeted consultations with children and young people, their parents/carers and the children's workforce

Schools of Rugby

- Targeted interviews & surveys with participants
- Targeted interviews & surveys with teachers and parents/carers
- Participant Self Evaluation
- Project Officer & workforce self-evaluation

Cashback Community Rugby

- Participant self-evaluation
- Project Officer & Workforce self-evaluation

9. Have you involved children and young people in the development of the policy/measure? Is there enough information on the views of the children and young people who will be affected by the policy/measure that enables you to make an informed assessment of impact?

Throughout the 3 years of the programme, the views of children and young people are sought regularly through an annual external evaluation. (Social Values Lab)

Stage 3 – Authorisation of CRWIA

Is this a new or existing policy?	New
Who has authority to make changes?	Ken Muir / Ailidh Hood
Who else is involved in approving the policy? (e.g. committees, stakeholders)	Cashback Team
Name of policy owner	Head of Rugby Development Business Operations
Summary of policy aims and desired outcomes	<p>Our CashBack Schools of Rugby & Rugby in the Community programme is operating within 17 Secondary Schools situated in, or taking children from, the most deprived areas of Scotland.</p> <p>In collaboration with local partners we will target young people through referrals & identified groups using Rugby as the hook for engagement. We will build capacity and confidence whilst developing physical fitness, cognitive skills, physical competencies and personal qualities. We will create participation in positive activities and help youngsters contribute positively to their communities.</p> <p>The outcomes of the project are:</p> <ul style="list-style-type: none"> • Young people build their capacity and confidence • Young people develop their physical and personal skills • Young people health and well-being improves

	<ul style="list-style-type: none"> • Young people participate in activity which improves their learning, employability and employment options (positive destinations) • Young people contribute positively to their communities • Young people are diverted from criminal behaviour or involvement with the criminal justice system
<p>Executive Summary</p>	<p>Title of Project: Cashback ‘Schools of Rugby and Cashback Community Rugby Programme’</p> <p>Theme: Sport for Change</p> <p>Target Group</p> <p>YOUNG PEOPLE DISADVANTAGED BY:</p> <ul style="list-style-type: none"> • Living in areas of deprivation; and • Being excluded, or at risk of exclusion from school; and • Being at risk of being involved in antisocial behaviour, offending/re-offending <p>Age Range: 10 – 17 years</p> <p>Number of Young People project expects to work with 4,500</p> <p>Area’s & Schools in which the project will be delivered:</p> <p><i>Dumfries & Galloway</i> – North West Community Campus</p> <p><i>Dundee</i> – Braeview Academy & Craigie High School</p> <p><i>East Ayrshire</i> – Robert Burns Academy</p> <p><i>Edinburgh</i> – Westerhails Education Centre (Tynecastle High School Cluster),</p> <p style="padding-left: 40px;">Castlebrae Community High School Hub (Holyrood, Liberton & Gracemount High School Cluster)</p> <p><i>Falkirk</i> – Falkirk High School</p> <p><i>Fife</i> – Levenmouth Academy & Balwearie Academy</p> <p><i>Glasgow</i> –St Thomas Aquinas School, St Pauls High School</p>

	<p>Highland – Alness Academy</p> <p>North Lanarkshire – Coatbridge High School;</p> <p>Scottish Borders – Hawick High School</p>
<p>Scope of the CRWIA, (identifying the children and young people affected by the policy, and summarising the evidence base)</p>	<p>The scope of the CRWIA is limited to participants involved in the CashBack for Communities activity. The programme is targeted at children and young people aged 10-24 and is open to all children without discrimination.</p>
<p>Children and young people’s views and experiences</p>	<p>The views of children and young people are sought through an annual evaluation of the project.</p>
<p>Key Findings (including an assessment of the impact on children’s rights, and how the measure will contribute to children’s wellbeing)</p>	<p>Our Cashback Schools of Rugby & Cashback Community Rugby programmes positively impacts the rights and wellbeing of children and young people involved in the programme.</p>
<p>Monitoring and Review</p>	<p>The overall aim of the evaluation is to understand and evidence the impact of the Schools of Rugby programme on young people’s lives.</p> <p>The objectives of the study are to:</p> <ul style="list-style-type: none"> ▪ assess whether the programme has achieved its intended outcomes; ▪ provide qualitative data evidencing the impact of the programme; ▪ produce comprehensive and attractive case studies illustrating the impact of the programme; ▪ provide input into the development and implementation of the self-evaluation process; ▪ prepare an interim and final impact report; and ▪ make recommendations for improvement. <p>Our evaluation in partnership with external evaluator Social Values Lab will focus on five main elements:</p>

	<ol style="list-style-type: none"> 1. Self-evaluation: to collect basic outcome data from the young people that participate in the programme. This part will be undertaken by Scottish Rugby, with support and guidance from Social Value Lab, including the design of the consultation materials and the analysis of the results. 2. Face-to- face interviews and/or focus groups with pupils undertaken by Social Value Lab to get a more in-depth insight into the impact of the programme on the young people. 3. Surveys of indirect stakeholders, one for parent/carers and one for school stakeholders (teachers and coaches) to collect first level outcome data on the impact of the programme on the pupils, their family and the schools. 4. Telephone interviews with key stakeholders to get a more in-depth insight in the impact of the programme on pupils, schools and communities and get a better understanding of the context in which the programme is operating. Key stakeholders include school representatives and community organisations. 5. Case studies prepared by Social Value Lab to provide an in-depth and detailed examination of the impact on individuals as well as the context.
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Authorisation

<p>Policy Lead (name, title and Scottish Rugby Department)</p> <p>Ailidh Hood Rugby Development Regional Manager</p>	<p>Date:</p>
<p>Head of Department (name, title and Scottish Rugby Department)</p> <p>Ken Muir Rugby Development Head of Business Operations</p>	<p>Date</p>