

### 1. Which articles of the UNCRC does this policy/measure impact on?

· Article 1 (definition of the child)	· Article 13 (freedom of expression)
· Article 2 (non-discrimination)	· Article 15 (freedom of association)
· Article 3 (best interest of the child)	· Article 31 (leisure, play and culture)
· Article 9 (separation from parents)	· Article 39 (recovery from trauma and reintegration)
· Article 12 (respect for the views of the child)	

### 2. What impacts will your policy/measure have on children's rights?

**Article 1** (definition of the child) Everyone under the age of 18 has all the rights in the convention.

The CashBack: Connecting Through Creativity Project aims to work with children and young people between the ages of 10 and 25. Therefore the vast majority of individuals participating in the project are defined as a children under the UNCRC definition of a child. Avenue are aware that many of the participants will be making the transition from childhood into adulthood throughout the course of engaging in the project. The project will take into consideration the variations of age and will be tailored to enable individuals to participate entirely with the CashBack project. In order to achieve the outcomes of the project, trained Creative Practitioners will meet the needs of each individual by providing tailored support and guidance. This will encourage the development of a young person's skills, enhance individuals' confidence, and increase their self-esteem, which aims to have a long-term impact on their lives.

#### Impact - Positive

**Article 2** (non-discrimination) The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities, or any other status, whatever they think or say, whatever their family background.

We work closely with all partner organisations and staff to make sure information regarding the protected characteristics of each participant is gathered at the initial referral stage of engagement within the project. The information gathered is recorded within the participants secure individual records folder. Avenue has adopted the following National Equality and Diversity Policy, which states; we will oppose and challenge all forms of unlawful and unfair discrimination, ensure compliance with legislation and official codes of practice on race relations, equal opportunities and the rights of children and young people, respect for the diversity of all workers and clients in the provision and delivery of our services and are committed to promoting, reflecting, and serving a diverse society. Our organisation is non-judgemental and our CashBack: Connecting Through Creativity Project will not refuse a referral on the grounds of race, gender, ethnicity, sexuality, or any other protected characteristics.

### Impact – Positive

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**Article 3** (best interest of the child) The best interest of the child must be a top priority in all decisions and actions that affect children.

We work closely with all participants as well as partner organisations to utilise their knowledge of individuals, ensuring that the best interests of children and young people involved in The CashBack: Connecting Through Creativity Project are always our highest priority. At the beginning and end of each programme we ask our participants to complete a Wellbeing Chart (SHANARRI indicators) to ensure the interests of the young people are our main priority. We then use these indicators to establish areas where the young person may require additional support or intervention from the project or Avenue's other services. As part of our project, we regularly ask the young people for feedback regarding the sessions, what alternative activities they would like to participate in and if they feel the project has had an impact on their lives, ensuring that their views and feedback are gathered and considered by all project staff.

### Impact – Positive

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**Article 9** (separation from parents) Children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents unless this could cause them harm.

A core part of the CashBack: Connecting Through Creativity project aims to support children and young people to expand their emotional literacy, communication skills and develop positive frameworks for relationships. Many of the children and young people we work with are care experienced or are experiencing difficulties within their family dynamics. There is also the opportunity to engage parents/ carers in group or 1:1 sessions, as a way of enriching their relationship with their family using art as a tool to spend time with their children. Sessions will be developed and run by creative practitioners to introduce different art techniques, to build confidence when spending time with their children. Avenue has child protection and safeguarding procedures in place to raise concerns about children and young people's safety

and care where there is a safeguarding or child protection concern. Anything disclosed to project staff will be taken seriously and dealt with in line with our organisational procedures.

### Impact – Positive

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**Article 12** (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.

The planning, delivery, and evaluation of the CashBack: Connecting Through Creativity project will actively involve the direct participation and input from the children and young people involved in the project. We will also be employing two Young Person Creative Practitioners (paid roles open to candidates between the ages of 16 and 25), to help guide and form the project in more depth, supporting the Creative Practitioners to further meet the needs and wants of the children and young people participating in the project. The project will actively gather reflections from participants throughout the duration of each programme to ensure that we are taking into consideration their views and how to further support them.

### Impact – Positive

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**Article 13** (freedom of expression) Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Every young person who engages in our programme will be encouraged to voice their thoughts, emotions, and opinions as part of the creative processes within the project. The project recognises that self-expression through art can be a powerful tool to help young people to engage and communicate with society at large. It is vital to have a relational approach to the project, allowing the young people to impact the narrative and discuss what is important to them on their own terms, and from their own perspectives. Children and young people can sometimes express themselves in a way that might not be seen as the conventional norm, our project won't seek to censor their voices, but to seek to educate the children and young people, making sure the project itself is a safe environment in which the young people participating feel able to be their authentic selves and express their diversity in meaningful ways. This ensures freedom of speech and expression is primary to the work we do and that the voices of children and young people are heard throughout our organisation and the project.

### Impact – Positive

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**Article 15** (freedom of association) Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

The CashBack: Connecting Through Creativity project will run group and 1:1 engagements, where children and young people will be supported and encouraged to work alongside other

young people as part of the CashBack programme. A core aspect of our project focuses on positive frameworks for relationships, where we support children and young people to develop positive relational connections with staff, peers and their families. The project will help children and young people to build confidence and key skills such as communication, collaboration and planning, where they will participate in positive, creative activities that are shared and celebrated together.

### Impact – Positive

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**Article 31** (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

The project's intention is to provide a safe, relaxing and fun environment for young people to learn and develop their personal and creative skills. Our staff will encourage participants to engage in a wide range of art and creative activities to allow them to express their feelings and develop their interests, while increasing their confidence and self-esteem. Children and young people will be encouraged to communicate to staff what activities they would like to do during their engagements. All art materials will be provided for the young people engaging in the programme to make sure there are no financial barriers to engaging in the project. Our creative practitioners will ensure sessions are always person-led and flexible to respond to individual need.

### Impact – Positive

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**Article 39** (recovery from trauma and reintegration) Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect, and social life.

The Cashback: Connecting Through Creativity Project supports children and young people who are living in areas of multiple deprivation in Aberdeen and Aberdeenshire. The project anticipates that those we are working with are more likely to have lived experience of trauma, neglect and abuse. Our organisation provides a variety of different support services including but not limited to, counselling, therapy and the new CashBack project. Avenue provides support to families and individuals across the Northeast of Scotland, with a focus on relationships, wellbeing and children. Our organisation is working towards a world in which happy, healthy people enjoy harmonious and respectful interactions in all aspects of their lives. The project aims to provide support to children and young people who have experienced trauma, supporting them to recover from difficult things that have happened to them within their personal lives. Our Cashback: Connecting Through Creativity aims to creating a safe space which promotes their dignity, health and self-respect. Children and young people's views are considered, so that we can provide and deliver the correct support required to make sure they receive the right kind of help, while keeping their best interests at heart. If a crime has been committed against a child or young person, we have rigorous child protection and safeguarding procedures in place to raise concerns about children and young people's safety and care where

there is a safeguarding or child protection concern. Anything disclosed to staff will be taken seriously and dealt with in line with our organisational procedures.

## Impact – Positive

### **3. Will there be different impacts on different groups of children and young people?**

The CashBack: Connecting Through Creativity Project is aimed at working with children and young people between the ages of 10 and 25, who live in Aberdeen and Aberdeenshire. The project does not target any specific groups of children or young people in relation to protected characteristics, apart from the age criteria. Our project has been funded to work with children and young people with one or more of the following circumstances: at risk of being involved in antisocial behaviour, offending/re-offending, living in areas of multiple deprivation and/or impacted by adverse childhood experiences and trauma. There are no competing interests between any identifiable groups of children and young people participating in the CashBack: Connecting Through Creativity Project. Each programme will be uniquely developed by our Creative Practitioners, and young people engaging in the project, so that we can tailor each programme to reach the needs of the individuals involved. The project will have a positive impact on the rights and wellbeing of all children and young people engaging in the programme. Our CashBack: Connecting Through Creativity Project will use art as a tool to build confidence, develop communication skills and create and enhance new and existing relationships.

### **4. If a negative impact is assessed for any area of rights or any group of children and young people, can you explain why this is necessary and proportionate? What options have you considered to modify the proposal, or mitigate the impact?**

We have not identified any negative impact upon the rights of any groups of children and/or young people involved in Avenue's CashBack: Connecting Through Creativity Project. We will continue to assess and monitor our project to recognise any negative impacts that may arise during the running of our project.

### **5. How will the policy/measure give better or further effect to the implementation of the UNCRC in Scotland?**

Avenue's CashBack: Connecting Through Creativity Project will be directly working with children and young people who are disadvantaged, hard-to-reach and live in areas of multiple deprivation. Our project aims to have a long-term, meaningful impact on children and young people engaging in the project. Throughout the project we intend to have

conversations with groups of young people engaging in the programme about Children's Rights, using art as a tool to inform children and young people to understand and uptake their rights.

Under Article 13 (freedom of expression) and Article 12 (respect of the views of the child) of the UNCRC, our project will encourage children and young people to find new ways to express their voice through non-verbal communication. Many people think that a literal voice is the predominant way to communicate, however our project offers an alternative through using art as a form of expression. We have seen this in practice with key workers highlighting visible changes and development with the young people's ability to express complex feelings and emotions.

Sessions are developed to support young people to improve their mental health and wellbeing, which will provide emotional support, encourage group participation in positive and meaningful activities, while also building social connections with their peers and families. Sessions are structured to be person-led and developed by each group of young people, making sure their voices are heard and their views and considerations are taken seriously. Further support can be offered to young people engaging in the project through the other services that Avenue offer.



## **6. How have you consulted with relevant stakeholders, including involving children and young people in the development of the policy/measure.**

Prior to the launch of Avenue's CashBack: Connecting Through Creativity project, discussions were undertaken in collaboration with partner organisations closely involved with children and young people we were aiming to reach. The objective was to gain an insight into the main challenges faced by the children and young people and to distinguish how the project could effectively address and support them. Given the person-led nature of this project, children and young people are regularly asked to communicate their concerns and influence the project's framework which resonates with their needs. Furthermore, we seek guidance from Avenue's Children's Voice Ambassador, working alongside our Creative Practitioners to ensure that our project protects and advocates for children's rights through direct participation in and engagement with the programme.

To strengthen our approach, we reviewed and embedded established records designed and developed by rights, participation, and youth work organisations, including but not limited to, Young Scot, the Scottish Youth Parliament and Children's Parliament. The CashBack Project has planned participation with Aberdeen Youth Movement and Aberdeen members of the Scottish Youth Parliament. This required Avenue's CashBack Team to ensure that the project adheres to established standards, emphasising the appropriateness of support structures, the quality and impact of creative sessions and making sure we have the right staff supporting both the project and the young people.

Over the course of our 3-year project, Creative Practitioners will actively engage children and young people in conversations and creative activities, which facilitate a platform for them to learn, reflect and discuss their rights. Regular updates to the Children's Rights and Wellbeing

Impact Assessment (CRWIA) will be conducted and aligned with feedback provided by participants engaged in the CashBack: Connecting Through Creativity Project. This will inform ongoing revisions and enhancements to the project, reinforcing its commitment to children's rights. Our project's development and overall structure has been crafted through an interactive consultation process involving the active input of children and young people. This approach underpins an ongoing exploration of the quality and impact of our creative sessions, showing Avenue's commitment to delivering a project that is responsive, impactful, and tailored to the evolving needs of the children and young people engaging in the project.



## 7. What evidence have you used to inform your assessment?

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| <ul style="list-style-type: none"><li>● Feedback and evaluation from partner organisations</li></ul>                             |
| <ul style="list-style-type: none"><li>● Feedback and evaluation from Creative Practitioners</li></ul>                            |
| <ul style="list-style-type: none"><li>● Feedback and evaluation from children and young people engaging in the project</li></ul> |



## 8. How will the impact of the policy/measure be monitored?

It will be the responsibility of Avenue's Creative Practitioner, Project Lead to oversee tasks such as monitoring and evaluation. They will collaborate closely with the Creative Practitioners, to ensure there is an accurate record of the impacts of all measures of the project through CharityLog. These recorded impacts are subsequently shared with stakeholders on a quarterly and annual basis. Furthermore, the Project Lead takes on the responsibility of monitoring the effects of the UNCRC policy and associated measures at service level. Regular updates on these impacts are shared with Avenue's Chief Executive, followed by projects updates through written or verbal presentations given to the organisation's Board of Trustees. As part of an ongoing assessment process, the Children's Rights and Wellbeing Impact Assessment (CRWIA) will be revisited on an annual basis.



## 9. How will you communicate to children and young people the impact of the policy/measure on their rights?

Children and young people will be informed about their rights throughout their engagement with Avenue's CashBack: Connecting Through Creativity Project. This will be achieved through discussions, creative group activities and ongoing reviews. Issues impacting upon participants up-take of their rights will be identified through building relationships and getting to know the children and young people involved with the project. At the end of their

time engaging in the project, Creative Practitioners will have developed questions for the young people to reflect upon and provide feedback to the impact that the project has had on them.

Creative Practitioners will work with children and young people to produce a child friendly version of this CRWIA. The CRWIA will be published on Avenue's CashBack: Connecting Through Creativity webpage.



All Creative Practitioners have undertaken the Scottish Government 20 minute UNCRC training tool and will renew annually for the duration of the project. The UNCRC Training Tool can be found on Avenue's Website.

**Next review date of CRWIA:** December 2024

## **10. Sign & Date**

Policy Lead Signature: Caitlin Dick                      Date: 11/12/2023

Chief Executive Signature: Cliff Watt                      Date: 11/12/2023