

Child Rights and Wellbeing Impact Assessment (CRWIA) for Barnardo's Anchor Highland Cashback Project and Head2Work through CashBack .

Strand 1 – Barnardo's HEAD2WORK

Barnardo's HEAD2WORK through CashBack will deliver an integrated personal development, health and employability focussed project, meeting the aim of diverting young people (YP) from anti-social/criminal behaviour. Our tailored activities/interventions have been co-designed with YP to address these barriers through intensive 1:1 support and an interactive 8-week programme for YP aged 14 – 21, across 6 local authority areas.

HEAD2WORK will focus on three key areas of support:

Health and Wellbeing - YP will participate in a range of activities that will promote their wellbeing. This will include a range of fun activities that will promote healthy lifestyles that will be developed in conjunction with participants. This may include group activities, mindfulness techniques, meditation sessions, healthy cooking, dance, creating films or music, and exercise.

Money Management - We will use our bespoke money management programme, developed alongside Hymens Robertson to support YP.

Personal/Skills Development - Activities will build the soft/core/vocational skills of YP and will include work placements/volunteering opportunities; CV/interview techniques; employer visits/presentations. We will offer recognised/accredited qualifications including Youth Achievement or Personal Development Awards.

Following successful graduation from HEAD2WORK, those young people progressing to a positive destination will be offered in-work support/guidance. Those young people not moving in an immediate positive destination will be offered ongoing employability support.

Delivery areas:

Aberdeen, Dundee, Highland, Edinburgh, Renfrewshire, Perth & Kinross

Age Range in relation to UNCRC requirements 15-17year olds.

Strand 2 Barnardo's The Anchor Highland CashBack Project

The Anchor Highland CashBack Project is a community-based hub in Inverness, with a targeted, assertive outreach/response team focusing on individuals subjected to exploitation aged primarily 13 to 18.

The Anchor programme will focus on three key areas of support:

Street Work - The team engage with young people through street work, building trusting relationships by identifying needs and providing information and advice. The Anchor Hub building is accessible in evenings and weekends, offering a safe space where young people receive hot food and refreshments.

Alternative Space - The Hub offers an alternative space for young people, to reduce the number of young people congregating in unsafe locations and who risk involvement in anti-social behaviours and becoming targets for criminal/sexual perpetrators. Anchor also provides telephone and text services.

A trauma informed, rights based, relational approach - This activity underpins our work with young people. By listening to them, we promote their strengths and assets and what matters to them and ensure that young people's needs are identified, and they receive timely, responsive support to reduce the risk of problems escalating and the need for increasing statutory intervention. Anchor is part of a wider Highland partnership, facilitating access to support, including education, training and employment, health services, first aid, sexual health, and Through Care, After Care Pathways.

Delivery Areas: Highlands (Specifically Inverness)

Age Range in relation to UNCRC requirements 13-18 year olds.

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

- **Definition of a child**

Article 1

- **General principles**

Article 2 non-discrimination

Article 3(1) best interest to be a primary consideration

Article 12 respect for the views of the child

- **Civil rights and freedoms**

Article 16 protection of privacy

Article 17 child's access to information, and role of mass media

- **Family environment and alternative care**

Article 39 rehabilitation and reintegration of victims of violence

- **Basic health and welfare**

Article 23 rights of disabled children

Article 24 right to health and health services

Article 26 right to social security

Article 27(1)-(3) right to adequate standard of living

- **Education, leisure and cultural activities**

Article 28 right to education

Article 29 aims of education

Article 31 right to leisure, play and participation in cultural and artistic activities

- **General measures of implementation**

Article 42 making Convention widely known

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

Article 1 Definition of a child

POSITIVE

The Head2Work and Anchor Project are targeted at 13-17 year olds and therefore participants fit within the UNCRC definition of a child. The programme and approaches to practice are specifically developed to consider the age/stage of participants enabling them to participate fully at all stages of delivery.

- **General principles**

Article 2 Non-discrimination

POSITIVE

Information on the protected characteristics of each participant is sought at referral stage and recorded within individual case records. Individual support plans established to promote equality and equity for participants with identified additional support needs. Awareness of discrimination, its impact and pathways to challenge are discussed with participants during group and individual processes. Participants have access to Barnardo's complaints process to raise dissatisfaction with any aspects of the Fit to Work programme including any issues relating to discrimination. Head2Work and Anchor Project service staff attend regular training as part of Barnardo's Equality, Diversity and Inclusion (EDI) workforce development and approaches to EDI are required to be embedded within service planning.

Article 3(1) best interest to be a primary consideration

POSITIVE

Decision making within Head2Work and Anchor Project is based upon ensuring that the best interests of programme participants is paramount. The principle of best interests is discussed with participants within the induction process and followed up routinely throughout the life of the programme. Staff attend training on children's rights to understand competing rights and the potential need to interfere specific rights to ensure that the best interest of each participant is paramount. Participants have access to individual support plans to ensure that programme targets are achieved through specific targeted interventions and support.

Article 12 Respect for the views of the child

POSITIVE

The development and embedding of participative practice is central to Head2Work and the Anchor Project. Participation is promoted via

- Group activities designed and agreed by all participants
- Development of individual learning plans designed alongside the participant and reflective of their specific needs.
- Involvement of participants within staff recruitment processes in Barnardo's.
- Engaging participants in consultation on local and national policy initiatives including within Barnardo's Scotland responses to Scottish Government consultations.
- Access to additional volunteering opportunities for participants within Barnardo's retail operations or appropriate service.
- Training for staff including active representation within Barnardo's Rights Reps network.
- Regular discussions with participants within all stages of service delivery from induction, life of the service and moving on. This includes routine reviews and evaluation.

The Head2Work and Anchor Project gives a voice to many vulnerable children and young people who may have been traditionally excluded from decision making due to their specific circumstances.

- **Civil rights and freedoms**

Article 16 Protection of privacy

NEUTRAL

Participants right to privacy is protected through compliance with Data Protection legislation and General Data Protection Regulation (GDPR). Your Data Your Rights and Privacy notices are provided, explained and agreed with children and young people during induction to the programme and revisited when required. Consent is sought when sharing information unless there is a risk to the child/young person or another person in line with Barnardo's safeguarding policy and procedures. The limits to confidentiality are discussed with each child/young person. Children and young people also have open access to their individual records held by Barnardo's. Barnardo's staff undertake training on data protection, GDPR and subject access requests.

Article 17 Child's access to information, and role of mass media

POSITIVE

Throughout their involvement in Head2Work or the Anchor Project participants have access to a wide range of information tailored to their specific circumstances. This includes information on their rights, training/volunteering/employment opportunities, personal development, mental health, impact of trauma, cultural/leisure opportunities etc. Participants are also provided with information on sources of additional support including being signposted to relevant services. Participants learn how to research and access the information that is important to them.

- **Family environment and alternative care**

Article 39 Rehabilitation and reintegration of victims of violence

POSITIVE

Barnardo's undertakes a range of training and development on becoming Trauma informed and responsive in line with Barnardo's Corporate Strategy. Individual learning and support plans are in place to identify barriers to progression for Head2Work and Anchor Project participants. Support is provided around a range of emotional issues that can impact on a child's/young person's mental health.

Participants can be referred to local partners to access counselling or other therapeutic services. Flexibility is built into the programme to enable participants to receive the required support whilst maintaining their place on the programme. Regular individual support sessions are scheduled providing participants with opportunities to highlight any ongoing concerns or barriers that may impact upon their progression.

- **Basic health and welfare**

Article 23 Rights of disabled children

POSITIVE

Barnardo's premises are assessable and reasonable adjustments can be made to uphold the rights of disabled children and young people. Individual learning and support plans are in place to ensure that individual needs are accounted for. Additional support is provided via signposting to external partner agencies. Groupwork activities can be tailored to meet the needs of disabled children and young people. Equality, Diversity and Inclusion (EDI) planning is embedded into service design. Staff have access to additional support and information from the Barnardo's Disability Network.

Article 24 Right to health and health services

POSITIVE

Participants are supported to uptake local sources of health provision via support and guidance. This can include ensuring registration with health agencies, signposting to external partners and ongoing discussions on relevant topics including emotional wellbeing and mental health.

Article 26 Right to social security

POSITIVE

Where appropriate participants are supported to uptake their entitlement to additional support/social security. This can include ensuring eligible children/young people apply for Educational Maintenance Allowance (EMA). The programme can also provide participants with allowance payments to overcome barriers that may prevent them completing the Head2Work activity.

Article 27(1)-(3) Right to adequate standard of living

POSITIVE

Information, support and guidance is available for participants covering a range of issues including housing options, money management, rights/entitlements, preparing for meeting etc. Participants can also access additional support from local partner agencies

- **Education, leisure and cultural activities**

Article 28 Right to education

POSITIVE

The two strands of Head2Work and Anchor Project have developed positive working relationships with schools within the programme locality areas. Career guidance is available to enable children/young people to make informed choices regarding transition from school. The programme helps children/young people explore further education as well as offering the opportunity to undertake recognised/accredited awards such as Youth Achievement or Employability Awards.

Article 31 Right to leisure, play and participation in cultural and artistic activities

POSITIVE

Head2Work includes activities that improve young people's mental/ physical health, e.g. mountain biking, and up to 20 hours community volunteering. Staff help children/young people to understand the importance of a healthy mind and body, and how it can have a positive impact on their ability to achieve. Alongside physical activities participants can also experience a range of cultural programmes including film making/podcasting.

- **General measures of implementation**

Article 42 Making Convention widely known

POSITIVE

Promoting children/young people's rights is embedded in the Head2Work and Anchor Project programme. Information on rights is available within induction packs in various formats taking into consideration additional needs. Children and young people have ongoing opportunities to discuss rights helping them to understand the decision-making processes impacting upon their lives. Service staff attend rights-based training and have access to a Barnardo's Rights Rep Network to share knowledge, practice and experience.

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

Children and young people aged 13-18 will be impacted by Head2Work and Anchor Project. The Head2Work programmes are aimed at supporting children and young people at transition stage from schools it is not targeted or relevant for children aged under 15. The programme is not targeted at any groups of children and or young people in relation to protected characteristics apart from the age criteria. The Head2Work programme has been funded to work with children and young people with one or more of the following social circumstances:

- at risk of being involved in antisocial behaviour, offending/re-offending.

- Who are unemployed and not in education or training.
- Living in areas of deprivation.

There are no competing interests between any identifiable groups of children or young people participating in the Head2Work and Anchor Project programme.

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?

The Head2Work and Anchor Project programme does not have any negative impact upon the rights of any groups of children and/or young people.

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

The Head2Work and Anchor Project programme works directly with children and young people who are often the most disadvantaged and easy to ignore. The programme will have a significant impact in supporting these vulnerable children and young people to understand and uptake their rights. The programme will also provide the children and young people with increased opportunities to enter into positive destinations after their transition from secondary school education.

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

Young people's participation is at the core of Barnardo's Work's approach to policy and practice. The structure of the Head2Work and Anchor Project programmes has been designed, developed and shaped through consultation with young people. A process of ongoing review and evaluation ensures that young people's views continue to ensure that the programme is rights focused and meets the individual needs of participants.

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

Feedback and evaluation with children and young people. Discussions with service staff and colleagues from the Barnardo's Children's Rights Team. Feedback from Cashback evaluations by Research Scotland.

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

Barnardo's Works Service Managers will be responsible for monitoring impact at a service level, regular updates on this will be provided to Assistant Director, especially if there is any significant change in delivery model, approach or targeted service user group. Barnardo's Scotland have introduced a Childrens Rights Self-Assessment Tool that is used to allow services to have an honest reflection on where they are in their journey towards promoting young peoples rights.

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

Young people are informed about their rights at key stages of their work with Barnardo's from the initial referral/induction discussions, groupwork activities, ongoing individual reviews and the moving on process. Issues impacting upon participants up-taking their rights are identified with individual plans established to support the participants realisation of their rights.

10. Sign & Date

Policy Lead Signature & Date of Sign Off:

Deputy Director Signature & Date of Sign Off:

