

Children's Rights and Wellbeing Impact Assessment

RUTS
RURAL & URBAN TRAINING SCHEME

**CASH
BACK**
FOR COMMUNITIES

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INTRODUCTION

Children and young people have the same human rights as adults. These are the same rights that protect everyone. They span the entire spectrum of civil, political, economic, social, cultural and environmental rights. Children and young people also have additional rights that recognise that childhood is a special, protected time, in which children must be allowed to grow, learn, play, develop and flourish with dignity.

Rural & Urban Training Scheme (RUTS) are committed to ensuring that children’s rights are supported and that we are fully aligned and compliant with the UN Convention on the Rights of the Child (UNCRC).

Our values and the way we behave are critical to the continued growth and success of RUTS. We want to I.N.S.P.I.R.E. our staff and young people to learn new skills, develop their potential and achieve their goals.

I	INNOVATIVE	Creative diverse culture encouraging and nurturing ideas.
N	NETWORKS	Connecting and building relationships.
S	SEAMLESS	Effective service delivery through joined up services and partnerships.
P	PARTICIPATIVE	Collaborating in the design and implementation of our services.
I	INCLUSIVE	We encourage diversity and welcome people from all communities.
R	RESPONSIVE	Anticipating and adapting our services to meet needs.
E	EMPOWERING	Connecting people to opportunities to reach their potential.

CHILDREN'S RIGHTS AND WELLBEING IMPACT ASSESSMENT STAGE 1: INITIAL SCREENING

RUTS Project / Programme Summary

RUTS has been an inclusive, innovative service for young people in the east of Scotland since its founding in the early 1980s.

We are responsive to the needs of young people in our communities and strive to help young people overcome barriers, enhance skills, gain qualifications and achieve their potential.

RUTS do this through using the themes of motorbikes, bicycles and general fitness to offer accredited vocational training, as well as bespoke employability and sector-specific courses.

RUTS offers tailored personal development, recognising each young person's individual needs, skills, strengths, ambitions and personalities.

We use mobile equipment to deliver our services across schools and a range of partner agencies. These collaborations continue to build positive relationships within the community and ensures we can reach the young people who will benefit most from engagement with RUTS.

What aspects of the UN Policy will affect children and young people up to the age of 18?

All aspects of RUTS services will affect children and young people i.e. cashback training, non-cashback training and employability services.

What likely impact (direct or indirect) will the UN Policy have on children and young people.

The services that RUTS provide will have both a direct, and indirect impact upon children and young people.

Which groups of children and young people will be affected?

The services that RUTS provide will affect children and young people with multiple barriers to achieving a positive destination, including those at risk of being involved in anti-social behaviour, offending / reoffending, and those who reside in communities most affected by crime.

Is a CRWIA required?

YES: RUTS have determined that our organisation, and the children we work with, would benefit from the completion of a CRWIA and the promotion of the articles, and wider promotion of its existence.

CHILDREN'S RIGHTS AND WELLBEING IMPACT ASSESSMENT STAGE 2: ASSESSMENT OF IMPACT

THE NEED FOR A CHILDREN'S RIGHTS AND WELLBEING IMPACT ASSESSMENT (CRWIA)

CRWIA is a purpose built policy and legislation impact assessment (IA) for use by Scottish Government officials, however, it can be used by anyone including public and third sector. It was launched on 15 June 2015 as part of the implementation strategy for Ministerial duties under Part 1 of the Children and Young People (Scotland) Act 2014. CRWIAs utilise both UNCRC and GIRFEC frameworks to assess the potential impact of a policy/measure on children and young people's rights and wellbeing in Scotland.

CRWIA covers individual children, groups of children, and all children up to age 18. It has been developed as an improvement approach, a tool and a published output, based on EQIA (Equality Impact Assessments). It is intended to help us champion the interests of children, as well as challenge us to think about what more we can do to place children and young people at the centre of our policies.

Ministers committed to CRWIAs as a means of delivering their children's rights duties under the 2014 Act which embeds UNCRC rights in Scottish legislation.

The reach of the UNCRC is far wider than Equalities legislation, although some categories of individuals may be covered by both, for example those with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation.

The UNCRC covers all individual children or groups of children, for example by age band or setting, or those who are eligible for special protection or assistance, e.g. pre-school children, children with additional support needs, children in hospital, children in rural areas, looked after children (children in care), young people who offend, children affected by violence, drugs or alcohol, poverty or deprivation, homelessness, victims of abuse or exploitation (trafficking, economic or sexual), child asylum-seekers or refugees.

EVIDENCE GATHERING

A range of evidence was drawn upon to establish RUTS current alignment to the UNCRC policy and establish any steps required to more closely align with UNCRC in the future.

1. **Project / course evaluations and feedback:**

- a. Start and end of programme data collection, young person referral information and course evaluation forms.

2. **Evidence from stakeholders:**

- a. Principal Guidance Teachers, Case Workers, RUTS internal staff, plus a range of online feedback from young people and school guidance will be used to establish baseline positions and plan for future service improvements and CRWIA evaluations.

3. **Evidence from children and young people:**

- a. RUTS will collect a range of information from young people, at numerous stages of the engagement process, running from six weeks to 36 weeks, dependant on type of course delivery.
- b. RUTS training teams are located on site at schools for cashback programme deliveries, so use the opportunity to collect both statistical and observational info from young people and staff.
- c. RUTS have three groups of young people per day with roughly eight youths per group able to provide immediate feedback.
- d. End of project feedback is collected and used by RUTS to re-evaluate how we undertake deliveries and establish if improvements can be made for the benefit of the young people.

4. **Any gaps in evidence?**

- a. No gaps identified.
- b. RUTS supports young people from 14 to 24 so all ages accounted for in our data collection (i.e. up to age 18 from a UNCRC perspective).
- c. Feedback is representative of a wide geographic area in which RUTS operate

5. **How has feedback and data collection influenced the RUTS service offerings:**

- a. During training sessions and at feedback collection points, young people made a series of recommendations as to how they would like to be involved and what specifics they would like to see within the course. This can vary between groups and schools, but RUTS can generally adapt parts of their deliveries to accommodate these requests without impacting on the broader course delivery outcomes.
- b. Young people are given the choice of things to do e.g. change wheels, remove engine, service breaks etc and training would focus on that particular subject area.
- c. Young people often make unreasonable or impractical requests e.g. want to ride motorbikes when they had non-working engines, or requests that may not align with RUTS Health & Safety or Risk Assessments. Once reasonable options are put to them and a compromise agreed, the young people were able to vote on activities that shaped the course of the training, ensuring that their voices were heard and that they felt engaged.
- d. Given that the RUTS SQA courses have fixed content, which is required for the qualifications, there is little deviation available on these, Cashback courses offer more flexibility as they are lighter touch in an effort to pique their interest, reengage them with education and gain a sense of whether they are interested in further education or vocational courses.

UNCRC ARTICLES

The following UNCRC Articles are enabled and promoted by RUTS, around the themes of:

- Education
- Care, Protection & Justice

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
Article 2	Non-discrimination	<p>The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.</p> <p>Staff employment screening and contractual agreements are in place to make sure that staff are vetted and trained so that each child can attend courses without discrimination, whatever their ethnicity, sex, religion, language, abilities, or any other status, whatever they think or say, whatever their family background.</p> <p>Staff who are deemed to be acting in contradiction to this could be subject to internal disciplinary action.</p> <p>Furthermore, our course induction highlights the negative implications of discrimination and the consequences of non-compliance for youth attendees and associated adults like case workers, teachers etc</p> <p>A process is in place and communicated via our training material to allow young people the opportunity to feedback anonymously on our courses, staff, or specific incidents that may take place:</p> <p>https://www.ruts.org.uk/feedback-policy</p>

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
Article 3	Best interests of the child	<p>The best interests of the child must be a top priority in all decisions and actions that affect children.</p> <p>The best interests of Young People are at the forefront of everything we undertake at RUTS. RUTS have regular interactions with our stakeholders to identify improvement opportunities, or address issues that arise over the course of our deliveries and deal with them appropriately.</p> <p>Feedback forms a critical part of how we operate, so we regularly remind and encourage attendees to provide comments on their experience on our courses.</p> <p>In terms of communication, RUTS regularly reinforce the fact that courses are helping to build confidence in Young People and that they need to be at the forefront of the decisions we make.</p> <p>There are a number of channels available for Young People to provide feedback which would benefit their peers on future courses. This helps to embed a culture of continuous improvement - which are supported by recurring internal meetings to discuss any course improvements and better serve the interests of children.</p>

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
Article 6	Life, survival and development	<p>Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.</p> <p>RUTS are funded by the Scottish Government to help children develop their full potential via our courses. RUTS aims to give them a positive push in the right direction by offering an alternative learning experience to the traditional classroom system that doesn't suit many Young People.</p> <p>RUTS can support Young People over several years, dependant on their circumstances, but we aim to get Young People moving towards a positive destination.</p>

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
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.

RUTS create an open and supportive environment on their courses, so that each young person can express their views and opinions without judgement from staff or peers. Our training staff emphasise the importance of mutual respect as part of the course induction.

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
Article 19	Protection from violence, abuse and neglect	Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

RUTS ensure that Young People are safe on our premises and at locations where we are delivering training remotely. We have a duty of care to ensure that they are protected from all forms of violence, abuse, neglect and bad treatment.

RUTS have a minimum of two staff working together to reduce the risk of incidents, whilst staff are trained in how to deal with confrontation, de-escalation and challenging behaviour.

ARTICLE No.	BRIEF DESCRIPTION	DETAILED DESCRIPTION
Article 29	Goals of education	Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

The RUTS course induction highlights AND emphasises respect for others in attendance and seeks a written agreement with the Young People regarding the level of respect and behaviour that we expect, for staff and peers. It is through mutual respect for others that we are able to deliver positive, impactful training as a starting point for reaching positive destinations.

KEY FINDINGS

Upon the completion of the RUTS CRWIA Stage 2 Assessment of Impact, we have determined that our initiatives are making a significant positive impact in alignment with the principles outlined in the United Nations Convention on the Rights of the Child (UNCRC).

RUTS are committed to providing vocational training and employability support of the highest quality to young people using innovative solutions. RUTS support is designed to engage and support a range of young people at Stages 1-4 of the employability pipeline who present multiple barriers to achieving a positive destination, including those at risk of being involved in anti-social behaviour, offending/reoffending, and those who reside in communities most affected by crime.

RUTS activities are outcome focused - centred on Employability, Skills for Work & Skills for Life – and delivered through the themes of motorbikes, bicycles and boxing/fitness. By design, young people have the chance to build confidence, develop physical and personal skills and improve their health and wellbeing. Whilst the RUTS service deliveries are consistent across the board and each Young Person is given the same opportunity, the longer lasting impact on individuals will vary dependant on the individual, their personality and their personal circumstances. This is where RUTS will use the feedback process to establish longer term positive or negative destinations of the young people and make improvements to process where feasible. The broader aim of the RUTS deliveries is to ensure that young people have their rights protected and respected.

RUTS hope to achieve their vision through mobile delivery, uniquely bringing the services to young people within their communities where support is most needed. Naturally, this supports positive engagements within these communities and encourages diversion away from criminal behaviours. RUTS youth work approach seeks to develop both personal and social development in a way in which young people choose to be involved in their own learning and in the design / development of the project.

RUTS aim to drive a culture of Continuous Improvement in all areas of our work, and only by building improvements based on attendee feedback, can we truly ensure that the UNCRC articles continue to be met to as high a standard as possible. This includes the communication of impacts of RUTS service offerings on young people and how our alignment to the UNCRC impacts positively on their lives (this includes making the CRWIA available for young person review and ensuring transparency of information that is collected for the improvement of our services and their alignment to the UNCRC).

RUTS is committed to prioritising the SHANARRI indicators in all our endeavours. We are dedicated to establishing and implementing processes that effectively document, enhance, and deliver improvements for the well-being of young individuals.

For further information regarding the Children's Rights in Scotland, please refer to the link below:

[Childrens Rights Legislation Scotland - Quick Reference Guide](#)
[Childrens Rights Wellbeing Impact Assessments CRWIA Training Tool](#)

Date of completion: 01.12.23

Approved for RUTS by Caroline Ferguson:



Annual review to be undertaken by 01.12.24

RUTS employee UNCRC training completed by 31.12.23