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1. Purpose

The purpose of this report is to outline progress on children's rights by NHS Education for Scotland (NES) during the period 2017-2020, as defined in Part 1 of the Children and Young People (Scotland) Act 2014 and our duties as a public authority.

The protection of children is integral to the protection of their human rights. The United Nations Convention on the Rights of the Child (UNCRC) is an international treaty and the first to bring all rights together - civil, political, economic, social, cultural and humanitarian. The UNCRC recognises that every child should grow up in a family with happiness, love and understanding and sets out obligations for the state to support children and their families.

Children and young people have the same human rights as adults, and these are the same rights that protect everyone. Children and young people also have additional rights that recognise childhood is a special, protected time, in which children must be allowed to grow, learn, play, develop and flourish with dignity.

2. Introduction

NHS Education for Scotland

NHS Education for Scotland (NES) is a national health board and is responsible for providing education, training, workforce development, data and technology for health and social care in Scotland. We are firmly committed to improving population health, reducing inequalities and working nationally and locally with partners to make a positive and lasting impact to the wellbeing of the people of Scotland.

Our vision at NES is supporting better rights-based quality care and outcomes for every person in Scotland through a skilled, capable and resilience health and social care workforce. We are committed to Scotland's health service values of care and compassion; dignity and respect; openness, honesty and responsibility; and quality and teamwork. These values are embedded through our ways of working, which are to always:

- Aim for excellence in education
- Be open, listen and learn
- Take responsibility and lead by example
- Respond quickly and confidently
- Look ahead and be creative
- Respect and value each other
- Work in partnership to a clear common cause

2.1. Our responsibilities

Equality, diversity and human rights are at the heart of NES and everything we do, and we clearly define commitments and actions within our policies. We fulfil our duties within Public Sector Equality Duty reporting, and in future, may consider children's rights reporting integral to this process.

Our [NES Strategy 2019-2024](#) shares a vision for a "skilled and sustainable workforce for a healthier Scotland" and a mission in "enabling excellence in health and care through education, workforce development and support". We recognise the importance of engaging meaningfully with children and young people and will take action to improve this within our organisational strategy beyond 2024.

In our [workforce plan](#) for 2019/2020 we committed and achieved the development of an [Equality and Diversity Zone](#) on Turas Learn, to provide a national platform to host and promote national Once for Scotland resources. This learning zone makes it easy to access educational resources around equality, diversity and human rights topics relevant to health and social care.

2.2 What more can we do?

We are committed to supporting the people who work in NHS Scotland and across the care sector. We will do this by providing access to training and education and integrate children's rights.

Increasingly we also support a user-centred digital infrastructure and engage opportunities to do things 'Once for Scotland' that improve the experience of the workforce. Reflecting on our progress retrospectively, we recognise our need to work more collaboratively and focus on how we use our collective resources and expertise to engage with children and young people.

3. Our progress on children's rights 2017-2020

At NES, we recognise our vital contribution through workforce education and training to promote and protect children's rights. We have included our progress aligned to the UNCRC clusters (those most applicable to our work at NES), recommended in the **Guidance on Part 1** published in 2016 by Scottish Government.

3.1 General measures of implementation

We are committed to ensuring our NES workforce and the wider health and care workforce understand the UNCRC and how to take a children's rights approach (Article 4: protection of rights – making rights real). Our NES strategic leadership team recognised the need to collaborate across our Directorates on our women, children and families work. A NES Women, Children, Young people and Families group was established in 2019, chaired by the Associate Director of the Nursing, Midwifery and Allied Health Professions (NMAHP) Directorate.



Our Women, Children, Young People and Families Group was established in 2019 with representation

across NES Directorates as a collaborative workstream. Part of the work is considering future legislation and organisational responsibilities in relation to children's rights, which are integral to the purpose and priorities of the group.

3.2 General principles of the UNCRC

We are committed to meaningful engagement with children and young people (Article 12: respect for children's views) and can evidence this through our work, a few examples are included below. We know we can do even better and will continue looking for ways to meaningfully engage and incorporate the views of children, young people and their families in our work at NES. We recognise that every child has the right to survive and develop and at their first stage of life, they require health professionals who can provide high quality evidence-based care, particularly within maternity services and in pre-hospital care.



The Carers Trust helped us involve and hear the voices of young carers, who participated in a focus group

during the development of the **Essential CAMHS resource**. In 2019, Essential CAMHS was recognised by 'triangle of care' as an example of best practice for consulting with young people and their families during its development.



SCOTTISH MATERNITY
Scottish Multiprofessional Maternity
Development Programme

Starting in 2003 and consistently responsive to national priorities, our **Scottish Multiprofessional Maternity Development Programme** (SMMDP) provides a full range of clinical skills-based courses in maternity and neonatal care.



In partnership with Public Health Scotland in 2019, NES developed **animated resources** 'Promoting Children and Young People's Mental Health and preventing Self-Harm & Suicide'. A workshop with children and young people, with the help of 3rd sector colleagues, ensured their views were represented and incorporated into the new resources. These resources will support the knowledge and skills of the health, social care and wider public sector workforce.

3.3 Violence against children

Children in Scotland have the right to be cared for and protected from harm and grow up in a safe environment where their rights and needs are respected. We all have a duty to protect children and our communities from all forms of violence (Article 19).

Through the National Trauma Training Programme, we have provided a range of resources to promote trauma informed practice and support organisations to develop their workforce and understand the impact of trauma in people's lives (Article 39: recovery and reintegration).

3.4 Family environment and alternative care

We understand the support parents and carers may require in order that they can care for their children (Article 18: responsibility of parents) and we have a range of evidence-based education to promote early intervention and positive parenting.

National priorities, policies and strategies inform our activities at NES in responding to the educational needs for our workforce, for example, following the publication of the **Mental Health Strategy** in 2017 we developed a range of **training in psychological skills** to promote early interventions for children. We recognise the needs of children and young people with care experience and our Executive Team fully engage their duties and responsibilities as corporate parents (Article 18).



FNP is a socio-educative programme based on relationships. Family Nurses and Supervisors develop self-awareness to provide the basis for a boundaried, helping and caring relationship with their client which centres on client's wellbeing to enable the client to be responsive, compassionate caregiver to their child.



Training in psychological skills to promote early interventions are available for qualified multi-disciplinary staff across agencies who work with children and young people, for example, in school settings. The resources are evidence and competency-based and aligned to GIRFEC with the training ensuring those who may not meet the criteria for CAMHS receive psychologically informed interventions.



We provide Childsmile training for dental health support workers and dental

nurses to reduce oral health inequalities and promote positive health and wellbeing outcomes for children. Our person-centred approach to education promotes partnerships with families to support their understanding to improve their child's oral health and respond in their best interests (Article 18; Article 3).



Our Psychology of Parenting Project (PoPP) started in 2013 and provides high quality evidence-based parenting interventions, primarily to support families of the 10% of 3-6-year-old children who have concerning levels of behavioural challenges. PoPP is focused on strengths-based interventions for the multi-professional and multi-sector children's workforce.

3.5 Basic health and welfare

We ensure the wider workforce in Scotland have access to evidence-based education and learning opportunities/resources to meet the health and wellbeing needs of children and young people (Article 24), including children with disabilities (Article 23). Established in 2018 through significant investment from Scottish Government, we are proud to lead the National Trauma Training Programme (NTTP). NTTP is a programme which is committed to preventing Adverse Childhood Experiences (ACEs) and to support the resilience and recovery of all children and adults affected by psychological trauma. This commitment has ensured the workforce in Scotland is supported to provide trauma-informed and trauma-responsive services.

More information is available by selecting this link to the [Transforming Psychological Trauma](#) website. We have developed a variety of resources in partnership with key stakeholders, to enhance the knowledge and skills of the workforce in relation to autism, neurodiversity, child and adolescent mental health, and perinatal and infant mental health.



The NTTP provides accessible, evidence-based trauma training resources, including a leadership development component, as well as a team of Implementation Co-ordinators to support all sectors of the workforce to embed and sustain trauma-informed practice.



We support education and evidence-based interventions for autism and neurodiversity

through the **Autism training framework**, republished in 2017, which sets out the knowledge and skills for staff at all levels to achieve key outcomes for people with autism across the lifespan. This is further supported by a **guide** and educational video for those working in health and social care in promoting positive practice for autism spectrum disorders.



Perinatal and infant mental health is a key priority for NES, with significant focus as key

contributors to the Perinatal and Infant Mental Health Programme Board since 2019. We published the **perinatal and infant mental health curricular framework** in 2018 which set the foundations for further educational developments to support the workforce in Scotland.



Essential CAMHS is an online educational resource

designed increase knowledge and understanding of factors relating to children and young people's mental health and wellbeing. The materials promote the development of knowledge, skills and attitudes which help to facilitate collaborative, safe and effective work with children, young people and families.

4. Next steps to secure better or further effect of children's rights

We considered our activities and progress on children's rights retrospectively for this 2017-2020 report and have chosen to include our most recent commitments from the 2020-2023 report. We want to make sure we do things better to secure further effect of children's rights, and this also means how we complete our reports. These next steps explain what we plan to do over the next 3-years until 2026. We have written these as simply as possible to help everyone understand them and we know including children and young people in future reports will make this even better for our next report.

- We will decide on what information we need to gather, to make it easy for everyone to see the changes and improvements we have made. This will help our understanding of anything that might stop us being able to realise children's rights.
 - » Responsible: **Equality, Diversity and Human Rights – Workforce Directorate.**
 - By: March 2024

- We will collect information about what we do now to put a plan together and to make sure we are being rights-based. We will include children and young people in these plans to help us do things better.
 - » Responsible: **NES Women, Children, Young People and Families Group.**
 - By: March 2024
- We will ask for help from colleagues who work in the 3rd sector and others about ways to include children and young people more in our work at NES, so that we can do this well.
 - » Responsible: **NES Women, Children, Young People and Families Group.**
 - By: March 2024
- We will make sure information about children's rights and wellbeing impact assessment is available for the NES workforce and to offer help to understand what this means.
 - » Responsible: **Equality, Diversity and Human Rights – Workforce Directorate.**
 - By: March 2024

- We will listen to children and young people to hear new ideas about ways we can learn, and help others learn, about children’s rights. As part of this we will think about the skills, knowledge, understanding and values that everyone working with children, young people and families should have (for example, **The Common Core**).
 - » Responsible: **NES Women, Children, Young People and Families Group**.
 - By: **March 2025**
- We will make sure we have people who work at NES who know about and understand children’s rights to help with our plans.
 - » Responsible: **NES Executive Leadership Team**
 - By: **March 2025**
- We will develop a goal and vision so that everyone knows our commitment to children’s rights and what we are going to do.
 - » Responsible: **NES Executive Leadership Team**
 - By: **March 2024**

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how we can best meet your requirements.



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