

SELF-ASSESSMENT TOOL FOR CORPORATE PARENTS



**WHO
CARES?**
SCOTLAND

EQUALITY | RESPECT | LOVE

SELF-ASSESSMENT TOOL FOR CORPORATE PARENTS



This self-assessment tool can assist your organisation in evaluating your effectiveness and reflect on areas you may wish to strengthen as a Corporate Parent.

Please have a look at the questions below and use these as a guide in your Corporate Parenting self-assessment.

RAG ratings:

Red

- More work is needed in this area
- Unmet
- No evidence of impact or effectiveness/evidence of negative impact or ineffectiveness
- (no)

Amber

- some work has been done in this area however more is needed
- Partially met
- Limited evidence of impact or effectiveness

Green

- Fully effective in this area
- Completely fulfilled
- We have evidence of the impact and effectiveness of our work in this area
- (yes)

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Best Practice			
1. Does your organisation use a wide and inclusive definition of care experience? (e.g. The term Care Experienced refers to anyone who is currently in care, or has been for any length of time, regardless of their age. this care may have been provided in a range of settings including foster care, residential care, kinship care (both with and without social work involvement), living with parent(s) and support from social worker and adoption)		N/A	
2. Does your organisation extend your Corporate Parenting duties to Care Experienced people beyond the age of 26 years old?		N/A	

Corporate Parenting plan			
1. Does your organisation have a current Corporate Parenting plan?		N/A	
2. Is your Corporate Parenting plan available on your organisational website?		N/A	
3. Is your Corporate Parenting plan explicit in how it will meet your organisation's statutory Corporate Parenting duties?		N/A	

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4. When creating your Corporate Parenting plan, how would you rate your effectiveness...

a. In engaging with the Care Experienced community in this process?

Please provide an explanation and any relevant evidence to support your rating for question (4.a).

Please explain how you will improve on the rating you have given.

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b. In engaging with other Corporate Parents?

Please provide an explanation and any relevant evidence to support your rating for question (4.b).

Please explain how you will improve on the rating you have given.

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c. In ensuring your plan is accessible to all audiences?

Please provide an explanation and any relevant evidence to support your rating for question (4.c).

Please explain how you will improve on the rating you have given.

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Understanding of Corporate Parenting			
1. Have your organisation's board and Senior Management/Leadership teams received Corporate Parenting Training in the last 3-5 years?		N/A	
2. Is e-learning on Care Experience and Corporate Parenting part of your workforce development offering for all employees?		N/A	
3. To what extent does your organisation's senior leadership team and Board have an understanding of Corporate Parenting and their duties?			
Please provide an explanation and any relevant evidence to support your rating for question (3).			

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Please explain how you will improve on the rating you have given.

4. To what extent do all staff within your organisation, regardless of their role, have an awareness of Corporate Parenting and their duties?

Please provide an explanation and any relevant evidence to support your rating for question (4).

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Please explain how you will improve on the rating you have given.

A large, empty rectangular box with a black border, intended for the user to write their response.

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Application of Corporate Parenting duties			
Duty 1 - Be alert to matters which, or which might, adversely affect the wellbeing of Care Experienced people.			
Please provide an explanation and any relevant evidence to support your rating for this duty (1).			
Please explain how you will improve on the rating you have given for this duty.			

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Application of Corporate Parenting duties			
Duty 2 - Assess the needs of Care Experienced people for the services and support you provide.			
Please provide an explanation and any relevant evidence to support your rating for this duty (2).			
Please explain how you will improve on the rating you have given for this duty.			

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Application of Corporate Parenting duties			
Duty 3 - Promote the interests of Care Experienced people.			
Please provide an explanation and any relevant evidence to support your rating for this duty (3).			
Please explain how you will improve on the rating you have given for this duty.			

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Application of Corporate Parenting duties			
Duty 4 - Provide Care Experienced people with opportunities to participate in activities designed to promote their wellbeing.			
Please provide an explanation and any relevant evidence to support your rating for this duty (4).			
Please explain how you will improve on the rating you have given for this duty.			

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Application of Corporate Parenting duties			
Duty 5 - Take action to help Care Experienced people, (a) access the opportunities you're providing, and (b) make use of services and access support available.			
Please provide an explanation and any relevant evidence to support your rating for this duty (5).			
Please explain how you will improve on the rating you have given for this duty.			

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Application of Corporate Parenting duties			
Duty 6 - Take any other action you consider appropriate to improve the way you work with Care Experienced people.			
Please provide an explanation and any relevant evidence to support your rating for this duty (6).			
Please explain how you will improve on the rating you have given for this duty.			

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Collaboration			
1. To what extent does your organisation collaborate with other Corporate Parents?			
2. Can you provide any examples of collaborative working you have engaged in with other Corporate Parents?			

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3. To what extent has this collaboration assisted you in meeting your Corporate Parenting duties?

Please provide an explanation and any relevant evidence to support your rating for this question (3).

Please explain how you will improve on the rating you have given.

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Employment			
1. Does your organisation have an established Care Experienced Colleagues Group?		N/A	
2a. As part of your recruitment process, does your organisation give applicants an opportunity to self-identify as Care Experienced to enable you to provide support throughout the application process and beyond?		N/A	
2b. When presenting this option, does your organisation provide a definition of care experience and an explanation as to why you are asking for this information from the applicant?		N/A	
3. To what extent would you consider your organisation to be a care conscious employer?			
Please provide an explanation and any relevant evidence to support your rating for this question (3).			

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Please explain how you will improve on the rating you have given.

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Additional Space

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Additional Space

If you would like to share your results with us, and discuss any support we can offer to help you on your journey, please get in touch. The Education and Engagement team at Who Cares? Scotland are funded by the Scottish Government to provide support to Corporate Parents including the delivery of bespoke live training sessions; e-learning modules, support with Corporate Parenting plans and facilitating collaboration between Corporate Parents.

To find out more about this support please contact us at:



corporateparenting@whocaresscotland.org

You can also find useful guidance documents and videos to help you on your journey on our Resource Library:



www.whocaresscotland.org/resource-library/

