**Intro**

On 1 September 2020, the UNCRC (Incorporation) (Scotland) Bill was introduced to the Scottish Parliament. The Bill will mean that children, young people, and their families will experience public authorities consistently acting to uphold the rights of all children in Scotland.

The UNCRC considers all individual children or groups of children, for example by age band or setting, or those who are eligible for special protection or assistance, inclusive of looked after children (children in care), young people who offend, children affected by violence, drugs or alcohol, poverty or deprivation, homelessness and victims of abuse or exploitation

The four general principles of the UNCRC are the guiding principles, which underpin each, and all, of the specific rights outlined in the Convention, and must be considered in every CRWIA.

 They cover:

1. Non-discrimination; Article 2
2. The best interests of the child to be a primary consideration – Article 3
3. The right to life, survival, and development – Article 6
4. The right to express their views and have them given due weight, considering their age and maturity. Article 12

**Which UNCRC Articles are relevant to our work**

Cashback Passport Polmont recognises the following articles to be relevant to our work.

Article 1 Everyone under 18 has all these rights

Article 2 You have the right to protection against discrimination.

Article 3 All adults should always do what is best for you.

Article 6 You have the right to life

Article 8 You have the right to an identity

Article 12 You have the right to an opinion and for it to be listened to and taken seriously

Article 19 You have the right to be protected from being hurt or badly treated.

Article 23 If you are disabled, either mentally or physically, you have the right to special care and education to help you develop and lead a full life.

Article 28 You have the right to education.

Article 29 You have the right to education which tries to develop your personality and abilities as much as possible and encourages you to respect other people’s rights and values and to respect the environment.

Article 32 You have the right to protection from work that is bad for your health or education.

**Assessment of the impact the project will have on children’s rights**

Article1 – Everyone under 18 has these rights

Positive. CashBack Passport Polmont is targeted to all Young People in Custody and in communities within areas surrounding Glasgow, Renfrewshire, Fife and Tayside aged 16-25. Young people 16-18 fit within the UNRC definition of a child. The programme is based on the wellbeing and attainment levels of everyone and takes into consideration the wider influences of a young person and their developmental and educational needs.

Article 2 – Protection against discrimination

Positive. CashBack Passport Polmont does not discriminate based on background or circumstances. The project will consider all young people engaging in our project as having the potential to build skills towards employment, regardless of type or length of sentence (Custody or Community). Caseworkers support young people overcome barriers. It is also important to note that staff continuously develop an understanding of the circumstances and needs of different groups of young people and the barriers that prevent equality of access to services.

Article 3 – Adults do what is best for the young person

Positive. Goal setting and individual personal development plans are an integral element of the CashBack Passport Polmont programme. On initial meeting with a young person the caseworker uses the SHANNARI toolkit. Based on the outcome, the case worker and young person agree an action plan suited to their interest and needs. We also use soft outcome measurement tools to measure progress in confidence; engagement and relationships.

Article 6 – Right to life

Positive. Caseworkers undergo ongoing CPD to support in highlighting correct procedures, and concerns regarding any young person’s Health and Wellbeing. Caseworkers are required to familiarise themselves with SPS policies and procedures, and practice these when supporting all young people in custody. They also follow wellbeing and welfare guidance for working with young people in the community.

Article 8 – Right to an Identity

Positive. All caseworkers complete and discuss an Equality and monitoring questionnaire with all new referrals – acquiring and discussing all information that is both unique and confidential to all young people. Whenever we are completing case studies or holding events where permission is required for photography or use of case study all young people complete relevant consent.

Article 12 – Respect for the Views of the Child

Positive. During the initial meeting of the young person voluntarily registering for CashBack they are shown and explained Access To industry’s privacy statement– which is inclusive of information regarding complaints procedures. CashBack implement course evaluations post Polmont Employability courses, to gain feedback from the young people and continually learn and develop our courses to continually meet the needs of the young people and ensure the young people feel valued and that their voice is being heard.

Article 19 – Right to dignity

Positive. This means they have the right to be protected from violence. As we work inclusively with all young people the CashBack caseworkers adhere to the protection of all young people. In line with SPS protocol, all young people that are invited to hear more about our service are also subject to checks to ensure they are safe to attend with others and that nothing will cause them to feel uncomfortable or their dignity jeopardised.

Article 23 – Additional Support Needs

Positive. CashBack delivery, and toolkits are designed so that all young people have effective access to and receives education, training, preparation for employment and recreation opportunities in a manner conducive to the young people achieving the fullest possible social integration and individual development. Staff are aware of a variety of neurodiverse and complex support needs and where necessary will be given further training.

Article 28 – Right to education.

Positive. Aligns clearly with CashBack’s working practice. Organisationally, we have strong working relationships with colleges and training providers to help our young people progress positively into adulthood.

Article 29 – Respect other people’s rights and values

Positive. Aligns with CashBack’s working practice. We support young people throughout their journey to further develop skills, engage in education, and widen their abilities to learn and develop.

Article 32 – Right to protection from poor working practices

Positive. Young people progress into Employment/ Education that is relevant to their needs re hrs and tasks. Progression is in place to support sustainment, and support with upcoming concerns they may have in relation to working conditions.

**different impacts on different groups of children and young people**

Access to Industry’s CashBack Passport Polmont provides a service for young people aged 16 to 25 involved within the Justice system. Our project works within HMP and YOI Polmont, that increases their employability skills prior to liberation. All young people are eligible for participation regardless of offence or length of sentence –

On liberation, the same Caseworker will support the young person in the community to access opportunities and manage disclosure of convictions.

The programme is offered to all young people serving a sentence within HMP and YOI Polmont and has a national remit. We also support young people in the community with recent or current involvement of community justice social work through a Community Sentence or diversion programme.

**Contribution to the wellbeing of children and** **young people in Scotland**

The CashBack project will help give clear and concise evidence-based knowledge in relation to achieving positive outcomes and destinations for all young people. A mixed approach was used to obtain measurable, meaningful indicators relevant to the policy-making process

This will support to cross examine our working practice and ensure that we are supporting all young people in the best way possible.

**Better or further effect to the implementation of the UNCRC in Scotland**

The service offered by CashBack Passport Polmont directly links with the “No one left behind strategy” that states Employability opportunities for all, and links with Hard Edges Report that states young people from disadvantaged backgrounds are more likely to offend. Our programme engages Young People in skills-based opportunities that reflect similar opportunities offered to their peers in the community. This ensures they have the correct skills, qualifications, and knowledge to achieve Employment opportunities on liberation reduces likelihood of re-offending

**Evidence used to inform our assessment**

Evidence used to inform assessment of CashBack Passport Polmont project.

* Equalities and Monitoring framework
* SHANNARI Wellbeing indicator
* SMART Goal setting and Personal Development plans
* Polmont programme evaluations
* Case studies
* Partnership working with SPS and specialist agencies

**What stakeholders we have consulted with**

Consulting with relevant stakeholders is an integral element of supporting young people both within SPS and in the community

* All relevant stakeholders within the young person’s support
* Young people

**How we have involved children and young people in the development of our project**

* Completion of evaluations at the end of each training
* SHANARRI Wellbeing baseline and reviews
* Person – centred support