



Child Rights and Wellbeing Impact Assessment (CRWIA) for includem - ADAPT for Cashback

Includem's **ADAPT for Cashback service** provides support to young people and their families who are:

- aged 10 to 15; and
- on the periphery of offending and at risk of being involved in anti-social behaviour; and
- living in West Dunbartonshire, an area adversely affected by high rates of poverty, unemployment, addiction, domestic abuse and crime

ADAPT for CashBack takes an early intervention approach to supporting young people most at risk of offending or of entering the justice system. Staff work with them to reduce risk taking behaviour and offending and achieve positive destinations. The project assists young people to:

- recognise their triggers for offending behaviour,
- develop positive links and relationships with their family and in their community
- build their self-esteem and confidence which are known to reduce the risk of continuing offending behaviour.

ADAPT aims are:

- The project will promote sustained self-esteem and confidence for young people and their families, mitigating the potential impact of trauma experienced up to that point.
- Young people will be supported in the development of consequential thinking which enables them to make positive decisions and become a valued part of the community.
- Young people will be supported to recognise their triggers for offending behaviour and through building their self-esteem, empathy and confidence reduce the risk of continuing offending behaviour.
- Parents and carers will be supported in developing their relationship with the young person, therefore further reducing the risk of continuing offending.
- Provision of whole family support to develop nurturing relationships and overcome difficulties and challenges which get in the way.
- Includem ADAPT for CashBack will work alongside Education, Police Scotland, Social Work statutory services and community-based partners.

Hereafter ADAPT for CashBack will be referred to as ADAPT.



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

- **General measures**

Article 4 implementation obligations

Article 42 making Convention widely known

- **Definition of a child**

Article 1

- **General principles**

Article 2 non-discrimination

Article 3 best interest to be a primary consideration

Article 6 the right to life, survival and development

Article 12 respect for the views of the child

- **Civil rights and freedoms**

Article 7 right to name, nationality and to know and be cared for by parents

Article 8 preservation of child's identity

Article 13 freedom of expression

Article 14 freedom of thought, conscience and religion

Article 15 freedom of association and peaceful assembly

Article 16 protection of privacy

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

Article 37(a) right not to be subjected to torture or other cruel, inhuman or degrading treatment or punishment

- **Family environment and alternative care**

Article 5 parental guidance and child's evolving capacities

Article 18(1) and (2) parental responsibilities and State's assistance

Article 9 separation from parents

Article 10 family reunification

Article 27(4) recovery of maintenance for the child

Article 20 children deprived of their family environment

Article 21 adoption

Article 25 periodic review of placement and treatment

Article 19 protection from all forms of violence

- **Basic health and welfare**

Article 18(3) support for working parents

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

- **Special protection measures**

B. Children involved with the system of administration of juvenile justice

Article 40 administration of juvenile justice

Article 37(a) prohibition of capital punishment and life imprisonment

Article 37(b)-(d) restriction of liberty

C. Children in situations of exploitations

Article 32 child labour

Article 33 drug abuse

Article 34 sexual exploitation

Article 36 other forms of exploitation

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

General measures

Article 4 and Article 42 – Making rights real

POSITIVE

As a rights respecting organisation includem are committed to advocating for Children, Young People & Families with other services, including statutory bodies such as education and the Department of Works and Pensions. Includem's policy influencing work, particularly about school exclusion, ensures that the voice and experience of the children and young people ADAPT support is amplified at decision making levels to ensure that the Government can fulfil its obligation under Article 4 to make rights real and ensure that all children can enjoy the rights under UNCRC. As part of this work the ADAPT staff actively discuss children's rights with children, young people, families and schools.

Definition of a child

Article 1

POSITIVE



The project works with children aged 10 - 15 so falls within Article 1 - definition of a child. The project is only open to this age group; however, ADAPT will continue to support them if they turn 16, during support. The programme and approaches are specifically developed to respond to the strengths and challenges of the age and stage of development of the children and young people to best meet their needs.

General principles

Article 2 – non-discrimination.

POSITIVE

Protected characteristics form is completed with all children and young people at the beginning of support and recorded appropriately. All children and young people receive a welcome pack that includes a consent form which includes a commitment from ADAPT to respect them and uphold their rights and provides our complaints procedures in an accessible form. Children and young people are provided with several ways to complain which meets their learning and communication styles and are encouraged to voice any concerns, including issues relating to communication. Our practice is non-judgemental and ADAPT will not refuse a referral on grounds of race, gender, ethnicity, sexuality or any other protected characteristic.

Article 3 – best interests of the child

POSITIVE

Includem and the staff from ADAPT are committed to ensuring that any decisions made for and on behalf of the children and young people are in their best interests. Young people are involved in the decision-making process. It is their personal support plan, and they determine what it is that they want to work on and how. They regularly review their support plan to ensure that it continues to be right for them. From the very start of our involvement, they are told that they will never have to do something they do not want to do. Project staff use a range of tools and processes such as the use of Support and Supervision and assessment tools to ensure that staff have the opportunity to reflect on the support they provide to ensure that it is in the best interests of the child. The ADAPT project is all about supporting whole families to keep families together in line with #KeepThePromise; where children are safe in their families and feel loved they must stay. ADAPT provide whole family support, underpinned by the Solihull Approach. Staff advocate for young people with their parents and other services to support everyone to make the decisions in the best interests of the child. This includes facilitating or asking for school meetings and meetings with other people/services supporting the child.



Article 6 – Life, survival and development

POSITIVE

ADAPT for CashBack work with children and young people who engage in activities which can pose a risk to their health and safety. Our practitioners' toolkit, A Better Life has specific modules and exercises which support staff to talk to children and young people about the risks and challenges they experience and what measures can be taken by them and others to ensure that they are safe and develop in the best possible way. For example, recently several of the young people were engaging in fire raising activity and staff worked in partnership with the Fire Service work to deliver groupwork which supported the children and young people to address risks and develop consequential thinking.

Article 12 – Respect of children's views

POSITIVE

The ADAPT for CashBack project is committed to supporting children and young people to give their views on the issues that affect them and to ensuring that these views are listened to by includem, other organisations and decision makers. This includes seeking children and young people's consent throughout their involvement, supporting the children and young people to develop their support plan and providing appropriate challenge to the children and young people where their views are considered to be detrimental to theirs or others wellbeing. Equally what they say stays with the worker unless they want them to share it, or it is a risk or safety concern. ADAPT ensure every child and young person understands informed consent about what is shared, with who and what impact it could have. The project listens to young people about what they want to work on and improve, including supporting them to achieve a Dynamic Youth Award by setting their challenge and receiving recognition when they achieve it. Children and young people are supported to give their views through a variety of means to influence Local Authority, Scottish Government and other stakeholders' decision makers. Includem's procedures are given to children and young people at the point of introduction and are revisited throughout their involvement with the project. Includem are currently improving our coproduction processes to ensure children and young people are at the heart of our service development, improvement and design, this includes working with children and young people currently receiving support from ADAPT for CashBack to develop new service specific welcome packs. Children and young peoples views are consistently included in service development and improvement.

Civil rights and freedoms



Article 7 & 8 – Right to a name, nationality and identity

NEUTRAL

Includem work with children and young people to support their development of identity in all its forms. Our practitioners' toolkit 'A Better Life' supports this through modules which includes This is My Life. However, currently our information recording system does not support name and gender changes or to highlight preferred pronouns. There are work arounds to this but includem are actively working to make changes to the system to ensure the ability to make these changes to be respectful of the child or young person's identity and ensure they can access this right.

Article 13 – Share thoughts freely

POSITIVE

The ADAPT for CashBack project work with children and young people in ways that support their learning and communication styles to ensure that they are all able to share their thoughts freely and in a way that works best for them. This includes our coproduction work on the welcome pack which will ensure that key documents and processes that support voice are designed by children and young people to best support their contribution. Staff listen to young people about what they want to work on and improve. ADAPT and the wider includem workforce support children and young people to give their views through a variety of means including surveys and focus groups.

Article 14 – Freedom of thought and religion

POSITIVE

ADAPT work with children, young people and families to support young people to choose, develop and articulate their own thoughts, opinions and religion. The project's whole family support model includes the Solihull Approach which supports parents to work with their children to develop and express their thoughts and views. Includem are non-discriminatory and work with all children and young people regardless of their views and beliefs.

Article 15 – Setting up or joining groups

POSITIVE



A key part of our service is to link young people and families into activities, groups and organisations in their community that can support them during and beyond their support from ADAPT. Financial assistance is provided to children and young people if this presents a barrier to their involvement in groups. Staff have developed a groupwork programme to support children and young people to be part of groups to explore things of interest to them.

Article 16 – Right to privacy

POSITIVE

Includem's policies, procedures and practices are robust in respecting children and young people's right to privacy. An example is our social media policy and accompanying training ensures that children and young people's identities are concealed and posts are only done with the explicit permission of the child or young person involved. ADAPT staff use their role as advocates for children's rights to challenge other agencies to protect information and privacy particularly where the project is working with children who know each other. All participation work is anonymised to protect the YP.

Article 17 – Right to information

POSITIVE

Includem and the ADAPT project have robust policies to support digital inclusion through purchasing equipment, data etc. so they are available to any child or young person from the very start of their involvement with the project. The welcome pack outlines children's right access to information that includem holds about them and for them. Staff work with other services to ensure children and young people have access to the information they need. As part of includem's risk enablement policies and practices we provide information to Children, Young People & Families about how to keep safe online, parental responsibilities and other necessary skills to keep themselves and others safe.

Family environment and alternative care

Article 5 – Family guidance as children develop

POSITIVE

ADAPT is a multigenerational project, which includes designated time with parents and carers. These support visits are informed by includem's family module of A Better Life and the Solihull approach. By supporting the whole family, workers are able to reassure and foster sense of normality about family routines and child and



teenage development. ADAPT's support planning process encourages children, young people and families to take control and make their own decisions, including guiding their children when needed and encouraging independence of decision making. Children and young people are supported to make better decisions through guidance and supporting their parents.

Article 18 – Responsibility of parents

POSITIVE

ADAPT's whole family support challenges parents to be more responsible and to consider different points of view that their children might have. As an early intervention service, staff can sometimes be the ones to identify additional need or risk in families which results in seeking additional support for the family. The project seeks to ensure that parents have the skills and confidence needed to bring up their child and to consider what is best for them. Where children or young people live between their parents, staff work with both parents to ensure the child or young person receives consistency of care and guidance.

Article 9 – Keeping families together

POSITIVE

ADAPT provides a whole family approach which includes family work and mediation. Staff work with separated parents to ensure continuity of relationships and consistency of care and guidance. The project is committed to keeping families together and work with children, young people and families to prevent escalation to social work. Includem has robust child protection procedures to raise concerns about children and young people's safety and care where there is a safeguarding or child protection concern and we work with the whole family to take steps to ensure the ongoing safety of the child or young person, which includes using restorative practices and Solihull approaches to repair relationships. The project supports sibling and parent relationships where children are not living with them. Workers have prevented family breakdowns through taking a whole systems approach to support including working to secure better housing and finances.

Article 10 – Contact with parents across countries

POSITIVE

ADAPT has supported young people to maintain contact with parents living in England by providing them with digital equipment, phones, data and minutes. The



project has the capacity to support digital and phone contact regardless of where the parent stays.

Article 27 – Food, clothing, a safe home

POSITIVE

Includem and the ADAPT project have robust organisational practices to address the impact of poverty and deprivation. Project staff undertake budgeting work and broker in specialist debt and money advice to ensure families have the ability and means to provide their children with the food, clothing and safe home they need to thrive. ADAPT works in close partnership with other agencies to access grants and funds to support families. This includes housing support and supporting reduction in rent arrears and other debts. Includem have undertaken research and policy work on poverty that children, young people and families supported by ADAPT have been involved in in order to influence the Government's Child Poverty Plan and policies. ADAPT has access to includem's Young Person's Fund to provide a cash first approach to mitigate immediate need. Staff support families to access food banks, clothing banks and toy banks where needed. Children, young people and families supported by ADAPT have contributed to consultation responses on poverty, including the recent consultation on the plan to end food banks as the first response to food insecurity.

Article 25 – Review of a child's placement

POSITIVE

While this is not a common occurrence for the project due to the early intervention focus, there have been occasions when children and young people the project supports have moved into children's home or residential schools. Where this has happened, workers have advocated on their behalf and provided practical support to ensure continuity of relationships with family, friends and their community.

Article 21 – Children who are adopted

NEUTRAL

Again, this is not a common occurrence given early intervention focus, but an adopted child has recently been referred for support by the project. Staff have good relationships with statutory services to support the family's need and they are aware of legal corporate parenting responsibilities and rights of the child.

Article 19 – Protection from Violence



POSITIVE

Includem and ADAPT have robust Safeguarding and Child Protection policies and procedures to ensure children are protected from violence. This includes considering risks from both within and outwith the family. The whole family support offered means workers are frequently in family homes and able to identify need and risk when it arises. Staff provide support and intervention, and report concerns to partners including Social Work, Education and Police.

Basic health and welfare

Article 24 – Health, water, food, good environment

Article 26 – Social and economic help

POSITIVE

The ADAPT staff have a good working relationship with local agencies such as Working4U, based in Dumbarton which they use to good effect to access grants and financial support to make the children and young people's home environment more comfortable. The project has access to includem's Young Person's Fund and external funding such as Barclay's 100x100 to provide financial support for food, fuel, uniform banks, housing arrears etc. Project staff advocate for families with housing to promote or prevent housing moves or to improve home conditions through repairs. Parents are provided debt support and financial counselling to sustain their environment to achieve best outcomes for their children.

Project staff use includem's A Better Life module on health and wellbeing to support children and young people's health development. The project supports children and young people to access health appointments, including mental health and educational psychology appointments. This can include advocating for children and young people to achieve referrals to these services.

ADAPT is committed to ensuring long term support is in place before children and young people move on from our support to ensure changes achieved are sustained.

Organisational policy and participation work around poverty and improving situations for families also has a direct impact on health outcomes.

Article 23 – Children with disabilities

POSITIVE



Many of the young people referred to ADAPT have additional support needs, including Autism and Attention Deficit Hyperactivity Disorder. There is no discrimination in relation to referral eligibility. The project's commitment to co-production of support plans with children and young people ensures that their care plan and delivery is adapted to meet individual needs, including those that result from disability. ADAPT is community based and staff support children and young people to access appropriate support in their community in line with their needs and wants.

Education, leisure, and cultural activities

Article 28 & Article 29 – Access to education & Aims of education

POSITIVE

75% of the referrals to the project come from schools and the intervention supports learning as well as desistence from offending behaviour. Many of children and young people are not accessing education and the project staff advocate on their behalf to achieve appropriate educational input. Staff have helped children and young people to re-enter education, access school on a full-time basis from a part-time timetable and access alternative forms of education that meets their needs better. Staff also mitigate other barriers to accessing education such as those created by the cost of the school day.

During periods of home learning, including periods of required self-isolation includem have provided access to digital devices and stationery to access learning. This also assists home learning and homework completion which supports better education attainment for children and young people.

On an individual level, project staff attend school meetings to advocate for children and young people, provide support in the mornings to ensure attendance at school and provide in-school support to break up the child or young person's day or to encourage them to stay in school. On a national level, children and young people supported by ADAPT participated in includem's schools' experience research, which has been supported by Education Scotland to make changes across Scottish schools.

Children and young people achieve Dynamic Youth Awards for the work they do with the project which supports their wider attainment. The support plans developed with children and young people ensures that they are linked into new opportunities to develop their talents and abilities again supporting their wider attainment.



Article 31 – Rest, Play, Culture, Arts.

POSITIVE

ADAPT provides children and young people with opportunities to engage in events, clubs, and facilities in their community. Children and young people are provided with leisure and play equipment through includem's Young Person's Fund and other externally accessed funds. They are supported along to clubs and events. They are provided with any material goods they may need to participate; such ADAPT accessing clothes, shoes and a life membership to a dance school.

Children, young people and families supported by ADAPT participated in includem's [Voices](#) research. In this research they identified an absence of activities in the local area which has been used by the policy and participation team to influence decision makers at local and national levels.

Special Protection measures

B. Children involved with the system of administration of juvenile justice

Article 40 – Children who break the law

POSITIVE

The ADAPT project works with children and young people who are on the periphery of offending, involved in anti-social behaviour or who have come to the attention of Early and Effective Intervention services. Children and young people are supported to desist from offending and risky behaviour through completion of focussed work using A Better Life. This helps to divert children and young people from the Criminal Justice System. For those children and young people already in the system, the project staff support them and advocate on their behalf to ensure that decisions are made quickly and in their best interests.

C. Children in situations of exploitation

Articles 32, 33, 34, 35 and 36 –

POSITIVE

Includem and the ADAPT project recognise that children who cause harm are often the ones who have been harmed and those engaging in risky or offending behaviour often undertake these behaviours due to exploitation. ADAPT workers work with



children and young people using a contextualised safeguarding approach to develop a care plan which addresses these risks and challenges.

Staff work with children and young people to develop future plans, to refer them for specialist support where required in relation to alcohol and drug misuse, work with the Youth Engagement Officers to identify and address risks. The workers get to know the children and young people personally and become someone for them to confide in. This combined with work with the whole family ensures that concerns in relation to exploitation are identified and addressed in a timely manner through completion of A Better Life modules on health and safety, including consequential thinking and decision making.

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

Only children and young people aged 10-15 and at risk of offending in West Dunbartonshire will be directly impacted by ADAPT as the project aims to support only those on the periphery of offending or at risk of becoming involved in anti-social behaviour. As the project was developed to divert children and young people away from the youth justice system the referral process is targeted, or not relevant for children aged under 10 and 16 or over. The programme is not targeted at any groups of children and or young people in relation to protected characteristics apart from the age criteria. ADAPT has been funded to work with children, young people and their families with the following social circumstances:

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

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?

ADAPT may have a negative impact of the rights of non-binary or trans young people due to our current information management system. This system is currently being updated and action will be taken to ensure that changes are made to ensure non-binary and trans children and young people access their right to their name and identity. ADAPT does not have any negative impact upon the rights of any other 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?

ADAPT works directly with children and young people who are often the most disadvantaged and least heard. The project will have a significant impact in supporting these children and young people to understand and uptake their rights.



The programme will also provide the children and young people with increased opportunities to engage positively in their community and to make better relationships within their family and neighbourhoods.

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 includem's approach to policy and practice with one of the strategic objectives being *ensuring children's rights are protected through direct participation and engagement and by amplifying their voices to influence national, local and organisational decision making.*

Feedback is continually sought from children and young people to revise and improve the ADAPT project and to ensure that it continues to be rights respecting. Children and young people develop their own support plans which ensures that it meets the needs of each child and young person. Workers speak to children and young people about their rights and involve them in consultations about areas in their life which impinge on the realisation of their rights.

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

Feedback and evaluation with children and young people undertaken both internally and externally. Children and young people's involvement in research and policy projects. Discussions with service staff and colleagues from includem's Participation Team.

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

Includem's Head of Services will be responsible for monitoring impact at a service level, regular updates on this will be provided to Head of Research, Policy and Participation, especially if there is any significant change in delivery model, approach or targeted service user group. This will be captured in our quarterly reports to Inspiring Scotland. The external evaluator of the project will also consider the project impact on accessing rights as part of their overall evaluation of the project.

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

Children and young people are informed about their rights throughout their work with the ADAPT project. Issues impacting upon participants rights are identified within individual plans, at a service level and at an organisational level. Includem have established process to support the participants realisation of their rights and to ensure that their voices are amplified to achieve change at an organisational, local and national level.



Project workers will work with children and young people to produce a child friendly version of this CRWIA.

The CRWIA will be published on includem's website.

10. Sign & Date

Head of Service Signature & Date of Sign Off: **28/01/2022**



Head of Research, Policy and Participation Signature & Date of Sign Off: **28/01/2022**

