Child Rights and Wellbeing Impact Assessment (CRWIA) for Barnardo’s Fit for Work through Cashback.

An 8 week interactive and bespoke employability programme available in 7 local authority areas. It will provide intensive 1:1 mentoring and group work to those young people furthest from the work force, in particular those

* at risk of being involved in antisocial behaviour, offending/re-offending.
* Who are unemployed and not in education or training.
* Living in areas of deprivation.

The project includes:-

* **Engagement**: Assertive outreach engagement. Young people will be assigned an employability mentor who will assess them and provide guidance to ensure a relationship is established that underpins the young person’s outcome progress. The mentor will provide consistent support throughout programme delivery.
* **Health/Wellbeing fitness**: Barnardo’s will deliver activities that improve young people’s mental/ physical health, e.g. Cycling, Creative Activities, and up to 15 hours community volunteering. Activities will link to employability skills e.g. team building. Outcomes achieved: young people will develop physical and personal skills; and their wellbeing is improved.
* **Financial fitness**: young people will be supported to better understand their personal finances to: maximise income, recognise the benefits of work, and how to budget for household costs; they can also achieve Personal Money Management award Outcomes achieved: Young people build their capacity and confidence.
* **Fit to compete for work**: bespoke employability activities to build young people’s soft, core and vocational skills, including: work tasters, CV/ interview techniques, exploring further education, employer visits and presentations. It will include recognised/ accredited award such as: Personal Development Award or Dynamic Youth Award.
* **Graduation/ post-programme support**: young people will have an award ceremony. Those progressing to positive destinations will be offered additional in-work support/ guidance. Those that do not will be offered aftercare employability support.

**Delivery areas:**

Aberdeen, Dundee, Highland, Edinburgh, Renfrewshire, North Ayrshire, Moray, Perth & Kinross

**Age Range in relation to UNCRC requirements** 15-17year olds.

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

* **Definition of a child**

[Article 1](https://www.unicef-irc.org/portfolios/crc.html#art)

* **General principles**

[Article 2](https://www.unicef-irc.org/portfolios/crc.html#art2) non-discrimination  
[Article 3(1)](https://www.unicef-irc.org/portfolios/crc.html#art3) best interest to be a primary consideration  
[Article 12](https://www.unicef-irc.org/portfolios/crc.html#art12) respect for the views of the child

* **Civil rights and freedoms**

[Article 16](https://www.unicef-irc.org/portfolios/crc.html#art16) protection of privacy  
[Article 17](https://www.unicef-irc.org/portfolios/crc.html#art17) child's access to information, and role of mass media

* **Family environment and alternative care**

[Article 39](https://www.unicef-irc.org/portfolios/crc.html#art39) rehabilitation and reintegration of victims of violence

* **Basic health and welfare**

[Article 23](https://www.unicef-irc.org/portfolios/crc.html#art23) rights of disabled children  
[Article 24](https://www.unicef-irc.org/portfolios/crc.html#art24) right to health and health services  
[Article 26](https://www.unicef-irc.org/portfolios/crc.html#art26) right to social security  
[Article 27(1)-(3)](https://www.unicef-irc.org/portfolios/crc.html#art27) right to adequate standard of living

* **Education, leisure and cultural activities**

[Article 28](https://www.unicef-irc.org/portfolios/crc.html#art28) right to education  
[Article 29](https://www.unicef-irc.org/portfolios/crc.html#art29) aims of education  
[Article 31](https://www.unicef-irc.org/portfolios/crc.html#art31) right to leisure, play and participation in cultural and artistic activities

* **General measures of implementation**

[Article 42](https://www.unicef-irc.org/portfolios/crc.html#art42) making Convention widely known

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

* **Definition of a child**

[Article 1](https://www.unicef-irc.org/portfolios/crc.html#art)

**POSITIVE**

The Fit for Work programme is targeted at 15-17year olds and therefore participants fit within the UNCRC definition of a child. The programme and approaches to practice are specifically developed to consider the age/stage of participants enabling them to participate fully at all stages of delivery.

* **General principles**

[Article 2](https://www.unicef-irc.org/portfolios/crc.html#art2) non-discrimination

**POSITIVE**

Information on the protected characteristics of each participant is sought at referral stage and recorded within individual case records. Individual support plans established to promote equality and equity for participants with identified additional support needs. Awareness of discrimination, its impact and pathways to challenge are discussed with participants during group and individual processes. Participants have access to Barnardo’s complaints process to raise dissatisfaction with any aspects of the Fit to Work programme including any issues relating to discrimination. Fit for Work service staff attend regular training as part of Barnardo’s Equality, Diversity and Inclusion (EDI) workforce development and approaches to EDI are required to be embedded within service planning.

[Article 3(1)](https://www.unicef-irc.org/portfolios/crc.html#art3) best interest to be a primary consideration

**POSITIVE**

Decision making within Fit for Work is based upon ensuring that the best interests of programme participants is paramount. The principle of best interests is discussed with participants within the induction process and followed up routinely throughout the life of the programme. Staff attend training on children’s rights to understand competing rights and the potential need to interfere specific rights to ensure that the best interest of each participant is paramount. Participants have access to individual support plans to ensure that programme targets are achieved through specific targeted interventions and support.

[Article 12](https://www.unicef-irc.org/portfolios/crc.html#art12) respect for the views of the child

**POSITIVE**

The development and embedding of participative practice is central to Fit for Work through Cashback. Participation is promoted via

* Group activities designed and agreed by all participants
* Development of individual learning plans designed alongside the participant and reflective of their specific needs.
* Involvement of participants within staff recruitment processes in Barnardo’s.
* Engaging participants in consultation on local and national policy initiatives including within Barnardo’s Scotland responses to Scottish Government consultations.
* Access to additional volunteering opportunities for participants within Barnardo’s retail operations or appropriate service.
* Training for staff including active representation within Barnardo’s Rights Reps network.
* Regular discussions with participants within all stages of service delivery from induction, life of the service and moving on. This includes routine reviews and evaluation.

The Fit for Work programme gives a voice to many vulnerable children and young people who may have been traditionally excluded from decision making due to their specific circumstances.

* **Civil rights and freedoms**

[Article 16](https://www.unicef-irc.org/portfolios/crc.html#art16) protection of privacy

**NEUTRAL**

Participants right to privacy is protected through compliance with Data Protection legislation and General Data Protection Regulation (GDPR). Your Data Your Rights and Privacy notices are provided, explained and agreed with children and young people during induction to the programme and revisited when required. Consent is sought when sharing information unless there is a risk to the child/young person or another person in line with Barnardo’s safeguarding policy and procedures. The limits to confidentiality are discussed with each child/young person. Children and young people also have open access to their individual records held by Barnardo’s Works. Barnardo’s Work staff undertake training on data protection, GDPR and subject access requests.

[Article 17](https://www.unicef-irc.org/portfolios/crc.html#art17) child's access to information, and role of mass media

**POSITIVE**

Throughout their involvement in Fit for Work through Cashback participants have access to a wide range of information tailored to their specific circumstances. This includes information on their rights, training/volunteering/employment opportunities, personal development, mental health, impact of trauma, cultural/leisure opportunities etc. Participants are also provided with information on sources of additional support including being signposted to relevant services. Participants learn how to research and access the information that is important to them.

* **Family environment and alternative care**

[Article 39](https://www.unicef-irc.org/portfolios/crc.html#art39) rehabilitation and reintegration of victims of violence

**POSITIVE**

Barnardo’s Works undertakes a range of training and development on becoming Trauma informed and responsive in line with Barnardo’s Corporate Strategy. Individual learning and support plans are in place to identify barriers to progression for Fit for Work participants. Support is provided around a range of emotional issues that can impact on a child’s/young person’s mental health. Participants can be referred to local partners to access counselling or other therapeutic services. Flexibility is built into the programme to enable participants to receive the required support whilst maintaining their place on the programme. Regular individual support sessions are scheduled providing participants with opportunities to highlight any ongoing concerns or barriers that may impact upon their progression.

* **Basic health and welfare**

[Article 23](https://www.unicef-irc.org/portfolios/crc.html#art23) rights of disabled children

**POSITIVE**

Barnardo’s Work premises are assessable and reasonable adjustments can made to uphold the rights of disabled children and young people. Individual learning and support plans are in place to ensure that individual needs are accounted for. Additional support is provided via signposting to external partner agencies. Groupwork activities can be tailored to meet the needs of disabled children and young people. Equality, Diversity and Inclusion (EDI) planning is embedded into service design. Staff have access to additional support and information from the Barnardo’s Disability Network.

[Article 24](https://www.unicef-irc.org/portfolios/crc.html#art24) right to health and health services

**POSITIVE**

Participants are supported to uptake local sources of health provision via support and guidance. This can include ensuring registration with health agencies, signposting to external partners and ongoing discussions on relevant topics including emotional wellbeing and mental health.

[Article 26](https://www.unicef-irc.org/portfolios/crc.html#art26) right to social security

**POSITIVE**

Where appropriate participants are supported to uptake their entitlement to additional support/social security. This can include ensuring eligible children/young people apply for Educational Maintenance Allowance (EMA). The programme can also provide participants with allowance payments to overcome barriers that may prevent them completing the Fit for Work programme.

[Article 27(1)-(3)](https://www.unicef-irc.org/portfolios/crc.html#art27) right to adequate standard of living

**POSITIVE**

Information, support and guidance is available for participants covering a range of issues including housing options, money management, rights/entitlements, preparing for meeting etc. Participants can also access additional support from local partner agencies

* **Education, leisure and cultural activities**

[Article 28](https://www.unicef-irc.org/portfolios/crc.html#art28) right to education

**POSITIVE**

Fit for Work has developed positive working relationships with schools within the programme locality areas. Career guidance is available to enable children/young people to make informed choices regarding transition from school. The programme helps children/young people explore further education as well as offering the opportunity to undertake recognised/accredited awards such as Youth Achievement or Employability Awards.

[Article 31](https://www.unicef-irc.org/portfolios/crc.html#art31) right to leisure, play and participation in cultural and artistic activities

**POSITIVE**

Fit for Work includes activities that improve young people’s mental/ physical health, e.g. mountain biking, and up to 20 hours community volunteering. Staff help children/young people to understand the importance of a healthy mind and body, and how it can have a positive impact on their ability to achieve. Alongside physical activities participants can also experience a range of cultural programmes including film making/podcasting.

Article 31 – group activities, active and also cultural, filming, pod casting etc

* **General measures of implementation**

[Article 42](https://www.unicef-irc.org/portfolios/crc.html#art42) making Convention widely known

**POSITIVE**

Promoting children/young people’s rights is embedded in the Fit for Work programme. Information on rights is available within induction packs in various formats taking into consideration additional needs. Children and young people have ongoing opportunities to discuss rights helping them to understand the decision-making processes impacting upon their lives. Service staff attend rights-based training and have access to a Barnardo’s Rights Rep Network to share knowledge, practice and experience.

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

Children and young people aged 15-17 will be impacted by Fit for Work through Cashback. As the programme is aimed at supporting children and young people at transition stage from school it is not targeted or relevant for children aged under 15. The programme is not targeted at any groups of children and or young people in relation to protected characteristics apart from the age criteria. The Fit for Work programme has been funded to work with children and young people with one or more of the following social circumstances:

* at risk of being involved in antisocial behaviour, offending/re-offending.
* Who are unemployed and not in education or training.
* Living in areas of deprivation.

There are no competing interests between any identifiable groups of children or young people participating in the Fit for Work programme.

# 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?

The Fit for Work programme does not have any negative impact upon the rights of any 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?

The fit for Work programme works directly with children and young people who are often the most disadvantaged and easy to ignore. The programme will have a significant impact in supporting these vulnerable children and young people to understand and uptake their rights. The programme will also provide the children and young people with increased opportunities to enter into positive destinations after their transition from secondary school education.

# 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 Barnardo’s Work’s approach to policy and practice. The structure of the Fit for Work programme has been designed, developed and shaped through consultation with young people. A process of ongoing review and evaluation ensures that young people’s views continue to ensure that the programme is rights focused and meets the individual needs of participants.

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

Feedback and evaluation with children and young people. Discussions with service staff and colleagues from the Barnardo’s Children’s Rights Team

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

Barnardo’s Works Service Managers will be responsible for monitoring impact at a service level, regular updates on this will be provided to Assistant Director, especially if there is any significant change in delivery model, approach or targeted service user group.

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

Young people are informed about their rights at key stages of the Fit to work programme from the initial referral/induction discussions, groupwork activities, ongoing individual reviews and the moving on process. Issues impacting upon participants up-taking their rights are identified with individual plans established to support the participants realisation of their rights.

# 10. Sign & Date

Policy Lead Signature & Date of Sign Off:

Deputy Director Signature & Date of Sign Off:

**Once signed off, please send to** [**CRWIA@gov.scot**](mailto:CRWIA@gov.scot) **and publish on gov.scot website.**