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Everything detailed here, that Scotland must do, is accompanied by important narrative in The Promise. For more detail, please refer to the relevant page numbers in The Promise.
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The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and to be compassionate in their decision-making and care.

Structure and Definition
Scotland’s understanding of the workforce must primarily be about their role in terms of the degree of closeness of relationships they have with children, rather than their status as paid/unpaid or in terms of professional/voluntary.

Nurturing Scotland’s Workforce
The workforce must be nurtured. They must be supported at all stages of their caring journey. That support must enable them to facilitate a sense of home, family, friends, community and belonging in which children feel loved and can flourish.

Learning and Development
Learning must support the interaction between Family Carers and other professionals. It should nurture equal partnerships and encourage joint learning, with informal learning, mentoring, coaching and support networks, regular feedback and routine reflective practice. Feedback must be a routine component of development.

People and Risk
There must be no barriers for children to have regular, positive childhood experiences.

People and Risk
Scotland must support the workforce to contribute to a broader understanding of children’s needs through its people and structures. The risk of children not having loving supportive relationships and regular childhood and teenage experiences.

Personal Identity, Love and Relationships
The purpose of the workforce must be to be caring above anything else.

Personal Identity, Love and Relationships
Children who have been harmed through relationships, must have supportive relationships in order to heal. Scotland must support and encourage the workforce to bring their whole selves to their work, and to act in a way that feels natural and not impeded by a professional construct.

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P96
Nurturing Scotland’s Workforce
Supporting the workforce to care must be at the heart of Scotland’s service planning. Supervision and reflective practice is essential for all practitioners, regardless of their professional discipline or role, who are working with children.

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P23
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P104
Children who have been harmed through relationships, must have supportive relationships in order to heal. Scotland must support and encourage the workforce to bring their whole selves to their work, and to act in a way that feels natural and not impeded by a professional construct.

P24
Rather than detach, the workforce must be encouraged not to step back but to step in.

P97
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P56
The workforce must be nurtured. They must be supported at all stages of their caring journey. That support must enable them to facilitate a sense of home, family, friends, community and belonging in which children feel loved and can flourish.

P53
Learning must support the interaction between Family Carers and other professionals. It should nurture equal partnerships and encourage joint learning, with informal learning, mentoring, coaching and support networks, regular feedback and routine reflective practice. Feedback must be a routine component of development.

P22
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FOUNDATION – SCAFFOLDING

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THE PROMISE

Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.