Children's Rights and Wellbeing Impact Assessment (CRWIA) Rangers Charity Foundation

Cashback for Communities – Towards New Futures

The Foundation's Cashback for Communities – Towards New Futures programme aims to re-engage young people with current or past convictions and help them move towards a more positive future including working, volunteering, or further education.

The project is delivered within the Ibrox Community Complex and works in partnership with four Scottish prisons and Glasgow Schools to target and support a variety of young people aged 13 - 24 from the local area and beyond.

Participants will improve their physical and mental health by taking part in accredited fitness and coaching sessions and a mental health first aid course. The initiative includes a variety of formal and industry-recognised awards (including utilising the Foundation's SQA Centre status), vocational work experience and the development of core skills which will greatly enhance their employment prospects and CVs.

The programme is free and is run four days per week for eight weeks. Participants will also have continued support after completion of the course to help them stay motivated and on track to achieving their goals.

CashBack for Communities is a unique Scottish Government programme which takes funds recovered through the Proceeds of Crime Act 2002 and invests them into community programmes, facilities and activities largely aimed at diverting young people at risk away from potentially criminal or anti-social behaviour.

What is CRWIA?

CRWIA is a purpose-built policy and legislation impact assessment (IA) originally developed for use by Scottish Government officials (but can also be used by external organisations). It was launched on 15 June 2015 as part of the implementation strategy for Ministerial duties under Part 1 of the Children and Young People (Scotland) Act 2014.

CRWIA covers individual children, groups of children, and all children up to age 18. It has been developed as an approach, a tool and a published output. It is intended to help us champion the interests of children, as well as challenge us to think about what more we can do to place children and young people at the centre of our policies.

Why is it important?

Ministers committed to CRWIAs as a means of delivering their children's rights duties under the Children and Young People (Scotland) Act 2014 which embeds **UNCRC rights in Scottish legislation.**

The reach of the UNCRC is far wider than Equalities legislation although some categories of individuals may be covered by both, for example those with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation.

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, e.g. preschool children, children with additional support needs, children in hospital, children in rural areas, looked after children (children in care), young people who offend, children affected by violence, drugs or alcohol, poverty or deprivation, homelessness, victims of abuse or exploitation (trafficking, economic or sexual), child asylum-seekers or refugees.

Which children and young people does this CRWIA affect?

Cashback for Communities – Towards New Futures targets young people:

- Aged 13 – 24
- Living in SIMD Decile 1 in the following local authorities: Glasgow, North Lanarkshire, Renfrewshire, South Lanarkshire, and Inverclyde
- Most affected by crime
- Most at risk of being involved in antisocial behaviour, offending or reoffending - Most at risk of entering the justice system.

Supported UNCRC Articles

Our Cashback – Towards New Futures programme does not contain any explicit references to the UNCRC. However, the embedded aims of the programme support many children's rights.

The Articles we feel to be most relevant to the programme are:

Article 2 - Non-discrimination
This programme is specifically aimed at child/young offenders, ex-offenders and potential offenders, and also includes children from any of the groups of protected characteristics such as disability, race, religion or belief, sex and sexual orientation.

Article 3 – Best interest of the child
This programme places the best interest of the child as a top priority in all decisions and actions that affect any young person on the course.

Article 6 – Life, survival, and development
Through official SQA qualifications, mental health training, access to trauma counselling, physical education, and visits from potential employers this programme proactively looks to develop each young person to ensure they have the best chance to reach a positive destination. An aftercare policy is also in place to ensure that each young person moves onto a positive post-programme destination.

Article 12 – Respect for the views of the child

At several stages of the programme, we ask our young people for feedback and suggestions to ensure we are meeting their needs and listening to their views. The feedback we gain provides us with crucial information which allows us to enhance the experience for the current cohort, as well as ensure we improve future programmes.

Article 13 – Freedom of expression

Every young person who participates in our programme is regularly asked for their views and opinions across a wide range of issues. Ensuring freedom of speech and expression is paramount to the work we do in ensuring that the voices of children and young people are heard throughout our work and society in general.

Article 28 - Rights to education

Each young person can participate in our programme at no cost, and we provide kit, equipment and travel assistance. Our SQA Approved Ibrox Community Hub provides an alternative learning environment for young people to obtain SCQF level Qualifications.

Article 39 – Recovery from trauma and reintegration

Most of our candidates have had significant adverse and traumatic childhood experiences, leading to several challenges and barriers in life including mental health issues, homelessness, poor physical health, substance and alcohol abuse and involvement in the criminal justice system. In recognition of the trauma that our candidates have experienced they have access to our in-house counselling service, which is based within our premises, which continues to be accessible to them even after the course is completed. We feel that the counselling service is a crucial element for the CashBack – Towards New Futures programme, not only offering one-to-one trauma support and groupwork but also providing a platform for the candidates to feel more confident and self-assured in playing an active role in their communities and wider society.

Article 40 – Juvenile justice

A child guilty or accused of breaking the law must be treated with dignity and respect. Our programme enables children who have been in conflict with the law, to be able to integrate back into society by linking in with relevant partners such as Social Work, Access to Industry, Diversion from Prosecution, Police and Disclosure Scotland.

How we have Involved Young People in the Design & Development

The Foundation delivered employability workshops at Polmont Young
Offenders, Addiewell and Barlinnie. The information relayed by the young people and the prison officials was that the practical and personal problems faced by people leaving prison make it harder for them to reintegrate and can lead to immediate reoffending if a positive pathway is not sourced on release.

As mentioned above, at several stages of the programme, we ask for feedback and suggestions for activities that would support each young person. We ensure we are receptive to young people's suggestions where it is possible. We have a constantly evolving programme, so year on year young people shape the direction of the programme.

An external evaluator provides participants with a start and end of course questionnaire, which asks about their confidence, resilience, support networks, behaviour, skills, health & wellbeing, communities, and positive destinations. The results help us see the positive changes that have occurred and evolve the programme where necessary.

The Rangers Charity Foundation is committed to the use of CRWI assessments as a way to ensure that local authorities and partners are considering the impact of their decisions on children's rights and well-being.

Our trustees, staff and partners take pride in taking a rights-based approach. All policies, where appropriate, will take account of the UNCRC as they are reviewed.

This CRWIA will be monitored and reviewed annually by Senior Management Team.

1. ***CRWIA – training tool** – this relates to the training tool which all staff will have completed when working as part of this programme.*
2. ***SG Materials** for further reference.*