



Salvesen Mindroom Centre

No Mind Left Behind

Child Rights and Wellbeing Impact Assessment (CRWIA)

A Child Rights and Wellbeing Impact Assessment (CRWIA) is a tool that helps us to think about how a decision, policy or way of working might affect children's rights. You can find out more about children's rights here: <https://www.mindroom.org/help-and-support/children-and-young-people/rights-and-participation/>

Salvesen Mindroom Centre is a Scottish charity who support neurodivergent children and young people, their families and professionals. We give advice, information and support to help children and young people get the support they need to achieve their potential. We also help raise awareness about neurodiversity and speak to people who make important decisions, like politicians, to help make Scotland a better place for neurodivergent people.

This CRWIA is about Salvesen Mindroom Centre's **Strategic Plan 2023-2025 and Operating Plan 2023**. These plans include the main things that Salvesen Mindroom Centre wants to do to help neurodivergent children and young people and their families. For 2023, these are:

- Continue providing our Direct Help and Support Services to help children, young people, parents and carers
- Grow our Direct Help and Support Services if we can
- Help more people across Scotland
- Increase awareness about neurodiversity
- Do more research about neurodiversity
- Create more resources to help neurodivergent children and young people and the people who support them
- Improve the lives of neurodivergent people
- Fundraise to help us provide our services and grow them if we can
- Make sure our team can do their best work and are well supported

What parts of the UNCRC will this impact?

These plans will impact on lots of articles in the UNCRC. You can read more about this on our website: <https://www.mindroom.org/wp-content/uploads/2021/07/SMR5676 UNCRC Document Child s1.pdf>

These are:

Article 2- All children have these rights

If you are a child or young person in Scotland we will give you support and advice if you want it. The UNCRC applies to everyone under the age of 18. Salvesen Mindroom Centre can help children and young people up to the age of 25.

Article 3- Adults must do what's best for me

If you think that the adults who care for you are treating you unfairly, or not making good decisions about your life, then we can help you to talk about this.

Article 4- The government should make sure my rights are respected

We speak to people who make important decisions, like members of the Scottish Parliament, to help them understand children's rights and issues affecting neurodivergent children and young people.

Article 6- I should be supported to live and grow

We can help you to get the support that you need to live a good life. We can help parents, carers and professionals to understand what help you might need to achieve your potential.

Article 12- I have the right to be listened to and taken seriously

We can help you to think about what you want to say to the adults in your life if you are finding this difficult. If you cannot speak for yourself, and you would like us to help, then we can speak for you.

Article 23- If I have a disability, I have the right to special care and education

If you have additional support needs because of your neurodivergence then we can help your teachers to make sure that things at school are organised in a way that helps you to learn, join with things and do your best. If you need special care, we could help you speak to social workers, medical professionals or other adults to get the support you need.

Article 24- I have the right to good quality health care, to clean water and good food

Sometimes children or young people who are neurodivergent find that it affects their mental health, or their wellbeing. We can help the adults in your life to understand what you need to improve this.

Articles 28 & 29- I have the right to an education which develops my personality, respect for others' rights and the environment

We can help you to get the support you need in school, college or university. We can also help teachers and people who work in education to understand more about neurodiversity.

Article 31- I have a right to relax and play

We can help you to think about activities you might want to do to relax and play. We can help you speak to social workers and other adults who could help if you might need extra support with this. We can also help adults who run groups and activities to understand more about neurodiversity so that you can join in.

Article 39- I have the right to get help if I have been hurt, neglected or badly treated

We can help you to talk to people about what has happened if you have been hurt, neglected or badly treated (sometimes called 'trauma'). We can support you to tell adults what you would like to happen next and what help you might need. Our team have the right training to help people who have experienced trauma.

Article 40- I have the right to get legal help and to be treated fairly if I have been accused of breaking the law

If you have been accused of breaking the law, we can help you to understand what might happen next and can help you to speak to the adults who might be involved, like a solicitor or social worker. We can help those adults to understand your needs so that you are treated fairly.

What impact will this have on children's rights?

We think the Strategic and Operating Plans will have a positive impact on children's rights. These plans will help us to support neurodivergent children and young people across Scotland so that:

- Children and young people and their families can get the support they need
- Children and young people can be involved in decisions affecting their lives
- People have more understanding and awareness of neurodiversity
- The lives of neurodivergent people are improved
- People who make important decisions will have more understanding about the rights of neurodivergent children and young people

As part of our advocacy and campaigning work, we might share personal experiences of neurodivergent children and young people and their families. We will only do this with the full agreement of everyone involved because children and young people and their families have a right to privacy.

Will different groups of children and young people be affected differently?

We think these plans will help neurodivergent children and young people across Scotland. We also hope these plans will help neurotypical children and young people, like siblings, classmates and friends of neurodivergent children and young people. When neurodivergent children and young people get the support they need, this can help people around them too.

Who has been involved in making the Strategic and Operating plans?

We have listened to feedback from lots of different people about what help they want from us and what is important to neurodivergent children and young people. We have included this when writing the Strategic and Operating Plans. These people include:

- Children and young people that we support
- Parents and carers that we support
- Our young person's stakeholder group, neuropo(i)nt
- Professionals we work with
- Our neurodiverse staff team
- Our Board of Trustees

How will we measure how well the plans are working?

We collect lots of statistics and facts about the work that we do. We also ask for feedback from the people we work with. This includes:

- How many people we help
- The areas in Scotland where we help people
- The main issues that we help people with
- The number of appointments, phone calls and emails we do to help people
- How much the wellbeing of neurodivergent children and young people has changed because of our support
- Feedback from children, young people, parents, carers and professionals about how we have helped them

By looking at all of this feedback, we will be able to measure how well the Strategic and Operating Plans are working. We write a report each year to share information about the work we have done and what we have achieved. We also give each person we support feedback about the progress they have made while we have worked with them.

If you would like to talk more about the Strategic Plan and Operating Plan, about children's rights or about how to get support from Salvesen Mindroom Centre, you can contact us on 0131 370 6730 or email directhelp@mindroom.org.

Signed: Kirsten Shield- Direct Help and Support Manager

Date: 5/1/23