



Salvesen Mindroom Centre
No Mind Left Behind

Child Rights and Wellbeing Impact Assessment (CRWIA)

Salvesen Mindroom Centre's Strategic Plan 2023-2025 and Operating Plan 2023

Introduction

Salvesen Mindroom Centre is a Scottish charity with a big vision- a world where 'no mind is left behind' and where every neurodivergent person receives the recognition and the support they need to achieve their potential. Our Direct Help and Support services are at the heart of Salvesen Mindroom Centre. Our skilled, multidisciplinary team provide advice, information and support to neurodivergent children and young people, their families and professionals, tailored to the needs of each individual. We are committed to promoting and upholding children's rights in all the work we do. Further information about our approach to children's rights can be found on our website: <https://www.mindroom.org/help-and-support/children-and-young-people/rights-and-participation/>

In 2022, we introduced our new Strategic Plan (2023 -2025), with an Operating Plan for 2023, outlining key objectives and how we aim to achieve these. For our Direct Help and Support services, our aim is to sustain our high quality services for adult parents and carers and for children and young people, and, subject to funding, grow our services to meet increasing demand and fill identified gaps. Through this, we will improve the lives of individuals and communities through our direct interventions as well as reaching more neurodivergent people, their families, and the professionals who work with them.

Advocacy is a key part of our mission to ensure No Mind is Left Behind. It complements our Direct Help and Support services by leveraging lived experience and research to influence better outcomes for neurodivergent people in all settings. We will create practice and accessible research reports and insights, generate thought leadership and develop products and services which we can take to stakeholders we seek to influence, including employers and policy makers. We will work in close collaboration with our partners, The Salvesen Mindroom Research Centre. Through this, we will improve lives for individuals and communities.

In order to continue to deliver high quality services, we will seek to develop and grow sustainable income streams through Statutory Income, Trusts and Foundations, major donors, partnerships with employers and through our training packages. This will enable us to deliver our services with confidence and plan ahead for growth. It will also allow us to finance new areas of work such as advocacy and deliver on our commercial services.

The final aspect of both the Strategic and Operating Plans is Operations. We will aim to create a working environment in which team members are fulfilled by their work and can make an active contribution towards their own and the organisation's ambitions. We will support the quality delivery of our frontline services through the provision of robust organisational management.

Which articles of the UNCRC does this impact on?

Our Direct Help and Support services, through the delivery of our Strategic and Operating Plans, will impact on the following UNCRC articles:

Article 2: Non-discrimination

Our support is available to all neurodivergent children and young people up to age 25 in Scotland, and their families. We challenge discrimination and promote the rights of neurodivergent children and young people throughout our work.

Article 3: Best interests of the child

We provide advice and support to parents, carers and professionals to ensure the needs of children and young people are met and that decisions are taken in their best interests, in accordance with their rights.

Article 4: Implementation of the Convention

We are members of a wide range of cross-party groups in the Scottish Government to voice issues affecting neurodivergent children and young people. We also write to government when there are things that we believe they need to take action on, and we respond to consultations that the Scottish Government issues.

Article 6: Life, survival and development

The support and advice that we give to parents, carers and professionals helps them to make sure that children and young people who are affected by neurodiversity live in an

environment that supports their wellbeing and enables them to develop. We also work directly with children and young people to help them access the support they need to meet their developmental needs and to thrive.

Article 12: Respect for the views of the child

We help parents, carers and professionals to better understand the needs of neurodivergent children and young people and to listen to what they think. We also work directly with children and young people to help them voice their opinions and, in some cases, we speak on their behalf.

Article 23: Children and young people with a disability

We offer tailored support for neurodivergent children, who may also have a disability. We provide advice, information and support regarding all aspects of neurodiversity and work with parents, carers and professionals to ensure they have awareness of the needs of neurodivergent children and young people in order to provide appropriate support where needed. We aim to ensure neurodivergent children and young people have equal access to opportunities and are supported to achieve their potential.

Article 24: Health and health services

We provide advice and support to health professionals so that they can better understand the needs of neurodivergent children and young people and make sure that their health and wellbeing are the best they can be. We advise parents and carers and work directly with children and young people to help them to access appropriate health care and support.

Articles 28 & 29: Right to an education & goals of education

We provide advice and support to education professionals to help them better meet the needs of neurodivergent children and young people in order to develop their personality, talents and mental and physical abilities to their fullest potential. We also work with organisations like the General Teaching Council for Scotland and teacher training colleges to make sure teachers in Scotland have a better understanding of how neurodiversity can impact on learning.

We provide advice and support to parents and carers who believe that their child's rights are not being adequately met in their educational provision. We help them to understand these rights and to access appropriate support for their child. We also provide direct support and advocacy to children and young people who want to raise concerns about their education or seek additional support to ensure their needs are met.

Article 31: Leisure, play and culture

We provide advice and support to professionals who provide play facilities so that neurodivergent children and young people can enjoy equal access to them. We provide advice and support to parents and carers regarding accessing support from social work, including assessment of their child's needs. We support and advise social work professionals to help them better understand the specific needs of neurodivergent children and young people. We also work directly with children and young people to help them to identify and access opportunities for leisure and play.

Article 39: Recovery from trauma and reintegration

Sometimes a young person suffers harm because the people that care for them don't understand their needs. We work with parents, carers and professionals to help them understand the needs of neurodivergent children and young people to help reduce this risk, and when it does happen, to help them do what's best to help the child recover. We work directly with children and young people to help them to talk about their experience and identify strategies to promote their wellbeing. Our team have undertaken training on trauma-informed practice, as well as an audit of our services to ensure we work in a trauma-informed way.

Article 40: Juvenile justice

We work with people in the criminal justice system to help them understand the needs of neurodivergent children and young people. We also provide training and resources to Panel Members involved in Children's Hearings to enable them to better understand the needs of neurodivergent children and young people. We provide advice and information to parents and carers, as well as direct support to children and young people who are involved in legal processes to help them understand the processes and communicate effectively.

What impact will this have on children's rights?

Salvesen Mindroom Centre's Strategic and Operating Plans will have a positive impact on children's rights. The plans seek to sustain and grow our Direct Help and Support Services which focus on promoting the rights of neurodivergent children and young people across all aspects of their life.

The increased focus on advocacy and campaigning will enable us to raise issues regarding children's rights with key decision makers and increase awareness of all forms of neurodiversity on a larger scale. We will highlight lived experience and share analysis of data from across our research and service delivery. We will ensure that we fully comply with GDPR requirements, in line with our Privacy Statement, to avoid any infringement on Article 16 of

the UNCRC which gives children and young people the right to privacy. Identifying information will only be shared with the full, informed consent of the child or young person involved. All research and statistical data will be fully anonymised.

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

In delivering our Strategic and Operating Plans, we will increase awareness of neurodiversity and work with neurodivergent children and young people and their families to ensure they have the support they need in order to achieve their potential. This will have a positive impact on neurodivergent children and young people of all ages across Scotland; for those accessing support directly and others who will benefit from the increased knowledge and skills of professionals working with them.

We also foresee a positive impact for neurotypical children and young people. We provide advice and support for parents and carers on how to include and support neurotypical siblings to improve their wellbeing. Ensuring neurodivergent children and young people have access to the support they need can reduce stress levels in households overall and have a positive impact for all family members. Similarly, where neurodivergent children and young people are well supported within education or group settings, this can have a positive effect for all children in the class or group and create a more productive, inclusive environment for everyone.

How will the policy/measure give better or further effect to the implementation of the UNCRC in Scotland?

With our increased focus on advocacy, we will seek to influence key decision makers regarding the rights of neurodivergent children and young people. We are members of relevant Cross Party Groups and will regularly respond to consultations to increase awareness of neurodiversity and highlight issues impacting neurodivergent children and young people. We work closely with organisations campaigning for the implementation of the UNCRC in Scotland. We also provide training to other professionals about how our work aligns with the articles of the UNCRC and promotes children's rights.

With our plan to work with our young people's stakeholder group throughout the life of the strategy, we will inform and empower a group of young people regarding their UNCRC rights. The stakeholder group will contribute to an international conference in 2023, raising awareness of children's rights with a new audience.

How have you consulted with relevant stakeholders, including involving children and young people in the development of the policy/measure?

Salvesen Mindroom Centre has a young person's stakeholder group who meet regularly to consult on our work and discuss issues impacting neurodivergent young people. We also regularly seek input from the families we support about what is important to them, as well as collecting feedback about the effectiveness of our services. The knowledge, experience and insight we have gained from our stakeholder group and the families we support have been incorporated into the Strategic and Operating Plans.

The plans have been created by our neurodiverse staff team in consultation with our Board of Trustees, incorporating both professional and personal experience. Both plans build on the work we are currently involved in with partner agencies and key professionals through the delivery of the plans.

Both plans incorporate key principles of legislation and policy, including but not limited to the Equality Act 2010, Education (Additional Support for Learning) (Scotland) Act 2004, Children (Scotland) Act 1995, Children and Young People (Scotland) Act 2014, Getting it Right for Every Child and The Promise. They also draw on research, including research conducted by Salvesen Mindroom Centre directly and in partnership with Salvesen Mindroom Research Centre. We will have an increased focus on research as part of our advocacy work, enabling us to provide insight and evidence regarding what works for neurodivergent children and young people. More information can be found about our existing research on our website: <https://www.mindroom.org/about-us/research/briefings/>

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

We collect detailed quantitative and qualitative statistics on all aspects of our work. We track the number of children, young people, parents, carers and professionals who benefit from our support each year, as well as the geographic locations where we are providing support. We also collate the number of support sessions, meetings, phone calls and emails. We record the issues that people contact us about, enabling us to tailor the support we provide, as well as identifying themes or concerns that might have a wider impact on neurodivergent children and young people. This allows us to measure the reach of our work to ensure effective delivery of our Strategic and Operating Plans.

We are introducing wellbeing measures as part of our work with children and young people in 2023. This will allow us to provide quantitative statistics reporting the change in wellbeing following our involvement, demonstrating the impact our work has had on the wellbeing of children and young people. This data will inform our future service delivery plans. We seek feedback from children, young people, parents, carers and professionals around the

effectiveness of our work, enabling us to measure the impact of our Strategic and Operating Plans on the families we support and respond to any concerns that might be raised.

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

We will create an accessible version of the Child Rights Wellbeing Impact Assessment for neurodivergent children and young people. We will continue to provide detailed individual feedback to the children and young people we support about the progress they have made, outlining the impact of the Strategic and Operating Plans on their lives in a way that they can understand. We also publish an annual review reporting on our progress and key achievements which will detail the impact of both our Strategic and Operating Plans on children's rights.

Signed: Kirsten Shield- Direct Help and Support Manager

5/1/23