

# Corporate Parenting Action Plan 2026-2029

April 2026

**© Healthcare Improvement Scotland 2026**

**Published | April 2026**

This document is licensed under the Creative Commons Attribution-Non-commercial-NoDerivatives 4.0 International Licence. This allows for the copy and redistribution of this document as long as Healthcare Improvement Scotland is fully acknowledged and given credit. The material must not be remixed, transformed or built upon in any way. To view a copy of this licence, visit <https://creativecommons.org/licenses/by-nc-nd/4.0/>

**[www.healthcareimprovementscotland.scot](http://www.healthcareimprovementscotland.scot)**

# Contents

1.	Introduction .....	2
1.1	About Healthcare Improvement Scotland .....	2
1.2	About this plan .....	2
2.	Being a Corporate Parent in Scotland .....	2
3.	Our Commitments to you .....	3
3.1	Our People .....	4
3.2	Commitment 1: Our People will be able to assess your needs .....	4
3.3	Commitment 2: Our People will work with others to promote your interests .....	5
3.4	Your Voice .....	5
3.5	Commitment 3: We will provide opportunities for you to get involved in our work... ..	5
3.6	Scaffolding.....	6
3.7	Commitment 4: We will take action to help Care Experienced people find jobs.....	6
	Appendix 1 .....	7
	Appendix 2 .....	7

# 1. Introduction

## 1.1 About Healthcare Improvement Scotland

Healthcare Improvement Scotland (HIS) is part of NHS Scotland. Our job is to make health care services better for everyone. We help places like doctors' surgeries, pharmacies and hospitals to do their best work.

We do this by:

- checking how health services are working and giving advice on how they can do better
- helping staff listen to and act on what people say about their care
- setting clear rules about the kind of care people should get
- listening to complaints about health services and trying to make things better.

## 1.2 About this plan

We are happy to share our Corporate Parenting Plan 2026–2029. If you have experience of being in care at any point in your life, this plan is for you.

The [Children and Young People \(Scotland\) Act 2014](#) makes us a Corporate Parent. The Act helps make sure that public organisations play a positive role in the early stages of people's lives by offering the right support when a family or young person needs help. The Act aims to make Scotland the best place to grow up by strengthening children's rights, improving services and supporting families. It aims to prevent issues from arising in the first place by coordinating health, education and social work to support people's wellbeing. It helps organisations plan for children's wellbeing and give them their rights.

At HIS, we understand the lifelong impact of care and we are committed to supporting Care Experienced people at whatever point in life we meet them. We know we might meet you as a Care Experienced person when you are accessing a service, sharing views as a member of the public or because you are one of our colleagues.

# 2. Being a Corporate Parent in Scotland

A **Corporate Parent** is a public organisation like NHS Scotland that has a special job: to look after and support children and Care Experienced people, just like a parent would.

This means we will **care about you, listen to you, help you grow** and **stand up for your rights**.

We will do these things by:

- **Being alert** - meaning we will make sure we are aware of the things that affect you in your life.
- **Assessing** the needs you might have as a Care Experienced person, and
- **Promoting** your interests as part of the different roles we have in our organisation.

We will also

- **Provide opportunities** for you to get involved in our work, and
- **Take action to help** you get involved.

Finally, we will

- **work to improve** how we support you, by continuing to learn and being willing to try new ways of doing things.

While Corporate Parenting is something we must do by law, it is also the right thing to do. HIS is a proud and committed Corporate Parent. We think this plan will help towards keeping [The Promise](#) that by the year 2030 all children in Scotland will:

- grow up loved
- feel Safe and
- feel respected.

Our plan sets out our commitments to you and explains why we have chosen them. It says how our commitments will support your human rights—the things you need to live a safe, healthy and happy life.

If you want to ask questions or tell us something, please get in touch. We would love to hear from you!

### 3. Our commitments to you

We have taken the six Corporate Parenting duties set out in law and turned them into three clear commitments. These commitments are what we believe matters most and they show how we will meet our responsibilities as a Corporate Parent. Each commitment connects directly to the duties we must carry out to support your wellbeing, rights and opportunities.

Our three commitments are:

- **Our people** – This commitment is about how we will *be alert* and *assess your needs*. We will make sure our staff listen carefully and make kind, thoughtful decisions that promote your wellbeing and interests.

- **Your voice** – This commitment reflects how we will *provide opportunities* for you to be involved and to *take action* to support your involvement. We will make sure Care Experienced people and communities are always heard. No decisions will be made about your life without your views being included.
- **Scaffolding** – This commitment aligns with how we will *promote your interests* and *continuously improve* how we support you. We will help children and adults who have been in care to build their own lives and identities, without being defined only by their care experience.

### 3.1 Our people

Our staff need to think carefully about their work so that it helps children and people who have been in care. The choices they make should always be about what is best for you. This means making sure your rights are respected. To do this well, staff need to know what problems might come up and how to fix them so that you feel safe, listened to and supported.

### 3.2 Commitment 1: Our People will be able to assess your needs

We want to make sure that everyone who works with us—including our most senior managers—understands what Care Experienced people need. We will plan our work so that it helps meet those needs.

#### What we will do:

- Everyone who works with us will complete e-learning created by Who Cares? Scotland so they learn more about your experiences.
- As many of our staff as possible will also complete training with Who Cares? Scotland so that they have an opportunity to build on the basics and learn more.
- Everyone will also take other important training, like learning about keeping children safe, knowing about children’s rights and understanding how trauma can affect people.
- Our specialist staff will get extra training so they can continue to share knowledge and advice about effective ways of including Care Experienced people in our work.
- We will help all our staff get better at checking how their work affects Care Experienced people.
- We will work alongside the Care Inspectorate to carry out joint inspections of services for children and young people who are subject to compulsory supervision orders while living at home with their parents.

### 3.3 Commitment 2: Our People will work with others to promote your interests

Being a parent can be tough if you do not have someone to share your responsibilities with. That is why we think it is important for Corporate Parents to help each other by sharing advice and support. When we do this, we can all become better at promoting the interests of Care Experienced people.

#### What we will do:

- We will use our community engagement webinars to share good examples of engagement with Care Experienced people.
- We will share our own work when we think it can help other Corporate Parents learn something useful
- We will attend the Collaborative Corporate Parenting network hosted by [Who Cares? Scotland](#) to stay connected with other corporate parents in Scotland and share ideas and good practice.

### 3.4 Your voice

At HIS, a big part of what we do is listening to people and communities about their health care. We will create opportunities for Care Experienced people to share their thoughts. We know it is important that Care Experienced people are included—because your experiences are unique and matter. You have the right to share your views in a way that works best for you and it is our job to make sure that happens.

### 3.5 Commitment 3: We will provide opportunities for you to get involved in our work

We want to give you chances to share your thoughts about health care. We will tell you how your voice has made a difference.

#### What we will do:

- We will make sure, through our connections with local communities and young people's support organisations, that Care Experienced people have the right chances to help shape decisions that affect them. Champions Boards in Scotland are groups connecting Care Experienced young people directly with decision-makers.
- As part of our [Gathering Views](#) work, we will work with local communities and young people's support organisations to create meaningful opportunities for Care Experienced people to share their views whenever proposed changes or new ideas could affect them

### 3.6 Scaffolding

We want to help Care Experienced people in their employment journey. We understand the impact that care can have on an individual's education and employment opportunities. We want to help Care Experienced people build their skills and find a job they are passionate about.

### 3.7 Commitment 4: We will take action to help Care Experienced people find jobs

We will look at how we can work with other Corporate Parents to support employment opportunities for Care Experienced people

#### **What we will do:**

- We will work with other Corporate Parents and NHS Scotland Employability and Apprenticeships Network to identify ways we can support Care Experienced people into work.
- We will work with Who Cares? Scotland to identify ways we can improve our recruitment process for Care Experienced people.

Appendix 1: [UNCRC Articles Archive - Page 5 of 5 - The Children and Young People's Commissioner Scotland](#) The Children and Young People's Commissioner for Scotland describes all the rights in the United Nations Convention on the Rights of the Child in simple language that aims to be understandable to everyone including children.

Appendix 2: [Plan 24-30](#) is a shared plan belonging to all Corporate Parents in Scotland. It details who needs to do what and by when to make sure The Promise made to children, young people, families and Care Experienced adults in February 2020 is kept in full by 2030.

Published | April 2026

Need information in a different format? Contact our Equality, Inclusion and Human Rights Team to discuss your needs. Email [his.equality@nhs.scot](mailto:his.equality@nhs.scot) or call 0141 225 6999. We will consider your request and respond within 20 days.

---

## **Healthcare Improvement Scotland**

Edinburgh Office  
Gyle Square  
1 South Gyle Crescent  
Edinburgh  
EH12 9EB

Glasgow Office  
Delta House  
50 West Nile Street  
Glasgow  
G1 2NP

0141 225 6999

[www.healthcareimprovementscotland.scot](http://www.healthcareimprovementscotland.scot)