

Qualifications Scotland's Draft Corporate Parenting Plan Commitments 2027–30

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We are committed to using plain language. If you have any suggestions on how we can improve, let us know at editor@qualifications.gov.scot.

Introduction

Qualifications Scotland's Corporate Parenting Plan is guided by the five foundations of [The Promise Scotland](#) — Voice, Family, Care, People and Scaffolding — and a children's rights approach. The Promise is a national commitment to ensure all children and young people grow up loved, safe, and respected so they can realize their full potential. To keep this promise, all the conclusions of the Independent Care Review must be implemented, in full, by 2030.

Our Corporate Parenting Plan commitments recognise that care experience can have a lifelong impact on wellbeing, relationships, education, employment and life chances. Our role is to listen to care experienced people; understand their individual experiences; remove barriers that we find within our sphere of influence; and provide the support, relationships and opportunities they need to learn, achieve, progress and thrive.

As a qualifications and assessment body, Qualifications Scotland will promote fairness, inclusion and positive outcomes for Scotland's care experienced people. We see our duties not only as a responsibility, but as an opportunity to make a positive difference and improve life opportunities for people with care experience.

The Education (Scotland) Act 2025 strengthens our responsibilities and the commitments we make, particularly relating to the voice of learners, and engagement and participation of people with care experience.

Our commitments 2027–30

We want to be the best corporate parent we can be. Our commitments are informed by our statutory responsibilities, the review of our progress so far and our [existing Corporate Parenting Plan 2023–26](#), our internal Corporate Parenting Steering Group, working in collaboration with Who Cares? Scotland and other Corporate Parents, related research and evidence, and the ambitions of the promise.

These commitments set out our priorities for the next three years.

Voice

Care experienced people have a meaningful voice in Qualifications Scotland's decisions and can see the difference their participation and engagement have made.

We will:

- 1.1 Ensure that care experienced learners have a meaningful role in the development, review and monitoring of Qualifications Scotland's Learner Charter, with clear evidence of how their views have influenced the Charter and its delivery.
- 1.2 Create regular opportunities for care experienced people to influence Qualifications Scotland's work, including through our Learner Interest Committee, Your Voice panels and engagement activity.
- 1.3 Ensure that care experienced learners and the people who advocate for and support them have meaningful opportunities to participate and influence the review and co-design of future qualifications and assessment to contribute to a qualifications system that is inclusive, accessible and responsive to care experienced learners' needs.
- 1.4 Introduce a clear feedback approach to show how feedback has influenced our decisions, and be innovative in showing how feedback has impacted our decisions.
- 1.5 Use lived experience to review the impact of Qualifications Scotland's Corporate Parenting Plan.
- 1.6 Ensure that care experienced young people help shape and evaluate the Young Talent Programmes we offer.
- 1.7 Ensure that our participation and engagement is trauma informed, accessible, inclusive and appropriate to the age and needs of those involved.

Family

Qualifications Scotland recognises and responds to the importance of trusted relationships and supportive networks in helping care experienced people participate, achieve and progress.

We will:

- 2.1 Consider the impact of our policies, processes and services on care experienced people, and their support networks, to ensure that we identify and

address unnecessary barriers or disruption that could affect their ability to engage with and achieve their qualifications.

- 2.2 Ensure we recognise and understand diverse care experiences, including kinship, foster and residential care, and value the importance of family, siblings and trusted relationships by considering how our work can support these relationships.
- 2.3 Work collaboratively with centres and other corporate parents to ensure that care experienced learners are accessing the right support at the right time during their education, qualifications and assessment.

Care

Care experienced learners experience fair, flexible and supportive qualifications and assessment.

We will:

- 3.1 Work in partnership with others to ensure that our policies recognise disrupted learning, changes in care placement and different learning pathways, so that care experienced learners are not disadvantaged.
- 3.2 Review assessment materials and processes to identify and reduce unnecessary barriers for care experienced learners.
- 3.3 Support our employees to ensure they understand how care experience and trauma can impact learning, assessment and employment, and reflect this in our work.
- 3.4 Work in partnership with others to ensure that care experienced learners are fully informed of the assessment arrangements and support available to them.
- 3.5 Use a children's rights approach when developing policies and processes and making decisions that affect care experienced learners.
- 3.6 Consider care experience as a protected characteristic when carrying out impact assessments.
- 3.7 Develop a detailed annual communications plan to promote awareness of our responsibilities, track progress against our commitments, celebrate important dates, and recognise care experienced learners and their achievements.

People

Everyone at Qualifications Scotland understands their role as a corporate parent and works to ensure that care experienced learners and colleagues feel respected, understood and supported.

We will:

- 4.1 Ensure that corporate parenting responsibilities remain embedded throughout Qualifications Scotland's organisational transformation and changes to leadership structures, by providing leaders, managers and staff with appropriate information, guidance and training to support them in understanding and fulfilling their responsibilities.
- 4.2 Continue to provide and promote uptake of Who Cares? Scotland's Corporate Parenting and Care Experience Awareness training for all staff.
- 4.3 Develop staff confidence in using respectful, non-stigmatising language.
- 4.4 Support managers to understand their responsibilities towards care experienced colleagues and learners.
- 4.5 Share learning and good practice across Qualifications Scotland and with other corporate parents.
- 4.6 Explore opportunities to give care experienced young people the chance to spend a 'day in the life' of teams that make decisions affecting them and to share their experiences directly with staff.
- 4.7 Explore ways in which Qualifications Scotland can offer more employment opportunities for care experienced young people, including work experience, internships, taster sessions and guaranteed interviews.
- 4.8 Develop appropriate support for care experienced colleagues and prospective employees.
- 4.9 Create opportunities to listen to and learn from our own care experienced staff and use their experiences to improve our approach to corporate parenting.
- 4.10 Provide volunteering opportunities for staff, enabling them to actively support and mentor care experienced people.

Scaffolding

Care experienced learners have the information, support and opportunities they need to participate, achieve and progress.

We will:

- 5.1 Continue to ensure Qualifications Scotland's information and communications are accessible, clear and inclusive.
- 5.2 Produce an accessible (young person friendly summary) of our Corporate Parenting Plan 2027–30.
- 5.3 Work collaboratively with other corporate parents and organisations who represent those who are care experienced to ensure that care experienced people, their supporters and advocates can easily find information about the relevant support and opportunities we offer.
- 5.4 Work with schools, colleges, training providers and other corporate parents to improve transitions and progression.
- 5.5 Use data to identify differences in outcomes for care experienced learners and target improvement where gaps exist.

Our consultation is underway to engage directly with care-experienced people, stakeholders, centres, other corporate parents and Qualifications Scotland employees to invite feedback on our proposed commitments.

Please complete our short [survey](#) to share your feedback. The feedback we receive will help shape our Corporate Parenting Plan 2027–30.