

A chat with the We Care Team...

For part of our Care Experienced History month online roadshow 2025 , we will be interviewing a series of external organisations to find out what they do and what support is available. In this Interview we met with Samantha Macrae, Promise Ambassador for Renfrewshire Council.



Scotland has an ambition ‘to be the best place in the world to grow up’ so that children are ‘loved, safe, and respected and realise their full potential.

Q -Tell us a bit about what the promise is and how it originated.

A-The Promise is an ambitious plan to make key changes in our services for Care Experienced people. In response to many years of campaigning, in 2017, the Scottish Government commissioned a complete root and brand review of the care system for children and young people, titled “The Independent Care Review”. The review sought to gather lots of information and perspectives about Care Experiences and relevant services.



The review was in place from 2017-2020, and during this time over 5500 Care Experienced voices were listened to. This included Care Experienced children, young people, adults and families, as well as members from the paid and unpaid workforce. The concluding reports from the Independent form what is now known as The Promise.

You can find out more about The Promise and the Independent Care Review on the Renfrewshire council website.

Q -Tell us about the Ren 10 Community Health & Wellbeing initiative and how it supports Care Experienced Individuals

A-Ren10 is a website which holds lots of information about local supports around mental health and wellbeing in Renfrewshire. There are lots of opportunities for young people and families within this. There is a dedicated Care Experienced section which hosts a range of information about support within higher and further education, apprenticeships as well as information about The Promise and other local initiatives.

Q -Tell us about the Language policy that has been embedded in the Promise.

A-The Renfrewshire Language Policy is an initiative to ensure that we are using positive and non-stigmatising language when talking about Care Experience across all of our services. A consultation exercise took place between young people and staff to ensure that we were listening to the views and perspectives of the community, while balancing what would be functional language for staff. The Renfrewshire Language Policy is a list of words and phrases that we should be seeking to avoid, with new, positive examples. For examples, instead of using words such as "LAC/LAAC", we should be looking to say, "looked after" or "Care Experienced" The policy also comes with guidance for use, and training is available for staff who would like support to implement the policy. The policy applies to spoken words, but also written language such as emails and reports too. You can find the language policy on the Care Experienced tab on the Ren10 website.

We recognise that language will continue to evolve, and we will be working to update the language policy in 2025. If you are interested in finding out more about this, please do not hesitate to get in touch.



Q -What are some of the initiatives your organisation has done to maintain its commitment to keeping the promise?

A-Within Renfrewshire Council, we have a range of initiatives which are ongoing to support our commitment to #KeepThePromise by 2030. One of our key initiatives is our Promise Keeper Network. Promise Keepers are members of staff or volunteers from a wide range of organisations who act as local champions for The Promise within their roles. Promise Keepers encourage their colleagues and service to consider how they can be more accessible to the Care Experienced community, and that they are considering their needs when designing and delivering services.

To date, we have over 360 Promise Keepers from a range of services including Social Work, Education, Elected Members, Local Community Groups, and the Third Sector. Anyone who works in Renfrewshire can sign up to become a Promise Keeper.

There is a structured application process to become a Promise Keeper, and this is to ensure we are recruiting enthusiastic and committed individuals. Promise Keepers must undergo an application form, interview, and attend training to equip them in their roles. We regularly provide networking opportunities for Promise Keepers to ensure that best practice is being shared across services.

In addition to this, we are also currently developing a range of initiatives to support the employability of Care Experienced young people including placement experience, the opportunity to explore careers info from the workforce, changes to recruitment and staff networks in the council.