Hub for SUCCESS Strategic Plan

2025-2030

Hub for SUCCESS

Supporting people with care experience to get in, stay in and thrive in education, committed to upholding and promoting their rights.

Vision

1. Care experienced people have equity of opportunity in accessing and participating in Further and Higher Education.

Mission

2. We are the Hub for SUCCESS - working to ensure that care experienced people are inspired, encouraged, and supported to get in, stay in and thrive in Further and Higher Education. We work to ensure that care experienced people's educational rights are understood and promoted. We will keep the Promise Scotland.

Values

3. **Courageous**: We advocate for our learners' rights, and we challenge when we need to. We always advocate for our learners' rights.

4. **Collaborative**: We involve, engage, and work together with other stakeholders, recognising that together we can achieve much more. We are objective, open and transparent in all that we do.

5. **Constructive**: We do things in a respectful way, priding ourselves on a supportive culture that enables us to fulfil our mission to support care experienced learners to reach their potential.

6. **Inclusive**: We support and enable all care experienced learners to participate equally.

Our strategic aims

7. We have five strategic aims. We will keep The Promise (Scotland) as we meet these.

7.1 Ensure care experienced learners have equitable access to accurate information and personalised support to get in, stay in and thrive in Further and Higher Education.

7.2 Develop the workforce to ensure that Corporate Parenting is fully embedded across policy, practice and culture in Further and Higher Education.

7.3 Embed care experienced voices at the heart of educational policies, practice and culture; so that their voices meaningfully shape our decisions and priorities.

7.4 Deliver our Associate programme – an employment opportunity for care experienced students to work with the Hub for SUCCESS in delivering its strategic aims.

7.5 Ensure our impact and reach continues to develop as the Hub for SUCCESS grows sustainably

How we will meet our strategic aims

8. We will measure and monitor compliance and delivery of this strategic plan by conducting regular reviews of our policy and practice. This will include an annual impact assessment, with the oversight of the Hub for SUCCESS Advisory Board. Each strategic aim is shown below with an explanation of how we will ensure delivery and compliance.

9. ***Strategic aim 1****: Ensure care experienced learners have equitable access to accurate information and personalised support to get in, stay in and thrive in Further and Higher Education*.

   We will meet this strategic aim by doing the following:

   a) Provide high quality one-to-one bespoke support to care experienced learners of all ages helping them to get in, stay in and thrive in education in a way that enables them to reach their fullest potential in adult life.

   b) Work to keep up to date with Corporate Parenting principles, policies, legislation, practice and the landscape of education. We will proactively share this information with care experienced learners and their supporters.

   c) Work together with colleges and universities to share knowledge; and develop engagement pathways with local authority, third sector and other stakeholders. All to ensure that they are equipped to advise individual care experienced learners.

   d) Develop strategies to reach care experienced learners who are currently difficult to reach, using well informed data and research to support this.

10. ***Strategic aim 2:*** *Develop the workforce to ensure that Corporate Parenting is fully embedded across policy, practice and culture in Further and Higher Education*.
    We will meet this strategic aim by doing the following:

    a) Work to promote trauma-informed, relationship-based practice across colleges and universities using trauma informed principles in policy and practice (safety, trust, choice, collaboration, empowerment, cultural consideration).

    b) Drive systemic and policy improvement which upholds the rights of care experienced learners in Further and Higher Education.

    c) Build a collaborative, high performing workforce across Scotland that shares knowledge, supports growth, and drives innovation through gold standard practices.

11. ***Strategic aim 3:*** *Embed care experienced voices at the heart of educational policies, practice and culture; so that their voices meaningfully shape our decisions and priorities*. We will meet this strategic aim by doing the following:

    a) Ethically capture and amplify individual and collective care experienced voices, utilising insights from their experiences to shape and influence policy, practice and organisational culture.

    b) Ensure decision makers within institutions, and beyond, are equipped with actionable evidence from this data.

    c) Ensure voices are directly heard within institutions, encouraging them to actively seek, utilise and embed these voices internally, supporting workforce development and inclusive decision making.

    d) Use data driven insights to determine our next actions, ensuring that our decisions and priorities are informed by evidence and emerging trends.

12. ***Strategic aim 4****: Deliver our Associate programme – an employment opportunity for care experienced students to work with the Hub for SUCCESS in delivering its strategic aims*. We will meet this strategic aim by doing the following:

    a) Support and empower care experienced students through inclusive, meaningful, paid employment that builds confidence, develops professional skills and enhances graduation outcomes.

13. ***Strategic aim 5****: Ensure our impact and reach continues to develop as the Hub for SUCCESS grows sustainably*.
    We will meet this strategic aim by doing the following:

    a) Uphold compliance and governance standards in all that we do.

    b) Secure funding to ensure the long-term sustainability of the Hub for SUCCESS and the reach and impact of our work.

    c) Develop robust evaluation and monitoring mechanisms to measure and support the quality and impact of our work.

    d) Maintain and encourage college and university partner commitment to care experienced learners.

    e) Foster national partnerships with other stakeholders to further our reach and impact.

Our Theory of Change

14. We have created a Theory of Change, to set out a clear and robust framework for how our work creates meaningful and lasting impact. It outlines the logic behind our approach - showing how our policies, practices and activities directly lead to improved outcomes for care-experienced learners; and wider systemic change across further and higher education. Informed by evidence, lived experience and good practice, these principles outline the pathways through which the Hub for SUCCESS delivers positive, measurable change.

    a) By providing personalised, rights-based support and accurate information, we support and enable care-experienced learners to access, participate in and succeed throughout further and higher education.

    b) By developing a knowledgeable, confident and trauma-informed workforce across colleges and universities, we create educational cultures where Corporate Parenting is fully embedded in policy, practice and culture.

    c) By ethically and consistently embedding care-experienced voices, we shape policy and practice in further and higher education to be more equitable, inclusive and responsive to lived experience.

    d) By delivering meaningful paid employment through our Associate Programme, we build confidence, skills and opportunities that strengthen long-term outcomes for care-experienced students.

    e) By growing sustainably through strong partnerships and evidence-driven evaluation, we expand our reach and strengthen our national impact so that more care-experienced people can get in, stay in and thrive in education.