SUPPORTING CHILDREN'S RIGHTS TO HEALTH, LEARNING AND FAIR ACCESS TO CAREERS

Education for Scotland

1 WHAT WE DID

NES relaunched the **Health Elementary project** with partners, helping primary school age pupils learn about health, wellbeing and nursing roles while challenging stereotypes. In parallel, the **Enhancing Medical Attraction project** widened access to medicine by scaling outreach and support for schools with low application rates, improving access to accurate information, guidance and opportunities. A key output is **Your Med Future** which gives young people clear entry information, guidance and opportunities.

2 IMPACT



Together, these projects support children and young people to make informed choices about their health, education, and future careers. By starting engagement early and focusing on the fairness of access, the Youth Academy is helping to reduce inequalities in awareness, aspiration, and opportunity.

The work also supports a more diverse and representative future workforce, strengthening long-term sustainability within health and care services.

3 UNCRC



This work supports key UNCRC rights, including **Article 24** on health, **Article 28** on access to education and clear pathways, **Article 2** on non-discrimination by addressing unequal access to medical careers, and **Article 12** by ensuring resources reflect children's views and experiences.

4 GIRFEC

The projects align with Getting it right for every child (GIRFEC) wellbeing indicators, particularly:

Healthy: increased understanding of health and wellbeing.

Achieving: supporting educational engagement and future learning pathways.

Included: reducing barriers for children and young people who may otherwise be excluded from medical and health career opportunities.

Respected: valuing young people's interests, ambitions and potential.

5 THE PROMISE



This work reflects The Promise commitment to tackling inequality early, supporting children to thrive, and ensuring that systems do not advantage some children while leaving others behind. By focusing on widening access, challenging stereotypes, and providing consistent support regardless of background or geography, the Youth Academy contributes to a fairer, more compassionate system supporting children's aspirations.

6 REFLECTIONS



Early, rights-based engagement with children and young people can have a meaningful impact on both individual outcomes and system-wide equity. By embedding children's rights into workforce attraction and education initiatives, NES is strengthening its contribution to long-term workforce sustainability while upholding its commitment to fairness, inclusion, and children's wellbeing.

INNOVATION & WORKFORCE DIVERSIFICATION TEAM, NHS SCOTLAND ACADEMY, LEARNING & INNOVATION DIRECTORATE