

## Applicant Information Pack – Chair for National Bairns’ Hoose Governance Group

Minister for Children and Young People  
Clare Haughey MSP



Scottish Government  
Riaghaltas na h-Alba  
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Dear Applicant

Thank you for your interest in the appointment of Chair to the National Bairns’ Hoose Governance Group.

This Group will help further develop a rights-based Scottish approach to establishing a national Bairns’ Hoose model in line with the United Nations Convention on the Rights of the Child (UNCRC), and the Scottish Government’s policy programmes of Keep The Promise and Getting it Right for Every Child (GIRFEC), which seek to recognise that all children must receive the right help at the right time.

The Chair’s role will be pivotal in ensuring that everyone who has an interest in this ambitious and transformational project is able to contribute effectively towards the Scottish Government’s commitment that every eligible child victim/witness will have access to the services of a Bairns’ Hoose by 2025. An essential element of this role will be to ensure that the voices of children, young people and their families are heard and their experiences incorporated into the national Bairns’ Hoose model.

I am seeking a highly effective, impartial and objective Chair who will be able to work collaboratively with a broad range of stakeholder organisations across justice, health, children’s services and third sector. The successful applicant, as Chair, must display forward-thinking strategic leadership skills, be able to demonstrate the ability to make clear decisions and be passionate about improving the justice, therapeutic and child protection outcomes for children.

If you have a proven ability to drive development and continuous improvement with integrity and independence then I hope you will consider applying for this role.

Clare Haughey MSP  
Minister for Children and Young People

## **Information about the National Bairns' Hoose Governance Group and Role Description**

### **Background**

The [Barnahus Model](#) provides Scotland with an opportunity to provide a genuinely child-centred approach to delivering justice, care and recovery for children who have experienced trauma, including but not only, child sexual abuse.

As highlighted in [A Fairer, Greener Scotland: Programme for Government 2021-22](#), the Scottish Government aims to ensure that all eligible children who are victims of or witnesses to abuse or violence will have access to the services of a 'Bairns' Hoose' by 2025.

That means the services they need will all be available via a coordinated approach designed to reduce the number of times children have to recount their experiences to different professionals.

Children below the age of criminal responsibility, whose behaviour has caused harm, will also have access to the services provided by the Bairns' Hoose.

The Scottish Government's [Bairns' Hoose Vision](#) sets out in broad terms our vision of how Barnahus should be implemented in Scotland, the values which should underpin the model and our approach to its practical implementation.

### **National Bairns' Hoose Governance Group**

To meet this ambition Scottish Ministers have agreed that a governance structure and national group will be established to help further develop a rights-based Scottish approach to delivering a national Bairns' Hoose model. This will be in line with our commitment to Keep The Promise and other relevant policy and legislative developments in Scotland.

The Group will be closely linked to existing Scottish Government programmes and activity but will retain an element of objectivity through the appointment of a Chair who will be independent of Ministers.

### **Remit of The Group**

The remit of the Group is to:

- (a) ensure that we have a nationally applicable model that allows all eligible children across Scotland to access its services equally;
- (b) agree and oversee future delivery of the multi-agency workforce development elements of the new model for a Scottish Bairns Hoose;
- (c) agree national arrangements for the quality assurance of the new model;
- (d) ensure that the voices and experiences of children and young people directly influence the work to implement the new model;

(e) draw on available national and international learning throughout the development period in order to continually improve Bairns' Hoose practice in Scotland;

(f) ensure alignment and cohesion with the UNCRC, The Scottish Promise, the [European PROMISE quality standards](#), and other relevant policy and legislative developments in Scotland;

(g) behave towards each other, stakeholders and the Scottish Government secretariat with courtesy; and

(h) recognise and respect the various interests that comprise the Group and allow contributions to be made in a respectful environment.

The membership of the group and its sub groups will bring together cross-sector representation from justice, health, children's services, and third sector stakeholder partners, along with academia and subject matter specialists.

One of the Chair's early tasks will be to identify the organisational representation of the Governance Group's membership, subject to Ministerial approval, and to hold the Group's inaugural meeting to agree its Terms of Reference.

**The Chair's role** will be pivotal in ensuring that everyone who has an interest in this ambitious and transformational project is able to contribute effectively. An essential element of this role will be to ensure that the voices of children, young people and their families are heard and their experiences incorporated into the national Bairns' Hoose model.

The role will require:

- experience of effectively driving forward a transformative change programme;
- an ability to draw together all necessary specialist input and strategic governance;
- a track record of robust and sensitive stakeholder engagement with demonstrable effective chairing of a senior stakeholder group with potentially opposing views; and
- an ability to build consensus across a range of views and perspectives.

**Key responsibilities for the Chair will be to:**

- support the Scottish Government to meet their commitment to ensure that every eligible child victim/witness will have access to the services of a Bairns' Hoose by 2025
- ensure that the voices and experiences of children, young people and their families will be incorporated into this model
- provide active, healthy and effective leadership, direction, support and guidance to the Group including chairing Group meetings in line with the Group's Terms of Reference
- maintain an environment within the Group and its members that champions a vibrant and constructive exchange on establishing and operating multidisciplinary interventions under one roof

- draw together all necessary specialism and governance at a strategic level to promote and support the development and establishment of an evidence-based, comprehensive, child-friendly Bairns' Hoose national model in Scotland
- support its development and shape testing and piloting of the Bairns' Hoose using a test, learn and develop approach, and offer oversight for the Scottish Barnahus standards development, to meet the European Barnahus principles within this process
- provide a focus on evidence and evaluation to support best practice in the delivery of the national model
- oversee and regularly review the remit and composition of the Group, as outlined in its Terms of Reference
- deliver on the agreed outputs and milestones of the Group to deadlines agreed in its Terms of Reference
- maintain close links to the "Delivering The Vision" strategic group established by Children 1st for its House for Healing pilot
- act as the principal spokesperson and public face of the Group and represent it at meetings with other bodies, the Scottish Ministers and other Members of the Scottish Parliament, and at conferences and in the media
- carry out such other tasks as may be reasonably required from time to time.

### **Remuneration and Expenses**

The role of Chair attracts a remuneration rate of £300 a day which is non-pensionable on a pro rata basis. This equates to approximately £14,400 per year for 48 days. Expenses incurred as a result of carrying out the duties of the appointment, including reasonable travel and subsistence costs, will be reimbursed.

### **Time Commitment**

You will be expected to devote, approximately, 48 days over the course of each financial year (an equivalent of up to 4 days per month) to this role.

You will regularly attend meetings of the Bairns' Hoose Governance Group and its working groups. Governance Group meetings will take place quarterly and will normally occupy a half day. Additional meetings can be held as required. For most meetings there will be substantial preparation in reading papers.

Applicants should note the weekly time commitment may vary dependent on the workload, although it is unlikely the overall yearly commitment would increase.

### **Length of Appointment**

Your appointment will be for a period of 3 years with the possibility of an extension thereafter, subject to evidence of effective performance and satisfying the skills and knowledge required at the time of reappointment and beyond.

### **Meetings**

Due to current Covid-19 restrictions, meetings of the Group are likely to take place virtually. In the future, the current expectation is that work is likely to be a blend of virtual and physical meetings. The Governance Group will meet quarterly and minutes will be published.

## **How To Apply**

Please prepare an Expression of Interest, of no more than 500 words, outlining why you are interested in this position and how your skills and experience match the requirements for the post, and submit with your CV to

[bairnshoosgovernance@gov.scot](mailto:bairnshoosgovernance@gov.scot) .

If you are disabled within the meaning of the Equality Act 2010, please contact us to discuss any adjustment you consider may be required to facilitate your participation in the selection process.

**The closing date for applications is 6 December 2021 at Midnight.**

## **Selection Panel**

Sifting of applications will be carried out w/c 13 December by a Selection panel comprising of:

Lesley Sheppard, Deputy Director, Children's Rights, Protection and Justice, Scottish Government

Willie Cowan, Deputy Director, Criminal Justice, Scottish Government

Dr Lesley Thomson QC, Vice Chair, Lanarkshire NHS Board

To make sure that the process is transparent, and the appointment is made on merit, the selection panel will declare if they know anyone who has applied for these appointments. You will be asked to let us know in your application if and how you know any of these Selection panel members. This will help us to come to a view on the appropriateness of your being assessed by one or more of them.

## **Interview**

Successful applicants will be asked to attend a virtual interview with the Selection panel members. It is anticipated that this will take place w/c 17 January 2022.

## **Recommended Candidates**

For candidates being recommended for appointment, the Selection panel will provide Scottish Ministers with a summary of the evidence gathered during the process. The Ministers may choose to meet those applicants prior to making a decision.

## **Pre-appointment checks**

Candidates chosen by Ministers for appointment will be required to complete a pre-appointment check called the Baseline Personnel Security Standard (BPSS). This is a security check that is designed to provide Ministers' with assurance about a candidate's credentials and confirm their identity, right to work in the UK and residence.

## **Social Media**

For those candidates shortlisted, the Selection panel may consider information available in the public domain such as a check of social media activity/posts, printed and other media. In accordance with GDPR article 6 (1) (e) this information will only be used for the purpose of this application. Any findings in this regard may be

discussed with you during the interview as part of the Fit and Proper Person tests detailed below.

**Further information**

For additional information about the role and the Bairns' Hoose Governance Group, please contact Lesley Swanson at [lesley.swanson@gov.scot](mailto:lesley.swanson@gov.scot)

**Appointed on merit; committed to diversity and equality.**