



Bairns' Hoose (Scottish Barnahus) draft standards consultation

The Scottish Social Services Council is the regulator for the social work, social care and early years workforce in Scotland. Our work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce.

We protect the public by registering the social work, social care and children and young people's workforce, setting standards for their practice, conduct, training and education and by supporting their professional development. Where people fall below the standards of practice and conduct we can investigate and take action.

We:

- publish the national codes of practice for people working in social services and their employers
- register people working in social services and make sure they adhere to the SSSC Codes of Practice
- promote and regulate the learning and development of the social service workforce
- are the national lead for workforce development and planning for social services in Scotland
- are an ONS statistics provider.

Questions

Section 1.

1. Do you want to give feedback on the children's version, or the full version of the Bairns' Hoose draft standards? (Please note, if you wish to give feedback on both please select children's version, and you will be given the choice later.)
 - Children's version of the Bairns' Hoose draft Standards
 - **Full version of the Bairns' Hoose standards only**

Section 2. Feedback on the full version of the draft standards

2. Do you have any general comments on the standards?

The SSSC supports the Bairns' Hoose standards and welcomes the proposed joined up approach for workers from different sectors involved in these services. We believe that closer collaboration and skill sharing between these staff will result in better outcomes for children and young people.

3. Standard 1: Key principles and the rights of the child. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

As the regulator for social work, social care and early years practitioners in Scotland, we believe that all the children of Scotland should have opportunities to flourish. We are committed to ensuring that the children of Scotland can rely on social services being provided by a skilled, trusted and confident workforce. We believe that a human rights based approach is key to ensuring that children's best interests are at the heart of actions and decisions taken on their behalf and that without this, it will be difficult for children to have trust in Scotland's social services. For these reasons, we welcome this standard.

4. Standard 2: Collaborative leadership and governance. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC fully supports the rationale and criteria of this standard. We welcome the proposal for collective and collaborative leadership of Bairns' Hoose and would welcome the opportunity to share our experience and expertise, in particular in relation to continuous professional development, trauma-informed care, workforce planning, fitness to practise and leadership development.

5. Standard 3: Inclusive access. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**

- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC has no comment to make on this standard.

6. Standard 4: Design and environment. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC supports this standard. We believe this approach will be easier for children and young people and will make sure they receive joined up and effective support. We believe that following this approach will ensure Bairns' Hoose operate with a trauma informed approach.

7. Standard 5: Planning for children. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC has no comment to make in relation to this standard.

8. Standard 6: Interviews in the Bairns' Hoose. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC has been involved with a number of initiatives concerning trauma informed practice. For example, we have:

- trained staff in our Fitness to Practise department in trauma and adverse childhood experiences to gain a better understanding of the effect trauma can have on survivors and how it may affect their ability to give evidence and its quality.
- supported the development of the Scottish child interview model and have endorsed the associated training . We are looking at how we build this into our new Continuous Professional Learning (CPL) model for social workers and also how it is included in the development of an advanced practice framework for social workers being developed by OCSWA.
- Continued to endorse the National Trauma Training Programme materials as evidence of CPL requirements and we are working with Scottish Government to develop further trauma skilled and enhanced level resources for social workers.
- have made a commitment in our people strategy to become a trauma informed organisation and will be training all staff
- staff with training in joint investigative interviews to get the best possible evidence from children and vulnerable witnesses without causing them undue stress or anxiety.
- developed procedures about taking evidence from vulnerable witnesses.

We would welcome the opportunity to share our experience and knowledge in this area.

9. Standard 7: Support through the court and legal process. Do you agree with the content of this standard, including the statement, rationale and criteria?
- **Completely agree**
 - Kind of agree
 - Neither agree nor disagree
 - Kind of disagree
 - Completely disagree
 - Don't know

The SSSC fully supports this standard.

10. Standard 8: Health and wellbeing. Do you agree with the content of this standard, including the statement, rationale and criteria?

- Completely agree
- **Kind of agree**
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC supports this standard. We welcome the recognition that this standard makes of the importance of ensuring that staff training plans are individualised, fully implemented and reviewed regularly. We would welcome the opportunity to work collaboratively to ensure that the appropriate mechanisms are in place to ensure that staff working in Bairns' Hooses who are registered with the SSSC are meeting the requirements of their training plans and how this could be included in our CPL requirements for registered workers.

11. Standard 9: Access to therapeutic recovery services. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC agrees with this standard's statement and rationale. Given that this standard will require staff members to be trained in the assessment and treatment of children who have experienced trauma, we feel there is a role for us in ensuring that this training is developed and communicated to the relevant social care staff.

12. Standard 10: Multidisciplinary staff training and support. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC agrees with the statement and rationale behind this standard but we recognise that this standard places an emphasis on staff training. As the regulator of the social work, social care and early years workforce in Scotland, we would be well placed to assist in the development and communication of such training.

13. Standard 11: Prevention, sharing knowledge and learning from good practice. Do you agree with the content of this standard, including the statement, rationale and criteria?

- **Completely agree**
- Kind of agree
- Neither agree nor disagree
- Kind of disagree
- Completely disagree
- Don't know

The SSSC has nothing to add in relation to this standard.

14. What support is needed to implement the standards?

Section 3

1. Is there anything that has been missed from the standards?

The SSSC has no view on this.

2. How can people running a Bairns' Hoose show us they are meeting the standards?

The SSSC believes it can play a role in supporting this. Staff working in Bairns' Hoose setting who are registered with the SSSC will be subject to continuous professional learning (CPL) requirements relevant to their roles. We are presently developing a new CPL model which may assist in making sure workers are meeting the standards. We could also use the data and intelligence we gather from our fitness to practise cases to help demonstrate that the Bairn's Hoose standards are being met.

**Scottish Social Services Council
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