

## **Survivor involvement in the recruitment process for Redress Scotland Panel Members**

If you are a victim/survivor of abuse in care in Scotland, have an interest in the development of Scotland's Redress Scheme and are keen to help with the recruitment of the decision-making panel members for Redress Scotland, we would like to hear from you.

Survivors have played a key role in the design and development of Scotland's Redress Scheme, through a range of consultations and other formal structured activities during the legislative process and now as we work towards the scheme opening later this year. The commitment to establishing a Survivor Forum to provide feedback on the Redress Scheme will ensure views are captured as we move forward. Survivor views are both valued and vital.

Survivors were involved in the recruitment processes for the Chair and Chief Executive of Redress Scotland, both through suggesting themes for questions and by having a representative on the formal interview panel. We now have the opportunity for greater numbers of interested survivors to participate in helping secure the right people to be independent decision makers on applications for redress.

**Please note** the survivor interview panel process will be online. We accept and apologise that this may exclude some survivors who may have been interested but hope that there may be future face to face opportunities. There are other ways for survivors to be involved in developing different aspects of the Redress Scheme and we would encourage anyone interested to contact us to find out more.

### **The recruitment process for Redress Scotland Panel Members (people who will make decisions on applications for redress)**

- There will be a formal interview panel made up of the Chair of Redress Scotland, a member of the Scottish Government and a relevant external person
- In addition, there will be a survivor interview panel consisting of 3 survivor representatives and a facilitator

### **The Survivor Interview Panel**

- The survivor panel will interview all candidates and focus questions on the specific areas that survivors have previously cited as essential - relating to values and communication skills
- The views of the survivor interview panel will be shared with the formal interview panel and will be taken into consideration by them in their interviews
- We are looking for 12 survivor representatives to interview candidates. This allows for four survivor interview panels, each panel sitting for one day to interview candidates.
- If the level of interest from survivors exceeds the number of survivor interview panel roles available, notes of interest will be kept for future interviews and individuals will be offered the opportunity to take part in other aspects of scheme development

## **How to express interest**

There is no formal selection process, instead we are asking that interested individuals carefully consider the role and if they can meet the requirements outlined below.

Depending on numbers, we might not be able to offer all those interested a role in recruitment in this round of interviews. However, there may be further opportunities in the future and there may be other areas of development where you can contribute views.

## **About you**

You do not need to have experience in being part of an interview panel before. It might be easier if you have previous experience but the preparatory session, and being part of a panel with other survivors, will help ensure you feel confident and ready to take part. It is important that you can work as part of a team to deliver a consistent and quality interview experience to ensure fairness, adherence to recruitment processes and that will help get the best out of applicants for this important job.

## **Time commitment needed**

- 1-2 hours introductory session in mid August with other survivors to cover information about the specific recruitment process and other key details
- 1 day - consisting of 4 interviews, with time for group reflection for each candidate and in addition, a meeting with a representative from the formal interview panel to share reflections on each interview carried out that day. The dates are end of August and beginning September.

## **You will need to**

- be confident using Microsoft Teams
- be confident about taking part in a structured, formal process and following necessary recruitment procedures
- provide the necessary time commitment, this will include being able to attend at least one information session (at this point planned for 11 August) and one day of interviews
- attend meetings with other survivors and the facilitator and participate in necessary preparation work to ensure the survivor panel is clear and consistent with all candidates.
- work as part of a team with survivor representatives and others, to help create a safe, consistent and questioning space that will help get the best out of interview candidates
- be willing to share your thoughts and opinions, honestly and respectfully and listen to the views of others, even when opinions are different

## **Process/Next steps**

If you are interested and want to find out more, please email [estelle.carmichael@gov.scot](mailto:estelle.carmichael@gov.scot) ideally by 9 August.

- A facilitator will talk to you about your expression of interest and depending on the level of demand, you will be invited to the introduction/preparation session.
- Arrangements will be made for you to meet other survivors and the facilitator and participate in necessary preparation work that will help create an effective recruitment process for you and for the candidates.
- There will be further detail and the opportunity for questions in discussion with the facilitator and in the preparatory session.