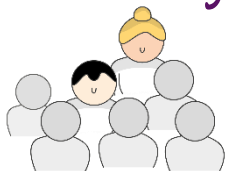


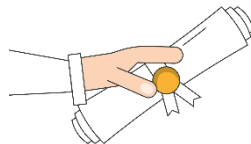
# APPLICATION PACK

Area Support and Improvement Partner

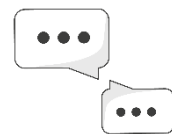
Recruiting



Training



Supporting



Improving outcomes for children and young people

# CONTENTS



Introduction from the National Convener	3
About us	4
Our values	5
Job description	6
Area Support and Improvement Partner: geographical breakdown	11
CHS organisational structure	12
Completing your application	12
Application form	13
Section A: Personal details	15
Section B: Education and training	16
Section C: Employment record	17
Section D: Supplementary information	20
Equality monitoring form	23

# INTRODUCTION FROM THE NATIONAL CONVENER



Dear applicant

Thank you for expressing an interest in working for Children's Hearings Scotland.

As an organisation that works within the Children's Hearings System, we are driven by making a positive difference and improving the outcomes of Scotland's most vulnerable children and young people.

We are delighted to have secured investment from the Scottish Government for the development of this new Area Support and Improvement Partner role, of which there will be nine posts across Scotland. These posts will be pivotal in improving the hearings experience for children and young people, and ensuring a positive volunteering experience for our 400 Area Support Team members and 2,500 Panels Members.

Our vision is of a Children's Hearings System where everyone works together, making sure that all children and young people are cared for and protected and that their views are heard respected and valued. In the coming year, we will be rolling out a range of projects that will see us transform the way we work helping us to achieve our vision – it is a truly exciting time to join Children's Hearings Scotland.

It is an enormous privilege to lead this organisation and we are committed to shaping a modern twenty-first century Children's Hearings System that meets the needs of Scotland's children and young and people.

Good luck with your application.



Boyd McAdam  
National Convener/Chief Executive

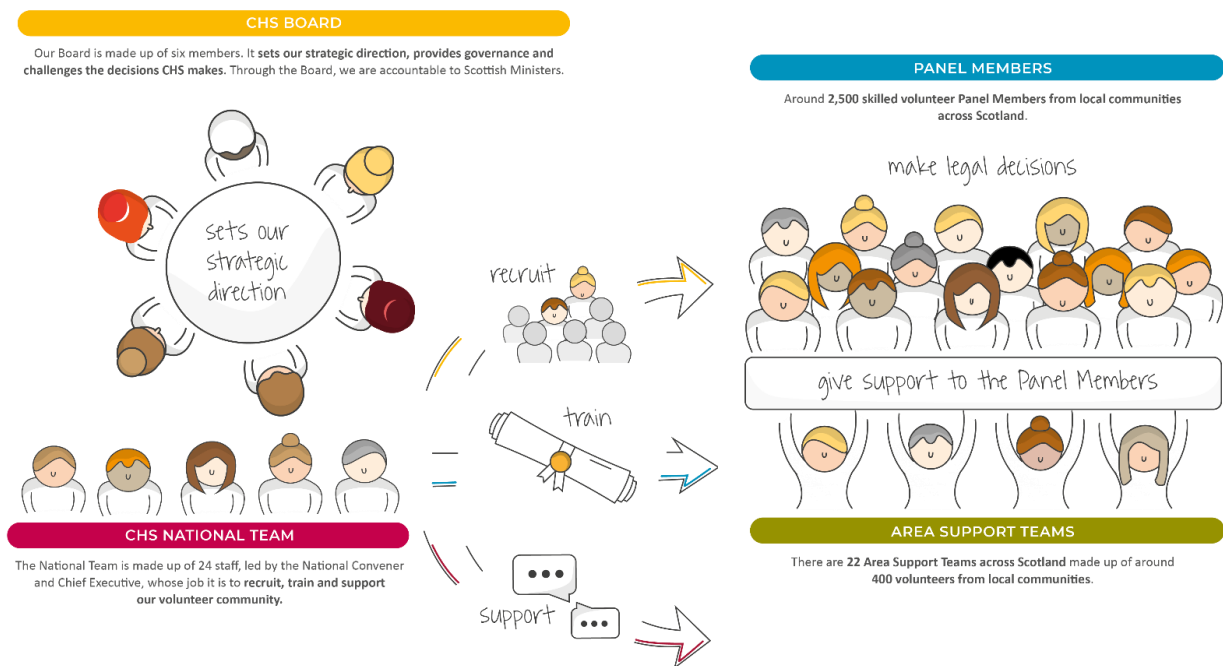


# ABOUT US



Children's Hearings Scotland recruits, trains and supports around 2,500 skilled volunteer Panel Members who sit on children's hearings and make decisions with and for vulnerable children and young people across Scotland.

Our organisation is also responsible for supporting a network of 22 volunteer led Area Support Teams. Our Area Support Teams are made up of around 400 people who support Panel Members at a local level.



## OUR VISION

Our vision is of a Children's Hearings System where everyone works together, making sure that all children and young people are cared for and protected and their views are heard, respected and valued.

# OUR VALUES



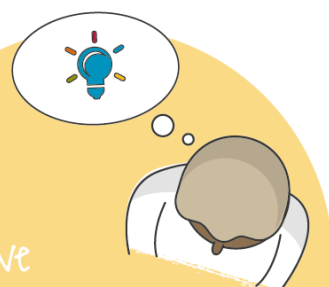
Our values sit alongside our vision and mission and are threaded throughout everything we do.



**Child centred**  
Making sure everything we do is in the best interests of children and young people.




**Challenging**  
Not being complacent, but questioning ourselves and others to help us improve.



**Creative**  
Considering innovative and imaginative ways of approaching the issues we face in the work we do.



**Fair**  
Making sure that everyone is treated with dignity and according to their individual needs; that our information and services are accessible to all; that we provide a consistent level of service to all.



**Open**  
Listening, responding to and learning from feedback; acting honestly; ensuring processes are transparent; sharing information and being accountable for our actions and decisions.



**Respectful**  
Treating children, young people, their families, partners and each other with care and consideration.

# JOB DESCRIPTION



## 1. JOB TITLE: AREA SUPPORT AND IMPROVEMENT PARTNER x 9

### 2. JOB PURPOSE:

To work strategically and operationally with the Children's Hearings Scotland (CHS) National Team, Area Conveners (ACs), Area Support Teams (ASTs), and local partner organisations, to deliver a consistent, sustainable and high quality Children's Hearings which are aligned with organisational values, standards, and policy.

To enable the ACs and ASTs to carry out their essential responsibilities in leading the panel community by managing programmes of change, driving continuous improvement, and ensuring a quality service and national consistency.

To work with ASTs in ensuring the necessary supports are in place to enable the highest quality of decisions and experience for children and young people, and locally facilitating and promoting their meaningful participation within children's hearings.

To build sustainable external and internal partnerships and seek out collaborative opportunities to improve the quality and consistency across Scotland of today's hearing(s) experience of children and young people, and support and deliver the implementation of changes and improvements where necessary.

### 3. ORGANISATIONAL POSITION

**Immediate Line Manager:** Head of Area Support and Improvement (Senior Management Team)

**Peers:** Other Area Support and Improvement Partners, and roles within the CHS National Team

Sole /most senior employee working locally to enable the quality and sustainability of children's hearings.

### 4. DIMENSIONS:

**Leadership Responsibility:** Provide leadership within the national team and locally, up to 450 volunteers

Represent the national team and AST on strategic and operational issues with partner organisations/multi agency meetings

**Number of Local Authority Areas:** up to 6

**Budget Management:** to be phased in

## 5. KEY ACCOUNTABILITIES (the Job):

- Supporting the AC(s) and ASTs in carrying out their responsibilities as delegated by the National Convener, to ensure the efficient and sustainable operation of children's hearing, at a local level
- Lead, in partnership with the AC(s), a positive culture within the AST and the panel community, which is aligned with the standards and values of the CHS
- Provide consistent statutory, procedural, and management advice to the ACs and ASTs, drawing on in depth knowledge of policy, practice, and procedures
- Act with the AST as a corporate parent, ensuring the needs of children and young people are at the centre of activities, and that the rights of the child and young person are enshrined, and that they feel loved, cared for, and respected
- Ensure ASTs are fully supported and able to deliver child-centred policy and practice, including promoting with partners that the meaningful participation of each child or young person is central to their hearing experience, and engagement with children and young people in service design
- Accountable for building and maintaining strong partnership relationships and arrangements to ensure stated outcomes are achieved effectively, working closely with, and to positively influence, key partners
- Accountable for facilitating positive relationships across the national team and local ASTs, panel community, and partner organisations, being an accessible presence to volunteers and partner agencies
- Constructively represent CHS and the AST at local partnership meetings and liaison groups to ensure the panel's needs are understood at a multi-agency level
- Accountable for ensuring compliance with the Local Authority Memorandum of Understanding(s), for example, the provision of a clerking service
- Support and manage the resolution of existing and emerging issues through sound and creative problem solving often by coaching, mentoring, and directing, AST as appropriate
- Responsible for promoting and sharing of best practice amongst peers to achieve local improvements and national consistency
- Lead, as a member of the national team, the local implementation of national policy, development, and change - guiding the operational implementation of strategic change including managing local projects and programmes
- Lead and support the local implementation and sustainability of all digital developments, and ensure these are effectively utilised for maximum impact

- Lead the creation, maintenance, and systematic adherence to the AST Operational Plan, supporting delivery on agreed planned work
- Lead on the performance management system through the analysis and evaluation of all available management information, and support the AST in managing quality assurance identifying and addressing local trends and themes
- Manage the Community Concerns policy locally and conduct or assist where appropriate in complaint and concerns investigations across ASTs, and to manage conflict resolution where necessary
- Manage local systems on behalf of the AST to ensure effective governance, planning, recruitment, induction, transition, and training of the AST
- Lead the development of local succession planning to ensure capacity and capability to meet service needs, addressing shortfalls in numbers or skills (training), with the support of CHS National Team
- Contribute to the national recruitment campaign and actively enable the local recruitment process to ensure there are sufficient numbers and quality of AST and panel members to enable quality hearings to take place
- Support the AST in ensuring formal training and learning for new and existing AST and panel members meets their needs, through close liaison with training partners, and appropriate opportunities to learn from reflective practice
- Responsible for promoting and monitoring the volunteer experience, for example through retention and recognition, and assisting the AST to support and improve that experience
- Work collaboratively with colleagues across CHS in ensuring good communication, in line with the values of the organisation
- As a leader within the national team, Inform the development of national and local policy and corporate objectives, as well as research, develop, and drafting of organisational policy and strategy
- Manage devolved funding and financial resources allocated to AST(s)

## 6. KEY RELATIONSHIPS

- Area Conveners and AST colleagues
- Local Authority (including local authority Clerk, social work, education)
- CHS national team colleagues across all disciplines
- Local CHS Learning Academy partners
- Managers and staff at local SCRA offices
- Health professionals
- Scottish Government team members
- Children and families organisations



## 7. QUALIFICATIONS, KNOWLEDGE, SKILLS AND EXPERIENCE

See Competency Framework below

## 8. PRINCIPAL CHALLENGE

High level of devolved responsibility, as the most senior employee working directly with the local panel community, to enable consistent, sustainable, and high quality delivery of Children's Hearings, achieved through strong partnership working, by promoting the local participation of children and young people, and maximising the volunteer experience.

### COMPETENCY FRAMEWORK/ PERSON SPECIFICATION

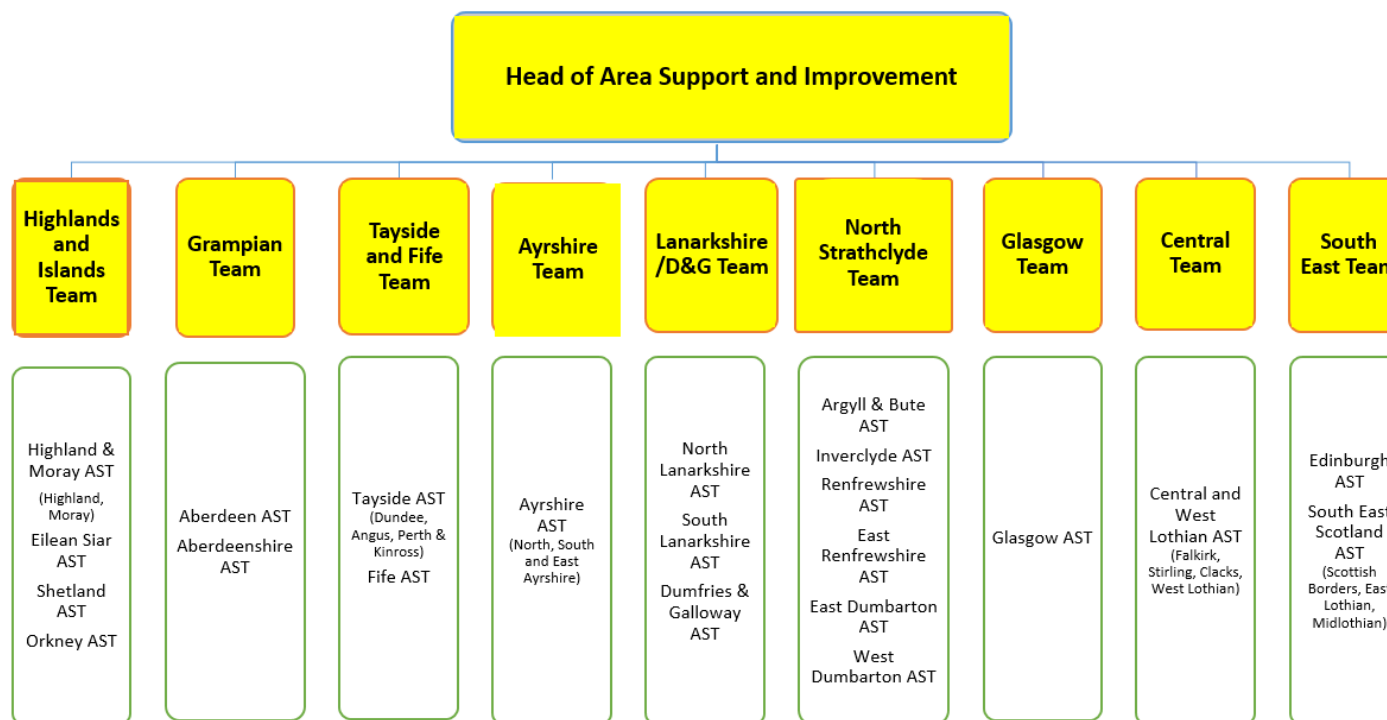
Qualification, Knowledge, Skill, Behaviour and Values	Essential	Desirable	Evidence
Share and demonstrate the values, behaviours and ambitions of the Children's Hearings System, especially the participation of children and young people in the service in a way that they feel safe, loved, and respected	*		Assessment /Interview
Educated to degree level or equivalent	*		Application
Possess or willing to work towards a leadership/management qualification, such as the Diploma in Public Service Leadership or equivalent		*	Application
Demonstrate ability to work strategically within the role remit and with partner organisations	*		Application/ Interview
Demonstrate significant experience in leadership, problem solving, planning, and decision making skills	*		Application
Able to build and maintain good working relationships with a range of partners and colleagues both internally and externally, including at a senior level, as well as strong people management skills	*		Assessment /Interview
Excellent knowledge of the operational environment within which Children's Hearings Scotland works, and the issues affecting it	*		Application/ Interview
Sound knowledge of current issues impacting upon vulnerable Children and Families in Scotland	*		Application
Experience of, or demonstrating the ability to work with, recruit, and motivate volunteers	*		Application /Interview
Experience of delivering change management programmes and to demonstrate skill in engagement with complex stakeholder groups during times of significant change	*		Assessment /Interview

Qualification, Knowledge, Skill, Behaviour and Values	Essential	Desirable	Evidence
Able to interpret and use statistical and other data/information to understand performance and identify areas of good practice/areas for improvement action	*		Interview
Skills in influencing, coaching and mentoring strategic partners and volunteers	*		Application/ Interview
Technical ability and personal skill to manage conflict resolution effectively, and have difficult conversations, constructively		*	Assessment/ Interview
Able to command (demonstrate the ability to command) the confidence of the Area Conveners, ASTs, Local Authority partners and key stakeholders	*		Interview
Demonstrable skills in the management of complex tasks and conflicting priorities	*		Assessment
Ability to translate corporate strategy and policies into operational activity	*		Interview
Able to work alone, self-directed and remotely, whilst maintaining a strong connection to the national agenda	*		Interview
Skilled team-worker with an ability to work collaboratively within and across several 'teams', and with peers	*		Interview
Demonstrate a commitment to continuous professional development	*		Application/ Interview

# AREA SUPPORT AND IMPROVEMENT PARTNERS – GEOGRAPHICAL STRUCTURE



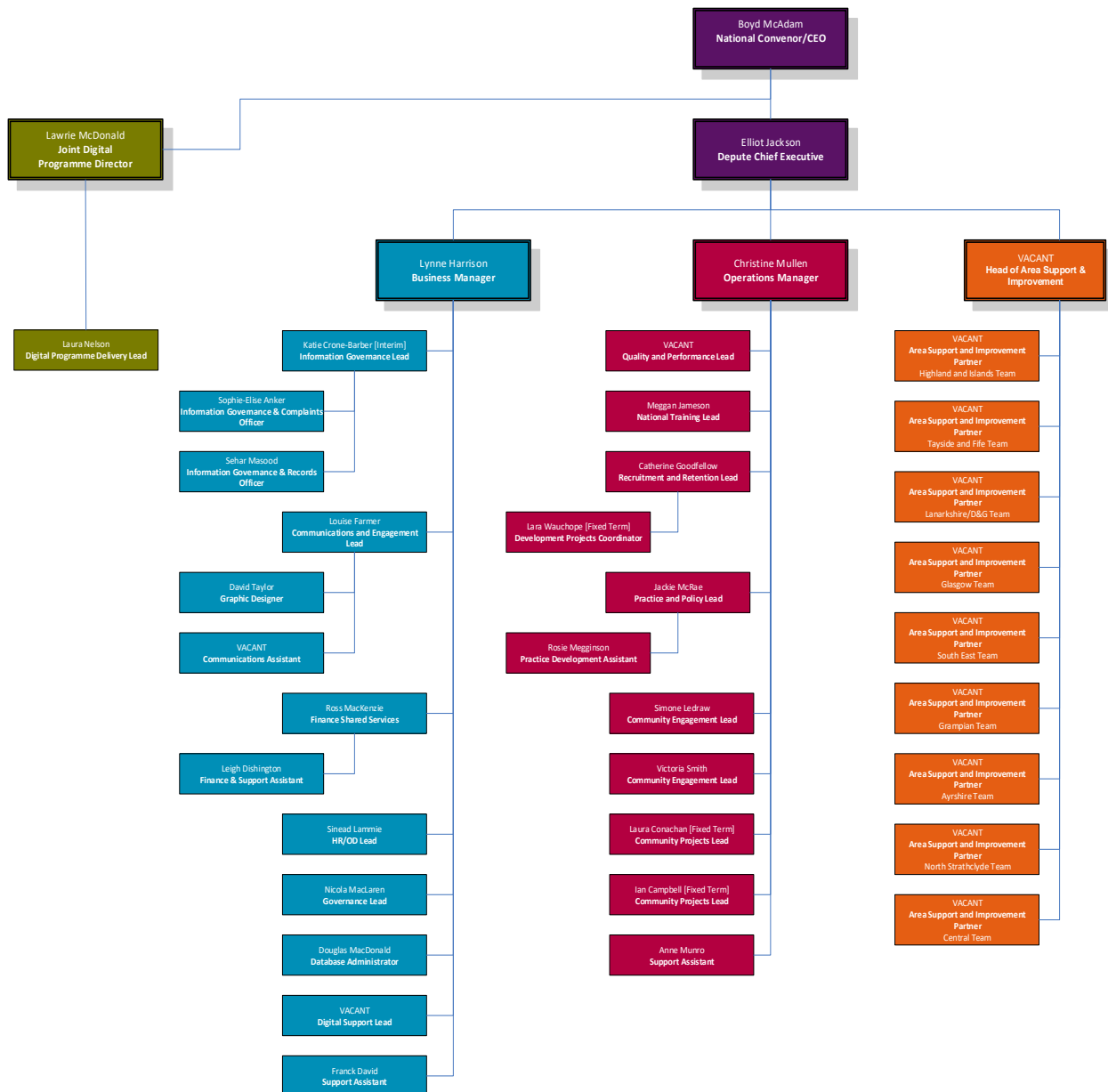
Each Area Support and Improvement Partner will be responsible for covering our different Area Support Team (also known as AST) areas. These are outlined below.



# CHS ORGANISATIONAL STRUCTURE



As an Area Support and Improvement Partner you will be part of the wider National Team which is made up of approximately 40 members of staff.



# COMPLETING YOUR APPLICATION



Thank you for your interest in joining our team at Children's Hearings Scotland (also known as CHS).

This application form has been designed to ensure compliance with legislation and best practice. The processing of all information will be in accordance with the requirement of the Data Protection Act 1998. The information you provide on your application form will only be used as part of the selection procedure and for any subsequent employment administration if your application is successful.

For further details on how your information will be handled please refer to our [privacy statement](#)<sup>1</sup>. If any part of the form is unclear, please contact us via: [jobs@chs.gsi.gov.uk](mailto:jobs@chs.gsi.gov.uk). We are striving to be an equal opportunities employer with a diverse workforce which is representative of the population we serve.

Employees of CHS are required to adhere to a detailed [Staff Code of Conduct](#). Key principles in this are that staff:

- Act in the best interests of CHS
- Are Honest
- Are Selfless
- Have Integrity and Respect.

Prior to employment, all applicants will undergo pre-employment background checks in line with the Scottish Government's Baseline Personnel Security Standards. We may contact previous employers, educational providers, fraud prevention bodies, local authorities and government agencies as part of this process. We may also use background screening companies.

**Please complete the form as fully as you can. If you are writing on it, use black or dark blue ink to assist in scanning/photocopying. If you are filling in the form electronically, please ensure this is in a format which is compatible with Microsoft Office 2010. If you need additional space for any section, continue on a separate A4 sheet or separate text page. Please ensure that any separate sheets are clearly marked with the section to which they refer and your initials and surname.**

Please email your completed application form to: [jobs@chs.gsi.gov.uk](mailto:jobs@chs.gsi.gov.uk).

Or by post to:

CHS Resourcing Team  
Children's Hearings Scotland  
Thistle House  
91 Haymarket Terrace  
Edinburgh  
EH12 5HE

\*Marked as: "Strictly Private and Confidential"

### Section A

- Please note that only your surname is required in full. Give only the initials of your first name(s).

### Section B

- This section asks about your education and job related training. Please give us enough details to assess your attainments in relation to the post for which you are applying. Continue on a separate sheet if necessary. We need a minimum 3 years job related/education history.

### Section C

- This section asks about your work experience. Again, please give as much detail as you feel gives us an accurate picture, both about the type of work you are/were doing and the responsibilities you have/had. Please start with the most recent, supplying exact dates where possible. Continue on a separate sheet if necessary.

### Section D

- **Supplementary Information:** Please detail any further experience or information relevant to the post for which you are applying, considering the information you have been given about the post, for example the job description, person specification etc. Try to ensure you are clear about how you meet the essential criteria listed. Continue on a separate sheet if necessary.
- **References:** References will only be taken up if you are short listed. Please indicate if you do not wish your referee(s) to be contacted at this stage, however, please note that no unconditional offer of employment will be made until satisfactory references have been received.
- **General Information:** If you are the successful candidate for the post you will be asked to complete a pre-employment health questionnaire. This questionnaire will be screened by CHS' Occupational Health Provider, who may ask you to attend for consultation. Formal offers of employment will be made once CHS' Occupational Health Provider has assessed the individual as "Fit to work" and where appropriate any reasonable adjustments have been implemented.
- You are asked to tell us if you are related to any member of CHS' staff or Board. This is to ensure compliance with CHS' *Code of Conduct Policy*.
- You are asked to tell us if you are currently eligible for employment in the UK. This is so that we can ensure compliance with the *Immigration Act 2014*, *Asylum and Immigration Act 1996* and *Immigration, Asylum and Nationality Act 2006* which requires organisations to ensure individuals, to whom they are offering employment, have permission to work in the UK – please visit: <https://www.gov.uk/check-uk-visa> if you are unsure of your status. If you are invited to interview you will be required to produce such evidence.
- CHS works with vulnerable persons under the age of 18 and we are required by The *Protection of Vulnerable Groups (Scotland) Act 2007* to ensure that all of the staff we employ are suitable to work with persons under 18 or with their data. CHS is also an exempted body for the purposes of the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975*. CHS is required to take into account, prior to offering employment, any information of any spent and unspent convictions that may be relevant to the post for which you are applying. No unconditional offer of employment will be made until a satisfactory *Protecting Vulnerable Groups* (PVG) clearance has been received.

# APPLICATION FORM



There are nine Area Support and Improvement Partner posts across Scotland. Please indicate [by ticking the box] which area, or areas, for which you wish to be considered. Area details are on page 11 of the pack.

- Grampian
- Highlands and Islands
- Ayrshire
- Lanarkshire/Dumfries and Galloway
- South East
- Tayside and Fife
- Central
- North Strathclyde
- Glasgow

## **Please tell us where you saw this vacancy advertised?**

Posts are suitable for job sharing. Do you wish to be considered for job share working?  Yes

## **A: Personal Details**

**Initials:**

**Surname:**

**Address & Postcode:**

**Email address:**

**Telephone number (home):**

**Mobile or work number:**

**Do you hold a current driving licence?**  Yes  No

**Do you have access to a car for work?**  Yes  No

**Do you have a current PVG membership?**  Yes  No

## Section B: Education and Training

### Further and Higher Education

Establishment (University/College)	Subject/Course and qualification type <sup>2</sup>	Result	Date Obtained

### Secondary Education

Subjects Studied	Qualification Type and Result	Date Obtained

### Other Qualifications (Relevant to this application)

Course Title	Provided by	Result	Date Obtained

---

<sup>2</sup> State method of study and qualification gained e.g. SVQ, HND, BA



**Details of any other Professional Qualification(s)**

Professional Body Name	Grade of Membership	Date Obtained

**Section C: Employment Record**

**Present or most recent employer:**

<b>Company Name:</b>	<b>Nature of Business:</b>
<b>Address:</b>	<b>Position Held:</b>
<b>Current Salary:</b>	<b>Notice Period (if applicable):</b>
<b>Reason for leaving/wish to leave:</b>	
<b>Please provide a brief outline of your duties and responsibilities:</b>	

## Previous Employment

<b>Company Name:</b>	<b>Dates: DD/MM to DD/MM</b>
<b>Address:</b>	<b>Position Held:</b>
<b>Main duties and responsibilities:</b>	
<b>Reason(s) for Leaving:</b>	

<b>Company Name:</b>	<b>Dates: DD/MM to DD/MM</b>
<b>Address:</b>	<b>Position Held:</b>
<b>Main duties and responsibilities:</b>	
<b>Reason(s) for Leaving:</b>	

<b>Company Name:</b>	<b>Dates: DD/MM to DD/MM</b>
<b>Address:</b>	<b>Position Held:</b>
<b>Main duties and responsibilities:</b>	
<b>Reason(s) for Leaving:</b>	

<b>Company Name:</b>	<b>Dates: DD/MM to DD/MM</b>
<b>Address:</b>	<b>Position Held:</b>
<b>Main duties and responsibilities:</b>	
<b>Reason(s) for Leaving:</b>	

**If you have additional employment experience, please continue to detail this by copying and pasting the table above as required**

Please indicate why you have applied for this post, outline the contribution you would seek to make if appointed, and supply any other details relevant to your application. Continue on a separate sheet if necessary, clearly numbering all appendices.

## **Section D: Supplementary Information**

## References

Please supply full details of at least two referees who can cover your last 3 years of employment, one of whom should be your present employer, normally your line manager and the other a previous employer. If you have been employed for less than 3 years' please provide a list of other suitable referees. If you are a volunteer, you may wish to include, in addition, a reference for your work in that context.

You are required to give your specific consent to contact these referees by signing the appropriate section immediately below the details of your referees.

Any applicant who currently, or within the last 12 months has been a volunteer panel member or member of an Area Support Team, please also indicate a reference from your Area Convener or a member of the Area Support Team that you wish us to contact for a reference.

**Please note:** References will be taken up prior to interview, unless you specify otherwise.

Reference 1	Reference 2
<b>Name:</b> <b>Occupation:</b> <b>Address:</b>  <b>Postcode:</b> <b>Contact number:</b> <b>Email:</b> <b>Contact prior to Interview:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>Name:</b> <b>Occupation:</b> <b>Address:</b>  <b>Postcode:</b> <b>Contact number:</b> <b>Email:</b> <b>Contact prior to Interview:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No

Reference 3
<b>Name:</b> <b>Occupation:</b> <b>Address:</b>  <b>Postcode:</b> <b>Contact number:</b> <b>Email:</b> <b>Contact prior to Interview:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No

## General Information

If you are related to any member of CHS' staff or Board, please provide details:

Yes  No

Have you previously worked for or recently applied for any other posts with CHS?

Yes  No

If so, please provide details:

*CHS is a regulated body under the Protection of Vulnerable Groups (Scotland) Act 2007 and an exempted body for the purposes of the Rehabilitation of Offenders Act 1974. Prior to any offer of employment being made, you will be asked to complete a Protecting Vulnerable Groups Application Form, the results of which will inform CHS of any spent and/or unspent convictions that may be relevant to the post for which you are applying.*

## Declaration

Please sign this declaration once you have completed **all** sections of the application form. **You need only sign with your initials and surname.**

*I declare that the information given in this form and in any accompanying documentation is true to the best of my knowledge and belief and give my permission for enquiries to be made to confirm qualifications, experience, dates of employment, right to work in the UK and for the release by other people or organisations of necessary information to verify the content. I understand my application may be rejected and/or I may be dismissed following appointment if I have given any false or misleading information or have withheld any relevant details.*

*I consent for my references to be sought if I am shortlisted either prior to interview or after if the preferred candidate (depends on what has been specified).*

**Signed:**

**Date:**

### **Internal Secondment Applicants only:**

*I declare I have discussed and obtained agreement for a secondment from my line manager:*

**Signed:**

**Date:**

## **Equality Monitoring Form**

### ***Strictly Private and Confidential***

*Please note that this form is always removed prior to shortlisting.*

CHS is committed to embedding a culture of equality and diversity into our organisation and ensuring that all job applicants and employees are treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other factor. The following equal opportunities monitoring questions are intended to assist CHS in maintaining equal opportunities best practice and in identifying equality barriers for job applicants.

**The information on this form will be used for monitoring purposes only. Your responses are voluntary but the more information you supply, the more effective our monitoring of responses will be.**

This information will only be viewed by the CHS Resourcing Team and will immediately be separated from your application form and will not be used to identify you. It will not be seen by anyone involved in interviewing or shortlisting and will be stored securely in line with the principles of the Data Protection Act 1998. Monitoring will help to improve our recruitment processes and enable us to be as inclusive an employer as possible.

If submitting your application by post, please return your Equality Monitoring form in a separate envelope marked 'Strictly confidential' and F.A.O to the **CHS Resourcing Team**.

If you prefer, you can complete your Equality Monitoring form electronically by clicking on the following link: <http://www.smartsurvey.co.uk/s/CHSJobApplicantEqualityMonitoringSurvey/>

**Please select the most applicable option in the questions below and complete the open boxes where relevant.**

CHS is an equal opportunities employer

**THANK YOU FOR COMPLETING THIS QUESTIONNAIRE**

**Date of Application:** DD MONTH YEAR

## 1. Age

Under 24  24 – 34  35 – 44  45 – 54  55 – 64  64 or above

Prefer not to say

## 2. Please describe your gender identity

**\* this is about your self-perception of your gender rather than about your biological sex.**

Male (including female-to-male trans men)

Female (including male-to-female trans women)

In another way (for example, non-binary/ gender fluid people)

Prefer not to say

If you describe your gender with another term, please provide this here:

## 3. Do you consider yourself to be a trans person?

**\*trans being an umbrella term to describe people whose gender is not the same as the sex they were assigned at birth.**

Yes

No

Prefer not to say

## 4. How would you describe your sexual orientation?

Heterosexual/straight

Bi/bisexual

Gay/lesbian

Prefer not to say

If you prefer to use another term, please provide this here:



### 5. Which of the following best describes your current marital status?

- Married/Civil Partnership   
 Single   
 partnership   
 Widowed   
 Separated/Divorced   
 Prefer not to say

### 6. Which of the following best describes your caring responsibilities?

- Care for an adult   
 Care for a child/children   
 none  (skip to question 8)  
 Prefer not to say

### 7. If you are responsible for a dependant(s), please provide further details

Number of dependant adults:

Number of dependent children:

### 8. What religion, religious denomination, body or belief do you belong to?

- None   
 Church of Scotland/England   
 Roman Catholic   
 Other Christian   
 Muslim   
 Buddhist   
 Sikh   
 Jewish   
 Hindu   
 Pagan   
 Prefer not to say   
 Any other religion or belief (please specify below)

## 9. Which ethnic group do you most identify with?

- Arab, Arab Scottish, Arab British   
 Any other Arab background (please specify below)   
 African, African Scottish, African British   
 Any other African Background (please specify below)   
 Bangladeshi – Asian, Asian Scottish, Asian British   
 Chinese - Asian, Asian Scottish, Asian British   
 Indian - Asian, Asian Scottish, Asian British   
 Pakistani - Asian, Asian Scottish, Asian British   
 Any other Asian background (please specify below)   
 Black, Black Scottish, Black British   
 Caribbean, Caribbean Scottish, Caribbean British   
 Any other Caribbean background (please specify below)   
 Mixed - Asian and White   
 Mixed - Black African and White   
 Mixed - Black Caribbean and white   
 Any other mixed background (please specify below)   
 White British   
 White Gypsy / Traveller   
 White Irish   
 White Polish   
 White Scottish   
 Any other white background (please specify below)   
 Any other ethnic background (please specify below)   
 Prefer not to say

**The Equality Act 2010 defines disability in the following way:**

*"A person has a disability if s/he has a physical or mental impairment which has substantial and long-term adverse effect on their ability to carry out normal day-to-day activities".*

## 10 Having read the above statement, do you consider yourself to have a disability?

Yes       No       Prefer not to say

**11. If yes, which of the following best describes the nature of your health condition/disability?**

- Blindness or partial site loss
- Deafness or partial hearing loss
- Please see new definitions below following BSL (Scotland) Act 2015 and tick the appropriate definition below.*
- Deaf (profoundly deaf at birth)
- Deafened (profoundly deaf – not from birth)
- Deafblind
- Hard of Hearing (e.g. partially deaf, hearing impaired, wears hearing aids)
- Developmental Disorder (e.g. Autism Spectrum Disorder or Asperger's Syndrome)
- Learning difficulty (e.g. Dyslexia)
- Learning disability (e.g. Down's Syndrome)
- Long term illness, disease or condition (e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy)
- Mental health condition
- Physical disability
- Prefer not to say
- Other condition (please specify below)

# THANK YOU FOR YOUR INTEREST IN THIS ROLE.

child centered



fair



respectful



creative



challenging



open



Children's Hearings Scotland

Area 2/1/1 Ladywell House | Ladywell Road | Edinburgh | EH12 7TB

t: 0131 244 3696 | [www.chscotland.gov.uk](http://www.chscotland.gov.uk)

Follow us  @CHScotland



This publication has not been printed to save paper. However, if you require a printed copy or a copy in an alternative format and/or language, please contact us to discuss your needs.