Bairns’ Hoose

Pathfinder Application Pack

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June 2023

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# Introduction

Thank you for your interest in the Bairns’ Hoose Pathfinder phase. This is an exciting opportunity for close working between Pathfinder partnerships, the Scottish Government and other key partners to deliver improved outcomes and experiences for children and their families.

This application pack provides information about the Pathfinder phase, what is expected of a Pathfinder and what support the Scottish Government will provide. We have set out the commitments that will be asked of your partnership.

The Pathfinder Application Form follows on from this information. Your responses to the questions in this form will help us understand your current strategic and delivery context, your commitment to delivering transformational change and how you intend to deliver the Bairns’ Hoose vision and principles, as part of your local approach in applying the Bairns’ Hoose Standards.

The design and delivery of Pathfinders will be agreed between partners at a local level and through local structures, in liaison with the Scottish Government Pathfinder Project Team. It is anticipated that applications will be made by Pathfinder partnerships working collaboratively across organisational boundaries, according to their local context and needs, and proximity to local resources. Chief Officers’ Public Protection Groups will play a key role in the delivery of Bairns’ Hoose.

During this phase, we anticipate a number (approximately 5) of Pathfinder partnerships, from across the country, and a mix of applications from urban, rural and island environments, to ensure testing of the applicability of the Standards across a range of contexts.

The Standards will be tested and developed in Pathfinder areas, with the involvement of practitioners. Pathfinders also must include participation and engagement with children and young people with lived experience, as a basis for informing pathways of care and recovery within the service.

# Bairns’ Hoose Background

The ambition of Bairns’ Hoose, which is based on the Icelandic model of Barnahus (child’s house), provides Scotland with an opportunity for transformational change through a child-centred, trauma-informed approach for children and young people who are victims or witnesses of significant harm, to improve their right to justice, care and recovery. Services will be co-located, reducing the need for multiple interviews by different agencies in different locations, which we know can be retraumatising.

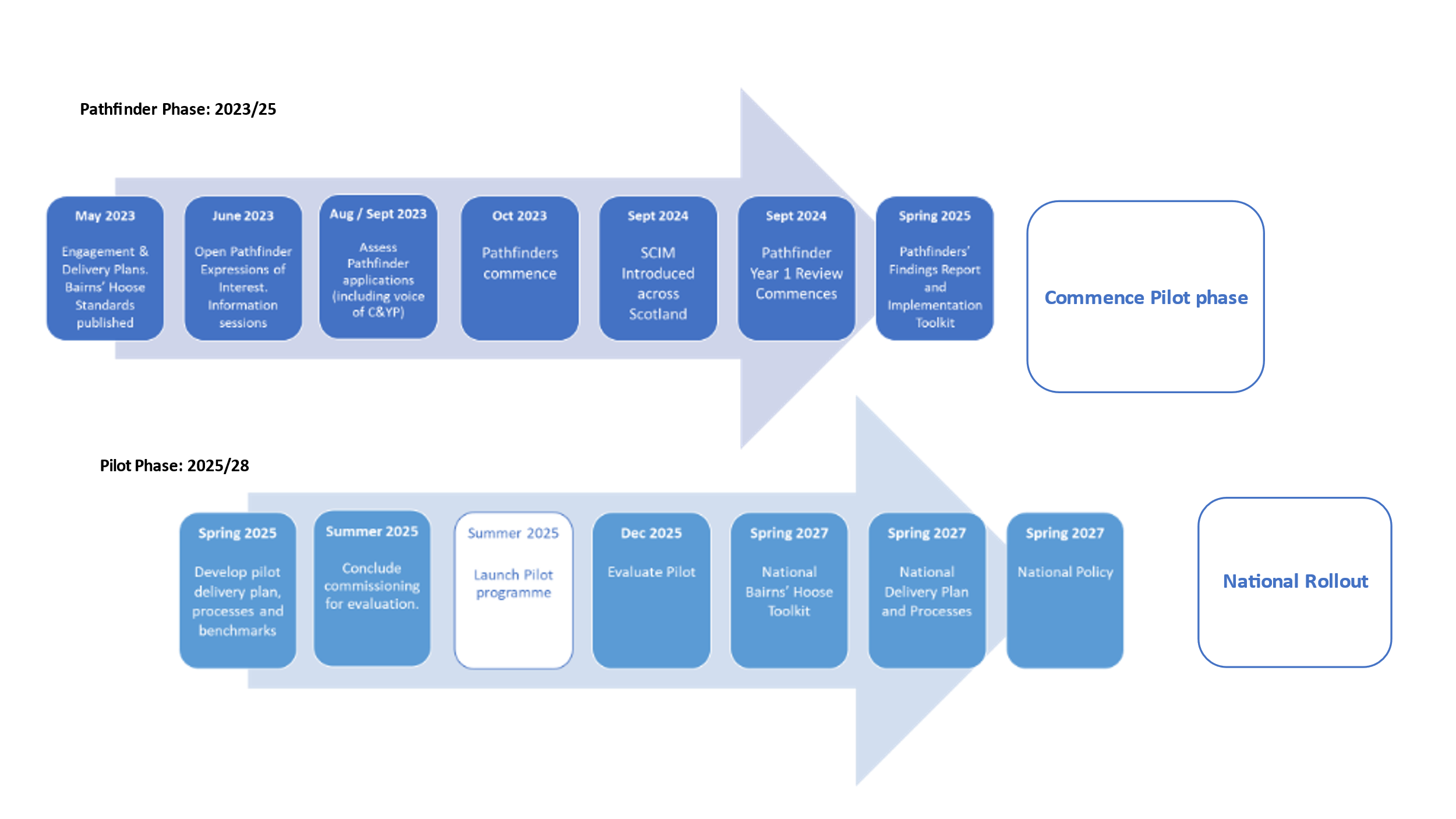
Ministers previously agreed our ambition for the scope of Bairns’ Hoose eligibility. This recognises the evolving policy context and issues associated with that. We aim to include:

* all children in Scotland, who are believed to have been victims or witnesses to abuse or violence, which has caused or likely to cause significant harm
* children under the age of criminal responsibility whose behaviour has caused significant harm or abuse

In May this year, we published our refreshed [Bairns' Hoose Vision, Values and Approach](https://www.gov.scot/publications/bairns-hoose-scottish-barnahus-vision-values-and-approach/), setting out how Barnahus should be implemented in Scotland, including the values underpinning its development. We also published a Bairns’ Hoose [Project Plan Progress Report and Pathfinder Delivery Plan](https://www.gov.scot/isbn/9781805259183), which sets out the intended steps for delivery and is aligned with publication of the Standards.

# Phased Approach

Our revised delivery timeline adopts a three-phased approach over 2023 – 2028. This allows time to build in the learning and evaluation needed to ensure that the Bairns’ Hoose model is achieving the correct outcomes ahead of national rollout; and ensures alignment with other key policy objectives.



# Pathfinder Phase

The first phase of Bairns’ Hoose development will be the Pathfinder phase. The purpose of the Pathfinder phase is to learn both about the systems, practices and culture changes required to achieve our Bairns’ Hoose vision, and the methods, practices and resources required to facilitate transformational change.

This phase will be used to trial the Bairns’ Hoose Standards, which were published in May 2023; in the context of different geographical and service models. The Pathfinder phase will identify what can be applied in different settings and which aspects of the Standards may need to be revised, with a view to identifying and sharing learning for a national model. By spring 2025, we will have an initial blueprint for the Bairns’ Hoose model in Scotland and will develop a Delivery Plan for the Pilot programme.

A further output of the phase will be a Pathfinders Findings Report with a set of conclusions, along with a toolkit to support partnerships during the Pilot phase. We will work closely with Pathfinder partnerships in a collaborative way to identify measures of success and gather data and intelligence. The intention is to gather data at the end of the Pathfinder phase that will act as the baseline for the evaluation of the pilot.

# Minimum Criteria for Pathfinder Partnerships

The Bairns’ Hoose Standards are based on the European Barnahus Quality Standards. Our national model for implementing Bairns’ Hoose across Scotland should be flexible enough to allow local partnerships to provide Bairns’ Hoose services to suit local circumstances, whilst still demonstrating commitment to the four rooms approach. Close collaboration across agencies and between local partnerships is a pre-requisite for development, implementation and evaluation of the approach.

All applicants **must** meet the minimum criteria for Pathfinder Partnerships as set out below with the commitment to provide the required resource and partnership leadership to achieve the overall aim of the Pathfinder phase:

* Commitment to be a Pathfinder Partnership from 2023 - 2025
* Commitment to work towards becoming a Bairns’ Hoose and to apply the Standards
* Commitment to test the full set of Standards in current context and conduct GAP analysis on application of the Standards and report on findings
* Pathfinder Partnership must comprise of a collaboration across all three statutory partners (Health, Social Work, Police) with demonstrable links with 3rd sector and education partners
* Commitment to meaningfully involve children and young people, with lived experience of child protection and justice processes, in the design and delivery of the Pathfinder work
* Commitment to develop trauma responsive approaches across the Bairns’ Hoose Pathfinder partner organisations, systems and workforces in line with ["Creating Trauma-Informed Change: What, Why and How A Quality Improvement Framework for Trauma-Informed Organisations, Systems and Workforces in Scotland](https://www.improvementservice.org.uk/__data/assets/pdf_file/0016/41317/draft-3-Trauma-Framework-no-visual-spreads.pdf)[[1]](#footnote-1).
* Commitment to gather, analyse and share relevant data for learning and monitoring at regular intervals
* Commitment to share information and learning openly and honestly

# Benefits of Becoming a Pathfinder

* Opportunity to design and implement new ways of working to deliver meaningful trauma-informed outcomes, with benefits to both community and workforce
* Opportunity to engage with Scottish Government and influence policy development
* Opportunity to identify and share both enablers and barriers
* Opportunity to shape Bairns’ Hoose nationally through the development of the Bairns’ Hoose national toolkit
* Participation in the Bairns’ Hoose learning network
* Access to Bairns’ Hoose Pathfinders Fund

# Bairns’ Hoose Funding Model

Delivery of Bairns’ Hoose will be the responsibility of Chief Officers’ Public Protection Groups. However, the Scottish Government will make a financial investment to support this transformative systems change. This will be a contribution on a partnership basis, alongside statutory agencies, towards the development of the Bairns’ Hoose model. Initially, this investment will be towards establishing a small number of Pathfinder areas, followed by further investment for the Pilot programme and then national rollout.

# Pathfinder Fund

A Bairns’ Hoose Fund of up to £6m will support the Pathfinder phase in 2023-24, with a similar amount anticipated for 2024/25.

*Further details will be made available to successful Pathfinder partnerships.*

# Timeline for Pathfinder Phase

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| Timescale | Milestone |
| 12 June 2023 | Open Invitations for Pathfinder Applications |
| June and July 2023 | Pathfinder engagement events |
| 21 August 2023 | Closing date for Pathfinder Applications |
| August – September 2023 | Assessment of Pathfinders |
| September 2023 | Final selection of Pathfinders  Bairns’ Hoose Fund Manager appointed |
| October 2023 | Announcement of successful Pathfinders |
| November 2023 | Bairns’ Hoose Fund opens |

# Assessment of Pathfinder Applications

The submitted application will be assessed by a Level 1 panel of Scottish Government assessors and approved by a Level 2 panel, comprising Bairns’ Hoose Pathfinder Programme Board members and the independent Chair of the National Bairns’ Hoose Governance Group. The Level 1 panel will assess the applications against the criteria, provide a summary of the applications and make recommendations to the Level 2 panel.

The applications will also be assessed by children and young people. The Scottish Government has funded Healthcare Improvement Scotland to engage with children and young people through their link worker model, to assess and give their views on the applications. This input will be considered in detail alongside the individual scores in the Level 1 panel discussions and assessors may revise their scores based on the feedback from the children and young people.

The Level 2 panel will agree the successful Bairns’ Hoose Pathfinders selection, based on the summary recommendations of the Level 1 assessment panel, and subject to Ministerial approval.

Successful Pathfinders will then be asked to submit formal proposals to the Scottish Government for Ministerial decision, to formally contract their participation.

# How applications will be assessed

Submitted forms will be assessed at Level 1 by an assessment panel comprising Scottish Government assessors.

Each member of the panel will evaluate each submission in isolation of the other assessors, and will award a mark for each section between 0 and 4, in accordance with the following scoring guidance:

0 = unacceptable (inadequate, fails to demonstrate ability to meet requirements, major weaknesses)

1 = poor (partially relevant but with insufficient detail and/or weaknesses)

2 = acceptable (relevant but lacking some detail or with some weaknesses)

3 = good (relevant and sufficiently detailed, minor weaknesses)

4 = excellent (no weaknesses).

Assessors will be required to provide a rationale for their scores in the assessment form. Additionally, assessors will be asked to identify the overall key strengths of each submission.

Once each assessor has independently evaluated each submission, an assessment meeting will be held with all panel members to discuss scores and ensure consistency of approach.

The assessment by children and young people will also be taken into account at this

staqe.

In recognition of the different challenges faced by islands and rural communities, part of the selection process will be to ensure that there is coverage of these communities to ensure rich learning and to test the applicability of the Standards in these contexts. We are looking to include at least one area from the ‘island and remote’ category and one from the ‘mainly rural’ category, using the RESAS[[2]](#footnote-2) fourfold classification.

Additionally, assessors will consider the applications across a range of other characteristics, with a view to selecting Pathfinders across as wide a range of contexts as possible. This will include a mix of different development stages; and to maximise on the possible learning, assessors will look for partnerships with the potential to test out the full set of Standards across a range of operating models and facilities, such as flexible opening hours, live court links, forensic medical examination suites and cross boundary agreements.

The assessment panel will then summarise the applications and make recommendations to the Level 2 panel, with their scoring and rationale.

# Pathfinder Application Form

As stated previously, the purpose of the Pathfinder phase is to learn both about the systems, practices and culture changes required to achieve our Bairns’ Hoose vision, and the methods, practices and resources required to facilitate transformational change. The purpose and the focus of the selection process is to identify Pathfinder areas where there is the greatest opportunity to learn.

The purpose of this Application is for the Scottish Government to collect information regarding existing and planned multi-agency settings across Scotland, their potential and their commitment to become a Pathfinder Partnership.

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| **SECTION 1** | **Partnership Lead Contact details for application** |
| **Please give details of the Partnership Lead Contact person for this application. Please note that the Partnership Lead Contact should have the authority to share/express the decisions and capacity to support engagement with this programme.**  We will liaise with the lead contact person for this application for any further information requirements or for clarifying questions.  Section 1 will not be scored. | |
| **Partnership Name:** |  |
| **Partnership Lead Contact Organisation** |  |
| **Partnership Lead Contact Name** |  |
| **Job Title** |  |
| **Email** |  |
|  |  |
| **Partnership’s geographical area of coverage** |  |
| **List of partners signing up for this application** |  |

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| **SECTION 2** | **Minimum Criteria** |
| **Please confirm that your Partnership commits to the following Minimum Criteria.**   1. Commitment to be a Pathfinder site from 2023 - 2025 2. Commitment to work towards becoming a Bairns’ Hoose and to apply the Standards 3. Commitment to test Standards in current context and conduct GAP analysis on application of the Standards and report on findings 4. Pathfinder partnership must comprise of a collaboration across all three statutory partners (Health, Social Work, Police) with demonstrable links with 3rd sector and education partners 5. Commitment to meaningfully involve children and young people with lived experience of child protection and justice processes in the design and delivery of the pathfinder work 6. Commitment to develop trauma responsive approaches across the Bairns’ Hoose Pathfinder partner organisations, systems and workforces in line with ["Creating Trauma-Informed Change: What, Why and How A Quality Improvement Framework for Trauma-Informed Organisations, Systems and Workforces in Scotland”](https://www.improvementservice.org.uk/__data/assets/pdf_file/0016/41317/draft-3-Trauma-Framework-no-visual-spreads.pdf)[[3]](#footnote-3). 7. Commitment to gather, analyse and share relevant data and evidence (quantitative and qualitative) for learning and monitoring at regular intervals 8. Commitment to share information and learning openly and honestly.   All applicants **must** meet the minimum criteria for Pathfinder Partnerships in order to be included in the assessment process, with the commitment to provide the required resource and partnership leadership to achieve the overall aim of the Pathfinder phase.  These criteria will be set out in a contract with the Scottish Government for successful Pathfinders. | |
| **Yes, the Partnership commits to the Criteria** | Please sign to confirm: |

Responses relating to each question can be up to 500 words but may be less where appropriate.

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| **SECTION 3** | **Bairns’ Hoose Delivery** |
| **Section weighting** | **15%** |
| **3.1. What stage of development towards becoming a Bairns’ Hoose is your proposed Pathfinder Partnership currently at? [wordcount maximum 500]**  *We welcome applications from Partnerships at different stages of development. Scoring will be based on how self-reflective applications are of their current position, as well as on their stage of development.* | |
| **3.2. With reference to any available evidence, please describe your areas of strength in terms of your journey towards full Bairns’ Hoose delivery. [wordcount maximum 500]** | |
| **3.3 With reference to any available evidence, please describe areas for development in terms of your journey towards full Bairns’ Hoose delivery. [wordcount maximum 500]** | |

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| **SECTION 4** | **Multi-agency working** |
| **Section weighting** | **15%** |
| **4.1. Please describe the mechanisms you will put in place to ensure multi-agency working across all sectors. [wordcount maximum 500]** | |
| **4.2. Please describe the mechanisms you will put in place to promote co-location of members of the multi-agency and multi-disciplinary team. [wordcount maximum 500]** | |

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| **SECTION 5** | **Operating Model** |
| **Section weighting** | **10%** |
| **5.1 Please describe your operation model of service delivery within your Pathfinder. [wordcount maximum 500]**  **This should include an outline of how the model will be co-ordinated and operationally managed; what consideration to the four rooms approach of Barnahus has been given; details of any service core to delivery of the Standards not included in the Pathfinder; and how those services will engage with the operational model. You may also wish to consider some practical challenges such as building maintenance; information sharing etc.** | |

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| **SECTION 6** | **Planning and service design** |
| **Section weighting** | **25%** |
| **6.1 Please describe your key areas or planned activity which are to be included in the development and delivery plans if you become a Pathfinder area. You may wish to cross reference information provided elsewhere in the application. [wordcount maximum 500]** | |
| * + **6.2 Please describe steps you will take to ensure meaningful participation of children and young people in the service design and improvement for your site and its services. The Scottish Government’s approach to Bairns’ Hoose incorporates** [The Lundy Model of Child Participation](https://www.qub.ac.uk/Research/case-studies/childrens-participation-lundy-model.html)  **and you may wish to describe how you plan to incorporate the four central components (space, voice, audience and influence) within your chosen approach. [wordcount maximum 500]** | |
| **6.3 Please describe how you will involve staff in the service design and improvement for your partnership and its services. [wordcount maximum 500]** | |
| **6.4 Please describe the skills and capacity you have to support learning, service design and change and how you will support learning across the partnership to enable change. [wordcount maximum 500]** | |

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| **SECTION 7** | **Data & Evidence** |
| **Section weighting** | **20%** |
| **7.1 Please describe how you will generate, collate and analyse data and evidence to monitor delivery and identify learning for improvement. Briefly outline what quantitative and qualitative data, including from children and young people themselves, you will gather, and who will be responsible for collecting and analysing information. [wordcount maximum 500]** | |

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| **SECTION 8** | **Governance, Leadership, Resources** |
| **Section weighting** | **15%** |
| **8.1 Please describe your proposed Pathfinder governance and reporting structures. [wordcount maximum 500]** | |
| **8.2 Please describe how you will develop leadership at all levels to understand, drive and inspire the development of the Bairns Hoose. Please also outline how you will approach developing and embedding your Bairns’ Hoose vision, values and culture across the partnership.** **[wordcount maximum 500]** | |
| **8.3 Please describe the financial commitment that will be in place to successfully support the Partnership for the duration of the Pathfinder phase. [wordcount maximum 500]** | |

Email your completed application to [bairnshoose@gov.scot](mailto:bairnshoose@gov.scot) by 3pm on Monday, 21 August 2023. If you have any questions or if you would like to discuss your submission, please get in touch by contacting [bairnshoose@gov.scot](mailto:bairnshoose@gov.scot)

Thank you for your interest in the Bairns’ Hoose Pathfinder Phase.

1. A final version of the Quality Improvement Framework is due for publication in summer 2023. [↑](#footnote-ref-1)
2. <https://www.gov.scot/publications/understanding-scottish-rural-economy/pages/13/> [↑](#footnote-ref-2)
3. A final version of the Quality Improvement Framework is due for publication in summer 2023. [↑](#footnote-ref-3)