

SCRA SENIOR TEAM – CORPORATE ACCOUNTABILITIES



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SENIOR TEAM – CORPORATE ACCOUNTABILITIES

Strategic Leadership and Organisational Direction

The Senior Team will:

- Provide visible, values-led leadership that promotes SCRA's purpose, vision and strategic objectives.
- Develop and deliver a shared corporate strategy that improves outcomes for children, young people and families.
- Maintain a collective focus on long-term sustainability, performance and continuous improvement.
- Act corporately, taking responsibility for decisions and outcomes beyond individual functional areas.
- Promote innovation and transformation that supports effective, accessible and responsive services, as a public body, in our statutory duties and as a service partner.

Culture, Inclusion and Staff Wellbeing

The Senior Team will:

- Foster an inclusive, respectful and a high trust organisational culture where everyone feels valued and able to contribute.
- Champion equality, diversity, inclusion and anti-discriminatory practice in all aspects of organisational leadership.
- Ensure organisational policies, practices and decisions promote fairness, inclusion and equality of opportunity.
- Demonstrate visible commitment to the wellbeing of the SCRA workforce and create conditions that support healthy, engaged, resilient and high performing teams.
- Take collective responsibility for addressing behaviours, practices or cultures that undermine inclusion, dignity or respect and that are not consistent with SCRA's values, purpose or performance of our statutory duties.

Governance, Risk and Public Accountability

The Senior Team will:

- Uphold the highest standards of public service, integrity, transparency and ethical leadership.
- Ensure and uphold compliance with statutory, regulatory and governance requirements including our statutory duties to Children's Hearings Scotland, Corporate Parenting, Public Sector Equality Duties, Climate Change etc.
- Provide assurance to the Principal Reporter/Chief Executive and the Board regarding organisational performance, risk management and internal controls.
- Ensure public resources are managed responsibly, efficiently and in accordance with principles of value for money.

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Leadership of People and Organisational Capability

The Senior Team will:

- Create an environment in which all staff can develop, learn and perform to their full potential.
- Promote individual and collective talent development, succession planning and workforce sustainability.
- Lead the development of organisational capability to meet current and future service demands.
- Champion coaching, mentoring and knowledge sharing across the organisation.
- Ensure leaders at all levels are supported to deliver inclusive and effective people management.

Collaborative Working and System Leadership

The Senior Team will:

- Build and maintain effective relationships with partners across the Children's Hearings System, Scottish Government and wider public services.
- Work collaboratively across Children's Services partnerships to improve outcomes for children, young people and families.
- Promote information sharing, learning and joint working across organisational boundaries.
- Act as ambassadors for SCRA, strengthening confidence, trust and understanding of its role and contribution.
- Contribute to national discussions and developments affecting children services, the children's hearings system and related public services.

Evidence-Based Decision Making and Performance

The Senior Team will:

- Ensure decisions are informed by evidence, insight and professional expertise.
- Promote a culture of constructive challenge, learning and accountability.
- Monitor organisational performance and take timely action to address emerging issues or risks.
- Ensure the impact of decisions on children, families, staff and stakeholders is fully considered.
- Demonstrate transparency in how decisions are reached and communicated.

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Customer and Stakeholder Focus

The Senior Team will:

- Place the needs and experiences of children, young people and families at the centre of decision-making.
- Ensure services are accessible, inclusive and responsive to diverse needs and where possible codesigned with children, young people and other stakeholders.
- Use feedback, engagement and lived experience to inform service improvement and policy development.
- Promote a culture of professional excellence and continuous improvement in service delivery.
- Ensure all colleagues understand their contribution to delivering high-quality outcomes and experiences.

Management of Resources

The Senior Team will:

- Take collective responsibility for the effective management of financial, people, digital and physical resources.
- Ensure resources are aligned to strategic priorities and deliver maximum public value.
- Promote sustainable approaches to workforce, environmental and organisational planning.
- Drive improvements in efficiency, productivity and cost-effectiveness without compromising service quality.
- Ensure appropriate investment in systems, technology and capability to support future service delivery.

Collective Leadership Behaviours

The Senior Team will:

- Act with integrity, openness and accountability and within the principles of public life.
- Work collaboratively and supportively as a unified leadership team.
- Demonstrate collective ownership of corporate decisions and priorities.
- Lead by example in embodying SCRA's values and Inclusive Standards and Behaviours Framework.
- Remain visible, approachable and responsive to colleagues, stakeholders and partners.
- Welcome challenge, encourage diverse perspectives and foster a culture of continuous learning and improvement.