

Information pack for appointment to the Board of the Care Inspectorate



The Minister for Community Care is seeking to appoint a Chair to the Board of the Care Inspectorate. The Minister values highly the benefits of having different points of view on the Board and welcomes applications from people from all walks of life.

The appointments process for this Board vacancy follows the [Code of Practice for Public Appointments](#) and is regulated by the [Ethical Standards Commissioner](#).

Key dates for this appointment round

Closing date	17:00 on 11 September 2026
Shortlisting	21 September 2026
Date applicants will hear about the outcome of their application	28 September 2026
Interviews	27 & 28th October 2026 Care Inspectorate, Compass House, 11 Riverside Drive, Dundee, DD1 4NY It is unlikely that we will be able to offer an alternative interview date. If you apply for both the Chair and Member role (which are being advertised concurrently), and are successful in being

	shortlisted for interview, you will be required to attend for two interviews.
Ministerial decision	20 November 2026
Start date	6 January 2027

T: 0300 244 4000
E: scottish.ministers@gov.scot

Dear Applicant

Appointment of Chair of the Board of the Care Inspectorate

Thank you for your interest in the appointment as Chair of the Care Inspectorate.

The enclosed information will answer many of the questions you may have about the work of the Board and the role of the Chair.

This is an exciting opportunity to provide visible and effective leadership to the Care Inspectorate in carrying out its scrutiny responsibilities and supporting improvement to ensure the quality of care in Scotland meets high standards. The Chair will be a credible ambassador for the Care Inspectorate, ensuring that the organisation commands confidence across the whole sector.

The Chair will oversee how the Care Inspectorate supports services to make positive changes across the fields of integrated health and social care, social work, early learning and childcare, children's services and criminal justice social work. The Care Inspectorate is striving to bring greater consistency to the regulation of care in Scotland and continues to have a strong focus on putting people at the heart of everything that they do. This person-centred approach, now more than ever, is vital so that those using care, social work, child protection services and early learning services in Scotland get the best quality of care possible.

The Chair will provide collaborative leadership to the Care Inspectorate in its fundamental role in keeping people safe and services supported during these challenging times. The sector faces complex challenges including changing demographics and workforce trends, technological developments, financial viability and sustainability of the care sector and the structure and design of social care systems. The successful candidate will have both an external focus and the ability to oversee significant change internally to meet uncertain, complex and changing circumstances.

They will ensure robust governance arrangements are in place, providing strong values driven leadership of the board, and bring constructive challenge to influence decision making.

They will ensure the Board has a shared vision for the future of social care and social work, understands how the Care Inspectorate can shape improvement, and sets transparent standards for the organisation's performance, monitoring, and improvement processes.

Also, that these processes are rooted in human rights, visibly inclusive of "user and carer" views and evidence of practice and ultimately drive transformational change both internally and externally.

I am very keen that we have the most capable and diverse pool of candidates to consider - people who can add real value from all walks of life to the Care Inspectorate. Specific details on the requirements for this role are included in the person specification section of this pack.

I hope that you will feel able to submit an application and, once again, thank you for the interest shown.

Alison Thewliss
Minister for Community Care

Information about the role

Remuneration	The appointments are remunerated at the rate of £305.50 per day. You would also receive allowances at rates set by Scottish Government for relevant travel and subsistence costs. All reasonable expenses, for example childcare, will be paid to help you focus on your work with the Board.
Time commitment	The nature of the Chair's role means the time commitment will vary week to week and some flexibility is required. You must be able to make a firm commitment to spend on average around three days per week. This time will be a mix of daytime board meetings; committee meetings, internal and external, as well as development and strategy days and reading documents. The time commitment will be reviewed by Scottish Government if required. The role of the Chair also involves Board membership of Health Improvement Scotland, and Scottish Social Services Council.
Length of appointment term	The term of appointment will be for four years. When a term comes to an end, the skills the Board requires will be reassessed. If you satisfy the requirements of the new person specification at that time, and there is evidence of your effective performance, Scottish Ministers may consider reappointing you for a further term. A non-executive member's total period of appointment will not exceed eight years. Any previous time you may have served as a member of the Care Inspectorate Board will

	be considered in relation to this eight-year limit.
Location of meetings	There are four formal Board Meetings per year usually held at the organisation's headquarters in Dundee. Additionally, there are regular development days and strategy meetings which Board Members are required to attend. Board meetings are held in-person, in public. However, it may be possible to plan to attend virtually if required. In future, we expect the work will be a blend of virtual and physical meetings, but a physical presence will be required to be able to carry out the full range of Board activities.
Disqualifications	Appointments to the Care Inspectorate are also governed by regulations, which include details of the circumstances in which an individual may be disqualified from being appointed. The circumstances vary from body to body, and it is not possible to include an exhaustive list here covering every appointment. Further information is provided in Annex A. A member of the Scottish Parliament cannot also hold a public appointment for public bodies listed in the Schedule to the Scottish Parliament (Disqualification) Order 2025. Former Ministers and senior civil servants (Director General level and above) should ensure they comply with any applicable business appointment rules and if needed,

	seek advice from The Public Appointment's Team at Public.appointments@gov.scot before applying for this role.
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The Board of the Care Inspectorate

The Care Inspectorate is the independent assurance and improvement body for social care services and social work in Scotland. It plays a central role in providing public confidence that people experience safe, high-quality care that meets their needs, respects their rights and supports positive outcomes.

The organisation is responsible for registering, inspecting and regulating a wide range of care services for children, young people, adults and older people. It also receives and resolves complaints and, where necessary, takes action to ensure services improve when standards are not met. Alongside its regulatory role, the Care Inspectorate supports ongoing improvement across the sector by promoting effective self-evaluation, sharing good practice and working collaboratively with services and partners.

Its work extends beyond individual services to include strategic and joint inspections with partner bodies, examining how well local systems support people across areas such as children's services, adult care, justice and community-based provision. All activity is risk-based, proportionate and evidence-led, ensuring resources are targeted where they are needed most.

At the heart of the Care Inspectorate's work are the experiences and voices of people using care services and their communities. The organisation aims to ensure that care has a positive impact on people's lives and that services are responsive to the diverse contexts in which they operate.

The Care Inspectorate's vision is that everyone in Scotland experiences high-quality, compassionate care, support and learning that upholds their rights and choices. Its mission is to deliver public assurance and drive improvement by placing people at the centre of its work, supporting services to improve, acting where outcomes fall short, and keeping the public informed about the quality of care across Scotland.

The organisation is guided by a strong set of values- person-centred, impact, respect, equity and integrity - which underpin its approach to regulation, improvement and engagement. Its strategic focus is on assuring and improving services, involving and informing the public, and upholding and championing people's rights. This is supported by continued investment in its workforce and volunteers, and by strengthening its use of digital and data to maximise impact.

Further information on the Care Inspectorate's priorities and strategic direction can be found in its [Corporate Plan](#).

The Scottish Regulators' Strategic Code of Practice

The Care Inspectorate is one of the bodies required by the Regulatory Reform (Scotland) Act 2014 ("the 2014 Act"), to have regard to the Scottish Regulators' Strategic Code ("The Code"). The Code is issued by the Scottish Ministers under s5 of the 2014 Act and sets out the approaches that should be adopted in dealing with the services regulated.

It should be noted, however, that while the Code seeks to assist regulators in fulfilling their duty to contribute to achieving sustainable economic growth, the Code itself makes it clear it is not a justification for non-compliance or a signal this will be tolerated by regulators. The Care Inspectorate will always prioritise the safety, health and wellbeing of vulnerable people.

The Care Inspectorate reports annually on progress in implementing the Code.

The Code itself can be found at [Scottish regulators' strategic code of practice - gov.scot \(www.gov.scot\)](http://www.gov.scot/publications/scottish-regulators-strategic-code-of-practice/pages/introduction.aspx).

The role of the Chair

The overall purpose of the Care Inspectorate is to provide public assurance and to support further improvement in the quality of social care services. This will be achieved through the efficient, effective and accountable governance of the organisation and by providing strategic leadership and direction which focuses on delivering agreed outcomes.

As Chair of the Board you will:

- Provide visible and effective leadership for the organisation at this time of both challenge and opportunity for the care sector. You will also act as an ambassador for the organisation, engaging effectively with Ministers, the Scottish Parliament and other key stakeholders while demonstrating the ability to undertake a representational role across social care, social work and all related areas of public services in Scotland;
- Throughout, your personal leadership style will set the tone of Board discussions to promote positive, inclusive, effective decision-making and constructive debate;
- Lead and shape the Board's development as a cohesive high functioning body which has a shared purpose and understands and evidences individual and collective responsibility;

- Work collaboratively with the other board members to discharge the functions of the Board, which will include:
 - Oversee organisational change sensitively, effectively and in partnership, taking cognisance of diverse views;
 - Seek opportunities to strengthen the organisation’s corporate governance arrangements and keeping the Board’s effectiveness under review ensuring best practice;
 - Develop the capability and capacity of the Board by advising on the appointment of Board Members; undertaking annual appraisals and reporting on their performance; identifying appropriate training and development opportunities; and ensuring effective succession planning is in place to maintain a diverse Board;
 - Ensure Scottish Government policies are delivered and fulfilled in practice by the Care Inspectorate through its approach and engagement with the care and other sectors.
 - Monitor and track the delivery of the organisation’s priorities, taking action to ensure that staff, finance and premises are deployed effectively to deliver shared outcomes;
 - The Chair will develop an effective working relationship with the Chief Executive, and Senior Executive Team, setting and monitoring objectives, ensuring the CE’s accountability and delivery of the Board’s strategic vision, providing personal support, and respecting their role as Accountable Officer
 - Play an active role as a member of the Boards of Healthcare Improvement Scotland and the Scottish Social Services Council.

The selection panel

Chair	Ian Turner, Deputy Director, Adult Social Care Workforce and Fair Work, Scottish Government
Independent panel member	Angela Morgan OBE, Member of the Board, Consumer Scotland
Representative from the Ethical Standards Commissioner	Neelam Bakshi, Public Appointments Adviser, Ethical Standards Commissioner

Please note that applicants will be asked to declare if they know any members of the selection panel. The panel will also declare if they know any applicants. Any actual or perceived conflicts of interest will be managed in line with the [Ethical Standards Commissioners Code of Practice for Public Appointments](#).

Person Specification

It is important the Board of the Care Inspectorate has members with a variety of different skills and experience which will enable the Board to work effectively. The Cabinet Secretary is looking for individuals who can put their skills, knowledge and experience to use for the benefit of the Board.

It is expected that the evidence you provide against the requirements sought at each of the assessment stages, as set out on the following pages, will also explicitly draw out how your behaviours and approach have been guided by these values; and this will be assessed throughout the process.

You must be able to demonstrate that you meet **all** of the essential criteria below.

Essential Criteria	Example indicators (You do not need to cover all of these)	How this will be assessed
1. Strategic Leadership, Influence and Impact – Demonstrates credible, collaborative leadership with the ability to influence across complex systems, shape strategic direction and deliver meaningful impact for the Care Inspectorate in a dynamic and evolving public service landscape.	• Provides credible, visible leadership, influencing at senior levels and commanding confidence across government, stakeholders and the care sector • Shapes and maintains clear strategic direction in complex, fast-changing environments, aligning organisational priorities to Ministerial expectations • Demonstrates a track record of delivering impact, influencing policy, system change or organisational outcomes rather than activity alone • Builds and leverages strong, trusted relationships and networks to achieve shared outcomes across organisational and sector	In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words. This will be assessed at application stage and at interview stage.

	boundaries, and in contested environments • Creates an environment of constructive challenge, collaboration and effective decision-making, enabling the Board to operate at pace and with clarity • Maintains a forward-looking perspective, using insight and foresight to guide the organisation through change and uncertainty and implications of public sector reform	
2. Political Acuity – Demonstrates strong political awareness and judgement, with the ability to understand, anticipate and respond to the evolving political, policy and public service landscape in which the Care Inspectorate operates.	• Demonstrates strong understanding of the political, policy and governance landscape, including how public bodies, and care providers operate within it • Anticipates and interprets policy and political developments, assessing implications for organisational strategy and positioning alongside financial and operational considerations • Exercises sound judgement in politically sensitive contexts, balancing independence with accountability to Ministers • Engages confidently and effectively with Ministers, senior officials and stakeholders, adapting approach to context and audience • Navigates complex stakeholder and system dynamics, identifying risks,	In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words. This will be assessed at application stage and at interview stage.

	opportunities and routes to influence and consensus	
3. Motivation and Demonstrates the Care Inspectorate Values: • Person-centred • Impact • Respect • Equity • Integrity	• Demonstrates a strong personal commitment to human rights, person-centred approaches and improving outcomes for people who use services • Demonstrates persistence and resilience in upholding rights and values. • Provides evidence of leading or influencing cultures that promote equality, diversity and inclusion at organisational or system level • Acts as a visible and credible role model, demonstrating integrity, openness and accountability in leadership behaviours • Builds trust and confidence by listening to diverse perspectives and responding constructively to challenge • Aligns personal values with the organisation's purpose and demonstrates clear motivation to contribute at Board level	In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words. This will be assessed at application stage and at interview stage.
4. Ability to examine and review complex issues strategically and reach decisions applying appropriate governance principles	• An understanding and appreciation of what good governance looks like • Analyses highly complex information from multiple sources, identifying key issues, implications, risks and interdependencies	In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words.

	• Applies structured thinking to evaluate options and make sound, evidence-based decisions at a strategic level, and can explain how decisions are reached • Demonstrates confidence in making decisions where information is incomplete or uncertain, using experience and judgement appropriately • Considers wider strategic, organisational and internal and cross-system implications, and emerging risks/opportunities in shaping direction • Provides constructive challenge, interrogating information and assumptions to support robust Board decision-making	This will be assessed at application stage and at interview stage, and through a Board Paper exercise sent out in advance to you if selected for interview.
5. Ability to work effectively and lead a team or group environment to deliver results	• Leads and works collaboratively with Board members and stakeholders, fostering an environment of trust, openness and shared responsibility • Ensures effective Board focus on strategic issues • Builds and sustains effective relationships across organisational and sector boundaries, working with partners on an equal footing • Influences and supports others to reach consensus and collective decisions,	In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words. This will be assessed at application stage and at interview stage.

	particularly in complex or contested areas • Demonstrates objectivity and impartiality, prioritising collective and people-focused outcomes in the services regulated by the Care Inspectorate over individual or interests of specific sectors • Enables effective Board and organisation dynamics by encouraging constructive debate, inclusion and diverse perspectives	
Finally, you should provide a tailored CV/career history setting out your experience. This should be no more than two A4 pages and show how the roles/positions you have held, and/or activities you have undertaken, are relevant to this role. Please ensure you check the 'How to Apply' section for further details on how to upload this.		

How to Apply

1. Download and save this applicant information pack to refer to.
2. Read the 'person specification' section in this pack, tailored career history, noting the absolute word and page limits.
3. Save a copy of your tailored career history to your device on a PDF document ready for upload.
4. Navigate back to the job advert and click 'apply'.
5. Complete the personal information and conflict of interest questions.
6. Attach your **one** PDF document. Your PDF should be uploaded using the 'Drop Resume Here' box that appears on the Supporting Documents and URLs section, or you can use the link function.
7. When prompted, provide evidence against the relevant box/boxes for the Essential Criteria. Please note that each response must not exceed 400 words.
8. Submit your online application by 17:00 on 11 September 2026
9. **Please Note:** you do not have the option to edit your application once you click 'submit'. You must have all your information and attachment to hand before submitting your application.

We strongly recommend that you draft your answers in a word document and check that you are happy with them before copying and pasting your answers in the relevant sections of the online application.

Please note that any content exceeding the stated word limits will not be considered by the selection panel.

Late applications will not be accepted by the selection panel.

The online system has been extensively tested for compatibility with a range of assistive technologies. However, should you experience any difficulties accessing or using the system, please contact the Public Appointments Team at: Public.appointments@gov.scot

Application Advice

The selection panel will not make assumptions – for example from a job title – as to the skills, knowledge, experience and attributes you have gained. The Panel will review the evidence provided and invite to the second and final assessment stage those applicants who most closely meet the criteria being tested at this first stage of assessment. By the end of the selection process, you must have demonstrated that you have met the essential criteria to the satisfaction of the selection panel to be considered for appointment.

You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage. When being asked to demonstrate knowledge, understanding or experience, you should describe how you gained this, the breadth and depth of this knowledge, understanding or experience and any situations where you have used this.

Please use specific evidence to support your answers that is relevant to the requirements being tested. Draw on evidence from your working and/or personal life, or through your participation with a private, public, voluntary, charity or community organisation. Please note that there are word limits at each of the sections.

Suggested preparation

- Take time to think about each of the criteria and think about the situations you have recently been involved in.
- Think how your actions and experiences led to results that demonstrate the criteria.
- Prepare your answers.

Your evidence

- Please be clear and succinct. You may be asked to expand on your answers at interview.
- Draw on evidence which best demonstrates your skills, knowledge or abilities in that area.

In providing your evidence, it would be helpful if you could explain your personal contribution, what you did and how you did it – use “I” not “we.” Give the outcome – what happened? How effective was the result? How influential were your role, actions and interventions? What impact did you have?

Using the STARR method

When providing evidence against the criteria, you may find it helpful to structure your responses using the **STARR method**. This helps you present clear, concise, and relevant evidence and allows the selection panel to understand your individual contribution and impact.

- **Situation** – Briefly describe the context or background.
- **Task** – Explain your specific role or responsibility.
- **Action** – Describe what *you* did (use “I”, not “we”), including how and why you took those actions.
- **Result** – Set out the outcome of your actions and what was achieved.
- **Reflection** – Where appropriate, reflect on what you learned, what you would do differently, or how this experience is relevant to the role of a Non-Executive Board Member.

Using this approach will help you demonstrate not only *what* you did, but *how* you applied your skills, judgement, and values, and the impact of your contribution.

The assessment process

The assessment process will happen as follows:

1. The selection panel will assess all applications against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meet the criteria tested at this stage will be shortlisted for interview.
2. The selection panel will interview candidates. The questions they ask will relate directly to the criteria for appointment. If you are invited to interview, the core

questions for this round will be shared with you in advance, and the panel may have follow-up or supplementary questions on the day.

3. As part of the interview, candidates will also complete a Board Paper Exercise that will assess one (or more) of the essential criteria, which you will be told when the board paper is sent out in advance of the interview. The panel may draw evidence for criteria from any part of the process.
4. The selection panel will also ask questions relevant to the fit and proper person test (see below) which will include questions about the [Principles of Public life in Scotland](#).
5. The selection panel will review the evidence provided and agree on which candidates have most closely met the criteria for selection and should be recommended to the appointing Minister.
6. The appointing Minister will decide about whom to appoint based on evidence from the selection panel. The appointing Minister may request to meet with candidates before making a final decision.
7. Protection of Vulnerable Groups (PVG) Scheme Membership is required for this role. Proposed appointees will be asked to complete pre-appointment checks which will include a Level 2 Disclosure Check with PVG (there is no charge for this). Appointment is conditional on satisfactory completion of these and confirmation of PVG Scheme Membership.

Guaranteed interviews

This appointment round will provide guaranteed interviews for disabled people who meet the criteria being tested at the application stage. To be eligible for a guaranteed interview you must have a physical or mental impairment or a health condition which has a substantial and long-term effect on your ability to carry out normal day to day activities. The selection panel will not know which applicants have requested a guaranteed interview until the shortlisting is complete.

Fit and proper person checks

In the context of public appointments, a fit and proper person is suitable because they meet the requirements of the role, and their past or present activities and behaviour means they are suitable. Tests are built into different stages of the appointment process to ensure that:

- Conduct to date has been compatible with the public appointment
- Membership is not barred by the body's constitution e.g., criminal record or bankruptcy (see disqualifications)

- There are no unmanageable conflicts of interest
- Political activity is declared
- There is agreement to abide by the Principles of Public life in Scotland. Please see the link [above](#).
- There is confirmation that the time commitment required for the role can be met.

Media checks for candidates invited to interview

The selection panel may consider publicly available information about candidates, including posts on social media platforms. Any findings that the selection panel agree are pertinent to the role or that may call into question suitability for the appointment, credibility of the appointments process or the public body will be discussed with candidates at interview. Consideration of any issues will take place openly and transparently to establish the facts. Candidates will be given an opportunity to respond to any concerns. This information will be handled in line with the [Privacy Notice](#) for public appointments.

Gender Representation on Public Boards

The Gender Representation on Public Boards (Scotland) Act 2018 sets a gender representation objective that 50% of non-executive members of public boards should be women.

Where two or more candidates are assessed as equally qualified for appointment, and at least one candidate is a woman and one is not, section 4(3) of the Act requires the appointing Minister to appoint the woman where this would help the board achieve, or make progress towards achieving, the gender representation objective*.

Once you apply, the Scottish Government will write to you to collect the required information regarding your sex.

*To note, under section 4(4) of the Act, the appointing Minister may instead appoint a candidate who is not a woman where another characteristic or circumstance appropriately justifies doing so.

Common questions and answers

Who can I contact to speak about this role?	Jackie Irvine, Chief Executive jackie.irvine@careinspectorate.gov.scot
Who can I speak to about a disability related reasonable adjustment?	Please contact the Public Appointments Team Email: public.appointments@gov.scot Deaf, deafblind and BSL users can contact the team via contactSCOTLAND-BSL
I am having a problem with the application process who can I speak with?	Please contact the Public Appointments Team (see contact details above).
Do you have any advice about how to complete an application form?	Yes. More information is provided here: Introduction - Public appointments: guide - gov.scot (www.gov.scot)
Do you have any advice for candidates attending interviews?	Yes. More information is provided here: Introduction - Public appointments: guide - gov.scot (www.gov.scot)
What does 'appointed on merit' mean?	Appointed on merit means that the people who are appointed most closely meet the criteria that is sought for the board vacancy at a point in time. People are assessed on the evidence that they present in the appointments process and the findings of the fit and proper person test.
What role does the Ethical Standards Commissioner (ESC) have in the appointments process?	The ESC regulate and monitor the public appointments process . The Commissioner plays a role in ensuring appointments are made on merit and use fair methods. More information about the Commissioner's role is provided here: Public appointments Information leaflet Ethical Standards Commissioner
Can I apply if I am not a British citizen?	Yes. You can apply for and be appointed to the Boards of Public Bodies if you are not a British citizen. However, you must be legally entitled to work in the UK.
Would remuneration for a public appointment impact on my benefits?	Possibly. Taking up a remunerated public appointment may affect benefits payments. This will depend on individual circumstances, and you should seek advice from your benefits provider. More information is

	provided here: Public appointments and welfare benefits: information - gov.scot (www.gov.scot)
Do the selection panel see information from the diversity monitoring form?	No. Diversity monitoring information provided by applicants is not shared with the selection panel. If applicants opt for a guaranteed interview this information will be shared with the selection panel following shortlisting. Sometimes information about a reasonable adjustment is shared with the selection panel to ensure that requirements are met (e.g. if a BSL interpreter is required).
Do I need to provide an email address and contact details at application stage?	Yes. In order to meet the requirements of the Baseline Personnel Security Standard (BPSS) the Scottish Government must be able to verify the credentials of applicants for public appointments should they be recommended for appointment. To ensure that this is possible all applicants must provide an address and contact details at application stage. If applicants do not provide this information their application will be rejected. Your email address is also required should you be appointed, it allows the Public Body to make contact to arrange induction.
How will my personal information be handled?	All personal information will be handled with great care and in line with UK GDPR and data protection requirements. Further information can be found in the Privacy Notice here: Privacy notice
Can I get feedback on my application or interview?	Yes. You can request feedback. Candidates have 20 working days from the date of notification of the outcome of their application to make the request in writing.
Is any training provided if I am offered and take up an appointment?	Yes. Each board has their own induction process and training offer. New appointees are also invited to attend an induction day hosted by the Public Bodies Support Unit of the Scottish Government.
Can I apply for a Chair role on a board if I have already been a member of that board?	Yes. Board members can serve a maximum of 8 years on one board in one role. The Board Chair is

	considered a different role and so current and previous members can apply.
Is it possible to hold more than one public appointment?	Yes. It is possible to have more than one public appointment. However, please check the disqualification section in this pack for further details related to this specific board. You should check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest.
Are public appointments announced?	Yes. Every appointment is announced here: Public appointments: news releases - gov.scot (www.gov.scot) The board may also announce new appointments on their own website and social media platforms. Information published will include a biography and details of any political activity within the last 5 years.
What standards are expected of board members?	The conduct expected of board members of Scottish public boards is set out here: Members of devolved public bodies: model code of conduct - December 2021 - gov.scot (www.gov.scot) (this includes the Principles of Public Life)
How can I complain about the public appointments process?	Further information about the complaints process for public appointments can be found here: How to apply - Public appointments: guide - gov.scot (www.gov.scot) Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner. Investigation process public appointments Ethical Standards Commissioner

For further information

Please contact the Public Appointments Team, Scottish Government

Email: public.appointments@gov.scot

Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](#)

Annex A - Disqualifications

The following list gives an indication of the main circumstances where an individual would normally be disqualified from appointment to the Board of the Care Inspectorate.

A person is disqualified from being a member if the person:

- (a) within a period of 5 years before the proposed date of appointment or after appointment (as the case may be) commits an offence in the British Islands for which the person is sentenced to imprisonment (whether suspended or not) for 3 months or longer;
- (b) is or has been dismissed from employment in a health service body, except by redundancy;
- (c) is or has been removed from office in a health service body before the term of office expires;
- (d) is a member of another health service body;
- (e) is or has been removed, for reasons of impairment or loss of fitness to practise, from a list under:
 - (i) Parts I or II of the Act;
 - (ii) the National Health Service Act 2006(2);
 - (iii) the National Health Service (Wales) Act 2006(3); or
 - (iv) the Health and Personal Social Services (Northern Ireland) Order 1972(4)
- (f) is or has been removed, for reasons of impairment or loss of fitness to practise, from a statutory register maintained by a regulatory body;
- (g) is an undischarged bankrupt;
- (h) is or has been subject to a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986(5) or the Company Directors Disqualification (Northern Ireland) Order 2002(6);
- (i) is or has been removed or prevented from being a trustee of, or otherwise acting for or on behalf of, a charity (or a body controlled by a charity) by:
 - (i) a charity regulator; or
 - (ii) a court or tribunal in the British Islands; or

- (j) is or has been subject to a sanction under section 19(1)(b) to (e) (action on finding of contravention) of the Ethical Standards in Public Life etc. (Scotland) Act 2000(7).

Disqualification under this regulation (or part of it) does not apply to such person or category of persons as the Scottish Ministers may determine.

In this regulation:

- (a) “charity regulator” means the Office of the Scottish Charity Regulator, the Charity Commission for England and Wales or the Charity Commission for Northern Ireland;

- (b) “regulatory body” means:

- (i) the Care Council for Wales;
- (ii) the General Chiropractic Council;
- (iii) the General Dental Council;
- (iv) the General Medical Council;
- (v) the General Optical Council;
- (vi) the General Osteopathic Council;
- (vii) the General Pharmaceutical Council;
- (viii) the Health and Care Professions Council;
- (ix) the Northern Ireland Social Care Council;
- (x) the Nursing and Midwifery Council;
- (xi) the Pharmaceutical Society of Northern Ireland; or
- (xii) the Scottish Social Services Council; and

- (c) “undischarged bankrupt” means a person:

- (i) whose estate has been sequestrated and who has not been discharged (or against whom a bankruptcy order has been made and is still in force);
- (ii) who has granted a trust deed for, or made a composition or arrangement with, creditors and has not been discharged in respect of it;
- (iii) who is the subject of a bankruptcy restrictions order, or an interim bankruptcy restrictions order, made under the Bankruptcy (Scotland) Act 1985(8) or the Insolvency Act 1986(9);
- (iv) who is the subject of a bankruptcy restrictions undertaking entered into under either of those Acts;
- (v) who has been adjudged bankrupt and has not been discharged; or
- (vi) who is subject to any other kind of arrangement or undertaking, anywhere in the world, which is analogous to those described in heads (i) to (iv).”

If you have any questions, you can contact Public.Appointments@gov.scot.