

## **Agenda – Equality and Social Justice Committee**

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Meeting Venue:

Committee Room 3, Senedd

Meeting date: 8 July 2024

Meeting time: 13.30

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

[SeneddEquality@senedd.wales](mailto:SeneddEquality@senedd.wales)

### **Hybrid**

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At its meeting on 1 July, the Committee agreed a motion under Standing Order 17.22 to elect Julie Morgan as Temporary Chair for items 1 to 5 of today's meeting and any other business relating to pre-appointment scrutiny under consideration at the Committee's meetings on 8 and 15 July 2024

Pre-meeting registration (13:00–13:30)

**1 Introductions, apologies, substitutions and declarations of interest**

(13:30)

**2 Pre-appointment scrutiny – preferred candidate for Older People's Commissioner for Wales**

(13:30–14:30)

(Pages 1 – 18)

Rhian Bowen Davies, Welsh Government's preferred candidate for the role of Older People's Commissioner for Wales



**3 Motion under SO17.42 (vi) to exclude the public from the remainder of today's meeting**

(14:30)

**4 Pre-appointment scrutiny – preferred candidate for Older People's Commissioner for Wales: consideration of evidence and report**

(14:30–15:10)

**Break (15:10–15:15)**

**5 Childcare inquiry: consideration of draft report**

(15:15–16:00)

# Agenda Item 2

## Recruitment of Older People's Commissioner Wales

### Background:

The Commissioner's role and statutory powers are defined by the Commissioner for Older People (Wales) Act 2006 and accompanying Regulations.

The Act outlines the action that the Commissioner can take to ensure that the interests of older people are safeguarded and promoted when public bodies discharge their functions and the assistance the Commissioner may provide directly to older people in certain situations.

### Commissioner's Functions

- Promote awareness of the rights and interests of older people in Wales.
- Challenge discrimination against older people in Wales.
- Encourage best practice in the treatment of older people in Wales.
- Review the law affecting the interests of older people in Wales.

### Relationship with Older People

The Commissioner must ensure that:

- Older people in Wales are made aware of the existence and functions of the Commissioner's office.
- Older people in Wales are made aware of the location of the Commissioner's office or offices and the ways in which they may communicate with the Commissioner and his or her staff.
- Older people are encouraged to communicate with the Commissioner and his or her staff.
- The views of older people are sought as to how the Commissioner should exercise his or her functions and as to the content of the Commissioner's annual work programme.
- The Commissioner and his or her staff make themselves available to such older people in the older person's locality.

### Publicity summary:

The Welsh Government circulated details of the appointment through stakeholder lists held by the Public Bodies Unit (PBU) and posted the vacancy on the Welsh Government public appointments website.

The vacancy was promoted and advertised through the as set out below:

- Y Cymro
- Golwg (web only)
- Diversity Jobsite
- Fish 4 Jobs

## **Recruitment process summary:**

Advertised on the Welsh Government website between 15 January and 9 February 2024

Sift – 11 March 2024

Stakeholder Session – 18 April 2024.

The First Minister is required by legislation to take account of the views of older people as to any candidates interviewed for the appointment. The Older People's Panel (OPP) is made up of a number of appropriate individuals. They who reflect an in-depth knowledge and experience of the issues which affect older people and demonstrate a commitment to champion these.

The candidates were asked to deliver a 15-minute presentation on the following:

**“What personal qualities will you bring to the role of Older People's Commissioner”.**

Interviews – 12 and 13 June 2024. The candidates were also asked to deliver a presentation on the following:

**How would you prioritise your time and resources as Older People's Commissioner to reach older people in greatest need of your support?**

### **Assessment advisory panel membership:**

Lesley Griffiths MS, Cabinet Secretary for Culture and Social Justice (Chair)  
Jenny Rathbone MS, Chair, Equality and Social Justice Committee  
Ruth Mark, Senior Independent Panel Member  
Albert Heaney, Chief Social Care Officer for Wales, Welsh Government.

A total of 12 applications for the new role were received. 6 candidates were recommended for interview. The Assessment Advisory Panel considered there to be 2 Appointable candidates.

**First Minister's preferred candidate – Rhian Bowen Davies**

### **Conflict of Interest (taken from application form)**

I currently run an independent consultancy business as a sole trader which specialises in domestic abuse and sexual violence in particular the Charing of Domestic Homicide Reviews.

### **Political Activity**

None

## Older People's Commissioner for Wales - Candidate's personal statement

I am excited to apply for the position of Older People's Commissioner for Wales; a unique opportunity to independently promote and champion the rights and voices of older people whilst supporting and driving Wales' vision to become an age friendly nation.

The following two examples demonstrate my **commitment to promoting and safeguarding the interests and rights of older people** and the enhanced knowledge and understanding that I have in respect of **the issues facing older people and the range of services used by them**.

I am recognised as an expert Chair of Domestic Homicide Reviews (DHR) involving older people; examining the circumstances of an individual's death and identifying learning to prevent future deaths. It is of paramount importance to me that that the older person's voice is heard through the review and I work with their family, friends and members of their community to understand how they lived their life, what they enjoyed and the issues they experienced. Whilst each review is different I have found commonality in respect of the **issues the older person faced** which include experiences of domestic abuse and coercive and controlling behaviours, financial abuse, their ability to be heard, physical and mental health and well-being, accessibility of services that meet their needs, loneliness and isolation, rurality, digital exclusion, transport, carer dynamics and the intersectionality of vulnerabilities and needs.

As the Chair, I work alongside a range of services used by older people including primary and secondary health services, social services, housing providers, Department of Work and Pensions, employers, community groups and specialist and voluntary sector organisations e.g. Age Cymru, Citizens Advice and Domestic Abuse and Sexual Violence Services to examine the contact that the individual had with them, their individual and collective responses and to identify barriers the older person experienced in these accessing services. The scope of DHRs that I have chaired has provided me with an enhanced **knowledge and understanding of these services' operational** practices, the strategic and policy frameworks in which they operate and the challenges they face including increased demand for services, complexity of needs, resourcing and the recruitment and retention of a skilled workforce.

My detailed and analytical reports demonstrate how I apply **Equality and Diversity principles** and the **UN Principles for Older People** to underpin my analysis of operational, strategic and systemic responses to older people. By identifying learning, highlighting good practice from the UK and beyond and making recommendations I aim to **promote and safeguard the interests of older people**. My recommendations have resulted in positive changes in practice including awareness raising campaigns and community-based responses focused on older people's experiences of abuse, practitioner's training and the commissioning of a bespoke support service for older people experiencing abuse. Published examples of my DHRs can be accessed at <https://www.pembrokeshire.gov.uk/safer-pembrokeshire/domestic-homicide-reviews>.

In 2023, I was commissioned to develop the Mid and West Wales Violence against Women, Domestic Abuse and Sexual Violence Strategy. As with all the work detailed in my CV, individuals voices and experiences were central to my approach in developing the strategy. I met with a diverse group of older people who spoke extensively about their relationships and living situations, the services they received, the quality of their interactions with public services, what worked and what aspects caused them issues and what was necessary in order for them to feel safe and live well. Building on previous work undertaken for the Older People's Commissioner and reviews of public services this engagement further enhanced my **in-depth understanding of the issues facing older people in Wales** including (but not exhaustive) the availability and accessibility of services, ageism and discrimination, participation, transport,

social isolation, independence, location and quality of housing, access to care, support services, income, education and employment, delivery of appropriate interventions, safety and safeguarding. As a result of this engagement I prioritised older people within the regional strategy and proposed individual agency and partnership actions that were needed to improve responses to older people. The outcome of this work was a regional strategy which prioritised the safety and safeguarding of older people and ensured access to specialist, bespoke services to meet their needs. I presented my draft strategy to the Regional VAWDASV and Safeguarding Board articulating the evidence base and rationale for the prioritisation of older people, their rights and interests. My strategy and delivery plan were approved by the regional, strategic partnerships who have taken ownership for their delivery. A copy of the strategy can be viewed at <https://cysur.wales/vawdasv/vadwadsv-strategy/>

All of my work is reliant on maintaining a detailed knowledge and understanding of Welsh and UK legislation and policy, how they translate at a regional and local level and what they mean for the rights and equalities of different groups of people in their day to day lives. The DHR and strategy work detailed above demonstrate how I use my in-depth knowledge and understanding of the **broad policy context in which services working with older people in Wales operate** to underpin my work. These devolved and non-devolved policy areas include Safeguarding, Housing and Homelessness, Criminal Justice, Community Safety, Health and Well-being, Social Care, Public Health, Environment, Transport, Education, Employment and Equality and Diversity. I am also conversant with the local and regional governance structures that bring services together to collectively deliver the duties embedded in legislation including the Social Services and Well-Being Act (2014) and the Well-being of Future Generations Act (2015). I understand how *Age Friendly Wales: Our Strategy for an Ageing Society* and Age Friendly Communities bring together devolved policy areas to deliver a vision that supports people of all ages to live and age well.

I have **significant experience of working at a senior level**, having held leadership roles both within the public and third sector in Wales for over 15 years. As Chief Executive of Calan DVS I consistently demonstrated strategic leadership to high performing teams responding to needs of individuals experiencing domestic abuse in Wales, organisational and business development, income diversification and sustainable growth, performance and financial management and the promotion of excellence and best practice. My strategic vision and leadership resulted in recognition of Calan DVS as a progressive, dynamic and innovative organisation and individual accolades e.g. winning the UK Institute of Directors Director of the Year (2015). I have an excellent knowledge and understanding of **good governance**. As Chief Executive of Calan DVS I established and sustained robust organisational frameworks and policies that ensured transparency and accountability for decision-making, risk management, delivery and compliance resulting in the organisation winning a national Good Governance Award. As a Partnership Lead for Gwent Police I established multi-agency governance structures for a range of partnerships and work programmes ensuring stakeholders were able to actively participate in decision-making. As a previous Chair and Trustee of national organisations in Wales I also understand governance from a Board member perspective including roles, responsibilities, reporting structures, performance and financial management and compliance with statutory duties.

The diversity of my career has enabled me to develop **highly effective interpersonal, networking and presentational skills**. A fluent Welsh speaker, I am a confident and articulate communicator and an experienced speaker for national events. I have presented evidence at Senedd Committee in respect of Violence against Women, Domestic Abuse and Sexual Violence legislation/policy and have delivered presentations to national and regional forums including the National Safeguarding Board, Regional Partnerships, Public Service and Safeguarding Boards to promote awareness on a range of rights-based and equality matters. As

National Adviser, I built effective relationships with UK and Welsh Government officials and Ministers and regularly made written and verbal representations on a range of devolved and non-devolved issues including social policy and the funding and accessibility of equitable service provision. Presenting evidenced based arguments I successfully negotiated revisions to legislation and statutory guidance e.g. National Training Framework, Ask and Act and the protection of children from physical punishment. The work on DHRs and strategy development detailed above are examples of my ability to work in partnership with individuals, communities and a range of statutory and third sector organisations. By listening and understanding what is important and translating these into priorities and recommendations to improve policy and practice I have built and maintained effective and influential relationships across communities and the Public and Third Sectors in Wales. The scope and longevity of these relationships demonstrate my ability to command confidence through consistently demonstrating transparency, accountability, integrity, and objectivity in my actions and decisions.

I have over 10 years' experience of **interacting with the media** including managing and responding to requests for bilingual TV/Radio interviews relating to news items and current affairs. My ability to interact effectively with media outlets has resulted in me being a regular contributor on BBC Wales Today, S4C Newyddion and Politics Wales and my guidance is also sought in relation to best practice on subject specific documentaries e.g. Y Prif (2023), Byw Heb Ofn (2024). During live and pre-recorded interviews, I have provided objective analysis and highlighted best practice in relation to rights-based issues including equality and diversity, discrimination and abuse in order to drive progressive change.

I have comprehensive knowledge and experience of the **inspection and regulatory regimes** used to inspect public services used by older people in England and Wales. I have participated in single agency inspections and having established all-age safeguarding hubs in Gwent I contributed to the first joint inspection in Wales undertaken by Health Inspectorate Wales, Care Inspectorate Wales, Estyn, His Majesty's Inspectorate of Police and Fire and Rescue Services and Probation Inspectorate.

I am passionate about the opportunity to apply the skills and experience I have accrued to date to the role of the Older People's Commissioner, combining my multifaceted, wide-ranging capabilities with my specific knowledge of older people and the policy frameworks impacting the quality of their lives. I am eager to bring these elements together to promote and champion the rights and voices of older people in Wales and effect positive change.

## RHIAN BOWEN-DAVIES

### Biographical Details

#### EMPLOYMENT HISTORY

<b>October 2017 to date</b>	<b>Independent Consultant providing bespoke consultancy to public and voluntary sector organisations. Selected work:</b>  Chair and Author of 12 Domestic Homicide Reviews across England and Wales.  Development of the regional Violence against Women, Domestic Abuse and Sexual Violence strategy and commissioning plan for Mid and West Wales (2023).  Thematic Review of Domestic Homicide Reviews: Cysur Regional Safeguarding Board (2023).  Research into the support and advice services available for older people at risk of, or experiencing abuse in Wales. Research commissioned on behalf of the Older People's Commissioner for Wales (2020-2021).  Programme lead for the development and establishment of multi-agency safeguarding, early intervention and prevention hubs in Gwent (2020).  Review of Independent Sexual Violence Adviser Services on behalf of the Police and Crime Commissioners for South Wales, Dyfed Powys and Gwent (2021).  Partnership Lead for the Early Action Together Programme, a Home Office funded programme to improve policing and partners responses to vulnerability from a trauma informed and Adverse Childhood Experiences perspective (2018 -2021).  Review of Sexual Abuse, Violence and Exploitation Services in Gwent for Gwent Police and Crime Commissioner (2018).  <i>Prisons and the Welsh Language</i> . Research contract for the Welsh Language Commissioner (2018).
<b>2015 to 2017</b>	<b>Wales' National Adviser for Violence against Women, other forms of gender-based violence, Domestic Abuse and Sexual Violence</b>  The first of its kind in the UK, this high-profile Public Appointment provided independent, strategic and expert advice on the implementation of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.  Working with, and alongside Survivors, Ministers, Welsh and UK Government, leaders in the Public and Third sectors to shape and influence policy and legislative developments. Reporting directly to the Minister the purpose of the role was to drive forward improvements and promote best practice and quality standards in the provision of services for individuals and families experiencing Violence against Women, Domestic Abuse and Sexual Violence.
<b>2013 to 2015</b>	<b>Chief Executive Calan Domestic Violence Services</b>  Leading the strategic development and sustainable growth of this dynamic organisation; providing robust governance and financial management, strong performance management frameworks, income diversification and business development, strategy development and implementation' promoting



excellence and best practice to deliver positive, life changing services for individuals and families experiencing domestic violence and abuse. Influencing policy on Violence against Women, Domestic Abuse and Sexual Violence and related matters including Housing and Homelessness, Health and Social Care, Education, Equality and Diversity.

- 2008 to 2013**      **Manager Neath Women's Aid**
- 2005 to 2008**      **Independent Domestic Violence Advocate (IDVA) Pontypridd Safety Unit**
- 2001 to 2008**      **Police Officer South Wales Police**

#### **VOLUNTARY POSITIONS**

- 2014 to 2015**      **Board Member Cymorth Cymru**
- 2011 to 2013**      **Trustee Welsh Women's Aid**

#### **PERSONAL ACHIEVEMENTS**

- 2015**              **Institute of Directors (UK)** Director of the Year, Not for Profit and Social Enterprise Sector
- 2015**              **Institute of Directors (Wales)** Director of the Year, Charity and Social Enterprise
- 2014**              **UK Third Sector Awards** Finalist and Highly Commended 'Rising Chief Executive'
- 2013**              **Leaders in Wales Award** Voluntary and Not for Profit Sector

#### **QUALIFICATIONS**

- 2001**              LLB Batchelor of Law Degree 2:1 University of Wales Cardiff

#### **CONTINUING PROFESSIONAL DEVELOPMENT**

##### **Strategic and Holistic Leadership**

Completed programmes that have increased knowledge, skills and confidence to lead high performing teams, deliver strategic change and explore the qualities, behaviors and competencies of effective leaders.

##### **Financial management and compliance**

Completed financial management and governance related training to increase skills, knowledge and competencies in order to ensure a compliant, sustainable and financially astute organisation.

##### **Mentoring and Coaching**

Undertaken training in these areas to support the development of individuals and teams to achieve their potential and maximise their contributions to overall organisational and personal goals.

##### **Subject specific learning**

Legislative, policy and practice briefings, conferences, research and formal programmes to significantly enhance my subject specific knowledge and understanding.



Llywodraeth Cymru  
Welsh Government



**Comisiynydd Pobl Hŷn Cymru**  
Older People's Commissioner for Wales

Information pack for candidates

**Appointment of an Older People's  
Commissioner for Wales**

Closing date: 16:00, 9 February 2024



**The Commissioner for  
Public Appointments**

# Older People's Commissioner for Wales

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## Older People's Commissioner for Wales

### 1. Making an application

Thank you for your interest in the post of **Older People's Commissioner for Wales**. The attached Annexes provide details on the role and responsibilities of the Older People's Commissioner for Wales, the person specification and the selection process.

To make an application please visit the Welsh Government public appointment website here: [Public Appointments - Welsh Government \(Cais\) \(tal.net\)](https://tal.net) click on the Older People's Commissioner for Wales vacancy and click on 'Apply' at the bottom left-hand corner. The first time you apply for a post through the Welsh Government's online application system, you will need to complete a registration form. You will only need to register once, and you will be able to keep yourself updated on the progress of your application, and any other applications you make, via your registered account.

Once you've registered, you'll be able to access the application form. To apply for this post, you **must** fully complete the form, or you will not be able to submit your application. You may find the "Instructions" which appear as an option on the top of every page of the application form helpful. Please remember to save your application before logging out.

We hope you will find the on-line process simple to follow but we recognise not everyone will be able to use it because of their own individual accessibility requirements. If you are unable to apply online, please contact Public Appointments Unit on [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales) who will be able to provide a copy of the application form in an alternative format.

#### **Personal Statements**

Personal statements are your opportunity to demonstrate how you meet each of the criteria set out in the person specification. Your personal statement will be considered as part of the public appointments process.

How you choose to present the information is up to you. However, you should aim to provide detailed examples that demonstrate how your knowledge and experience matches each of the criteria, and which describe what your role was in achieving a specific result. It will also benefit the selection panel if you can be clear which particular evidence you provide relates to which criteria. Providing separate paragraphs in relation to each criterion is common practice.

Please limit your personal statement to two pages each. Your application may be rejected if you exceed this limit.

#### **CV**

Please ensure your CV includes brief details of your current or most recent post and the dates you occupied this role.

**Your personal statement and CV can be uploaded to the 'Additional information/Evidence' section of the online application form.**

## **Older People's Commissioner for Wales**

### **References**

Please provide two referees (employer and personal) who will be contacted for successful candidates only. In order to preserve the highest standards of integrity and propriety, we are unable to accept Members of the Senedd or Welsh Government employees as referees for applications for membership of public bodies.

## Older People's Commissioner for Wales

### 2. Appointment process

This appointment will be conducted within a public appointments process; older people and those that represent the views of older people will be involved at different stages throughout the process in accordance with The Commissioner for Older People in Wales (Appointment) Regulations 2007 and The Commissioner for Older People in Wales (Appointment) (Amendment, Transitional and Revocation) Regulations 2023

**Stage 1:** Applications invited for the role of Older People's Commissioner for Wales. Details of the application requirements as noted above.

Indicative timetable: Closing date 9 February 2024

**Stage 2:** Following the closing date, applications for this post will be reviewed by a Welsh Government panel of officials who will assess candidates' suitability for the role against the essential criteria and draft a long list of candidates.

An Advisory Assessment Panel consisting of the Minister for Social Justice, a Senior Independent Member, a Senior Welsh Government official and a Member of the Senedd appointed by the Equality and Social Justice Committee will then shortlist the candidates.

Indicative timetable: February 2024

**Stage 4:** The shortlisted candidates will be invited to meet with a panel of older people and experts in the field of ageing. The panel will assess candidates' knowledge and understanding of the issues facing older people in Wales. This panel will provide an overview of each candidate which will be shared with the Advisory Assessment Panel.

Indicative timetable: April 2024

**Stage 5:** The shortlisted candidates will be invited to attend a formal interview with the Advisory Assessment Panel to identify a list of appointable candidates. You will be asked to give a presentation and this panel will question you about your skills and experience, asking specific questions to assess whether you meet the criteria set out for the post.

Indicative timetable: April

The First Minister will consider the views and assessments of both panels and decide which of the appointable candidates should be appointed.

Indicative timetable: May 2024

**Stage 7:** The appointed candidate will attend a pre-appointment hearing with the Equality and Social Justice Committee. Based on the findings of this hearing, the First Minister will make the final decision on appointing the next Older People's Commissioner for Wales.

Indicative timetable: May 2024

New Older People's Commissioner takes up post by August 2024 or soon after.

## Older People's Commissioner for Wales

### Timetable for appointment process

We will aim to provide shortlisted candidates with as much notice of both panel assessment dates. If you are unable to make the arranged dates, we will endeavour to re-arrange them, but this might not be possible due to time constraints within the appointment timetable or panel availability.

### Diversity Statement

The Welsh Government believes that public bodies should reflect Welsh society and people from all walks of life. This will help them understand people's needs and make better decisions. This is why the Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies. Applications are particularly welcome from all under-represented groups including women, black, Asian and minority ethnic people, disabled people, and lesbian, gay, bisexual and transgender people. More information on the Diversity and Inclusion Strategy for public appointments can be found here [Diversity and Inclusion Strategy for public appointments](#)

### Disability Confident

The Welsh Government accepts the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. We are committed to removing barriers so that all staff can perform at their best. The Equality Act 2010 uses the medical definition of disability (“a physical or mental impairment which has a substantial and long-term impact on a person’s ability to carry out normal day to day activities”).

We guarantee to interview anyone who is disabled whose application meets the minimum criteria for the post. By ‘minimum criteria’ we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence for the role and any qualifications, skills or experience defined as essential.

You will be asked to specify if you would like your application to be considered under the Guaranteed Interview Scheme in your submission.

If you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments for any part of this recruitment process, please contact the Public Appointments Team, [publicappointments@gov.wales](mailto:publicappointments@gov.wales) as soon as possible and a member of the team will contact you to discuss your requirements and any questions you may have.

### Contacts

For further information regarding the selection process, please contact:

Public Appointments Team  
Public Bodies Unit  
Email: [publicappointments@gov.wales](mailto:publicappointments@gov.wales)

If you need any further assistance in applying for this role, please contact [publicappointments@gov.wales](mailto:publicappointments@gov.wales).

## **Older People's Commissioner for Wales**

For further information about Public Appointments in Wales, please visit  
[www.gov.wales/publicappointments](http://www.gov.wales/publicappointments)



## Older People's Commissioner for Wales

### 3. Background to the Older People's Commissioner for Wales

#### Role & Legal Powers

The Commissioner's role and statutory powers are defined by the Commissioner for Older People (Wales) Act 2006 and accompanying Regulations.

The Act outlines the action that the Commissioner can take to ensure that the interests of older people are safeguarded and promoted when public bodies discharge their functions and the assistance the Commissioner may provide directly to older people in certain situations.

#### Commissioner's Functions

- Promote awareness of the rights and interests of older people in Wales.
- Challenge discrimination against older people in Wales.
- Encourage best practice in the treatment of older people in Wales.
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#### Relationship with Older People

The Commissioner must ensure that:

- Older people in Wales are made aware of the existence and functions of the Commissioner's office.
- Older people in Wales are made aware of the location of the Commissioner's office or offices and the ways in which they may communicate with the Commissioner and his or her staff.
- Older people are encouraged to communicate with the Commissioner and his or her staff.
- The views of older people are sought as to how the Commissioner should exercise his or her functions and as to the content of the Commissioner's annual work programme.
- The Commissioner and his or her staff make themselves available to such older people in the older person's locality.

Further information regarding the role of the Older People's Commissioner is available on the website: [www.olderpeople.wales](http://www.olderpeople.wales)

For a confidential discussion regarding the role, please contact the Older People's Commissioner for Wales:

**E-mail:** [helena.herklots@olderpeople.wales](mailto:helena.herklots@olderpeople.wales)

## Older People's Commissioner for Wales

### 4. Person Specification

To be considered, you must be able to demonstrate that you have the qualities, skills and experience to meet all the essential criteria for appointment.

#### Essential Criteria

The person we are looking for will have the following key competencies:

- A demonstrable commitment to promoting and safeguarding the interests of older people.
- Knowledge and understanding of the issues and problems facing older people in Wales and of the broad policy context within which relevant services operate.
- Excellent governance knowledge with significant experience at a senior level. The ability to lead an organisation that responds to the needs of older people in Wales whilst managing budgets, ensuring good governance and compliance with statutory duties.
- Highly developed interpersonal networking and presentational skills. The ability to command the confidence of and work in partnership with older people and the wider public, Welsh Government, the Senedd Cymru, as well as a range of organisations including health, local government, the third sector and the media.
- The ability to interact effectively with, and respond to pressure from, the media in order to drive change, highlight best practice and promote awareness of older people's rights.
- Knowledge and understanding of the United Nations Principles for Older Persons, equality and diversity principles and the ability to make representation to the UK Government.

#### Desirable Requirements

Whilst not essential, candidates who can demonstrate the following are particularly welcomed:

- Knowledge and an operational understanding of range of services used by older people including transport, health, housing and social services, employment and adult education.
- Knowledge of the regulation and inspection regimes used to inspect a range of public services used by older people.

## Older People's Commissioner for Wales

### Key facts about the post

The Commissioner will be required to work regularly outside normal office hours at evenings and weekends, in order to attend meetings and to be accessible to older people. They will also be required to travel regularly within Wales, and occasionally within the UK, Europe or further afield.

Location:	Pan Wales with an office in Cardiff
Time Commitment:	Full-time
Tenure of office:	Fixed, non-extendable period of 7 years.
Remuneration:	£90,000 - £95,000 per year. The salary is subject to tax and national insurance and is pensionable. There is no annual or other automatic increase in remuneration for this post. Any increase in remuneration will be determined by Welsh Ministers: should any increase be considered; it will take into account (but not be bound by) and be in accordance with the annual findings of the Senior Salaries Review Body.

### Welsh Language

Welsh language skills are needed from day one to fulfil the role satisfactorily, and someone with those skills is sought, but short-term arrangements can be made until the language ability of the appointee improves to the level needed for the appointment. Welsh Government has a Welsh Language Skills Level Guide of 1 to 5 for each skill. The post holder will be expected to achieve level 3 for Understanding, 1 for Reading, 3 for Speaking and 1 for Writing. More information is available from the Public Appointments Unit.

The appointment is therefore also open to applicants who are prepared to commit to acquire / improve their Welsh language skills to the designated level within a reasonable specified timescale.

### Eligibility

Applicants should be persons who conduct themselves at all times in a manner which will maintain public confidence in accordance with the Nolan Principles <https://www.gov.uk/government/publications/the-7-principles-of-public-life>.

The role of Older People's Commissioner involves contact with vulnerable adults. As a result, applicants are required to provide or be subject to a Disclosure and Barring Service (DBS). More information is available here on [DBS checks](#). As the role is classed as Corporation Sole they will also be subject to an enhanced financial check. The appointee will not be confirmed in post until those checks/registration requirements are satisfied.

Applicants should also note the office of Commissioner for Older People in Wales is a disqualifying post for membership of the Senedd Cymru under the National Assembly for Wales (Disqualification) order 2015. <http://www.legislation.gov.uk/uksi/2015/1536/contents/made>.

## Older People's Commissioner for Wales

### **Conflict of Interests**

You will be asked to declare any private interests which may, or may be perceived to, conflict with the role and responsibilities as Commissioner for Older People in Wales, including any business interests and positions of authority outside of the role.

Any conflicts of interest will be explored at interview. If appointed, you will also be required to declare these interests on a register which is available to the public.

### **Standards in public life**

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies, you can access this document at:

<http://www.bl.uk/aboutus/governance/blboard/Board%20Code%20of%20Practice%202011.pdf>

### **Terms of Appointment**

The letter of appointment will fully outline the terms and conditions of the post and is based on the Civil Service Terms and Conditions.

### **Time Commitment**

The post is full time although flexibility in working hours may be considered. However, you will be required to work such hours as may be necessary to effectively discharge your duties as the Commissioner.

### **Assistance for Disabled People**

Where appropriate, reasonable adjustments will be made to enable the Older People's Commissioner for Wales to effectively carry out the role.

### **Selection Process**

The appointment of the Older People's Commissioner for Wales is regulated by the Commissioner for Public Appointments and the appointment process complies with the Code of Governance for Public Appointments. It is the policy of the Welsh Government to promote and integrate equality of opportunity into all aspects of its business including appointments to public bodies.

Applications are welcomed and encouraged from all groups, and we ensure no eligible candidate for public office receives less favourable treatment on the grounds of age, disability, gender, marital status, sexual orientation, gender reassignment, race, religion or belief, or pregnancy and maternity. The principles of fair and open competition will apply, and appointments will be made on merit.

### **Starting date**

The successful candidate is due to start in post on 22 August 2024 or soon after.

### **Further Information and Queries**

For further information on the application process and to apply, please visit <http://wales.gov.uk/publicappointments> or for queries contact the Public Appointments Unit on [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales)

## **Older People's Commissioner for Wales**

### **Closing Date and Key Decision Dates**

The closing date for applications is **16:00, 9 February 2024**.

Application forms received after this date will not be considered.

You will be informed whether or not you are being invited to interview at least two weeks before the interviews which are expected to be held week beginning 15 April and 22 April 2024.

The First Minister's decision on this appointment is expected by May 2024.