



Getting It Right For Every Child – Proposals for Action

by Boyd McAdam, Head of *Getting it Right for Every Child* Team

Consultation – What Did People Say?

Consultation on the 23 proposals contained in *Getting it Right for Every Child* ended on 30 September 2005, with over 600 responses received. These responses were analysed by an independent research company and the final report of that analysis, along with a summary, will be published soon alongside Ministers' proposals on the way forward. A copy of the summary will be sent to all those who responded to the consultation.

While some concerns were expressed, the vast majority of respondents supported the proposals. The fact that the consultation covered such a wide range of issues is reflected in the scale and breadth of responses received. Many of the responses received reflected respondents' views that any changes introduced should have a positive impact and improve the way that services are delivered to children and young people. The commitment of organisations and individuals to ensuring that the objectives underlying the consultation are achieved in practice was clearly apparent from the detail and quality of many of the responses.

Implementation Strategy

The implementation strategy is likely to have three key strands:

- › legislation – the scope and timetable for the legislation is currently being developed
- › practice Change – will include one assessment, record and plan for each child; nationally developed tools, including training materials and guidance. In many cases practice change can be implemented without new legislation
- › governance, structures and funding - assessment and removal of barriers to implementation.

We have agreed with Highland Council to work in partnership to promote a pathfinder project. This will seek to show how the *Getting it Right* approach can be applied across all children's services. Other pathfinder projects will come on stream as implementation progresses. We will be working hard to ensure lessons from these are disseminated throughout Scotland.

Next Steps

Plans for the next 6 months:

- › publication of consultation analysis and implementation strategy by Ministers
- › scope and timetable for legislation
- › implementation of first pathfinder project in Highland Council
- › identification and agreement on additional pathfinder projects and
- › continued discussion with all stakeholders including children, young people and communities.



You told us, we listened – so welcome to the new style *Communicator*

Your newsletter has been totally redesigned to reflect the views expressed in the feedback requested in the last edition. While the general content was seen as being pretty good, its size and “glossiness” didn’t appeal to everyone. Hopefully this new, smaller format is more in tune with members’ wishes. If not, you’ll just have to let us know!



George Anderson, Chair of CPCG

Every effort is made to make each edition both interesting and relevant to everyone involved in the children’s hearings system. We are always seeking to include articles of particular interest to panel members and would welcome contributions or suggestions that we may follow up. Contact details are at the bottom of the back page. For the *Communicator* to live up to its title, and to let us know whether or not we are getting things right, we really do need to hear the views of panel members.

In the last edition of the *Communicator* I referred to the long-term need for stability within the children’s hearings system. The second stage of the review *Getting it Right for Every Child* is now in full swing and the Chairmen’s Group is gearing up for the next phase of meetings and consultations. Boyd McAdam’s article gives us a pretty good insight into the current status of the review and provides some pointers as to the issues that will be central to further discussions and plans.

In any period of change there is inevitably a fair degree of uncertainty, and perhaps even apprehension, amongst those involved. This was brought home to me very recently at a conference dealing with youth justice and persistent young offenders when the panel of speakers was asked by a children’s panel member the very straightforward question “Just what do you see as the future of the

children’s panel?” A simple question in itself but it appeared to me to encapsulate the concerns and uncertainties in the mind of the questioner.

As someone who sees the role of panel members becoming increasingly important, the counter view expressed by the question made me realise that perhaps not everyone is as sure as I am. Throughout the first phase of the review, and subsequently, Ministers were at pains to assure all panel members that their role was highly valued and would continue to be at the heart of Scotland’s system of care and justice. Indications from the second phase of the review are that this message will be reiterated and reinforced. Panel members need to hear it and be reassured that their efforts are truly worthwhile.

The Children’s Panel Chairmen’s Group continues to represent and safeguard panel members’ interests at all levels within both the Scottish Executive and the numerous agencies involved with children and young people in Scotland. Members should be reassured that the role of children’s panels, far from diminishing in importance, is likely to be exactly the opposite. *Getting it Right for Every Child* will have an impact on panel membership, we may have to adopt new practices, we may have to learn new skills – but isn’t that what we pride ourselves in doing anyway?

Youth Justice Leaders Plan Objectives for 2006-08

by Donna Bell, Head of Youth Justice Team

A new high-level national group – the Youth Justice Improvement Group – has been set up to plan, agree and implement the next stage of our work to improve the quality and effectiveness of youth justice in Scotland. The group has already met three times – on 8 November, 9 December and 30 January. Its membership includes SCRA, Crown Office, ACPOS, CoSLA, ADSW, SOLACE, NHS, ADES and the voluntary sector. The Group is being overseen by Justice and Education Ministers, and is chaired by Head of Children, Young People and Social Care Group, Colin MacLean.

Cathy Jamieson, Minister for Justice, set out the context as follows: “The current youth justice agenda was set by Ministers in 2002. Local teams have done considerable work towards meeting the youth justice national standards by March 2006, but more needs to be done if we are to ensure that we effectively challenge young people’s offending behaviour and meet their needs.

“We have identified the importance of positive, committed and engaged leadership to meet national standards by March 2006. We also now need to think beyond March and consider how we can build on the national standards and focus on the outcomes for young people we want from youth justice. We also need to locate youth justice appropriately alongside our agenda for change in both children’s services and adult justice.

“I want each Group member to take responsibility for preparing detailed plans for action and activity that will determine how each of these objectives will be met.”

The short term task is to develop a clear set of objectives for what needs to happen after March 2006 – and the longer term task will be to ensure that these objectives are delivered.

In the absence of finalised performance indicators under the new objectives, the Executive and inspectorates will continue to monitor performance based on existing National Standards.

The Youth Justice Improvement Group will focus on those children and young people who offend and who are in (or at risk of coming into) the children’s hearings system, linking as appropriate with the 21st Century Social Work Review and *Getting it Right for Every Child*. The work of the Improving the Effectiveness of the Youth Justice System sub group will continue after March 2006 and they should be a key vehicle for taking forward the Improvement Group’s strategies.

We will provide further updates in future editions, and would welcome any thoughts on how you feel you could contribute appropriately to this process. Please direct any initial enquiries to Lorraine Spalding on: 0131 244 5029 or email lorraine.spalding@scotland.gsi.gov.uk

Key Objectives:

Success criteria and performance indicators 2006-2008

- › Preventing young people getting involved in offending
- › Using effective approaches and interventions
- › Workforce skills
- › Information to victims and communities
- › High risk offenders
- › Youth justice strategic direction
- › Effective integration of youth and adult justice systems

These objectives are a refinement of the existing objectives set out in National Standards for Scotland’s Youth Justice Services. They move to a more outcome focussed basis, rather than emphasising efficient process. There should be no deflection from the ongoing work to secure compliance with youth justice standards by April 2006.



Cathy Jamieson, Minister for Justice

SCRA

Overview of Statistics 2004-2005

by Henry Hepburn, SCRA Press Officer

A RISE in referrals was the headline trend that dominated media coverage of the SCRA Annual Report. The report showed that a record 50,529 children were referred to the Reporter, up 10% from 2003-04. This included approximately 4,000 more children referred to the Reporter on non-offence (care and protection) grounds, up to 37,460 from the previous year, and 1,000 more on offence grounds, up to 17,494.

This continued the trend of recent years which has seen a significant increase in referrals and meant that in 2004-05, 4.7% of Scotland's children were referred, a slight increase on the previous year's 4.3%.

These headline figures, however, masked regional variations in the figures for 2004-05 that also emerged.

Such variations were highlighted in the report and centred largely on referrals. The number of children referred as a percentage of the child population, for example, ranged from 1.8% in Angus to 8.9% in Clackmannanshire.

East Ayrshire was the only area where the number of children referred increased by more than 50%. It also saw the highest percentage increases in both types of referral: a 30% rise in children referred on offence grounds and a 76% rise in children referred on non-offence grounds.

In 10 of the 32 local authority areas, the number of children referred decreased in 2004-05. Dundee saw the highest drop in the number of children referred on non-offence grounds (22%), while Eilean Siar recorded the biggest drop on offence grounds (24%), although this percentage swing is based on a smaller amount of referrals than in most other areas.

Five local authority areas made up more than 40% of all Scottish referrals: Glasgow, Edinburgh, Fife, North Lanarkshire and South Lanarkshire. It should be noted, however, that these have some of the highest populations in Scotland.

Just over 11% of children referred proceeded to a hearing in 2004-05, a similar proportion to previous years. Overall, there was only a marginal increase in the number of children attending hearings. In four local authority areas, however, there was an increase of more than 24%: East Renfrewshire, Angus, Highland and Eilean Siar.

Regional variations also emerged in statistics showing how quickly cases progressed through the children's hearings system. Nationally, there was an increase of one day in the time taken for an offence case to progress from receipt of a referral to a hearing decision, from 74 to 75 days. In contrast, there was a one-day reduction in the time taken for non-offence cases. This remains considerably longer than offence cases, however, having dropped from 130 to 129 days. Non-offence cases are often more complex than offence cases and may, as a result, take longer to progress.

Three local authority areas – Aberdeenshire, Edinburgh and Fife – achieved a reduction in the time taken to progress both offence and non-offence cases. Seven areas saw a reduction in the progression of offence cases only, while there was a reduction for non-offence cases in 14 areas.

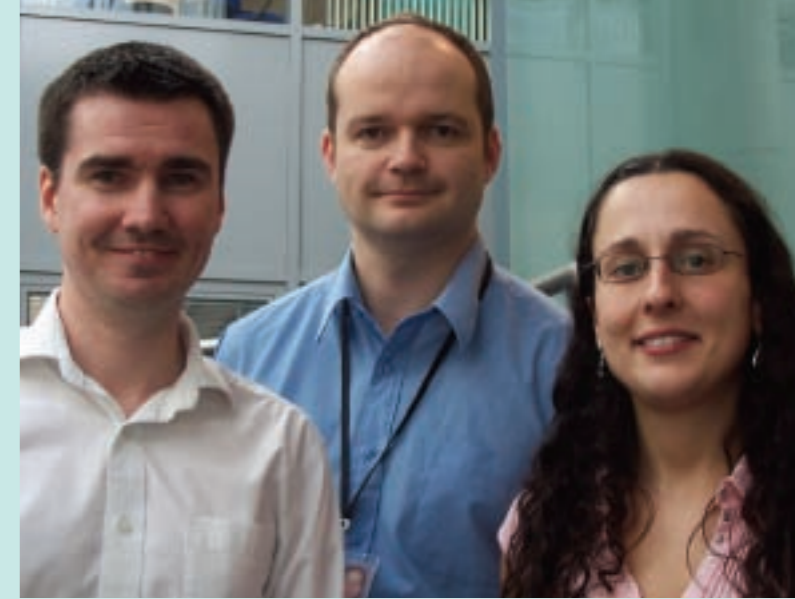
Performance against the Time Intervals Standards, developed for the children's hearings system by the Scottish Executive in 2001, remained fairly stable. Targets were met for providing notification to children and families of outcomes of referrals and hearings. Timely decision-making was slightly below target, but should be placed in the context of 7,900 more decisions made in the year and the 10% increase in referrals.

Locally, 12 areas met the target for Reporter decision-making and 14 improved their performance. Additionally, 13 areas recorded improved performances in the key SCRA target to schedule hearings within 20 working days.

The wide range of figures across Scotland, in several aspects of the annual report, can be explained in part by differing local practices. SCRA will continue to work with its partners to understand the reasons for these variations.

Children's Hearings & Integrated Services Bill

by Craig Morris, Policy Officer



Left to right: Craig Morris, Policy Officer; David Thomson, Head of Children's Hearings and Integrated Services Bill Team; Carole Campariol, Bill Support Officer

The Scottish Executive has started work on the Children's Hearings and Integrated Services Bill. The Bill is part of the *Getting it Right for Every Child* strategy.

The review update article on the front cover of this edition sets out the three likely strands of the implementation strategy. Legislation will set the agenda, framework and direction for children's services. It will make specific improvements to the children's hearings system. We intend to:

- › provide a new framework for services for children
- › strengthen the children's hearings system
- › modernise the administration of children's hearings.

So what is the process for taking forward the Bill?

The first step is to create policy instructions. These instructions set out what we intend to achieve by changing the law. In this case, these changes are based on the *Getting it Right for Every Child* consultations from 2004 and 2005. Creating policy instructions requires a great deal of discussion with Scottish Executive colleagues, with those involved in service delivery and with those involved in the children's hearings system.

The policy instructions are then sent to the Executive's Solicitors and Parliamentary Counsel, who in turn provide drafts of the legislation. This is a long process, where the intended effect of policy is checked rigorously against different drafts of the Bill.

When the draft Bill is ready we intend to publish a consultation paper for wide circulation. This should allow everyone the opportunity to contribute to further development of the Bill.

What happens next?

After this consultation, we will finalise the Bill for Parliamentary passage. Once the Bill has been introduced to Parliament, there are three key stages. In Parliamentary stage 1, the Bill's general principles are considered by the 'lead' Committee – likely to be the Education Committee for our Bill – and then debated and voted on by the whole Parliament. The Bill is then referred to the lead Committee to consider in detail and make any amendments (Parliamentary stage 2). At this stage the Bill is scrutinised by MSPs, line by line. Parliamentary stage 3 again involves the whole Parliament considering the Bill and deciding whether it should become an Act. Finally, the Bill will go forward for Royal Assent.

Who is in the Bill team?

The Bill team members are:

- › David Thomson – team leader. David previously worked in the Executive's Equality Unit and led Scottish interest in the UK Disability Discrimination Act 2005 and the UK Equality Act 2006.
- › Craig Morris – policy officer. Craig's background lies in the public and private sectors and he previously worked on change management within the Executive.
- › Carole Campariol – support officer. Carole has experience in information management and office support from her previous posts in Transport Group and HR.

We'll be working hard on the Bill over the coming months, so look out for more information!

Please feel free to get in touch with us. Our contact details are:

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Still a Bairn?

Leaving care in Falkirk

by Jenny Kane and Nora McMullan

Legislation was enacted on 1 April 2004 which gave local authorities increased duties and responsibilities towards young people leaving care

This legislation strengthens Section 29 of the Children (Scotland) Act 1995, which had given local authorities duties to “provide advice and assistance” to care leavers either in “cash or kind”. However, in 2000, York University’s research “Still a Bairn” reported that only 37% of care leavers were receiving this advice and assistance.

“Supporting Young People Leaving Care in Scotland” (Regs. & Guidance) specified both the manner in which the care leavers needs were assessed and how the advice and assistance was given.

The aim of this legislation was to:

- › improve the assessment, preparation and planning for care leavers
- › provide better personal support to Care Leavers by appointing “Pathway Co-ordinators”
- › improve financial arrangements for young people after they left care

all with the ultimate goal of delaying the age at which young people left care.

The planning and preparation process is called “Throughcare” and the post-care support is called “Aftercare”.

The assessment process is called “Pathways” and builds on the assessments and reviews of the “Looked After and Accommodated” system, adding MONEY, WHERE I LIVE and HOPES FOR THE FUTURE as areas to be considered in the planning process.

Falkirk’s response to the new legislation was fairly unusual

Instead of creating a new team who would take case responsibility for young people in care after the age of 15, as many local authorities have done, Falkirk’s Social Work Children and Families Teams have continued to provide continuity of case responsibility to young people as they move through the care system.

Additionally, various funding streams were utilised to create a Leaving Care Service whose remit is to “provide advice, assistance and support to care leavers in the transition towards adulthood”.

Falkirk is also unique in having appointed an independent Reviewing Co-ordinator specifically for Throughcare and Aftercare. This post ensures that young people are not “lost” when they leave care but rather that the necessary and agreed supports are in place.

These supports mean each Care Leaver has an allocated Aftercare Worker from the Leaving Care Service. The Aftercare Worker’s job is to ensure that the care leaver is fully aware of all the options available to him or her and is fully supported to try to work their way through their chosen plan. The worker advocates and negotiates on behalf of the care leaver to ensure their transition from care towards adulthood is fully understood and supported. Practically this can include exploring accommodation and support needs, financial management, employment and training opportunities, relationships – the list goes on and on . . .

Young people’s participation is at the heart of new legislation

In Falkirk we try very hard to ensure that young people’s views are heard. Aftercare Reviews are held in the Café Area of the Leaving Care Base, a bright informal setting with the young person deciding who should attend their review and what will be discussed.

Young people are consulted on the service and our local Who Cares? worker Mary Bateman conducts independent Exit Interviews with all young people. Care leavers are represented on Falkirk Children’s Commission and a care leaver was recently involved in interviewing for a new children’s rights service for Falkirk.

Falkirk Care leavers have participated in Young Scot Focus Groups and Columba 1400 Leadership Academies. Two of our Columban graduates gave a presentation to a full conference at the recent AGM of the Scottish Throughcare and Aftercare Forum. Our latest initiative is to involve young people in panel member training scheduled for this spring. Anyone who would like more information on Falkirk Council’s Leaving Care Service please phone Jenny Kane, Team Manager on (01324) 501050.



Falkirk’s Leaving Care Base

CASE STUDY 1

Abby is almost 15. She has been with the same foster carers since she was accommodated into care at age 8. Abby had been subject to physical and emotional neglect from her birth parents who both had alcohol and drug dependency.

Abby is a quiet young woman who takes time to get to know people. She still sees her parents but knows they can’t look after her.

She has an allocated Aftercare Worker called Anne. Anne meets her every week. They talk about Abby’s plans and hopes for the future and how Anne can help her with these. Anne ensures that Abby is managing the different aspects of her life and advocates for Abby if necessary. Anne will support Abby with her eventual move on from care towards adulthood and this support will continue for as long as Abby both needs and wants it.

CASE STUDY 2

Ryan was in residential school for 2½ years following a long period of school non-attendance and minor offending behaviour.

He left school at his school leaving date, shortly after his 16th birthday but couldn’t return home. Ryan was supported by his Aftercare Worker, Mark, to help him move into a supported accommodation resource managed by the YMCA.

This group living resource provided Ryan with a certain level of supervision but also give him a lot of responsibility for his own care.

Ryan struggled with this change initially. He found it difficult to manage his allowance from which he had to fund all his own food, toiletries, clothes, transport costs and leisure activities. Mark worked with Ryan on budgeting plans, menu plans, cleaning plans and all the other areas he needed to manage in order to move onto his own tenancy. Support from Mark was daily to begin with but now that Ryan has been at the project for 9 months, he only sees Mark twice a week. He hopes to be given his own tenancy soon and Mark will still be there to support him with this next transition.

National School 2005

by Chris Brown, Aberdeen Panel Member

The Children's Panel National School for 2005 was held, as for the last few years, at the Hilton Dunblane Hydro in early November. The event was hosted by the Queen Margaret University College CHTO Joan Rose who chose as the theme "Hostages to Fortune", an examination of some of the problems faced by parents which may impact on the care they can give, and which is received, by their children.

The school opened on the Friday evening with a ruthlessly humorous but frighteningly revealing account from Liz Whyte, head teacher at Edinburgh North Primary School, of the effects which poverty, drug addiction and mental health problems can have on young children. Perhaps most unnerving was her description of how easy it is for children whose parents move frequently between different areas to be lost to the education system for extended periods.



Heads down – the real work gets underway in workshops

Saturday was, as usual, a busy day with Dr Sarah Wilson, of the Edinburgh University Centre for Research on Families and Relationships, providing an overview of her recent research into the impact on families of parental substance misuse.

This was followed by a video of a Channel 4 documentary, "Michelle's Story", which showed in harrowing detail the effects on Michelle's children of her self-harming behaviour. The resilience shown by the children was uplifting, but it is unlikely that many delegates who had attended National School before would recall such total silence in the hall or have seen the audience more affected.



Coffee break – time to reflect

On Saturday afternoon Heather Coady from Scottish Women's Aid talked on the subject of children and young people's experiences of domestic abuse. Her series of slides of computer art produced by child victims of abusive households showed in painful detail the considerable insight which they have into their situation. This was followed by Elaine Stalker, of Families Outside, who examined the effect on families of the imprisonment of a parent.

The school concluded on Sunday morning with Annette Webb, a training consultant and practitioner, discussing the impact of parental problems on children's development and Maggie Mellon of Children 1st describing, with the help of a video, the process of family group conferencing and advocating its extended use.



A chance to meet and mingle with panel colleagues . . .

Saturday night saw, as usual, a reception, hosted jointly by Queen Margaret University College and the Scottish Executive, followed by dinner, dancing and associated jollity.

The school was chaired by Prof Alan Gilloran, Dean of the Faculty of Health & Social Sciences at Queen Margaret University College, whose dry wit endeared him greatly to the delegates over the course of a very successful, varied and informative weekend.



. . . and get the knees up!

Young people have their say

by Craig Watson

SOME of the founding principles of the children's hearings system, and more recent proposals for reform, have received a crucial vote of confidence – from children themselves.

The views were expressed at a consultation event commissioned by the Children's Panel Chairmen's Group.

CPCG asked the organisation Young Scot to organise a discussion event involving children and panel chairs.

Young Scot produced a report following the event, which was then submitted in response to the *Getting it Right for Every Child* review of the hearings system.

The seven Edinburgh and North Lanarkshire young people involved in the exercise, which was held in September last year, all had some experience of the system.

Despite the fact some young people considered hearings to be forms of courts for young people, others knew panels were formed by members of the public. One participant said the system "looks at improving the lives of young people", while another said "they can make a decision and see what's in your best interests".

Critical comments included the feeling that hearings were intimidating and "make wrong decisions that you don't want". One said of the system that "some people find it unfair".

However, the group generally backed the "needs and deeds" approach of the hearings system during a discussion group.

The young people also believed that hearings should deal with even minor and first-time offenders in a bid to change their behaviour at the earliest possible stage. They added that more powers, such as ASBOs, were needed to make sure those involved took responsibility.

The Young Scot report said: "It became clear that punishment was not seen as a constructive option for young people and that instead more needed to be done to provide support and counselling services for young people and family units to avoid re-offending and improve children's lives."

The report also found support for a number of changes put forward in the review, with 60% in favour of those and 40% describing them as "okay". None of the children rejected the changes discussed, which included the sharing of information between agencies, victims

attending hearings and having a lead professional and Action Plans for individual children.

However, young people raised a range of concerns and caveats about the proposed changes, such as holding professionals to account if targets set in Action Plans were not met.

There was also an overwhelming majority (80%) in favour of asking young people what they thought of the hearings system.

The report added: "It was also clear in discussions that young people felt that there was a need to educate young people about the role of the children's hearings system through schools, councils, and youth projects.

"Overall, young people clearly indicated that the one thing which would make children's hearings better was listening to young people and involving them in shaping the system."

George Anderson, chairman of CPCG and Falkirk children's panel, helped to develop the programme for the event and took part on the day, answering a range of questions about the hearings system.

He said: "As panel members and chairs, we all work closely with children on a regular basis and have a good understanding of how they interact with the hearings system.

"But we thought it was crucial that we should get their views more directly, outside the hearing room.

"The event itself was fascinating and I was personally pleased to take part. The children asked some very perceptive questions and I was glad to be able to offer some answers.

"But it also provided useful feedback for the review. I am sure the views of those most involved in the hearings system will be taken seriously when consideration is being given about how to move forward.

"I would like to thank the young people involved for their help and co-operation, as well as the support of Young Scot.

"I hope panel members and chairs are pleased that we have been able to provide young people with a voice during this time of change and will find the results of the research interesting reading."



(l to r) Christine MacKechnie, Chair of Glasgow Panel; Trond Waage, Kilbrandon lecture speaker; Sir Muir Russell, Principal of Glasgow University.

Seventh Kilbrandon lecture 'thought provoking'

by Sandie Simpson, Policy Manager

Around 150 panel members, students, hearings system partners and members of the public turned out on a wet November evening to hear the 7th Kilbrandon lecture. The lecture was organised as usual by Glasgow University and this year's entertaining speaker was former Norwegian Children's Commissioner, Trond Waage. Minister for Education and Young People, Peter Peacock, was also in attendance at what proved to be an entertaining and well received event, described by attendees as 'moving' and 'thought provoking'.

The subject of Trond's lecture was *Modern childhood – the image of the child in society*. Trond began by giving an overview of the changing social status of children from the Middle Ages – when the main task for children was to survive until age 6-7 whereupon they entered the adult world – up to the present day, which is characterised by childhood as a discrete status.

He explored the impact of commercialism and technology on children's lives today, seeing the challenges of the "Com-Tech" revolution as the need to release the potential of the child while minimising the risks.

Trond also lay down a challenge to education ministers everywhere by setting out what he saw as the shortcomings of educational systems that adopt rigid structures which do not adapt to the needs of different groups of children, and as a result set up some children to fail.

With the use of amusing TV advertisements, Trond went on to examine aspects of parenting. He challenged the modern practice of *hyper-parenting* – filling up the child's schedule "with no window to kick a ball moodily around the park or to grumble in their bedrooms". He saw the task for modern parents as one of involving children without controlling, counselling or interrogating, but building a relationship that supports dialogue and trust.

Sir Muir Russell, Principal of Glasgow University, warmly congratulated Mr Waage on an informative and enjoyable lecture. Giving the vote of thanks, Professor Malcolm Hill, Director of the Glasgow Centre for the Child and Society, said, "You have helped us understand from a child's perspective what it means to believe in children."

- › The first Kilbrandon lecture was held in 1991 to celebrate 21 years of the children's hearings system and is now a biennial event. The Glasgow University and the Scottish Executive jointly fund the lecture, which promotes debate on issues surrounding the hearings system. In recent year speakers have included the late Donald Dewar as Secretary of State (1997), Professor Anthony Clare (1999) and Mme Maud Frouke de Boer Buquicchio, Deputy Secretary General of the Council of Europe (2003).

Panel Chairs

meet with MSPs

On 8 February the Children's Panel Chairmen's Group (CPCG) held a reception at the Scottish Parliament for MSPs from right across the country. CPCG Chair George Anderson made a very informative presentation outlining the Group's plans and strategic approach. This is particularly crucial as the Scottish Executive and MSPs turn their attention to the forthcoming legislation following from the *Getting it Right for Every Child* consultation.

The evening was well attended and gave MSPs and Chairs alike the opportunity to discuss and exchange views on the key issues which will shape the children's hearings system in the years ahead.

John Anderson, Chair of City of Edinburgh Panel & CPCG Depute Chair



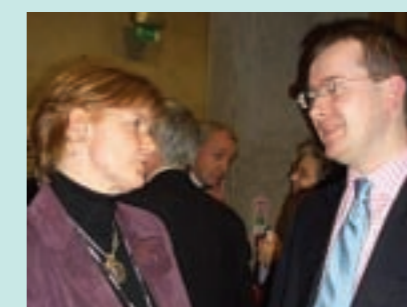
(l to r) Ellen Forson (PA to George Reid MSP and Clackmannanshire panel member), Sue Lewis (Chair of Clackmannanshire panel)



(l to r) Nanette Milne MSP, Claudia Leith (Chair of Aberdeenshire panel)



(l to r) Linda Fabiani MSP, Babs Paterson (Chair of S. Lanarkshire panel), Irene Allison (Chair of N. Lanarkshire panel), Elaine Smith MSP



(l to r) Aileen Hemming (Chair of Scottish Borders panel), Jeremy Purvis MSP



(l to r) George Anderson (Chair of Falkirk panel), Margaret Mitchell MSP

New Assistant CHTOs

'New boys' in the training units

In the October edition of the *Communicator* we promised to introduce you to the new Assistant CHTOs appointed to the Edinburgh, Glasgow and St Andrews CHTUs. All four are now in post.

Mike Burr, Glasgow

"When I arrived at the Training Unit in September, I came from a background of eighteen years as a panel member, and nine as a tutor, so I did not expect any great surprises in my new job. What came as no surprise, but was greatly appreciated nonetheless, was the warmth of the welcome that Charles and I received on arrival."



Bill Vallely, Edinburgh

"As with Hearings, teamwork is essential, and I have been made so welcome by Joan, Alan and Amanda. I am already feeling much more at ease in the post. Looking forward, I am looking to play an increasing part in the undoubtedly excellent output of the Unit."



Charles Higgins, Glasgow

"Unlike Mike I was not a tutor with the Unit, so I've got a fairly steep learning curve in that respect and I'm really delighted at how helpful my new colleagues and our panel member tutors have been."



Bill Gault, St Andrews

"My first few months as an Assistant Trainer have been about an equal mixture of trepidation and exhilaration. The task is huge but exciting."



How much do you know about acronyms?

The definition of an acronym is “a word formed from the initial letters of a group of words”. Panel members are very familiar with their use. However, we may sometimes be at a loss to work out the words behind the acronym. Test your knowledge of the acronyms used within the hearings system by taking part in the quiz below and win a copy of the new Kenneth Norrie book *Children’s hearings in Scotland (2nd Edition)* (rrp £45). The answers will be published in the next edition of the *Communicator*.

- ACPOS..... GIRFEC.....
- ADSW LA.....
- ASBO..... NCH.....
- CAMHS..... PFS.....
- CHRG SACP.....
- CHTO SBR.....
- CPAC..... SCRA.....
- CPAG SEED.....
- CPC..... SR.....
- CPCG..... SSA.....
- CPO..... SWIA.....

Tie-breaker question:

Please complete the sentence below using a maximum of 12 words

“I need a copy of the Kenneth Norrie book because

.....

”

Please post your entry to
 The Communicator, Children’s Panel Office,
 Highland Council, Glenurquart Road,
 Inverness IV3 5NX. Closing date April 1 2006.

Celebrating recruitment success



(l to r) John Ward, Midlothian CPAC Clerk and Jenny Wilkinson, Scottish Borders CPAC Clerk



(l to r) Pat Hastings and Linda Blencowe, Edinburgh CPAC



(l to r) Diane Watt, Chair of East Lothian children’s panel; Anne McNeill, Deputy Chair of SCRA Board



Robert Brown, Deputy Minister for Education and Young People (centre) with current and former members of the Publicity Working Group



(l to r) Alan Colquhoun, Amanda Finlayson, Neil Macleod - West Lothian CPAC clerk’s office



(l to r) Joe Sharp, Peter Ward and David Forsyth - Joint CPAC

In your autumn edition of the *Communicator* we told you about the prestigious award won by the 2004 children’s panel recruitment campaign. Deputy Education Minister Robert Brown helped CPAC members, clerks and invited guests from across the hearings system celebrate this achievement at Edinburgh’s Dynamic Earth complex in October.

Thanking partners from across the hearings system who make such a significant contribution to children’s panel recruitment, Mr Brown commended in particular past and present members of the Publicity Working Group, who help advise the Scottish Executive on panel recruitment campaigns.

The 2002-2004 campaigns had motivated a record number of people from across Scotland’s communities to apply for their local children’s panel. Mr Brown said: “I am encouraged by the large number of Scots who are keen to come forward to help local children at risk.”