

The timetable of training is set in advance by the CHTUs, and the Clerk to your Children's Panel Advisory Committee (CPAC) will be able to advise you of the dates.

- **Is any other training offered?**

Children's panels may also arrange their own ongoing **locally based training**, distinct from the core training delivered by the CHTUs. Your CPAC will be able to give you information on the local training programme.

- **Will I get my expenses paid?**

Yes, panel members receive expenses for attending training.

- **What will I gain?**

Children's panel training can be challenging and requires a high level of commitment and participation from the trainee. However, it is also both stimulating and rewarding. Most of all, it is highly valued and can be of as much benefit to the panel member as to the children and young people whose best interests are at the heart of the children's hearings system.



Panel Member Training

Children's hearings



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- **I've been appointed as a children's panel member. What training will I get?**

If you have been selected for appointment as a panel member, you will take up a programme of training to prepare you for your new role. You will gain new skills before taking up service and will have an opportunity to develop these skills through experience of sitting on hearings and continuous in-service training. This leaflet gives a brief outline of the training and the time commitment involved.

- **Who delivers the training?**

The organisation and delivery of core panel member training is the responsibility of the **Children's Hearings Training Units (CHTUs)**, housed within 4 Scottish universities. CHTUs are funded by the Scottish Executive, but staff employed in the units are university employees and most have been panel members.

- **What will I learn?**

Panel member training is an intensive learning process. You will develop skills such as:

- leadership • teamwork • effective communication • analytical thinking • decision making • influencing/negotiating.

All of these skills can be of great use in other areas of your life, and we encourage employers in particular to recognise the value of having an employee who is a trained panel member.

- **How many hours training can I expect to attend?**

Pre-service training commences in January/February each year and continues until May. Panel members who satisfactorily complete their training will then take up their appointment and be able to sit on hearings, usually for an initial term of 3 years. Pre-service training involves at least 45 hours over several sessions, held mainly at weekends or in the evenings. Activities include group work, case studies, visits to local resources, observations at children's hearings, opportunities to meet others involved in the system and time to reflect. The pre-service course provides the foundation of knowledge that panel members need to enable them to fulfil their statutory duties and to develop and practice necessary skills.

New member training makes up the other part of induction training. It is designed to enable panel members to reflect on their experience of children's hearings and to develop and refine their practice. It is therefore necessary that they have sufficient experience of children's hearings before participating in new member training. Panel members will usually take up new member training about 4 months after appointment and complete it 9-18 months after appointment. The new member course comprises around 16 hours of training. Panel members must complete all new member training to be fully inducted and then be in a position to chair children's hearings.

During panel member service, the CHTUs will offer further opportunities for **in-service training** (a minimum of 10 hours). If panel members are reappointed for a further period of service, there are opportunities for refresher training (at least 7 hours).