

# NEW MINISTER FOR CHILDREN AND EARLY YEARS

Following May's Scottish Parliament elections, Adam Ingram MSP was appointed as Minister for Children and Early Years with responsibility for the Children's Hearings System.

"The SNP has committed to strengthening the Hearings System and I'm keen to progress this

aim. We will uphold the system's fundamental principles while developing and improving its operation. We want to ensure it has the appropriate resources to do the best possible job in protecting children and addressing issues in our communities.

Over the next few months, I will be meeting with many



people involved in the Hearings System and look forward to hearing their views on the way forward."

## Profile:

<p><b>Member for:</b> South of Scotland</p> <p><b>Party:</b> Scottish National Party</p> <p><b>Date of Birth:</b> 01 May 1951</p> <p><b>Place of Birth:</b> Kilmarnock, Scotland</p> <p><b>Family Information:</b> Married – three sons, one daughter</p> <p><b>Leisure Interests</b> Kilmarnock FC, golf, cricket</p>	<p><b>Education:</b> 1963-68 Kilmarnock Academy Glasgow University Paisley College BA(Hons) Business Economics, graduated 1980</p> <p><b>Career History:</b> 1995-99 Freelance economic consultant 1991-95 EES Consultants Ltd 1989-91 Development Options Ltd 1987-88 Researcher and Lecturer, Paisley College 1985-86 Senior Economic Assistant, Manpower Services Commission 1971-76 Manager, family firm of bakers, A.H. Ingram and Son</p>
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## Ministerial Colleagues:

The Cabinet Secretary for Education and Lifelong Learning is Fiona Hyslop MSP. Children's Hearings, Children's Services, Social Work, HMIE and SWIA are all included within Ms Hyslop's Departmental responsibilities.

The Cabinet Secretary for Justice is Kenny MacAskill and his remit includes areas related to the Children's Hearings System – youth justice, antisocial behaviour, victim support and human rights.

# Editorial



By Gerard McEneaney, Chair of CPCG

I was absolutely delighted to be named as the Chair of the Children's Panel Chairmen's Group (CPCG), although I will confess to having had some concerns in trying to follow on from my predecessor, George Anderson. George has worked tirelessly on behalf of all panel members in Scotland and has ensured that the CPCG has become the very important group that it now is. I wish George well and would like to take this opportunity to thank him on your behalf for all his contributions over the last 4 years.

I would like to use this opportunity in my first editorial for the Communicator, to say a few words about the role of the CPCG and the role of Regional Chairs.

Contrary to what some may believe, the role of Chair of the children's panel is, like the role of all panel members, a voluntary role. Chairs are selected and nominated by their peers in their respective area to the CPAC. At a local level, their role is to ensure the smooth running of the Hearings System, to support panel members and to provide a link with all partner agencies including SCRA, Social Work and the Police. They have the responsibility to investigate complaints via the national complaints procedures and the Chair should be your first port of call if you have a complaint or any issue.

At a national level they attend CPCG meetings on your behalf. The CPCG comprises the 32 local chairs and representatives from the Children's Hearings Branch of the Scottish Government. It meets 6 times per year and represents and supports panel members.

Issues from local panels are discussed at the meetings and solutions sought. In recent times, the CPCG has become much more politically focussed, thanks to the work by George Anderson. The group realise that changes to the system that has supported children in Scotland since 1971 are required and the CPCG is a major part of the efforts to better structure the Hearings System, including better support for panel members.

My role as Chair of CPCG, is to ensure that the Hearings System in Scotland is run efficiently and is effective. I work with the Children's Hearing Branch of the Scottish Government and with the Chairs of each of the 32 local authority panels to make this happen. You can contact me direct if you feel that you are not receiving enough information from your Chair regarding the work of the CPCG.

Panel Chairs are your conduit to the change process. They should be your first point of contact for any issue that you have and I would ask all panel members in Scotland to support the efforts of your local Chair.

By Carol McNeill, SASO Administrator

SASO is an independent Scottish body which encourages study and research into the causes, prevention and treatment of offending and crime.

It has branches in Aberdeen, Dumfries, Dundee, Edinburgh, Fife, Perth, Glasgow, Lanarkshire, and in Orkney & Shetland. The branches organise their own programmes during the autumn and winter months on a wide and varied range of topics. The meetings are open to anyone, whether members of SASO or not, and usually take the form of a speaker or speakers, followed by an informal discussion. Details of these are posted at the start of the new season on the website, [www.sastudyoffending.org.uk](http://www.sastudyoffending.org.uk).

Recent subjects discussed have included “Protecting Children - Whose Responsibility?”; “Policing Future”; “Parental Substance Misuse - Trying To Get It Right”; “A Parliamentarian’s View of Youth Justice”, and “Mental Health Issues affecting those in Custody”. In addition, the Glasgow branch holds an annual day conference in May, this year’s being on the theme “The Punitive Society”.

The Association organises a residential conference each year at Peebles on the third weekend in November. It is Scotland’s main criminal justice conference and attracts distinguished speakers from both within and outwith Scotland. Delegates have the choice of attending for the full weekend, for single overnight stay, or day (non-residential) accommodation. Recent conferences have included discounted rates for students from various Scottish universities.

This year’s conference (16-18 November) is entitled “Alcohol and Violence”. Chaired by Baroness Vivien Stern CBE, speakers include Chief Constable Peter Wilson, Professor Martin Plant (Professor of Addiction Studies), Dr Tapio Lappi-Seppala (Director of National Research Institute of Legal Policy, Finland), Nel Whiting (Scottish Women’s Aid), Dr Richard Simpson (former Deputy Minister of Justice), and Gordon Nicholson (Chairman of the Nicholson Committee on Review of Liquor Licensing Law in Scotland). Programme and booking information is also on the website or can be obtained from Carol McNeill, SASO Administrator at 56 Ava Street, Kirkcaldy KY1 1PN, Fife (01592 641951) or [fifepublicity@ukonline.co.uk](mailto:fifepublicity@ukonline.co.uk).

The branch meetings and the conference provide unique opportunities to create a common meeting ground for the many professional groups and individuals interested in the field of crime and criminology. It provides an opportunity for an exchange of views by its members, enabling them to explain their own problems and to appreciate the problems of others engaged in related fields. SASO has no agenda other than to make possible and encourage purposeful dialogue within the Scottish criminal justice system in ways which will contribute to its improvement.

Membership of SASO is open to anyone interested with the annual fee a modest £15 (or £7.50 for retired or unwaged), with forms available from Carol McNeill.

# TROJAN PROJECT

By Colm O’Gallagher, Depute Chair CPAG

The Scottish Executive recently commissioned a piece of work from the Trojan Project, [www.thetrojanproject.co.uk](http://www.thetrojanproject.co.uk), to ask young people, particularly more vulnerable young people (aged 12-16), their thoughts on their journeys through life - what their goals and ambitions were, what helped them and what hindered them in reaching those goals. Trojan was established to give young people an opportunity to feed their views into policy-making.

The results of this piece of work are now available online, [www.thetrojanproject.co.uk/lifejourney.html](http://www.thetrojanproject.co.uk/lifejourney.html) along with a description of the methodology used. The "life journey poster" gives a really good picture of

what the young people questioned think about some of the real issues facing them.

You are free to make use of all the materials on the website, including the whole poster. However, if you wish to use only sections of the poster or examples from it (for example as illustrations in publications), Trojan has asked that you use their illustrator for this purpose – and that there might be a small charge for this.

The Trojan Project is being managed on a day to day basis by Colin Morrison from the TASC Agency and Sandra Macaskill from CaskieCo. You can contact Colin on 0131 555 3527, [colin@tascagency.co.uk](mailto:colin@tascagency.co.uk) and Sandra on 0131 657 1267, [CaskieCo@aol.com](mailto:CaskieCo@aol.com).



**the trojan project**

Bringing Young People's views into the Scottish Executive

# CALLING ALL EX-CHILDREN!

By Lynne Phillips, Children's Hearings Branch

The 2007 national Children's Panel recruitment campaign was successfully launched on 20 August 2007 by Adam Ingram, Minister for Children and Early Years, along with two young cast members from River City and panel members from Glasgow.

Your CPAC will have been very busy with local activities to attract people from your community to apply. Many of you will have signed up to help.

We ran with the theme of 'ex-children wanted' as it has proved very popular over the last couple of years. Again we wanted to hear from anyone aged over 18, regardless of background or experience, who felt they could contribute to helping children and young people in their area.

The campaign ended on 21 September 2007 and hopefully it will be as successful as last year.

Again, as in previous years, a very big thank you to everyone involved!



Photo (left to right) - Alan Hughes (Deputy Chair, Glasgow CP); Sean Brown (Paul in River City); Adam Ingram (Minister for Children and Early Years); Jayd Johnson (Nicky in River City); Christine MacKechnie (Chair, Glasgow CP); Hugh McNaughtan (Deputy Chair, Glasgow CP)

# eLEARNING

By Charles Higgins, Assistant Training Officer, University of Glasgow

In many fields eLearning is becoming more and more important. Traditional group-based programmes can be complemented, enhanced or in some circumstances replaced with more interactive, IT-driven or web-based delivery. Some of the advantages that can be obtained by embracing these new techniques are -

- The ability to undertake learning at your own pace and within the many other pressures of modern life, means that programmes of learning can be more responsive to those undertaking them.
- For rural communities eLearning may mean that individuals can learn and develop, particularly in more specialised areas, without having to travel or spend long periods of time away from home.
- In the longer term
  - Incorporating some elements of eLearning can make overall learning more efficient.
  - Training can become much more accessible for more people.
  - Potentially significant time savings can be achieved for learners.

**How might Children's Hearings Training Units (CHTUs) help new recruits and existing Members of Children's Panel Advisory Committees, Children's Panels and Safeguarder Panels take advantage of the opportunities eLearning offers?**

The University of Glasgow CHTU, [www.chtu.org.uk](http://www.chtu.org.uk), is leading an exciting new project to explore this, collaborating electronically with the units in Aberdeen, St Andrews and Queen Margaret Universities.



We will consider which elements of current training could be offered via eLearning - ensuring that the value of face-to-face sessions is not lost - by adapting some elements to be more suitable for delivery in this manner. We will also consider what opportunities eLearning presents to incorporate new elements of training, or more interactive delivery. Initially, these are likely to focus on induction training; however there are potentially even bigger opportunities for in-service training, particularly for those who are geographically further from the existing training venues.

Key elements under consideration will include -

- Self-assessment tools.
  - Trainees could be offered short knowledge-enhancing sessions and these could be tailored to suit individuals, based on an online quiz type needs analysis.

- Development of a secure website for members and new recruits with facilities for discussion and personal development planning.
- An online library of training and reference material.
  - Here, for example, the existing Training Resource Manual could be transformed into a much more readily searchable database resource.
  - Appropriate sections can be kept fully up-to-date, without the requirement of expensive reprints and re-distribution.
- More use of video clips to help understand scenarios, with these being much more accessible to individuals.
- Podcasts of appropriate material, including presentations from events like the Children's Panel National School, CPAC Seminar etc.

Glasgow University has considerable experience of developing such material in other areas of learning and is an internationally recognised leader in the educational use of information technology. Most people that we train in respect of Children's Hearings are Digital Immigrants - like us, the training officers, they didn't 'grow up' in the digital age. This is changing though - more and more serving members are Digital Natives - they have lived their whole lives familiar with information technology.

If you're reading all this and thinking it's not for you, don't worry, we don't expect to be delivering your training in an entirely virtual world. Well... at least not yet! It's always worth remembering that whilst

eLearning is a widely recognised term, it really means eTraining. You will always have responsibility for your own learning, what we hope to do is offer you more flexibility in this.

These opportunities may allow better use of scarce resources, with local authorities potentially saving considerable sums in travelling expenses and members spending less of their own time getting to and from training events. We hope too to be able to introduce some inter-disciplinary training, allowing better interaction between for example Children's Panel members and Safeguarders, in a Virtual Learning Environment.

It will be crucial to include potential users at all stages of these developments - existing members and new recruits will be able to provide valuable feedback on what works [and what doesn't] and how useful the new approaches are.

The Scottish Government's investment in this project will result in more opportunities for better trained members, whose participation in their area of the Children's Hearings System will result in better outcomes for each child.

Further information is available from [charles.higgins@chtu.org.uk](mailto:charles.higgins@chtu.org.uk).



# AWARDS FOR LONG SERVING PANEL MEMBERS

By Alison Melville, Children's Hearings Branch

Despite the rain's best efforts to dampen spirits, 150 people with links to the Children's Hearings System gathered at the George Hotel in Edinburgh on 31st May. They were there to recognise the contribution made by panel members, in particular those with long service.

The George Hotel has recently undergone a £12m refurbishment and provided elegant surroundings for the event. Guests mingled in the (very warm) Library before moving through to the tastefully decorated King's Hall for dinner.

After an excellent meal, Muriel Gray, the writer and broadcaster, spoke with warmth and enthusiasm about the great commitment of panel members. She has personal ties with the Hearings System and was absolutely delighted to have been asked to attend. Her speech referred to panel members as 'the essence of civilisation' and 'diamond geezers'.

Colin MacLean, Director of the Children, Young People and Social Care Directorate of the Scottish Government, then gave his thanks before presenting an impressive 43 panel members with an engraved Dartington crystal decanter to commemorate their long service.



Holding a dinner this year was a change in format from the drinks receptions which have been held in the past, but feedback has been positive and a good night appears to have been had by all. A few people have commented that it would've been nice to round the evening off with some dancing, so we'll ensure that's organised for next year's event.

The long service event is an excellent opportunity for 'old friends' to meet up and also for the Children's Hearings Branch to meet panel members and show our appreciation for the work they do. Although we left around 11.00pm, I believe some parties went on into the small hours – I hope there weren't too many sore heads in the morning!



The panel members below, all received awards for long service to the Children’s Hearings System:

PANEL	NAME	YEARS SERVED	PANEL	NAME	YEARS SERVED
Aberdeenshire	Alexander Cowie	22	Highland	Edith Blake MBE	24
Argyll & Bute	Joyce Noble	23		John Wyness	26
	Anne Clark	22		Catherine Mappin	22
	Robert Clarke	22		Martine Young	22
Clackmannanshire	James Wheeler	22	Inverclyde	John Smith	24
	Joan Docherty	20		Duncan MacArthur	20
Dumfries & Galloway	Elizabeth Forsyth	20	Midlothian	Harry Blackley	21
Dundee	Sylvia Johnston	22	North Ayrshire	Susan McMenemy	21
	Gwendolen Proctor	22		Alexander Dickson	20
East Renfrewshire	Edith Linton	20		Irene Allison	20
Fife	Margaret Welsh	21	Orkney	Margaret Foulis	21
	Elizabeth Rougvie	20		Manda Balfour	20
Glasgow	Ian McLean	25	Renfrewshire	Judy Brunton	24
	Alison Bruce	25		Christine Kelly	22
	Charles O’Neill	23		Isobel Pyke	21
	June Couper	23		Anne Maciver	20
	Norman Kerr	23	Scottish Borders	Gordon Adamson	20
	Hugh McNaughtan	22	South Lanarkshire	Patrick Dolan	20
	Margaret Leitch	22	Stirling	Elaine Hay	20
	Margaret Gaughan	22	West Dunbartonshire	Rita Doyle	22
	Angela McGroarty	21		Ann Lee	22
	Michael McCusker	20			



*“Very many thanks for including me at the Long Service awards dinner. I felt it was an honour to be present among so many people who had given so much of their time to the Children’s Hearings System.”*

*(Alison Cosgrove, Clerk, East Lothian)*

*“It was a very good do, nice to see old friends again and meet some of their spouses for the first time.”*

*(Edith Blake, Highland)*

The following panel members also received long service awards but were unable to attend the awards dinner:

	PANEL	NAME	YEARS SERVED
1.	Glasgow	Alastair Sinclair	24
2.		Anne Brown	23
3.		Anne Robertson	22
4.	North Lanarkshire	Charlotte McCluskey	23
5.		Kenneth McKirdy	20
6.	South Ayrshire	Brenda MacKinnon	24

Shona May, Children’s Hearings Branch, presented Alastair Sinclair, Anne Brown and Anne Robertson with their decanters at Glasgow’s reception for new panel members.



*(left to right: Anne Robertson, Alastair Sinclair, Shona May, Anne Brown)*

## Profile – Gerard McEneaney, CPCG Chair



I have been a member of Fife Children's Panel since 1994. At the time of applying to join the panel I worked full-time in the construction industry with young apprentices and also worked part-time as a youth worker with Fife Council. It was within this role that I began to learn about the work of the Hearings System and the work of panel members. The youth club that I ran at the time was in quite a deprived area and the membership was a real mix of the "good kids" and the "bad kids". I expected some of the group who I knew were involved in offending and drug taking to be there but was surprised that some of the "good kids" had been to a hearing. It was this reason that prompted me to find out more and so I attended a public meeting in St Andrews on a cold wet evening in November. I was hooked almost straight away.

Three years after becoming a panel member I joined an organisation called Apex Scotland. They work with (ex) offenders and young people at risk of offending. I worked with 14-16 year old persistent young offenders, all of whom had been to numerous panels, some since they were babies.

I was amazed at what it was like on the "other side of the table". I still remember the tension within the waiting room, the dreadful walk from the waiting room to the hearing room and then waiting for the decision. I used to sweat and often my heart would beat so fast that I was sure that everyone could hear it. If this was how I felt as the young person's worker, how must it have felt for the young person? All

the staff in the project knew when a young person had a panel coming up long before we got the invite letter to attend. Their behaviour would change, some would become sullen and moody, whilst others began to "act up" but all were worried about their panel appearance.

In 2003 I became the Chair of Fife Children's Panel, a role that I enjoy very much, some times more than others!!! I have seen the new panel members come through their training and remember fondly my training. I watch their confidence grow as the professional and imaginative training that the St Andrew's CHTU provide begins to get through. This is probably the most enjoyable part of the role.

So after 13 years, thousands of hearings, numerous reviews and consultations, new governments, colleagues coming and going, attacks by the press and constant meetings with partners, the question is; why do I still do it?

The answer is simple. It is because I still believe that the system we have is the best in the world. Yes it requires attention, of course it requires modernising and of course it requires support, but what system doesn't after nearly 40 years? Children are children, my belief is that it is what they are subjected to that has a bearing on who they become.

In 2009, I will step down as Chair but will continue to serve as a panel member. My wife, Lynn, will see more of me (!), I will see more of my son who has just graduated from university and my postman will be able to lose the trolley!!!



University  
of Glasgow

Thursday 22 November, 2007  
The 8th Kilbrandon Lecture

*In co-operation with the Scottish Executive*

**Children in Conflict with the Law:  
An International Perspective**

- *Björn Westlund Cronstedt*  
*European Commission Street Children  
Project, Vietnam*

6pm - Bute Hall, University Avenue,  
Glasgow, G12. Reception from 5.15pm.

**Free and open to all.**

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