



Renfrewshire
Area Support Team

Learning & Development Group Meeting

27th August 2020

MINUTES

Present: Derek Bramma (DB; Chair), Alex MacDonald (AM), Jacqueline Doherty (JD).

In attendance: Edi Hanley (EH), Angela Cramb (AC), Hannah McCulloch (HM), Amanda Morrison (AM)

Apologies: Kirsten Miller (KM), John Leckie (JL), Alison Thompson (AT) Ewan McNaught (EM), David Hadden (DH).

1. Pre Service Update

DB had circulated information prior to hearing relating to trainee status.

2 trainee panel members have completed Hearings in Lockdown module, with one of those having completed the accompanying questions. EH will contact them to arrange observations, following these they will be able to sit on a panel.

A further 5 have completed Day 6 and 7 training but have yet to complete the Hearings in Lockdown module – again EH will contact these trainees to ascertain when they might be able to do so.

5 have not yet completed Day 6 or 7 – EH will contact 4 of these and AM will contact 1 as he has met this trainee several times and is aware of his circumstances. 1 of these does provide cause for concern, having not completed Day 5 training.

Getting trainees to complete the courses and sitting on panels has become increasingly important to help increase capacity for panels as we enter a phase of catch up.

The single observation these trainees will do before sitting on a panel can either be face to face, virtual or blended, however it was felt where possible face to face would be best.

Although buddies have been identified they have not yet been allocated due to the complex nature of the next rota. To do so the types of hearing new panel members can participate in will need to be identified and then they will be allocated a buddy who can also sit on these types of hearings. It is therefore likely that trainees will have observed a hearing before they are allocated a buddy.

A virtual meeting will be arranged for trainees on Tuesday 1st September just to touch base, share experiences and provide reassurances. There has been a lot of changing advice given by CHS, where goalposts have been changed and expectations altered. This meeting will provide clarification.

2. In-Service update

AM and JD continue to assist JL as he has ongoing family matters which need his time. It was agreed that it would be advisable to formalise the position of 2 further LDCs. AC to arrange.

The first training evening will be on Monday 14th September at 7pm, if speakers available for that evening. This will serve as a refresher session and it is hoped that there will be a speaker from SCRA, Social Work, CHS (AC and DB) and possibly CELCIS. Once date confirmed JD will send a save the date email.

Suggestion for 'advocacy' training however felt that best plan was to send an update informing all of this. Who Cares are now the primary advocacy provider for Renfrewshire, and indeed most regions. It will still be possible to use Barnardo's advocates as they are the alternative providers. This is particularly important where a relationship has been built between a child and an advocate.

There will be a refresher type course provided by the Learning Academy for panel members to complete as they return to hearings. It is assumed those who have been involved in virtual hearings will not need to complete this.

AM has completed all her PPA training. DB to advise when Recruitment training becomes available. HM is about to embark on her training and will arrange a meeting with AM to discuss what will be involved. It was also advised that she may wish to read the Care review 'Pinky Promise'.

AST members will soon have to complete IG training – even those who have completed this as a PM.

Suggestion that instead of training evenings it may be more practical to encourage PMs at this time to complete courses in the Learning Academy or CELCIS (they have new course called Getting Care Right for All Children) and to spend time finding their way around the new digital system. It will not be possible at this time to run face to face training events and finding the right virtual platform to suit all will be difficult.

3. MOH Training

The Learning Academy have asked DB and AC have been asked to identify PMs who need to complete MOH training. This is a departure from the norm as it is normally the Learning Academy who provide this information. There

was a discussion around the best way of getting this information. AC found an email from Learning Academy in January which would suggest they should have this information and will follow this up.

4. Learning Academy prospectus

DB provided all with a draft of this, which has no dates or finer details. This should be finalised by the end of the month.

5. AOCB

It is likely that virtual hearing training will need to be included for new trainees and potentially PPAs may require virtual observations training as these types of hearings will be around for a while yet.

As a result of the Care Review there will be more involvement from children and young people in the recruitment of PMs process. There will need to be appropriate training for these young people. The soon to be appointed Children's Rights Inclusion Officer will be heavily involved in this.

Couple issues raised regarding virtual hearings:

Not all CSOs were uploaded onto Objective Connect, this has now been rectified and the chair should ensure they read this before it is virtually signed. DB to send email.

Additional information is being added up to less than 24 hours before a hearing, giving insufficient time for PMs to read this or if they have read papers prior to this they may not even be aware it has been added. AC sent email to address this matter.

It was noted that currently papers only included the record of proceedings for the last hearing rather than a complete history. PMs felt that this removed helpful information and that it was more beneficial to be able to read back and note the different decisions made, whether a relevant person attended previous hearings, etc. It is likely due to reduced numbers of staff in the office at SCRA. AM to contact them to enquire about papers for upcoming hearing.

Discussion around the new digital system with regards to PMs being unable to sit on a hearing at last minute. It was agreed that our current system works very well, where PMs must call EH, and that this should continue. This needs to be made clear and confirmed with all PMs before new rota goes live.

6. Date of next meeting

Tuesday 6th October at 7pm and will be conducted via Teams.