



Renfrewshire
Area Support Team

Learning & Development Group Meeting 1 March 2022

MINUTES

Present: Derek Bramma, Alex MacDonald, Ciara McLean, Ewan McNaught, Kirsten Miller, Jacqueline Doherty.

Also in attendance: Pamela Wilson

1. LDC Forum Update

Session began with update from LDC in Aberdeen around their Better Hearings training – this is part of the wider initiative to allow areas to share examples of their training.

Linda Quinn presentation on Pre-service training. This will be similar to last year and will have 2 intensive online training sessions, however there will also be 2 face-to-face sessions.

Similar to RAVHI receptionist there will be a designated person to provide support.

There is some concern around the virtual training particularly as the feedback we received from last year trainees is that this was far from ideal.

Even with breaks a 7-hour online day will be hard going.

2 mock hearings during first 2 days of training – 1 straight forward and 1 more challenging – this will allow them to see both good and bad practice and discuss this.

Max 24 in each cohort and these will all be from one area.

Any area support days should not be on national training days.

There will be a summer school for those who could not attend all training sessions.

Trainees can attend live observations after day 2.

Facilitators have yet to receive the training materials.

It is not unusual for facilitators to get the material only a week or two before training begins.

There was a recent request for additional facilitators this year, which would indicate a likely shortage.

There has been a reduction in the number of applicants nationally.

This led to discussion about lack of PMs in some areas:

Inverclyde have capped hearings at max of 5 per month for any individual PM.

There remains an issue on CSAS with PMs from one area accessing the ROP for hearings in another area.

This issue was highlighted last year and still no fix. There are some work arounds, but it does involve extra work for PMs.

Question asked as to why PMs are being asked to sit in hearings in other areas when there can be a shortage within Renfrewshire. It was noted that Renfrewshire hearings will be prioritised by the AST.

Alex asked about permissions to access LDC channel as neither he nor Jacqueline can view this on their Teams page.

2. Pre-Service update

Pre-service training arrangements (local sessions)

There were no organised local sessions last year due to Covid – although information videos were provided.

It was agreed that there is value in having face-to-face training sessions for new trainees – 20 trainees plus presenters and few AST would comfortably be safely accommodated at Walneuk.

Presentations from SCRA, social work and Who Cares (representing young people and role of advocate) to be arranged at these training sessions.

Need to decide on a date for these training sessions – need to find out details of the national training dates.

Feedback from trainees last year is that they would have preferred the opportunity to meet with peers and have the opportunity to share experiences – this is very difficult to do virtually.

Observation arrangements

The most recent reasons given for no pre-training observations are that the trainees may view bad practice prior to training, or they may observe something which hasn't been covered in training.

Previously this has been discouraged as not all areas are able to facilitate as many observations as Renfrewshire.

These observations are also an indication of PM future availability/commitment.

CHS wish all trainees to have a national consistency of experience which is resulting in previous practice recognised by PMs as being helpful and supportive, being discouraged.

3. In-Service Update

North Strathclyde ROP Training

At Hub meeting yesterday it was proposed to have two sessions - 29th March (evening) and 30th (day) – 30 people per session.

No thought has yet been given as to how PMs would be selected and how to reach out to those who weren't able to attend due to restricted numbers.

CHS will be running this training and are looking for help with regards to facilitators.

Suggestion that we ask for CHS for the materials and then arrange this training locally. No date in mind at this time.

Discussion around consistency of training and directions given from reporters and it was noted that this lack of consistency can have an impact on ROP. Examples were given as to different training experiences and to different reporters giving different advice.

Cyber Security Training

There will be a meeting at 2pm today to firm up plans for Thursday evening.

Reminder email to be sent after this meeting.

This should be an informative session.

LGBTQIA+ Training

This has been organised for 5th May. This session was hoped to provide information to PMs to allow them to feel more comfortable about correct language, diversity and inclusion. There was some concern around the training provider and whether the session would meet the needs of the Renfrewshire Community. At the meeting with provider there didn't appear to be a lot of flexibility with regards to tailoring the session to meet our needs. The training was more tailored to dealing with individuals and their personal experience rather than empowering the Renfrewshire Community to be able to treat all young people with respect and compassion.

CHS is planning to pull together a toolkit with regards to this subject matter and therefore it may be better to wait until this has been produced.

It was agreed to postpone this training, although acknowledged that it is important this goes ahead at some point. In the meantime, Ciara will go back to provider and ask for a breakdown of subject matter and then Jacqueline will reach out to the Renfrewshire Community to ask what type of information they would like to have covered.

'The Promise' Panel member info session

CHS plan to reach out to all areas to gauge opinion. They will give a 20-minute presentation then have 40 minutes for discussion.

It was agreed that a face-to-face session would be the best way to do this as it is a better way to have an interactive discussion.

There is a lot of information and concern surrounding 'The Promise'. What has happened, where are we and what is the plan for the future and how this will impact the panel community.

Proposed date would be Thursday 28th April in Walneuk.

Training completion update

IG training for cohorts '16, '19 and '20 – 3 still to complete training, with cut-off date being 28th.

Some PMs have already been sent letter from CHS.

PMs cannot sit on hearings without this training and must be removed from the rota.

Alex keeping a track of this and contacting PMs has proved helpful.

There have been no recent updates on Sibling and Advocacy training.

Enhanced Practice training is also active for some PMs.

4. Panel Member Recognition Event

It is hoped that this event, which had to be postponed in January, will now take place in May or early June. This event previously worked well when it was paired with the buddy night.

The Boarding House in Howwood was suggested as a possible venue.

Friday 6th May would be preferred date.

5. AOCB

Derek will purchase iPad in advance for face-to-face training to allow these sessions to be recorded.

Issue raised about advocacy. Number of hearings where advocacy are invited and don't attend or provide any update. Some providers are better than others at attending hearings. SCRA and social work are monitoring this.

6. Date of next meeting - To Be Advised