

# Information for prospective members of the Child Youth & Community Tribunal

Closing date for application: **Midday on Friday 15 November 2024**





Dear  
Applicant

**Thank you for expressing an interest in becoming a member of the Child, Youth and Community Tribunal.**

We are looking for individuals who are passionate about improving the lives of children and young people and who have the capacity to support the work of the Children's Convenor and the Child, Youth and Community Tribunal (the CYCT).

The CYCT is based on the principle that the local community is in the best position to decide what should happen to children and young people once the facts of a situation have been established as opposed to decisions being made using the traditional judicial system.

We are seeking to recruit a diverse range of candidates from all walks of life with the ability to listen, learn and work open-mindedly with children and young people and their families.

CYCT Members sit on hearings on a rota basis and are required to sit a minimum of twice a month. CYCT hearings are held on various days throughout the week either in the morning or the afternoon and consist of a lay panel comprising three members which aims to have a balance of gender, age and experience. The members consider and make decisions about the welfare of the child or young person before them, taking into account all of their circumstances, including any offending behaviour, and the views of the young person themselves.

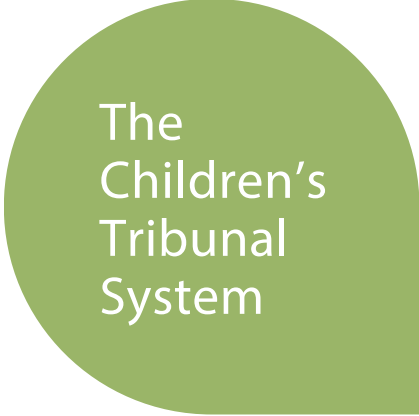
You will find information about the CYCT, who we are and what we do within this pack which we hope may help you decide whether or not this is the role for you. Additionally, to find out more about the work of the Children's Convenor and the CYCT before applying, I would encourage you to visit our website at [www.convenor.org.gg](http://www.convenor.org.gg).

If you would like to speak with me or other experienced members of the CYCT, we will be holding several "drop in" sessions and should welcome the opportunity to speak with you. Details will be circulated on our website and social media pages (Facebook, X (Twitter) and LinkedIn).

If you are aged between 21 and 70 and feel that you could make a difference to children in our Bailiwick, then please complete the online application by midday on Friday 15 November 2024.

Yours sincerely,

**Ashley Rawles, President of the CYCT**



## The Children's Tribunal System

**The Children's Tribunal System (the CTS) was established as part of the Children (Guernsey and Alderney) Law, 2008 to protect and safeguard children and young people under the age of 18 in Guernsey and Alderney.**

The system is based on the Children's Hearing system which has been successfully operating in Scotland for over 50 years. This system followed a report by Lord Kilbrandon and his committee in 1964 which found that children and young people who appeared before courts, whether they had committed an offence or were in need of care and protection, had common needs. Some basic principles behind the system are:

- ▶ The local community is in the best position to decide what should happen to children
- ▶ Children who offend almost always have the same needs and background as children in need of care and protection
- ▶ Children's needs and deeds must be tackled together if they are to be dealt with effectively

Disputed facts (e.g. whether a child is guilty of an alleged offence) should be dealt with by a court, but once the facts have been established, a court, with its emphasis on formal procedures, is not the most appropriate place to look in detail at how best to deal with troubled children.

The CTS is made up of four parts: the Office of the Children's Convenor; the Child Youth and Community Tribunal (the CYCT); the Office of the President of the Tribunal; and the Convenor and Tribunal Board (the Board). The Board and the CYCT are independent statutory bodies, whilst the Children's Convenor the President of the CYCT are independent holders of public office.

We have included more information about the CTS and our values in this pack.



## The Four Parts of the System

### **The Children's Convenor (the Convenor)**

The Convenor's main responsibility is to decide whether or not a child or young person should be referred to the CYCT. The Convenor also has many other legal responsibilities relating to children and young people and the CYCT process. The Convenor also provides the administrative and executive support to the four parts of the CTS.

### **The Child, Youth and Community Tribunal (the CYCT)**

The purpose of the CYCT is to make decisions that protect children from harm and promote their health, welfare and development. The CYCT is a legal forum and the decisions that it makes are legally binding. The CYCT deals with children where compulsory State intervention may be needed to ensure that they receive adequate care, protection, guidance and control.

### **President of the Tribunal (the President)**

The President's main responsibilities are to manage the work of the CYCT, including monitoring and developing the performance of its members.

### **The Convenor and Tribunal Board (the Board)**

The Board sets the overall strategic direction for the CTS and provides support and challenge to both the President and the Convenor. The Board does not get involved in operational matters and is not able to make decisions that relate to or interfere with any of the statutory functions of the Convenor, the President or the CYCT itself.

The CTS works closely with several other agencies and roles. This wider community includes the Committee for Health and Social Care, which is responsible for giving effect to the decisions of the CYCT, Social Workers, Safeguarders (also known as Family Proceedings Advisers), teachers, advocates and a whole range of other professionals and volunteers.



## The role of the CYCT and the CYCT Member


Once the Convenor has considered all of the facts of a referral regarding a child or young person, the case may be referred to a hearing of the CYCT. Based on information presented, three CYCT Members will decide what action is required in the best interests of the child. They will be required to make an informed and unbiased decision, in accordance with principles found within the Children's Law, with the child's welfare being the paramount consideration.

The grounds (legal reasons) for bringing a child or young person before the CYCT are set down in Section 35 of the Children (Guernsey & Alderney) Law, 2008 which states the circumstances under which compulsory measures may be needed in respect of a child.

The main criterion is that there is no-one both able and willing to exercise parental responsibility in such a manner as to provide the child with adequate care, protection, guidance or control.

In addition, one of the following conditions must also be met:

- ▶ The child has suffered or is likely to suffer significant impairment to his health or development
- ▶ The child has suffered, or is likely to suffer, sexual or physical abuse
- ▶ The child has misused drugs or alcohol, or deliberately inhaled a volatile substance
- ▶ The child is exposed, or is likely to be exposed, to moral danger
- ▶ The child has displayed violent or destructive behaviour or is likely to become a danger to himself or others, or is otherwise beyond parental control
- ▶ The child has committed a criminal offence
- ▶ The child is failing to attend school without good reason



## Skills and Experience Required

CYCT members do not need formal qualifications but should be team players with a real interest in improving the lives of children and young people. They will have excellent life skills and the ability to listen, learn and work open-mindedly with children, young people and their families.

### **Remuneration**

Whilst the role of a CYCT member is voluntary, you are entitled to claim an allowance. This is currently aligned to the allowance paid to non-States members for each hearing session you attend.

### **Time commitment**

CYCT members sit on a rota basis and are expected to sit on a minimum of two hearings a month. Members are also required to attend a minimum of two mandatory training sessions a year and undertake any other training opportunities in order to build and maintain their skills.

### **Length of the appointment**

On successful completion of the pre-service training, prospective CYCT members are recommended by the President for appointment by the Royal Court for a term of three years. CYCT members can apply to be re-appointed for a further term of office following an appraisal with the President. CYCT members will only be recommended to the Royal Court for re-appointment following satisfactory monitoring of their performance. This involves them being able to demonstrate that they continue to have the requisite skills, knowledge, understanding and experience needed for the role.

### **Pre-appointment checks**

Prior to commencing pre-service training, CYCT trainees must provide details of two referees and complete an enhanced Disclosure and Barring Service (DBS) certificate for working with children and young people. Further information will be provided regarding this if selected for interview.

## Training and support

<b>Introductory Evening</b>	Monday 6 January 2025 @ 6pm
<b>Session 1</b>	Friday 10 January 2025 @ 2pm-6pm Saturday 11 January 2025 @ 9am-4pm
<b>Session 2</b>	Friday 24 January 2025 @ 2pm-6pm Saturday 25 January 2025 @ 9am-4pm
<b>Session 3</b>	Friday 7 February 2025 @ 2pm-6pm Saturday 8 February 2025 @ 9am-4pm
<b>Session 4</b>	Friday 21 February 2025 @ 2pm-6pm Saturday 22 February 2025 @ 9am-4pm
<b>Session 5</b>	Friday 7 March 2025 @ 2pm-6pm Saturday 8 March 2025 @ 9am-4pm
<b>Session 6 (contingency)</b>	Friday 21 March 2025 @ 2pm-6pm Saturday 22 March 2025 @ 9am-4pm

All the pre-service training sessions are mandatory and will incorporate a range of areas relevant to the role of a Tribunal member including:

- ▶ Duties of the States to children in need
- ▶ The emotional well-being of children
- ▶ Child abuse and neglect
- ▶ Child protection in Guernsey
- ▶ Managing anger and aggression
- ▶ The role of the CYCT — practice and procedure
- ▶ The role of the Convenor
- ▶ Using reports
- ▶ Communication
- ▶ Decision making intervention

Following successful completion of the training and completion of a DBS check, trainees will be considered for appointment by the Royal Court.

CYCT members are also required to satisfactorily complete any training that is deemed by the President to be mandatory (usually a minimum of two sessions each calendar year). In addition, you will be required to attend a minimum of 50% of other training opportunities offered to you during each calendar year and be able to demonstrate that you have continued to develop your knowledge and skills.

Members are also monitored whilst undertaking the role, with feedback provided during an annual review meeting.

### **Duties of Members of the CYCT**

The duties and expectations of members are outlined in Section 14 of the Children (Miscellaneous Provisions) (Guernsey and Alderney) Ordinance, 2009 and are as follows:

- ▶ Attend hearings of the CYCT and meetings as reasonably required by the President
- ▶ Attend and complete any course of training as required by the President
- ▶ Inform the President of any issue concerning any hearing or function of the CYCT that may be likely to adversely affect the fair and efficient operation of the CYCT
- ▶ Declare any conflicts of interest
- ▶ Inform the President of any matter that may adversely affect their fitness or ability to discharge the functions of a CYCT Member
- ▶ Discharge your functions fairly, impartially and independently
- ▶ Carry out any other functions that may reasonably be required by the Board

In addition, upon appointment members will be asked to sign an undertaking in respect of complying with certain requirements relating to confidentiality and CYCT policies and procedures.



## How to apply

Applications can be made online via our Facebook page or website [www.convenor.org.gg](http://www.convenor.org.gg) and must be received by midday on Friday 15 November 2024. If selected for interview these will be held on:

- ▶ Monday 25 November 2024 (am)
- ▶ Wednesday 27 November 2024 (pm)

**Thank you for taking the time to read this pack. We do hope that you will consider applying to become a Member of the CYCT and we very much look forward to hearing from you.**



# Appendix

## About The Children's Tribunal System



The members of the Convenor and Tribunal Board are:

Mr Jon Beausire (Chair)	Mr Alan Miller
Mrs Angharad Lewis-Jones	Ms Alison Rimington
Mrs Gill Couch	Dr Beverley Workman
Ms Charlotte Cox	Ms Juliet Bousfield

The Children's Convenor is Ms Karen Brady  
The President of the Tribunal is Mrs Ashley Rawles