





Dear Applicant,

Thank you for expressing an interest in the role of Assistant Children's Convenor. I am excited to share with you a great opportunity to join our team in making a difference to the lives of children and young people in Guernsey and Alderney. If you would like to go home each day satisfied that your work is meaningful, rewarding and purposeful, and that you've helped to change lives for the better than this is the role for you.

While the post is based within the States of Guernsey established civil service, you will work under the delegated authority of the Children's Convenor. The Office of the Children's Convenor is an independent statutory public office that, while resourced by the States of Guernsey, operates at arm's length from it.

As the current holder of this office, I have the privilege of serving the community while working with some incredible people who help me deliver the statutory functions of this role. My vision is to provide both outstanding services to children and families and a brilliant place to work where everyone can thrive and achieve their potential while making a difference for the community.

You would join a small, skilled and friendly team on a beautiful island that 'punches above its weight' in terms of the quality of life it offers. From the benefits of warmer weather and its reputation as a safe, family-friendly community, this could be the right choice for your next move.

If the chance to play a part in this interesting and challenging area of law interests you and you are passionate about ensuring that the needs and rights of children and young people are at the heart of decision making we would love to hear from you.

You will find information about the Children's Convenor and the Children's Tribunal System, who we are and what we do within this pack. To find out more about the work of the Children's Convenor and the Child, Youth and Community Tribunal (CYCT) I would encourage you to visit our website: www.convenor.org.gg

If you would like more information about the role or living in Guernsey please contact Trevor Rodda (Business Support Officer) on 01481 224046 or by email at Trevor.Rodda@gov.gg and he will arrange a call/meeting with me or one of my deputies.

If you are interested in this role, please apply online at [States of Guernsey Careers: Assistant Children's Convenor \(93240\)](#)

Yours sincerely

Karen Brady
Children's Convenor

About The Children's Convenor & Child Youth and Community Tribunal

The Children (Guernsey and Alderney) Law, 2008 (the Children Law) provides the framework for everyone who supports, cares for and works with children and their families in Guernsey and Alderney. It sets out the principles that underpin what we do and how we do it. It emphasises that a child's welfare is normally best served by being brought up within their own family and community and creates obligations on the States to provide services and support when children are in need or at risk.

The Bailiwick of Guernsey has a distinct and unique way in how it protects children from harm and promotes their health, welfare and development. There are two different forums that can make decisions about children when some form of compulsory intervention may be needed. While we have the more traditional route of the Court, we also have a Tribunal called the Child, Youth and Community Tribunal (CYCT). The Tribunal makes the majority of decisions relating to children when compulsory intervention is needed to ensure children receive adequate care, protection, guidance and control. The Court is reserved for decisions that have a more significant or long-lasting impact on the rights of children and their families for example decision about permanence and secure accommodation.

The Office of the Children's Convenor is an independent public statutory role that operates within the Children's Tribunal System (CTS). When it becomes apparent that compulsory intervention may be needed for a child a referral is made to the Children's Convenor. A referral can be made by anyone. The Convenor will carry out an investigation and decide whether or not to refer the child or young person to the CYCT. The Convenor is responsible for the general administration of the CYCT and acts as legal adviser to and legal agent within the CTS. As a statutory legal official, the Convenor also plays a key role in developing and influencing law, policy and service delivery to promote better outcomes for children and young people.

The Convenor can delegate their statutory functions to other individuals. In practice the Convenor delegates functions to employees of the established civil service of the States of Guernsey who are employed and recruited to roles designed to support the Convenor.

Delivering the functions of the Convenor requires knowledge and understanding of child development and the issues that can affect this and a blend of legal and social care, knowledge, skills and experience. The workload is diverse and includes investigating concerns relating to children and their families, providing legal and procedural advice to the Tribunal, researching legal issues, chairing legal meetings, making decisions on matters of fact and law, drafting legal documents and preparing and presenting cases in court. It includes making decisions based on social work and other professional assessments of risk and need and therefore a thorough knowledge of the principles that underpin these assessments is required.

How the Children's Tribunal System works

- An incident occurs or a concern arises that may require compulsory intervention and a child or young person is referred to the Children's Convenor.
- The Convenor investigates the incident or concern by requesting information from different sources. This can include information on the child's attendance and behaviour at school, their health and development, family background and involvement with other agencies.
- The Convenor evaluates the information and decides whether or not there may be a need for compulsory intervention. If so, the child is referred to the Tribunal.
- If the Convenor decides that a Tribunal hearing is needed, the child or young person and their family will attend a meeting arranged by the Convenor to consider the Convenor's Statement (a legal document setting out the concerns).
- A hearing of the Tribunal will take place once the information set out in the Convenor's Statement is accepted or, if necessary, once the Juvenile Court has decided that it has been established on the basis of evidence presented by the Convenor.
- Each hearing of the Tribunal comprises of three Tribunal members. The child or young person and their family or carers attend along with the key professionals involved in their lives – for instance teachers and social workers. The Convenor attends to keep a record of the proceedings, to provide procedural advice and to ensure fair process.
- At the hearing the Tribunal members will hear from the child or young person and their parents or carers and from the professionals involved in their lives. Having heard from everyone the Tribunal members make a decision on whether or not a legal order called a care requirement is necessary.
- If a care requirement is made, the Tribunal can attach conditions to this such as where the child shall live or who they will have contact with.
- Once made the care requirement must be reviewed at least once every year and it can be revoked, continued or changed.
- The Committee *for* Health and Social Care has a legal obligation to implement the decisions made by the Tribunal.

Key Features of the Children's Tribunal System

Welfare-based – the welfare of the child is the paramount consideration for all decisions and actions, irrespective of the reasons for concern.

Holistic – the Tribunal considers the child's whole circumstances, including their family and wider community. Compulsory intervention encompasses care, protection, guidance and control.

Integrated – concerns about children's behaviour and welfare are dealt with in one place at the same time, ensuring a co-ordinated approach is taken to the needs of young people.

Community based – the members of the Tribunal are trained lay people who represent a diverse cross section of the local community. They receive professional and procedural advice to inform their decisions.

Rights respecting – the principles and ethos of the Children's Tribunal System resonate with a number of the rights enshrined in the United Nations Convention on the Rights of the Child. Children, parents and carers have rights throughout the process; these include the right to accept or deny the reasons for concern, the right to appeal decisions and the right to ask for a review of compulsory intervention.

Non-adversarial – whilst still observing legal procedures, the style and setting of Tribunal hearings are relatively informal with participants sitting around a table to encourage full and frank discussions. Legalese and court language is set aside in favour of more straight-forward terminology, which contributes to a supportive atmosphere, encouraging children and families to participate.

Inquisitorial – the Tribunal's approach allows a full enquiry into the circumstances of a child or young person in a way that a court cannot, resulting in an enhanced understanding of the child's world.

Participative – the child or young person is at the centre of Children's Tribunal proceedings. It is in effect "their hearing"; a place where their voice is heard and their views taken into account. Two-way communication and active participation is encouraged. This increases ownership of the presenting concerns and the solutions to these and therefore increases the prospect of successful intervention.

Transparent - Tribunal members reach their decisions in the presence of the child, family and professionals and explain the reasoning for the decisions made.

Flexible – the Tribunal has the ability to change or alter the measures initially put in place for a child when this is necessary.

Confidential – all hearings are conducted in private to ensure protection for the privacy of the child and their family.