The Fostering Promoting Foster



Care in Scotland

Issue 3 Spring 2002

Network News

A belated Happy New Year to you all! 2002 looks as if it is going to be a busy year for the Fostering Network in Scotland and across the U.K.

There are some exciting developments in the final stages of planning as well as getting the Young People's Project well on its way, developing the Mentoring Project and continuing to work across Scotland through the Membership project to be in touch with you all.

Foster care in Scotland continues to face many challenges. So does all of social work with the beginning of the Scottish Council and the Scottish Commission. The Commission is finalising standards for the regulation



We are in the midst of reshaping our Scottish Committee to ensure that it is more effective and forward looking and we hope that it will enable us to hear directly from carers about their concerns.

The Fostering Network was formally launched in London on 2 November. I was very pleased to be there with Stephanie Stone from Glasgow City Council and Carol Feehan and Anne McKay from NCH CAPS in Glasgow. I started off rather unsure if the new name was right as it created for me visions of computers all talking to each other and no people in sight!! I now see the name as reflecting the way in which fostering services need to work together across some traditional

Letter from Anne Black

of many types of care and we are waiting rather anxiously for the standards for fostering agencies.

You will probably know that we were not successful in our arguments to have the UK Foster Care Standards used to regulate and inspect foster

What we are likely to have instead is a set of standards relating to some but not all of the aspects of foster care. We have to start where we are and continue to try to encourage Authorities and agencies to use the UK Standards for their own monitoring. If their services meet those standards then they will be very likely to also meet all the new ones. There is plenty of time for more discussion before foster care agencies will be regulated.

The task of the Commission is enormous and staff are just being appointed so there will be a great deal to do to be up and running by 1 April this year. Standards will be introduced for different services on a gradual basis and the Fostering Network will be letting the Commission know that we are keen to work with their inspectors and provide training and advice if they wish that about foster care. We would certainly be able to put them in touch with plenty of real life carers, social workers and young people! We hope that in time the focus for the inspection of fostering agencies will be on the quality of care which is provided for young people and the support that is given to their carers.

boundaries and to be a team who can help children to thrive. The cheerful new logo brings a smile to most people's faces and having a good sense of humour is essential for all in foster care!

Bryan has been very involved in discussions with several other organisations and training bodies to plan the development of more training opportunities for all the different people who are part of the foster care service. It is hoped that the Scottish Executive will fund these developments so that we can run more courses and seminars for foster carers, for sons and daughters of carers and for social workers.

We are very hopeful that this will be agreed soon.

We would welcome your contributions on any news, views, articles, ideas. Please send to Anne Fisher, The Fostering Network, 2nd floor, 227 Ingram Street, Glasgow G11DA t 0141 204 1400 e anne.fisher@fostercare-scotland.org.uk

Letter from **Anne Black**

We have continued to hold Reference Groups and Membership Meetings across Scotland and we had our first video link up with Orkney when we were in Aberdeen. Very high tech but enjoyable! We hope that we can do this again with the other islands also participating.

We think that Reference Groups should be re-christened Focus Groups with their remit to focus on key current issues.

Let us know what you think and if you have a better name let us have your suggestion!

From all of these meetings the message is that everyone involved in fostering needs to work well together.

The very serious staff shortages faced by most Authorities in their Children's Services put extra pressure on all the workers and on foster carers and young people. We have been very encouraged that many Councils have continued to support their workers coming to meetings and we will try to ensure that the meetings are effective and useful.

A consistent theme from across Scotland has been the lack of attention given to the needs of sons and daughters of carers. The Fostering Network hopes to do some research on the topic and to look at what kind of training and support could be developed for sons and daughters who offer so much to young people who come to live in their family.

I have really enjoyed meeting a lot of carers, young people and workers from across Scotland. We have a lot of very talented and dedicated carers and workers. We have young people, both sons and daughters and young people who are looked after, who have lots of creative ideas for changing the service for the better and who can put their views across very effectively.

There are so many good things to be proud of in fostering that we need to make sure that more people hear about them. We need to publicise what carer families do to give young people opportunities in life to grow and develop. We need to tell the public about the commitment of social workers to support carers and children and very importantly we need to let the public know about the successes achieved by the young people in the care of foster families. Yours sincerely,

Scottish Committee of the Fostering Network

For those readers who are unaware of the existence of the Scottish Committee, it might be worth reminding you that the Fostering Network in Scotland is advised in its operations by a committee made up of carers, social workers and young people, as well as representatives from the Association of Directors of Social Work, and people with a business and media background. The Committee drives forward the business of the Fostering Network in Scotland, and monitors and advises us on our operations in Scotland.

A number of the Fostering Network staff also attend the Committee in order that they can report on the progress of their respective projects within Scotland.

In addition we have recently welcomed the Scottish members of the United Kingdom Board of Trustees who we hope will act as a conduit between the Scottish Committee and the UK Board.

Members of the Scottish Committee who are foster carers act as representatives of their geographical area. Readers will recall that we have divided Scotland into three geographical areas namely the North, the West and the East. These carers are both representatives of the foster carers within their geographical areas and have also participated in the Reference Group structure, which is based on the same geographical areas.

The Reference Group Structure

The Reference Group structure has been in existence for over 18 months. It has undertaken the task of consulting with young people, carers and link workers, as well as children's rights officers and field social workers. Its task has been to collate the views of the stakeholders about the issues facing the foster care service in Scotland.

As a result the Fostering Network recently produced the "National Overview" document, which is a collation of the issues highlighted during the consultation exercise carried out across Scotland by the Reference Group structure.

We have now changed the name from Reference Group to Focus Group as we feel it is time to take action with regards to the identified issues.

The carer representative for the North, (which covers Western Isles, Orkney, Shetland, Highland, Aberdeenshire, City of Aberdeen, Moray, Angus, Perth & Kinross and Dundee) is Mrs Marjorie Ruddick, Birse Brae, Alford, Tullynessle, AB33 8DE T 019755 62163, e marjorie.ruddick@alford.co.uk.

The carer representative for the East (which covers Midlothian, Fife, Barnardos, East Lothian, Clackmannanshire, Edinburgh, West Lothian, Falkirk, Stirling, Borders, Jane Moore Trust and Foster Plus) is Mrs Joyce Tant, 13 Buckstone Drive, Edinburgh, EH10 6PH T 0131 445 5088.

The carer representatives for the West (which covers Glasgow, N.C.H, North Lanarkshire, South Lanarkshire, West Dumbarton, East Dumbarton, Renfrew, East Renfrew, Dumfries & Galloway, Argyll & Bute, South Ayrshire, East Ayrshire, North Ayrshire, Inverclyde, St Margaret's) are Mrs Gillian Baldwin, Laigh Trallorg, Old Dailly, By Girvan, Ayrshire KA26 0TX T 01465 871256 and Mr John Renwick, 14 Holms Crescent, Erskine, PA8 6DJ T 0141 581 5437.

These carers would be only too happy to hear from you if you have an issue that you wish to raise with regards to the fostering service in Scotland. They will in turn take the issues raised forward via both the Focus Group, and the Scottish Committee.

Unfortunately they can't help with issues or disputes with a local authority/agency. However individual carers can contact Sandra Moody on 0141 204 1400, our Advice & Mediation Worker, who will try and help resolve individual issues.

We hope that by having locally-based carers, who can report on issues affecting different parts of Scotland, that we will remain grounded as to what the issues are affecting the foster care service in all parts of Scotland.

The Reference/Focus Groups will continue to meet across Scotland. If you are interested in attending, why not contact your local authority or agency.

To obtain a free copy of the "National Overview" please contact our Glasgow office.

International Foster Care Organisation (IFCO)



'Towards a foster caring society'

15 - 20 July 2001. Veldhoven, The Netherlands

The International Foster Care Organisation was established in the Netherlands in 1981. Since then regional and biennial world-wide conferences have been held in many countries. In the summer of 2000, a regional conference was held in Cork and the biennial international conference in 2001 was held in the Netherlands. The regional conference in 2002 will be held in Finland, and the next biennial conference will be held in 2004 in Argentina.

IFCO's membership is comprised of individuals and organisations from all over the world, who are involved in foster care. IFCO's main purpose is to support and stimulate the international exchange of foster care experience, research and ideas.

The 2001 Conference had as its mission statement

"The IFCO Conference 2001 aims at strengthening the content, organisation and image of foster care, internationally as well as nationally".

The Membership Project workers submitted a workshop outline which was accepted and which was

presented on Monday 16 July, the first day of the conference.

The theme of the workshop was 'Communicating between Carers, Young People and Agencies in a Geographically Diverse Country' and concentrated on a summary of the aims and objectives of the Membership Project.

Over 40 social workers, carers and young people from all over the world, including interpreters, attended the 90-minute workshop. People seemed to find the ideas behind the Reference Groups, Membership Meetings, Newsletter and Summer School very interesting and relevant and lots of questions were asked. The complimentary shortbread and whiskey miniatures were also much appreciated.

As well as being able to share the work of the Membership Project with people from many different countries, we were able to benefit from a whole range of discussions, videos, workshops and young people's presentations reflecting the differences and the remarkable similarities in foster care services across the world.

"The IFCO Conference 2001 aims at strengthening the content, organisation and image of foster care, internationally as well as nationally".

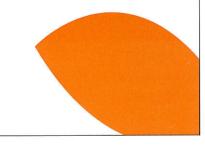
Healthy Respect

Healthy Respect is a new initiative by Lothian Health aimed at reducing teenage pregnancies and the spread of sexually transmitted infections in Scotland. An important part of this initiative is to involve and support parents in the sexual health education of their children. One focus will be on the needs of foster carers in this respect. Many adults can find it difficult to talk to the children in their care about sexual health.

Healthy Respect would like to carry out research into the needs of foster carers and the opinions of children in foster care. It is hoped that based on the findings of this research, Healthy Respect will be able to provide useful support to foster carers, in collaboration with social workers and other agencies.

Questionnaires will be sent to all foster carers and respite carers in Lothian, covering areas relating to the topic of sexual health and relationships, for example the difficulties of talking to children about issues around sex and sexuality. These questionnaires will give foster carers the opportunity to help design training programmes and information services and advice groups that they would find most useful.

If you would like any more information about Healthy Respect, or if you would like to tell us what you think would be useful, please feel free to contact Niki Powers on 0131 536 9275.



Chair of the Scottish Committee

Anne Black

25 January 2002



Summer School 2001

It seems a long time ago when the Summer School 2001 was held at Coylumbridge on 7, 8 and 9 September, but the weekend is certainly not forgotten!

The hotel was completely taken over by foster carers and their "families", comprising their own children and the children they look after, from the vast majority of local authorities and other fostering agencies. The weekend was opened by Angus Skinner, Chief Inspector of Social Work, the Scottish Executive.

During the days over 180 carers attended workshops with the underlying theme being "Managing Difficult Behaviour". Topics included Bullying, Challenging Behaviour, Allegations and Complaints, Sexually Abusing Children, Restraint and Education issues.

The guest speakers were Mary Beek, Senior Research Associate at the University of East Anglia, and Moira Walker, Senior Research Fellow at Stirling University. Mary's subject was "Promoting a sense of attachment" and Moira spoke about "Education and foster care".

All the workshops were well attended. Comments from carers were very positive and they particularly enjoyed the opportunity to meet and discuss a range of issues with fellow carers.

A particular favourite was Challenging Behaviour and Children with Learning Difficulties and Disabilities. The groups explored the possible causes of challenging behaviour and the different ways in which the behaviour manifests itself. Behaviour is a way of communication for a child or young person and extreme behaviour is often related to extreme distress. It was agreed that carers require more than skills just developed from common sense or intuition. Different strategies and ways of responding to difficult situations were discussed and ideas shared.

Another popular workshop was Challenging Behaviour in the School Setting. There has been much research done in this area and there is evidence that behavioural difficulties are an important factor in underachievement along with other factors such as bullying, truancy and changing schools. Carers were shown a video of young people giving their views on what helps and what hinders them in school. Again strategies were explored in helping carers to respond to the needs of children and young people in relation to their experience in education.

Whatever the causes of an individual's challenging behaviour, it was agreed that carers and parents who understand why it occurs experience less stress and the key is being aware of their own limits and knowing when to ask for help.

The Membership Meetings in 2000/01 had as their themes "Managing Stress in Foster Care". Presentations and workshops were led by an Alternative Therapy Practitioner given their popularity, we were fortunate that five therapists agreed to offer "sample sessions" at Summer School.

Therapy on offer included Aromatherapy, Massage, Reiki, Reflexology, Indian Head and Cranial Massage. Sessions were booked up very quickly, and those fortunate to receive a consultation certainly appeared to have greatly benefited. One carer commented "I went to the Reiki and thoroughly enjoyed the experience and I hope to go for a session locally".

The only complaint was that sessions did not last long enough and we could have offered three times as many sessions.

We were very grateful for the therapists helping to make the weekend such a success.

Meanwhile, the children and young people had their programme of activities, ranging from quad bikes, go-karting, archery, mountain biking for the older ones, soft play, face painting for the younger ones and various inflatables for all ages. There was also the opportunity to take advantage of the indoor swimming pool and go on family outings to Landmark and a trip on a steam train. In the evenings there was music and dancing at a ceilidh and a family disco.

The carers and children and young people were able to appreciate a "break", "meeting others and sharing experiences", "a balance between learning and leisure", "in lovely surroundings with good food". "Pity about the weather", though, unfortunately, that is outwith the control of the organisers!

Thanks must be given to all who attended the weekend, the hotel staff for their services, all those involved in providing training and relaxation, all the leaders of the groups especially the young leaders sharing their experiences of fostering to help others and all the work of those behind the scenes who helped to make the weekend run so smoothly. Thanks must also be given to the Scottish Executive who provided the finance to give so many people a very positive experience in their lives.



Foster Carers Valerie McMurtie and Linda Couttie swap notes after attending workshops on Saturday morning



The Internet is a huge technological achievement promising great benefits to society in general and to children and young people in particular, especially in the fields of education and entertainment. However, as with many new and emerging technologies, the Internet has brought a number of unfamiliar problems in its wake.

Some of these can create potential dangers to children and young people.

With more and more families accessing the Internet parents and carers first need to know about the possible hazards to children and young people on the Internet and then they need to know how to deal with them.

Foster carers may need to be particularly vigilant because of the previous experiences and possible additional vulnerability of the children and young people they care for.

The SUSI (Safer Use of Services on the Internet)
Project of the Scottish Parent Teacher Council has
produced "Golden Rules" for Parents.

- 1 Keep personal information confidential. For example don't give out your name, age or phone number.
- 2 Get to know the services and web sites that your child uses.
- 3 Don't believe everything you read or see online.
- 4 Encourage children to tell you about anything they find that is suggestive, obscene, threatening or makes them feel uncomfortable.
- 5 Don't immediately blame the child if they receive or access something obscene this may have been done accidentally.
- Use the Internet as a family activity and, if possible, keep the computer in a family room rather than in a child's bedroom.
- 7 Try to get to know your child's online friends as you would their other friends.
- 8 Try not to use the PC or the Internet as an electronic babysitter.
- 9 Set your own golden rules and, after discussing them, stick them at the side of the computer.
- 10 Enjoy surfing!

Useful web sites for further information Scottish Executive - Click Thinking - Personal Safety on the Internet

www.scotland.gov.uk/clickthinking

Scottish Parent Teacher Council

www.besafeonline.org (available shortly)
NCH Action for Children - Internet Safety A Parents' Guide

www.nch.org.uk/internet
Internet Watch

www.ifw.org.uk www.getnetwise.org next edition: Internet safety rules for children and young people.

A weekend in the life of a young person

When I got asked to go to the Summer School in Aviemore, I jumped at the chance as I felt it was an opportunity not to be missed. I felt very privileged as there were only a few young leaders going and I'd heard so much about the previous Summer Schools.

FRIDAY

The big day I'd been waiting for, for months, had finally arrived. I took the day off college and had to be up earlier than usual, but although I had an early start I was wide awake and excited as I was going to be with friends and would be meeting new friends. I travelled up with friends in the car. The journey was long but had lovely scenery. When we arrived at the hotel I was amazed at how posh it was and couldn't wait to see my room. I was in a room by myself which I preferred as I could come and go as I pleased. However, I spent most of my time elsewhere.

The first day was very rushed and I was unsure about what I was doing. We had a meeting, which helped, as we were given our instructions for the weekend and everything was made clearer. I got to meet the kids who were going to be in my group and felt very at ease with them all and my co-worker, and I hoped they liked me.

SATURDAY

Early start again, struggled a little to get up, as my bed was so cosy. After breakfast the activities started straight away and I was very busy up until dinnertime. The kids in my group were very excited and hyper. I was told that I had one of the hardest groups there. But all the children seemed to really like me and looked up to me which made me feel proud.

That evening we attended another meeting after dinner and got to say how we felt about the summer school so far. Then it was party time. Free time to do as we pleased. We got to mingle with the kids and other adults. By the end of the night I was feeling a little unwell.

SUNDAY

Woke up all blocked up and stuffy, very unwell today. The weather was miserable and wet. Trust me to get the cold. Today's activities were all outside, so it was definitely going to be a long day. Although I was ill I tried to keep my spirits up for the kids' sakes. By the end of the day's activities I was relieved to be out of the cold but also very sad to leave all the lovely kids behind, as I bonded very well with most of them.

It was very sad saying goodbye and I couldn't be bothered with the journey home, I just wanted my bed. Apart from being ill I had a great time and I would definitely do it all over again.

Book Review

"Empowering children & young people: promoting involvement in decision making"

Published by Save the Children. London.

This training manual published by SAVE THE CHILDREN is a helpful guide for organisations interested in involving children and young people in decision making. It is based on article 12 of the United Nations Convention of The Rights of the Child, which refers to the right of every child to express their opinion with regard to matters concerning them. In most organisations that provide services for children responsibility for making decisions lies solely with workers/adults. Whilst some of this responsibility will be appropriate, there are many decisions which can be shared or devolved to children/young people involved with the organisation.

This manual moves beyond simply outlining the theories of empowerment, and instead provides a practical guide. It allows agencies to work through the various exercises and identify how amenable they are to giving up some decision making power to children and young people. Photocopiable exercises allow workers to fully prepare for involving children in decision making processes. Key topics covered include the developing of policy and practice which is necessary to facilitate such change. This section gives examples of handing over power. Examples of where this has occurred provide useful insight into how it can be achieved. Case studies are provided throughout.

This manual is essential reading for any organisation which is genuinely interested in changing the way it functions to allow the greater involvement of both children and young people in its decision making processes. Its step-by-step guide allows organisations to embrace the concept of user participation more confidently and hopefully helps to dispel some of the fears associated with partly relinquishing power.

Kausar Karim

The Fostering Network's Young People's Project

Foster Care Fortnight 24 June to 7 July 2002

Please do let us know what you and your agency will be doing to mark this event so that we can publish information in our Newsletter. If you would like info on the event, contact Jackie Sanders t 020 7620 6437

- e jackie.sanders@fostering.net or Anne Fisher t 0141 204 1400
- e anne.fisher@fostercare-scotland.org.uk

West Lothian Foster Carers' Consultative Forum

Members of West Lothian's group read the article by East Lothian's Foster Carers Forum, in the recent issue of the Fostering Network News, with a great deal of interest. This was not least because of the similarities in the areas being discussed with our respective Social Work Departments and Councils.

The West Lothian Forum was set up in early 1999 and, after a few teething problems, has settled down to provide carers in West Lothian with a conduit through which they can raise issues of general interest directly with representatives of management. Management has, in turn, also consulted the Forum on a wide range of issues likely to affect carers.

The West Lothian Forum comprises of a core group of some 15 carers who are representative of the range of carer provision in the area i.e foster care. Share the Care, Respite and Outreach, together with the Senior Manager (Children & Families) plus a member of the Resource Team management staff.

As stated earlier the Forum has discussed a number of issues which roughly mirror those in East Lothian plus some others which they will undoubtedly reach in the not too distant future. These have included the Carer Information Pack; Carer Fee Structure; West Lothian Youth Forum: Resource Team Service Standards: Enhanced Fostering Scheme; National Standards in Foster Care; Fees and Allowances; Carer Telephone Support Network; Carers and Income Tax; Educational Needs and Supports for Placements; Placement Reports for Reviews and Carer Profiles for Placements.

Open meetings, to which all carers were invited, have been held to consult on the changes to our fees structure. This involved a change to a two-tier fee structure with progression to the upper level being based on attainment of skill levels through attendance at mandatory training events. As a follow on from this a meeting was then held to inform carers of the tax and National Insurance implications of the fee increases which some would be receiving.

We also had an interesting meeting with representatives of Who Cares? Scotland where this discussion centred on their desire to develop contacts and to work with children and young people in foster placement.

The Forum is currently active in trying to persuade the Council to implement a system of paying fees and allowances by electronic transfer directly into carers' bank accounts to provide a more secure and efficient method than the present one of cheques sent through the post.

Like our colleagues in East Lothian we also value the support and information generated by the Fostering Network and hope that in time the development of web sites and e-mail systems will enhance our ability to exchange information.

To that end my email address is gordon.mcrae@talk21.com

Gordon McRae (Chairperson)

West Lothian Foster Carers' Consultative Forum

Arrivals and Departures at the Fostering Network

January marked the departure of Jill Smith, Training Officer, who many of you will have met. She has taken up a post with Volunteer Development, Scotland. We wish her well.

The Fostering Network in Scotland is continuing to grow in terms of the numbers of new staff joining us. This month has seen the arrival of Louise Margey, who has as her prime responsibility the Care Leavers Mentoring Project. Louise has worked for Save the Children, Scotland and Who Cares? Scotland, and is keen to establish the Mentoring Project across Scotland as quickly as possible. As Louise said "I can't wait to get started, getting out on the road, meeting authorities and setting up mentoring partnerships. This is an exciting new project, and will add to the services that we offer across Scotland to both care leavers and the foster care service".

In addition Kausar Karim, Theresa Doyle and Michele Walsh, who between them comprise the Young Persons Project in Scotland, are



Theresa Doyle



now well into establishing the new project in terms of meeting with authorities and agencies across Scotland. The aim is to establish contact with the authorities, and subsequently with the children and young people who are looked after and accommodated and sons and daughters of foster carers.

The Young Persons Project will work to 'collectivise' the issues and priorities affecting children and young people in local authority care and sons and daughters of foster carers via the Reference/Focus Group structure. The workers will meet with young people regularly, in order to work with them so that their views can be taken forward to the Scottish Parliament, the Scottish Executive, COSLA, ADSW etc.

If you want to talk to Louise Margey from the Mentoring Project or Kausar Karim, Theresa Doyle or Michele Walsh from the Young Persons Project, please phone or email.

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Young People's Project

The Fostering Network's Young People's Project is a new three-year project funded by the Community Fund to work with both young people who have an experience of foster care and the sons and daughters of foster carers. The aim of this project is to ensure that all young people who are fostered receive the highest standards of care.

The specific objectives of the project include the definition of high standards of foster care and campaigning work to ensure their full implementation. Local authorities, agencies and individuals will be assisted to work effectively in the best interests of fostered children. Work will also be undertaken to inform, influence and persuade policy makers regarding the improvement of standards in foster care. In addition to this the development of the public's understanding of foster care, challenging and changing current attitudes to public care, will be central to the work of this project.

The Young People's Project will aim to achieve these objectives through a variety of methods. Young Person's Advisory Groups will be set up across Scotland. The Young People's Project is based on the philosophy that young people (both those who have been in care and sons & daughters of foster carers) are the experts in this field. We will therefore endeavour to consult and involve them at every opportunity. In particular, the needs of the sons and daughters of foster carers have for many years been unrecognised. As a result of this, the advisory groups





will be set up for both young people in foster care and for the sons and daughters of foster carers. They will provide the focus of the project's work in attempting to raise the standards of foster care. These groups will be based in the North, East and West of Scotland. They will meet four times a year and will provide an opportunity for ongoing consultation.

It is envisaged that the work of the project will encourage the greater participation of young people in local authority consultation plans. This project acknowledges that young people within foster care require an

opportunity to raise their concerns and have services developed to meet their needs.

In addition to this work, the project will provide advice and guidance regarding preparation for independent living to young people, carers, social workers and housing providers.

Training will be available for young people to enable them to represent their own views at conferences, seminars, media events and any other relevant forum. Other training opportunities will be made available through the project's links with the Princes' Trusts 12-week citizenship programme.

The underlying philosophy of the project is that the aims and objectives can only be met by working in partnership with local authorities and other organisations working in this field. The development of inter agency work and the promotion of best practice will therefore be a key component of the project's work.

Further information can be obtained from either **Kausar Karim**, Project Worker or **Theresa Doyle**, Project Administrator.

Stop Press

In a recent judgement, The Court of Session indicated that it considered foster carers to be 'Relevant Persons' for the purposes of Children's Hearings.

For further information contact Sandra Moody at the Fostering Network.

Next Issue:

Advice and Mediation
Service

Inspection of Foster Care Services

The Fostering Network Scottish Membership Meeting

Date: Tuesday 16 April 2002

Venue: Pittodrie Stadium, Pittodrie Street,
Aberdeen, AB24 5QH

Time: 10.00am – 2.00pm

(A buffet lunch will be provided)

Topic: Working with Conflict & Aggression

Speakers: Liz & Stan Godek

Young People's Presentation and Workshops

