



Child Youth &  
Community Tribunal

# Employer Guide

How could your  
company benefit  
from supporting the  
Child Youth and  
Community Tribunal?



## What is the Child Youth and Community Tribunal?

As part of the Children (Guernsey and Alderney) Law, 2008, the Child Youth and Community Tribunal (CYCT) was established and a Children's Convenor appointed.

The Children's Convenor with her Deputy and Assistants are responsible for considering cases where there is concern about a child or young person. If they decide that the grounds set out in the Law may be met, the case can be referred to a hearing of the CYCT.

The CYCT is a legal tribunal in Guernsey and Alderney that makes decisions to help improve the lives of children and young people.

The CYCT system is based on the Children's Hearing system that has been operating successfully in Scotland since 1971.

The CYCT is currently seeking to recruit volunteers.



## Key Facts

- The CYCT is independent and is made up of trained volunteers
- The volunteers are selected from a wide range of backgrounds and receive intensive training
- CYCT members must be aged between 21 and 70
- CYCT members deal with cases that can be complicated and emotionally challenging
- The CYCT makes decisions about children who are in need or in trouble
- The CYCT has powers to make a legal order for children

## How would a CYCT member benefit your company?

CYCT members are trained in skills that are transferable to the workplace.

The training develops skills which include:

- Leadership
- Analytical thinking
- Teamwork
- Decision-making
- Effective communication
- Influencing/negotiating

CYCT members learn to absorb, consider and critically analyse large quantities of detailed information from the professional reports produced for a hearing of the Tribunal. These skills can help employees to be more confident and effective in almost any job and they are developed at no cost to you as an employer. Supporting employees to volunteer, train and serve makes good business sense.



## What training do CYCT members undertake?

CYCT trainees undergo around 55 hours of training spread over approximately three months. This mainly takes place from Friday lunchtime to Saturday evening on four weekends. They will continue to develop in the role through experience and at two days of refresher training which they are required to attend each year.

## Are CYCT members paid?

CYCT members are volunteers, so are unpaid for offering their services. A small allowance will be paid to cover expenses. This is currently approximately £67 per half day. There is no compensation for loss of earnings, so the support of employers is essential to enable employees to offer their services.

## More about the CYCT system

A hearing of the CYCT consists of three CYCT members who meet with the child, his/her parents or carers and the professionals involved.

The CYCT has legal powers, and the CYCT members can make a statutory order, a 'care requirement' in respect of a child if the grounds set out in the Law are met.

On successful completion of their training, CYCT trainees are considered for appointment by the Royal Court. CYCT appointments are for an initial three years and can be renewed.

CYCT members are required to sit on at least one hearing a month and to attend two days of refresher training each year.

### Find out more

For further information about how your business can support children and young people in the islands through the CYCT, call 213290 or visit [www.convenor.org.gg](http://www.convenor.org.gg)



## You can make a difference

By supporting the Child, Youth and Community Tribunal through your staff, you can play a part in helping the children and young people of Guernsey and Alderney.



### Child Youth & Community Tribunal

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