

Right to Independent Advocacy secured

See page 6, paragraph 2.

Making it Mainstream Conference Report by Jill McDonald

One of the key events of the year for SHS is the annual conference in May. Jill, one of the younger delegates who had a day off school to attend, wrote this report for us.

I was meant to talk at Making it Mainstream with my sister, but all those seats and the big stage and microphones made me back out at the last minute. I was there until the break, so I can tell you what I saw, and what I learned from that part of this conference.

The talks that I saw were views of individuals, one of which was meant to be mine. These individuals were talking about their own experiences and their views on inclusion.

First up was my sister Nina, with Heather Anderson in my place. They talked about how Nina felt when she heard about special schools and Heather asked Nina questions about school and Nina answered them with smart, funny answers which got the audience laughing and most importantly: listening to them. This just goes to show that a child's opinion matters.

Finlay McDonald was next. He spoke about how he got into his own house. Jaynie Mitchell helped Finlay by pointing to pictures. He also got the audience laughing. I learned from this talk that you will get what you want if you fight for the right to have it.

A woman called Priscilla Marongwe told us about her experiences when she came to Scotland. I know about racism and that it's wrong. But when Priscilla told us about her feelings it gave us a good perspective on what people who are affected by racism must feel like. A good summary for Priscilla's talk would be 'do not judge people or exclude them before you get to know them'.

When Pete Ritchie gave his talk he used the big screen to show what he was talking about. He told us about the different kinds of mainstream. He gave us a quiz and used good similes to describe what he meant. He also used celebrities quotations, which made the talk amusing. I learned that inclusion makes people happy, but a little bit of inclusion is not enough.

The last person I saw was MSP Hugh Henry who is the Deputy Minister of Social Justice. He mentioned the speakers and made us clap for them. He talked about inclusion and mainstream. He said that the Scottish Executive is trying to make things more inclusive. I learned that everyone is important and has the right to get what they want.

My conclusion of this conference is that what I saw was excellent and it gave people the chance to say what they think. I would advise people to go to these conferences and put what I have learned into practice. Remember, one person is just as important as the next person and we all should have equal rights. As a community, let's make it mainstream!

SHS Conference May 2003

19th-21st May 2003 - Events around Scotland, in partnership with others working towards social inclusion.

22nd and 23rd May 2003 - Two day annual conference at the Edinburgh Conference Centre, Heriot-Watt University, looking back over the last decade and planning for the next.

For the first time we're inviting you to contribute your thoughts and ideas via the conference discussion board at www.shstrust.org.uk. From 24 February 2003, simply click the link and follow the simple instructions.

For more information, contact Esther at SHS Trust, Email: eraeburn@shstrust.org.uk



update

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shs

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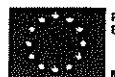
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against discrimination



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Partners in Change and Participation in Health

Partners in Change was set up with a view to increasing public and patient participation in the NHS. It is now part of a much larger programme of projects. The programme involves partnership with many other organisations and is supported by the Scottish Executive. Its key aims are to continue to develop a broad range of alliances and strategies to build capacity and responsiveness among people who use health services and those who work in health services. Our team has been strengthened by the arrival of Margaret Black and Dawn Sneddon at SHS in recent months.

Within SHS, the Partners in Change team is continuing to work with SHS colleagues to pool our experience and expertise. We are finding ways to support and influence change in thinking and practice by offering alternative visions to traditional service systems. One area of work which has begun to take off recently is in relation to older people (through the LILAC group) and we will be running four leadership development workshops jointly with the other agencies involved in the group in the Spring and early Summer of 2003.

Over the past year the Partners in Change team have helped to set up local projects all over Scotland. The focus of that work is now also on encouraging local networking. A new member of staff joining SHS in January, Carol Chamberlain, will be helping to co-ordinate this process. The Directory of Local Projects, giving details of the Partners in Change approach and listing over 80 local projects throughout Scotland, is published in January 2003. We hope SHS staff and the people we are in touch with will find this a useful resource for ideas and contacts.

Another major publication, launched on November 15th, is the report "Hearing the Voices of People in Scotland Who Have Diabetes". Work is also progressing on the report of the August Conference we hosted with the Scottish Executive and others on issues about access to services for people with hearing impairment, and this will be available early in 2003. For a full list of all SHS publications, please see our website at: www.shstrust.org.uk

Please contact Yvonne Morland at SHS for more information on Partners in Change and Participation in Health Tel 0131 538 7717 Email admin@shstrust.org.uk

Family Futures

We are very pleased that the Scottish Executive Special Needs Innovation Grant has funded this project, which will run until the end of March 2004.

Family Futures is a partnership between SHS, parent advisors, the local authorities of Dundee, Fife, Moray and North Ayrshire, NCH Action for Children and Aberlour Childcare Trust. The project aims to develop a national infrastructure of skills and experience in person centred planning for children with special educational needs, and for their families.

The project aims to train at least one hundred parents and professionals to facilitate person centred planning in the local authority areas of Fife, Moray, North Ayrshire and Dundee. The first training sessions will take place in Fife in January, and further training will take place in the other Family Futures local authority areas throughout Spring.

Family Futures staff aim to provide person centred plans to 15 families, and to conduct an in-depth study of 12 of those plans. A report on the impact of the plans on the families involved will be completed before the end of the project, and the findings will be disseminated at the Family Futures Conference in March 2004.

One of the aims of the project will be to establish a Scotland-wide person centred support network, that can be self-sustaining, beyond the life of the project. Existing networks indicate that their success is dependent on their having a strong core of 'champions' willing to provide a central, welcoming point of contact for the group, and time to organise group training, meetings and the scheduling of plans. For networks to flourish, it is also critical that they are sufficiently large to support the demand for planning in their area. Family Futures will help to facilitate the development of this network by hosting a number of meetings, training sessions and events for parents and professionals interested in forming local person centred planning support groups, linked to a wider national network. Two national network meetings have already taken place, with a third meeting scheduled for the 12th February.

Network events featuring speakers and training in aspects of person centred planning have been pencilled in for February and March. A website and e-group will also be supported by the project to provide information on person centred planning and a lively point of contact for members of the network. A regular newsletter about the Family Futures Network will also be distributed widely to members of the network and to other interested parties.

If you would like information about Family Futures, contact Helena Gillis, Family Futures Project Manager. Justine Davidson, the Family Futures Network Co-ordinator would be particularly interested in hearing from any organisations or individuals who would like to join the Family Futures person centred planning support network. Tel 0131 538 7717 or email hgillis@shstrust.org.uk or jdavidson@shstrust.org.uk

Research at SHS

Some of the recent work of the Research Team at SHS is outlined here...

I Can See Now Why People Work

In September, people from all over the UK got together at this event in Glasgow to talk about supported employment for people with complex needs. This followed the completion of research conducted by SHS on supported employment for people with complex needs, and some of the people involved in the research were at the event. On the day, people shared success stories and examples of good practice in supported employment for people with complex needs. There was a sense that there is still a long way to go before all people with complex needs who want a job have the opportunity to choose, get and keep their job.

For more information about the day, or the research, contact Jeremy Weston at SHS on 0131 538 7717
Email: jweston@shstrust.org.uk

Health and wellbeing research with people who are deaf, deafblind and hard of hearing

This research project is looking at what is happening in deaf people's lives when they use the health service, and what other things deaf people feel affect their health. The project is still in its early stages, but is likely to work with local groups of deaf people in different parts of Scotland who will collect evidence on deaf people's experiences, their stories and so on. We also anticipate that the local groups will seek local allies and activists to work to improve health services for deaf people in their local area. This local evidence will also be compiled on a national level, to further inform knowledge in this area.

For further information, please contact James Henderson or Jeremy Weston at SHS, Tel 0131 538 7717
Email: jhenderson@shstrust.org.uk or jweston@shstrust.org.uk

After Looked After

After Looked After was funded by the Edinburgh Youth Social Inclusion Project (EYSIP) to look at the effectiveness of services for young people leaving local authority care in Edinburgh. We worked with ten young people who were either about to leave care or who were young care leavers, as well as interviewing a range of professionals working in the throughcare and aftercare field (throughcare meaning the support a local authority gives people as they are leaving care and aftercare being whatever is available after they have left care).

The research stage of the project is now finished and the information gathered is being used to write a training pack for professionals working in this area. The aim of the training pack is to improve the delivery of throughcare and aftercare services. The training pack aims to improve services by providing an opportunity for professionals to reflect on their current working practices and to look at the services from the perspective of a young care leaver.

There will also be a final project report, which will discuss the wider issues about throughcare and aftercare in Edinburgh. The report will be available on the SHS website and the training pack can be adapted for use by other local authorities.

Please contact Sara Clubb at SHS for more information on After Looked After training. Tel 0131 538 7717
Email: sclubb@shstrust.org.uk

What does a Policy Analyst do all day?...

My main piece of work has been responding to the Mental Health (Scotland) Bill which is now going through Parliament. At the end of October we had a staff seminar to pull together some ideas on what we thought about this piece of policy and how SHS should respond.

On the whole, SHS staff weren't very happy with the Bill - it doesn't fit well with our person centred vision and it avoids examining the very basis of what makes mental 'health' as opposed to mental illness. It has lots of other problems too. Hopefully we didn't just criticise, but offered constructive alternatives too.

Following some lobbying of MSPs, one of our alternatives has been submitted as an amendment to the Bill - to replace 'Care Plans' with 'Recovery Plans'. We are doing some more lobbying to try and get it passed and into law.

See our response to the Mental Health Bill on the SHS website under 'policy'.

For more information on policy at SHS, please contact Richard Brunner on 0131 538 7717
Email: rbrunner@shstrust.org.uk

Common Knowledge



The Common Knowledge programme has now been running for just under two years. In that time we have been attempting to further inclusion for adults with learning difficulties within the city of Glasgow. We have tried to achieve this through some innovative lifelong learning projects and programmes, most of which have involved partnerships with mainstream organisations.

The work to date has included, amongst other things:

The CK Learners (Homepage Project) - an exciting project which offers short e-learning IT courses to adults with learning difficulties who become partners in the project and are enabled to have a 'presence' on the world wide web and to develop their own homepage.

Making A Difference - in conjunction with Fair Deal for 1 in 100, this project is enabling twelve adults with learning difficulties to engage in intensive leadership development in the Castlemilk area. The project will be producing a booklet to enable local organisations to include and involve individuals, and a further booklet to help those becoming involved in organisations for the first time.

Making Work Happen - a two-day course on employment for those beginning to think about the opportunities of supported employment. This draws on some of the work we have been undertaking as part of Glasgow's strategy of seeking to increase opportunities for adults with learning difficulties to work.

Working With People - a six day course for people who work in the social care sector, raising awareness of the importance of person centred planning and community connection. This course is now being taught in collaboration with some of the Glasgow colleges.

Let's Talk About Sex..uality - Sexuality has been identified as a major issue both in terms of relationships, awareness and health for adults with learning difficulties. Common Knowledge, in conjunction with Family Planning Scotland and Sense Scotland has developed a two-day training course for staff who support adults. We are also in the process of developing resources for adults with learning difficulties to enable them to express and understand their sexuality.

At A Loss - Bereavement and loss are major factors in the life of adults with learning difficulties. In conjunction with many partners in the city, Common Knowledge has developed a two day course for staff to introduce themselves to this area of support. In addition we are also developing an electronic course for adults with learning difficulties to enable a better understanding of grief and loss.

Rethinking the Future - as indicated in the last Newsletter this is a new programme for adults and family members over the age of 19 to re-envision the future based on the successful Partners in Policymaking course. It is currently running with 25 participants in Glasgow.

Becoming Visible - the title of an event held last year with PAMIS, it has now become the name of a DVD and training pack highlighting the importance of life quality for those described as having 'profound and multiple' learning difficulties. This production will be available shortly.

Bringing Leisure Alive - a one day workshop which brings together people from statutory leisure provision and the world of learning difficulties to share insights and thinking around the issue of leisure.

Bullying and harassment - Intimidation is a major issue for many people. This two day workshop seeks to develop the skills of conciliation and conflict resolution and relates to on-line materials called 'How to stick up for yourself', being developed to enable adults with learning difficulties to recognise and cope with conflict.

Many of the courses and events described above take place at regular intervals.

An up to date description of the work of Common Knowledge and a schedule of upcoming events can be found on our website at www.ckglasgow.org.uk.
Alternatively contact Cathie Leith or Maria Hubbert on 0141 945 8046
Email: cathie@ckglasgow.org.uk or maria@ckglasgow.org.uk

Visit the Common Knowledge website
www.ckglasgow.org.uk

Altering Attitudes

The Altering Attitudes project brought together ten professional training organisations to design a training programme addressing discrimination based on race, age, sexual orientation and disability. The project was funded by ESF and finished in February 2002. Since then, two one day training courses have been delivered from the training pack and two 'training for trainers' courses have been facilitated with trainers, enabling them to use the training pack.

This year we will continue to deliver commissioned training from the training pack as and when requested; and we will facilitate further 'training for trainers' courses to enable even more trainers to use the training pack.

For further information, please contact Priscilla Marongwe at SHS on 0131 538 7717
Email: pmarongwe@shstrust.org.uk

EQUAL funding

Action 1 of this funding ended in May 2002 and the objectives of this phase were achieved. The objectives were to set up a local partnership (this was called EMPOWER - Ethnic Minorities Participating On Wider Economic Responsibilities) and to obtain international partners (these are Austria and Sweden).

Action 2 began on 15th May 2002 and will run until 14 May 2005. SHS will be working in partnership with the National Resource Centre for Ethnic Minorities within the NHS to address the issues of employment of minority ethnic people within NHS trusts. SHS will lead, together with the Black Community Development project, the development of a European Equality Driving Licence, which will be an accredited equality training course for managers. For further information contact Priscilla Marongwe as above.

Inspiring Action

The first residential weekend of Inspiring Action, a new leadership development programme, was on 17 and 18 January in Dumfries. Inspiring Action is a challenging and innovative programme. It brings together a wide range of people who use services in one geographical area and works with them over four months to help them clarify the ways in which they would like to change existing services, develop new services and work together on issues of common interest.

Dumfries and Galloway NHS and Dumfries and Galloway Council approached SHS Trust early last year saying that they wanted to improve the way they worked with the people who used their health, social work and housing services.

Together we agreed to pilot a programme that brought together people who used services for older people, children with disabilities, adults with learning difficulties, people with mental health issues, people who had experienced homelessness and people who had experienced problems with alcohol and drug misuse. This combination of participants has never been tried before and certainly set us some design and content challenges in making all of the ideas we presented generic and relevant!

After a number of creative sessions, we managed to design a four month residential programme and recruited late in 2002. We are now delighted to report that the first weekend was hugely successful. When we started at 11am on Friday 17 January, many of the people in the room were strangers. By 9pm on Friday night we had formed a powerful group who were sharing information, exploring ideas and challenging traditional perceptions of the groups of people they represented. By 3pm on Saturday the group were working together, beginning to share their ideas about the changes they wanted to make and thinking of new ways of working together.

Over the next three months we will continue to explore leading edge developments in each of the service areas represented, develop a framework to enable us to recognise and improve a good idea when we have one, and practice our presentation, media and negotiating skills. The 32 course participants, with ages ranging from 27 to 75 years old, bring tremendous life experience, an amazing range of skills and already obvious talent. Working together, with all this capacity in the room, we are convinced that the graduates from this programme in April 2003 will certainly change their part of the world. Watch this space!

Inspiring Action is a pilot programme funded by Dumfries and Galloway NHS, Dumfries and Galloway Council and NHS Scotland.

Contact Isobel Brown at SHS for more information on Inspiring Action.
Tel 0131 538 7717
Email: ibrown@shstrust.org.uk

The beginnings of recovery

by Pete Ritchie

The new Mental Health (Scotland) Bill comes almost twenty years after the previous legislation, and is being discussed and enacted by a Scottish Parliament rather than in Westminster.

Historically, the core of mental health law in the UK concerns the powers of the State to detain people experiencing mental illness, and the new Act for Scotland will retain this focus. Instead of the Sheriff Court, a new specialist tribunal will authorise detention under the Act. **The Health and Community Care Committee has worked hard to take evidence from mental health user groups and advocacy organisations. It is really good news that they have responded to the consensus of opinion by agreeing a Stage 2 amendment securing the right to independent advocacy not just for people involved in legal proceedings, but for everyone covered by the Act. This is a genuine advance for the user movement in Scotland.** Local authorities will have a clearer duty to provide assistance to people with mental health problems.

While these changes will be helpful, it is hard to determine the overall purpose or direction of the Bill. Detentions under the previous legislation have risen steadily over the last twenty years. The legislation is not informed by any explanation for this trend, or by any sense that each use of compulsory powers outwith the criminal justice system represents a failure of the system to work in partnership with the people it serves.

The new Bill introduces an additional form of compulsion, with people being subject to compulsory treatment orders in their own home rather than in hospital, despite the lack of evidence for their necessity, workability and effectiveness. It is not clear if the Act is intended to reduce the use of compulsion and detention or to increase it.

The Bill continues to define learning disability as a mental disorder. This helps no-one - in particular 'the public' whom we blame from time to time for confusing these conditions.

Responsibility for monitoring the Act will rest with the medically dominated Mental Welfare Commission. Last year, 2% of the 450 appeals to the Commission against detention went with the recommendation of the responsible medical officer* - a success rate which suggests that the Commission is unlikely to lead a radical challenge to psychiatric power.

The Bill is disappointing in its failure to shift the balance of power in the mental health system or to chart a new direction for mental health policy and services.

The Bill lacks a clear set of guiding principles. The Millan Committee which was set up to review mental health law proposed ten principles to guide future legislation. These are not clearly set out in the Bill as general principles to guide all decisions and interpretations (as they are for example with the Adults with Incapacity Act). Instead, the Bill requires people discharging their functions under the Act to have regard to an attenuated version of the principles where they think it relevant, and insofar as they think it reasonable and practicable.

The Bill is narrowly focused on compulsion and detention. These are important issues because the power to detain underpins the primacy of psychiatric authority, and checks on that power mean that doctors must account for their recommendations rather than simply fall back on claims of 'professional judgement'.

Improving procedures for detention and compulsion will make a minimal impact on the overall burden of mental illness in Scotland. Mental health problems account for over 20% of overall ill-health, and a high proportion of working days lost. 85% of people with a history of mental health problems are unemployed. We take twice as many anti-depressants as in 1990. The

Scottish Executive Framework launched more than five years ago to reform and improve mental health services has had little impact.

It is now time for the Health and Community Care Committee to make a start on a much more wide-ranging review of mental health in Scotland, and to lay the foundations for a radical reshaping of mental health services. Having a Scottish Parliament means that we do not have to wait another twenty years before we look at mental health again.

We should start now with a parliamentary enquiry leading to a White Paper which deals with mental health in Scotland as a whole. We should take evidence from the best approaches to improving mental health across the world. We should design the process to ensure that people with mental health problems and their families can be informed partners in the process of review and policymaking - not one or two people on a committee, but hundreds of people contributing to focus groups, action research, citizens' juries, surveys and working groups. These could examine key issues such as: the use of ECT, what 'recovery' means, effective user involvement at all levels, cultural competence and gender sensitivity, direct payments and employment.

The Same as You (the Scottish Executive review of services for people with learning disabilities) provides a good example of an inclusive process.

Scotland's mental health is in sore need of care and attention. The new Act is the beginning, not the end, of making a serious effort to improve it.

See the Scottish Human Services Trust alternatives to the Mental Health Bill on our website at www.shstrust.org.uk/policy.html.

If your user group is interested in training on the mental health bill please contact Richard Brunner or Christine Sharkey at SHS on 0131 538 7717.

Partners in Policymaking

The Partners in Policymaking course is back for a fourth year and it is bigger and better than ever. Between November last year and June this year, 44 people from across the length and breadth of Scotland are taking part in the internationally recognised leadership development course for adults, and parents of children, with labels of disability.

The course helps to develop and support people in two main areas - helping people to imagine a world which is inclusive and giving people the skills and confidence to work with and influence the individuals, groups and organisations which deliver services and shape the way that Scotland is today. Over eight months, Partners in Policymaking participants are exposed to some of the world's leading thinkers in inclusion and equality and work together to share their own experience and expertise between themselves and with others, including senior public leaders.

Partners in Policymaking really works. Graduates are actively involved in changing the world - some people change the world for themselves or their own family and some graduates get involved in discussions and negotiations at a local or national level. The team behind the Scottish course are looking to the future and a fifth course, due to start in November 2003. Over the past few years a network of people across Scotland have supported the programme by putting us in touch with, or passing information to, people who would be interested in developing and using their skills through the course.

If you are interested in finding out more about Partners or would like to join the network to help us find the widest range of people, please contact Lorna Edwards at SHS
Email: ledwards@shstrust.org.uk

Equity Group Inclusive Learning Network

Dorothy McDonald is a member of the Equity Group Policy Committee. This is her report from the first session of the Inclusive Learning Network.

"I have just spent an exhausting, enlightening and enjoyable two days at the first session of the Inclusive Learning Network in the Erskine Bridge Hotel. The Inclusive Learning Network is a project devised by the Equity Group as a way of bringing together, in the same room, a group of teachers, parents and others to learn together about successfully including all children in mainstream schools.

The participants come from 6 local authority areas: North Ayrshire, North Lanarkshire, Argyll & Bute, East Renfrewshire, Dumfries and Galloway and the Scottish Borders, travelling from as far away as the Isle of Islay and Galashiels. Having listened carefully to what the participants were saying over the two days, it certainly appears that our approach of including parents and teachers together, learning on an equal basis, is the right one. The attitude of the participants is overwhelmingly positive, what a great bunch of people they are! They all seem to want to learn and to put into practice what they are learning.

On the first day, we got to know each other and began to examine why inclusion of disabled children in mainstream schools is so important. Jo Cochrane, a member of the Equity Policy Committee, briefly outlined some of the history of education for children with disabilities in Scotland over the past century, and gave an overview of current inclusive practice across Scotland which can be, in Jo's words, "patchy, conditional, and temporary". Jo also spoke of the potential dangers of the 'Inclusion School' - whereby only one of a number of local schools becomes identified as the 'inclusive school' for that area, in effect creating over time a new form of segregation. This was a point taken up by our main speaker, Mary Schuh from the Institute of Disability of the University of New Hampshire. Mary pointed out that for inclusion to work properly children should attend the schools they would have attended had they not had a disability. In that way, children would attend local schools in "natural proportions" and they would be enabled to receive all the support they need in their local schools, because children with disabilities form only a small proportion of the overall population.

Mary presented many examples of children being included in situations which started out being far from perfect, and she highlighted the strategies she uses in her work as an Inclusion Facilitator to ensure that children with a range of disabilities are included in mainstream classes in their local schools.

We used the opportunity of being together for a residential course to invite a number of speakers to join us for an evening 'fireside chat' - and although the fireside was largely imaginary, the chat was real enough! A headteacher, a parent, and Laura Bowden, the Equity Group's new Director, all spoke movingly of their own experiences and their passionate commitment to inclusive education.

One of the purposes of the Inclusive Learning Network is to create both a local and national network of teachers and parents who can contact each other and share their experiences, for the benefit of the children with whom they live and work. Part of the time on the second day was spent in locality groups, discussing the current position of each local authority in regard to inclusive education, identifying gaps and potential solutions to local problems. We hope that over the 15 month period of this pilot project we will be able to make a real difference in the lives of children who are not fully included at present and will be able to gain supporting evidence that can be disseminated more widely across Scotland to make truly inclusive schools a reality throughout the country."

For more information please contact the Equity Group at Equity Group, 14 Halbeath Road, Dunfermline, Fife, KY12 7QX Tel 01383 733390 Email equitygroupuk@yahoo.co.uk

Spring Training Courses

Several national policy initiatives emphasise the importance of person centred support and person centred planning as the foundation for delivering modern, inclusive, responsive and individualised human services. This programme of courses delivers practical information, techniques and advice which challenge and empower participants, building the skills and knowledge required to develop more inclusive ways of working.

Working With People – achieving person centred support

Developing a person centred approach to designing and delivering services requires real change in organisational culture and practice. This course offers practical tools and direction for those providing support, and acts as an introduction to person centred planning and practice. It will also equip managers responsible for strategy implementation with an effective means of analysing their own and their organisation's progress towards a more person centred approach.

The course will be run twice: May 13th to 15th and June 3rd to 5th (9.30am - 4.30pm) £330 plus VAT

Graphic Facilitation

Add a new dimension to your training, facilitation or planning work by learning how to create a graphic record of meetings, events and discussions. Using pictures, symbols and colour to record people's thoughts, ideas and feelings can help you capture meanings more effectively than the use of words alone. An essential skill for person centred planning, graphic recording is also used very successfully in training, business planning and team-building sessions.

The course will run on May 29th (9.30am - 4.30pm) £120 plus VAT

Building Better Lives – facilitating person centred planning

An advanced person centred planning course suitable for those who are already familiar with the key concepts which form the foundation of planning techniques (our Working With People course is a suitable introduction to these). The course will develop understanding of the purpose and principles of person centred ways of working and will enable participants to practice the roles involved in the facilitation of planning, paying particular attention to the MAP and PATH tools (but also introducing others). Participants will also be expected to practice graphic facilitation and to experience being the focus person for planning.

The course will be run twice: April 28th to May 1st and June 16th to 19th (9.30am - 4.30pm) £440 plus VAT

Early Booking Bonus – pay before 4th April 2003 and get 10% off listed prices!

For further information or to book a place contact

Dorothy Robertson

Tel. 0131 538 7717

Text Tel. 0131 477 3684

Fax. 0131 538 7719

Email. drobertson@shstrust.org.uk

We are aiming to increase the number of people who can facilitate person centred planning in a voluntary capacity. We are therefore offering a limited number of free places on these courses for parents, carers or anyone who would find these skills useful in their voluntary work. Contact Dorothy (details above) to discuss this opportunity.

New director to be appointed at SHS

Founding director Pete Ritchie is moving on from SHS after ten years.

He will be studying for a PhD and doing some more writing, as well as undertaking occasional consultancy work.

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