

	Basic Training	Post Qualification Training	Interdisciplinary Training	Professional Body/ Training Organisation
Legal Advisers to Magistrates (Justices' Clerks)	<p>The majority of legal advisers, including all new entrants are barristers or solicitors and will have done basic training for this profession (see details below). A number of new entrants to the service will be subject to Law Society training contracts, as part of which there will be some exposure to Family Proceedings Courts work.</p> <p>The JSB has had responsibility for "judicial and delegated powers" training since 2007. For legal advisers preparing to advise in family courts, there is a modular training course which comprises a study guide; electronic assignments and a two day national face to face course, supported by regular meetings with an experienced mentor. The whole course takes up to nine months to complete.</p> <p>HM Courts Service deals with the non-judicial training of legal advisers.</p>	<p>The JSB and HMCS agree on an annual basis a minimum continuation training provision for legal advisers. As at January 2009 the minimum level for legal advisers working in the FPC and at least one other jurisdiction is at least half a day a year's family law training, for those working exclusively in the FPC it is two days.</p> <p>In addition all legal advisers have full access to Family Law Week and on-line resources via eLis and the judicial training portal.</p>	<p>There is no specific interdisciplinary training for legal advisers, although provisions will often be made via LFJCs.</p>	<p>Justices Clerks Society: www.jc-society.com Training body: JSB and HMCS www.jsboard.co.uk www.hmcourts-service.gov.uk</p>
Magistrates	<p>There is a MATC (Magistrates Areas Training Committee) for each clerkship.</p> <p>In accordance with the Courts Act 2003, the JSB provides material for the "compulsory" courses - induction and chairmanship. It also provides material for other courses, such as consolidation, and for specific pieces of legislation or other initiatives, such as the Adoption and Children Act and the Public Law Outline.</p> <p>The only compulsory training for family magistrates (in the sense that they must do it before they can perform the function) is induction training (which for family panel magistrates is a minimum of two days); and chairmanship, if magistrates progress to be a winger (also a two day course).</p>	<p>HM Courts Service guarantee that they will provide sufficient resources to allow magistrates to undertake one days training every three years - referred to as "continuation training", but this is not compulsory in the same way that induction and chairmanship training is. These are the minimums - in reality most MATCs provide family training in excess of this.</p>	<p>There is not much required in terms of interdisciplinary training and this is now delivered by the LFJCs. Who can attend and how much is provided in each area by the LFJC varies.</p>	<p>Professional Body: Magistrates Association: www.magistrates-association.org.uk</p> <p>Training Body: Magistrates Area Training Committee</p> <p>Judicial Studies Board</p>
Judges	<p>All newly appointed judges attend an initial induction seminar and spend a week 'sitting in' with an 'associate judge' before hearing cases. Some judges are also required to undertake preliminary study before attending the seminar. Preliminary study involves sitting in for a week and completing an e-learning programme. The content of the initial seminar depends on the level/jurisdiction in which the judge will sit. Until recently all judges, except deputy district judges (whose work is exclusively in the County Court) first worked as criminal judges (assistant recorders or recorders). Now some judges are appointed only for family work (family only recorders) and in future it is planned that judges</p>	<p>The JSB Prospectus for courses from 2010 to 2013 states that 'every full-time and part-time judge is entitled to 5 days continuing education each year'. Three days of this are spent attending a national residential seminar, and a further day may be spent attending a regional seminar. Continuation seminars are provided in both private and public family law. These seminars include lectures, case studies and discussions. A regional seminar is organised on the topic of family money.</p>		<p>Council of Circuit Judges Association of District Judges</p> <p>Training body: JSB</p>

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	<p>will work first in the jurisdiction where they have experience as a practitioner.</p> <p>Judges who start to work in family law attend the private family law seminar - a 4 day seminar which provides a comprehensive induction to practice and procedure in private family law. Judges without previous experience in family law also complete an e-learning programme. Judges who take on public law work attend a comparable programme in this work, also supplemented by an e-learning programme for those without experience. These seminars consist of lectures by lawyers and other family justice professionals and case study exercises. They include exercises designed to allow judges to practice and develop skills in areas such as case management and judgment writing.</p> <p>There is a separate 4 day induction course for deputy district judges who have a wide jurisdiction in the county court, including injunctions in family cases (e.g. in domestic abuse cases). This seminar consists of lectures and exercises, including judgment writing. Part of the seminar is a presentation focussing on the nature and impact of domestic abuse.</p>			
Solicitors	<p>Academic: via a Law Degree or a non law degree and the Common Professional Exam or Graduate Diploma in Law</p> <p>Vocational: Legal Practice Course followed by a Training Contract and the Professional Skills Course.</p> <p>Legal Practice Course comprises 7 foundation subjects including the ECHR and other essentials described as pervasive areas; professional conduct including client care and accounts, and financial services. The Professional Skills Course over 12 days covers client care and professional standards, advocacy and communication skills and also financial and business skills. Diversity is addressed through the encouragement of part time training contracts and conversion courses for foreign qualified lawyers. NB Employed lawyers in local authorities may not be professionally qualified in the law of England and Wales.</p>	Compulsory CPD of 16 hours per year.	Resolution (formerly the Solicitors' Family Law Association) carries out a full programme of interdisciplinary training including a New Members' Course, Listening Skills, Domestic Violence, Grief Cycle, Addiction and a Family Mediation training course. Annually it also runs an ADR conference and a specialist accreditation scheme.	<p>Solicitors Regulation Authority www.sra.org.uk/solicitors/accreditation.page</p> <p>Resolution: www.resolution.org.uk</p> <p>Association of Lawyers for Children (ALC) www.alc.org.uk</p>

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Cafcass Lawyers	Cafcass lawyers, as solicitors or barristers are subject to the same requirement and training opportunities available for those in private practice or local government. Cafcass as the largest employer of social workers in England offers many training opportunities in social welfare which are available to its lawyers such as training on aspects of mediation and dispute resolution and events for groups of employees such as Service Managers.			
Barristers	<p><u>Academic Stage:</u> Either:</p> <ul style="list-style-type: none"> • A qualifying law degree (2ii minimum); or • Another undergraduate degree (2ii minimum) followed by a one year conversion course (either the Graduate Diploma in Law (GDL) or the Common Professional Examination (CPE)). <p>Students must study seven core subjects: Contract Law, Tort Law, Property Law, Equity and the Law of Trusts, Criminal Law, Public and the Law of the European Union.</p> <p><u>Vocational Stage</u> Successful completion of the Bar Vocational Course (BVC), which can be studied full time over one year or part time over two. All students are required to be admitted to an Inn of Court before registration on the BVC.</p> <p><u>Pupillage</u> Pupillage is the final stage in qualifying at the Bar. It is divided into two parts: the <u>non-practising</u> six months during which pupils 'shadow', and work with, their approved pupil supervisor and the second <u>practising</u> six months when pupils, with their pupil supervisor's permission, can supply legal services. In the first six months, pupils must also complete an advocacy course and the practice management course.</p>	In the first 3 years 45 hours CPD including at least 9 hours Advocacy and 3 hours Ethics. Thereafter 12 hours per annum	There is no formal interdisciplinary or multi disciplinary training for newly qualified or specialist family barristers. It is left to the discretion of the individual to choose appropriate CPD training. Interdisciplinary training events provided by the FLBA and many barristers are members of the ALC and access their training. In addition many chambers offer in house training and specialist support.	The Bar Council: www.barcouncil.org.uk Family Law Bar Association: www.flba.co.uk
Social Workers	<p>BA or MA level</p> <p>The DH requirements specify five key components of a social work degree:</p> <ul style="list-style-type: none"> • Human growth, development, mental health and disability • Assessment, planning intervention and review 	The requirement that social workers must undertake at least 15 days (90 hours) post-qualifying training/learning every three years, in order to maintain their professional registration with the General Social Care Council.	The UEA offer a module in 'Advanced Practice in Evidence Based Court Decision Making', at higher specialist level. This focuses on multi-disciplinary working, and includes court work skills. The module carries 20 or 30 academic	General Social Care Council: www.gsc.org.uk

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<ul style="list-style-type: none"> • Communication skills with children, adults and those with particular communication needs • Partnership working and information sharing across professional disciplines and agencies, and • Law <p>Social work degrees must include at least 200 days in 'practice learning opportunities' (placements), and 200 days in 'structured academic learning' (i.e. college based teaching, study for assignments, directed reading).</p> <p>Social work degrees are 'generic' - that is, they prepare students to work with the full range of service users - children in need, children at risk, children in care, care leavers, young people in trouble with the law, parents in need of support, people with drug and alcohol addictions, older people, physically disabled children and adults, learning disabled children and adults, people with mental health problems, and the family members who provide care to all these groups of people. Students have to undertake placements with at least two different service user groups.</p> <p>Placements are the other key setting where students are expected to acquire knowledge of the law in practice, and skills in applying it. Students ought not to take a major role in high risk cases, but they may have the opportunity to write reports for court hearings (e.g. S.7 welfare reports) or other tribunals. They may get the opportunity to observe court hearings. Students are expected to demonstrate an understanding of how the law affects social work practice in their placement agencies.</p>	<p>The formal Post Qualifying 'specialist award' framework.</p> <p>The GSCC requires social workers to keep a record of their courses and independent study, to show they have met the 15 day target. So well-publicised, relevant and easy-to-use materials are very likely to be used in social workers' private study. For example, social workers who are preparing for a court hearing may well look for materials to help them with this, and then they can count their preparation towards their 15 days. The law materials on the SCIE website are designed with this in mind (as well as for qualifying programmes), and include tips on giving evidence and dealing with cross-examination. They do not have a live cross-examination though, and this is something that could be developed without unnecessary duplication.</p>	<p>credits (extra work is required for 30), out of the 120 required for a higher specialist award. In other words, care proceedings and court work is an important but relatively limited element of post qualifying education, even on the child and family courses (although all modules are relevant to care proceedings - e.g. 'advanced child health and development', 'advanced practice', 'attachment theory, child maltreatment and family support'). The courses have to cater for a diverse student group (i.e. from different specialisms within child and family work), a large curriculum, and limited time to cover everything. In this context, there is certainly a 'market' for materials that help qualified social workers to analyse and develop their own skills and knowledge for care proceedings and court work.</p> <p>Some barristers' chambers offer free training for Local Authority social workers.</p> <p>Some local authorities organise court skills courses within their induction training for staff, for example a 2 day programme which included court role play.</p>	
<p>Cafcass (Children and Family Court Advisory and Support Service)</p>	<p>Cafcass provides a social work service to the family courts. It has 3 main groups of practitioner staff:</p> <ol style="list-style-type: none"> a. Family Court Advisors – social workers with at least 3 years post qualification experience. b. Cafcass specialist family lawyers (see above) c. Family Support workers who support the main social work- they need to have an NVQ Level 3 in child care or equivalent <p>Cafcass staff have access to a number of knowledge sources including</p> <ul style="list-style-type: none"> ➢ Barnardos Social Work library ➢ Research in Practice ➢ Community Care Inform (Web based research service) ➢ In house legal and research alerts) ➢ British Association for Adoption and Fostering membership <p>In addition, all staff can now access an "individual Learning Account" where they</p>	<p>An annual research conference and specific seminars such as that organised by Cafcass to promote Liz Trinder's work on dispute resolution.</p>	

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<p>Family Court Advisors</p>		<p>can buy in developmental opportunities tailored to their specific needs.</p> <p>Family Court Advisers</p> <p>For all new Family Court Advisors Cafcass provides a 5 day “foundation course” which addresses their legal duties, roles and responsibilities. There is a commitment to the Post Qualification award system with practitioners undertaking the specialist award. Cafcass is currently researching the higher specialist award with a view to a group of universities particularly meeting the needs of those working in the Family Justice System whilst also keeping up to date with mainstream social work. (Due to commence September 08).</p> <p>In addition to the PQ award staff access training in a range of relevant subjects based on core competences for Cafcass practitioners. These include domestic violence, attachment, assessment skills in direct work with children, emotional abuse and neglect, risk assessment, diversity and parents with mental health issues. Courtroom skills also feature strongly in the curriculum and Cafcass plans to rebuild the excellent shadowing opportunities formerly offered by the FLBA.</p> <p>As with other social workers FCAs must undertake 15 days (90 hours) post qualifying training/learning every three years, in order to maintain their professional registration with the General Social Care council. Practitioners are also encouraged to take part in available multi-disciplinary events provided by bodies such as Local Safeguarding Children’s Boards, Family Justice Councils etc.</p>	<p>Taking a leading role in multi-disciplinary work led by the Research in Practice organisation such as their current project “Social Work and the use of research evidence in the family court”.</p> <p>Local seminars and workshops together with other social workers, judges, the legal profession, psychologists either instigated by Cafcass (e.g. NW workshops on the appointment of guardians in private law proceedings): through other multi-agency groups or the local Family Justice Council.</p> <p>Joint training on safeguarding/child protection matters with social workers, education and health professions through Local Safeguarding Children’s Boards.</p>	

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Cafcass specialist family lawyers	See section on Solicitors			
Cafcass Family Support Workers	Need to have an NVQ Level 3 in childcare or equivalent.	They receive a similar induction to FCAs but tailored to their needs. In addition they can access many of the course listed above for FCAs. In addition they are being trained in a Co-Parenting programme devised by RELATE.		
Paediatricians	Basic medical training: Medical degree 5 years, 2 Foundation years and postgraduate study between 3 and 8 years depending on specialty chosen Formal training is overseen by the RCPCH and is not interdisciplinary.	The RCPCH has a strict system of CPD (continuing professional development) with the expectation that all paediatricians undertake a minimum number of hours each year (50) where by the opportunities are carefully specified. This is reviewed as a part of the annual appraisal process and audited by the college.	Paediatricians access the training overseen by their Local Safeguarding Board - which is interdisciplinary. The RCPCH runs a two day court skills course.	Royal College of Paediatrics and Child Health www.rcpch.ac.uk Mini pupillage schemes are available in some areas for junior doctors to sit in with judges to observe.
Psychiatrists	Basic medical training as above.	The main course for psychiatrists is a two day event at the RSM which is popular and well attended. The other training they attend is the system of Mini Pupilage where they spend time with a judge, often a day sometimes more, hearing cases and discussing them afterwards. This happens in most care centres. In addition in some centres there are consultants with a special interest and they provide individual and small group supervision and teaching. There are some multi disciplinary training events put on by safeguarding children boards or individual centres, including specific events for child and adolescent psychiatrists:. Workshops on assessments are also available.	There is a mentoring scheme administered by One Garden Court, and most of the London Specialist Registrar training schemes, which may have spread to other centres., which offers advice or help from lawyers or senior child psychiatrists. The details are available on the FJC website.	Royal College of Psychiatrists www.rcpsych.ac.uk
Psychologists	First degree [this could be a BSc or a conversion diploma, or the Society's qualifying examination] course accredited by the British Psychological Society which provides the Graduate Basis for Registration. Followed by accredited post graduate training,[University postgraduate degree or Society qualification(s) specialising in particular area of psychology.	No requirements for post qualification training. A documented minimum of 40 hours of CPD each year is required in order to renew practising certificate.	No requirements set around interdisciplinary training although there are good pockets of interdisciplinary training going on around the country.	The British Psychological Society www.bps.org.uk

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	Postgraduate training will take a minimum of three years. This qualifies as a chartered psychologist. Not essential to be chartered but it is preferred by employers.			
Mediators	Carried out by National Family Mediation (NFM), Family Mediators Association (FMA) and Resolution. Minimum education to degree level and 5 years experience working in a related field required by NFM and FMA. FMA candidates without these qualifications may apply via discretionary route if they can demonstrate suitability in other ways. Resolution require trainees to be a full or affiliate member of Resolution with at least 3 years experience of working as a family lawyer. Resolution trainees are solicitors, barristers, legal executives and experienced para legals.	To undertake publicly funded mediation trainees must successfully complete a competence assessment (usually by means of submitting a portfolio for assessment). Accreditation/re accreditation is not obligatory for NFM/FMA but Resolution mediators are expected to follow the scheme, otherwise their names will be removed from the Resolution list. Applicants are expected to apply for accreditation within two years of completing mediation training and need to demonstrate requirements including further education, consultancy, peer group discussion and practice. CPD requirements for other mediators are 10 points per annum, 5 from a recognised training and 5 approved by their Professional Practice consultant. (PPC)	No specific requirements set out	National Family Mediation: www.nfm.org.uk Family Mediators Association: www.thefma.co.uk Resolution: www.resolution.org.uk