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**CiNI**

Children **in** Northern Ireland



*Annual Report 2010*



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## Chair's Report



**Koulla Yiasouma**  
Chair, CiNI

It is with pride and a tinge of sadness that I write what will be my last report as Chair of Children in Northern Ireland.

Over the last four years the organisation has supported its members to undertake their work with thousands of children, young people and their families. We have seen membership grow from not only the voluntary and community sector but also from statutory organisations as CiNI sought to break down some of the perceived barriers between the different sectors.

As you read this report and learn of the extensive range of work this small organisation undertakes it is clear that collaboration, partnership and alliances play a critical role in achieving shared goals.

CiNI has throughout this year supported its members to work together to improve policies and services for the children they represent. Alliances have addressed a broad range of issues from early years, right through to children with a disability, physical punishment and work on areas such as safeguarding and poverty.

CiNI has also continued to facilitate conversations between members and decision-makers to ensure that there is a thorough understanding of the breadth and depth of work undertaken in communities with families, children and young people, by organisations with small numbers of volunteers and also by those with hundreds of staff.

CiNI and our members have also been warmly received by members of the NI Assembly, which is evidence of the high regard in which Pauline Leeson and her colleagues are held.

Creating a greater understanding and appreciation of the needs of the children's sector across NI has allowed CiNI to develop and deliver training programmes that are relevant to those working in the field. This training has appealed to a wide range of individuals and received high satisfaction ratings from participants.

Next year will undoubtedly bring a number of challenges, not least the impact of the impending cuts. CiNI has already begun to work with other umbrella organisations and statutory agencies to ensure that budget decisions are informed by a wide range of organisations.

Finally, I would like to thank my Board colleagues for their support, diligence and commitment and of course Pauline and all the members of staff for their passion, enthusiasm and hard work. It has been a privilege to be the Chair of such an excellent and effective organisation.

## Director's Report



Pauline Lesson  
Director, CiNI

CiNI welcomed renowned author and psychologist Dr Penelope Leach as the key speaker at the 'Promoting Positive Parenting' seminar co-hosted by CiNI, Children are Unbeatable! and NICCY in February 2010.

### INFLUENCING

CiNI continues to service the All Party Group on Children & Young People, chaired by Dawn Purvis, MLA, and supported by all the political parties in the Assembly.

CiNI has worked closely with the Education and Health Committees this year, giving both oral and written evidence on key issues such as the consultation on the review of the Special Education Needs system and the proposed Safeguarding Legislation for Northern Ireland.

### PARTICIPATION

CiNI continues to develop the capacity of public authorities to engage with and involve children and young people.

The 'Ask First' standards, which support the participation of children and young people in public decision making, were successfully launched by Junior Ministers Gerry Kelly and Robin Newton in April 2010.

### LEARNING AND DEVELOPMENT

CiNI formed a new partnership with Queen's University, Belfast, The Health and Social Care Board and the Public Health Agency with its first joint seminar on Child Poverty in May 2010.

CiNI continues to develop and deliver its joint training with statutory partners including the Graded Care Model Training.

### WORKING IN PARTNERSHIP

CiNI remains co-chair of the Outcomes Board which has been established in partnership with the South and East Trust to provide outcomes for vulnerable children and young people in the Southern area.

CiNI has also been working closely with colleagues on the Regional Child Protection Committee to oversee the interim arrangements transition to a statutory Safeguarding Board for Northern Ireland.

# Children's Services Planning

CiNI members have played a key role in the Children's Services Planning process over the past 12 years. We will continue to work with our partners during this exciting time in the development of new processes for integrated planning for children and young people.

During the year, the Review of Public Administration continued to provide an impetus for change as the four Health and Social Care Boards merged into one. This resulted in the transfer of statutory responsibility for children's services planning to the new Regional Health and Social Care Board.

## **PARTICIPATION**

Participation has been built into the proposals for the future of integrated planning which are now under consideration. A regional Participation Strategy will be developed to co-ordinate and standardise this work and to develop a cost effective way of ensuring true representation of children and young people's views.

This will include engagement with the Participation Network at regional and local levels and the involvement of children and young people in developing outcomes, indicators and actions.

## **FAMILY SUPPORT**

The Families Matter Strategy (DHSSPS) is the main strategic driver with regard to early intervention and preventative service development.

A number of regional services have been commissioned by Children's Services Planning in the implementation of the Strategy.

The Early Intervention for the Prevention of Offending Project, targeting children aged 8-13, and the Regional Young Carers Project were both launched this year.

## **INFORMATION ABOUT SERVICES**

A key aspect of the Families Matter Strategy has been the development of a computer based website system which will provide information on family support services. A multi-agency stakeholder forum ensures that the database is user friendly and fit for purpose.

This will be an essential tool for practitioners, parents, children and young people in assisting them to access the services they require.

## **LOCALITY PLANNING**

One of the major cornerstones of children's services planning has been the development of locality planning.

Bringing the planning of services closer to children, young people, families and communities provides greater opportunities for them to have a role in the process. Locality Partnerships build on existing social partnerships and develop stronger community ownership of the need to improve children's outcomes.

Partnerships have also achieved success in the area of service development. The roll out of this work will provide the bedrock for the future integrated planning processes.

## Children's Services Training

The Children's Services Training Strategy continues to be delivered in partnership with CiNI member organisations, Health and Social Care Trusts and the DHSSPS. Workshops in the last year have focused on a number of themes:

- Safeguarding Children
- Understanding the Needs of Children in Northern Ireland
- Children's Law in Northern Ireland
- Supervision of Staff in Social Care Settings (Morrison)
- Children with Disabilities
- Direct Work with Children (Individual & Groups)

A total of 36 workshops were delivered to 661 participants, 95% of whom indicated that the learning objectives for the training had been fully met.

Staff are working within the voluntary sector to deliver quality services to children, young people and their families in ever increasingly difficult circumstances. CiNI's training strategy supports their endeavours through our workshops and also by our tailored training services. This service is geared towards meeting specific agency, team and individual worker's training needs.

The Tailored Training Services continues to be a vital resource for our members and this year workshops delivered have included:

- Safeguarding Children
- Recording & Record Keeping
- The Law and Care Leavers
- Presentation Skills
- Managing Ethical Dilemmas

This year CiNI has delivered 23 of these workshops to 337 participants across 16 organisations. 98% of the staff who attended indicated that the training objectives set out for the workshops had been fully met.

Children in Northern Ireland continues to develop its joint training arrangements with our statutory partners. UNOCINI remains a key theme of this work but it has expanded within Belfast Trust to also include Graded Care Model Training, a comprehensive assessment model used with families where there are grave concerns about neglect.

## *CiNI Policy Service*

The Policy Service has made strong representations on behalf of members to the Executive and the Assembly on the need for fair spending decisions.

Over the past year the children's sector has begun to steel itself for the unprecedented shake up of the public sector which lies ahead. CiNI's overwhelming concern is to ensure that services for children are not a casualty of the fallout from the spending review and budget.

Already this year the sector has been hit hard by efficiency drives within Government, which have resulted in the loss of many valued services. Such cuts are set against a backdrop of increasing demand for services. For many vulnerable children and families the impact of cuts could be financially devastating.

Through the Policy Service CiNI continues to facilitate members to engage directly with officials at each stage of the budget process and supports members in highlighting the evidence-informed practice which has been demonstrated to deliver sustained positive outcomes for children.

The Policy Service has made strong representations on behalf of members to the Executive and the Assembly on the need for fair spending decisions, which recognise the circumstances of vulnerable families, and enables them to access the type of support and services they need to raise their children.

CiNI is deeply concerned that already the sector has been left questioning Government's commitment to meeting its obligations to children and young people under the UNCRC.

CiNI strongly opposed the removal of the central co-ordinating body of the Children and Young People's Unit within OFMDFM. However, the new management arrangement for children and young people's issues remains under review and CiNI is committed to working positively and proactively with officials to ensure that a planned review of the implementation structures for the Children and Young People's Strategy is widened to encompass a fundamental review of the Strategy itself and its action planning framework.

CiNI believes this is an opportunity to develop a clear route map for full implementation of the UNCRC locally, with efficiencies to be gained from a single action planning process that would bring together regional and local planning for children within the auspices of the new Children and Young People's Strategic Partnership.

CiNI has been working intensively in support of the creation of a Safeguarding Board for Northern Ireland (SBNi). The SBNi will put existing Area Child Protection Committees on a statutory footing and co-ordinate work on a cross sectoral basis and at a strategic level to ensure safeguarding standards of the highest level.

CiNI has engaged directly with the Committee for Health, Social Services and Public Safety and delivered both written and oral evidence at key points in the policy and legislative development process. CiNI remains committed to partnership working to ensure the SBNi has relevant and proper accountability and governance arrangements in place, with a clear and unambiguous role which is supported by the active inclusion and participation of children and young people.

CiNI was delighted with the formation of a new partnership with Queen's University Belfast's Improving Children's Lives (ICL) initiative and the Health and Social Care Board as it brings academia, policy and practice together to promote the delivery of positive outcomes for children.

The first joint seminar on child poverty provided views from across research, policy and practice on the most effective ways to address child poverty through the joint planning and commissioning of services that can reach the poorest children in local communities.

# Child Policy Information Service

This integrated service consists of an online information database and email briefing service which supports members by keeping them informed of the latest child policy developments, regionally and nationally.

## WEBSITE SUCCESS

One year on from the launch of the CiNI website and there continues to be a monthly increase in the number of visitors to the site. In May 2009 there were over 800 visitors to the website, while in April 2010 there were 1,998 visitors.

## NEW LEAFLET

With the Child Policy Information Service [CPIS] rebranded in line with the new CiNI website, a revised leaflet was created to provide information on the benefits of using the service and further information on how to sign up. To encourage wider usership, those outside of the CiNI membership can now trial the CPIS service to explore the diverse range of information which is held on the website.

## GOVERNMENT INFORMATION GUIDES

To support and facilitate members in connecting with and lobbying their elected representatives in their constituency and within Government, CiNI continues to maintain a Guide to Government and a list of all MLAs and their contact details.

The Guide also details Assembly committee membership and contact information for the recently established Department of Justice and newly appointed MLAs. In response to changes in health and social care structures, a detailed flow chart demonstrating how all the structures connect and relate to each other has been developed with links to commentary describing each structure. This Guide along with the Guide to Government can be downloaded from the Business for the Week webpage.

## AT THE CONFERENCES

CPIS has been showcased as part of CiNI's representation at the political party conferences and the Northern Ireland Local Government Association conference in February 2010.

## MEMBERSHIP SURVEY

To find out more about what our members think about the services CiNI provides and to check that members are receiving all of their membership benefits, a members' survey was carried out this year.

There was an excellent response to the survey with respondents indicating that CiNI's CPIS, Training and Policy are highly valued services.

## WHAT'S NEXT?

CiNI is working closely with our web developers to streamline our email outputs in line with the new look website. Watch out for the new look CiNI E-brief.

## *All Party Group on Children and Young People*



**Dawn Purvis MLA**  
Chair of the All Party Group  
on Children and Young People

A new set of officers took over the reins of the All Party Group this year. At the AGM newly elected Chair Dawn Purvis MLA paid tribute to the resolve and vigour of outgoing Chair Roy Beggs MLA, who continues to be a committed advocate for children and young people.

Dawn is supported in her role as Chair by Michelle McIlveen MLA (Vice-Chair), Mary Bradley MLA (Treasurer) and Sue Ramsey MLA (Secretary).

Undoubtedly a highlight of the year was when the Group welcomed Helen Mary Jones, Chair of the National Assembly for Wales Children and Young People Committee, to Parliament Buildings to deliver a briefing to MLAs and officials on the Welsh experience of introducing Children's Budgeting.

Children's budgeting is evidenced as an important tool in the delivery of value-for-money children's services that can protect vulnerable children and young people from the worst effects of the recession.

The Group looks forward to exploring with the OFMDFM Committee how children's budgeting could support greater transparency in budget setting for Northern Ireland. The Group also continues to monitor progress on the introduction of the Dormant Accounts Scheme, in conjunction with the DFP Minister.

Regular engagement with Junior Ministers has produced a number of useful exchanges. However, the Group is keen to establish a robust mechanism with Junior Ministers to engage directly with the Ministerial Sub-Committee. In this way, it can inform priority work areas; produce deliverable policy commitments; and affect positive movement on issues that continue to challenge the Executive.

The Group continues to benefit enormously from the support and engagement of children's sector organisations, who have given generously of their time and expertise to deliver presentations to members on live issues for the Executive and Assembly.

Increasingly Government Departments and statutory agencies have come to recognise the importance of engagement with the Group and, as invited guests, have provided updates on policy development for the information and consideration of elected members.

# Participation Network



Over the past year the Participation Network has delivered training workshops to 350 participants. The training we deliver supports the public sector to develop the knowledge, understanding and skills to engage meaningfully with children and young people during policy development and service design.

## OPEN TRAINING

Workshops are delivered throughout the year at CiNI to a wide range of personnel from the public sector who are involved in developing policies or services that impact on children and young people.

There are two Modules delivered on Including Children and Young People in Public Decision Making.

### MODULE 1: WHY SHOULD WE?

12 workshops delivered to 122 participants

### MODULE 2: HOW CAN WE?

10 workshops delivered to 94 participants

## TAILORED TRAINING

11 public sector agencies requested a bespoke training programme which was attended by 134 participants.

## CONSULTANCY

Throughout this year the Participation Network supported 12 Public Sector agencies to engage with over 2,000 children and young people.

## SIGNPOSTING

We signpost public sector agencies to the organisations who support children and young people's participation. The number of children and young people's organisations registered on our Directory has increased to 81.

## RESOURCES

One of the highlights of this year for the Participation Network was the completion of our 'Ask First' Standards for Children and Young People's Participation in Public Decision Making.

The Standards will assist and guide public authorities on establishing effective direct engagement with children and young people, as well as providing a benchmark for measuring their effectiveness.

Participation Network has had a new look. Our image and website has been rebranded to provide a fresher look and create a more efficient web-based service. We have developed an e-newsletter which allows us to disseminate information and news on children and young people's participation more effectively.

## *Early Years Strategic Alliance (EYSA)*

The Early Years Strategic Alliance (EYSA) is a collective of 16 organisations from across the children's and women's sector jointly chaired by CiNI and the Women's Support Network.

The past year has been an anxious time for many providers of early years and child care services as they await a Government announcement on the future strategic direction of early years and child care services.

The slow pace of progress has been frustrating for these groups as they continue to work in our most disadvantaged communities, with no commitment beyond short-term gap funding for child care services, including after school provision.

Throughout the year EYSA has offered its support to officials as they work to develop the early years and child care strategies. EYSA met with McClure and Watters to feed into the economic appraisal which is intended to inform the development of a long awaited child care strategy for Northern Ireland.

EYSA was unanimous in its message to the Executive seeking clear political leadership, through a single government department, for the integration of early year's education and child care. This department would be enabled and supported by the co-operation of all those with policy responsibility for children and families.

EYSA has been encouraged in its endeavours to provide a united, coherent and strong voice to Government by its expanding membership base which now includes representation from District Childcare Partnerships, including community providers.

The expertise and active contribution of members will be required to refresh the Alliance's Manifesto pledges which will inform the ongoing development of the Department of Education's 0-6 Early Years Strategy.

The Alliance will also be encouraging the Department to re-engage through a participative and partnership approach to policy development which is centrally informed by the views of young children and their families.

## *Children with Disabilities Strategic Alliance (CDSA)*

The Children with Disabilities Strategic Alliance is a collective of 24 organisations from across the children's sector and the disability sector. It is jointly chaired by CiNI and Disability Action.

In December 2009, CDSA launched its Children with Disabilities 'Manifesto', which was a product of collaborative work by Alliance members.

The Manifesto examines key aspects of daily life for children with disabilities and identifies areas where children with disabilities and their families can encounter barriers. These barriers prevent them benefiting fully from essential public services and resources that are routinely available to others in Northern Ireland.

The Manifesto, aimed at elected representatives, policy makers, and those who plan and commission children's services, identifies actions that must be taken to address barriers, so that children with disabilities can have full enjoyment of life, and receive the extra support they and their families need when they need it.

Since the Manifesto launch, much of CDSA's subsequent campaigning activity has focused on the Department of Education's

policy proposals for reform of the Special Education Needs system. CDSA expressed grave concern regarding the serious implications of the proposals for children with disabilities and their families as the reforms would result in existing entitlement to SEN provision being rolled back.

CDSA took the lead in briefing Assembly members on the implications of the proposals for children with disabilities by giving evidence directly to the Education Committee. It also contributed to a panel which discussed the proposals at an Education Committee Seminar.

The Alliance was successful in expanding the parameters of the debate to include parents of disabled children who would be directly affected by the proposals. While the Department considers the consultation responses, CDSA has used the intervening period to develop a paper outlining a solution focused approach to chart the way ahead for SEN provision.

CDSA is currently engaging with officials to inform and influence the ongoing development of the DHSSPS Disability Strategy and the OFMDFM Child Poverty Strategy to ensure that the rights and needs of children with disabilities and their families/carers are recognised, understood and responded to in a way which promotes and protects their best interests.

CDSA's growing membership reflects the value which is placed on the Manifesto and ongoing campaigning work. Members are being actively engaged in the work of both the education and campaigns sub-groups. CDSA continues to work to ensure that equality of opportunity for disabled children is an objective of political parties as they look towards a new Programme for Government.

## Children's Order Advisory Committee (COAC)

Children in Northern Ireland has been represented on the Children's Order Advisory Committee (COAC) by Kathryn Stevenson from the Children's Law Centre throughout the reporting period. COAC meetings were attended by Kathryn Stevenson on 1/10/2009, 21/01/10, 20/05/10 and 7/10/10.

### COAC WAS ESTABLISHED TO:

- Advise Ministers on the progress of Children Order cases through the court system, with a view to identifying special difficulties and reducing unavoidable delay; and
- To promote, through Family Court Business Committees, commonality of administrative practice and procedure in Family Proceedings Courts and County Courts and to advise on the impact of Children's Order work on other family initiatives.

COAC is chaired by the Judge of the Family Division of the High Court of Justice in Northern Ireland, namely Mr Justice Weir. Its members are drawn from a broad range of professions and disciplines working with children and young people.

During this reporting period, a number of key initiatives have been developed and implemented under the recommendation and guidance of COAC, as follows:

A pro-forma has been developed by the Office of Care and Protection in conjunction with the Legal Services Commission in order to expedite the appointment of experts in family law proceedings. The pro-forma has been published on the Law Society and Legal Services Commission websites for use by legal practitioners. The Legal Services Commission have published additional information on the websites setting out how the Commission determines expert fees and an update on the use of the pro-forma was inserted into the COAC Best Practice Guide.

A Guide to Case Management in Public Law Proceedings was developed by Michael Long QC and was fully endorsed by COAC. The Guide has been operational from 1st October 2009 and the Northern Ireland Courts and Tribunal Service and the Health and Social Care Trusts have been monitoring cases commencing since its implementation in order to assess the effectiveness of the Guide in expediting court proceedings and the numbers of cases that have been resolved through pre-proceedings meetings.

The second edition of the COAC Best Practice Guide was launched on 22nd April 2010. The Guidance is available by free subscription on the SLS website. The Guidance is a living document and is under constant review by a COAC Review Panel who will continue to consider amendments as they arise. A recent decision has been taken to develop a section on Adoption Law for inclusion in the Guidance.

A review of the Court Children's Officer Service is currently being conducted by the Health and Social Care Trusts taking account of the preparation of documentation for court proceedings, operation and overall performance management of the Service.

If you would like to know more about the work of the Children's Order Advisory Committee or wish to raise any issues with the Committee please contact Pauline Leeson at Children in NI (Tel: 028 9040 1290) or Kathryn Stevenson at the Children's Law Centre (Tel: 028 9024 5704).

## *Looked After Children Sub-Group*

CiNI's Looked After Children Sub-Group provides a unique and valued forum for members working with children and young people in and on the margins of care. It enables members to share information, provide peer support, and co-ordinate work on issues of common concern.

Members continue to actively engage with the Reform Implementation Team as it takes forward work to improve and enhance children's experiences and outcomes across many aspects of the care process in Northern Ireland.

The extensive engagement process with key stakeholders has been welcomed and is delivering a positive return with the development of approaches to service enhancement that build on evidence informed best practice.

While uncertainty over funding prevails, there is recognition that much of the positive investment in family support and looked after children's services could be vulnerable if budgets are slashed. However, members are confident in their ability to reach out to

vulnerable young people and deliver effective, value for money options that can produce real improvements in outcomes for care experienced children and young people.

The Group has been disappointed by the lack of progress on long awaited adoption legislation which has resulted in children and families missing out on critical support and services. It will continue to add its support to efforts to ensure the best interests of children remain at the heart of the debate on the need for reform.

## *Joint Government / Voluntary and Community Sector Forum*

The Concordat will be pivotal in guiding relationships to ensure the sector emerges as a valued and respected contributor to shaping Northern Ireland's future.

After a disappointing start to the drafting process for the new Concordat for relationships between Government and the sector which saw influencing from outside at the early stages, further engagement did result in voluntary and community representatives securing some recognition and inclusion of the sector's unique perspectives on its role and contribution to society within the draft Concordat.

In the absence of a joint drafting process between Government and the sector, voluntary and community representatives remain clear that further work will be required to ensure a robust Concordat. The Concordat will be pivotal in guiding relationships, particularly through the turbulent period that lies ahead, to ensure the sector emerges as a valued and respected contributor to shaping Northern Ireland's future.

When the draft Concordat does clear the hurdles of Government it will be for the sector as a whole to engage in debate that can build on the work done by the voluntary and community representatives. This process will ensure the relationship between Government and the sector is one of true partnership.

The recently completed Review of the DSD Voluntary and Community Unit has resulted in re-structuring to ensure a clear and undiluted focus on core business. As Government continues to grapple with the enormity of the prevailing economic situation, DSD's effective championing of the role and value of the sector is increasingly important.

The Department continues to encourage the sector to ensure it can demonstrate that it is fit for purpose in lean times. Voluntary and community representatives have been consistent in highlighting the high levels of efficiency which characterise much of the activity in the sector. The sector has also been successful in demonstrating to Government that the real potential for further efficiencies in the sector lies in examining how Government interfaces and engages with the sector through funding arrangements.

Positive progress is occurring as a result of joint working by Government and the sector to streamline Government audit and accountability processes. The sector is now tentatively exploring

the scope for greater collaboration through shared services and mergers, a theme which voluntary and community representatives are encountering on a more frequent basis in their engagement with Government as public sector reform looms closer.

With the voluntary and community membership of the Forum due for renewal this year, outgoing members have kindly agreed to remain in place for a short period. This is in recognition of the fact that the Forum has reached a pivotal point with the new Concordat development process; a process which it is agreed should be completed before a new membership takes over the reins and pushes forward with building the relationship with Government.

# CAU! Alliance

## OVER THE LAST YEAR - INTERNATIONALLY:

Five states – Kenya, Liechtenstein, Luxembourg, Poland and Tunisia – have achieved full legal reform to protect children from all forms of physical punishment.

At present 29 states have banned physical punishment and are developing public education programmes to encourage the use of alternative, positive discipline methods.

Legal reform is underway in an additional 21 states, which are committed to the protection of children and young people from physical punishment.

Two countries have prohibited physical punishment by Supreme Court ruling but this has not been confirmed in legislation yet.

There still remain 145 states which have not committed to a change in the law.

## OVER THE LAST YEAR - LOCALLY:

CAU! organised an event with NICCY in Belfast to promote positive parenting methods. The keynote speaker was the psychologist, Dr. Penelope Leach, who writes extensively on parenting issues from a child development perspective.

Dr Leach outlined that one of the aims of alliances like CAU! is not to reduce the severity of physical punishments as a matter of child welfare, but to end the physical punishment of children altogether and everywhere as a matter of children's rights.

Dr Leach highlighted physical punishment as a parenting issue and explained it in the context of teaching children how to behave. She referred to the confusion that people have between the words 'discipline' and 'punishment', stating that punishment – physical or not – has no part in the only kind of discipline that is really worthwhile: namely self-discipline.

Dr Leach's ended her talk by saying: "While you keep children safe and protect others from them, you are teaching them to keep themselves safe and to care for other people. While you control their behaviour, you are helping them to control themselves. And while

you explain the big moral issues - like honesty, justice or respect for others - that lie behind your everyday discipline, you are offering your own value-system to your children so that they can take your values in, test them out in adolescence, reject some, maybe, and make the rest part of their own value-system in adulthood. Negative discipline with its smacks and humiliations; its illogical punishments, tearful time-outs and broken boundaries, cannot do all that, but you can. Positive discipline isn't easy, but it's no more difficult than the negative kind and it's far more effective and more fun. Lots to gain and nothing to lose."

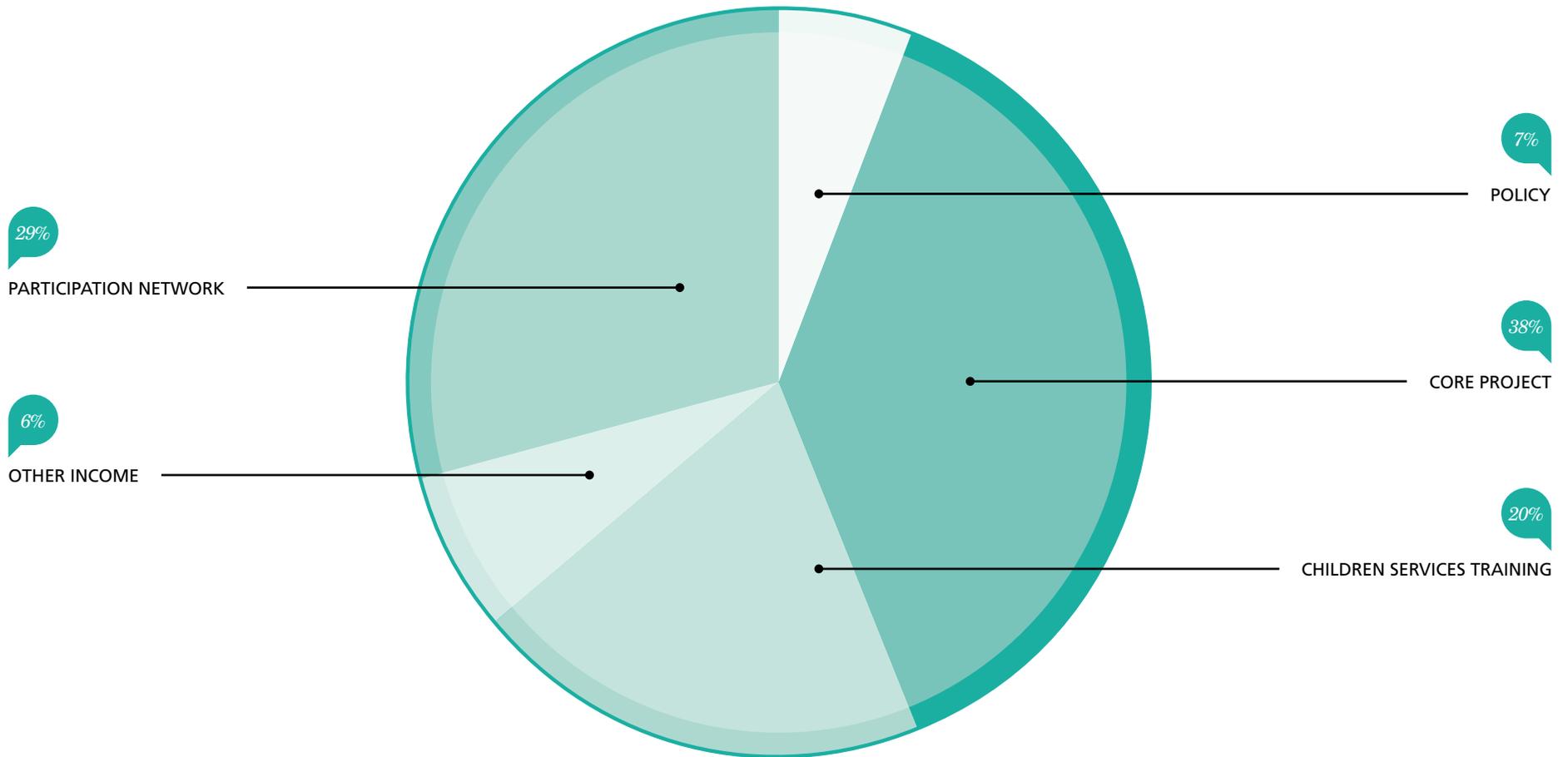
How powerful it would have been to have representatives from those 145 states, which still need to change the law, to listen to Penelope Leach!

A copy of Penelope Leach's presentation is available by contacting: [cau@ci-ni.org.uk](mailto:cau@ci-ni.org.uk).

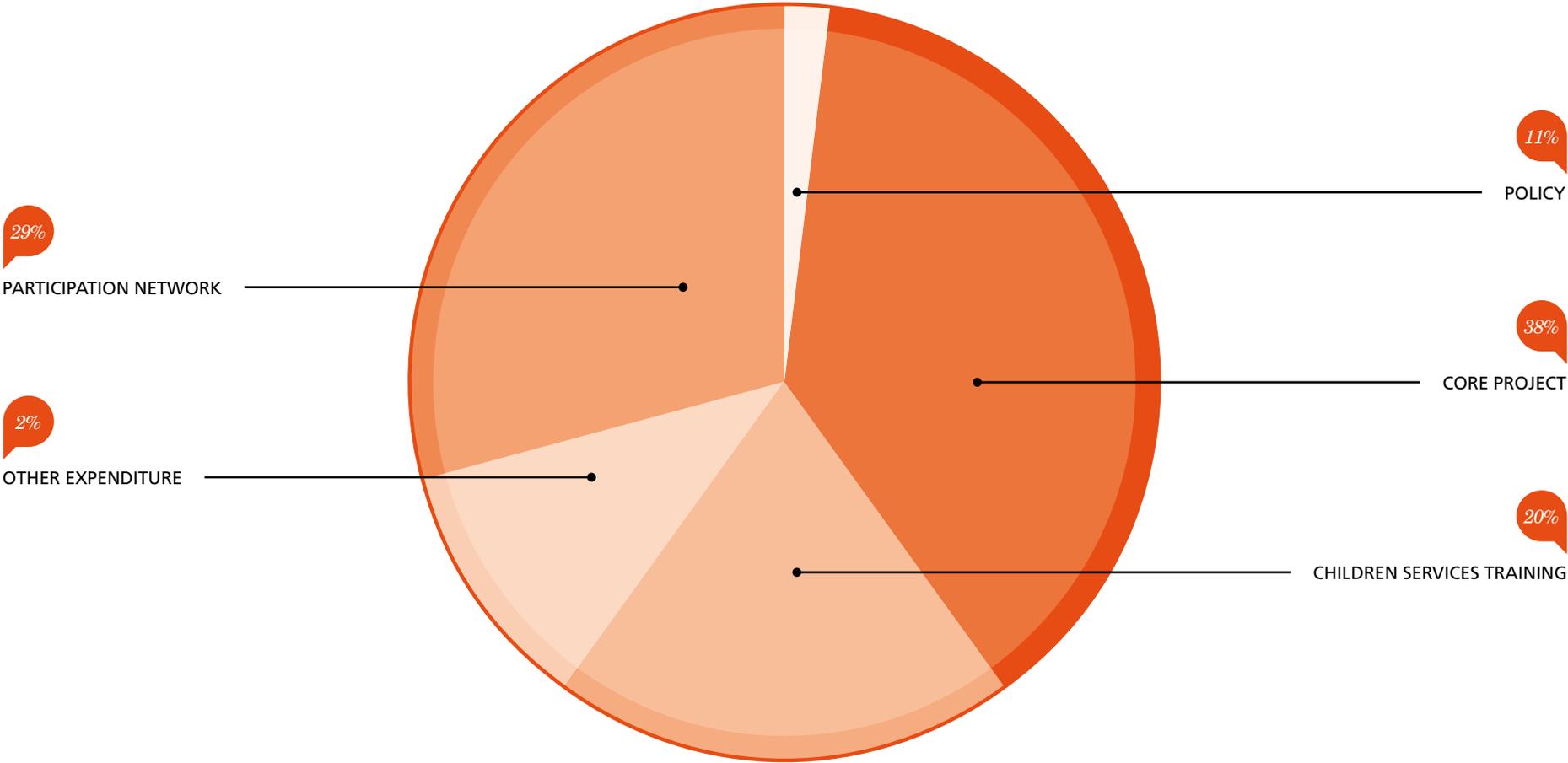
**Carol Conlin**, Campaign Co-ordinator  
September 2010

# Financial Activities

Income for the year ended 31st March 2010



*Expenditure for the year ended 31st March 2010*



## *CiNI Staff*

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**Pauline Leeson**  
DIRECTOR

**Ethel McNeill**  
CHILDREN ORDER TRAINER

**Elaine Conway**  
POLICY OFFICER

**Paula Quinn**  
OFFICE MANAGER

**Melissa Adair**  
TRAINING ADMINISTRATOR

**Robyn McCready**  
POLICY INFORMATION ASSISTANT

**Roberta Johnston**  
PARTICIPATION NETWORK COORDINATOR (CHILDREN)

**Shannon Sickels**  
PARTICIPATION NETWORK COORDINATOR (YOUTH)

**Claire Paterson**  
PARTICIPATION NETWORK ADMINISTRATOR

**Gráinne Gilroy**  
ADMINISTRATOR

## *CiNI Board of Directors*

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**Vice Chair, Marie Cavanagh**  
GINGERBREAD NI

**Treasurer, Pauline McClenaghan**  
LIFESTART FOUNDATION LTD.

**Pip Jaffa**  
PARENT'S ADVICE CENTRE

**Dawn Shaw**  
ACTION FOR CHILDREN

**Jacqueline O'Loughlin**  
PLAYBOARD NI

**Rosie McNaughton**  
CEDAR FOUNDATION

**Brenda MacQueen**  
THE DRY ARCH CHILDREN'S CENTRE

**Maura McGeown (Resigned 18/1/10)**  
DEPAUL IRELAND

**Brian Higgins (Appointed 18/1/10)**  
DEPAUL IRELAND

**Joy Poots**  
INNER CITY SOUTH BELFAST SURE-START

**Fionnuala McAndrew**  
HEALTH & SOCIAL CARE BOARD







**CiNI**  
Children in Northern Ireland

Children in Northern Ireland  
Unit 9, 40 Montgomery Road, Belfast. BT6 9HL

T: 028 9040 1290 F: 028 9070 9418 E: [info@ci-ni.org.uk](mailto:info@ci-ni.org.uk) W: [www.ci-ni.org.uk](http://www.ci-ni.org.uk)

