

Sixth National Conference

Conquering Conflict Let's Break the Mould

24 February 2016
Edinburgh



WELCOME & NOTE OF THANKS

“We hope today inspires you and supports you in your work, and enables you to empower and support others; ultimately creating a community that is supported and connected across Scotland.”

To each and every one of our delegates a very warm welcome to the Cyrenians' Scottish Centre for Conflict Resolution's (SCCR) sixth national conference, *Conquering Conflict, Let's Break the Mould*. A title, that in itself, caused a bit of a stir in the world of conflict resolution. I sincerely hope that today's conference provides an opportunity for each and every one of us to consider how we manage and deal with conflict in our own personal and working lives. Today also brings an opportunity to shine a light on the importance of how we individually and collectively work and contribute to understanding and reducing conflict, as well as addressing the issue of youth homelessness in Scotland.

The staggering fact is that nearly 5,000¹ young people became homeless in Scotland in 2013-2014 due to their relationship with their family breaking down. There are also still many more families struggling behind closed doors. Becoming homeless or the risk of homelessness can be devastating on both health and life chances, and homeless individuals are at a much higher risk of death: in 2013-2014 in the affluent capital of Scotland, Edinburgh, the average age of a Crisis service user was sadly 36 years old².

On behalf of the SCCR and the Cyrenians, I would like to personally thank all of our conference speakers, and our key note speaker, MSP Aileen Campbell, Minister for Children and Young People, as well as all our workshop facilitators and conference staff. A note of thanks to everyone who supports our work in so many varying and valuable ways – we couldn't do what we do without you. Collaboration and working in partnership is a cornerstone in all that we do in the SCCR and Cyrenians. We believe it is through the sharing of skills, knowledge, hope and belief that Scotland can be the best place to live and grow.

We hope today inspires you and supports you in your work, and enables you to empower and support others; ultimately creating a community that is supported and connected across Scotland. It is through caring, human kindness and the dedication of professionals and practitioners that work out in the communities that we all live in and belong to that can and does bring about positive change.

Finally, a special note of thanks to Drew Drummond, our SCCR Patron and Conference Host/Chair for today. Someone that lives and works with such care, kindness and integrity. In the inspirational words of Norman Drummond: “You can get anywhere from here and I'll see you there”.

Diane Marr

Network Development Manager

Scottish Centre for Conflict Resolution

¹ The Scottish Government Youth Homelessness Tables 2013-2014

² Inequalities Action Group – Action Paper 3: Vulnerable Group; Health and Homelessness

CONQUERING CONFLICT

LET'S BREAK THE MOULD

9:30	REGISTRATION AND REFRESHMENTS
10:00	Welcome and Introduction Ewan Aitken, CEO Cyrenians
10:10	Setting the Scene Drew Drummond, Drummond International, SCCR Patron and Conference Chair
10:20	Change Comes From Within
10:45	Family Conflict and Criminal Justice – The Need for Creative Solutions Ailsa Carmichael QC, Faculty of Advocates
11:15	REFRESHMENT BREAK
11:30	Conflict Between Parent and Teenager – Does It Have To Be A Fact of Life? Dr John Coleman OBE, University of Oxford
12:00	WORKSHOPS
13:15	LUNCH - NETWORKING & STALLS
14:00	Welcome Back Diane Marr, Scottish Centre for Conflict Resolution
14:10	Keynote Conference Address Aileen Campbell, MSP, Minister for Children and Young People
14:30	Do You See What I'm Dealing with Here? Thoughts and Feelings in Conflict Professor Charlie Irvine, Strathclyde University
15:00	NETWORKING AND REFRESHMENTS
15:15	Football, Hope, Change. David Duke, CEO & Founder, Street Soccer Scotland
15:45	"Your Playing Small Does Not Serve the World" Norman Drummond CBE FRSE, Drummond International
16:15	Looking to the Future Diane Marr, Scottish Centre for Conflict Resolution
16:30	CLOSE

CYRENIANS

For nearly 50 years, Cyrenians has served those on the edge, working with the homeless and vulnerable to transform their lives by beginning with their story, helping them believe that they can change their lives, and walking with them as they lead their own transformation.

Our Vision: An inclusive society in which we all have the opportunities to live valued and fulfilled lives, and we work to make that vision a reality by:

Our Mission is to support people excluded from family, home, work or community on their life journey.

Our way of work is built on our four core values:

COMPASSION: We believe that everyone should have the chance to change, no matter how long that might take.

RESPECT: We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

INTEGRITY: We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

INNOVATION: We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

SCOTTISH CENTRE FOR CONFLICT RESOLUTION

“We cannot underestimate the impact an initiative like the Scottish Centre for Conflict Resolution can have in reducing family conflict - and in helping young people avoid homelessness because of family breakdown.”

**AILEEN CAMPBELL MSP,
Minister for Children and
Young People**

In 2007, Cyrenians established the award-winning Amber mediation service, which works with young people and families to help them rebuild communication and restore relationships. However, the fact remains that every year in Scotland 5,000 young people become homeless³ - and relationship breakdown is still the predominant cause.

Launched in April 2014, with the aim of reducing family conflict and relationship breakdown, the Scottish Centre for Conflict Resolution (SCCR) is a national resource centre promoting and supporting best practice in mediation, family conflict resolution and early intervention work with a particular focus around young people and families. It is currently funded by the Third Sector Early Intervention Fund.

The SCCR recognises that conflict in relationships can have a significant impact on the lives of those involved. Building on the success of our first two years, the Centre continues to raise awareness of the impact of conflict in family relationships. We provide free events including training, conferences, seminars and workshops; and are further developing and designing our website that acts as a platform for our innovative online resources.

The SCCR is committed to breaking down barriers and changing the culture of conflict in Scotland. We continue to nurture, connect and grow a community of specialists that share their knowledge and experience with other professionals, parents and young people, creating a community that is supported and connected across Scotland. A community that empowers people to improve both their relationships and life chances.

³The Scottish Government Youth Homelessness Tables 2013/14

WORKSHOPS

Opening Up the Possibilities

WORKSHOP 1

In conquering conflict, with a focus on improving relationships within the family (and beyond), and to reduce youth homelessness, whether directly or indirectly, we need to open up the possibilities to bring about change. Conflict brings about change - so let's define conflict as 'change not yet realised'. This workshop aims to highlight what you already know within your communities, to link ideas to explore options to deal with your existing knowledge and to open up possibilities to improve relationships to support families and communities.

Let's lose the mind-set of 'us and them' and let it become just 'us.'

Facilitated by:

Duncan Gordon
Cyrenians' Scottish Centre for Conflict Resolution

Duncan is a qualified trainer and has worked in a variety of roles within the third sector for many years, working and managing projects related to the employability of ex-offenders and young people at risk of offending. Duncan's last position saw him involved in workforce development, designing and delivering staff development programmes and performance management workshops. As the SCCR's Trainer, Duncan delivers Conflict Resolution training to those who work with young people and families and to young people and families across Scotland.

WORKSHOPS

WORKSHOP 2

Preventing Homelessness in Scotland - the 5 R's

'Restoring the public health response to homelessness in Scotland' was published by the Scottish Public Health Network in May 2015. This has renewed energy around the importance of the home for positive wellbeing. This session will look at the key issues arising from the report and how they can be summed up by the 5 Rs – Rafters, Relationships, Restoration, Resources and Resilience.

Facilitated By:

Dr. Neil Hamlet
NHS Fife

Neil has worked in public health for the past 14 years in the Highlands, Forth Valley, and Lanarkshire and for the past 7 years as a Consultant in Fife. Neil has been working on behalf of Directors of Public Health and with NHS Health Scotland over the past year to bring an increased focus to the role of health in the prevention of homelessness and to improve the health of those experiencing multiple disadvantage, such as homelessness. This led to the report 'Restoring the public health response to homelessness in Scotland' in May 2015. Neil sits on the national Health and Homelessness group, set up to implement the recommendations in this report.

Katy Hetherington
NHS Lothian

Katy has worked for NHS Health Scotland for 10 years and has held a number of roles which have focused on using the equality and human rights framework to plan and take action to address health inequalities. She has been working with Dr Neil Hamlet over 2015 to bring a renewed focus for public health and the NHS in the prevention of homelessness. Prior to NHS Health Scotland, Katy worked in the Scottish Government in a range of policy areas and in the Minister for Health's private office where she developed a keen interest in the causes of health inequalities.

WORKSHOPS

WORKSHOP 3

Rift & Repair: Helping Children in Kinship Care Spread Their Wings

With years of experience supporting kinship carers, Children 1st and the Cyrenians look at what it means to be a kinship carer and how best to support them in their caring role. We know that no two situations are same, but what they commonly share is disruption, loss, and trauma. This workshop will look at how we as professionals can translate best practice into reality with kinship carers, and build relationship, which foster trust, rapport and meaningful change. We look in depth at several case studies and share what we have learned to make sure children and young people in kinship care arrangements are given the best opportunity to spread their wings and thrive.

Facilitated By:

Matthew Slavin **Children 1st**

Matthew Slavin works for Children 1st as the Service Supervisor for the National Kinship Care Service. In his current position, Matthew co-ordinates the national strategy for Kinship Care, provides outreach and engagement across Scotland, and supervises the Kinship Care Helpline. He completed his Masters in Child and Adolescent Psychology at the University of Edinburgh, and before working with Children 1st was working with looked after populations, and youth presenting with violent sexual behaviour.

Teresa Whiteside **Cyrenians**

Teresa completed her degree in Community and Youth Studies at Leeds University, while also working as a Community Drug Support Worker, co-ordinating an outreach needle exchange. In 2008, Teresa joined Cyrenians as a Personal Advisor with the Homelessness Prevention Team. Continuing her interest in supporting young people, Teresa then went on to be assessed a full time Foster carer and left Cyrenians to care for the child placed with her in 2010. When things became more stable at home Teresa returned to Cyrenians, taking up the post of Project Worker for The Kinship Care and Looked After at Home Project.

WORKSHOPS

WORKSHOP 4

Civic Mediation - An Exploration of How We Can Use Mediative Processes to Support Large-Scale Changes in Society

This workshop will be run by Abdul Rahim and Sam Tedcastle who have worked together in the Centre for Good Relations to apply civic mediation in a variety of settings such as: Housing Market Renewal, guns and gangs, building resilient communities in areas of racial tension, protests and demonstrations, and immigration.

The workshop will outline what civic mediation is, give examples of where it has been applied, and provide participants the opportunity to consider any wider applications for the use of civic mediation in Scotland

Facilitated By:

Abdul Rahim
Centre for Good Relations

Abdul Rahim is a mediator and facilitator with over nine years' experience in facilitating complex multi-party, multi-issue dialogue processes within and between local authorities, the third sector and communities. He has worked across England and more recently in Scotland using civic mediation processes to build understanding and relationships across communities where racial and cultural tensions are evident. He has experience of international conflicts, working with survivors of the Tsunami Disaster in Sri Lanka, and with marginalised Roma communities in Slovenia. Abdul is a qualified trainer in civic mediation and peace-building methodologies.

Sam Tedcastle
WWF-UK

Sam Tedcastle is a mediator and facilitator with 17 years' experience of conflict resolution work. She has worked with Mediation Northern Ireland as their Field Manager in England to develop the practice of civic mediation. In 2006 Sam was a commissioner on the Commission on Integration and Cohesion, which informed national UK Policy on cohesion and immigration matters. More recently Sam has come home to Scotland and is working with WWF Celtic Seas Partnership applying civic mediation and stakeholder engagement processes to build transnational, cross-sectoral partnerships in the Celtic Seas. As part of this role she is applying civic mediation processes to build relationships with the fishing industry, governments and eNGOs.

SPEAKER BIOGRAPHIES

DREW DRUMMOND DRUMMOND INTERNATIONAL

Drew Drummond (SCCR Patron & Conference Chair), is Managing Director of Drummond International, a family owned Leadership Consultancy business which helps individuals and organisations deal with change, culture and conflict. He is highly regarded for his coaching, interpersonal skills and work in mediation. His experience spans from the shipping industry, to the not for profit sector with Columba 1400 through to the public sector working in residential child care. These experiences have helped him and those with whom he works to realise the importance of values led leadership.

EWAN AITKEN CYRENIANS

Ewan Aitken was appointed CEO of Cyrenians in May 2014. A former Convenor of Education and then Leader of the City of Edinburgh Council, Ewan has 30 years' experience in the third and public sectors. He has founded several charities and is on the board of the Edinburgh International Science Festival and the Ripple Project and is an advisor to Circle Scotland. He is chair of the National Prison Visitor Centre Steering Group, BBC Children in Need Scotland grants committee and the Scottish Labour Party's Social Justice Sounding Board. He is a member of the CoSLA Commission on Strengthening Local Democracy.

AILSA CARMICHAEL QC FACULTY OF ADVOCATES

Ailsa Carmichael QC specialises in public and administrative law, in recent years she has appeared in a number of leading cases in those areas in the Court of Session, House of Lords and the Supreme Court. Since taking silk in 2008 Ailsa has appeared in significant cases relating to the legislative competence of the Scottish Parliament, Human Rights and Immigration. She has advised public authorities and others in relation to a wide range of matters including freedom of information under FOISA and the Environmental Information (Scotland) Regulations. She has experience of professional disciplinary proceedings before the General Teaching Council for Scotland and the Police Appeals Tribunal.

DR JOHN COLEMAN OBE UNIVERSITY OF OXFORD

John Coleman is a psychologist whose primary interest is adolescence. He founded the Trust for the Study of Adolescence (later renamed Young People in Focus) and was the Director of the organisation from 1989 until he retired in 2005. From 2005 to 2006 he held post as a Policy Advisor in the Department of Health and since October 2006 he has been a Senior Research Fellow in the Department of Education at the University of Oxford.

**AILEEN
CAMPBELL, MSP
MINISTER FOR
CHILDREN AND
YOUNG PEOPLE**

MSP for Clydesdale and Minister for Children and Young People. She started a career in publishing by working as an editor for Keystone, a construction magazine, in 2003 and was an editorial assistant on the pro-independence newspaper, the Scottish Standard. Before her election to parliament, Aileen also worked for Nicola Sturgeon in 2005 and Shona Robison in 2006 as a Parliamentary Assistant. Aileen was first elected to the Scottish Parliament on May 3, 2007 as a list member for the South of Scotland. She was re-elected as the MSP for Clydesdale at the May 5, 2011 election and appointed to her present position.

**PROFESSOR
CHARLIE IRVINE
STRATHCLYDE
UNIVERSITY**

Charlie Irvine is one of Scotland's most experienced mediators, providing family mediation since 1993. His practice now includes workplace and education disputes as well as professional complaints. Charlie is also visiting Professor at University of Strathclyde where he teaches a Masters course in Mediation and Conflict Resolution.

**DAVID DUKE
STREET SOCCER
SCOTLAND**

David Duke is the founder and Chief Executive of Street Soccer (Scotland), a nonprofit social enterprise that uses football to help create positive change in the lives of socially disadvantaged adults and young people. He has experienced first-hand the problems that face the people his organisation works with and helps on a daily basis. David is a regular contributor at the international Doha Goals Forum and has been a speaker at other global events including the Beyond Sport Global Summit. He is also Global Ambassador for the Homeless World Cup organisation, an Ambassador for National Charity Quarriers and is an Advisory Board Member for UNICEF (Scotland).

**NORMAN
DRUMMOND
CBE FRSE,
DRUMMOND
INTERNATIONAL**

Norman Drummond has often been described as "one of the most talented and inspiring Scots of this generation." From the gangland areas of Glasgow and Edinburgh as a young Minister, to The Parachute Regiment and The Black Watch, then to education as a distinguished Headmaster of Loretto (one of Scotland's oldest schools) to becoming a BBC Governor and then founding both Drummond International, the celebrated international leadership consultancy, and the award-winning charity Columba 1400, Norman's life has represented a constant commitment to looking for the best in others and to encouraging them to see that unrealised potential in and for themselves.


**DIANE MARR
SCOTTISH CENTRE
FOR CONFLICT
RESOLUTION**

Diane Marr has a first class honours degree in Social Policy, a diploma in Criminology and achieved certification in Leadership and Management. Diane trained and qualified as a mediator over 15 years ago and has a proven track record of professional expertise. She is also an experienced mediation trainer and has supported and supervised other mediators. Diane leads on the development, delivery and management of the SCCR and is committed to developing collaborative and supportive relationships to ensure the SCCR as a national initiative, brings about positive change for families and young people across Scotland.

NOTES

The Scottish Centre for Conflict Resolution (SCCR) offers a range of resources to better support young people, families and the people who work with them to deal with family conflict.

CONTACT US

 0131 475 2493

 sccr@cyrenians.scot

 www.scottishconflictresolution.org.uk

 www.cyrenians.scot

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Illustration by Hannah Foley.

