Western Health and Social Care Trust

EQUALITY AND HUMAN RIGHTS SCREENING TEMPLATE

THIS IS A PUBLIC DOCUMENT

Title of Policy: Reconfiguration of Rossneal Children's Home and the closure of 84 Chapel Road Children's Home.	
Lead Manager: Catherine McKevitt	**Title:** Head of Services
Directorate: Children and Families	**Department:** Fostering, Adoption & Residential Care
Contact details: Ms Catherine McKevitt **Address:** Unit 14-16, Glendermott Valley Business Park Church Brae, Waterside, Derry BT47 3QR **Tel: 028 71 272112** **Email:** Catherine.mckevitt@westerntrust.hscni.net	
Short Description of Policy The aim of this plan is to relocate from Chapel Road Children's Home which has an occupancy level of 4 beds to the Rossneal site which has the occupancy level of 6. 1. To improve the living environment of young people currently placed in 84 Chapel Road Children's Home 2. And to increase the occupancy levels from 4 – 6 in response to the increasing demand for residential care places in Western Trust.	
Final Recommendations: (please tick as appropriate)	
1. **GREEN: No equality issues/impact: no further action**	X
2. **AMBER: Minor equality issues/impact: actions identified**	
3. **RED: Major equality issues/impact: full Regulation and Quality Improvement Authority (EQIA) recommended**	
Please send draft completed form for quality assurance to equality.admin@westerntrust.hscni.net **For further information on quality assurance see page 3, section 3.**	
Final Approval Date:	

(1) INFORMATION ABOUT THE POLICY OR PROPOSAL

1.1 Title of policy or proposal Reconfiguration of Rossneal Children's Home site as 6 x bedded.

1.2 Description of policy or proposal

At present Western Trust delivers a residential care service across 6 Children's Residential Homes. Prior to 2020, 4 out of the 6 homes listed below, Statement of Purpose reflected 6 bedded occupancy homes. Due to placement demands at varying stages we have had to increase the occupancy levels in 4 of the homes. 3 of the homes were changed to 7 bedded and the statement of purpose for 84 Chapel Road increased from a 3 bedded home to a 4 bedded home.

84 Chapel Road was initially set up for young people transitioning out of residential care. It is located in a built up residential area and whilst it is homely in terms of its layout and size it is not appropriate as a Children's Home.
The home has one bathroom which the young people share and both the current and previous female residents have raised this as an issue on numerous occasions.

In addition there has been some challenges from the neighbours in recent months also due to some of the behaviours and presentations of our young people within the area.

The aim of this plan is to relocate from Chapel Road Children's Home which has an occupancy level of 4 to the Rossneal site which has the occupancy level of 6.

3. To improve the living environment of young people currently placed in 84 Chapel Road Children's Home
4. And to increase the occupancy levels from 4 – 6 in response to the increasing demand for residential care places in Western Trust.

The homes currently operating at 7 bed occupancy allow for emergency responses to increased demand. The increased occupancy levels have been subject to the Regulation and Quality Improvement Authority (RQIA) approval inclusive of individual risk assessments and impact analysis for each young person.

Upper Galliagh Road	7 bedded Occupancy
84 Chapel Road	4 Bedded Occupancy
The Cottage	5 Bedded Occupancy
Scroggy Road	6 Bedded Occupancy
Woodlands	7 Bedded Occupancy
Beechlee	7 Bedded Occupancy

The increased occupancy levels have been challenging in terms of the impact on young people as invariably the increased numbers has impacted on group dynamic and staff availability at times for individual young people. The complex mix of young people significantly impacts on the home in relation to unsettling the young people, anxiety regarding unknown dynamics, destabilising relationships and increased pressure on staff.

A consultation took place to the proposed relocation of Chapel Road Children's Home (which is a 4 bedded home) to the Rossneal site (which was a purpose built Children's Home that was previously closed down). The proposed move would allow the home to accommodate 6 young people. This was Corporate Management Team approved.

Rossneal Children's Home (Rossdowney Road, L/Derry) is 2.2 miles from 84 Chapel Road, Waterside)

1.3 Main stakeholders affected (internal and external)

For example, staff, actual or potential service users, other public sector organisations, GPs, primary care providers, voluntary and community groups, trade unions or professional organisations or private sector organisations or others. **Start to consider how you might involve them in the development of the policy/decision.** This will also help you to meet the Trust's obligations under Personal and Public Involvement (PPI).

- Social Workers/SW Managers
- HOS (Heads of service) and PSW's (Principal Social Workers)
- CMT – (Corporate Management Team)
- Young people (Note the current young people in Chapel Road all have complex trauma profiles. In consultation with staff a staged approach in terms of communication was agreed. In recent weeks further information has been shared with them and there is no objections. It is the staff group wish that planning the move will be something the young people can be part of to help manage that change.
- Parents/Carers through Care planning meetings that included all views.
- Shared with Trade Union

1.4 Other policies or decisions with a bearing on this policy or proposal

Regional:

- Children's Services Co-operation Act (2018)
- United Nations Convention on the Rights of the Child (UNCRC)
- Children Order 1995 (DHSSPS)
- Children's Homes Standards
- Care Matters 2006 (DHSSPS)
- Health and Wellbeing 2026: Delivering Together
- Care-Leavers and Their Children Placed for Adoption (2017)

WHSCT:

- Western Trust Looked After Children Strategy (Draft)
- Delegated Statutory Function Reports

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

2.1.1 What information did you use to inform this equality screening? For example, previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints, etc.

- NISRA reports Health and Social care.
- Consultation with front-line staff.
- Views of young people/parents/Carers.
- RQIA Inspection Reports (Adhoc)
- Placement Requests data and Trends Re: need to increased beds.
- Learning from Complaints from the young people.
- WFP and Census

2.1.2 How did you involve people?

The Trust requires evidence of engagement with stakeholders to fulfil its statutory obligations

under its Equality scheme, Consultation Scheme and Personal and Public Involvement strategy. Provide details of how you involved stakeholders e.g. views of colleagues, service users, carers, Trade Unions, Section 75 groups or other stakeholders. **Consultation and Engagement Statement:** In your policy/proposal include a paragraph titled Consultation and Engagement and summarise this section. If there was no engagement, please explain why.
During the consultation process regular meetings with 84 Chapel Road staff & management took place on the proposed relocation of Chapel Road Children's Home to the Rossneal site. Meetings and discussions took place with all levels from Corporate level down with HOS's, PSW's, and Social Workers/Social Work Managers. Service User input as well as Parent/Carer input was paramount with this vulnerable group and ensuring their voices were heard and their needs met. At time of the consultation (Nov 23) there was 724 children looked after within Western Trust. The consultation was also shared with The Trade Union.

2.2 Equality Profile

Who is affected by the policy or proposal? What is the makeup **(%)** of the affected group? Please provide a statistical profile. Could you improve how you gather Section 75 information? Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group? If the policy affects both staff and service users, please provide information on both. If not, merge the 2 columns.

Category	**Service Users, etc.** Census 2021 Information for Western Trust	**(748) Social Services Staff - 9th Nov 2023 (Banking staff contracts 526 end Jan 24)**
Gender	Male: 149,055 Female: 152,563	Female 639 Male 109
Age	5-7: 12,068 8-9: 8,298 10-14: 20,841 15: 3,944 16-17: 7,715 18-19: 6,848	16-24 27 25-34 162 35-44 263 45-54 197 55-64 91 65+ 8
Religion	Religion: Catholic: 194,050 (64.34%) Presbyterian: 26,996 (8.95%) Church of Ireland: 34,802 (11.54%) Methodist: 4,540 (1.51%) Other Christian: 8,873 (2.94%) Other religions: 2,388 (0.79%) No religion: 25,107 (8.32%) Religion not stated: 4,860 (1.61%)	Protestant 121 Roman Catholic 490 Not Determined/Not Known 137
Political Opinion	First preference votes- Election Results NI 2022: Sinn Fein 250,388 Votes DUP 184,002 Alliance Party 116,681 UUP 96,390 SDLP 78,237 Independent seats 25,315 Traditional Unionists voice 65,788 Green Party 16,433	Broadly Unionist 32 Broadly Nationalist 127 Other 97 Do not wish to answer/not known 492

	Aontu 12,777 People Before profit 9,798 Others 6,894 Registered Voters 1,373,731 (63% turnout)	
Marital Status	All usual residents aged 16 and over (237,761) Single: 92,708 Married: 106,711 In a civil partnership: 351 Separated by still legally married: 10,005 Divorced or formerly in a civil partnership which is now legally dissolved: 13,071 Widowed or surviving partner from a civil partnership: 14,915	Married 387 Single 295 Other 66
Dependent Status	Dependents: All families in households: Households with no dependent children: 57,672 Households with children: 135,209 Residents who: Provide 1-19 hours unpaid care per week: 248,516 Provide 20-49 hours unpaid care per week: 8,827 Provide 50+ hours unpaid care per week: 11,133 Provide no unpaid care: 248,516	Yes 172 No 174 Not Known 402
Disability	Health Problem or Disability (Long-term) Day-to-day activities limited at lot: 38,124 Day-to-day activities limited a little: 39,508 Day-to-day activities not limited: 223,985	Yes 15 No 457 Not Known 276
Ethnicity	White: 295,860 (98.09%) Irish Traveller: 527 (0.17%) Roma: 43 (0.01%) Indian: 1,041 (0.35%) Chinese: 640 (0.21%) Filipino: 415 (0.14%) Pakistani: 156 (0.05%) Arab: 158 (0.05%) Other Asian: 326 (0.11%) Black African: 370 (0.12%) Black Other: 170 (0.06%) Mixed: 1,548 (0.52%) Other ethnicities: 362 (0.12%)	Indian 1 White 564 Other 3 Not assigned 180
Sexual	Straight or heterosexual: 214,237	Opposite sex 419

Orientation	Gay, lesbian, bisexual, other sexual orientation: 3,889 Prefer not to say/Not stated: 19,635 No code required: 63,854	Same sex 12 Same and Opposite sex 4 Do not wish to answer/not known 313

2.3 Assessing Needs/Issues/Adverse Impacts, etc.

What are consequences of the policy/proposal on Users/Carers and staff? What are the different needs, issues and concerns of each of the equality groups? Are there any adverse impacts? If the policy affects both staff and service users, please specify issues for both. If not, merge the 2 columns. Please state the source of your information, e.g. colleagues, consultations, research, user feedback, etc.

	Needs and Experiences	
Equality Group	**Service Users, etc.**	**Staff**
Gender	Accommodation will have appropriate facilities for both male and female service users.	No issues identified
Age	The service is for 12 -18 year olds information will be presented in different formats – and age appropriate. This will be fully scoped out with the support of their Social Workers and independent advocacy.	No issues identified
Religion	No issues identified	No issues identified
Political Opinion	Given the nature of a Children Homes there may be some political views and concerns of the Rossneal Site being returned to a Children Home by nearby residents within their local area. WHSCT Trust will keep communication open with Residents should this arise and work through any concerns they may have.	The WHSCT will continue to provide support to the young people and their families/carers to ensure that the move & resettlement will not impact on the provision of care given during this period.
Marital Status	No issues identified	No issues identified
Dependent Status	Young People and their Carers/Parents need clear and concise information on the move to Rossneal site in a timely manner from WHSCT due to the vulnerable and complex needs of the young people and the changes aims and objectives of same.	No issues identified

Disability	The Young people in the Children Home have very complex needs ranging from Trauma, learning disabilities and attachment issues. If required alternative formats of communication can be accessed, e.g. sign language services and interpreting services to support the young people/Carers/Parents along with support from an advocacy worker or their key worker. These children will receive information in alternative formats or other adaption requirements e.g. a physical disability to support with their everyday living. Interpreters and/or written translations will be sought in line with Trust processes	Some staff may have a disability which may require information in alternative formats e.g. easy to understand, audio, Braille, large font etc. Adaptions will be considered for staff with any physical disabilities. Relevant training required will take into consideration staff who may have a disability as well as knowledge to all staff on supporting others with a disability. Changes to services will be communicated in varies formats to staff. Interpreters and/or written translations will be sought in line with Trust processes to support staff in supporting Users when delivering services.
Ethnicity	Interpreters and translations will be available as per Trust Policy. Children and parents/carers from ethnic minority groups who require additional support will be able to access independent advocate as needed.	Translation of documents is available as per Trust Policy
Sexual Orientation	Some children may identify themselves as lesbian, gay or bisexual. Some parents/carers may be lesbian, gay or bisexual.	Staff will continue to create an environment that respects differences**.**
Other Issues: e.g. Rurality	Any rurality issues will be considered in accordance with child care planning,(locality Planning that feeds into CYPSP) although there are no anticipated issues expected as procedure will remain the same	Distance between the two locations is 2.2 miles. This will have minor impact to staff with additional time or costs with travelling to work. Users will be further away from the city centre however impact again will be minor.

2.4 Multiple Identities: When considering this policy/proposal, are there any additional issues relating to people with multiple identities? For example: older women, disabled minority ethnic people, young Protestant men, disabled people who are gay, lesbian or bisexual.

- Consideration of young people/parents will be paramount.

2.5 Making Changes: Promoting Equality of Opportunity/Minimising Adverse Impacts

Based on the equality issues you identified in 2.2, 2.3 and 2.4, what do you currently do that meets those needs? What additional changes do you intend to make that will improve how you promote equality of opportunity or minimise adverse impacts?

Equality Group	Actions that promote equality of opportunity or minimise (mitigate) adverse impacts
Gender Service Users	Accommodation will have appropriate facilities for both male and female service users.
Age Service Users	The service is for under 12 -16 year olds information will be presented in different formats – and age appropriate. This will be fully scoped out with the support of their Social Workers and independent advocacy
Political Opinion Service Users	Given the nature of a Children Homes there may be some political views and concerns of the Rossneal Site being returned to a Children Home by nearby residents within their local area. WHSCT Trust will keep communication open with Residents should this arise and work through any concerns they may have.
Political Staff	The WHSCT will continue to provide support to the young people and their families/carers to ensure that the move & resettlement will not impact on the provision of care given during this period.
Dependent Status Service Users	Young People and their Carers/Parents need clear and concise information on the move to Rossneal site in a timely manner from WHSCT due to the vulnerable and complex needs of the young people and the changes aims and objectives of same.
Disability Service Users	The Young people in the Children Home have very complex needs ranging from Trauma, learning disabilities and attachment issues. If required alternative formats of communication can be accessed, e.g. sign language services and interpreting services to support the young people/Carers/Parents along with support from an advocacy worker or their key worker. These children will receive information in alternative formats or other adaption requirements e.g. a physical disability to support with their everyday living.
Disability Staff	Some staff may have a disability which may require information in alternative formats e.g. easy to understand, audio, Braille, large font etc. Adaptions will be considered for staff with any physical disabilities. Relevant training required will take into consideration staff who may have a disability as well as knowledge to all staff on supporting others with a disability. Changes to services will be communicated in varies formats to staff. Interpreters and/or written translations will be sought in line with Trust processes to support staff in supporting Users when delivering services
Ethnicity Service Users	Interpreters and translations will be available as per Trust Policy. Children and parents/carers from ethnic minority groups who require additional support will be able to access independent advocate as needed.

Ethnicity Staff	Translation of documents is available as per Trust Policy
Sexual Orientation Service Users	Some children may identify themselves as lesbian, gay or bisexual. Some parents/carers may be lesbian, gay or bisexual.
Sexual Orientation Staff	Staff will continue to create an environment that respects differences**.**
Other Issues: e.g. Rurality Service Users	Any rurality issues will be considered in accordance with child care planning,(locality Planning that feeds into CYPSP) although there are no anticipated issues expected as procedure will remain the same
Other Issues: e.g. Rurality Staff	Distance between the two locations is 2.2 miles. This will have minor impact to staff with additional time or costs with travelling to work. Users will be further away from the city centre however financial impact will be minor.

2.6 Good Relations

Does the policy/proposal have any impact/consequences for Good Relations? What changes to the policy or proposal or what additional measures could you suggest to ensure that it promotes good relations (if any)? (Refer to Guidance Notes for guidance on impact).

Group	Impact/Consequences	Suggestions
Religion	No issues identified	N/A
Political Opinion	No Issues Identified	N/A
Ethnicity	No issues identified	N/A

(3) CONSIDERATION OF DISABILITY DUTIES

How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?
WHSCT staff will continue to ensure any young person who is referred into the Children's Home will have their input into their particular needs and addressed within the young person's Care Plan. Staff will continue to adhere within their working day and caring duties to the Children Homes Standards and Regulation and Quality Improvement Authority (RQIA) Standard practises.

(4) CONSIDERATION OF HUMAN RIGHTS

4.1 Does the policy or proposal adversely affect anyone's Human Rights? Complete for each of the Articles.

Article	Positive Impact	Negative Impact - human right interfered with or restricted	Neutral Impact
Article 2 – Right to life			✓
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			✓
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			✓
Article 5 – Right to liberty & security of person			✓
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			✓
Article 8 – Right to respect for private & family life, home and correspondence.			✓
Article 9 – Right to freedom of thought, conscience & religion			✓
Article 10 – Right to freedom of expression			✓
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1st protocol Article 2 – Right of access to education			✓

If you have answered either 'Positive Impact' or 'Neutral Impact' to all of the above, please move on to Section 5.

4.2 If you have identified any potential negative impacts to any of the articles, please complete the following table.

Article Number	What is the negative impact and who does it impact upon?	What do you intend to do to address this?	Does this raise any further legal issues?* Yes/No
N/A			

It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this.

4.3 Outline any further actions which could be taken to promote or raise awareness of human rights or, to ensure compliance with the legislation in relation to the policy or proposal.

N/A

(5) SHOULD THE POLICY OR PROPOSAL BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full Equality Impact Assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity. Base your decision on information from sections 2.2, 2.3, 2.4 and 2.5.

How would you categorise the impacts of this proposal or policy? (refer to Guidance Notes for guidance on impact)

Please tick:

GREEN: No impact	✓
AMBER: Minor impact	
RED: Major impact	

Do you consider that this policy or decision needs to be subjected to a full Equality Impact Assessment?

Please tick:

Yes	
No	✓

Please give reasons for your decision. (See Guidance Notes, page 28, for sample paragraph).
The Trust has embarked on a 3-year recovery programme called "Working Together… Delivering Value" (WTDV). The aim of the Programme is to review service delivery across a number of key areas using the quadruple approach i.e. safety/quality, performance, workforce and finance.

Undertaking our 'Big Programme of Work' offered the opportunity for services to be reviewed and new ways of working to be tested and evaluated which has resulted in the development of this proposal.

The Proposal will see an increase bed capacity delivery of same service that was previously provided at 84 Chapel Road Children Home to young people.

The Trust wants to ensure that Services for Family Support reflect an Outcome Based Accountability framework rather than an Output based format. This will involve services to meet new and emerging need and to provide best outcomes for vulnerable young people/families.

The aim of this proposal then is to:

- Consider how best to maximise resources that provide best outcomes for service users

and remain cost effective.
- Align services to current need.
- Maintain relevance to current practice, policy and legislative developments.
- Consult with stakeholders.

➢ This proposal is to close 84 Chapel Road Children's Home and reconfigure the Rossneal site which was a purpose build Children's Home.
➢ The service will be communicated verbally to Corporate and Senior Management within meetings and then to all relevant staff both verbally and written (emails) of the changes. All communication documentation will be saved and held on the Trust SharePoint System within the Business Services folder.
➢

NOTE: Equality and Human Rights Statement: The policy/proposal that this screening relates to and MUST include the above paragraph. In addition, this paragraph should be used in the briefing note to Trust Board and will also be included in the Trust's Equality Screening Report.

(6) EQUALITY AND HUMAN RIGHTS MONITORING

What data will you collect in the future in order to monitor the effect of the policy or proposal, on any of the equality groups, for equality of opportunity and good relations, disability duties and human rights?
• Monitoring of complaints or feedback from Service-Users, Parents/Carers, Staff. • Monitor referrals received via Family Support Panel. • NISRA Reports

Approved Lead Officer: Martina Storey

Position: Business Manager

Policy/Proposal Screened By: Catherine McKevitt (HOS)

Date: 8/2/24

Quality Assurance: Please send the final draft for quality assurance to the Equality and Human Rights Unit, Tyrone and Fermanagh Hospital, Omagh, BT79 0NS or email: equality.admin@westerntrust.hscni.net. **Quality Assurance can take up to three weeks.**

Directorate SMT Approval: The completed Equality Screening Form **MUST** be presented along with the policy/proposal to your Directorate SMT for approval.

Quarterly Equality Screening Reports: When final Trust approval is received, ensure that you send the completed screening form and associated policy/proposal, etc. to the Equality and Human Rights Unit, for inclusion in the WHSCT's quarterly equality screening reports. As

a public document, the screening form will be available for downloading on both the Trust's website and intranet site.