

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Behaviour Management Policy for Hillside
Service Area: Children Services – Hillside Secure Children’s Home
Directorate: Social Services, Health and Housing

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff	x	
Wider community		x
Internal administrative process only	x	

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		x				Although the policy will cover young people who have been placed at Hillside, young people will not see a significant change as a result of implementing the policy as there is already a behaviour management policy in place. This new policy is revised to take into account newer legislation.
Disability		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour

						Management Policy taking into account newer legislation.
Gender Reassignment		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.
Marriage/Civil Partnership		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.
Pregnancy/Maternity		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.
Race		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.
Religion/Belief		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.
Sex		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.

Sexual orientation		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Behaviour Management Policy taking into account newer legislation.

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		x				Hillside is not registered with Care Inspectorate Wales to provide the active offer of the Welsh Language, so this is not applicable, however several staff members are fluent welsh speakers so there will be opportunities for any Welsh young people placed in Hillside to use the Welsh Language. Hillside accommodates both Welsh and English young people.
Treating the Welsh language no less favourably than English		x				Hillside is not registered with Care Inspectorate Wales to provide the active offer of the Welsh Language, so this is not applicable, however several staff members are fluent welsh speakers so there will be opportunities for any Welsh young people placed in Hillside to use the Welsh Language. Hillside accommodates both Welsh and English young people.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				Not applicable
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				Not applicable

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		The Behaviour Management Policy provides a safe framework for staff to work within to manage the behaviour of young people placed at Hillside. The policy will provide a consistent and safe response to managing behaviour which will aid young people to manage their own behaviour by teaching them coping strategies to use whilst in the home and to take with them following their discharge.
Integration - how the initiative impacts upon our wellbeing objectives	x		The service helps to ensure the Council meets its wellbeing objective of improving the wellbeing of children and young people in the borough by providing them with a safe and consistent response to managing behaviour

Involvement - how people have been involved in developing the initiative	x		Hillside will obtain young people and staff views in order to inform the delivery and performance of the policy. Young people feedback will also be gathered through regular audits on incidents as part of the quality assurance framework
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		We have collaborated with the Youth Custody Service in the development of the Policy to ensure that it covers both the requirements of Welfare placed young people and those placed by the Youth Custody Service
Prevention - how the initiative will prevent problems occurring or getting worse	x		The policy plays and integral part in the management of behaviour in Hillside. This policy will ensure staff are working in a safe consistent manner in keeping with current legislation and will also ensure young people learn to regulate and manage their own behaviour through the behaviour support programme.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	x
Reasons for this conclusion	
There are no changes to the nature or scope of services to be provided, the proposal is a revised policy in line with new legislation.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by	Melanie Weaver	Quality and Audit Coordinator	M. Weaver	19.08.19
Signed off by	Keri Warren	Head of Children Services	K. Warren	19.08.19