

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Separation Policy for Hillside
<b>Service Area:</b> Children Services – Hillside Secure Children’s Home
<b>Directorate:</b> 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 separation policy in place. This new policy is revised to take into account newer legislation and to ensure it is in line with the revised Behaviour Management Policy.
Disability		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Separation

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

						ensure it is in line with the revised Behaviour Management Policy.
Sex		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Separation Policy taking into account newer legislation and to ensure it is in line with the revised Behaviour Management Policy.
Sexual orientation		x				There are no changes to the nature or scope of services to be provided, the proposal is to revise the Separation Policy taking into account newer legislation and to ensure it is in line with the revised Behaviour Management Policy.

**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.
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**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
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<b>Long term</b> - how the initiative supports the long term well-being of people	x		The Separation Policy provides a safe framework for staff to work within to manage occasions when young people placed at Hillside need to be separated from their peers. 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.
<b>Integration</b> - 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
<b>Involvement</b> - 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 separations as part of the quality assurance framework
<b>Collaboration</b> - 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
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	x		The policy plays an 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 in line with the revised behaviour management policy.

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

A full impact assessment (second stage) <b>is not</b> 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

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Melanie Weaver	Quality, Performance and Practice Manager	M. Weaver	19.08.19
Signed off by	Keri Warren	Head of Children Services	K. Warren	19.08.19