

Bulletin on the Board of Management Meeting held on 26th May 2021

The following is a summary of the Board of Management of Oberstown Children Detention Campus meeting that took place on Wednesday 26th May 2021.

Ref	Subject	Summary
1.	Board Membership	The Chair welcomed new Board members Denis O'Sullivan, Department of Children, Equality, Diversity, Integration and Youth and Donal McCormack, Tusla, to their first meeting.
2.	Board Committees	<p>Audit & Risk Committee: The minutes of the Audit and Risk Committee meeting of 26th April 2021 and 11th May 2021 were noted, with the following points highlighted by the Chair (BC):</p> <ul style="list-style-type: none"> • The Committee considered the Anti-Fraud & Corruption Awareness Policy • The Head of Risk a presentation on her aims, strategy and proposed approach to risk, along with principles and guidelines for risk management in Oberstown. • The Board reviewed and approved the Audit & Risk Committee Terms of Reference. • The Board approved the Procurement Plan 2021-2023. <p>People & Culture Committee: The minutes of the People & Culture Committee meeting of 17th May 2021 were noted, with the following points highlighted by the Chair (UK):</p> <ul style="list-style-type: none"> • The immediate priority is to progress Board approval of the suite of HR policies. • It is important that the policies are accessible to staff. • An implementation plan will be developed once the policies are approved. <p>The Board reviewed and approved the following eight HR policies that were considered a priority for day-to-day management and staff support:</p> <ul style="list-style-type: none"> • Code of Conduct and Behaviour • Disciplinary Policy • Equality, Diversity & Inclusion Policy • Grievance Policy • Learning & Development Policy • Performance Management & Development Policy • Sick Leave Policy • Respect & Dignity in the Workplace Policy <p>Strategy Committee: The minutes of the Strategy Committee meeting of 10th May 2021 were noted. On presentation by the Chair (JMCD) the following were approved by the Board:</p> <ul style="list-style-type: none"> • The extension of the current Strategy to the end of 2021. • A revised plan for the development of the next Strategy.

		<ul style="list-style-type: none"> The appointment of Denis O’Sullivan and Ursula Kilkelly to the Committee.
3.	COVID 19	<p>The Director provided an update on the status of the vaccination programme for Oberstown staff. 246 staff have received their first dose of the vaccine, with 56 due to receive their second on 28th May. The Chair acknowledged the huge collaborative effort that delivered vaccination in a timely manner to Oberstown staff and the additional value of securing vaccination on an organisational level.</p> <p>The Director presented a review of the learning from the March outbreak of COVID 19, outlining what went well, what improvements could be made and how to support recovery of the Campus. The Chair welcomed the presentation and identified learning from the Board, including the importance of regular communication and the need to develop external support for the Campus during emergencies.</p>
4.	Restrictive Practices	<p>The Board considered the data on restrictive practices noting 26 incidents of single separation in April 2021, involving 10 young people. This is a reduction since March 2021, attributable to a number of issues related to the easing COVID 19 situation, higher team functioning and the improved management of young people’s behaviour. There were two physical interventions by staff during April involving two young people. This is a significant decrease on what was recorded for March 2021. There were no handcuffs used since the last Board meeting in April 2021.</p>
5.	Cyber Security	<p>In light of the recent cyber-attack on the HSE and Department of Health, the Director outlined a review of Oberstown security status and the measures undertaken to ensure the security of Oberstown’s IT systems. A full report will be brought to the June Board meeting.</p>
6.	Communication & Engagement	<p>The draft Annual Report 2020 was circulated to the Board who reviewed and approved the general layout and approach.</p> <p>The Board commended the work of the Communications Officer on the Report.</p>
7.	The Future of Oberstown: Planning & Options.	<p>The Chair introduced a document proposing a process designed to scope out the various options for the future development of Oberstown and its physical Campus. A range of factors and circumstances, internal and external to Oberstown, mean that it is timely to consider the development of the service, the changing needs of young people and how best to maximise the use of Campus resources. This long-term project will be a standing item on the Board agenda.</p>

Professor Ursula Kilkelly
Chairperson