

## Bulletin on the Board of Management Meeting held on Thursday 20<sup>th</sup> February 2025.

1.	<b>Priority Agenda Items</b>	<p>The Board discussed the following priority items at length:</p> <p><b>Budget Allocation 2025:</b> The Head of Corporate Services presented the profile for the Oberstown budget allocation for 2025. This was approved by the Board and will be monitored regularly through the year.</p> <p><b>Risk Register</b> Risk 14 – relating to bed capacity in Oberstown – was discussed in detail. The Board considered options to mitigate the risks around bed capacity and the Director agreed to continue to engage with stakeholders to find a way forward.</p>
2.	<b>Board Committees</b>	<p><b>Governance &amp; Strategy Committee:</b> The minutes of the Governance &amp; Strategy Committee meeting of 23<sup>rd</sup> January were noted and the following was highlighted:</p> <ul style="list-style-type: none"> <li>Business Plan 2024 was reviewed with a focus on updates for completed items and those carried forward into 2025.</li> <li>The Governance Handbook is undergoing a substantial revision and will come to the Board in June.</li> <li>Legislative checklist is progressing and will come to the next meeting of the Committee.</li> <li>The Governance &amp; Strategy Committee Workplan 2025 was approved.</li> <li>The Board noted the Governance &amp; Strategy Annual Report 2024.</li> </ul> <p><b>Audit &amp; Risk Committee:</b> The minutes of the Audit &amp; Risk Committee meeting of 6<sup>th</sup> February were noted and the following was highlighted:</p> <ul style="list-style-type: none"> <li>Management Accounts December 2024 were reviewed.</li> <li>The Policy for Travel &amp; Subsistence was approved.</li> <li>The Policy for Hospitality, Entertainment and Gifts was approved.</li> </ul> <p><b>Sustainability Committee:</b> The minutes of the Sustainability Committee meeting of 11th February were noted and the following was highlighted:</p> <ul style="list-style-type: none"> <li>Business Plan 2025 was reviewed.</li> <li>Waste management is a focus for the environmental team, particularly food waste. The Environmental Officer is working on this with the catering team.</li> </ul>

		<ul style="list-style-type: none"> <li>Reduction of Capital Budget. The Committee considered reduction of the capital budget for 2025 and the implications for Oberstown.</li> <li>Energy use for 2024 was reviewed.</li> </ul>
3.	<b>Director's Report</b>	<p>Director, Damien Heron, presented his report to the Board, in his presentation he highlighted:</p> <p><b>Occupancy:</b> As of January 31, occupancy was 41 young people, with 24 on detention and 17 on remand with a throughput of 47 young people, creating a very busy working environment. The profile of young people, especially given occupancy rates, remains a concern with regard to the use of detention as a last resort. Due to full occupancy, 16 bed referrals were unavailable to the Courts in January.</p> <p><b>CPT:</b> The CPT inspected Oberstown Children Detention Campus and other organisations and the overall tenor of the report is positive. The report indicates positive staff interaction as evidenced through observation and through feedback from young people, with the atmosphere being relaxed and young person centred. The Board noted the full report, which was provided as an appendix to the Director's Report.</p> <p>The Children's Rights Policy Framework (CRPF) Review Group will feed into the CPT Review Group.</p>
4.	<b>Young People Matters</b>	<p>The Young People Matters Report was taken as read with the following highlighted by the Deputy Director for CEHOP:</p> <p><b>Single Separation:</b> There were 51 Single Separations involving 24 young people in January, a decrease of 40 separations on the previous month.</p> <p><b>Safety Interventions:</b> A total of 2 High-level CPI Safety interventions were recorded for January.</p> <p><b>Child Protection:</b> The Designated Liaison Person for Child Protection provided update on child protection matters for January as part of the Young People Matters report.</p> <p><b>Activities and Programmes:</b> The Board were updated on activities and programmes provided for young people in January 2024.</p> <p><b>Admissions Office Update:</b> The Board received an update on the work of the admissions office in January 2025. This addition to the Young People Matters Report was welcomed by the Board.</p> <p><b>Young People Committee:</b> The minutes of the Young People Committee meeting of 29<sup>th</sup> January 2025 were noted and the following highlighted:</p> <ul style="list-style-type: none"> <li>Young people's morning routines are being monitored and data will come to the committee when available.</li> <li>The review of the ratings system is ongoing – report to come to the Committee when complete.</li> </ul>

5.	<b>People Matters</b>	<p>The People Matters Report was taken as read with the following highlighted by the Head of Corporate Services:</p> <p>The reconfiguration of the HR team structure has now taken effect following consultation with the team. There is still much work to do to embed new processes and upskill team members but the new structure is providing clarity not only for team members but particularly for other functions with interdependencies with Human Resources e.g. Payroll, Finance etc.</p> <p>The Board welcomed this update and acknowledged that it would take time for the new team and practices to become embedded.</p> <p><b>Recruitment:</b> The latest campaign for the Residential Social Care Workers saw 17 applications submitted. Shortlisting has been completed and 6 candidates will be interviewed</p> <p>The Student Placement Programme commenced on 4th February 2025 with 7 students beginning student placement journey in Oberstown.</p> <p><b>IR/ER:</b> An update of IR/ER issues was provided to the Board.</p>
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**Koulla Yiasouma**  
Chairperson