



# Corlann

The Future is Ours to Shape

## National Policy on Human Rights

|                            |                                  |
|----------------------------|----------------------------------|
| Document Reference Number: | 2026NP67                         |
| Revision Number:           | -                                |
| Approved By:               | Corlann National Leadership Team |
| Approval Date:             | 19/02/2026                       |
| Next Revision Date:        | 19/02/2027                       |

**Signed:** Michael Hennessy, Chief Executive

## Table of Contents

|                                                                              |   |
|------------------------------------------------------------------------------|---|
| Table of Contents .....                                                      | 2 |
| Ethos .....                                                                  | 3 |
| 1.0 Introduction .....                                                       | 4 |
| 2.0 Policy Statement .....                                                   | 4 |
| 3.0 Purpose .....                                                            | 4 |
| 4.0 Scope .....                                                              | 4 |
| 5.0 Legislation/other related policies .....                                 | 4 |
| 6.0 Glossary of Terms and Definitions .....                                  | 5 |
| 7.0 Roles and Responsibilities.....                                          | 5 |
| 8.0 Policy/ Procedure.....                                                   | 5 |
| 8.1 Rights Promotion and Training.....                                       | 5 |
| 8.2 Guiding Principles when a Restrictive Practice is being considered ..... | 6 |
| 8.3 Human Rights Committee – Role and Membership .....                       | 7 |
| 9.0 Revision and Audit .....                                                 | 8 |
| Appendix 1 Human Rights Charter, National Advocacy Council (2020) .....      | 9 |

## Ethos

### **Rights :**

We view our role as supporting people to claim their rightful place as equal and valued citizens.

### **Dignity:**

We believe in the intrinsic value of each person and aim to further the dignity of all associated with our services.

### **Relationships:**

We want everyone associated with our services to enjoy dignifying relationships and a sense of community.

### **Learning:**

We are a learning organisation always open to evolving ideas in service provision.

### **Expertise:**

We value expertise in service provision and everyone we support has a right to a high standard of service.

### **Autonomy:**

We seek to empower the people we support to make decisions and to live the life of their choosing. We also support the maximum level of local autonomy and decision making in our organisation.

### **Partnerships:**

We work in partnership with statutory bodies and aim to be fully accountable for the services we provide.

### **BOC Ethos and Pastoral Care:**

In line with the Brothers of Charity ethos we value all the people we support and all who work with us. We support their right to fully participate in the cultural, spiritual and religious heritage to which they belong.

## 1.0 Introduction

Corlann endeavour to offer services/supports in local communities. This enables each person who is supported by our services to positively engage in the social and economic life of their local towns and villages and in doing so, develop a range of relationships that enhance their quality of life.

Our responses are based on the recognition of each person (who is supported by our services) as an individual, an equal citizen with equal rights and an absolute respect of that status. We, therefore, support each person to live their lives based on their own personal visions and choices, to identify and select their personal goals in life and to develop their personal plan to achieve those goals.

Human Rights are rights inherent to all human beings, a set of principles based on equality and fairness. They touch on all aspects of our lives; political, economic, social and cultural. Together they represent the necessary elements of living a life with dignity and respect. The rights of all individuals are clearly defined under the UN Convention on Human Rights and the UN Convention on Disability. The Irish Constitution and legislation protect fundamental rights of the person.

## 2.0 Policy Statement

- 2.1 Corlann recognises each person as an individual, an equal citizen with equal rights, We, therefore, support each person to live their lives based on their own personal will and preference. We are committed to developing a culture where the human rights of each person are recognised, promoted and protected. This policy will outline the due process for upholding individuals' rights.

## 3.0 Purpose

- 3.1 The purpose of this policy is to outline Corlann's responsibility to fulfill its commitment to promote and uphold the rights of people supported. It commits all staff to support the people who use these services in promoting and exercising their civil, political, economic, personal, social and cultural rights and fundamental freedoms, in accordance with national laws and international human rights conventions, declarations and standards. (Appendix 1)
- 3.2 The implementation of this policy is supported by a Human Rights Committee, information and training for all staff and for people supported underpinned by Advocacy Structures.

## 4.0 Scope

This policy applies to all staff members, at all levels within the organisation, volunteers, students, and all other persons who represent in any way, Corlann and the people it supports.

## 5.0 Legislation/other related policies

- The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (2006)
- The Equal Status Acts (2000)
- Constitution of Ireland
- The Assisted Decision-Making (Capacity) Act (2015) (as amended)
- HSE Safeguarding Vulnerable Persons at Risk of Abuse – National Policy and Procedures (2014).

- The Brothers of Charity Services National Policy and Procedures for the Safeguarding of Vulnerable Adults at Risk of Abuse.
- The Brothers of Charity Services National Complaints Policy
- The Health Act 2007 (Care and Support of Residents in Designated Centres for Persons (Children and Adults with Disabilities) regulations 2013.
- The Brothers of Charity Services National Advocacy Policy
- The Brothers of Charity Services National Confidentiality Policy
- The Brothers of Charity Services National Records Management Policy
- The Brothers of Charity Services National Risk Management Policy.
- Regional procedures on the use of restrictive practice and/or Human Rights Committee

## 6.0 Glossary of Terms and Definitions

- **Human Rights** are rights inherent to all human beings regardless of race, sex, nationality, ethnicity, language, religion, or any other status (please see Appendix 1 – This Charter was developed by the BOCSI National Advocacy Council)
- **HRC** – refers to the Human Rights Committee
- A **restrictive practice** intentionally restricts the person’s voluntary movement and behaviour. All restrictive practices are rights issues.

## 7.0 Roles and Responsibilities

- 7.1 All staff, at all levels within the organization including students and volunteers, must adhere to this policy.
- 7.2 Services Managers, Heads of Department and Team Leaders are responsible for ensuring that all staff and relevant others are informed of this policy and adhere to its requirements. They also have responsibility to ensure staff can access relevant human rights related training.
- 7.3 Directors of Service are responsible for ensuring that the relevant Regional Service has a procedure in relation to guidance regarding restrictive practice

## 8.0 Policy/ Procedure

### 8.1 Rights Promotion and Training

- 8.1.1 As part of person-centred planning we are committed to assessing, documenting and reviewing the rights that are important to each person in conjunction with the Personal Outcome Measures planning framework with an emphasis on capacity building and providing supports that are appropriate to each person supported.
- 8.1.2 Human Rights Committees will be maintained and resourced to provide due process and consultation in relation to rights restrictions and rights promotion.
- 8.1.3 Training and information should be provided to all staff to support the protection and promotion of human rights.
- 8.1.4 While the HRC has a central responsibility for the promotion of human rights that responsibility should be viewed as service wide and can be shared and reinforced by other committees or

structures.

- 8.1.5 Staff will provide support to enable people supported to realise their rights both in services and in their own community.
- 8.1.6 People supported will be supported to realise their right to complain if they are unhappy about some aspect of their service.
- 8.1.7 Information should be available for people supported in a form accessible to them, to enhance their understanding of their rights.
- 8.1.8 The National Advocacy Council have developed a Human Rights Training package which is available as a national resource to people supported and staff.
- 8.1.9 The Services will work in partnership with other agencies to share knowledge and good practice in upholding and promoting human rights.

## 8.2 Guiding Principles when a Restrictive Practice is being considered

- 8.2.1 Each region of Corlann must have a restrictive practice procedure which sets out the procedure for restricting a person's rights including the services due process procedure.
- 8.2.2 Broad principles regarding the use of restrictive practices which should be adhered to by all regions are set out below:
- 8.2.3 A team should be involved in the decision-making process regarding the implementation of a restrictive practice. This team should include staff supporting the person and their managers and relevant multi-disciplinary staff as required.
- 8.2.4 A restrictive practice may only be considered if:
  - The underlying reason for the restriction is set out in a comprehensive safety / safeguarding risk assessment outlining a significant risk of harm to the person and / or others
  - The implementation of the restrictive practice will prevent greater harm to the person and/or others.
  - Referrals have been made on behalf of the person to appropriate multi-disciplinary professionals where necessary.
  - The local team have considered relevant factors in the individuals environment
  - The local team have reviewed previous relevant reports and assessments
  - Non- restrictive practices have been explored
  - The restriction is the least intrusive that could be implemented
- 8.2.5 If a restrictive practice is being considered the person has a right to:
  - Be informed that a restrictive practice is being considered
  - Be informed of the reason/s that a restrictive practice is being considered
  - Be informed of the implications (both potentially positive and negative) of the restrictive practice
  - Have his/her opinion or views determined, considered and recorded by the team making the decision
  - Withhold consent in which case the restriction will not proceed unless it is for the safety of others

#### 8.2.6 In the event that a restrictive practice is sanctioned the following apply:

- The use of the restrictive practice must be in good faith and for the benefit of the person.
- The dignity of the person must be maintained.
- The person must be informed of the decision to sanction a restrictive practice including the reason for the restriction. Information must be provided in a format accessible to the person.
- The person must be provided with support from appropriate professionals in the implementation of the restrictive practice if necessary.
- The person must be advised of the circumstances under which the restriction can be reduced or removed.
- Staff implementing restrictive practice must have received appropriate guidance.
- The restriction must be reviewed regularly
- The effectiveness of the restrictive practice must be evidenced and must inform the review.
- The person supported or any member of the team has the right to have the restriction reviewed by the Human Rights Committee.

### 8.3 Human Rights Committee – Role and Membership

8.3.1 Each region should work towards alignment with CQL Basic Assurances Factor One - Rights Protection and Promotion (Appendix 2)

8.3.2 Each region of Corlann must have a working and effective Human Rights Committee.

8.3.3 The HRC in consultation with the service and people supported should guide the work of the region in terms of rights protection and rights promotion.

8.3.4 The role of the Human Rights Committee is to:

- be an advisory body to the CEO, Director of Services and Senior Management Team on human rights and rights restrictions.
- promote a human rights culture across Corlann.
- identify hidden restrictions that may be in place in Corlann.
- oversee, review and where appropriate challenge restrictions implemented by the services and to ensure that any restriction implemented is in line with regional policies / procedures and that decision making is informed by the guiding principles when considering the use of a restrictive practice (Appendix 3).
- encourage and receive self - referrals on rights issues.
- provide a structure of accountability and recommend best practice in terms of the use of restrictive practices within Corlann.
- identify and recommend a review of organisational policies that include an aspect of right restrictions without an individualised assessment (i.e. blanket restrictions) as they emerge.
- proactively promote and protect people's rights, including through direct interaction with people supported.
- make recommendations to the organisation for promoting people's rights.

#### 8.3.5 Membership of the Human Rights Committee:

---

Regions should aim to align with CQL Factor One core principles as follows

- When a rights restriction is being reviewed at least one third of the Human Rights Committee memberships present should not be affiliated (paid) with the organisation. Ideally this will include family members and people supported as well as other relevant internal and external professionals.
- Any supports requested by or required by people supported to engage meaningfully in the process will be provided by the organisation.
- Each region should have a procedure in place in relation to the operation of HRC's.
- All HRC members should receive appropriate training relevant to their role.

## 9.0 Revision and Audit

This policy will be subject to an initial review after 1 year and reviewed every 3 years thereafter unless significant changes in international best practice or legislation identifies the need to update the Policy at an earlier date.

# HUMAN RIGHTS CHARTER

## National Advocacy Council 2020



Developed by the National Advocacy Council in line with the United Nations Convention on the Rights of Persons with Disabilities



NATIONAL  
ADVOCACY  
COUNCIL



CRPD  
Convention on the Rights of  
Persons with Disabilities

