

Government of Bermuda: Residential Child Care Facility Assessment Scope of Services

Comprehensive Assessment and Strategic Plan for Bermuda's Government Residential Child Care Facilities

Project Background

The Department of Child and Family Services in Bermuda is tasked with maintaining secure and child friendly facilities in accordance with international standards. There are properties that house both female and male clients with varying needs.

With the growing needs within the Bermuda for care for children with foster needs at a younger age, adolescents demonstrating more challenging behaviour and aging infrastructure the Government of Bermuda seeks to undertake a comprehensive review of its children care facilities. This initiative aims to assess whether the existing infrastructure can support modern residential childcare operations, and to determine the most appropriate strategy, whether renovation, expansion, or complete redevelopment is now necessary.

Bermuda currently operates four (4) residential facilities under the Department of Child and Family Services:

1. **Brangman Home (Devonshire Parish)**
 - Female care facility for children aged 12 -18
 - Houses the majority of male clients
2. **6 Aeolia Drive (Devonshire Parish)**
 - Office Facility
 - Focuses on residential treatment services and office use
3. **8 Aeolia Drive**
 - Emergency/Overflow residential accommodation
 - Located next to 6 Aeolia Drive
4. **Sea View Cottage, Boys Residential Unit (12 Aeolia Drive, Devonshire)**
 - Residential Treatment Facility for Boys 12 -18 years

Total official capacity: 24

Current population: ~24 (full occupancy occupancy)

Does not meet the burgeoning need to assist children between the ages of 5- 11 years old

Purpose of the Consultancy

To provide an independent, professional evaluation of all child residential care facilities in Bermuda, assessing the suitability of existing infrastructure in relation to current and future operational demands, international standards, and human rights obligations.

Key Objectives

1. Infrastructure Assessment

- Assess the physical condition, capacity, and functionality of all residential care facility buildings.
- Review the layout and spatial efficiency for effective security, supervision, and rehabilitation programs.

2. Security Compliance

- Evaluate whether the facilities meet modern requirements for:
 - Maximum safeguarding
 - Medium safeguarding
 - Minimum safeguarding levels
- Assess fire safety, surveillance, resident monitoring systems, and risk management protocols.

3. Occupancy and Capacity Analysis

- Evaluate current overcrowding conditions.
- Determine operational impact and implications for safety and human rights.

4. Modernization and Renovation Feasibility

- Identify critical repairs and upgrades necessary to bring facilities up to international standards.
- Provide cost estimates for phased or full renovations for each facility.

5. Reconstruction Considerations

- Recommend whether existing structures should be:
 - Renovated and expanded
 - Partially demolished and redeveloped
 - Fully decommissioned and replaced with purpose-built facilities
- Provide comparative cost-benefit analysis for each option.

6. Asset Management Alignment

- Align findings with the Department's Asset Management Plan goals, including:
 - Extending asset life cycles
 - Reducing energy and water consumption
 - Enhancing safety and compliance
 - Improving resident and staff conditions

Stakeholders

The consultant will work in coordination with:

- Department of Child and Family Services
- Residential Treatment Services
- Department of Public Lands and Buildings
- Ministry of Public Works and Environment
- Ministry of Youth, Social Development and Seniors
- Bermuda Police Service (for risk planning and response)
- Ministry of Education (for school provisions)
- Bermuda Hospitals Board (psychiatric and health services)
- Parents/guardians of children in care

The consultant shall be required to:

- Conduct **site visits and condition surveys** of each facility.
- Review **design plans, historical maintenance records, and occupancy data**.
- Evaluate the condition and performance of:
 - Structural integrity
 - Electrical, mechanical, and plumbing systems
 - HVAC and ventilation
 - Roofing, interior finishes, and external cladding
 - Fire detection and suppression systems
 - Security infrastructure (e.g., CCTV, locking mechanisms, perimeter fencing)
- Consult with facility managers, residential care officers, and stakeholders.
- Benchmark findings against **international standards** (e.g., Bermuda Children's Act 1998, Child Safeguarding Policy (2017), UN Convention of the Rights of the Child and UK based guidance such as the NICE NG205 and Children's Homes Regulations (2015) etc.).
- Deliver a detailed **technical report** including:
 - Condition assessments
 - Risk and deficiency analysis
 - Recommended short-, medium-, and long-term interventions
 - High-level cost estimates
 - Phasing strategy for works (if renovation is pursued)
 - Recommendations for new facility design standards (if new builds are advised)

Deliverables

1. **Inception Report** – within 2 weeks of contract start
2. **Facility Assessment Reports** – for each facility, with photos, observations, and ratings
3. **Strategic Options Report** – outlining renovation vs rebuild scenarios, with cost-benefit analysis
4. **Draft Final Report** – consolidated findings and recommendations
5. **Final Report & Presentation** – delivered to senior Government officials and stakeholders