



Working towards being more inclusive

Disability and Inclusion Strategy

Highlight Report No 12
in brief - March 2018

- Significant issues
- Some issues/risks
- On track

Workstream RAG Status	
Disability Discrimination Legislation (DDL)	■
Equality Rights Organisation (ERO)	■
Review of States' Obligations	■
Information & awareness raising	■
Information & awareness raising for businesses in Guernsey	■
Capacity legislation	■
Safeguarding vulnerable adults	■
Framework for people with dementia	■
Framework for people with communication difficulties	■
Framework for people with learning disabilities	■
Framework for people with autism	■
Supported and mainstream employment	■
United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)	■



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Disability Discrimination Legislation

Towards the end of 2017, the Committee for Employment & Social Security sought bids from experts in discrimination law to advise the Committee on which country's legislation would be most appropriate for Guernsey to model its disability discrimination legislation on.

Following a fantastic response, the Committee is delighted to have appointed legal experts from the National University of Ireland Galway's Centre for Disability Law and Policy - Dr Shivaun Quinlivan and Dr Lucy-Ann Buckley. Drs Buckley and Quinlivan have both lectured in Law at NUI Galway for more than 17 years with a particular interest in discrimination and equality law. Both also have experience undertaking international comparative work and playing advisory roles to government organisations and international bodies.

They are currently assessing the approach taken in a number of countries based on evaluation criteria which were agreed by the Committee in February following input from key stakeholders. It is hoped that a model law will be identified by the end of March. After this, proposals will be developed regarding how the model legislation should be tailored to the Guernsey context.

The Employers' Disability Charter

The States of Guernsey has committed to improving employment opportunities for disabled people through signing the Employers' Disability Charter.

The Guernsey Employment Trust (GET) developed and produced the Employers' Disability Charter as part of the aims of the Disability and Inclusion Strategy. The Charter contains nine commitments employers have agreed to work towards, all of which aim to improve or enhance employment opportunities for disabled people.

Paul Whitfield (Chief Executive) said he was 'Delighted to be able to sign the Charter on behalf of the States of Guernsey. As an organisation, we are determined to be inclusive and give everyone an equal opportunity to serve their community'.

GET have already delivered training to managers in understanding the Good Practice Guide and disability awareness training continues to be rolled out to employees.

Paul Whitfield said: 'The Charter is about making relatively small changes to improve workplace practices. Signing up is not about the immediate fulfilment of the commitments but signalling your intention as an employer to taking a proactive approach. I would encourage as many employers as possible to join those already making that commitment'.



Customer Training Course

GTA University Centre recently ran a half day course attended by customer facing staff from the utilities and finance industry which provided a wealth of information and discussion about making services more accessible, particularly for vulnerable customers.

Through the practical exercise, attendees were able to gain an insight into the impact of having some sensory loss. The group shared ideas about improvements they could make to provide an enhanced service to vulnerable people

Multi-Agency Safeguarding Hub (MASH)

Health and Social Care (HSC) recognise the importance of professionals working together and following the successful launch of the Children's MASH, HSC has developed an Adult Safeguarding MASH. The first MASH meeting was held on 23 January 2018 with all partner agencies attending. Working closely together the aim is to provide a quality service in a timely manner to safeguard vulnerable adults.

Accessible Transport

To improve customer service for disabled people and carers travelling on Guernsey buses, CT Plus have already trained 67 staff in disability awareness, with further training sessions planned over the next few months.

Wheelchair Service User Group – working together to improve the service.

The options on how best to deliver the Wheelchair Assessment Service were considered by the Service User group. It was decided that Health and Social Care (HSC) need to directly recruit a full time Wheelchair Occupational Therapy Specialist and ensure that there is an established link with a UK Wheelchair Service. A Wheelchair Therapist has now been appointed and the Service User Group look forward to meeting them.



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