


Disability Equality and Inclusion Strategy Programme – Status Report No 34

Members	Reporting period	Overall Project RAG Status
Ed Ashton, Tina Bury, Joanne de Garis, Gill Evans, Glenn Gallienne, John Gollop, Ellie Jones, Joanne Leck, Carol Le Page.	31st July- 24 th September	

Overview

Current Status

Discrimination Legislation
Draft of the Ordinance is going to the Committee at the end of October. Following this, a consultation with key stakeholders will be organised.
A Religion and belief and sexual orientation policy letter has been submitted to the States and will be debated in October.

Awareness raising
Training was given to new members of the Ports Customer Care team, the hidden disability lanyard scheme was promoted and accessAble gave a presentation about the online guide, including a “top tips” section.

Next period

Discrimination Legislation
Supported and mainstream employment
A stakeholder meeting is to take place. This will include a presentation on the feedback from stakeholders about the services they provide.

Awareness raising
Purple Tuesday will aim to improve the experience of the disabled customer.

The work streams below are still being developed:		
	Significant challenges	Framework for Speech Language and Communication Needs 
	Some challenges	Framework for People with Learning Disabilities 
	On Track	Supported and Mainstream Employment 
	Not started	Information and Awareness-Raising 
The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.		UN Convention on the Rights of Persons with Disabilities 
<p>The work streams listed below were developed under the Disability and Inclusion Strategy. Implementation is now the responsibility of each Committee listed.</p> <p>Discrimination Legislation: Employment & Social Security</p> <p>Employment and Equal Opportunities Service: Employment & Social Security</p> <p>Capacity legislation: Health & Social Care</p> <p>Framework for People with Dementia: Health & Social Care</p> <p>Framework for People with Autism: Health & Social Care</p> <p>Safeguarding Vulnerable Adults: Health & Social Care</p> <p>Review of States' Obligations : All Committees</p>		

Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being developed

Framework for people with Speech, Language and Communication Needs

Project Lead:	HSC
Target Completion Date:	Revised July 2021
RAG Status:	Amber

Current Status: 31st July- 24th September

- Finalise report and share with key stakeholders

Next Period: 25th September – 19th November 2021

- Publish report

Framework for people with Learning Disabilities

Project Lead:	HSC
Target Completion Date:	TBC
RAG Status:	Red

Current Status: 31st July- 24th September

- This work is currently paused due to Business As Usual pressures as key senior roles within the Adult Disability Service are currently vacant.
- Although the framework is on hold, individual actions recommended by the Service reviews continue to be actioned.

Next Period: 25th September – 19th November 2021

Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	Revised to December 2021
RAG Status:	Amber

Current Status: 31st July- 24th September

Map of Services chart

- Invitations for a stakeholder meeting were circulated. The meeting will include a presentation on the feedback and challenges reported by agencies.

Next Period: 25th September – 19th November 2021

Map of Services chart

- The meeting will be held on 28th September.
- The slide deck and notes from the stakeholder discussions will be circulated following the meeting, to those stakeholders who were unable to attend.

Information & awareness raising	
Project Lead:	ESS
Target Completion Date:	ongoing
RAG Status:	Green

Current Status: 31st July- 24 th September
<p>Information</p> <ul style="list-style-type: none"> The accessAble surveyors are visiting in September. They will update current guides and review a number of new venues across the islands. This includes the island’s beaches which have not featured on the guide to date. A media release was circulated to promote both the surveyors visit and the training sessions about the online guide. The signpost website has been updated and now includes information about what help and support is available in Alderney. Bailiwick Social Prescribing launched on 1st July 2021. It is a free scheme where health professionals can refer patients over 18 years of age, who have unmet non-clinical needs around issues such as loneliness and social isolation, home environment, employment, and lifestyle. A link worker will then refer them to sources of non-medical support aimed at improving their physical, mental, and emotional health and wellbeing. A community survey was launched by the States in in September. The aim was to find out which aspects of islanders lives are different following the pandemic and questions are asked about travelling and shopping. Members from the Ron Short Centre reviewed the easy read version of the survey before it was published. The survey closes on 14th October. <p>Awareness raising</p> <ul style="list-style-type: none"> The Disability Officer, a representative from Access for All and one of their access ambassadors were interviewed about beach access and the beach wheelchairs. This followed the publication of the beach access guide at the beginning of the summer. The Guernsey Press were interested in the initiative and keen to interview someone about using the beach wheelchairs. A training session about hidden disabilities and the hidden disability lanyard scheme was given to the new members of the Ports Customer care team by the Disability Officer. The training includes a discussion about the support that people may require as they enter Guernsey and how to assist people with different disabilities.

Next Period: 25 th September – 19 th November 2021
<p>Information</p> <p>The new venues on the online guide will be promoted when they are live on the website.</p> <p>Awareness raising</p> <ul style="list-style-type: none"> A representative from Access for All and the Disability Officer are preparing for Purple Tuesday on the 2nd November. A breakfast meeting will be held at the Digital Greenhouse and will include an introduction to Purple Tuesday and the purple pound. There will be an opportunity to talk to local experts about improving customer service, physical and online access. The accessAble team will also be doing a virtual presentation about the online access guide. Different organisations across Guernsey will also be showing support for this initiative and turning “purple” for the day. The new Children and Young People Tribunal panel members will attend a Diversity awareness session. Members of Equality Guernsey, Liberate and the States Disability Officer will run sessions on Equality issues, the diversity of Guernsey, unconscious bias, LGBTQ+ and hidden disabilities. A second session about the online guide has been arranged for the 20th October. Access Able will present this virtually and people can also attend the presentation in person at ETWH at 3pm.

**Information & awareness raising
continued**

Current Status: 31st July- 24th September

Next Period: 25th September – 19th November 2021

Awareness raising continued

- The second Hidden disabilities webinar was organised by Access for all on 16th September. This was provided by [hidden disabilities store](#) and included a series of animations explaining about the lanyard and how this might be used for people with different disabilities.
- AccessAble presented a virtual session about the access guides on the 21st September. Along with explaining about the guide the talk focussed on top tips for businesses when considering how to improve access.

Accessible transport

- New accessible pedestrian crossing at Vale Road
- Upgrade to zebra crossing and footway extension at Belval Road
- Installation of 2 accessible pedestrian crossings and footway section at Les Banques

Accessible sport

- Boccia (a seated target sport) is developing further within the Community.
- Boccia has only been played at Beau Sejour with Guernsey Mobility Lets Go - but a new session is now delivered at Styx Community Centre on Mondays 10.30-11.30am.
- Guernsey Badminton Association are now running a training session for wheelchair users to learn to play – sessions held on a Sunday 9-10am in the Badminton Halls.

Awareness training

- A total of 3326 have signed up to the online disability awareness training. 130 people have completed the training so far in 2021.

Accessible transport

- Commence street lighting upgrade at existing zebra crossings (rolling programme)
- Continue to install accessible crossings and infrastructure in line with the roads re-surfacing programme

Awareness training

A new online disability awareness training course is in the final stages of development and should be available in Q4 2021.

**UN Convention on the Rights of Persons
with Disabilities (UNCRPD)**

Project Lead:	ESS
Target Completion Date:	TBC
RAG Status:	

Current Status: 31st July- 24th September

Next Period: 25th September – 19th November 2021

- The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.

Capacity Legislation	
Project Lead:	HSC
RAG Status:	Implementation

Current Status: 31st July- 24 th September
Update each quarter as the work stream is in the implementation phase.

Next Period: 25 th September – 19 th November 2021

Framework for people with Dementia	
Project Lead:	HSC
Framework written	Implementation

Current Status: 31st July- 24 th September
Update each quarter as the work stream is in the implementation phase.

Next Period: 25 th September – 19 th November 2021

Adult Safeguarding	
Project Lead:	HSC
Framework written	Implementation

Current Status: 31st July- 24 th September
Update each quarter as the work stream is in the implementation phase.

Next Period: 25 th September – 19 th November 2021

Framework for people with Autism	
Project Lead:	HSC
Framework written	Implementation

Current Status: 31st July- 24 th September
Update each quarter as the work stream is in the implementation phase.

Next Period: 25 th September – 19 th November 2021

Review of States' Obligations	
Project Lead:	ESS
Framework completed	Implementation

Current Status: 31st July- 24 th September
<ul style="list-style-type: none"> An awareness presentation has been developed about the ordinance. This including the time line, preparation work and proposed training. This has been delivered to some Senior Management Teams across the States.

Next Period: 25 th September – 19 th November 2021
<ul style="list-style-type: none"> Further presentations about the ordinance, including the time line, preparation work and proposed training to Senior Management Teams.

Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being implemented

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 31st July- 24 th September
<p>Explain New Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • Draft of the Ordinance is going to the Committee at the end of October. Plan to commence a closed consultation at the end of October/early November. • Preferred providers have been agreed for the preparation of training and guidance materials and have been approved by the Committee. Contracts/service level agreements should be finalised within the next few weeks. • Religion and belief and sexual orientation policy letter has been submitted to the States. • The tribunal secretary role has been advertised. • Project manager and advice and conciliation officer paperwork is complete and awaiting approval. • Policy letter regarding the Employment Discrimination Tribunal panel and chairs from Jan 2022-Dec 2024 has been submitted. • Further correspondence/planning work has been undertaken for the prejudice and discrimination survey.

Next Period: 25 th September – 19 th November 2021
<p>Explain New Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • Commence the consultation on the draft of the ordinance. • Sign contracts/service level agreements for training and guidance materials and then issue media release (in conjunction with preferred providers) in November. • Advertise project manager and advice and conciliation officer roles. • Organise specialist Employment Discrimination Tribunal and Employment and Equal Opportunities team training. • Awareness raising sessions: Dates are in the diary for Senior Management team meetings for different States Committees. • Awareness sessions for external groups will be planned from November- March . • Next States stakeholder and external stakeholder meetings scheduled for early November. • Further work in relation to education complaints. • Commence prejudice and discrimination survey tender process for data collection. • Planning to ensure Employment Relations /Employment and Equal Opportunities Service team will be ready to handle additional enquiries.

Employment and Equal Opportunities Service: Expansion and Independence	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 31st July- 24 th September
<p>Make more independent</p> <ul style="list-style-type: none"> • At the moment moving towards a more independent model has been given a lower priority than drafting the legislation, providing education, training and awareness raising, carrying out the prejudice and discrimination survey and ensuring that both the Employment & Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.

Next Period: 25 th September – 19 th November 2021