

Disability & Inclusion Strategy Project

Highlight Report No 2

For the Period to 7/12/16

Distribution List:

Intranet (ESS)
Caroline Mullins (ESS)
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Glenn Gallienne (ESS)
Karen Blanchford (ESS)
Vanessa Spiller (ESS)
Steve Wakelin (P&R)
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Workstream Leads

1 Progress during period

CURRENT STATUS OF THE OVERALL PROJECT - RED

Overview

Since the last Project Board, the overall Project Plan has been further developed and will be discussed as an agenda item with the Committee *for* Employment & Social Security in the near future.

On behalf of the Project Board, Ed Ashton made a commitment at the September 2016 Guernsey Disability Alliance members' meeting to share timely and accurate information about the progress being made with the strategy's workstreams. As a result, Highlight Report No 1 was shared widely across the States and with the Third Sector. Subsequent Highlight Reports will be shared in the same fashion.

The current status of the overall project to deliver the various workstreams of the Strategy remains red due largely to the lack of progress on two key workstreams (1) Disability Discrimination Legislation (2) Equality Rights Organisation.

Workstream Updates:

Disability Discrimination Legislation

A job description has been drafted as a first step towards appointing someone as a policy lead for this workstream. Ed Ashton & Steve Wakelin are discussing how the recruitment process will be handled.

Equality and Rights Organisation

The Project Board has recognised that Equality issues need to be appropriately represented in its membership. As a result, Vanessa Spiller, Chair of the Equality Working Group has joined the Project Board.

The Equality Working Group has commented on relevant workstreams for inclusion in the overall Disability & Inclusion Project Plan.

Review of States' Obligations

The Business Disability Forum (BDF) has met with key stakeholders in the States and Third sector as part of the initial scoping exercise.

Actions for next period:

- To confirm timescales to complete the review are compatible with other current work commitments across the States, ensuring reduced duplication of effort.
- To finalise States of Guernsey staff surveys for employees and line managers.

Information and Awareness Raising

- Workshop has taken place with Guernsey Hard of Hearing Association, Cheshire Homes, Guernsey Blind Association, Disability Officer and the Adult Disability Service with the Arts Commission looking at making Art Work accessible to a wider audience.
- Quarterly review and updates on www.signpost.gg completed.
- Media release produced for the Disability Awareness training as part of the International Day for Persons with Disabilities on the 2nd December.
- Content uploaded for the second phase of Signpost.gg providing information for disabled adults and carers around services, support and activities in Guernsey.
- Access audit training has been carried out for colleagues across the States to raise awareness of accessibility when making changes or developing premises within the States.
- Progress continues on the redesigned accessibility at Salerie Corner.
- Guernsey Hard of Hearing Association has provided training for ward staff at the Princess Elizabeth Hospital to facilitate improvements in communication with individuals with a hearing loss.
- DisabledGo completing access guides for DisabledGo Guernsey website which provides factual information about accessibility.
- Dementia Friendly Community: website finalised and being user tested/proof read for launch early 2017. Excellent partnership working between different charities, organisations and professionals.
- Wheelchair Services: ongoing evaluation of the new service delivery model and refined processes.

Actions for next period:

- Check content for Signpost.gg and obtain sign off from service leads.
- Commence user testing to ensure correct information available for disabled adults and carers on Signpost.gg.
- Commence proof reading of Signpost.gg.
- Prepare marketing plan and media release for launch of second phase of Signpost.gg.

- Wheelchair Services: further consultation requested from Community and Children's Services on Policy.
- Transport Service to liaise with the Taxi Federation to facilitate disability awareness training for taxi drivers during 2017.
- Ongoing work to investigate dropped kerbs as part of new roadworks schemes.
- GDA and transport service to meet early 2017 to discuss Demand Responsive Transport scheme.

Information and awareness raising for businesses in Guernsey: Guernsey Employment Trust

- Researched and drafted Employers Disability Charter in consultation with employers.
- Researched and drafted a Good Practice Guide for businesses in consultation with employers.
- Established data base of employers in preparation for presentation and training invitations.

Actions for next period

- Assess feedback from stakeholders on Employers' Disability Charter and finalise content.
- Assess feedback from stakeholders for the Good Practice Guide and finalise content.
- Finalise marketing plan and strategy.

Capacity Legislation

- Simon Hodgett from St James Chambers (SJC) is progressing with legislative drafting.
- Meeting on 7 December between SJC and Health & Social Care staff to identify additional resourcing needs.
- Resourcing will be needed in relation to associated training and implementation. Dermot Mullin drafting a paper to share with Mark de Garis and Steve Wakelin on need, costs and benefits.

Safeguarding Policy

- Adult Safeguarding interim advisor remains in post and co-located with Children and Family safeguarding team.
- Recruitment process for substantive replacement has commenced.
- Safeguarding leads and managers met end of November to discuss long term vision for governance and assurance structures in relation to safeguarding.

Actions for next period:

- Paper outlining the long term vision to be prepared for the Committee *for* Health & Social Care.

Framework for people with dementia

Health & Social Care has allocated Paul Corcoran dedicated time early in 2017 to complete the dementia framework.

Framework for people with autism

- Draft Autism Framework presented to the Committee *for* Health & Social Care in October 2016.
- Framework accepted by the Committee.
- Framework to be recommended to the Disability and Inclusion Strategy Project Board in December 2016.
- Ruby Parry to be the Autism Lead in the interim until Health and Social Care appoint substantive lead role.

Actions for next period:

- To agree implementation plan for workstreams within the framework.
- Implement Guernsey Autism Partnership.
- Post completion review following submission of the autism framework.

Framework for people with communication difficulties

- Mandy Mackelworth, Caroline Mullins, Karen Blanchford and Steve Wakelin met on 6 December.
- Expertise in Health & Social Care to draft framework and document during 2017.

Action for next period:

- Mandy Mackelworth identifying backfill resource needed in order to enable progression of framework, to share with Mark de Garis and Steve Wakelin.

Framework for people with learning difficulties

- Mandy Mackelworth, Caroline Mullins, Karen Blanchford and Steve Wakelin met on 6 December.
- Expertise in HSC to develop framework during 2017, but assistance needed in building the document.

Actions for next period:

- Caroline Mullins and Steve Wakelin to find resource to support; Mandy Mackelworth to advise on timings and resource needed.

Supported and Mainstream Employment

- Employment and Social Security colleagues met with Guernsey Employment Trust to share good practice and facilitate further joint working.

Actions for next period:

- Draft document detailing supported and mainstream employment initiatives to be shared with key stakeholders and updated.

New costs

No additional costs incurred during this period.

Resources

Lack of resource continues to be an issue across many of the project's workstreams and Ed Ashton and Steve Wakelin are actively exploring options to recommend to the Project Board. The additional information from each workstream lead detailing the resource they require for completion of workstreams will inform this process.

Project Governance

The Project Board has approved an additional Senior User from the Equality and Rights Working Group to become a member of the Project Board from December 2016.

The Project Board has approved a stakeholder map and an overall communication plan has been developed for the Project Board's approval.

2. Plans for the next period

Activity	Owner
Continue to refine overall project plan	E&SS
Continue to monitor workstreams across the States	E&SS
Confirm timescales for completion of the review of the States' Obligations	E&SS
Upload and confirm content for signpost.gg.	E&SS
Commence user testing for signpost.gg	E&SS
DisabledGo to undertake further access guide surveys	DG
Finalise content for Good Practice Guide and Employer's Disability Charter	GET
Further develop dementia framework	H&SC
Commence tasks underpinning the learning difficulties framework	H&SC
Progress recruitment for substantive Adult Safeguarding Advisor	H&SC
Share draft document of supported and mainstream employment initiatives with key stakeholders and update	E&SS