

The Future of the GDA

20th November 2017

Karen Blanchford

Executive Director

Why have this meeting?

- 1 Employment and Social Security Committee (ESSC) president Michelle Le Clerc announced further delays to the Disability & Inclusion Strategy and key work stream on Legislation (18th Oct 2017)
- 2 The GDA responded and asked member groups to do the same. Karen called & met with a number of members. Feedback from member groups indicated a reluctance to respond due to a lack of information, understanding or resources to produce statements. We agreed to meet to discuss further & agree a plan
- 3 Delays affect engagement (apathy) but also our brand & fundraising
- 4 GDA needs to review its sustainability with paid staff, its role and consult with members during this process.

Agenda

- 1 Getting us all up to speed (a little background)
- 2 What's changed?
 - Government & Social Policy
 - Third Sector changes & development
- 3 What's going on for our member groups?
- 4 What does the future look like?
- 5 How can we adapt and best meet disabled islanders & carers needs
- 6 Where to next?

Background / Handouts

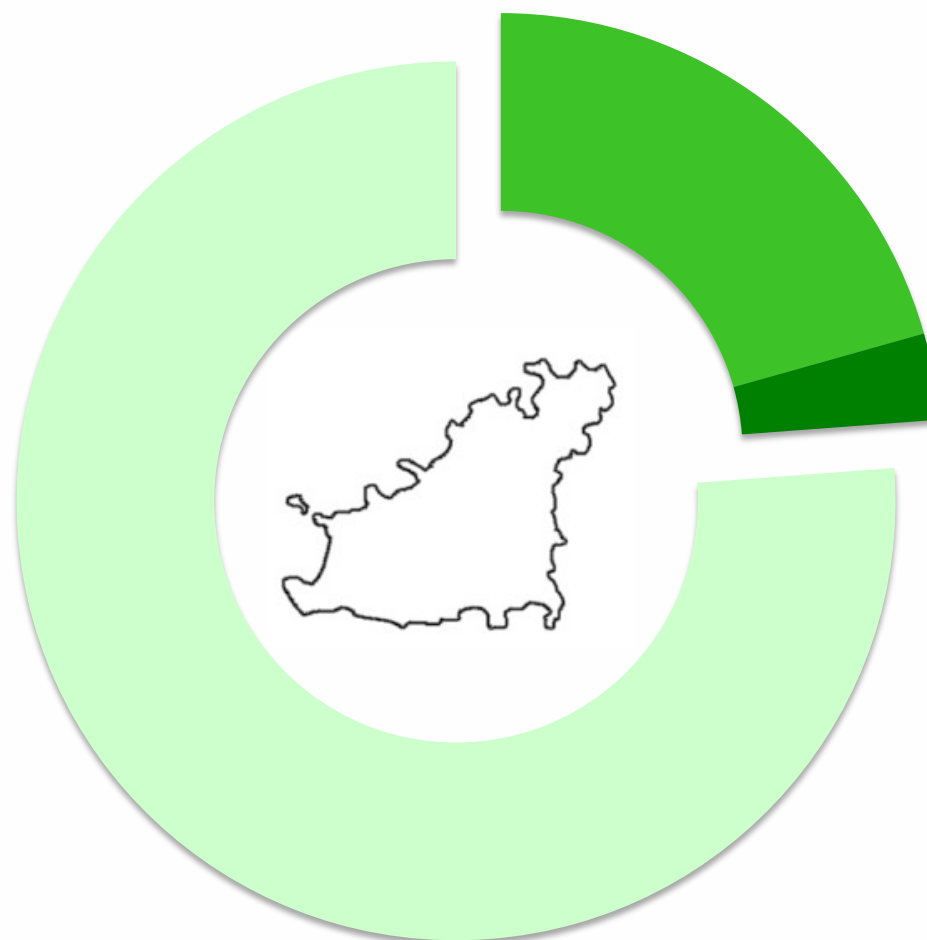
- 10 years of Influence
- Disability & Inclusion Strategy Statements
 - ✓ Deputy Michelle Le Clerc 1 & 2
 - ✓ GDA replies: 1 & 2
- What the GDA does
- Think Differently about Disability

Background to Disability in Guernsey

The Numbers

In Guernsey there are:

- 13000 people with a disability
- 2000+ Carers



Source:

Guernsey Facts and Figures Booklet 2013
Disability Needs Survey 2012 (deducting Alderney)

Diversity of Disability



A word cloud on a light gray background featuring various disabilities and medical conditions. The words are arranged in a non-uniform, overlapping manner, with some appearing larger than others. The colors of the text range from dark green to a lighter, vibrant green.

Multiple sclerosis Respiratory disease Facial disfigurement
Dyslexia Learning disability Brain injury Mobility impairment
Downs Syndrome Diabetes Cerebral palsy
Heart disease Fibromyalgia
Motor Neurone Disease Autism Cancer
Visual impairment Spinal injury Hearing impairment
Bi-polar disorder Eczema Depression
HIV - AIDS Dementia Amputation Epilepsy

Bringing down the barriers

Inaccessible buildings

Inaccessible transport

Cost of equipment

Panel interviews

Prejudice

Access to Education

Level of education

People's attitudes

Complex wording

People's assumption

High kerbs

Institutional Discrimination

Small Print Sizes

Inaccessible Services

Online-only recruitment processes

Stereotyping & Stigma

LITTLE EFFECTIVE COMMUNICATION BETWEEN CHARITIES OR THE STATES.
NON-REPRESENTED INDIVIDUALS WITH NO VOICE



The history of the GDA



The history of the GDA

- The GDA was formed 2008 (10 years ago), at the request of the States of Guernsey, as one point of contact for engagement. Its main goal was to influence government policy
- The GDA was exceptionally fortunate to have two highly skilled volunteers work considerable hours for the last 10 years (Rob) and Shelaine
- In 2014 a 5 year plan was developed make the GDA more sustainable. A small paid team: Executive Director & 2 PT staff, plus Board
- 2015 Exec Director recruited but 2016 the communications role funding ceased, Chair retired, and Social Policy Adviser (EY)

Our mission is equality of opportunity for disabled islanders and carers in Guernsey.

We want to change how Guernsey thinks about disability.

- We campaign for greater respect for the rights and dignity of disabled islanders and carers.
- We influence policy and practical change in a manner consistent with the UN Convention on the Rights of Persons with Disabilities.
- We engage and empower our members so that their individual voices are heard.



The 3 layers of the GDA

Disparate,
resource-led
services

Policy

‘Progressive
realisation’ of
UN Convention

Unconnected
organisations

Groups

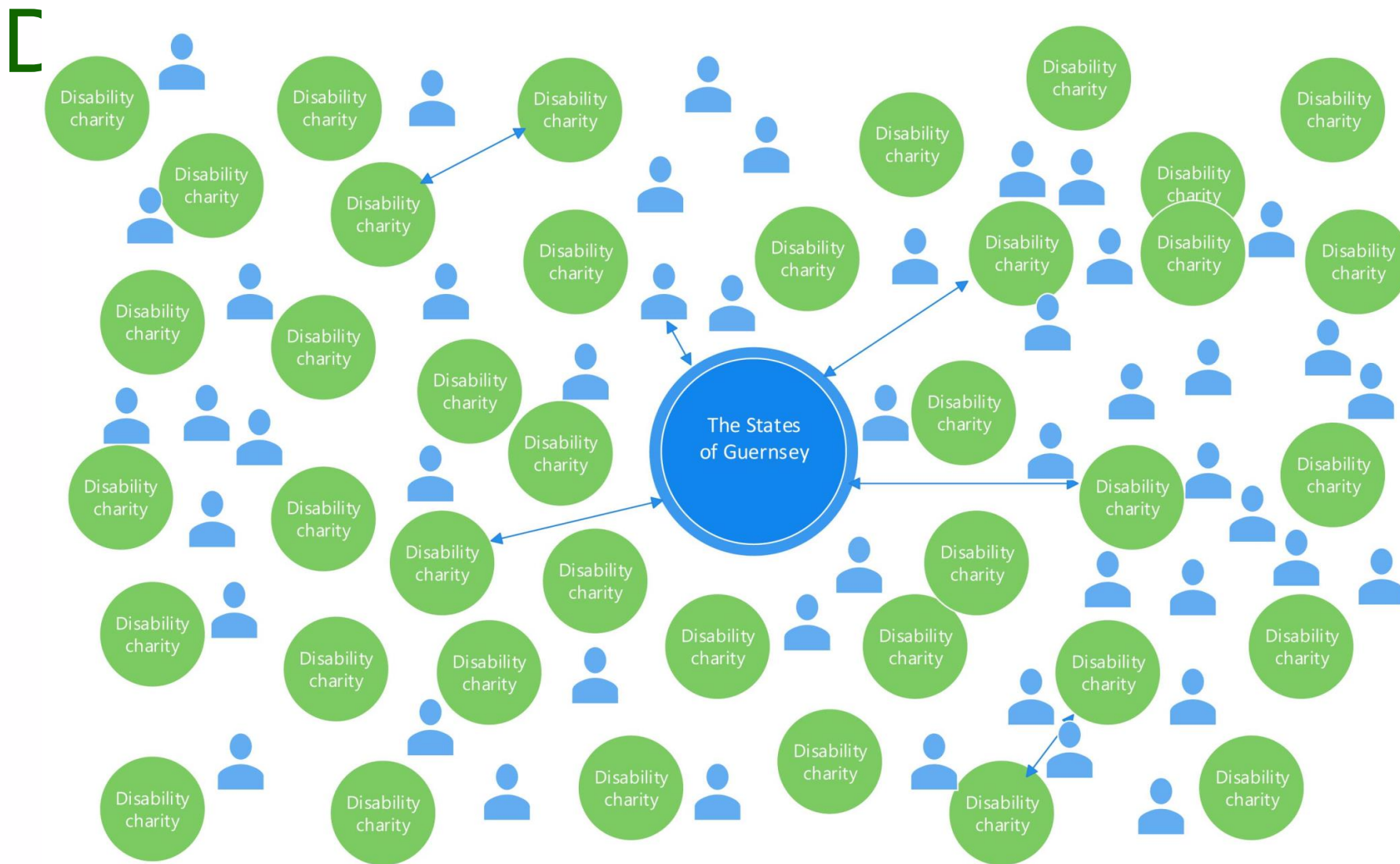
Partners in a
network of
support

Unempowered
individuals

Individuals & families

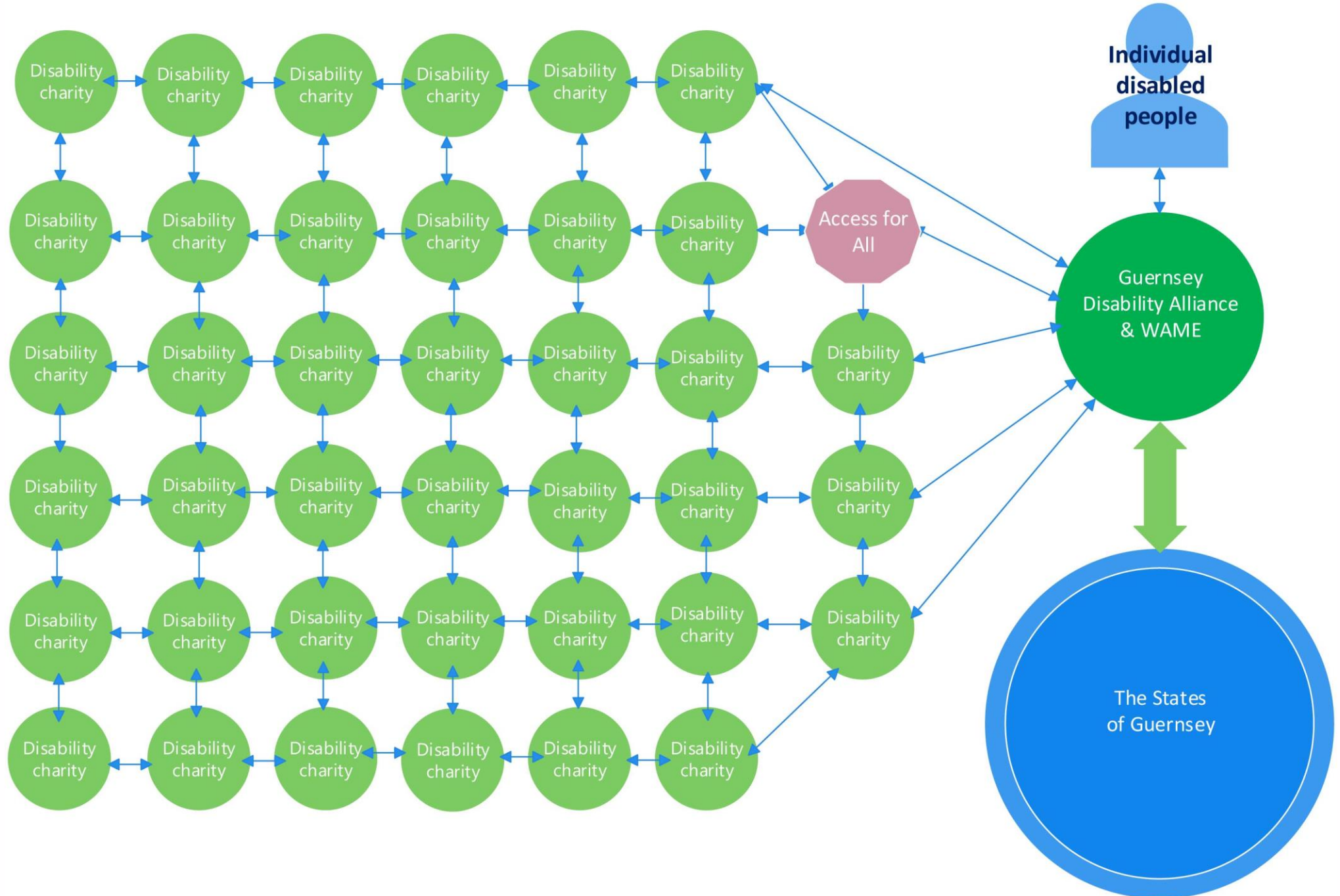
Collective Disabled
people’s voice

LITTLE EFFECTIVE COMMUNICATION BETWEEN CHARITIES OR THE STATES.
NON-REPRESENTED INDIVIDUALS WITH NO VOICE



COMMUNICATIONS WITH GDA

(EACH CHARITY ALSO HAS DIRECT COMMS WITH THE GDA - LINES NOT SHOWN FOR CLARITY)



What does the GDA do? 1 of 4

We gather information from:

- our members (40 x member charities and approx. 85 individual members),
- our own research,
- meetings with the States
- States' policies and publications,
- business and other third parties such as representative bodies and trade organisations, and
- visiting experts.

What does the GDA do? 2 of 4

We package, present and share information via:

- member meetings and special presentations,
- meetings with the States, business and other third parties,
- the media
- our websites and through social media, our newsletters,
- responding to government consultations,
- reports, papers and other publications produced by the GDA,
- special events such as, the GDA hustings and AGM events,
- the GDA's, We All Matter Eh?, branded information and awareness raising videos,

What does the GDA do? 3 of 4

We use information*: to influence the government's work and policy, to inform our members, and to play a part in changing attitudes, so that the rights of disabled people are respected and so that we may all have the same life chances and can:

fulfil our potential and contribute to society and live with our families, and in the community, as independently as possible, without relying on charity.

receive education on an equal basis with others in the communities in which we live in a manner which:

- does not exclude us from the general education system because of disability.
- reasonably accommodates our educational needs.

*and are guided by the UN Convention on the Rights of Persons in all that we do

What does the GDA do? 4 of 4

We use information*:

- be free of discrimination, exploitation, violence and abuse which can arise from our physical or mental impairments,
- be mobile and to be able to move around, and on and off Guernsey, with as few physical and procedural barriers as possible,
- access information, goods and services with as few barriers as possible,
- seek employment and pursue a career without fear of discrimination,
- have equal opportunity to enjoy and participate in sport, culture and art,
- have equal opportunity to participate in public and political life,
- be equal before and under, and receive equal protection and benefit from, the law.

*and are guided by the UN Convention on the Rights of Persons in all that we do

Total Members Top 5 - GDA (2015)

- 1 Awareness and acceptance of the **RIGHTS** of disabled islanders
 - 2 More disabled people in **EMPLOYMENT**
 - 3 A person-centered **COMMUNITY CARE** and support system
 - 4 **ACCESS** in all its forms (buildings, processes, customer services, recruitment, education, etc.)
 - 5 **RESPITE CARE** available according to need
- 6 A supportive **EDUCATION** system and Pathways to **HIGHER EDUCATION**, training and lifelong learning
 - 7 **INFORMATION** about existing support services
 - 8 Accessible, affordable **HOUSING**

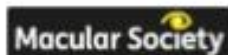
Member Charity Top 5 (2016)

- 1 Awareness and acceptance of the **RIGHTS** of disabled islanders (42)
- 2 A person-centered **COMMUNITY CARE** and support system (42)
- 3 **RESPIRE CARE** available according to need (33)
- 4 **ACCESS** in all its forms (buildings, processes, customer services, recruitment, education, etc.) (32)
- 5 More disabled people in **EMPLOYMENT** (30)
- 6 **INFORMATION** about existing support services (29)

The Guernsey Disability Alliance is an umbrella charity for 40 Member Groups.



Guernsey Down Syndrome Group



Member groups

- the GDA was formed as a member organisation
 - Groups
 - individuals
- Voice of the people for the people
- 2017 40+ member groups & 90 individuals (mailing 450)

Member groups – discussion

- Why have member groups?
- Has the role changed?
- Expectations of the members and the GDA?

The Disability & Inclusion Strategy

- 2008 GDA pushed for the research that led to the D&I strategy
- November 2013 (4 years) passed unanimously, lead group Policy Council and budget £250,000
- Summer 2015 the main resource leaves and is not replaced, there is no progress. DISSIG and DLG suspended.
- Election 2016 new states and D&I (& Equality) moved to ESSC
- New D&I strategy board, Legislation project team and recently ERO team. GDA & its role in the strategy
- October 2017 [ESSC](#) announce delays (AGM & States)

The Disability & Inclusion Strategy

Where are we now?

- Legislation
 - research and review – 6 jurisdictions
 - Present ESSC
 - Draft policy letter
- Equality Rights Organisation (ERO) first meeting 16th November 2017, Business case Spring 2018, policy letter...
- Does P&R 23 priorities and the budget make a difference?
- Communications: the highlights reports ([here](#))

The Disability & Inclusion Strategy

Discussion

- What's the role of member groups?
- What do you need from the GDA?
- What do we need to do together?
- How do we increase engagement and understanding?

What's changed?

Externally

- Change of Government and civil service
- Policy explosion
- Economy – fundraising is tougher
- Increase 3rd Sector paid staff
- GET Guernsey Employment Trust
- Partners?

What's changed?

Internally

- Change of board, chair (SG), social policy adviser (EY and then SG), marketing support & admin support
- Increase in social policy and rebirth of D&I board, legislation and ERO
- Limited capacity of Exec (volunteers)
- Lack of fundraising experience
- Lack of focus – willingness to say no!
- Formation of Access for All, Equality Working Group

Discussion: moving forward?

- Where to now?
- What's the potential Impact on Member groups?
- What's the potential impact on members
- Funding

Value to our members?

- Speaking with one voice, leading to results
- Communicating policy and developments
- Sense of legitimacy and belonging
- Signposting
- Networking
- Awareness raising
- We All Matter Eh?





Give members a sense of ownership of the Disability Strategy process and having their voice through videos, case studies and media

Launched in October 2013
2016 Hidden Disabilities
2017 Accessible Activities
2017 Think Differently about Disability #MakeAChange



Where to next?

Think Differently about Disability



#MakeAChange

To date

- 35 videos – over 9,000 views
- 15 Change Cards
- 500 flyers at 9 events

FB & Twitter from 12th Sept -
13th November

- Facebook - 112 posts
- Twitter - 146 posts

Contact Us

karen@disabilityalliance.org.gg

Mobile: 07781 467 316

guernseydisability
alliance



Guernsey Disability Alliance

www.disabilityalliance.org.gg

[www.facebook.com/Guernsey
DisabilityAlliance](http://www.facebook.com/GuernseyDisabilityAlliance)

Twitter: @GDA_Disability

We All Matter Eh?

www.matter.gg

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