

Disability and Inclusion Strategy Project – Status Report No 12

Members	Date	Overall Project RAG Status
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Workstream Status:

Red – significant issues

Amber – some issues/risks

Green – on track

Overview

States of Guernsey commits to improving employment opportunities for disabled people through signing the Employer’s Disability Charter. The Guernsey Employment Trust 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’.

The Committee for Employment & Social Security endorsed the selection panel’s recommendation to appoint Drs Shivaun Quinlivan and Lucy-Ann Buckley from the National University Ireland Galway (NUI Galway) to carry out a comparative analysis of relevant legislation from six shortlisted jurisdictions against agreed evaluation criteria. The knowledge from the findings will assist the Committee to come to a decision regarding which jurisdiction’s legislation to use as a model for our disability discrimination legislation. The specialist consultants held a number of workshops in February 2018 with follow up conversations with a range of key stakeholders.

To enable effective partnership working to meet the requirements of safeguarding vulnerable adults, the Multi Agency Safeguarding Hub (MASH) has been developed. MASH went live on the 23 January 2018, with all partner agencies attending.

A GTA University Centre customer training course provided customer facing staff from the utilities and finance industry with an understanding of factors that may make a customer vulnerable: including the ageing process, mental health issues and sensory loss. Through a practical exercise, attendees were able to gain an insight into the impact of some sensory loss, and to consider improvements to current business practice to provide an enhanced service to vulnerable people.

Disability Discrimination Legislation (DDL)	
Equality Rights Organisation (ERO)	
Review of States’ Obligations	
Information and awareness raising	
Information and 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)	

Disability & Inclusion Strategy Project Board – Status Report - Workstreams

Disability Discrimination Legislation	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Following a short list and selection process the Committee endorsed the selection panel’s recommendation to appoint Drs Shivaun Quinlivan and Lucy-Ann Buckley from the National University Ireland Galway (NUI Galway). • Advised successful and unsuccessful bidders. • Issued media release regarding the appointment of consultants on 30 January 2018. • Provided relevant background information to consultants. • Arranged a series of early engagement telephone calls between Drs Quinlivan and Buckley and various stakeholders on 2, 5, 7 and 9 February 2018. • 15 February 2018 – Drs Quinlivan and Buckley met representatives of GDA, GET, Equality Working Group, disabled persons, carers, those involved in the current discrimination tribunal and legislative structure, and business in group meetings to provide them with the opportunity to further explore the key issues identified in the initial telephone meetings. • 16 February 2018 – am – Held workshop with Committee members, members of the Disability Discrimination Legislation Project Team and a few other key stakeholders to identify key evaluation criteria to inform the comparative analysis of the shortlisted jurisdictions. • 16 February 2018 – pm – Committee agreed key evaluation criteria. Consultants commenced comparative analysis of relevant legislation from 5 shortlisted jurisdictions (decision taken to remove Hong Kong from the shortlist as it did not meet the requirement for the legislation to be easily understood). 	<ul style="list-style-type: none"> • There is an intention to write to the Policy and Resources Committee to provide an update on the workstream and give early notice of the potential need for additional funding for further consultancy support for the project. • Drs Quinlivan and Buckley to continue to review relevant legislation from shortlisted jurisdictions against the evaluation criteria agreed by the Committee on 16 February 2018. Progress to be reviewed via weekly catch-up calls. • Drs Quinlivan and Buckley to present the findings of their comparative analysis and facilitate the Committee coming to a decision regarding which jurisdiction we should model our disability discrimination legislation on – meeting scheduled to take place on 29 March 2018. • Scope out any further consultancy work required and prepare ‘request for quotation document’ if necessary. • Working closely with Equality and Rights Organisation (ERO) Project Lead, further investigate potential enforcement options.

Disability Discrimination Legislation cont'd

Current Status	Next Period
<ul style="list-style-type: none"> • Held initial teleconference meeting with officials from the Department for Work and Pension's Office for Disability Issues to clarify what the process will be and what key requirements are likely to be for extension of the UNCRPD so that these can be taken into account in developing legislative work. • Made all necessary arrangements for consultants to visit Guernsey for final workshop on 29 March 2018. • Sark's Policy and Performance Committee confirmed that it was not thought appropriate for Sark to introduce disability discrimination legislation or implement the UN Convention on the Rights of Persons with Disabilities at this time as Sark would not be able to fulfil the necessary requirements. 	

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • News release on the first ERO Workshop issued and media interviews conducted. • Second Workshop to analyse and begin to narrow down top line input from the first Workshop. • Initial development of a business case for the ERO. • ERO Update at the joint Employment and Social Security/Policy and Resources Committee meeting in January 2018. • Consultation with other Channel Island Regulatory Bodies. 	<ul style="list-style-type: none"> • ERO Project Team to expand with further key stakeholders involved. • Continued consultation with stakeholders. • Continued development of business case. • Comparative analysis of similar jurisdictions' ERO structures to be produced. • Consideration of possible advisory/mediation/enforcement mechanisms.

Review of States' Obligations	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Business Disability Forum (BDF) Reports shared with all Committees. • BDF Reports have been endorsed by the Civil Service Leadership Team (CSLT). • Project Board formed and first meeting planned for May 2018. 	<ul style="list-style-type: none"> • Each Committee to establish Project Team in Q1/2.

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

Current Status	Next Period
<ul style="list-style-type: none"> • Wheelchair Service working with two UK Trusts to discuss and formalise arrangements for Off-Island attachments for therapists from Guernsey. • Occupational Wheelchair Therapist interviews held on 23 February 2018 and position offered to successful candidate. • Wheelchair Service reviewing Service Level Agreement (SLA) for wheelchair repairs. • Wheelchair Services have written an article for The Issue (a States of Guernsey publication) about partnership working with service users and how working together can produce a better quality service. • Inclusion and Equality reviews took place in all schools in Q1/2 2017 with repeated reviews in Q1/2 2018 to assess progress. • Education continue engagement with GDA and partners. • Dedicated funding identified in schools to support vulnerable learners. • Pre-school support available for vulnerable families with 2-3year olds. • Continued development of curriculum and professional development for schools on delivering Mental Health and Well-Being Strategy (MHWB) and Growth Mindset. • Development of MHWB guidelines for schools as part of SOG MHWB Strategy. • Investment in MHWB First Aiders and other support programmes/ initiatives within schools and across service. • New PSHE curriculum to be established in schools. • Healthy Schools Award Presentation to La Mare. • Second tranche of Healthy School student leaders trained up – in two schools. • Positive work via Multi Agency Support Hub and Children and Young Peoples Plan (CYPP) implementation group re: identification and intervention for highlighted cases. 	<ul style="list-style-type: none"> • Wheelchair Services to develop induction programme in preparation for new starter. • Wheelchair Service to progress Off-Island attachment with UK Trusts. • Review of progress of learners vulnerable to underachievement (UA) a focus as part of examination and assessment results in 2018. • Review intervention in place for UA learners at secondary and specific foci for individual schools. • Work with schools to identify intervention and programmes to support closing the gap. • Review of progress of learners vulnerable to underachievement a focus as part of reviews in Q1/2 2018. • Next set of schools to achieve Healthy Schools status. • Secure funding to roll out MHWB across secondary schools. • Meet with HSC to discuss vulnerable learners/families and develop coordinated approach.

	Current Status	Next Period
<p>Information & awareness raising cont. (I)</p>	<ul style="list-style-type: none"> • Development of short videos to provide information in a different format for Islanders. • Ruelle Braye Road improvements now include new dropped kerbs and Blister paving. • 67 CT Plus staff have undertaken Disability Awareness Training. • Review of www.signpost.gg content and links. • Updates made to www.signpost.gg • To date 1,778 individuals have accessed the Disability Awareness online training through www.signpost.gg/training • Progress actions in the Children’s Disability Service action plan. • The States of Guernsey as an employer signed the Employers’ Disability Charter 2 February 2018. • Presentation to Citizens Advice Guernsey about the resources available in www.signpost.gg for disabled people and carers and the factual access guides about venues in Guernsey available on ‘DisabledGo Guernsey.’ • Updates on the Strategy provided at the Guernsey Disability Alliance (GDA) meeting in February 2018 and through the GDA monthly Newsletter. • Disability and awareness training delivered to visiting centre staff at Castle Cornet, Fort Grey and the German Naval Signals Headquarters. • Further scoping of the awareness raising campaign required to fulfil requirements of Article 8 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). • GTA University course – Communicating with and understanding vulnerable customers. 	<ul style="list-style-type: none"> • Publish videos and film further topics.

Information and Awareness Raising for Businesses in Guernsey	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is in the implementation phase. It is acknowledged that further updates will be required for business which become part of the Information and Awareness Raising workstream. 	<ul style="list-style-type: none"> GET to continue providing training and support on the Good Practice Guide. Further awareness raising to be part of communications plan and included in the information and awareness raising workstream.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Meeting with Crown Advocate, HSC Leads and Independent Consultant to discuss current position and how to move forward. Drafting positional paper for the Committee for HSC in April 2018, setting out options on how to progress. 	<ul style="list-style-type: none"> To secure a decision on how to proceed with the writing of the legislation. Work on replacing the 2015 draft Policy Letter with more up to date version and setting realistic deadlines/statement of what is expected to be achieved by year end. Positional paper presented to the Committee.

Adult Safeguarding	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> A paper presented to HSC Committee in September directed that an ordinance be drafted to allow the remit of the Island Safeguarding Children Partnership to be extended to include children and adults at risk. This would provide a statutory footing for adults safeguarding activities and allow adult safeguarding to benefit from structured reporting and governance arrangements. This work is now being progressed and work is taking place to draft the ordinance which will facilitate this development. Work has also taken place to enable adult safeguarding activities to be merged with the Multi Agency Safeguarding Hub (MASH) for adult safeguarding issues. Terms of reference have been completed, administrative support and reporting formats have been devised. Further consultation has taken place and the Adult Safeguarding Multi Agency Support Hub (MASH) went live 23 January 2018 with all partner agencies attending. 	<ul style="list-style-type: none"> The six week pilot concludes at the beginning of March and this is due to reviewed imminently. Recommendations will be made based on the review of the six meetings which have occurred. All key partners will be involved in the review which will consider the MASH model, the frequency of MASH sessions and the effectiveness of the process in terms of the protection of adults at risk. To follow up on allocation of resources for drafting of new ordinance around adult safeguarding.

Framework for people with Dementia	
Project Lead:	HSC
Target Completion Date:	Framework written. In implementation phase.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is in the implementation phase and reports each quarter. 	<ul style="list-style-type: none"> To progress the action plan and report in Quarter 2.

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	Awaiting resources.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is awaiting allocated resources. 	<ul style="list-style-type: none"> No action planned.

Framework for people with Learning Disabilities	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Draft business case for funding has been written. 	<ul style="list-style-type: none"> Complete and submit business case for funding.

Framework for people with Autism	
Project Lead:	HSC
Target Completion Date:	Framework written.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is in the implementation phase and reports each quarter. 	<ul style="list-style-type: none"> To progress the action plan and report in Quarter 2.

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Following the original workshop further group meetings with Guernsey Employment Trust (GET), GROW and GO have been held to forge closer working relationships. The Job Centre has opened up its suite of courses to other agencies. Job Centre Staff have received both Dementia and Autism Training. 	<ul style="list-style-type: none"> A second meeting has been arranged for the 8 March at GSPCA at which presentations will be given from GSPCA, Job Centre and GET.

United Nations convention on the Rights of Persons with Disabilities (UNCRPD)	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Currently scoping the resources required to progress this workstream. Initial conference call with the UK for guidance on the ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). 	<ul style="list-style-type: none"> Initial findings to be presented to the Project Board to determine next steps.