

# Disability and Inclusion Strategy Programme – Status Report No 15

Members	Date	Overall Project RAG Status
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**Workstream Status:**  
**Red** – significant issues  
**Amber** – some issues/risks  
**Green** – on track

## Overview

**Discrimination Legislation:**

This Project has changed from Red to Amber status due to a Project Support Officer joining the Project Team on a secondment from the Policy and Resources Committee (P&R), as agreed by the States on 5<sup>th</sup> June when it was agreed that the project should be expanded to cover multiple grounds of protection from discrimination.

**Review of States’ Obligations:**

Each Committee continues to identify tasks to deliver on each action with appropriate timescales and submit their actions plan reports to the Project Board. The Project Board reviewed the Committee reports at the Project Board meeting on 8<sup>th</sup> August and will report back to the Civil Service Leadership Team (CSLT) on 26<sup>th</sup> October with an update on the progress of the Project.

**Capacity Legislation:**

Parliament published the Mental Capacity (Amendment) Bill on 3<sup>rd</sup> July 2018 with the second reading on 16<sup>th</sup> July 2018. This bill was largely concerned with amending the deprivation of Liberty Safeguards. The workstream has looked again at the proposed Guernsey Legislation in the light of the proposals in the Bill and made amendments where considered appropriate. Advanced decisions and issue of fluctuating capacity are currently being considered. A detailed report is being drafted for the Health and Social Care Committee to include some of the outline proposals. It is anticipated that this will be completed by early October.

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 Programme Board – Status Report - Workstreams

Discrimination Legislation		Current Status	Next Period
Project Lead:	ESS	<ul style="list-style-type: none"> <li>• An additional staff member has joined the team on secondment from the Policy and Resources Committee (P&amp;R), as agreed by the States on 5<sup>th</sup> June when it was agreed that the project should be expanded to cover multiple grounds of protection from discrimination.</li> <li>• Two consultation surveys have been prepared on the existing Sex Discrimination (Employment) (Guernsey) Ordinance, 2005 – one is a non-technical survey aimed at the general public, HR professionals, Unions, etc and the other is a technical survey aimed at employment lawyers and people involved in administering the Sex Discrimination legislative regime.</li> <li>• A series of initial introductory meetings were held with representatives of groups that may be protected from discrimination under the legislation to discuss how these ‘grounds of protection’ might be defined in the legislation.</li> <li>• Meeting held with States HR representatives regarding policy consideration from the perspective of the States as an employer</li> <li>• Meeting held with Policy Lead for the children and young people plan to discuss alignment with the plan and UNCRC.</li> <li>• Meeting held with representatives of Access for All, the Guernsey Disability Alliance, Planning and States Property to discuss how the legislation may cover accessibility.</li> <li>• Started planning internal communications and consultation with States of Guernsey Service areas.</li> <li>• Consultants continue to work on developing a ‘straw man’ Ordinance drawing on the Irish and Australian legislation.</li> <li>• Continue to identify emerging issues arising from the work of consultants, the meetings held to date and some initial research into these areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Release the consultation on the Sex Discrimination Ordinance – to be open for 6 weeks.</li> <li>• Continue engagement with the business community. This will provide an update for interested parties but also give an opportunity to identify key policy issues of concern to businesses as future duty-bearers. There are two meetings scheduled during September to update representatives for business organisations who have previously engaged with the project; an update is being given at a CIPD event on reasonable adjustments on 25 September and a Chamber of Commerce lunchtime session is planned for late September/October.</li> <li>• Raise awareness of the States of Guernsey senior leaders regarding the project and its potential implication for the States as a large employer and provider of goods and services.</li> <li>• Finalise Consultancy Agreement with NUI Galway (delayed due to university summer break).</li> <li>• Drs Quinlivan and Buckley (NUI Galway) to continue working on the development of the ‘straw man’ model Ordinance; emerging policy issues to be investigated by the ESS team as they arise. It is expected that a presentation of ‘straw man’ model Ordinance will take place in November.</li> <li>• Undertake further analysis of the outstanding policy question on relation to the enforcement model including discussion with our consultants. A workshop involving the ERO Project Team, the Legislation Project Team and other stakeholders to consider the issues will be planned.</li> <li>• Attend Employment and Discrimination Tribunal hearing if one is planned.</li> </ul>
Target Completion Date:			
RAG Status:			

**Discrimination Legislation cont'd (I)**

Current Status	Next Period
<ul style="list-style-type: none"> <li>Initial feedback received from the Employment &amp; Discrimination Tribunal highlighting a number of factors that need to be taken into account when planning the future enforcement model.</li> <li>Staff level meetings have been held to discuss some of the issues raised by our consultants with the proposed model for the enforcement and advice functions and how this relates to the proposed Equality and Rights Organisation – particularly around whether the Equality &amp; Rights Organisation should have an initial role in providing advice. Research is being undertaken to understand some of the factors that need to be considered around this.</li> <li>Raised awareness regarding the project at Pride on 8 September 2018.</li> </ul>	

**Equality Rights Organisation (ERO)**

Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>Developing the ERO Business Case for Future Presentation to Policy &amp; Resources Committee.</li> <li>Identify key considerations in ERO development, including branding and endorsements proposals.</li> <li>Responded to Employment &amp; Discrimination Tribunal’s comments in relation to direction of travel re: ERO and legislative development.</li> <li>Discussed structural, setting-up and funding consideration with recently set-up Health Improvement Commission.</li> </ul>	<ul style="list-style-type: none"> <li>Further consultation on ERO function in relation to other bodies, and the best model for Guernsey, which will inform business case development.</li> <li>7<sup>th</sup> ERO Project Board meeting</li> <li>Communications with UK Foreign and Commonwealth Office re: Human rights commissions in the Overseas Territories.</li> <li>Further development of the ERO Business Case.</li> </ul>

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>• Each Committee continues to submit their report to the Project Board.</li> <li>• Project Board reviewed Committee reports at the Project Board meeting on 8<sup>th</sup> August.</li> </ul>	<ul style="list-style-type: none"> <li>• Project Board to report back on progress of the project to Civil Service Leadership Team (CSLT) on 26<sup>th</sup> October.</li> </ul>

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Wheelchair height sections of the main reception desk and the café at Beau Sejour have been built</li> <li>• Beau Sejour Freedom membership for disabled people</li> <li>• Visit to North Bristol and Gloucestershire Wheelchair services with view of formalising off-island attachment</li> <li>• All educational establishments have continued to develop their inclusive practices and policies through the Summer Term in 2018.</li> <li>• Education Development Officers are working with schools to review progress of learners vulnerable to underachievement as part of examination and assessment results in 2018.</li> <li>• Several schools now regularly host Parental Forums to discuss the Inclusion Policy.</li> <li>• A primary school has implemented Lego-based therapy which aims to develop social competence through the development of social skills. It encourages children to interact with each other through collaborative play with construction toys; materials which are often highly motivating to children with autism and related conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalise off island attachment arrangements for wheelchairs.</li> <li>• Secure administrative support to the wheelchair therapist.</li> <li>• Inclusion CPD for staff in all schools, post 16 providers, preschools.</li> <li>• Working with HSC and other agencies to best meet the needs of children and young people, including the development of a Personal Education Plan (PEP) an My Education Access Plan (MEAP)</li> <li>• To explore how to continue to identify the needs of the most in need including children and young people with SEND, who are LAC or children who may face economic challenges</li> <li>• To explore with other agencies and the 3<sup>rd</sup> sector how to identify, monitor and track young carers on island.</li> <li>• To complete the refresh of formal assessment process.</li> <li>• To review the Education other than at school (EOTAS) to ensure the needs of children and young people are met</li> <li>• Review intervention in place for UA learners at secondary and specific foci for individual schools.</li> <li>• Next set of schools to achieve Healthy Schools status</li> <li>• To continue to explore how to best capture the voice of the child and young people, their rights and how this can be accredited.</li> </ul>

**Information & awareness raising  
cont'd**

Current Status	Next Period
<ul style="list-style-type: none"> <li>All Bailiwick schools are working towards ensuring that all children and young people have equal opportunities to reach their potential. Through their work with Education Services, schools are challenging inequality and encouraging diversity and are making progress towards inclusive practices.</li> </ul>	<ul style="list-style-type: none"> <li>Work with schools Early Years Foundation Stage (EYFS) Leaders to identify children and activities to support closing the gap</li> <li>Develop the Healthy Early Years Award with Partners linked to the Born to Move training.</li> <li>Continue to work with partners to ensure a coordinated approach to supporting our most vulnerable children including developing an inclusion Fund for preschools and day nurseries to access to support to meet all children's needs across Guernsey and Alderney.</li> <li>Continue to push for joint funding for vulnerable children to increase the ability to support the most vulnerable children.</li> <li>DisabledGo to visit Guernsey and carry out Hybrid access guides and Street Guide for the High Street in St Peter Port.</li> <li>Arrange a work experience day with DisabledGo for local residents to find out more about how DisabledGo survey a venue and experience surveying a venue themselves.</li> <li>DisabledGo to attend a scouts meeting to give a short presentation/interactive session about who DisabledGo are, what they do and why access information is important.</li> </ul>

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

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

Current Status
<ul style="list-style-type: none"> <li>Parliament published the Mental Capacity (Amendment) Bill on 3<sup>rd</sup> July 2018 with the second reading on 16<sup>th</sup> July 2018. This bill is largely concerned with amending the deprivation of Liberty Safeguards.</li> <li>Looked again at the proposed Guernsey Legislation in the light of the proposals in the Bill and made amendments where considered appropriate.</li> <li>Advanced decisions and issue of fluctuating capacity are currently being considered.</li> <li>In the process of writing a detailed report for the Health and Social Care Committee to include some of the outline proposals. It is anticipated that this will be completed by early October.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>Consultation with key staff continues.</li> <li>Consideration to be given to a consultation event to ensure that the frameworks being put in place will be as effective and efficient as possible.</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>Following a positive six month review meeting the Adult MASH steering group is due to meet again at the end of September to complete a further review of the adult MASH, which remains as a pilot at this time.</li> <li>Reviewed multi-agency information sharing protocol for children is in final draft and will be listed for the ISCP of 27<sup>th</sup> September for final sign off. A separate information sharing protocol for adults at risk is being drafted and is expected to be finalised by the end of October 2018.</li> <li>Draft HSC MARAC protocol has been sent out to the working party for comment prior to wider consultation.</li> <li>The office of Environmental Health &amp; Pollution regulation together with HSC Adult Community Services have formed a self-neglect working group to consider process in this difficult area of safeguarding. Agreed pathway will also be incorporated into the reviewed HSC multi-agency adult safeguarding procedure.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>Update following the adult MASH review</li> <li>Update re: multi agency information sharing protocols</li> </ul>

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"> <li>• Dementia friendly Guernsey continues to meet regularly and liaise with other agencies in an effort to increase dementia awareness. Some expression of interest has been forthcoming from Waitrose about their organisation becoming Dementia Friends.</li> <li>• Continued good progress with awareness campaign especially focussed on Dementia Action Week and a special cinema screening at Beau Sejour.</li> <li>• Meetings have taken place with Nick O'Donoghue, (Alzheimer's Society, South West). How the Alzheimer's Society provide post-diagnostic support is being re-evaluated nationally and this may change the model of care locally too. DFG, in association with the key dementia support agencies and HSC, continue to explore how this might be taken forward and what extra resources may be required.</li> <li>• A post-diagnostic support worker role has been agreed within the HSC Memory Clinic team and this is currently going through the necessary challenge channels. This will support the burgeoning Memory Clinic caseload worker which is receiving approximately 4 new referrals weekly. The post-diagnostic worker will be able to help engage newly diagnosed families towards 3<sup>rd</sup> sector services and help bridge the gap identified in the Dementia Framework where families felt they were "cut adrift" after diagnosis was made as follow-up in the long term is not available.</li> <li>• Memory Clinic Pathway has been reviewed and delivery of presentations have been offered to the 3 GP Practices. Only one group (QRMP) has taken up the offer of hearing this presentation with the other two asking for a copy of the presentation to be discussed at their management meeting due to time constraints</li> </ul>	<ul style="list-style-type: none"> <li>• Di Birch to roll out the Skills for Health training (early 2019)</li> <li>• Post-diagnostic support work role to be ratified and appointed to</li> <li>• Presentation to be made to QRMP GP practice.</li> <li>• Non-medical prescribing course commenced on 10<sup>th</sup> September through the Institute and University of Middlesex. This is the first time this course will be delivered on-island. Paul Corcoran has been enrolled and if he should gain this qualification this will significantly improve the journey for people with dementia as non-medical prescribers will be able to make diagnoses of dementia and prescribe within their sphere of competence. This should speed up the diagnostic process and access to treatments in straightforward cases. The qualification will also allow for quicker review of residents within the care home sector and may prevent potential admissions to Tautenay or other care sectors. The Qualification has also been shown to help reduce anti-psychotic use within the care home sector by virtue of NMP's being able to closely review such treatments and stop them if the initial presenting problem has resolved.</li> </ul>

**Framework for People with Dementia  
cont'd (I)**

Current Status	Next Period
<ul style="list-style-type: none"> <li>Di Birch (Practice Development Lead, Older People) has proposed the development of a series of dementia related teaching sessions based on the Skills For Health accredited programme <a href="http://www.skillsforhealth.org.uk/services/item/176-dementia-core-skills-education-and-training-framework">http://www.skillsforhealth.org.uk/services/item/176-dementia-core-skills-education-and-training-framework</a>. There has been a lot of interest expressed from nurses wanting to contribute to the delivery of these sessions within their area of expertise.</li> </ul>	

**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"> <li>Awaiting resource allocation – no progress to report</li> </ul>	<ul style="list-style-type: none"> <li>No actions planned</li> </ul>

**Framework for people with Learning  
Disabilities**

Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>Schedule in place for Consultant visit 6<sup>th</sup> and 7<sup>th</sup> September, meetings set with key stakeholders and a launch planned for the Review of Adult Disability Services that will feed into the Learning Disability Framework. This will be held at a pop up café at St Martins Community Centre supported by Beacon's Café on 6<sup>th</sup> September.</li> <li>Letters have been sent to people that receive services for Adult Disability Service and their next of kin to invite them to the launch and to complete a survey to inform the stakeholder discussion events.</li> <li>Launch event and meetings with key stakeholders set for 6<sup>th</sup> and 7<sup>th</sup> September</li> </ul>	<ul style="list-style-type: none"> <li>Collate survey responses</li> <li>Continued preparation for stakeholders engagement sessions</li> <li>Stakeholder engagement sessions are scheduled for two successive days once a month between November 2018 and February 2019. each session will have a theme and be facilitated by the consultant alongside Adult Disability Service staff. Invitees will include service users relatives and carers, support staff, clinicians, 3<sup>rd</sup> sector providers and any other stakeholders etc.</li> </ul>

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"> <li>Autism Lead will be in post from September.</li> <li>GAP meeting held on 6<sup>th</sup> September with Autism Guernsey</li> <li>Speech and Language Therapist from Adult Disability Services met with Autism Guernsey in June to discuss updates.</li> <li>Date of the review of diagnostics within HSC agreed for 20<sup>th</sup> September</li> </ul>	<ul style="list-style-type: none"> <li>Review of HSC diagnostics</li> <li>GAP meeting</li> </ul>

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>Meeting held with GROW and GO regarding provision of services</li> <li>Meeting with GET continue to be bi-monthly.</li> <li>Initial meeting held with Education regarding NEETS (Not in Education, Employment or Training) going into placements</li> </ul>	<ul style="list-style-type: none"> <li>The next stakeholders meeting and 'presenters' still to be arranged – GO have agreed to one presentation.</li> </ul>

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"> <li>No action during this period</li> </ul>	<ul style="list-style-type: none"> <li>Resourcing for this project will be considered as part of discussions underway for wider resourcing for the ESS Equality mandate.</li> </ul>