


## Disability and Inclusion Strategy Programme – Status Report No 20

Members	Date	Overall Project RAG Status
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### Overview

#### Discrimination Legislation

The Policy & Resources Committee were briefed on the planned consultation process and the Committee’s draft policy proposals.

A communications plan was developed for the public consultation.

There was continued research and investigation into policy issues, as directed by the Committee, for discussion at the various Committee workshops.

#### Equality Rights Organisation





The finance team have started work to develop a cost model to support the options appraisal.

References to the Equality and Rights Organisation have been incorporated into the draft documents for the discrimination legislation consultation.

#### Information and awareness raising

The Equality Guernsey workshops continued on: “What are our children learning about Human rights”, “Disability Etiquette”, “Cultural Competency” and “Guest Worker Rights”. The Equality conference is booked for the 4<sup>th</sup> July. [Equality Guernsey](#).

The Walkers Employment Team presented to island employers and States of Guernsey staff on “Disability, what does it mean in practice” and “Adjusting for disability”.

The work streams below are still being developed:		
 Significant challenges  Some challenges  On track  Not started	Disability Discrimination Law	ESS
	Equality & Rights Organisation	ESS
	Capacity Legislation	HSC
	Information and Awareness-Raising	ESS
	Safeguarding Vulnerable Adults	HSC
	Framework for People with Communication Difficulties	HSC
	Framework for People with Learning Disabilities	HSC
	Supported and Mainstream Employment	ESS
<i>The States of Guernsey is not in a position to seek the extension of the ratification of the UNCRPD until certain key work streams have been completed.</i>		UN Convention on the Rights of Persons with Disabilities (UN CRPD) ESS
The work streams below are complete and now live:		
See each work stream status for further details.		
<b>Review of States' Obligations</b> (implementation now rests with States of Guernsey) <b>Information and Awareness-Raising</b> (for businesses in Guernsey delivered through GET) <b>Framework for People with Dementia</b> (implementation now rests with HSC) <b>Framework for People with Autism</b> (implementation now rests with HSC)		

## Disability and Inclusion Strategy Programme Board – Status Report - Workstreams

Discrimination Legislation		Current Status	Next Period
Project Lead:	ESS	<p><b>Resourcing</b></p> <ul style="list-style-type: none"> <li>Recruited an additional Policy Officer on a temporary basis – due to commence work on 10 June.</li> <li>Secured support from central communications team from 10 June until the start of the consultation (two days per week) to assist with preparations for the public consultation.</li> </ul> <p><b>Consultation/awareness raising</b></p> <ul style="list-style-type: none"> <li>Provided feedback regarding draft presentations prepared by Walkers and Equality Guernsey as part of the ongoing awareness raising campaign.</li> <li>Met with Alderney Representatives (25 April).</li> <li>Met property lettings agent to discuss accessibility (30 April).</li> <li>Met with Human Resources representatives (1 May).</li> <li>Met with Employment and Discrimination Tribunal Chair and Deputy Chair (7 June).</li> <li>Briefed the Policy &amp; Resources Committee on the planned consultation process and the Committee’s draft policy proposals (3 June).</li> <li>Developed communications plan for the public consultation.</li> </ul> <p><b>Policy research and development</b></p> <ul style="list-style-type: none"> <li>Continued to research and investigate policy issues, as directed by the Committee. Anticipate that by 11 June outstanding policy issues for inclusion in the consultation document should be resolved.</li> <li>Committee workshop held on 29 April to discuss exceptions to the proposed legislation.</li> <li>Other significant policy issues were also considered by the Committee on 7 May, 21 May and 4 June.</li> <li>Further refined and developed the consultation documents for consideration by the Committee on 4 and 11 June.</li> <li>An additional Committee workshop organised for 20 June.</li> <li>Ongoing liaison with central communications team regarding the consultation questionnaire.</li> </ul>	<p><b>Consultation/awareness raising</b></p> <ul style="list-style-type: none"> <li>Meet with representatives of Planning and States Property Services regarding accessibility (11 June).</li> <li>Meet political representatives in Alderney to discuss development of proposals for discrimination legislation and other related issues.</li> <li>Finalise suite of consultation documents.</li> <li>Make all necessary arrangements for the launch of the consultation.</li> <li>Prepare letters/emails to States Committees and other stakeholders.</li> <li>Set up stakeholder meetings to take place throughout the consultation period.</li> <li>Launch consultation.</li> </ul> <p><b>Policy research and development</b></p> <ul style="list-style-type: none"> <li>Committee workshops on 11 and 20 June.</li> <li>Liaise with States Committees as necessary in respect of their submissions regarding use of the protected grounds in statutory provisions, policies, procedures, rules and criterion.</li> <li>Attend an Employment and Discrimination Tribunal hearing to observe their working practices.</li> <li>Other ongoing project administration and planning.</li> </ul>
Target Completion Date:	2020		
RAG Status:			

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	2020
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>An initial briefing was prepared for the Committee on Equality Data.</li> <li>References to the Equality and Rights Organisation have been incorporated into the draft documents for the discrimination legislation consultation.</li> <li>The policy officer time has been prioritised to the discrimination legislation consultation during this period.</li> <li>Additional assistance has been secured from the finance team and some work has been undertaken to begin to develop a cost model to support the options appraisal.</li> </ul>	<ul style="list-style-type: none"> <li>When the consultation for the discrimination legislation has been released, policy officer time will be reallocated to the development of the Equality and Rights Organisation business case.</li> <li>The initial focus for the work will be developing an options appraisal for the 'Economic Case'. This will look at core structure and the governance of the organisation.</li> <li>Work will be undertaken to bring an options appraisal to the Committee so that decisions can be made which will narrow options.</li> </ul>

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	July 2019 for the draft Law.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>The final sections of the draft legislation have been completed for presentation to the Committee <i>for</i> Health &amp; Social Care.</li> </ul>	<ul style="list-style-type: none"> <li>Present the first version of the completed draft of the Law to the Committee <i>for</i> Health &amp; Social Care (late June/early July 2019)</li> <li>Develop proposals for targeted engagement on the draft Law</li> <li>Prepare Policy Letter addressing follow-up actions from 2016 Policy Letter (timescale to be agreed)</li> <li>Complete final refinements to the draft Law</li> </ul>

Information & awareness raising	
Project Lead:	ESS
Target Completion Date:	July 2019
RAG Status:	

Current Status
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Hidden disability training with given to Ports staff including staff from Condor, G4S and Manches Isles express, and to Guernsey Information Staff and the cruise liner welcome team.</li> <li>• Meeting with States Assembly and Constitution Committee about planning for accessible island election in 2020</li> <li>• Meeting with St Johns first assessors</li> <li>• Meeting with the corporate communications team to discuss the information for disabled people and their carers which is held on both gov.gg and signpost.gg</li> <li>• Disability Officer attended accessforall Committee meeting</li> <li>• Met with representatives from Autism Guernsey</li> <li>• Attended Public Health review of Rheumatology services.</li> <li>• Met with a representative of recreation services to discuss the revamp of the Beau Sejour changing facilities</li> <li>• Reviewed access of Market development, passport office and High Street and arcade area.</li> <li>• Presentation to States Human Resources staff on the current position of the action plans following the BDF Disability Review.</li> <li>• Met with States Disability Champion and GDA members</li> <li>• Met with Adult Disability Service representative to discuss the information about the service which is on signpost.gg</li> <li>• Updated signpost.gg website</li> </ul> <p><b>Awareness raising initiatives</b></p> <ul style="list-style-type: none"> <li>• The Equality Guernsey workshops covered “What are our children learning about Human rights”, “Disability Etiquette”, “Cultural competency” and “Guest worker rights”.</li> <li>• The Walkers Employment Team presented to island employers and States of Guernsey staff on “Disability, what does it mean in practice” and “Adjusting for disability”.</li> </ul> <p><b>Online Disability Awareness Training</b></p> <ul style="list-style-type: none"> <li>• 2825 people have signed up to the Online Disability Awareness training since its commission. This is an increase of 57 since the last report.</li> </ul>

Next Period
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Engagement visit including a Surveying workshop by AccessAble.</li> <li>• Presentation to Child Development Team on the Disability and Inclusion Strategy and the legislation consultation process.</li> </ul> <p><b>Awareness raising initiatives</b></p> <ul style="list-style-type: none"> <li>• Equality Guernsey group concludes the Equality project with a conference on Diversity on the 4<sup>th</sup> July 2019.</li> <li>• The Guernsey Society for Physically Disabled People will launch their animation series.</li> </ul>

Current Status	Next Period
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Inclusion Continuing Professional Development continues for staff in all schools and post 16 establishments.</li> <li>• The support and development of inclusive practices continues. Officers and partners continue to work with schools including equality &amp; fairness; staff development; meeting learner needs and pupil voice.</li> <li>• Through framework of Children and Young Peoples Plan, schools have continued to work with UNICEF to develop children, staff and the community understanding of the UNCRC (the UN Convention on the Rights of Children).</li> <li>• All primary and secondary schools were invited to the UNICEF training events: the 'Achieving Bronze Award' and the '101 ways to implement the Rights Respecting Schools Award'.</li> <li>• Educational establishments have continued to develop their inclusive practices and policies with a number of primary and secondary schools already achieving the RRS Bronze Award. It is anticipated that all primary and secondary schools will achieve the RRS Bronze award by the end of the academic year.</li> <li>• As part of the Equality Guernsey workshop, an event was held to help the community develop their awareness of the United Nations Convention on the Rights of the Child (UNCRC).</li> <li>• A new Personal Education Plan (PEP) document has been created for Guernsey which is context and age specific (using UK guidance).</li> <li>• The documents have been shared and consultation has happened with HSC, Corporate Parent Group and Schools – feedback given and amendments made</li> <li>• A final PEP document has been shared with Special Educational Needs Coordinators (SENCOs) and this has been used by primary and secondary schools since January.</li> </ul>	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Review intervention in place for Under Achiever learners at secondary and specific foci for individual schools.</li> <li>• Looked After Children (LAC) Guidance document: Responsibilities between HSC and Education has been discussed and shared, a draft document to be shared for consultation with key stakeholders to be created.</li> <li>• Review success of LAC Apprenticeship pilot and plan forward.</li> </ul>

Current Status	Next Period
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Every school has an ‘Inclusion Champion’ and a ‘Mental Health &amp; Wellbeing Champion’.</li> <li>• To support and give guidance, the ‘Positive Mental Health and Wellbeing’ policy for use in schools was published on the 3<sup>rd</sup> May.</li> <li>• Exploration of how the needs of the most in need, including children and young people with SEND who are Looked after children (LAC) or children who may face economic challenges, continues. The LAC States Apprenticeships have begun as a pilot with the hope that this will grow and become sustainable in the future.</li> <li>• The States of Guernsey has developed a Carers’ Action Plan. Education are committed to supporting young carers and during the next academic year, schools will help identify young carers and develop appropriate interventions.</li> <li>• In January 2018 the States resolved to repeal and replace the Education (Guernsey) Law, 1970. This new legislation will set out educational aims and aspirations of a modern democratic society, educational policies adopted by the States in recent years and the powers and duties expected of a government in relation to education.</li> <li>• Provision for the education of children with special educational needs (SEN) is currently made within the 1987 amendment to the Education Law. In line with the States resolution, this Law needs to be updated to represent the modern-day educational provision for SEN in Guernsey, including existing good practice. This provision should include the promotion of a system of education where all children and young people have the opportunity to achieve their potential and should align with States commitments to the Disability &amp; Inclusion Strategy and the UN Convention on the Rights of Persons with Disabilities.</li> </ul>	

Current Status	Next Period
<p><b>Information for businesses</b></p> <ul style="list-style-type: none"> <li>• The Guernsey Employment Trust (GET) commissioned a video to be created to promote the Employers’ Disability Charter; this can be viewed <a href="https://www.youtube.com/watch?v=jX8flP02eNc&amp;t=1s">https://www.youtube.com/watch?v=jX8flP02eNc&amp;t=1s</a> . There is a version with no subtitles and a couple of shorter fully animated clips that can be used for marketing on the website and social media.</li> <li>• Walkers presented “Disability: What does it mean in practice for Employers?” and “Adjusting for Disability: Case studies for Employers” and referenced the work of the GET.</li> <li>• To support the Equality Guernsey series GET ran an Employment and Disability workshop. A case study involving an employer who attended the training was included and they provided some excellent feedback on how positive their experience had been. Following the event there was an article in the Guernsey Press.</li> <li>• GET provided two bespoke training sessions to managers at Guernsey Recycling Group.</li> <li>• A planning meeting took place between GET, Walkers, Employment and Social Security and the Guernsey Disability Alliance about the Discrimination Legislation workshop at the Equality Conference.</li> <li>• There are 32 Employers signed up to the Charter with CI Healthcare and Focus HR joining recently. There are 9 further organisations who are close to signing up.</li> <li>• GET produced a banner and editorial for the latest edition of Contact magazine (produced by Chamber of Commerce) to promote the Employers’ Disability Charter.</li> </ul>	<ul style="list-style-type: none"> <li>• Support Equality Guernsey at the Equality Conference on 4 July and support delivery of the discrimination legislation workshop along with Walkers, ESS and the GDA.</li> <li>• Provide some Disability Awareness training (with a focus on autism) at Healthspan in early July.</li> <li>• Promote GET’s Employment and Disability Workshop in August.</li> <li>• Continue to encourage more employers to sign up to the Employers’ Disability Charter</li> </ul>



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

Current Status	Next Period
<ul style="list-style-type: none"> <li>Plan island chair interviews have been completed and an announcement regarding appointment is pending.</li> <li>The incoming chair is aware of the desire to progress urgently with the implementation of an Adult safeguarding Board in shadow.</li> <li>Adult Information Sharing Protocol has been finalised and is available on the Island Safeguarding Children Partnership website.</li> <li>New adult safeguarding manager has been appointed and is in post.</li> </ul>	<ul style="list-style-type: none"> <li>Adult Information Sharing Protocol completed, needs to be ratified</li> </ul>

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	End of Q3 2019
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>A bid for funding to develop the communication framework has been successful and the work associated with this work stream will now begin.</li> </ul>	<ul style="list-style-type: none"> <li>Senior Responsible Officer (SRO) to lead the work stream and overall oversight of the production of the framework.</li> <li>External body/bodies to act as authors and advisor(s) in the production of a framework for the Bailiwick.</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>Consultation for review of Adult Disability Services has been completed.</li> <li>Report being drafted by external consultant.</li> </ul>	<ul style="list-style-type: none"> <li>Initial draft to be received from external consultant.</li> <li>Initial draft to be shared with key stakeholders</li> <li>Discussions with representatives from ESS &amp; ESC about process of merging recommendations from Adult Disability Service review with previous reviews of Children's Disability and Education Services to form the framework.</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>Meetings have started with a number of stakeholders to complete a map of services, including the Youth Commission, Startup Guernsey and Adult Disability Services.</li> <li>The Job Centre attended a recruitment event to provide advice/support to students leaving full time education this year.</li> <li>Funding has been approved to facilitate the appointment of a Project Key Worker at GO. A meeting took place between the Job Centre and GO to identify/improve ways we can work more closely together.</li> </ul>	<ul style="list-style-type: none"> <li>Meetings to continue with identified stakeholders to develop the map of services chart</li> <li>Continue to meet with GO meet on a regular basis as well as encourage Job Centre staff to make more referrals.</li> <li>Continue to provide support/guidance to agencies involved in setting up work placements for Looked After Children (LAC).</li> </ul>



**Supported and mainstream employment continued**

Current Status
<ul style="list-style-type: none"> <li>• Social Security have agreed to fund a “Kick start” wage for Looked After Children who have ceased education and have significant barriers in terms of finding and holding on to employment. First placement set up in collaboration with Action for Children and GET.</li> <li>• Y11 students from Le Murier visited Social Security to learn about Job Centre Services and Tax/Contribution card processes.</li> </ul>

Next Period

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

Current Status
<ul style="list-style-type: none"> <li>• The other work streams under the Strategy are working towards some of the requirements of the UNCRPD, but currently no additional resources are allocated to this work.</li> </ul>

Next Period

Review of States’ Obligations	
Project Lead:	ESS
Framework completed	Implementation phase

Current Status
<ul style="list-style-type: none"> <li>• Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>• Project Board reviewed Committee reports for Q1 of 2019 at the Project Board meeting on 7<sup>th</sup> May 2019.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Each Committee to submit their report to the Project Board for Quarter 2 of 2019 at the Project Board meeting on 12<sup>th</sup> July</li> <li>• Publically release the updated action plans of the BDF Reports for Q4 2018 and Q1 and Q2 2019.</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>• Implementation phase: update every quarter</li> </ul>

Next Period

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

Current Status
<ul style="list-style-type: none"> <li>• Implementation phase: update every quarter</li> </ul>

Next Period