


## Disability and Inclusion Strategy Programme – Status Report No 23

Members	Date	Overall Project RAG Status
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### Overview

#### Discrimination Legislation

The public consultation closed on the 30<sup>th</sup> September. Policy issues arising from the consultation have been identified and prioritised for consideration before the end of the year. The decision was made to reduce the scope of the Committee’s policy proposals to the grounds of disability and carer status (as a minimum). Meetings were held with Guernsey Disability Alliance and Equality Guernsey and also with representatives of the Chamber of Commerce, Institute of Directors, Guernsey International Business Association, Confederation of Guernsey Industry and the Guernsey branch of the Chartered Institute for Personnel and Development.





#### Equality Rights Organisation

The Committee have provisionally selected a preferred option and the first draft of a discussion document has been prepared. This will support engagement with key stakeholders and meetings have been arranged for December.

#### Information and awareness raising

The final awareness raising presentation by the Walkers employment team was on “Discrimination-what do employers need to know?”. Purple Tuesday was promoted across a number of States departments with the aim on improving the experience of the disabled customer. The Disability Officer also collaborated with third sector colleagues on this initiative. The Disability Officer also took part in the Amherst Primary school celebrations for the 30<sup>th</sup> anniversary of the UN Convention for the Rights of the Child promoting the rights of the disabled child.

#### The work streams below are still being developed:

 Significant challenges  Some challenges  On track  Not started	Disability Discrimination Law	ESS
	Equality & Rights Organisation	ESS
	Information and Awareness-Raising	ESS
	Capacity Legislation	HSC
	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 UNRCPD until certain key work streams have been completed.</i>		ESS

#### The work streams below are complete and now live:

See each work stream status for further details.

**Review of States' Obligations** (implementation now rests with Committees of the States of Guernsey)

**Information and Awareness-Raising** (for businesses in Guernsey delivered through GET)

**Framework for People with Dementia** (implementation now rests with HSC)

**Framework for People with Autism** (implementation now rests with HSC)

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

Discrimination Legislation		Current Status	Next Period
Project Lead:	ESS	<ul style="list-style-type: none"> <li>• Consultation period closed on 30 September 2019.</li> <li>• Analysed consultation responses.</li> <li>• Identified policy issues arising from the consultation and agreed prioritisation of issues for consideration before the end of the year.</li> <li>• Held series of Committee workshops to consider consultation feedback, prioritise policy issues and consider policy issues.</li> <li>• Communicated decision to reduce the scope of the Committee’s policy proposals to the grounds of disability and carer status (as a minimum). Race, religion and sexual orientation will be included in the proposals if time permits.</li> <li>• Met with representatives of the Guernsey Disability Alliance and Equality Guernsey to discuss the Committee’s decision to reduce the scope of the project.</li> <li>• Met with representatives of the Chamber of Commerce, Institute of Directors, Guernsey International Business Association, Confederation of Guernsey Industry and the Guernsey branch of the Chartered Institute for Personnel and Development, along with their legal advisers, to discuss their principle concerns regarding the Committee’s draft policy proposals.</li> <li>• Commenced work on policy issues identified as ‘high priority’ through the consultation process.</li> <li>• Undertook an options analysis regarding the operationalisation of the proposed adjudication process. Prepared costings for three shortlisted options.</li> <li>• <b>Risks to workstream</b></li> <li>• Limited staff resource and limited time frame before Policy Letter submission deadline.</li> <li>• Political risks associated with the potential for polarised views could impact the feasibility of progressing rapidly if ongoing discussion is required.</li> <li>• The reduction in staff resource, due to one of the team leaving, will increase pressure on all existing staff in the team.</li> </ul>	<ul style="list-style-type: none"> <li>• Meet members of the Employment &amp; Discrimination Tribunal Panel to discuss options for the operationalisation of the proposed adjudication process – feedback to Committee.</li> <li>• Finalise and publish consultation report during December.</li> <li>• Meet key stakeholders in December to discuss issues such as the definition of disability, compensation, ERO and Tribunal options, etc.</li> <li>• Research, identify options and make recommendations for consideration by the Committee in respect of the various outstanding policy issues in priority order.</li> <li>• Commence discussions with the Policy &amp; Resources Committee regarding funding requirements for all aspects of the policy proposals.</li> <li>• Prepare first draft of Policy Letter in January 2020.</li> </ul>
Target Completion Date:	2020		
RAG Status:	Red		

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Significant progress has been made during the reporting period on the options analysis. The Committee have provisionally selected a preferred option for the way forward.</li> <li>• The preparation of a discussion document which will support engagement with key stakeholders around the Committee's option analysis.</li> <li>• Meetings have been arranged with key stakeholders in December to discuss progress.</li> </ul> <p><b>Risks to work stream</b></p> <ul style="list-style-type: none"> <li>• Limited staff resource due to a member of the Discrimination Legislation staff team leaving in November and limited time frame before Policy Letter submission deadline.</li> <li>• Competing pressure on staff time.</li> <li>• Political risks associated with the potential for polarised views could impact the feasibility of progressing rapidly if ongoing discussion is required.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings will be held in December with key stakeholders to discuss the direction of travel and test the Committee's assumptions. The Committee will then consider how to respond to the feedback from these meetings.</li> <li>• Following this, work will begin on drafting a Policy Letter in January.</li> </ul>

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	December 2019
RAG Status:	Green

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Further refinements have been made to the draft Capacity Law.</li> <li>• The Law has been shared with the States of Alderney and the Government of Sark for review and feedback (comments are awaited).</li> <li>• The first draft of the Policy Letter has been prepared for the Committee for Health &amp; Social Care (HSC) to consider in December 2019.</li> </ul> <p><b>Risks to work stream</b></p> <ul style="list-style-type: none"> <li>• Competing priorities for the available resources may impact on completion dates but this is considered manageable at this time.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalise Policy Letter and share with other stakeholder Committees as necessary.</li> <li>• Finalise drafting of the Law for HSC Committee approval.</li> <li>• Better understand the resource requirements arising from the legislation within Health &amp; Social Care.</li> <li>• Confirm timescales for the publication of the Policy Letter and legislation.</li> </ul>

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

Current Status	Next Period
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• The forth Walkers Equality session of the awareness raising series- “Discrimination- what do employers need to know?”</li> <li>• Articles were published in the Issue about physical and paperwork/document accessibility.</li> <li>• The Disability Officer attended the SEA working groups meeting to ensure that accessibility is considered in all planning and decisions.</li> <li>• The Disability Officer attended the Parent Carer Council meeting as the States representative.</li> <li>• The Disability Officer and Access for All representative met with the Island games organisers to discuss accessibility issues for the Island Games in 2021.</li> <li>• The Disability Officer attended the Guernsey Alzheimer's Association carers group and gave a presentation on the support for carers.</li> <li>• The Disability Officer and access for all representative met with Airport café management team to discuss improvements to accessibility.</li> <li>• Hidden disability training was given to 12 airport staff.</li> <li>• The Disability Officer worked alongside third sector colleagues to promote and support Purple Tuesday event- including media interviews, media release and breakfast event.</li> <li>• The Disability Officer with a third sector colleague to promote Purple Tuesday and the hidden disability training to Lloyds bank staff.</li> <li>• The Disability Officer liaised with HSC colleagues who are commencing work on the “People with communication difficulties” framework.</li> <li>• The Disability Officer attended States Assembly and Constitution Committee meeting to continue discussing accessibility issues regarding the Island wide election in 2020.</li> <li>• The Disability Officer attended Carers action plan implementation group to discuss progress on the action points.</li> <li>• Took part in awareness raising as part of the Amherst Primary school celebrations of the 30<sup>th</sup> anniversary of the UN Convention for the Rights of the Child.</li> </ul>	<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Present a further session of Hidden disability training to Ports and security staff.</li> <li>• Work with the central communications to team to ensure accessibility for election materials.</li> <li>• Produce a media release to promote the 6<sup>th</sup> anniversary of the Strategy.</li> <li>• Produce a social media release for the International day for people with disabilities.</li> </ul>

Current Status	Next Period
<p><b>Transport</b></p> <ul style="list-style-type: none"> <li>• New dropped kerbs, blister paving informal crossings at: Vauvert, Duveaux Road, Rue Du Pre, Le Monnaie, Neuve Rue estate, Rue de la Lague and Le Friteaux.</li> </ul> <p><b>Education and early years</b></p> <ul style="list-style-type: none"> <li>• Inclusion Continuing Professional Development in preschools and day nurseries is on-going. Training this term will include; the start of the ELKLAN training, Development matters, Child Protection level 2, Paediatric Physiotherapy training, Sign a long, an introduction to Speech and Language, Characteristics of Effective Learning, and Supporting Children with Social and Communication Difficulties.</li> <li>• A bespoke training session was written and delivered in Alderney where the two preschools, childminders and KS1 staff from St. Anne’s School attended.</li> <li>• The Language and Communication working party successfully completed the Rhyme Time Challenge with a showcase in the Children’s Library during October half-term.</li> <li>• The Early Years Road Map is currently being collated and will be presented to the Children and Young Peoples Plan Supervisory group in December. This will be shared this in the next highlight report.</li> <li>• The Lead Education Officer for Early Years is working closely with colleagues in schools, the Principle Educational Psychologist, Children’s Officer and Inclusion Officer to write and deliver SENDCo training to schools. This is to ensure a joined up approach to our support and challenge and to ensure learning and development in this area begins with the youngest children.</li> </ul>	<p><b>Transport</b></p> <ul style="list-style-type: none"> <li>• Continuation of pedestrian access work along South Esplanade.</li> </ul> <p><b>Education and early years</b></p> <ul style="list-style-type: none"> <li>• Early Years Road Map – What next?</li> <li>• Childminders Early Years Quality Standard Framework – development and consultation.</li> </ul>

**Information & awareness raising continued**

Current Status	Next Period
<p><b>Information for businesses</b></p> <ul style="list-style-type: none"> <li>• There are 36 organisations signed up to Guernsey Employment Trust (GET) Employers Charter, with Healthspan signing up recently.</li> <li>• GET Produced a Press/media release on the 350<sup>th</sup> paid job outcome.</li> <li>• GET staff attended the Purple Tuesday event and presented on the work of GET and disability etiquette.</li> </ul> <p><b>Online Disability Awareness Training</b></p> <ul style="list-style-type: none"> <li>• The training has been promoted in The Issue and in an article in the Guernsey Press. The Disability Officer also promotes the online training when presenting the hidden disability training.</li> <li>• 2970 people have signed up to the Online Disability Awareness training. This is an increase of 29 since the last report.</li> </ul>	<p><b>Information for businesses</b></p> <ul style="list-style-type: none"> <li>• Encourage more employers to sign up to the Employers' Disability Charter</li> <li>• Design a slideshow to showcase real examples of adjustments made in the workplace for a social media post on International Day of People with Disabilities in keeping with 'The Future is Accessible' theme</li> <li>• Design artwork and plan a postal drop to all businesses regarding the Employers Disability Charter.</li> </ul>

**Adult Safeguarding**

Project Lead:	HSC
Target Completion Date:	
RAG Status:	Amber

Current Status	Next Period
<ul style="list-style-type: none"> <li>• The Independent Pan Island partnership chair is proposing that a new Adult Safe Guarding Partnership for Guernsey will be formed by April 2020.</li> <li>• A new business manager for the Island Children &amp; (Proposed New) Adult Safeguarding Partnerships has been appointed and will be in post from January 2020.</li> </ul> <p><b>Risk to the work stream</b></p> <ul style="list-style-type: none"> <li>• Increased demand for suitably qualified practitioners to undertake adult safeguarding investigations is having a call on the time of mainstream social work staff.</li> </ul>	<ul style="list-style-type: none"> <li>• The Pan Island partnership chair is planning a workshop with partner agencies.</li> <li>• Adult Information Sharing Protocol completed and to be presented for ratification to the first adult partnership (board).</li> <li>• Recruitment process to appoint 'Inter-agency training co-ordinator' for both child and adult safeguarding is currently ongoing.</li> <li>• Consideration will to given to the feasibility of designated safeguarding practitioners within the safeguarding unit, going forward. Options to be scoped.</li> </ul>

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	End of Q1 2020
RAG Status:	Amber

Current Status	Next Period
<ul style="list-style-type: none"> <li>Stakeholder mapping completed for paediatric and adult disability. Coded for priority, and method of engagement.</li> <li>High level project plan updated with new timelines, given earlier delays in securing and releasing funding.</li> <li>Initial communication information for stakeholders completed, awaiting Comms approval and support for dissemination.</li> <li>Graduate/ intern support for project explored, none available within HSC.</li> <li>Survey monkey questions agreed by project plan, awaiting Comms support before dissemination to agreed stakeholder groups.</li> <li>Engagement and consultation with stakeholder groups in natural forums has commenced (Adult disability senior staff, CAMHS completed.)</li> <li>Engagement with remaining stakeholder groups in natural forums timetabled and appointments made.</li> </ul>	<ul style="list-style-type: none"> <li>Make appropriate versions of communication information about the project, e.g. easy read/ accessible versions, for different stakeholder groups. (awaiting Comms sign off of basic version).</li> <li>Finalise stakeholder mapping for other adult groups.</li> <li>Agreement for initial communication information for stakeholders from Comms.</li> <li>Agreement and support to disseminate survey monkey to from Comms.</li> <li>Identify backfill for Paediatric SLT release time.</li> <li>Continue with direct engagement and consultation in natural forums.</li> <li>Engage with Comms Team for support for community consultation for testing draft.</li> <li>Start mapping consultation feedback into the balanced system.</li> </ul>

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>Adult Disability Service (ADS) review report complete.</li> </ul>	<ul style="list-style-type: none"> <li>Share with Health &amp; Social Care senior management for approval.</li> <li>Share with stakeholders.</li> <li>Arrange to meet with steering group and stakeholders to align children's and education report recommendations with the ADS review recommendations to produce an overarching report for Learning Disabilities.</li> </ul>

<b>Supported and mainstream employment</b>	
Project Lead:	ESS
Target Completion Date:	March 2020
RAG Status:	Amber

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Support has been sourced from within Employment &amp; Social Security to commence the mapping of services.</li> <li>• The Project Support Officer has familiarised themselves with the project brief.</li> <li>• The services mapping documents are now completed by ESS staff for each agency.</li> <li>• Five agencies have been interviewed to date and meetings will continue to take place with identified agencies over the next couple of months.</li> <li>• The Job Centre now offer online training modules for individuals who cannot attend interactive sessions.</li> <li>• Two training courses have been tailored to meet the needs of disabled job seekers.</li> <li>• The job centre staff have undertaken additional training from third parties who support those with disabilities.</li> <li>• Short educational videos are now played at every team meeting to improve staff awareness of disabilities and other medical conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings will continue over the next two months to complete the mapping of services.</li> </ul>

<b>United Nations convention on the Rights of Persons with Disabilities (UNCPRD)</b>	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

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

<b>Review of States' Obligations</b>	
Project Lead:	ESS
Framework completed	Implementation phase

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>• The reports from Q4 2018 and Q1 and Q2 2019 have been posted on gov.gg.</li> </ul>	<p>Project Board to review Committee reports for Q4 of 2019 at the Project Board meeting on 17<sup>th</sup> January 2020.</p> <p>Project Board to meet with Chief Operating Officer to discuss next phase of the Project.</p>



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

Current Status	Next Period
<ul style="list-style-type: none"> <li>Health and Social Care (HSC) and Dementia Friendly Guernsey have launched the Dementia Care Pathway. This 'early diagnostic' model clarifies the process and pathway to dementia diagnosis starting from GP referral to home-assessment, diagnosis. Information is presently available in the Oberlands reception and waiting areas. Posters and leaflets will also be available in GP surgeries.</li> </ul> <p><b>Risk to the workstream.</b></p> <ul style="list-style-type: none"> <li>The Project lead is involved in complex active caseload management. Consequently the time available to promote to service development is limited.</li> </ul>	<ul style="list-style-type: none"> <li>HSC to liaise with Guernsey Alzheimer's Association to advise on protocols for referral to their services. Voluntary sector support groups are now receiving quite complex calls to their services. A screening pro-forma will be designed to assist them.</li> </ul>

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

Current Status	Next Period
<p><b>Adult service</b></p> <ul style="list-style-type: none"> <li>The Autism lead left in September.</li> <li>The Vieux Jardin opened and the first residents moved in.</li> </ul> <p><b>Risks to the workstream.</b></p> <ul style="list-style-type: none"> <li>Delay in recruiting to the Autism lead post (This previously took 2 years.)</li> </ul> <p><b>Children's service</b></p> <ul style="list-style-type: none"> <li>Agreement to recruit a Consultant in Community Paediatrics. The job currently being advertised with a closing date of 31<sup>st</sup> December.</li> <li>Discussion with a Developmental Paediatrician in relation to visiting the island to undertake diagnostics on the children currently on the waiting list.</li> </ul> <p><b>Risks to the workstream</b></p> <ul style="list-style-type: none"> <li>Ongoing efforts required to secure a sustainable diagnostic pathway for school age children.</li> <li>The Resource Allocation Panel continues to accept referrals from professionals.</li> <li>Delay in service for diagnosis of school age children who have been referred to the autism pathway.</li> </ul>	<p><b>Adult service</b></p> <ul style="list-style-type: none"> <li>Recruit to new Autism Lead .</li> <li>Review the resources needed to support the continuation of Guernsey Autism Partnership (GAP) service partnership.</li> </ul> <p><b>Children's service</b></p> <ul style="list-style-type: none"> <li>Recruitment of Consultant in Community Paediatrics.</li> <li>Further discussions, interview and recruitment of locum developmental paediatrician to review the children on the waiting list.</li> </ul>