

# Disability and Inclusion Strategy Programme – Status Report No 25

Members	Reporting period	Overall Project RAG Status
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## Overview

**The reporting period for this update has been extended due to the impact of the Covid-19 situation.**

### Discrimination Legislation

A Policy Letter on the Discrimination Legislation (including a section on service developments that have come out of the ERO workstream) was drafted and published on 2<sup>nd</sup> March 2020, with an accompanying Press Release.

Work has been undertaken to provide a summary of the proposals to make this more accessible to the general public.

The Policy Letter was scheduled to be discussed at the States Meeting commencing 22<sup>nd</sup> April. Due to the impact of Covid 19 this has been rescheduled for consideration at the July 2020 States meeting.

### Capacity legislation

The Projet de Loi – The Capacity (Bailiwick of Guernsey) Law, 2020 - was approved by the States on 22<sup>nd</sup> April 2020. Health and Social Care will now be considering the key tasks that will need to be completed to ensure readiness for the introduction of the Law.

The work streams below are still being developed:		
 <p style="text-align: center;">Significant challenges</p> <p style="text-align: center;">Some challenges</p> <p style="text-align: center;">On track</p> <p style="text-align: center;">Not started</p>	Discrimination Legislation	ESS
	Equality & Rights Organisation	ESS
	Information and Awareness-Raising	ESS
	Capacity Legislation	HSC
	Safeguarding Vulnerable Adults	HSC
	Framework for People with Speech Language and Communication Needs	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 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.		
<p><b>Review of States' Obligations</b> (implementation now rests with States of Guernsey)</p> <p><b>Information and Awareness-Raising</b> (for businesses in Guernsey delivered through GET)</p> <p><b>Framework for People with Dementia</b> (implementation now rests with HSC)</p> <p><b>Framework for People with Autism</b> (implementation now rests with HSC)</p>		

## 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>• The Policy Letter was published on 2<sup>nd</sup> March 2020 for consideration by the States at the April 2020 meeting.</li> <li>• Initial preparation for the States debate.</li> <li>• Following the decision to postpone the General Election until June 2021 due to the impact of COVID-19, all business scheduled for consideration at the April meeting of the States has been rescheduled. The discrimination legislation Policy Letter has been rescheduled for consideration at the July 2020 States meeting. The States will consider whether to approve the schedule for the July States meeting at the June States meeting (commencing on 17 June 2020).</li> <li>• The Committee published a summary of the proposals and an easy read version of the proposals – available at: <a href="https://www.gov.gg/discrimination">https://www.gov.gg/discrimination</a>.</li> <li>• The Committee published a set of FAQs regarding accessibility (also available at: <a href="https://www.gov.gg/discrimination">https://www.gov.gg/discrimination</a>) to provide clarification around how the position changed in the Policy Letter (where the reasonable adjustment duty is anticipatory in certain contexts, as in the UK) and the original draft proposals (where there was a hard and fast separation between proactive accessibility and reactive reasonable adjustments, which is not reflected in the Policy Letter).</li> <li>• Prepared first drafts of job descriptions for the new roles set out in the Implementation Project Plan and the Employment &amp; Equal Opportunities Service.</li> <li>• Meetings with members of the GDA and States members were cancelled due to COVID-19. They will be rescheduled in due course.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>• The end date in respect of the development of the policy proposals was anticipated to be April 2020, but this has slipped as a result of the necessary decision to defer the States debate due to COVID-19.</li> </ul>	<ul style="list-style-type: none"> <li>• Reschedule meetings with Guernsey Disability Alliance and States Members.</li> <li>• Prepare for States debate.</li> </ul>
Target Completion Date:	July 2020		
RAG Status:	Red		

**Discrimination Legislation continued**

Current Status	Next Period
<ul style="list-style-type: none"> <li>The revised workstream end date (for development of policy proposals, not their implementation) is currently July 2020, but this could be further delayed depending on the situation concerning COVID-19.</li> <li>The imperative to restrain States expenditure in the short to medium-term until the economy has recovered could put approval of the Committee’s proposals at risk.</li> </ul>	

**Equality Rights Organisation (ERO)**

Project Lead:	ESS
Target Completion Date:	July 2020
RAG Status:	Red

Current Status	Next Period
<ul style="list-style-type: none"> <li>Initial preparation for the States debate.</li> <li>Prepared first drafts of job descriptions for the new roles set out in the Implementation Project Plan and the Employment &amp; Equal Opportunities Service.</li> <li>Following publication of the discrimination legislation Policy Letter on 2<sup>nd</sup> March 2020, which included proposals in respect of an Employment &amp; Equal Opportunities Service, the item was scheduled for debate at the States meeting commencing on 22<sup>nd</sup> April 2020. However, following the decision to postpone the General Election until June 2021 due to the impact of COVID-19, all business scheduled for consideration at the April meeting of the States has been rescheduled. The discrimination legislation Policy Letter has been rescheduled for consideration at the July 2020 States meeting. The States will consider whether to approve the schedule for the July States meeting at the June States meeting.</li> <li>Meetings with members of the GDA and States members were cancelled due to COVID-19. They will be rescheduled in due course.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>The end date in respect of the development of the policy proposals was anticipated to be April 2020, but this has slipped as a result of the necessary decision to defer the States debate due to COVID-19. The revised workstream end date (for development of policy proposals, not their implementation) is currently July 2020, but this could be further delayed due to the situation concerning COVID-19.</li> <li>The imperative to restrain States expenditure until the economy has recovered could put approval of the Committee’s proposals at risk.</li> </ul>	<ul style="list-style-type: none"> <li>Reschedule meetings with GDA and States Members.</li> <li>Prepare for States debate.</li> </ul>

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	April 2020
RAG Status:	Green

Current Status	Next Period
<ul style="list-style-type: none"> <li>A significant milestone was reached during this reporting period. The Projet de Loi – The Capacity (Bailiwick of Guernsey) Law, 2020 - was approved by the States on 22<sup>nd</sup> April 2020 (<a href="#">Billet d'État X of 2020</a>).</li> <li><b>Risks</b></li> <li>The situation with COVID-19 has taken available policy resource since the Capacity Law was approved in April. Any delay to progressing the key tasks above are however expected to be short term.</li> </ul>	<ul style="list-style-type: none"> <li>HSC will be looking closely at the key tasks that will need to be completed to ensure readiness for the introduction of the Law. An implementation plan will be prepared</li> <li>Key milestones will be established for progressing the drafting of secondary legislation; working with key stakeholder groups to raise awareness of the requirements of the Law; drafting the Code of Practice; and formulating a training plan.</li> <li>Other workstreams also need to be considered, including proposals for the development of an advocacy service.</li> </ul>

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

Current Status	Next Period
<p><b>Information and awareness raising</b></p> <ul style="list-style-type: none"> <li>Preparation of a Committee paper about a refresh of the Disability and Inclusion Strategy. The paper was discussed and agreed by the Committee on 21<sup>st</sup> January. It will be included in the handover paper for the new ESS Committee.</li> <li>Met with Human Resources representative to discuss the introduction of a Staff Disability forum. This is now on hold due to the situation with Covid-19.</li> <li>Liaising with States communications team to ensure good accessibility for Covid-19 related documentation.</li> <li>Feedback on the community monitoring tool- digital access only.</li> <li>Promotion of the community monitoring tool to relevant States departments and third sector groups who are providing welfare checks and supporting service users.</li> <li>Promotion of the menap easy read document about Covid-19. This document is available on <a href="#">signpost</a> website and <a href="#">gov.gg</a> website.</li> <li>Liaison with Carers Guernsey and the Adult Disability Service team about advice and support for carers of disabled people.</li> <li>The introduction of captions (live subtitles) on the live media presentations and the promotion of the availability of this tool.</li> <li>Final amendments to the proposed easy read documents for the rescheduled Island wide election.</li> </ul>	<p><b>Information and awareness training</b></p> <ul style="list-style-type: none"> <li>Ongoing review of signpost website with regard to accessibility and content.</li> <li>Investigate if the hidden disability training could be produced as an online training resource.</li> <li>Use the responses from the community monitoring tool to survey islanders. Include questions about access to information and the format of choice.</li> </ul>

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Circulation of the hearing support published on gov.gg. <a href="#">Hearing support</a></li> <li>• Disability Officer is included in the States Integrated Community Cell which is involved in planning the response to the Covid -19 situation.</li> <li>• The planned training about the online guide, by the AccessAble representative, was postponed due to the Covid-19 situation.</li> <li>• The annual visit by the accessAble surveyers was also postponed until a later date.</li> <li>• Updating of content on the signpost website.</li> </ul> <p><b>Education and Early Years Team</b></p> <ul style="list-style-type: none"> <li>• 16 nurseries/preschools are open over 12 sites and 12 childminders open.</li> <li>• The sector is supporting an average of 58 children per day of key workers or those children which are vulnerable.</li> <li>• All children with and SEND have been offered places in the preschools during the lockdown.</li> <li>• All training has been cancelled and online options are being developed where possible.</li> <li>• Safeguarding training is continuing to be offered by Officers at the Institute under strict adherence to PH requirements and physical distancing measures.</li> <li>• All providers have received detailed information of their responsibilities for support and safeguarding during lockdown.</li> <li>• The States Early Years Team (SEYT) are in regular contact with all owners/managers and childminders and are ensuring contact is made regularly with all families with particular attention on those that may be vulnerable.</li> <li>• The proposed Early Years Quality Standard Framework for Childminders has been postponed and will be reissued later in the year.</li> <li>• Transition Guidance has been shared with all Early Years providers and schools across the Bailiwick. <a href="#">Transition Guidance</a></li> <li>• The SEYT webpage continues to provide up to date information for the sector and families including a range of activities for families to try at home <a href="http://www.gov.gg/seyt">www.gov.gg/seyt</a>.</li> </ul>	<p><b>Education and Early Years Team</b></p> <ul style="list-style-type: none"> <li>• Update on sectors recovery response</li> <li>• Focus on Mental health and well-being support for all staff, children and families</li> <li>• Continued support for transition into primary school</li> <li>• Training diary proposal for 2020/21</li> </ul>

**Information & awareness raising continued**

Current Status	Next Period
<p><b>Online Disability Awareness Training</b></p> <ul style="list-style-type: none"> <li>A total of 3044 people have registered of the training since its introduction. So far in 2020 147 have finished the training.</li> </ul> <p><b>Transport</b></p> <ul style="list-style-type: none"> <li>Two Taxi drivers completed and passed Disability Awareness training.</li> </ul>	<p><b>Awareness training</b></p> <ul style="list-style-type: none"> <li>Discussion with the third sector partners and the States Communication team about recording the Hidden disability training so this can be provided as a digital training resource.</li> </ul> <p><b>Transport</b></p> <ul style="list-style-type: none"> <li>Continuation and competition of a number of pedestrian improvement schemes as part of ongoing roads maintenance.</li> </ul>

**Adult Safeguarding**

Current Status	Next Period
<ul style="list-style-type: none"> <li>Adult safeguarding referrals continue to be triaged and responded to within agreed timeframes</li> <li>Strategy and conference meetings are taking place remotely</li> <li>Adult Multi Agency Support Hub (MASH) meetings are currently happening in a 'virtual' format using IT solutions or by key partners dialling in, still chaired by the Adult safeguarding manager. The situation is reviewed regularly.</li> <li>Proposals for the Adult Safeguarding Partnership Board, due to be in place by April 2020, have been delayed due to the current situation with Covid-19.</li> </ul>	<ul style="list-style-type: none"> <li>The independent Chair of the Partnership Boards will review the proposals for the Adult Safeguarding Partnership Board . A new project plan and completion dates will be agreed.</li> </ul>

Project Lead:

HSC

Target Completion Date:

TBC

RAG Status:

Amber

**Framework for people with Speech Language and Communication Needs**

Current Status	Next Period
<ul style="list-style-type: none"> <li>Continued mapping of completed consultations onto framework tool.</li> <li>Established additional support hours to backfill staff sickness from paediatric Speech and Language Therapy (SLT) team.</li> <li>Engaged adult service SLT's for consultation and mapping process.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Impact of the situation with Covid-19</li> <li>Resourcing e.g. ongoing release of SLT time, extension of contract with off island provider, comms support for survey, draft testing etc.</li> </ul>	<ul style="list-style-type: none"> <li>Continue with consultations indirectly/through virtual means and via the survey where possible.</li> <li>Continue mapping consultations to mapping tool.</li> <li>Draft headlines of framework document where existing themes have emerged.</li> </ul>

Project Lead:

HSC

Target Completion Date:

Q4 2020

RAG Status:

Amber

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 is complete</li> <li>• Report has been shared with Health and Social Care Senior Managers.</li> <li>• Presentation to the Corporate Management Team (CMT) has been delayed due the situation with Covid-19</li> </ul>	<ul style="list-style-type: none"> <li>• Present the report to the CMT</li> <li>• Arrange to meet with steering group and stakeholders for alignment of the children’s and education report recommendations with the ADS review recommendations to produce an overarching report for Learning Disabilities</li> </ul>

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	September 2020
RAG Status:	Red

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Due to the COVID-19 situation, no progress has been made on the Map of Services during this period.</li> <li>• The Project Support Officer role is now vacant and alternative resources are being sourced.</li> <li>• Risks: due to the situation with Covid -19 all work has been re prioritised and this may delay the progress on this project.</li> </ul>	<ul style="list-style-type: none"> <li>• Appoint a new Project Support officer to the workstream.</li> <li>• Enter the final phase of the project – and start to create a single high level chart combining all the services provided by the States and the agencies</li> </ul>

United Nations convention on the Rights of Persons with Disabilities (UNCRPD)	
Project Lead:	ESS
Target Completion Date:	TBC
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 UNCRPD, but currently no additional resources are allocated to this work.</li> </ul>	

Review of States' Obligations	
Project Lead:	ESS
Framework completed	Implementation

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>• An update about the Disability review was presented to the Senior Operating Officers steering group on 26<sup>th</sup> February.</li> <li>• The Disability Officer met with representatives from the Driver and Vehicle Licensing, Guernsey Museums staff and Environmental Services to discuss the progress of the recommendations.</li> <li>• A meeting with HSC senior managers was planned for 20<sup>th</sup> March but this was cancelled due to the escalating situation with Covid-19.</li> <li>• The Project Board meeting planned for 22<sup>nd</sup> April was cancelled due to the situation with Covid-19.</li> <li>• The release of the update from 2019 has been delayed due to the re prioritisation of work by the comms team due to Covid-19 situation.</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritisation of work due to the current situation with Covid-19 may result in some delays to the implementation of the tasks identified by the Review.</li> <li>• The Project Board is due to meet to discuss the latest update on 31st July 2020</li> </ul>

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

Current Status	Next Period
<ul style="list-style-type: none"> <li>• The Older Adult Community Mental Health Team (OACMHT) started a weekly walking group for carers and people with dementia. Due to social distancing advice this is currently suspended.</li> <li>• Dementia Friendly Guernsey has registered as a stand-alone charity with all trustees involved in the area of dementia support.</li> <li>• The Institute continue to run dementia diploma modules.</li> <li>• People with dementia continue to be impacted by long waiting lists for Community Care packages and slow access to care home.</li> </ul>	<ul style="list-style-type: none"> <li>• A dementia-friendly festival was to take place in June. Due to the current situation with Covid-19 this has been cancelled.</li> <li>• Dementia workshops are due to be delivered to Health &amp; Social Care students @ College of Further Education in May. With the current situation regarding Covid-19 this will be reviewed.</li> </ul>

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

Current Status	Next Period
<p><b>Children's services</b></p> <ul style="list-style-type: none"> <li>• The post of Community Paediatrician is being advertised again.</li> <li>• A waiting list is being maintained of children and young people referred for Autism assessments.</li> <li>• Further discussions have taken place regarding the current waiting list and the possible use of a visiting paediatrician. An appropriate resolution is being sought to meet the needs of children and young people.</li> </ul>	<p><b>Children's services</b></p> <ul style="list-style-type: none"> <li>• Work will be undertaken to ensure all children and young people who are on the waiting list have received appropriate support from SENCO's, CIAS and Educational Psychology prior to referral.</li> </ul>