

# Disability and Inclusion Strategy Programme – Status Report No 26

Members	Reporting period	Overall Project RAG Status
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## Overview

### Discrimination Legislation

- Presentations were given regarding the Committee’s policy proposals, including the Employment & Equal Opportunities Service, to many different groups including States members, the Guernsey Disability Alliance and other third sector organisations.
- Preparations were made for the States debate which was scheduled for consideration at the July States meeting.
- The States unanimously approved the proposals following the debate on 16<sup>th</sup> and 17<sup>th</sup> July 2020.

### Information and awareness raising

- Alternative versions of the community survey were developed and circulated,,: a paper document and an easy read version, to ensure that the survey was accessible for as much of the community as possible.

### Framework for dementia

- The restrictions due to COVID-19 restrictions have been particularly difficult for people with dementia, both in the community and in care homes. During lock down care homes were also closed to only the most urgent of situations, so care home staff often had to support people with dementia with just telephone advice from the Older Adult Community Mental Health Team.
- A lot of good work has also been undertaken during this time by HSC staff and members of the public who volunteered to work in COVID affected care homes. Many staff had not previously worked so closely with people with dementia and this experience may have raised their awareness of dementia and dementia care.

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

 <p>Significant challenges</p> <p>Some challenges</p> <p>On track</p> <p>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.

- Review of States' Obligations** (implementation now rests with 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	
Project Lead:	ESS
Target Completion Date:	July 2020
RAG Status:	Amber

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July
<ul style="list-style-type: none"> <li>• Presentation (including livestream) to GDA members regarding the Committee’s policy proposals – 24<sup>th</sup> June 2020.</li> <li>• Presentation to representatives of Equality Guernsey, Guerns Against Discrimination, #blacklivesmatter local organising Committee regarding the Committee’s policy proposals – 30<sup>th</sup> June 2020.</li> <li>• Presentation to States members regarding the Committee’s policy proposals – 2nd July 2020.</li> <li>• Provided background information and technical advice to States Members regarding amendments under consideration.</li> <li>• Ongoing preparation for the States debate – scheduled for consideration at the July States meeting (15<sup>th</sup> -17<sup>th</sup> July 2020).</li> </ul> <p><b>Risks to workstream</b></p> <ul style="list-style-type: none"> <li>• Any risks that could impact the States agenda (e.g. if there is too much other business to give sufficient time to debate this item, or if COVID-19 impacts the States Meeting or the Committee’s participation in it).</li> <li>• If debate is not concluded by 17<sup>th</sup> July, it may be finalised at a rollover meeting (yet to be scheduled) or at the August meeting of the States (19<sup>th</sup>-21st August 2020).</li> </ul>

Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>• Committee meeting to discuss views in respect of all Amendments lodged as at 13<sup>th</sup> July 2020.</li> <li>• Any work required to support preparation for the States Meeting, respond to enquiries, provide clarifications.</li> <li>• Ensure advice is available if/when Amendments are under consideration.</li> <li>• Any communications work required.</li> </ul> <ul style="list-style-type: none"> <li>• The States unanimously approved the proposals following the debate on the 16<sup>th</sup> and 17<sup>th</sup> July.</li> </ul>

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

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July
<ul style="list-style-type: none"> <li>• Presentations regarding the Committee’s policy proposals, including in respect of the Employment &amp; Equal Opportunities Service:                             <ul style="list-style-type: none"> <li>• GDA – 24<sup>th</sup> June 2020.</li> <li>• Representatives of Equality Guernsey, Guerns Against Discrimination, #blacklivesmatter local organising Committee - 30<sup>th</sup> June 2020.</li> <li>• States members– 2nd July 2020.</li> </ul> </li> <li>• Provided background information and technical advice to States Members regarding amendments under consideration.</li> <li>• Ongoing preparation for the States debate – scheduled for consideration at the July States meeting (15<sup>th</sup> -17<sup>th</sup> July 2020).</li> </ul>

Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>• Committee meeting to discuss views in respect of all Amendments lodged as at 13<sup>th</sup> July 2020.</li> <li>• Any work required to support preparation for the States Meeting, respond to enquiries, provide clarifications.</li> <li>• Any communications work required.</li> </ul> <ul style="list-style-type: none"> <li>• The States unanimously approved the proposals following the debate on the 16<sup>th</sup> and 17<sup>th</sup> July.</li> </ul>

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

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>Limited progress has been made during this reporting period due to the need to prioritise other policy workstreams in Health &amp; Social Care (HSC) on a short-term basis.</li> <li>This remains a high priority for the Committee <i>for</i> Health &amp; Social Care and further progress is expected to be made in the next reporting period.</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. This will include establishing key milestones 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 in due course, in a wider strategic context, 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: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Liaised with States communications team to ensure a paper version of the community survey available.</li> <li>Promoted and circulated this document to various organisations and community services, care homes and residential homes across the islands.</li> <li>Liaised with States Communications team and the Speech and Language Therapy department to produce an easy read version of the community survey form.</li> <li>Promoted and circulated this document to various organisations and community services, care homes and residential homes across the islands.</li> <li>Continued to update content on the signpost website.</li> <li>The hidden disability awareness training presentation has been updated. This now includes videos of islanders discussing different hidden disabilities. This will be used for future hidden disability training sessions.</li> <li>Many awareness training sessions have been postponed due to the lockdown limitations. These will be rescheduled.</li> <li>Accessibility reviews of the last Island Games venues in preparation for the Games in 2021.</li> <li>Liaised with Royal Courts about access for disabled people during the debate on the Discrimination legislation scheduled for 15<sup>th</sup>-17<sup>th</sup> July.</li> </ul>	<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Work with the re-formed election team to ensure the preparations for the election will ensure accessibility for all islanders.</li> <li>Promotion of the first meeting of the States Disability Forum- postponed from April now rescheduled for September</li> <li>Finalise the document about Disability Information for the “Information for Businesses” section on gov.gg.</li> </ul>

**Information & awareness raising continued**

Current Status: 29<sup>th</sup> May-4<sup>th</sup> July

- Continuing to promote on social media, the availability of subtitles for the media live stream presentations.
- Liaison with supermarkets, via the States Officer in charge of the supply chain, to highlight problems that disabled islanders were facing, due to social distancing and reorganisation of shopping practices.
- Communication with HSC senior managers about the disability review.
- Promotion of the mobile phone logos for those who are deaf or hard of hearing.
- The States of Guernsey Covid-19 website was reviewed by a screen reader user. They commented it was easy to use and well structured.
- The new websites, which are currently under development for the Legal Aid and Financial Investigation Services, were reviewed for accessibility and ease of use.
- The annual report for the Disability Review was released on 1<sup>st</sup> July.

**Transport**

- Ongoing review of accessible parking spaces- particularly with regard to beach access.
- An accessible parking space has been installed at Pembroke Bay adjacent to the slipway. The Wooden Spoon charity's Beach Wheelchair Scheme aims to provide better access for wheelchair users, people with mobility impairment, and pushchairs by providing two beach wheelchairs. The recent improvements to the slipway and the provision of the parking space will support this project.
- The provision of a ramp to access at the north end of the south plantation. This replaces the steps and will improve access for many islanders with physical disabilities.
- Guidance has been issued regarding the charging of electric vehicles, to ensure there is access, particularly for those with mobility impairments,.

**Disability awareness training**

- A total of 3,059 people have signed up to the training since its commission. Of these, 156 have completed this training in 2020.

Next Period: 5<sup>th</sup> July- 28<sup>th</sup> August

**Transport**

- Improvements to the zebra crossing at the end of New Road, St Sampson, realignment of the kerb edge, new lamp post and flush blister paving.
- Improvements to accessibility of the parking spaces at the North Beach car park.

- Hidden disability training will be presented to the new Law Enforcement recruits.

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

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>Task &amp; Finish group took place in July to consider revised proposals to be put forward to develop an Islands Safeguarding Adults Partnership (ISAP)</li> <li>Face to face adult MASH meetings have resumed (Previously carried out remotely) post lockdown</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>ISAP will require additional resource in terms of administration and training support as the existing resource was developed to meet the needs of ISCP alone.</li> <li>The development of a safeguarding adult framework for the Bailiwick of Guernsey has been a priority for some time and is particularly important as not all the legal and regulatory frameworks are in place (as in the UK) to offset the risk of harm or abuse to vulnerable adults.</li> </ul>	<ul style="list-style-type: none"> <li>The paper providing a costed proposal for developing a safeguarding adults framework including an Islands Safeguarding Adults Partnership (ISAP) for the Bailiwick of Guernsey to be presented by the Independent Chair to the Health and Social Care Committee. The aim is to address gaps in safeguarding adult arrangements which pose a risk to delivering consistent and effective multi agency practice for adults at risk of harm and abuse in Guernsey &amp; Alderney.</li> </ul>

Framework for people with Speech Language and Communication Needs	
Project Lead:	HSC
Target Completion Date:	Q4 2020
RAG Status:	Amber

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>Continued mapping of completed consultations onto framework tool.</li> <li>Media release provided to the Communications team for community survey</li> <li>Paediatric mapping of staff consultations completed.</li> <li>Adult disability mapping of staff consultations completed.</li> <li>Adult service staff (hospital) mapping ¾ completed.</li> <li>Indirect consultation via survey within HSC –circulated.</li> <li>Service user feedback paediatric Speech Language Therapy (SLT) service completed.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Impact of Covid-19 on available resources</li> <li>Resourcing e.g. ongoing release of SLT time, extension of contract with off island provider, communications support for survey, draft testing etc.</li> <li>Other priorities.</li> </ul>	<ul style="list-style-type: none"> <li>Continue mapping consultations/service user feedback to mapping tool.</li> <li>Release media brief for community survey.</li> <li>Online survey to be circulated to community stakeholders.</li> <li>Circulate accessible survey to key stakeholders/service user groups.</li> <li>Analyse online survey data HSC departments.</li> <li>Draft headlines of framework document where existing themes have emerged.</li> </ul>

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

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>No update this period. Re prioritisation of work due to situation with Covid-19.</li> </ul>	

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

Current Status: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<p><b>Map of Services charts:</b></p> <ul style="list-style-type: none"> <li>Due to the COVID-19 situation, no progress has been made on this workstream during this period.</li> <li>The Project Support Officer role is now vacant and alternative resources are being sourced.</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: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<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: 29 <sup>th</sup> May-4 <sup>th</sup> July	Next Period: 5 <sup>th</sup> July- 28 <sup>th</sup> August
<ul style="list-style-type: none"> <li>Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>The Disability Officer wasn't able to meet with HSC managers in March, due to the situation with lockdown. All clinical area of the PEH have since been contacted to with guidance to complete the department audits to enable the development of an action plan.</li> <li>The next Project Board meeting is planned for 31<sup>st</sup> July 2020.</li> <li>The Annual report from 2019 was published on 1<sup>st</sup> July 2020 and is available by following the link <a href="#">Disability review 2019</a>.</li> </ul>	<ul style="list-style-type: none"> <li>The Disability Officer will meet with the disability lead for the Family Proceedings Advisory Service in August.</li> <li>The Disability Officer will meet with Managers of the Medical Directorate at HSC.</li> <li>The Project Board is due to meet to discuss the update for Q3 on 16<sup>th</sup> October 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 restrictions due to COVID-19 restrictions have been particularly difficult for people with dementia, both in the community and in care homes. Often they are not able to understand the reasons behind the restrictions on outings and on family visits. This has had a knock-on effect in terms of their wellbeing in many cases and it shows the importance of family involvement for the maintenance of wellbeing.</li> <li>During lock down care homes were also closed to only the most urgent of situations so care home staff often had to support people with dementia who presented with complicated neuro-psychiatric symptoms often with just telephone advice from the Older Adult Community Mental Health Team.</li> <li>Much good work has been undertaken during this time by HSC staff and members of the public who volunteered to work in COVID affected care homes. Many staff had not previously worked so closely with people with dementia and this experiences may have raised their awareness of dementia and dementia care.</li> <li>During lock down new GP referrals were limited to only those at immediate risk. Routine memory clinic referrals were not accepted at this time. Due to this delay in normal response time, now that normal business has resumed there is a wave of referrals in need of this service. The Older Adult CMHT is feeling the impact of this demand.</li> </ul>	<ul style="list-style-type: none"> <li>Care homes are now open and clients with dementia are being seen by the teams once again.</li> <li>Services are now continuing. The team are working through the backlog of referrals and are adapting to changes in how they need to operate.</li> <li>The weekly walking group for people with dementia and their carers will restart.</li> <li>The Older Adult Community Mental Health Team are working with the Guernsey Alzheimer’s Association (GAA) .</li> <li>GAA are resuming activities for people with dementia including golfing sessions, gardening groups and carer support groups. Dementia awareness sessions have resumed.</li> <li>The sitting service has also resumed.</li> <li>Alderney clinics have resumed being run by a Nurse Specialist. Good connections have been made with HSC colleagues in Alderney over the past 3 years. A nurse prescriber running these clinics will provide a “one stop shop”, speeding up prescriptions decisions whilst referral with a consultant is arranged.</li> <li>A carer support group is planned for carers of people with dementia in Alderney. The Nurse Specialist will support this project.</li> </ul>

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

Current Status	Next Period
<p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>No update this period. Re prioritisation of work due to situation with Covid-19.</li> </ul> <p><b>Children’s services</b></p> <ul style="list-style-type: none"> <li>The community paediatrician role has gained financial approval following the implementation of new processes due to the pandemic. This has now progressed to advert for the second time</li> <li>Further discussions are taking place with internal partners about possible ways to address the waiting list.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Insufficient resource and skill set to progress work streams</li> </ul>	<p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>Autism lead due to start.</li> </ul> <p><b>Children’s services</b></p> <ul style="list-style-type: none"> <li>Progress with the appointment of a community paediatrician</li> <li>Progress internal discussion with HSC Chief Operating Officer and Medical Director to progress outstanding waiting list</li> </ul>