

# Disability and Inclusion Strategy Programme – Status Report No 27

## Members

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## Reporting period


4<sup>th</sup> July – 28<sup>th</sup> August 2020


## Overall Project RAG Status



## The work streams below are still being developed:

 Significant challenges

 Some challenges

 On Track

 Not started

Safeguarding Vulnerable Adults

Framework for Speech Language and Communication Needs

Framework for People with Learning Disabilities

Supported and Mainstream Employment

Information and Awareness-Raising

UN Convention on the Rights of Persons with Disabilities

The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.

## The work streams below are complete and in the implementation phase:

### Discrimination Legislation

Implementation now rests with ESS

### Employment and Equal Opportunity Service

Implementation now rests with ESS

### Capacity legislation

Implementation now rests with HSC

### Review of States' Obligations

Implementation now rests with States of Guernsey

### Information and Awareness-Raising

Implementation now rests with ESS

### Framework for People with Dementia

Implementation now rests with HSC

### Framework for People with Autism

Implementation now rests with HSC

## Overview

### Current Status

#### Discrimination Legislation

The Committee *for* Employment & Social Security's policy proposals for a new Discrimination Ordinance were approved by the States on 17 July 2020.

#### Capacity Legislation

Work is progressing at a high level to scope the Code of Practice. This will support the drafting of secondary legislation.

#### Information

The members at the Ron Short Centre and the service users at the Adult Disability Service reviewed the easy read documents.

### Next Period

#### Discrimination Legislation

Finalise consultation paper regarding sexual orientation and religious belief and issue this paper to a targeted group of stakeholders.

#### Capacity Legislation

Agree key milestones and next steps in respect of the Capacity Law and present a project plan to the Committee *for* Health & Social Care.

## Disability and Inclusion Strategy Programme Board – Status Report – Work streams being developed

### Adult Safeguarding

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

Current Status: 4<sup>th</sup> July-28<sup>th</sup> August 2020

- The Health and Social Care Committee and Home Affairs Committee have now approved the constitution and resource to establish an Islands Adult Safeguarding Partnership.

Next Period: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020

- A meeting of the adult safeguarding Task and Finish Group has been arranged to discuss the practical arrangements to now set up the partnership, early priorities and wider communication to the many organisations that play a part in safeguarding adults

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

Project Lead:	HSC
Target Completion Date:	Q4 2020
RAG Status:	Amber

Current Status: 4<sup>th</sup> July-28<sup>th</sup> August 2020

- Completed mapping consultations/service user feedback to mapping tool.
- Online survey circulated to community stakeholders. (without media brief)
- Adult service staff (hospital) mapping completed.

**Risks**

- Covid-19 impact
- Resourcing e.g. ongoing release of SLT time, extension of contract with off island provider, comms support for survey, draft testing etc.
- Other priorities, e.g. ALD SLT time given other projects e.g. transformation of day services etc.

Next Period: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020

- Circulate accessible survey to key stakeholders/service user groups.
- Analyse online survey data HSC departments.
- Draft headlines of framework document where existing themes have emerged.

### Framework for people with Learning Disabilities

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

Current Status: 4<sup>th</sup> July-28<sup>th</sup> August 2020

- No further progress due to COVID-19 prioritisation
- Risks**
- Staff resources due to increased workload on top of BAU

Next Period: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020

- Final report to go to HSC Corporate Management Team

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

Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020
<p><b>Map of Services chart</b></p> <ul style="list-style-type: none"> <li>• Due to the handover to a new Project Support Officer, no progress has been made on this workstream during this period.</li> <li>• The Project Support Officer has been looking through all of the research gathered and organising the relevant data to assist in the phase of the project.</li> </ul>

Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<ul style="list-style-type: none"> <li>• Organise the existing data and assess whether any organisations or agencies need to provide any further information.</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>

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

Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• On island Learning Disability and Mental health nurse training will commence through the Open University in February 2021.</li> <li>• Worked with the election team to ensure the Island Wide election process is as accessible as possible.</li> <li>• Service users from the Adult Disability Service and the Ron Short Centre reviewed the easy read documents prior to these being finalised for use.</li> <li>• Circulation of these guides via email to interested organisations, social media and they were also available on the election 2020 website.</li> <li>• Hidden disability training given to seven new Police recruits as part of an awareness raising day.</li> <li>• Beau Sejour- the accessible toilet is now available on the concourse level.</li> </ul> <p><b>Early years education</b></p> <ul style="list-style-type: none"> <li>• All preschools, day nurseries and childminders are open fully after lockdown</li> <li>• The sector were offered training from MIND focussing on staff mental health &amp; wellbeing support and awareness.</li> <li>• The sector were offered training from the Principal Educational Psychologist focussing on children’s mental health &amp; wellbeing and are awareness of how we can best support them as part of our recovery.</li> </ul>

Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Two hidden disability training sessions for Employment and Social Security staff organised in the run up to Purple Tuesday on 3<sup>rd</sup> November.</li> <li>• Disability Officer and Third sector colleagues to participate in the training of the election volunteers. To highlight the issues that disabled voters face and how the voter may be assisted.</li> <li>• The Issue-an update on the Discrimination Project and next steps to be submitted for the September edition.</li> <li>• Discussions with accessAble about virtual training sessions about accessibility.</li> </ul> <p><b>Early years education</b></p> <ul style="list-style-type: none"> <li>• States Early Years Team (SEYT) Action Plan – links to the Early Years Road Map, Partnership of Purpose and the Revive and Thrive from P&amp;R.</li> <li>• Governance structure of SEYT</li> <li>• Partnership training with the Sport Commission and Health Improvement Commission and the Paediatric Occupational Therapy Service</li> <li>• Childminder Consultation for the proposed new Quality Standards Framework is relaunched after it’s postponement due to lockdown.</li> </ul>

**Information & awareness raising continued**

Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<ul style="list-style-type: none"> <li>The Transition speed dating event with schools Reception teams, the schools SENDCo and preschools/ day nurseries took place. This was successful and well attended supporting children's transition into primary school.</li> <li>All primary schools were able to offer at least one transition visit with many offering more including further time in September.</li> <li>The SEYT training diary for 2020/2021 is now available to view and for bookings at <a href="http://www.gov.gg/seyt">www.gov.gg/seyt</a></li> </ul> <p><b>Traffic</b></p> <ul style="list-style-type: none"> <li>Finalisation of new pedestrian crossing at lower Vauvert including new street lights.</li> </ul> <p><b>Disability awareness training</b></p> <ul style="list-style-type: none"> <li>A total of 3,101 people have signed up to the training since its commission. Of these, 188 have completed this training in 2020.</li> <li>The training was promoted on social media.</li> </ul>	<p><b>Traffic</b></p> <p>New accessible parking space allocation at Havelet Bay</p> <p><b>Disability awareness training</b></p> <p>The training is to be promoted during the election volunteer training sessions.</p>

**United Nations convention on the Rights of Persons with Disabilities (UNCRPD)**

Project Lead:	ESS
Target Completion Date:	TBC
RAG Status:	

Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<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>	

## Disability and Inclusion Strategy Programme Board – Status Report – Work streams being implemented

Discrimination Legislation		Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
Project Lead:	ESS	<ul style="list-style-type: none"> <li>The Committee <i>for</i> Employment &amp; Social Security’s policy proposals for a new Discrimination Ordinance were approved by the States on 17 July 2020.</li> <li>Commenced preparation of a consultation paper regarding sexual orientation and religious belief.</li> <li>Policy Council approved Committee’s request for drafting of the new Discrimination Ordinance to be given high priority status.</li> <li>Legal drafters prepared draft Employment and Discrimination Tribunal (Guernsey) Order, 2020 to enable the Tribunal to:                             <ul style="list-style-type: none"> <li>- dismiss a complaint or response, or part of either, where the complaint has no reasonable prospect of success or if it has no jurisdiction to consider, and</li> <li>- strike out all or a part of a complaint or response for, among other reasons, that the complaint or response is scandalous, vexatious or has no reasonable prospect of success.</li> </ul> </li> </ul> <p><b>Risks</b> Difficulty in finding a Programme Manager with the necessary skills and experience.</p>	<ul style="list-style-type: none"> <li>Finalise consultation paper regarding sexual orientation and religious belief and issue to a targeted group of stakeholders.</li> <li>Committee <i>for</i> Employment &amp; Social Security to make the Employment and Discrimination Tribunal (Guernsey) Order, 2020.</li> <li>Update Tribunal members on outcome of States debate and future Programme of work required to implement the proposals. Also provide basic training in respect of the Tribunal’s new powers to strike out or dismiss complaints/responses.</li> <li>Start recruitment process for a Programme Manager to project manage the implementation of the Programme of work required to implement the States Resolutions of 17 July 2020.</li> <li>Make formal request to Treasury for funding from the Transformation and Transition Fund.</li> <li>Work to ensure the continuity of the current Tribunal Panel during 2021, while recruitment and training of larger and more diverse panel takes place.</li> <li>Initiate work on the Prejudice and Discrimination Survey.</li> <li>Consider best way to deliver education and training.</li> </ul>
Proposals accepted	Implementation		
Employment and Equal Opportunities Service (EEOS)		Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
Project Lead:	ESS	<ul style="list-style-type: none"> <li>The Committee <i>for</i> Employment &amp; Social Security’s policy proposals for a new Discrimination Ordinance, including the creation of an Employment &amp; Equal Opportunities Service, were approved by the States on 17 July 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Start recruitment process for a Programme Manager to project manage the implementation of the Programme of work required to implement the States Resolutions of 17 July 2020.</li> </ul>
Proposals accepted	Implementation		
Capacity Legislation		Current Status: 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
Project Lead:	HSC	<ul style="list-style-type: none"> <li>Work is progressing at a high level to scope the Code of Practice. This will be an iterative process, supporting the drafting of secondary legislation.</li> <li>Discussions have been held within HSC regarding the resources required by the Adult Mental Health Team to develop the Protective Authorisation Scheme.</li> </ul>	<ul style="list-style-type: none"> <li>Bringing together a small team of officers to agree key milestones and next steps in respect of the Capacity Law, in order to present a project plan to the Committee <i>for</i> Health &amp; Social Care.</li> <li>Consider whether funding agreed through the February 2020 Policy Letter may be secured to engage the resources required for the Protective Authorisation Scheme.</li> </ul>
RAG Status:	Implementation		

**Framework for people with Dementia**

Project Lead:	HSC
Framework written	Implementation

**Current Status 4<sup>th</sup> July-28<sup>th</sup> August 2020**

- Dementia friends are in the process of visiting primary schools and organising to go in to secondary schools as part of their awareness raising campaign.
- Guernsey Alzheimer's Association (GAA) have recently taken on nine new sitters, which has increased their capacity for this respite service.
- The Tovertafel is now available Monday to Friday 9-5 pm at the Nouvelle Maritaine. Family use of this facility will be promoted.
- GAA have worked GROW Ltd to introduce a regular gardening activity for those with dementia.

**Next Period: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020****Framework for people with Autism**

Project Lead:	HSC
Framework written	Implementation

**Current Status: 4<sup>th</sup> July-28<sup>th</sup> August 2020****Adult service**

- Autism Lead started in post on 13<sup>th</sup> July 2020.
- Adult diagnostic service has been maintained at the current provision, despite COVID-19 which is a significant achievement. The team continue to collate data on unmet demand, which can used in future to inform provision.
- Guernsey Autism Partnership (GAP) continues to be supported by Health and Social Care on request. There have been three consultations in the last four months.

**Children's service**

- The community paediatrician role has been advertised and shortlisted has commenced.
- Further discussions are taking place, with a meeting convened on 16<sup>th</sup> September 2020, around what support can be offered to families with children on the waiting list.
- All families on the waiting list are being contacted to ensure records are maintained and family's details are updated.
- Adult services have appointed an Autism lead whom is supporting new perspectives on practice.

**Risks**

- Insufficient resource and skill set to progress work streams.
- Change management required to support service adjustments.

**Next Period: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020****Adult service**

- Continue to develop adult autism diagnostic service
- Autism Lead to meet and develop relationships with autism stakeholders

**Children's service**

- Progress with the appointment of a community paediatrician.
- Progress internal discussion with HSC Chief Operating Officer and Medical Director to progress outstanding waiting list.
- Progress multi agency discussion on process mapping and future state of practice.
- Team Manager of Child Development Service role has been advertised.

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

Current Status 4 <sup>th</sup> July-28 <sup>th</sup> August 2020	Next Period: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<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 met with the disability lead for the Family Proceedings Advisory Service.</li> </ul>	<ul style="list-style-type: none"> <li>• The Disability Officer will meet with Link nurses of the Medical Directorate at HSC. Date to be confirmed.</li> <li>• HSC acute and hospital service updates due for Q3 2020.</li> <li>• The Project Board is due to meet to discuss the update for Q1 and Q2 on 11<sup>th</sup> September 2020.</li> <li>• Guidance documents on specific recommendations from the Disability Review to be circulated to all disability leads. <ul style="list-style-type: none"> <li>• Accessible communications: September 2020.</li> </ul> </li> </ul>