

# Disability Equality and Inclusion Strategy Programme – Status Report No 29

## Members

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## Reporting period

24<sup>th</sup> October-18<sup>th</sup> December 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 

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

UN Convention on the Rights of Persons with Disabilities 

## Overview

### Current Status

#### Adult Safeguarding

The first meeting of the Adult safeguarding Partnership Board was held in December.

#### Awareness Raising

A video series was produced for the International day of Persons with Disabilities the UN Human Rights day. These videos tell the stories of four islanders and the opportunity and support which enables them to do the things they wanted to do.

#### Discrimination Legislation

A project implementation group has been set up. The first meeting was held in December.

#### Next period

#### Discrimination Legislation

A stakeholder user group will be formed and the first meeting is planned for February 2021. This group will consist of representatives from different organisations who will have responsibilities under the new legislation.

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

#### Discrimination Legislation

Implementation now rests with ESS

#### Employment and Equal Opportunities Service

Implementation now rests with ESS

#### Capacity legislation

Implementation now rests with HSC

#### Review of States' Obligations

Implementation now rests with States of Guernsey

#### Framework for People with Dementia

Implementation now rests with HSC

#### Framework for People with Autism

Implementation now rests with HSC

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

<b>Adult Safeguarding</b>	
Project Lead:	HSC
Target Completion Date:	December 2020
RAG Status:	Green

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<ul style="list-style-type: none"> <li>• First meeting of the Guernsey and Alderney Partnership Board.</li> </ul>	<ul style="list-style-type: none"> <li>• Service lead and workstream lead to attend the Programme Board in March 2021 to discuss next steps in the implementation phase.</li> </ul>

<b>Framework for people with Speech Language and Communication Needs</b>	
Project Lead:	HSC
Target Completion Date:	Original Q4 2020 Revised March 2021
RAG Status:	Amber

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<ul style="list-style-type: none"> <li>• Establish expert support for Adult Hospital Speech and Language Therapist write-up</li> <li>• Allocate authors for report sections.</li> <li>• Commenced draft writing</li> </ul>	<ul style="list-style-type: none"> <li>• First draft document.</li> <li>• Present first draft to key stakeholders</li> <li>• Circulate draft for testing with wider stakeholders</li> </ul>

<b>Framework for people with Learning Disabilities</b>	
Project Lead:	HSC
Target Completion Date:	TBC
RAG Status:	Amber

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<ul style="list-style-type: none"> <li>• Report presented at Health and Social Care Corporate Management Team on 26<sup>th</sup> November 2020 where it gained approval.</li> <li>• Report disseminated to key stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Reconvene Learning Disability framework steering group</li> <li>• Produce framework actions incorporating education, adult and children’s service reviews</li> </ul>

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	January 2021
RAG Status:	Red

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<p><b>Map of Services chart</b></p> <ul style="list-style-type: none"> <li>• Most of the draft charts have been completed, the exceptions are for organisations for which there was little or no information collected by the previous project support officer.</li> <li>• The completed charts have been returned to the relevant agencies for their review prior to sign off.</li> <li>• A number of charts have been returned by agencies, with most receiving only minor edits or changes.</li> </ul>	<ul style="list-style-type: none"> <li>• Request further information from the small number of agencies where there are gaps in the information to populate the charts</li> <li>• Send out any remaining charts for review. This action was delayed due to the end of the reporting period being just before Christmas.</li> <li>• Follow up the responses from agencies.</li> <li>• Collate all of the charts into one document.</li> <li>• Bring a report to the March 2021 Board meeting.</li> </ul>

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

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<p><b>Information:</b></p> <ul style="list-style-type: none"> <li>• Information about different venues was updated on the accessAble website as a number of venues in St Peter Port have closed or changed hands recently.</li> <li>• Updated information on <a href="#">accessAble</a> website and also the States <a href="#">harbour</a> and <a href="#">airport</a> about the arrival of passengers to Guernsey and the Covid testing and current quarantining requirements.</li> <li>• The Pool pod was featured in one of the videos (see below). This due to be installed at the Beau Sejour Centre at the end of December and will be available for use in 2021.</li> <li>• The Disability Officer reviewed the current access to Lihou island and advised on the information provided about the access to this site which can be difficult to navigate. This information is now available on the website <a href="#">Lihou island</a>.</li> <li>• Beach wheelchairs are now available for use at Pembroke bay. They are stored in a containers and a hoist is available within the container to assist with transfer. Two different adult chairs and one child’s chair are available and these can be booked though the website <a href="#">beach wheelchairs</a>.</li> </ul>	<p><b>Information and awareness raising</b></p> <ul style="list-style-type: none"> <li>• Continue to develop a training and awareness raising programme for 2021.</li> <li>• January 2021. A second virtual training session by accessAble about the online guide. The session will also include hints and tips for improving accessibility to both services and venues.</li> </ul>

**Awareness raising:**

- Employment & Social Security staff and the Ports Customer Care team attended Hidden disability awareness sessions.
- The Disability Officer and a third sector colleague delivered two awareness sessions on diversity and disability to residents at the Guernsey prison as part of a City and Guilds course.
- Six people attended a virtual training session by accessAble about the online guide. The session also included hints and tips for improving accessibility to both services and venues.

**Purple Tuesday:**

- The focus of the day was “hidden disabilities” and this was used in the States social media campaign. A number of posts were published about hidden disabilities, promoting the States on line training course and listing easy changes that can make a difference.
- A breakfast meeting was hosted by the Guernsey Disability Alliance. Different speakers talked about awareness training, disability etiquette, sign language and a representative from the Channel Islands COOP talked about the changes they have made including improved access to their venues.
- A video series was produced for the International day of Persons with Disabilities on the 3<sup>rd</sup> December. The videos included stories from three individuals, Alex, Liam and Sandra. The videos highlighted the opportunities and support that they all receive which has enabled them to do the things they enjoy. Alex is on the access course at the College of Further Education and is learning kitchen skills, Liam used augmented communication skills to let his family and carers know what he wants and how he is feeling and Sandra was interviewed about her new love of swimming.
- Castle Cornet and other private buildings in St Peter Port lit up purple.
- The Guernsey Museum staff promoted the event using social media.
- Beau Sejour Centre highlighted the facilities at the centre and the support they give to disabled people. A poster was located by reception and also promoted on social media.

International Human Rights day on 10<sup>th</sup> December.

- The President of the Committee of Employment & Social Security issued a media release and called on the New States to finally deliver proportionate discrimination legislation.
- The UN Convention for the [Rights of the Child](#) has been extended to Guernsey and Alderney. The Children and Young People's Plan also saw all Guernsey and Alderney schools achieve the Rights Respecting Schools Awards through Unicef.
- A further awareness video was produced to promote UN Convention on the Rights of Persons with Disabilities Article 19 "Right to live independently and be included in the community." The parents of Alex were interviewed about their son returning to the island to live at the Vieux Jardin and the difference that has made to all of their lives.

#### **Accessible Sports**

- The Guernsey Sports Commission (GSC) have published their Inclusion in Sport leaflet. The GSC believe that everyone in Guernsey should have the opportunity and support to participate, compete, and fulfil their potential no matter what their background, age, or level of ability in a safe and supportive environment.
- The 7 Pillars of Inclusion is a broad framework that provides sport clubs or organisations a starting point to address inclusion and diversity. It includes the common elements that contribute to making sport and physical activity programs reflective of the community and makes sport safe, fair AND inclusive.
- A media release and interviews introduced a Boccia league and promoted it as an inclusive and competitive sport for all islanders.

#### **Accessible transport**

- The Traffic and Highways Services granted general permission for people to drive down Smith Street, the High Street, Le Pollet, Mill Street and Mansell Street on certain evenings during the festive period. This gave older islanders or those with a physical impairment the opportunity to see the Christmas lights.

**Information & awareness raising continued**

Current Status: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

**Disability awareness training**

- A total of 3144 people have signed up to the online training. Of these, 218 completed this training in 2020.
- Hidden disability awareness training given to the Ports Customer care team who are now involved in all passenger arrivals to the island.

**Disability awareness training**

- The content and style of the online training will be reviewed during Q1 2021.
- Hidden disability awareness training will be delivered to the new Law Enforcement recruits.

**UN Convention on the Rights of Persons with Disabilities (UNCRPD)**

Current Status: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

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

Project Lead: ESS

Target Completion Date: TBC

RAG Status:

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

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020	Next Period: 19 <sup>th</sup> December 2020 – 12 <sup>th</sup> February 2021
<p><b>Explain New Discrimination Law</b>  <b>Promote Equality</b>  <b>Implementation of complaints handling</b></p> <ul style="list-style-type: none"> <li>• A project implementation team has been established and has met for the first time.</li> <li>• Project documents have and are being prepared. A project implementation document and road map have been prepared. The risk register, communications plan and project plans are being developed. The 2021 budget has been approved so that the recruitment of a project manager can now be progressed in the New Year.</li> <li>• Drafting of the new Ordinance is underway in four stages.</li> <li>• The consultation on religious belief and sexual orientation exceptions closed on 16<sup>th</sup> November. The Committee considered and discussed the responses on 9<sup>th</sup> December and 23<sup>rd</sup> December and a policy letter will be drafted in the New Year.</li> <li>• A training matrix is being prepared with the aim of consulting with project users in February.</li> <li>• Emails sent to procurement to obtain advice on survey brief.</li> <li>• The policy letter on extension of the term of office of Employment and Discrimination Tribunal members has been submitted and scheduled for debate at the January 2021 States meeting.</li> </ul> <p><b>Key issues or risks</b></p> <ul style="list-style-type: none"> <li>• Timetable has already slipped to late 2022 due to Covid, election and staff turnover.</li> <li>• Discrimination Ordinance may not be prioritised through the States Strategic Planning process e.g. Government Work Plan</li> <li>• The legislation may not keep its high priority for drafting status</li> <li>• Few officers have key knowledge so there are potential points of failure should key staff not be available.</li> <li>• Wider risk that States may not be ready for the new legislation</li> <li>• Risk that further work on grounds of religion or belief or sexual orientation may delay the timetable.</li> </ul>	<p><b>Explain new Discrimination Law</b>  <b>Promote Equality</b>  <b>Implementation of complaints handling</b></p> <ul style="list-style-type: none"> <li>• Continue legal drafting</li> <li>• Set up user group</li> <li>• Consult with user group on training matrix</li> <li>• Draft expressions of interest document for awareness raising and training on the legislation</li> <li>• Draft Survey brief after receiving advice from procurement</li> <li>• Recruitment of project manager</li> <li>• Draft detailed plan for appointment and training of new EDT tribunal</li> <li>• Complete communications and project plan.</li> <li>• Develop recruitment plan for other key positions</li> </ul>

**Employment and Equal Opportunities Service: Expansion and Independence**

Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

**Make more independent**

- At the moment moving towards a more independent model has been given a lower priority than drafting the legislation, providing education, training and awareness raising, carrying out the prejudice and discrimination survey and ensuring that both the Employment & Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.

**Make more independent**

- Discussions with States Property Services so they are aware of the requirements of the service.

**Capacity Legislation**

Project Lead:	HSC
RAG Status:	Implementation

Current Status: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

- An introduction paper has been written for the new Committee *for* Health & Social Care (HSC). This will explain the outstanding Health & Social Care work and priorities.

- HSC to consider how it may engage the support required to develop the Protective Authorisation Scheme using the funding agreed through the February 2020 Policy Letter.
- Develop high-level project implementation plan with key dates and milestones.

## Framework for people with Dementia

Project Lead:	HSC
Framework written	Implementation

### Current Status 24<sup>th</sup> October- 18<sup>th</sup> December 2020

- A new Team manager is in place within Older Adult Community Mental Health Team (CMHT). They have wide experience and have previously managed a large Community Mental Health Team in the UK
- New ways of working have been embedded which will improve standards across the wider team.
- A dementia nurse specialist role (Admiral Nurse) is being discussed by the Older Adult CMHT and senior management. These specialist nurses work alongside people with dementia, and their families: giving them one-to-one support, expert guidance and practical solutions.
- Investigation to form a group of consisting of link nurses who work at the Princess Elizabeth Hospital and have an interest in dementia. This group would then work with the Older Adult CMHT to raise their levels of expertise in helping support people with dementia in the medical and surgical wards.
- Le Platon has opened its new dementia wing.
- The Alzheimer's Group Guernsey (AGG) is organising a weekly men's club.
- The AGG have recruited an additional sitter, allowing 31 clients a week to now be supported.
- A total of 34 Dementia Friends awareness sessions have been delivered to 491 people since September.
- Arts for impact sessions with 7 coordinators.
- Dementia Friends training given to six Connaught staff in Alderney.

### Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

- Further discussion about Admiral nurse role.
- Formation of a group of link nurses who have an interest in dementia.
- Dementia friendly Carol service is arranged for the 20<sup>th</sup> December.
- Dementia awareness week planned for 15<sup>th</sup> March 2021. Different activities will be organised. An awareness video will be produced for the event.

**Framework for people with Autism**

Project Lead:	HSC
Framework written	Implementation

Current Status: 24<sup>th</sup> October- 18<sup>th</sup> December 2020Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021**Children's services**

- Continued with recruitment of Community Paediatrician. They are due to take up the post in February 2021.

**Key issues**

- Scoping is required to identify necessary resources to address future service delivery.

**Children's services**

- Exploration and scoping to take place in Health and Social Care around strategies to address the assessment backlog in anticipation of the arrival of the Community Paediatrician
- Discussions to take place with multi agency colleagues around future planning
- Investigations are underway regrading service developments for 2021 to provide increased family support going forward.

**Review of States' Obligations**

Project Lead:	ESS
Framework completed	Implementation

Current Status 24<sup>th</sup> October- 18<sup>th</sup> December 2020Next Period: 19<sup>th</sup> December 2020 – 12<sup>th</sup> February 2021

- Each Committee continues to identify tasks to deliver on each action with appropriate timescales.
- 2<sup>nd</sup> November Disability Officer gave an update to the Senior Operating Officers steering group.
- Q3 update received from HSC hospital and acute services.
- Q3 update from Family Proceedings and Advisory Service.

- Q4 2020 and review of the year to be presented to the project board in January 2021.
- Disability Officer to meet with population management representative to discuss the review recommendations.
- Meeting with representative from HSC Community services to discuss how best to progress disability review recommendations.