

**Disability and Inclusion Strategy Project**  
**Highlight Report No 5**  
**For the Period to 04/05/17**

**Distribution List:**

Intranet (ESS)  
Caroline Mullins (ESS)  
Ed Ashton (ESS)  
Karen Blanchford (GDA)  
Vanessa Spiller (Equality Working Group)  
Steve Wakelin (P&R)  
Deputy Emilie Yerby (Political Rep)  
Workstream Leads

**1 Progress during period**

**CURRENT STATUS OF THE OVERALL PROJECT – RED**

**Overview**

The current status of the overall project remains red. Although a resource has been allocated to the legislation workstream, the timeframe and detailed plan is yet to be established. The Disability Discrimination legislation and the Learning Disabilities Framework workstreams have commenced. These two workstreams may require additional support which will be identified by the leads through the individual highlight reports.

**Workstream Updates:**

**Disability Discrimination legislation**

Following allocation of resources to this workstream the following areas have progresses:

- Committee approval has been obtained for the proposed governance structure for the project
- A draft framework has been written and approved by the Project Board
- Key stakeholders have been identified for the Disability Discrimination legislation Project Team

Actions for next period:

- Prepare Project Plan
- Arrange first meeting of the Disability Discrimination legislation Project Team
- Work towards securing an additional resource to develop a Business Case for the establishment of an Equality and Rights Organisation

**Equality and Rights Organisation**

Further work is required on the Disability Discrimination legislation before this workstream can progress.

## **Review of States' Obligations**

The Business Disability Forum (BDF) using all of the information gathered from desk top exercises, online surveys; and focus groups with disabled employees, line managers, Service Leads and GDA members are preparing draft reports. Each Committee will receive a report which will include sharing good practice and action points where developments can be made to enable the States to become a more 'disability smart' organisation.

Actions for next period:

- BDF to write draft reports for each Committee

## **Information and Awareness Raising**

- Dementia Friendly Guernsey
  - Currently developing a strategy for St Peter's
  - Continuing to deal with enquiries from initial campaign
  - Addressing training capacity following significant interest in dementia training
- Commenced discussions around Demand Responsive Transport in partnership with Third Sector
- Inclusion and Equality in Schools
  - Continue with developments from the inclusion and equality reviews
  - Continue with developments with Mental Health and Wellbeing across schools and development of training for professionals
- Wheelchair Services
  - Continued data collection to allow performance to be measured and information on service users
  - Recruited to Administrative position, start date May 2017
  - Service Users Group held
- Accessible Sport: no further action this period
- Information and Awareness Raising:
  - Draft access guide for visitors to Guernsey written
  - work has begun to improve access to information at the Guernsey Information Centre
  - Initial scoping exercise around documentation produced for customers at Income Tax Service.
  - A number of charity group members met with the Arts Commission to understand more about making art accessible to a wider audience. Initially looking at the dining area at the Princess Elizabeth Hospital
  - Marketing plan written to increase traffic to [www.signpost.gg](http://www.signpost.gg)
  - Additional sections added to [www.signpost.gg](http://www.signpost.gg) for example 'balancing work and caring roles'
  - Working with Health Information Guernsey (HIG) to increase traffic to HIG through targeted signposting about specific information the service can provide

- DisabledGo has completed all of the access guides to a variety of venues in Guernsey and Alderney
- Marketing written to raise awareness of DisabledGo Guernsey website
- Partnership working with Carers Guernsey and The HUB with the aim of raising awareness about young carers and increasing referrals to support and activities with at The HUB

Actions for next period:

- Dementia Friendly Guernsey:
  - Continue to promoting awareness courses
  - Increase capacity in delivery of courses
  - Develop quick wins suggested by islanders working with the GDA
  - Media campaign around Dementia Awareness Week, 14-20 May 2017 and local initiatives in St Peter's
- Scope pilot scheme for Demand Responsive Transport pilot with GDA
- Inclusion and Equality in Schools: continue to develop, complete and embed work areas identified above
- Wheelchair Services:
  - Progress Service Level Agreement
  - Further discussion on service delivery model
  - Confirm new training date for staff
  - Induction of admin support
- Accessible Sport:
  - Agree Job description
  - Write outline Business Case
- Information and Awareness Raising:
  - Marketing of Signpost.gg and DisabledGo Access Guides
  - Meeting with charity groups to update on the Strategy and identify any gaps within Signpost.gg

**Information and awareness raising for businesses in Guernsey: Guernsey Employment Trust**

- Good Practice Guide
  - Final copy and design of the Good Practice Guide agreed and 1,000 copies of the Guide have been produced
  - Good Practice Guide published on GET website: [www.get.org.gg/goodpracticeguide](http://www.get.org.gg/goodpracticeguide)
  - Final copy and design approved for the Charter Guidance for Employers agreed
- Employers' Disability Charter
  - Employer's certificate designed
  - 500 copies of the Charter for Employers produced
  - Charter on the GET website: [www.get.org.gg/employercharter](http://www.get.org.gg/employercharter)

- Presentation and training Package for Employers
  - Delivered morning and afternoon presentations at the ESS event for employers
  - Delivered session to CIPD event attended by 23 Employers
  - Training events organised for 2017 and available on Event Bright
- General
  - Appointed new Employer Disability Advisor (June 2017)

### **Actions for next period**

- Promote Good Practice Guide
- Promote Employers' Charter
- Sign up employers to the Charter

### **Capacity Legislation**

There has been no progress with this workstream since the last update. The Law Commission UK have still to publish their report which will impact on this work and how legislation within the Bailiwick is enacted.

Actions for next period

- To secure the necessary funding to support progress in this workstream

### **Safeguarding Vulnerable Adults**

A detailed action plan has been developed and tasks assigned against key timescales. Interviews to take place for the permanent Adult Safeguarding Lead in April 2017.

Actions for next period:

- Progressing tasks within the action plan

### **Framework for people with Dementia**

- Dementia Framework presented to the Disability and inclusion Strategy Project Board 4 May with plan for implementation

Actions for next period

- Workstream Closure Report to be written and submitted to the Project Board

### **Framework for people with Autism**

This workstream is now in the implementation phase

### **Framework for people with Communication Difficulties**

- No progress has been made this period due to lack of resources

### **Framework for people with Learning Difficulties**

- Mapping exercise undertaken to identify current service provision

- Continued research on current frameworks and related documents
- Expert identified to facilitate stakeholder engagement
- First Steering Group arranged for 30 May 2017

Actions for next period

- Confirm funding for expert resource
- Confirm focus on Learning Disabilities to be agreed by the Project Board

### **Supported and Mainstream Employment**

- Joint working with Guernsey Employment Trust and ESS continues
- The chart detailing Supported and Mainstream Employment provision across the island has been shared with stakeholders and is near completion

Actions for next period:

- To finalise the chart detailing Supported and Mainstream Employment provision across the island

### **News Costs**

No new expenditure during this period

### **Resources**

Joint working across the States of Guernsey is enabling progress on the Learning Difficulties Framework and the Disability Discrimination legislation.

### **Project Governance**

No change from last report.

### **2 Plans for the next period**

<b>Activity</b>	<b>Owner</b>
<b>Disability and Discrimination legislation</b> <ul style="list-style-type: none"> <li>• Prepare Project Plan</li> <li>• Arrange first meeting of the Disability Discrimination legislation Project Team</li> <li>• Work towards securing an additional resource to develop a Business Case for the establishment of an Equality and Rights Organisation</li> </ul>	<b>ESS</b>
<b>Review of States' Obligations</b> <ul style="list-style-type: none"> <li>• BDF to write draft reports for each Committee</li> </ul>	<b>ESS</b>
<b>Information and Awareness Raising</b> <ul style="list-style-type: none"> <li>• Dementia Friendly Guernsey: <ul style="list-style-type: none"> <li>○ Continue promoting awareness courses</li> </ul> </li> </ul>	<b>AGC States Service</b>

<ul style="list-style-type: none"> <li>○ Increase capacity in delivery of courses</li> <li>○ Develop quick wins suggested by islanders working with the GDA</li> <li>○ Media campaign around Dementia Awareness Week, 14-20 May 2017 and local initiatives in St Peter's</li> <li>● Scope pilot scheme for Demand Responsive Transport pilot with GDA</li> <li>● Inclusion and Equality in Schools: Continued implementation of workstreams</li> <li>● Wheelchair Services: <ul style="list-style-type: none"> <li>○ Progress Service Level Agreement</li> <li>○ Further discussion on service delivery model</li> <li>○ Confirm training date for staff</li> <li>○ Induction of admin support</li> </ul> </li> <li>● Accessible Sport: <ul style="list-style-type: none"> <li>○ Agree Job description</li> <li>○ Write outline Business Case</li> </ul> </li> <li>● Information and Awareness Raising: <ul style="list-style-type: none"> <li>○ Marketing of Signpost.gg and DisabledGo Access Guides</li> </ul> </li> </ul> <p>Meeting with charity groups to update on the Strategy and identify any gaps within Signpost.gg</p>	<b>Areas</b>
<p><b>Information and awareness raising for business in Guernsey</b></p> <ul style="list-style-type: none"> <li>● Promote Good Practice Guide</li> <li>● Promote Employers' Charter</li> <li>● Sign up employers to the Charter</li> </ul>	<b>GET</b>
<p><b>Capacity legislation</b></p> <ul style="list-style-type: none"> <li>● To secure the necessary funding to support progress in this workstream</li> </ul>	<b>HSC</b>
<p><b>Safeguarding Vulnerable Adults</b></p> <ul style="list-style-type: none"> <li>● Progressing tasks within the action plan</li> </ul>	<b>HSC</b>
<p><b>Dementia Framework</b></p> <ul style="list-style-type: none"> <li>● Workstream Closure Report to be written and submitted to the Project Board</li> </ul>	<b>HSC</b>
<p><b>Learning Difficulties Framework</b></p> <ul style="list-style-type: none"> <li>● Confirm funding for expert resource</li> <li>● Confirm focus on Learning Disabilities to be agreed by the Project Board</li> </ul>	<b>HSC</b>
<p><b>Supported and Mainstream Employment</b></p> <ul style="list-style-type: none"> <li>● To finalise the chart detailing Supported and Mainstream Employment provision across the island</li> </ul>	<b>ESS</b>