

Disability Equality and Inclusion Strategy Programme – Status Report No 30

Members

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Reporting period

19th December 2020- 12th February 2021

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 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

Overview

Current Status

Framework for people with Speech Language and Communication Needs

Work on the report is progressing. The draft outline has been completed and shared with stakeholders.

Framework for people with Learning Disabilities

A meeting was held with key stakeholders from education, children and adult services to discuss overarching report plan and next steps.

Awareness Raising

Easy read documentation on gov.gg and signpost websites was updated following the return to lockdown.

Discrimination Legislation

The project implementation team is continuing to meet monthly. An extension of the term of office of the current Employment Discrimination Tribunal members up until the 31st December 2021 has been approved by the States

Next period

Discrimination Legislation

The first meeting of the external stakeholder group will be held. Agenda items will include the timeline for the implementation work and the training needs analysis.

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

Adult Safeguarding		Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
Project Lead:	HSC	<ul style="list-style-type: none"> No update. 	<ul style="list-style-type: none"> The lead for this work stream is to attend the Programme Board meeting in March to discuss the closure of the work stream and next steps.
Target Completion Date:	December 2020		
RAG Status:	Green		
Framework for people with Speech Language and Communication Needs		Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
Project Lead:	HSC	<ul style="list-style-type: none"> Report draft outline written Report draft outline discussed with key stakeholders and agreed <p>Risks</p> <ul style="list-style-type: none"> Impact of Covid-19 impact which is now directly impacting some clinical areas Resourcing: Ongoing release of Speech and Language staff, extension of contract with off island provider, draft testing etc. 	<ul style="list-style-type: none"> Detailed first draft document. Circulate draft for testing with wider stakeholders
Target Completion Date:	Original Q4 2020 Revised May 2021		
RAG Status:	Amber		
Framework for people with Learning Disabilities		Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
Project Lead:	HSC	<ul style="list-style-type: none"> Met with key stakeholders from education, children and adult services to discuss overarching report plan and next steps. <p>Risks</p> <ul style="list-style-type: none"> Staff resources due to increased workload on top of Business as Usual. 	<ul style="list-style-type: none"> Reconvene Learning Disability framework steering group Produce framework actions incorporating education, adult and children’s service reviews
Target Completion Date:	TBC		
RAG Status:	Amber		
Supported and mainstream employment		Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
Project Lead:	ESS	<p>Map of Services chart</p> <ul style="list-style-type: none"> There has been a delay in progressing this work due to lockdown. Most of the draft charts have now been completed. The completed charts have been returned to the relevant agencies for their review prior to sign off. Six charts have currently been returned by the agencies. 	<ul style="list-style-type: none"> Follow up the responses from agencies that have not yet returned their charts. Complete the two remaining draft charts following delays due to lockdown and resource prioritisation. Collate all of the charts into one document. Bring a first draft report to the April Board meeting.
Target Completion Date:	January 2021		
RAG Status:	Red		

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

Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
<p>Information:</p> <ul style="list-style-type: none"> January 2021. A second virtual training session by accessAble was organised. The session included hints and tips for improving accessibility to both services and venues. An accessible beach guide was published on signpost.gg and Visit Guernsey website. It will be made available as a printed document when the Guernsey Information Centre opens again. Easy read documentation on gov.gg and signpost was updated following return to lockdown. The following documents are now available as easy read documents: <ul style="list-style-type: none"> Coping with Lockdown- Top Tips to feel better during the Coronavirus pandemic Adult Disability Services Easy Information Sheet Following the decision to make it mandatory to wear masks in certain indoor locations, information and guidance was been circulated to interested organisations and services. Further information about exceptions, sunflower lanyards and exemption cards was circulated widely using the media briefing, social media and the radio. <p>Awareness raising</p> <ul style="list-style-type: none"> States of Guernsey social media channels were used to raise awareness of mask wearing and the difficulty that can cause with communications. Following the decision to make the wearing of masks mandatory in certain indoor situations this information was also circulated to the local retailers group. <p>Accessible transport</p> <ul style="list-style-type: none"> Health Connections who provide a community transport service, have acquired a wheelchair accessible mini bus. This will enhance the service that they are able offer to people, for people with physical disabilities. 	<p>Information</p> <ul style="list-style-type: none"> Easy read documents will be produced in conjunction with mencap and the Adult Disability service. These will be available as a printed document and also promoted on social media and available on both gov.gg and signpost.gg websites. The Disability Officer will provide information for an article about the hidden disability lanyard scheme for the Guernsey Press. Promote the accessible beach guide on social media and to interested organisations when the exit from lockdown is confirmed. <p>Awareness raising</p> <ul style="list-style-type: none"> Continue to develop a training and awareness raising programme for 2021. Continue to promote the awareness of hidden disabilities through the States of Guernsey social media channels.

Information & awareness raising continued

Current Status: 19th December 2020- 12th February 2021

Next Period: 13th February- 9th April 2021

Disability awareness training

- A total of 3235 people have signed up to the online training. Of these, 229 completed this training in 2020 and 61 have completed the training so far in 2021.
- Disability awareness training sessions have been postponed due to the current situation with the pandemic. These will be rescheduled when it is appropriate to do so.

Disability awareness training

- The content and style of the online training will be reviewed during Q1 and Q2 2021.
- Further training modules are being investigated. These will provide training about the additional protected grounds which will be included in the legislation.

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

Current Status: 19th December 2020- 12th February 2021

Next Period: 13th February- 9th April 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: 19th December 2020- 12th February 2021

**Explain New Discrimination Law
Promote Equality
Implementation of complaints handling**

- The project implementation team is continuing to meet monthly. A project user/stakeholder subgroup has been set up. The first meeting had been scheduled for 5th February 2021, to discuss the proposed training package on the new legislation, but was postponed by 3 weeks due to the most recent Covid 19 lockdown. Agreement has been sort at senior staff level to establish a States’ internal group to ensure that the States of Guernsey is as prepared as possible for the new Discrimination Ordinance.
- Drafting of the new Ordinance continues.
- The Committee’s deliberations regarding the exceptions on religious belief and sexual orientation continues as a few policy issues were raised during the consultation, which require further research and discussion. There has also been a brief delay due to the most recent Covid 19 lockdown.
- The policy letter on extension of the term of office of Employment Discrimination Tribunal members to 31st December 2021 has been approved by the States. A plan has been developed to recruit and train an expanded tribunal post 1st January 2022. A further policy letter to the States will be required later in the year.
- Recruitment process for some key posts has started (although there are several approval steps required before job adverts can go out).
- Completion of the remaining policy work and implementation of phase one of the Discrimination Ordinance has been identified as an ‘emerging recovery action’ in the Policy Letter entitled ‘Government Work Plan – Stage 1’ which will be debated by the States in March 2021. The Stage 2 report will set out firm proposals regarding the recovery actions to be prioritised for progression during this term of government for consideration by the States in July 2021.

Next Period: 13th February- 9th April 2021

**Explain new Discrimination Law
Promote Equality
Implementation of complaints handling**

- Continue legal drafting.
- Hold first (postponed) user group meeting on the training matrix.
- Draft expressions of interest document for awareness raising and training on the legislation and taking user feedback into account
- Draft survey brief.
- Recruitment to key roles.
- Drafting of policy letter on religious belief and sexual orientation.
- Commence some policy work relating to the hearing of education complaints.

Discrimination Legislation continued	
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Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
<ul style="list-style-type: none"> Email discussions with data and analysis, the communications team and procurement regarding the prejudice and discrimination survey have been taking place. <p>Risks</p> <ul style="list-style-type: none"> The new Covid 19 lockdown has led to a slight further delay. Approval of phase one in the Government Work Plan next month is required. Few officers have key knowledge so there are potential points of failure should key staff not be available. 	

Employment and Equal Opportunities Service: Expansion and Independence	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
<p>Make more independent</p> <ul style="list-style-type: none"> 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

Capacity Legislation	
Project Lead:	HSC
RAG Status:	Implementation

	Next Period: 13 th February- 9 th April 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase 	<ul style="list-style-type: none"> 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.

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

Current Status: 19 th December 2020- 12 th February 2021	Next Period: 13 th February- 9 th April 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase. 	

Framework for people with Autism

Project Lead:	HSC
Framework written	Implementation

Current Status: 19th December 2020- 12th February 2021Next Period: 13th February- 9th April 2021

- Update each quarter as the work stream is in the implementation phase.

Review of States' Obligations

Project Lead:	ESS
Framework completed	Implementation

Current Status: 19th December 2020- 12th February 2021Next Period: 13th February- 9th April 2021

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| <ul style="list-style-type: none"> • Each Committee continues to identify tasks to deliver on each action with appropriate timescales. • There are delays in progressing some recommendations due to the reprioritization of staff and resources due to Covid 19. • The Project Board meeting was postponed. A decision will be made about the most appropriate mechanism for reporting progress on this work. | <ul style="list-style-type: none"> • Review of 2020 to be completed and published. • HSC updates from Children's services |
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