

# Disability Equality and Inclusion Strategy Programme – Status Report No 42

## Members

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## Reporting period

15<sup>th</sup> June – 30<sup>th</sup> September 2023

## Overall Project RAG Status



## The work streams below are still being developed:

	Significant challenges	Framework for Speech Language and Communication Needs	
	Some challenges	Framework for People with Learning Disabilities	
	On Track	Supported and Mainstream Employment	
	Not started	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

#### Discrimination Legislation

The Vento Scale (Compensation) regulations and Assistance Animals regulations were approved by the States.

The guidance documents were approved by the Committee and published on the Employment and Equal Opportunities Service website.

#### The Employment and Equal Opportunities Service

The Employment and Equal Opportunities Service website was launched.

### Next period

#### Discrimination Legislation

The Prevention of Discrimination (Guernsey) Ordinance, 2022 will come into force on 1<sup>st</sup> October.

#### Employment and Equal Opportunities Service

Director of the Employment and Equal Opportunities Service (EEOS) will be in post.

The new service will launch on the 1<sup>st</sup> October. This will be an arms - length body and will be independent from the States.

### The work streams listed below were developed under the Disability and Inclusion Strategy.

Implementation is now the responsibility of each Committee listed.

Discrimination Legislation: Employment & Social Security

Employment and Equal Opportunities Service: Employment & Social Security

Capacity legislation: Health & Social Care

Framework for People with Dementia: Health & Social Care

Framework for People with Autism: Health & Social Care

Safeguarding Vulnerable Adults: Health & Social Care

Review of States' Obligations : All Committees

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

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

Project Lead:	HSC
Target Completion Date:	30 <sup>th</sup> June 2024
RAG Status:	Amber

Current Status: 15<sup>th</sup> June – 30<sup>th</sup> September 2023

- Initial introductory meeting with Senior manager and off island consultant completed.
- Liaison regarding Balanced System has begun.
- Re-engaged Paediatric Lead Speech and Language Therapist, reviewed recommendations for relevance and accuracy in current context.
- Plan to Professional Alliance to share with stakeholders and engage/update new personnel etc.
- Met with Autism Framework lead and Learning Disability Framework leads to discuss co-ordination of the project plans and prioritising workstreams.

Next Period: 1<sup>st</sup> Oct- 31<sup>st</sup> December 2023

- Finalise contract with off island consultant (with off island consultant to provide contract and Terms & Conditions).
- Engage new adult Speech and Language Therapist lead at the Princess Elizabeth Hospital.
- Present to Professional Alliance, re-engage stakeholders to encourage buy in to the project.

### Framework for people with Learning Disabilities

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

Current Status: 15<sup>th</sup> June – 30<sup>th</sup> September 2023

- Met with leads for Autism Framework and Communication Framework to identify crossover and lead times
- Discussed framework work across all three areas and how to manage this within current workloads and resources

Next Period: 1<sup>st</sup> Oct- 31<sup>st</sup> December 2023

- Meet with education colleagues to review and discuss inclusion of NASEN review recommendations about Special Educational Needs provision.

### Supported and mainstream employment

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

Current Status: 15<sup>th</sup> June – 30<sup>th</sup> September 2023

- Consideration is being given as to how best to accommodate the ongoing identification of gaps in service and making this part of everyday business as usual. Regardless as to the approach adopted, this will be funded via existing Job Centre budget.

Next Period: 1<sup>st</sup> Oct- 31<sup>st</sup> December 2023

- Formulate a plan of action to ensure the tasks identified as being associated with this role are being addressed

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

Current Status: 15 <sup>th</sup> June – 30 <sup>th</sup> September 2023
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• A session to promote the accessAble online guide was held for representatives of Visit Guernsey, and the cruise welcome team.</li> <li>• Discussion about how best to promote the guide to cruise visitors will be considered for the 2024 season.</li> <li>• Drafting an easy read document about the Prevention of Discrimination Ordinance</li> <li>• Drafting Quick reference guide about assistance animals</li> <li>• Disability Officer ran face to face mandatory training sessions for States of Guernsey staff about the Prevention of Discrimination Ordinance alongside Project manager</li> </ul> <p><b>Traffic</b></p> <ul style="list-style-type: none"> <li>• Installation of dropped end of footway and corduroy details at Grandes Maison Rd.</li> <li>• Installation of new build-out and tactile crossing at Brock Rd including the installation of Blister paving.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• Presentation to Chartered Management Institute group about the Prevention of Discrimination Ordinance</li> <li>• Social media post for World Alzheimer's awareness day on 21<sup>st</sup> September.</li> </ul> <p><b>Employment</b></p> <ul style="list-style-type: none"> <li>• Since the Guernsey Employment Trust (GET) was set up in 2015, they have assisted with over 600 job outcomes. Currently they are supporting 241 clients, with 155 of these clients receiving regular employment officer support.</li> <li>• To date in 2023 they have had: <ul style="list-style-type: none"> <li>• Referrals: 95</li> <li>• Work experience or Voluntary placements: 57</li> <li>• Job outcomes: 46</li> </ul> </li> </ul>

Next Period: 1 <sup>st</sup> Oct- 31 <sup>st</sup> December 2023
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Publication of an easy read document about the Prevention of Discrimination Ordinance</li> <li>• Publication of a Quick reference guide about assistance animals with reference to the new regulation. LINK</li> </ul> <p><b>Traffic</b></p> <ul style="list-style-type: none"> <li>• Continuation of improved pedestrian access during planned road works</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• A series of training session has been organised for Employment &amp; Social Security customer hub staff and Beau Sejour Centre employees.</li> <li>• The training is to promote the hidden disabilities sunflower lanyard scheme will aim to show the service is “sunflower friendly”.</li> <li>• This project has been initiated to meet a commitment for Purple Tuesday on the 7<sup>th</sup> November. This is a national day to “improve the disabled customer experience”.</li> <li>• Other areas across the States with customer facing areas will also be included within this initiative.</li> <li>• Certain States buildings will light up purple to celebrate Purple Tuesday</li> <li>• A training session to promote the accessAble online guide will be held at the new GROW site. This will be open to members of the third sector and charitable organisations.</li> <li>• Celebration of the International Day of Persons with Disabilities on 3<sup>rd</sup> December</li> </ul>

**Information & awareness raising continued**

Current Status: 15<sup>th</sup> June – 30<sup>th</sup> September 2023

Next Period: 1<sup>st</sup> Oct- 31<sup>st</sup> December 2023

**Inclusive sports**

- Para badminton exhibition match on Island Games finals day to raise awareness.
- Boccia demonstration events in market square raised awareness of the game.
- Sophie Veron gave talk about her journey and para sport in Guernsey in the market during games week.
- Two successful accessible cycling events were held at Saumarez Park. A pilot scheme is set to run from Spring 2024 from a 'Community Hub', subject to funding.
- Summer basketball sessions were held in partnership with Wigwam at Beau Sejour.
- Pool 'inflatables' session was held for Wigwam members at Beau Sejour with small numbers and other adaptations.
- Wheelchair and Visually Impaired entrants to Guernsey Half Marathon was a success. This will be built upon for 2024.

**Inclusive sports**

- Specific sports will be engaged with to develop adaptations and help improve levels of inclusion within that sport.

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

Current Status: 15<sup>th</sup> June – 30<sup>th</sup> September 2023

Next Period: 1<sup>st</sup> Oct- 31<sup>st</sup> December 2023

- 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
	Implementation

Current Status: 15 <sup>th</sup> June – 30 <sup>th</sup> September 2023
<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>• The Vento Scale (Compensation) regulations were approved at the early September States meeting</li> <li>• The change to the Social Insurance Law to allow the Access to work Scheme was approved at the 6<sup>th</sup> of September States meeting. The Commencement Order and the Social Insurance (Access to Work for Disabled Persons) Regulations, 2023 were made by the Committee on 4<sup>th</sup> October 2023</li> <li>• The Assistance Animals regulations were approved by the States on 28<sup>th</sup> September States</li> <li>• The final versions of the guidance documents (as uploaded to the new EEOS website) were approved by the Committee and published</li> <li>• The final Consortium training sessions were held during September</li> <li>• A regulation adding Giving Opportunities LBG into the definition of supported employment in the Ordinance has been made and submitted to the States, with an accompanying policy letter recommending that this addition takes effect from 1<sup>st</sup> October 2023.</li> </ul>

Next Period: 1 <sup>st</sup> Oct- 31 <sup>st</sup> December 2023
<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>• The Prevention of Discrimination (Guernsey) Ordinance , 2022 will come into force on 1<sup>st</sup> October</li> <li>• The drafting of the Order in relation to the Employment &amp; Discrimination Tribunal Ordinance (including a requirement for legally qualified Tribunal Chairs)</li> <li>• Phase one, apart from the delayed provisions, is virtually implemented. Work on phase two and the provisions relating to education will take place in 2024.</li> </ul>

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

Current Status: 15 <sup>th</sup> June – 30 <sup>th</sup> September 2023
<p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>• Training continued for Advice and Conciliation staff using the Employment and Service Providers guidance documentation.</li> <li>• <a href="#">Employment and Equal Opportunities Service   EEOS</a> website was launched. The resources available on the site are for existing employment legislation, the Sex Discrimination Ordinance and the Prevention of Discrimination Ordinance (PoDO)</li> <li>• Summary documents for the PoDO documents are also available</li> <li>• Internal processes and procedures have been reviewed</li> <li>• Handover from Senior Employment Relations Officer to new Director of the Employment and Equal Opportunities Service (EEOS)</li> </ul>

Next Period: 1 <sup>st</sup> Oct- 31 <sup>st</sup> December 2023
<p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>• The new service is to launch on the 1<sup>st</sup> October, in line with the date for the Ordinance to come into force</li> <li>• Internal procedures and forms in place to deal with future claims from 1st October 2023</li> <li>• Director in post and they will scope what other guidance documents are appropriate</li> <li>• Tribunal members will receive training about the PoDO.</li> </ul>

Review of States' Obligations	
Project Lead:	ESS
	Implementation

Current Status: 15 <sup>th</sup> June – 30 <sup>th</sup> September 2023	Next Period: 1 <sup>st</sup> Oct- 31 <sup>st</sup> December 2023
<ul style="list-style-type: none"> <li>States of Guernsey (SoG) policies, procedures and directives that relate to employment have been reviewed to ensure compliance with the Prevention of Discrimination Ordinance.</li> <li>Engagement has taken place across SoG service areas to ensure their preparedness for meeting obligations as service providers.</li> <li>SoG Internal training offer was launched in April 2023. High level of compliance achieved on mandatory component of training and other courses are available depending on role.</li> <li>Initial phase of guidance documents now available to the organisation via <a href="http://www.eeos.gg">www.eeos.gg</a>.</li> <li>SoG Awareness raising and internal communications strategy being implemented as planned with a recent review of messaging and delivery.</li> <li>Tender process being progressed for access audits of SoG premises.</li> <li>Scoping of project plan for SoG education providers responsibilities has been completed and detailed project plan is being developed.</li> </ul>	<ul style="list-style-type: none"> <li>Review bids to undertake access audits of SoG premises.</li> <li>Finalise project plan relating to SoG education providers responsibilities.</li> </ul>

**The following workstreams are in the implementation phase and will provide updates every 6 months**

Framework	Project Lead
Framework for people with Dementia	Committee <i>for</i> Health & Social Care
Adult Safeguarding	Committee <i>for</i> Health & Social Care
Capacity Legislation	Committee <i>for</i> Health & Social Care
Framework for People with Autism	Committee <i>for</i> Health & Social Care