

Disability and Inclusion Strategy Project

Highlight Report No. 1 For the period to 20/10/16

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1. Progress during period

CURRENT RAG STATUS - RED

Overview

Two Project Board meetings have taken place since September 2016. The meetings have focused on establishing the current position of workstreams, the development of the overall project plan and identifying what needs doing moving forwards.

In order to develop the overall project plan Caroline Mullins has contacted all workstream leads across the States to confirm ownership, the tasks required for the workstreams and to establish target dates for workstream completion.

A template form has been created to gather the workstream updates from the project leads. Moving forwards the Highlight Reports will be compiled from these workstream updates. It is proposed that Highlight Reports are distributed shortly after each project board meeting.

A draft stakeholder map has been developed and has been considered by the Project Board and will be finalised shortly.

Caroline has been preparing promotional material for the Disability and Inclusion stand at the forthcoming Service Guernsey event on 18 November. The stand at the event will also be supported by staff from the Guernsey Employment Trust, Autism Guernsey, MIND and Karen Blanchford on behalf of the GDA.

The current status of the overall project to deliver the various workstreams of the strategy remains red due to lack of resource, including in relation to the disability discrimination legislation workstream.

Workstream Updates

Disability Discrimination Legislation

Members of the Project Board have met with Robert Titterington, Crown Advocate to discuss the work which had been undertaken by the Disability Legislation Group (DLG) prior to the States' reorganisation of Committee mandates earlier this year. The Project Board members concluded that it would be difficult to progress the disability discrimination legislation workstream without a dedicated policy officer with the appropriate skill set to lead on the work and produce the Policy Letter required to inform the legislative drafting.

It was agreed that a draft job description should be created for the Project Board's consideration.

Equality and Rights Organisation

Ed Ashton attended an Equality Working Group meeting in September 2016 to commence discussion to identify and agree the various tasks which need to be incorporated into the overall Disability & Inclusion Strategy project plan in relation to this workstream.

UN Convention

Deputy Emily Yerby has provided the project team with background information and research material relevant to the Convention.

Audit of States Obligations

Phase 1 of the audit/review of the States' readiness for future disability discrimination legislation commenced on 17 October 2016.

Information and Awareness Raising

- Signpost.gg webpage for disabled adults and carers is in progress with the aim of being launched in early 2017
- Online disability awareness training has been launched
- Guernsey Hard of Hearing Association is working with Hospital Matrons to improve services for people with a hearing loss.
- Education have provided training to the Guernsey Housing Association on Autism Awareness
- DisabledGo have reviewed venues in Guernsey and "access venue training" for disabled people has taken place
- The Guernsey Employment Trust has appointed an Employer Disability Advisor and work has commenced with employers
- A Dementia Friendly Guernsey group has been formed and a strategic plan has been agreed and some initial co-ordinated activities have been undertaken
- Work has commenced on improving accessibility around the Salerie car park junction. A new pedestrian crossing has been installed at La Couture and a new dropped kerb is being installed along Route D'Albecq
- The Accessible Sports Group is gathering its understanding of issues in order to encourage sports/activities for disabled people
- Education officers have implemented an Inclusion and Equality review tool in all schools and an Early Years Quality Standard Framework has been introduced.

Equality and Inclusion reviews are planned in all schools for Q1/2 2017. "Liberate Educate" training for teachers has taken place. A Special Educational Needs review group has been set up to revisit formal assessment processes. A GDA presentation/parent forum has taken place. The Downs Syndrome International event was supported by Education officers. A new curriculum is being developed which includes 4 core areas from the Children and Young People's Plan.

Actions for next period:

- Content for Signpost.gg (disabled adults and carers information) to be written
- DisabledGo to undertake further access surveys
- Employer Disability Advisor to: research and plan 'Employers Charter' Finalise contents of the Good Practice Guide. Finalise contents of training packs for employers. Arrange training for employers
- Dementia Friendly Guernsey: agree a communications strategy and launch a pilot in St Peter's focused on the whole community
- Investigate additional dropped kerbs as part of new roadworks schemes
- GDA to provide feedback in relation to the Demand Responsive Transport scheme
- Accessible Sports group to develop a job description for a Sports Officer to lead in implementation

Capacity Legislation

Policy Letter has been approved by the States, but legislation still to be drafted.

Safeguarding Policy

Interim Adult Safeguarding Post has been appointed to, but resource may be required to make this post permanent. There have been many discussions on the Safeguarding Policy workstream, but there is currently no dedicated staff resource to move the work forward. The Safeguarding Vulnerable Adult Policy is in place and training is being delivered to professionals and there is close liaison with the hospital and community teams.

Actions for next period:

- Options paper to be presented to HSC Board in November 2016 to determine the best way forward.

Framework for people with dementia

Paul Corcoran's secondment to the workstream has now finished. Consultations with charities, carers and people with dementia have been completed. The Framework has been drafted and is at final consultation stage.

Actions for next period:

- Complete changes to Framework following initial feedback
- Agree date for Framework to be presented at HSC Board

Risks:

- Lack of staff resource to finalise Framework document

Framework for people with Autism

- Stakeholder consultations completed
- Framework in progress and expected to be presented to HSC Board in October/November 2016
- Guernsey Autism Partnership (GAP) to commence October 2016
- Action ongoing to negotiate diagnostic service for adults on half day once a month
- Multi Agency Support Hub (MASH) for adults agreed and in development phase

Actions for next period:

- Implement Guernsey Autism Partnership
- HSC providing access to diagnostics service for adults
- Commence work on the first 2 years of implementation as identified in the framework

Risks:

- Implementation of the framework is dependent on developments around the proposed Autism new build. No resources have been identified to support the project. Professionals are providing some support alongside clinical roles.

Framework for people with Communication Difficulties

No work has started on this Framework as yet due to lack of staff resource.

Framework for people with Learning Difficulties

No work has started on this Framework as yet due to lack of staff resource.

New Costs

A new cost this period related to the production and printing of a flyer to promote the Disability Awareness online training at roughly £400 and a one year licence fee for the product at a cost of £1,250. The project team is promoting the online training across the States and within the community. Access Audit Training one off cost £650. No other new costs have been incurred during the period.

Resources

Lack of staff resource remains an issue across many of the project's workstreams and this is a matter which the Project Board will focus on very closely during the next period.

Project Governance

There have been no changes to the project governance, but the Project Board is considering how the topic of equality can be appropriately reflected within the overall programme of change.

The Project Board has agreed to meet at roughly 6 weekly intervals. In addition to the project plan a risk register has been set up and a communication plan will be developed once the Project Board has approved the stakeholder map.

2. Plans for the next period

| Activity | Owner |
|--|--------------|
| Continue to populate tasks on the project plan | E&SS |
| Develop communication plan | E&SS |
| Continue to monitor workstreams across the States | E&SS |
| Update and complete Signpost.gg website for disabled adults and carers | E&SS |
| Support the project to audit the States' readiness for future disability discrimination legislation | E&SS |
| Create draft job description for policy lead for legislation workstream | E&SS |
| DisabledGo to undertake further access surveys | DG |
| GET to progress Employer Disability Advisor activities | GET |
| Progress communication strategy for Dementia Friendly Guernsey | DFG |
| Further develop Dementia Framework | H&SC |
| Investigate additional dropped kerbs as part of roadwork schemes | E&I |
| Accessible Sports Group to develop job description for Sports Officer | ASG |
| Safeguarding options policy to be presented to H&SC | H&SC |
| Implement Guernsey Autism Partnership | H&SC |
| Commence work on the core tasks underpinning the Autism Framework | H&SC |
| Ed Ashton & Steve Wakelin to meet to discuss staff resource across Disability & Inclusion Strategy workstreams | E&SS |