

## **Disability & Inclusion Strategy Project**

### **Highlight Report No 4**

**For the Period to 23/3/17**

#### **Distribution List:**

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#### **1 Progress during period**

#### **CURRENT STATUS OF THE OVERALL PROJECT - RED**

##### **Overview**

The current status of the overall project remains red. 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**

A Senior Policy Officer has been seconded to the Disability Discrimination Legislation workstream commencing work on the 13 February 2017. The following work has been completed since:

- Collated work carried out on the project to date by the Policy Council
- Read background documentation including all Disability Legislation Group papers from June 2014 to September 2015
- Prepared a draft Framework for the project and circulated to selected stakeholders for comment prior to consideration at the Project Board meeting on 23 March 2017
- Started to identify key work packages (start of the Project Planning process)
- Held an introductory meeting with Robert Titterington and Jon McLellan of St James Chambers on 15 March 2017
- Held an introductory meeting with Deputy Yerby on 16 March 2017
- Attended E&SS Occupational Health and Wellbeing event for employers on 16 March 2017

### **Actions for next period:**

- Finalise the draft Framework and seek approval from the Project Board and the Committee *for* Employment & Social Security
- Finalise governance structure for the project
- Prepare Project Plan
- Commence first work package – ‘Basis of protection’.

### **Equality and Rights Organisation**

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

### **Review of States’ Obligations**

- Surveys for all staff and service leads completed and information analysed by the Business Disability Forum (BDF)
- Workshops held with BDF and disabled employees and service leads from the SoG, and Guernsey Disability Alliance members as customers of the States

### **Actions for next period:**

- BDF to analyse information from each workshop

### **Information and Awareness Raising**

- Dementia Friendly Guernsey:
  - Successful launch 6 February 2017
  - Communications plan launch with excellent coverage and engagement across all channels. £7,200 raised and applications pending for balance
  - Highly successful visit by Jeremy Hughes, CEO Alzheimer’s Society on 6 March 2017 with several events with key audiences and decision makers. Excellent media coverage
  - Good take up by key organisations (Police, Ports, Government services, Hospitality, Buses and commercial businesses) wishing to participate
- Commenced discussions about piloting Demand Responsive Transport in partnership with the GDA
- Inclusion and Equality in Schools:
  - Inclusion and Equality reviews to take place in all schools in 2017
  - Meetings arranged with community groups
  - Developments with Mental Health and Wellbeing continue across schools
  - Continued Professional Development around Mental Health and Wellbeing is being delivered in a number of schools
  - Pathway for Special Educational Needs (SEND) post 16 is currently being reviewed
  - Partnerships between post 16 institutions continue to develop

- Schools have self-evaluated post 16 provision (Inclusion and Equality review) and transition arrangements and extended support programme for students with additional needs continues to be developed
- Ongoing work on progress of vulnerable learners – School and review processes continue to identify, and review interventions and impact
- Work around Formal Assessment and reviews for SEND children and young people near completion – work undertaken with range of key partners and stakeholders
- Wheelchair Services:
  - Wheelchair Services: Service Level Agreement (SLA) has been redrafted and forwarded to E&SS
  - New date for Service Users group agreed with aim of looking at future of group
  - Meeting with Director of Hospital Services scheduled for Friday 10 March to discuss policy
  - Contact made with College of Occupational Therapy (Wheelchair Review Authors) to discuss options of service delivery model
- Accessible Sport:
  - Draft job description written
  - Agreement that multi-agency funding most appropriate with partnership between key organisations
- Information and Awareness Raising:
  - Launch of [www.signpost.gg](http://www.signpost.gg): information for disabled adults and carers about support, services and activities
  - Media interviews for Signpost.gg with E&SS and the Guernsey Disability Alliance
  - Website feedback monitored and updates actioned following launch
  - Update on the Disability and Inclusion Strategy written for The Issue
  - iCM training completed by SoG Officers to allow updates to the website to be made in a timely manner
  - Promotional stand at the information sharing Occupational Health and Wellbeing event for local businesses arranged by E&SS, 16 March at Les Cotils
  - Disability Awareness Online Training shared with the Scout Group Leaders participating in the Saffrey Walk in 2017
  - Access For All Meeting 10 March as part of Disabled Access Week sharing good practice about accessibility, good media coverage
  - Access For All Meeting with the Guernsey Disability Alliance members 16 March as part of Disabled Access Week
  - Marketing and Tourism have shared the Disability Awareness Online Training with restaurants and accommodation providers
  - Accessible Art: involvement of charity groups and services in Lantern making for the Lantern Parade

### **Actions for next period:**

- Dementia Friendly Guernsey:
  - Continued profile initiatives, promoting awareness courses in particular
  - St Peter's Parish is the first Parish to pilot being a Dementia Friendly Community
  - Fundraising, applications totalling £20,000 pending
  - Support approval of the Dementia Framework
  - Media campaign around Dementia Awareness Week, 14-20 May 2017
- Scope pilot scheme for Demand Responsive Transport pilot with GDA
- Inclusion and Equality in Schools: Continue to develop, complete and embed workstreams identified above
- Wheelchair Services:
  - Progress SLA
  - Further discussion on service delivery model
  - Policy sign off or date for final presentation to be agreed
  - Training planned for existing staff
- Accessible Sport:
  - Agreed job description
  - Write outline business plan
- Information and Awareness Raising:
  - Developing an access guide for visitors to Guernsey with Marketing and Tourism
  - Providing more accessible information for visitors to Guernsey at the Guernsey Information Centre
  - GDA members workshop to discuss ways to improve customer documentation for States services
  - Targeted marketing for [www.signpost.gg](http://www.signpost.gg)
  - Targeted marketing for [DisabledGo Guernsey](#) access guides
  - Accessible Arts meeting: meeting to be arranged to look at service user involvement at the Princess Elizabeth Hospital, initial discussions about community involvement in the autism building artwork

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

- Good Practice Guide
  - Completed draft of Guide
  - Photographs taken for Guide
  - Created first draft of hard and on-line copy
  - Funding applied for to create hard copy of Guide
- Employers' Disability Charter
  - Completed draft of Charter and supporting guide

- Created first designed draft for Charter and supporting guide
- Presentation and training Package for Employers
  - Presentation at E&SS Employers' event on 16 March 2017
  - Presentation and training materials drafted

#### **Actions for next period**

- Launch Good Practice Guide
- Launch Employers' Charter
- Organise and deliver Presentation and Training for Employers

#### **Capacity Legislation**

- Draft paper written for Policy and Resources identifying gaps in provision, resource requirements and social benefits

#### **Actions for next period:**

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

#### **Safeguarding Vulnerable Adults**

A detailed briefing and options paper was discussed with the committee for HSC on 22 February.

The committee agreed recommendations and asked for an update report to be presented on the issues to the committee in June 2017.

The committee also agreed that this should be identified as a red rated risk on the HSC risk register, and this has now happened.

#### **Actions for next period:**

The advisor for social care will convene the task and finish group and agree a work plan to address the points at number 2 above.

- The transformation partners for HSC will be appointed shortly and adult safeguarding will be identified with them as a core element of the strategic, cultural and practical change required both within HSC and across the States

#### **Framework for people with dementia**

- The Dementia Framework has been written and presented to the Committee *for* Health & Social Care
- The Framework has been approved subject to some minor changes and the approval of prioritised recommendations

#### **Actions for next period:**

- On completion of the changes the Framework will be submitted to the Project Board with a briefing note from the Committee *for* Health & Social Care

### **Framework for people with autism**

Workstream Closure Report has been written and will be presented to the Disability and Inclusion Strategy Project Board 24 March. The Framework Implementation Steering Group which was established in February will progress and report to HSC.

#### **Actions for next period:**

No further action required

### **Framework for people with communication difficulties**

- No progress this period due to lack of resources

#### **Action for next period:**

- Resources still to be identified

### **Framework for people with learning difficulties**

- Initial meeting 9 March to scope out requirements to deliver framework
- Steering group established
- Draft Project Plan written

#### **Actions for next period:**

- First steering/working group meeting
- Agree terms of reference for the steering group
- Mapping exercise to identify current service provision
- Identify key stakeholders
- Initial research on current frameworks and related documents
- Identify resources required to facilitate stakeholder events

### **Supported and Mainstream Employment**

- Meetings and presentations have taken place with the Guernsey College of Further Education Access Team regarding leavers this year and their route to employment
- The Access Group was introduced to Martyn Barbe of Community and Environmental Projects Scheme to explore joint working opportunities

#### **Actions for next period:**

The chart detailing Supported and Mainstream Employment provision across the island has been shared with stakeholders and is near completion. The next steps are:

- to finalise any updates on the supported mainstream and employment initiatives
- to meet with key stakeholders and agree on an action plan for the future provision of supported and mainstream employment
- Following this a cover paper and the chart should be submitted to the Project Board with a recommendation of actions to be taken in 2017

### New costs

Marketing and media costs for this period £230

### Resources

Joint working across the States of Guernsey is enabling progress on the Learning Difficulties Framework.

### Project Governance

No change from last report.

## 2. Plans for the next period

Activity	Owner
Disability Discrimination Legislation workstream: <ul style="list-style-type: none"> <li>• To finalise the draft Framework and seek approval from the Project Board and the Committee for Employment &amp; Social Security</li> <li>• To finalise governance structure for the project</li> <li>• To prepare Project Plan</li> </ul>	ESS
<ul style="list-style-type: none"> <li>• BDF to analyse information from each workshop</li> </ul>	BDF
Dementia Friendly Guernsey: <ul style="list-style-type: none"> <li>• Continued profile initiatives, promoting awareness courses in particular</li> <li>• St Peter's pilot – local training for businesses</li> <li>• Fundraising, applications totalling £20,000 pending</li> <li>• Media campaign around Dementia Awareness Week, 14-20 May 2017</li> </ul>	DFG
<ul style="list-style-type: none"> <li>• Scope pilot scheme for Demand Responsive Transport pilot with GDA</li> </ul>	E&I
<ul style="list-style-type: none"> <li>• Inclusion and Equality in Schools: Continue to develop, complete and embed workstreams identified above</li> </ul>	ESC
Wheelchair Services: <ul style="list-style-type: none"> <li>• Progress SLA</li> <li>• Further discussion on service delivery model</li> <li>• Policy sign off or date for final presentation to be agreed</li> <li>• Training plan for existing staff</li> </ul>	HSC

<p>Information and Awareness Raising:</p> <ul style="list-style-type: none"> <li>• Develop an access guide for visitors to Guernsey with Marketing and Tourism</li> <li>• Providing more accessible information for visitors to Guernsey at the Guernsey Information Centre</li> <li>• GDA members workshop to discuss ways to improve documentation with the Income Tax Service</li> <li>• Targeted marketing for <a href="http://www.signpost.gg">www.signpost.gg</a></li> <li>• Targeted marketing for <a href="#">DisabledGo Guernsey</a> access guides</li> <li>• Accessible Arts meeting: meeting to be arranged to look at accessible art at the Princess Elizabeth Hospital</li> </ul>	ESS
<p>Information for businesses: Guernsey Employment Trust</p> <ul style="list-style-type: none"> <li>• Launch Good Practice Guide</li> <li>• Launch Employers' Charter</li> <li>• Organise and deliver Presentation and Training for Employers</li> </ul>	GET
<p>Safeguarding Vulnerable Adults:</p> <ul style="list-style-type: none"> <li>• The advisor for social care will convene the task and finish group and agree a work plan</li> </ul>	HSC
<ul style="list-style-type: none"> <li>• On completion of the changes the Dementia Framework will be submitted to the steering group with a covering Policy Letter from the Committee for Health and Social Care</li> </ul>	HSC
<p>Learning Difficulties Framework:</p> <ul style="list-style-type: none"> <li>• First steering/working group meeting</li> <li>• Agree terms of reference for the steering group</li> <li>• Mapping exercise to identify current service provision</li> <li>• Identify key stakeholders</li> <li>• Initial research on current frameworks and related documents</li> <li>• Identify resources required to facilitate stakeholder events</li> </ul>	HSC
<p>Supported Mainstream Employment:</p> <ul style="list-style-type: none"> <li>• to finalise any updates on the supported mainstream and employment initiatives</li> <li>• to meet with key stakeholders and agree on an action plan for the future provision of supported and mainstream employment</li> <li>• Following this a cover paper and the chart should be submitted to the Project Board with a recommendation of actions to be taken in 2017</li> </ul>	ESS