

**Disability and Inclusion Strategy Project**  
**Highlight Report No 10**  
**For the Period to 24/11/17**

**Progress during period**

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

**Overview**

A meeting was held with representatives of the Policy & Resources Committee about bidding for resources to acquire some specialist input to progress the Disability Discrimination Legislation workstream. A business case is being prepared for this purpose.

A subject expert to progress the Capacity Legislation has been interviewed and appointed. An induction programme for the appointee to meet with key services areas has commenced.

Four States of Guernsey employees, along with local business and charity members, attended a two day training course provided by the Centre for Accessible Environments. The training provided information which will assist in making venues more accessible for disabled people and carers.

Work around Formal Assessment and reviews for SEND children and young people has been completed and children with determinations are now in receipt of a MEAP (My Education Action Plan) which sets out targets and objectives and specifically involves the voice of the child as a part of the development of these – this work was undertaken with range of key partners and stakeholders.

Continued improvements to make transport more accessible with a new accessible parking bay installed at Hospital Lane, providing easier access to amenities & Edward T Wheadon House and training for CT Plus employees about the Accessibility Cards has commenced.

Following discussion about the format of the Highlight Report at the Annual General Meeting of the GDA in October 2017, the Disability & Inclusion Strategy project team based at Edward T Wheadon House, is exploring other ways to present updates on the progress being made with various workstreams which will summarise some of the key messages contained within the Highlight Report. Anyone wishing to suggest an approach may do so by contacting Caroline Mullins on 732557 or text on 07839700425 or email via [caroline.mullins@gov.gg](mailto:caroline.mullins@gov.gg).

**Workstream Updates:**

**Disability Discrimination Legislation (DDL)**

- Deputy Le Clerc gave an update in the States about the Disability & Inclusion Strategy on 18 October 2017 and, during her speech regarding the Committee's Policy Letter entitled 'Benefit and Contribution Rates for 2018' she provided an update on the Committee's intention to procure expert advice to expedite progress on the disability discrimination legislation project.

- Commenced a review of New Zealand and Ireland’s disability legislation as part of the six country review.
- The Disability & Inclusion Strategy Project Board agreed that in order to have a sound way of evaluating different approaches to disability legislation to enable a selection of a model, law expert advice was required.
- A meeting was held with representatives of the Policy & Resource Committee about bidding for resources to acquire some specialist input to progress the work. A business case is being prepared for this purpose.
- A ‘request for quotation’ document has been prepared to invite proposals from potential comparative analysis specialists to assist with evaluating and identifying which jurisdiction to use as a model. This will be published on the States of Guernsey Tender Portal w/c 27th November.
- A brief for a second phase of the work – tailoring the selected model legislation to suit Guernsey’s needs – has also been prepared.

### **Equality and Rights Organisation (ERO)**

- Meetings with the Law Officers, Third Sector and States departments regarding aspects of the workstream have taken place.
- Project Team membership has been agreed.
- Inaugural ERO Project Team Meeting held on 16 November.

### **Review of States’ Obligations**

- Developed model and roles for Project Steering Group.
- Developed proposed governance structure and reporting process.
- Draft slide pack developed to propose next steps to Committees, including proposed governance and reporting process.

### **Information and Awareness Raising**

- Continued to promote the Disability Awareness online training.
- Online Disability Awareness Training adverts from States of Guernsey employees featured in the Guernsey Press.
- DisabledGo and Disability Officer presented at Access For All AGM.
- Training arranged about autism awareness for frontline staff at ESS, Housing and Tax.
- Training about the Hidden Disabilities Lanyard rolled out at Guernsey and Alderney Airports and Harbour.
- Initial discussion with St Malo with the aim of rolling the Hidden Disabilities Lanyard out to the French Port.
- DisabledGo access guides for St Mignot Hospital and St Anne’s School shared with service areas and Accessible Alderney.
- Four States of Guernsey employees, along with local business and charity members, attended a two day training course provided by the Centre for Accessible Environments.

- Housing Allocations working with customers to review documentation and improve accessibility to the service.
- Wheelchair Service Review paper and Wheelchair Assessment and Provision Policy written.
- Inclusion and Equality in Schools
  - Work around development and implementation of the new curriculum continues.
  - Plans on further extending and developing good practice for inclusion following the Inclusion and Equality reviews last year continue.
  - Developments with Mental Health & Well-being (MHWB) continue across schools.
  - Development of resilience and working with outside and internal providers to support development of positive MHWB.
  - Regular MHWB 'Champions' meetings take place each term.
  - Development of 'Transition Plus' to ensure successful transition to secondary school with enhanced packages of support/advice was successfully rolled out in Q3 2017.
  - Education Services are currently offering every school accredited training delivered through Educate and Celebrate via a 3 day course.
  - Pathway for Special Educational Needs (SEND) post 16 is currently being reviewed.
  - From September 2017, La Mare De Carteret (LMDC) Primary School have become home to a new island provision for any child in Reception to Year 4 who may have social, emotional or mental health and well-being needs that requires them to have a different school provision.
  - Work around Formal Assessment and reviews for SEND children and young people has been completed.
- Transport
  - A new accessible parking bay has been installed at Hospital Lane, providing easier access to amenities & Edward T Wheadon House.
  - New dropped kerbs and Blister paving, and realigned traffic Island to improve access at Amherst zebra crossing completed.
  - Training and roll out of the new Accessibility Cards has commenced.
- Dementia Friendly Guernsey
  - Excellent response to Q4 campaign, 1,200 dementia friends have attended awareness sessions and sign up.
  - Proposal made to Health & Social Care for post diagnostic support resource.
  - Cognitive therapy activities promoted.

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

- Promoted Good Practice Guide to businesses and Employers' Disability Charter.
- Delivered 3 training sessions for States of Guernsey Managers during October and November 2017.

## **Capacity Legislation**

- Subject expert from the UK interviewed and appointed.
- Induction programme for subject expert to meet with key stakeholders and service areas.

## **Safeguarding Vulnerable Adults**

- Work has taken place to enable adult safeguarding activities to be merged with the Multi Agency Support Hub (MASH) for children and families.
- Further work has also taken place in the final quarter of 2017 to map the governance interface between serious incidents within a clinical setting and adult safeguarding to provide one governance structure.

## **Framework for people with Dementia**

- In implementation phase.

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

- Health & Social Care to commence the Communication Difficulties Framework following completion of other work streams in the Strategy. There is no start date currently proposed for this work.

## **Framework for people with Learning Disabilities**

- Meeting 22 November to define role of specialist consultant.
- Steering Group meeting arranged for 11 December.

## **Framework for people with Autism**

- The current paediatrician supporting children's assessment is leaving Guernsey in January 2018. Work is unable to progress without this specialist expert therefore it is not possible to bring new children onto the diagnostic pathway at this time as the assessment process will be incomplete. Efforts are being made to recruit to this position.

## **Supported and Mainstream Employment**

- 22 key stakeholders invited to attend a workshop on 30 November 2017 to progress this workstream.

## New Costs

No new costs in this reporting period.

## Resources

No change from last report.

## Project Governance

No change from last report.

## Plans for the next period

Activity	Owner
<ul style="list-style-type: none"><li>• <b>Disability and Discrimination legislation</b></li><li>• Request for quotation for an expert in comparative analysis will be issued via the States of Guernsey Tender Portal and direct to selected academics and consultants.</li><li>• Evaluation of responses to the request for quotation will take place and an expert resource to support the selection of a jurisdiction on which to model the Guernsey legislation will be appointed.</li><li>• Discussions about the comparative review will take place with key contacts, including relevant UK government officials.</li><li>• Consideration will be given as to how to acquire specialist support for the tailoring of any law which has been selected as a model.</li><li>• Further work will be undertaken on the six country review.</li></ul>	ESS
<b>Equality Rights Organisation</b> <ul style="list-style-type: none"><li>• Presentation to the ERO Project Team 6 December.</li><li>• Options Framework Workshop scheduled for 12 December with follow up workshop January 2018.</li><li>• Develop Project Plan, Risk Register and key messages.</li></ul>	
<b>Review of States' Obligations</b> <ul style="list-style-type: none"><li>• Confirm date of first meeting of the Project Steering Group</li><li>• Share presentations with each Committee</li></ul>	ESS
<b>Information and Awareness Raising</b> <ul style="list-style-type: none"><li>• Rearrange date for DisabledGo to visit Guernsey and undertake access guide reviews of small shops with disabled people.</li><li>• Progress launch of Hidden Disabilities Lanyard with colleagues in France.</li><li>• Meeting with Health Information Guernsey, Citizens Advice and Disability Officer.</li><li>• Workshop with key stakeholders about 'awareness raising and changing attitudes' in Guernsey.</li><li>• Meeting with Multiple Sclerosis Society Guernsey.</li><li>• Recruit full time wheelchair therapist.</li><li>• Arrange meeting to update service users.</li><li>• Inclusion and Equality in Schools to report against development and implementation of the new curriculum.</li></ul>	AGC States Service Areas

<ul style="list-style-type: none"> <li>• Installation of uncontrolled crossing point with dropped kerbs/blister paving to be installed across Ruettes Brayes.</li> <li>• Dementia Friendly Guernsey to continue delivering awareness sessions and progress accessible signage at PEH and BSJ.</li> </ul>	
<p><b>Information and awareness raising for business in Guernsey</b></p> <ul style="list-style-type: none"> <li>• Promote Good Practice Guide and Employers' Charter.</li> <li>• Sign up employers to Charter Practice Guide.</li> <li>• Deliver training event to local business on 5 December 2017.</li> </ul>	<b>GET</b>
<p><b>Capacity legislation</b></p> <ul style="list-style-type: none"> <li>• Rolling programme for subject expert to meet with Law Officer around finalising legislation, aiming to complete in 18 months.</li> </ul>	<b>HSC</b>
<p><b>Safeguarding Vulnerable Adults</b></p> <ul style="list-style-type: none"> <li>• Pilot new MASH process for adults.</li> <li>• Follow up allocation of resources for drafting of new ordinance around adult safeguarding.</li> <li>• Progress the integration of governance arrangements between Serious Incidents and Adult Safeguarding.</li> </ul>	<b>HSC</b>
<p><b>Dementia Framework</b></p> <ul style="list-style-type: none"> <li>• In implementation phase.</li> </ul>	<b>HSC</b>
<p><b>Learning Disabilities Framework</b></p> <ul style="list-style-type: none"> <li>• Steering Group meeting 11 December.</li> <li>• To develop a business case for funding for specialist resource</li> </ul>	<b>HSC</b>
<p><b>Autism Framework</b></p> <ul style="list-style-type: none"> <li>• Continue to pursue the need for specialist paediatric time to support the diagnostic pathway for children around autism.</li> </ul>	<b>HSC</b>
<p><b>Supported and Mainstream Employment</b></p> <ul style="list-style-type: none"> <li>• Gathering detailed information about possible gaps in service provision prior to workshop.</li> <li>• To agree date with key stakeholders for workshop.</li> </ul>	<b>ESS</b>