


Disability and Inclusion Strategy Programme – Status Report No 13

Members	Date	Overall Project RAG Status
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Workstream Status:

Red – significant issues

Amber – some issues/risks

Green – on track

Overview

Disability Discrimination Legislation:














After comparing five countries, The Committee *for* Employment & Social Security have decided to base the local legislation on the Irish and Australian discrimination laws. Using model laws will help us to progress faster than writing the law from scratch. While it may seem complicated to work with two countries simultaneously, the Irish equality laws - the Equal Status Acts, 2000-2016 and the Employment Equality Acts, 1998-2015 - drew on the Australian Disability Discrimination Act, 1992 when they were originally drafted, so they are already related. Drs Quinlivan and Buckley reviewed legislation against a number of different factors, including to what extent it would work with Guernsey's legal context; the complexity of the legislation; its compliance with the guidance of the UN Committee on the Rights of Persons with Disabilities and its effectiveness. No model is perfect, but the Committee believes that the Irish/Australian model will be a sound starting point for Guernsey. The Committee will now be looking to review the legislation and develop tailored proposals on how to best meet the island's needs before undertaking a public consultation.

The Committee issued a media release on the 3 May 2018 advising that it was considering asking the States to approve extending the development of disability discrimination legislation into a project to develop equality legislation covering multiple grounds of protection and inviting interested parties to contact the Committee by 25 May to express their views on broadening the scope of the project.

Knowing your customers:

Hidden Disabilities Lanyard scheme at the Coop:

Not all customers with a hidden disability will require assistance when shopping. However, the Coop believes there is an opportunity to provide those in need with a discreet sign to let staff know they may require additional support when shopping at the Coop. Training for staff began in May with additional training in June before launching the sunflower lanyard late June 2018.

Disability Discrimination Legislation (DDL)	
Equality Rights Organisation (ERO)	
Review of States' Obligations	
Information and awareness raising	
Information and awareness raising for businesses in Guernsey	
Capacity legislation	
Safeguarding vulnerable adults	
Framework for people with dementia	
Framework for people with communication difficulties	
Framework for people with learning disabilities	
Framework for people with autism	
Supported and mainstream employment	
United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)	

Disability & Inclusion Strategy Programme Board – Status Report - Workstreams

Disability Discrimination Legislation

Project Lead: ESS

Target Completion Date:

RAG Status:

ESS

Current Status	Next Period
<ul style="list-style-type: none"> • During March, Drs Quinlivan and Buckley completed their review of the relevant legislation from the five remaining shortlisted countries (i.e. United Kingdom, Republic of Ireland, Canada, New Zealand and Australia) against the various assessment criteria agreed by the Committee on 16 February. • On 29 March, Drs Quinlivan and Buckley presented the findings of their comparative analysis to the Committee and key stakeholders. • Following the above presentation, the Committee agreed that Guernsey’s disability discrimination legislation should be modelled on a combination of the Republic of Ireland’s Employment Equality Act 1998-2015 and Equal Status Act 2000-2015 and Australia’s Disability Discrimination Act 1992, with suitable additions and amendments, as recommended by Drs Quinlivan and Buckley. • The Committee issued a media release on 5 April announcing the above decision. • Working closely with ERO Project Lead, further investigated potential options for enforcement of anti-discrimination legislation. • Committee considered the question of whether to widen the scope of the disability discrimination legislation project to cover other grounds of protection. • Committee issued a media release on 3 May advising that it was considering asking the States to approve extending the development of disability discrimination legislation into a project to develop equality legislation covering multiple grounds of protection and inviting interested parties to contact the Committee by 25 May to express their views on broadening the scope of the project. 	<ul style="list-style-type: none"> • Respond to consultation feedback as necessary. • Attend GDA meeting on 17 May to discuss the question of broadening the scope of the project to cover multiple grounds of protection. • Enter into discussions with P&R regarding securing additional resources for the project if the scope is broadened. • Subject to the views of interested parties, seek States endorsement for broadening the scope of the disability discrimination legislation project to cover multiple grounds via an amendment to the P&R Plan. • Work towards procurement of the necessary consultancy support. • Hold joint meeting of Disability Discrimination Legislation Project Team and ERO Project Team to discuss what role the future ERO might have in respect of enforcement of anti-discrimination legislation. • Attend Ogiers event on 23 May – ‘Disability discrimination in the Channel Islands – staying ahead of the curve’.

Disability Discrimination Legislation cont'd

Current Status	Next Period
<ul style="list-style-type: none"> • Sent direct communications to various stakeholders inviting their comments by 25 May 2018. • Responded to consultation feedback. • Commenced work on procurement of consultancy services for the next phases of the project (i.e. policy development, consultation and submission of proposals to the States). • Prepared first draft of communications plan. • Met a representative of the Institute of Directors to provide an update on the project. • Met Equality Working Group to provide an update on the project. • Attended GDA workshops regarding human rights and discrimination. 	

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • The ERO Project Team has been expanded to include further key stakeholders. • A workshop has been held to map out the role of the ERO in relation to existing bodies. • Meetings held re: pan-island working and Arms-length Bodies Review in relation to ERO development. • Continued consultation with key stakeholders. • Continued development of a business case for the ERO. 	<ul style="list-style-type: none"> • The sixth Project Team meeting is scheduled for 14 May 2018. • Further work mapping ERO in relation to existing bodies/enforcement mechanisms planned. • Continued development of the ERO business case. • Continued consultation with stakeholders.

Review of States' Obligations	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Each Committee continues to identify tasks to deliver on each action with appropriate timescales. 	<ul style="list-style-type: none"> • Each Committee to provide an update on progress to the Disability Review Project Board at the end of June 2018.

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

Current Status	Next Period
<ul style="list-style-type: none"> • Meeting with Enable Jersey, GDA, Access For All and the Disability Officer to share good practice and foster closer working relationships. • Sharing the DisabledGo Guernsey website with Tourism so that the cruise passengers have more information on accessibility of venues and town walking routes. • Conference call with Officers in Jersey working on the disability strategy to share good practice. • Initial meeting regarding the Referendum with Access For All, Disability Officer and Officers working on the Referendum, to look at ensuring the Referendum is as accessible as possible. • Housing has commenced a property review to understand what changes may be required to improve accessibility. • Working with Guernsey Hard of Hearing Association to trial a hearing amplifier on a customer desk at Edward T Wheadon House. • Adverts for www.signpost.gg in the Guernsey Press with quotes from users of the website. • A number of information checklists have been developed to support business in making Guernsey more inclusive. The checklists are a guide to improving accessibility so that disabled people and their carers are able to participate more fully in all aspects of island life. • Work progresses on the Carers Action Plan with involvement from States services and the Third Sector. • Discussions have taken place with States services and the Third Sector to understand what knowledge and information gaps there are. This information is being used to development an 'Awareness Raising Campaign'. 	

	Current Status	Next Period
<p>Information & awareness raising cont. (I)</p>	<ul style="list-style-type: none"> • Public information stand at the Careers Fair to raise awareness with a younger audience and provide information for business. • Meeting with Multiple Sclerosis Society Guernsey with the aim of providing more information on Signpost.gg • The Committee <i>for</i> Employment & Social Security gave a presentation at the GDA 10 year celebration event, highlighting some of the joint working initiatives over this period. These included creation of the Disability Officer Role, the development of DisabledGo Guernsey accessibility guides, the two island wide surveys which informed the Disability and Inclusion Strategy, consultations on the Children and Young People Plan, Supported Living and Ageing Well, Autism and Dementia Frameworks. • Wheelchair Services: both UK Trusts have indicated they are open to further discussion and formalising arrangements for Off-Island attachments for professionals in the service. • Negotiations taking place to improve the parts repair contract for the wheelchair service to allow more timely repairs for wheelchair users. • The Speech and Language Therapy Service recently moved clinic sessions to a variety of community bases. The team are now asking for feedback to evaluate the success of the new venues. • The Household Expenditure Survey will include a question asking if the individual considers themselves to have a disability and also if an individual is an unpaid carer. • An induction for the survey interviewers will include information about accessibility to ensure as many individuals as possible are able to complete the surveys. • A survey which was undertaken to inform the development of the Carers Action Plan has received 289 responses. 	<ul style="list-style-type: none"> • Wheelchair Therapist to commence new role at the beginning of June – induction plan in place. • To commence recruitment planning for wheelchair admin assistant for the service.

Information & awareness raising cont. (II)

Current Status	Next Period
<ul style="list-style-type: none"> • Healthy Schools Award presented to La Mare. • Working with Schools Health Education Unit to track continued progress and impact of new curriculum on range of areas such as participation in the community, healthy and active etc. • The College of Further Education has received an award for the 'Best Educational Initiative'. The initiative was a cross college programme to engage all staff in Equality and Diversity, and to raise awareness of its value to the students, but also to recognise that all members of the College team academic, corporate and support staff can make a difference to the lives of those who attend the College. 	<ul style="list-style-type: none"> • Review of progress of learners vulnerable to underachievement a focus as part of examination and assessment results in 2018 end Q3. • Review intervention in place for UA learners at secondary and specific foci for individual schools. • Inclusion CPD in schools ongoing. • Work with schools to identify intervention and programmes to support closing the gap. • Next set of schools to achieve Healthy Schools status. • Secure funding to roll out MHWB across secondary schools. • Meet with HSC to discuss vulnerable learners/families and develop coordinated approach

Information and Awareness Raising for Businesses in Guernsey	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • This workstream is in the implementation phase. • It is acknowledged that further updates will be required for business which become part of the Information and Awareness Raising workstream. 	<ul style="list-style-type: none"> • GET to continue providing training and support on the Good Practice Guide. • Further awareness raising to be part of communications plan and included in the information and awareness raising workstream.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • A report was presented to the Committee <i>for</i> Health & Social Care on 11 April 2018. • Law Officer and Capacity Lead met with Deputy Soulsby and Deputy Yerby 12 April 2018 to update on progress. 	<ul style="list-style-type: none"> • Work on updating the 2015 Policy Letter with an updated version and timescales. • Further consultation with the Committee <i>for</i> Health & Social Care and others is being undertaken to ensure that the framework being put in place will be as effective as possible. • Development of the local Deprivation of Liberty Safeguards in the UK is continuing and, in order to benefit from the best practice and solutions being considered in England and Wales, attention is being given to the proposals drawn up by the Law Commission to replace the current framework (Liberty Protection Safeguards). • A consultation draft is expected to be completed by the end of 2018.

Adult Safeguarding	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Adult Multi-Agency Safeguarding Hub (MASH) survey forms sent out to all partners and stakeholders. • Surveys have been returned and data collated. • Predominantly positive response to current MASH model. • Review workings of the adult MASH - ongoing. • Separate meeting held with Police Prevention Unit to offer clarity re: appropriate function of adult MASH. This considered the police expectations of the function adult MASH, and the importance of appropriate sharing of sensitive police information within that forum. Drafting of new ordinance around ASG remains an ongoing item for the agenda and future options (including pan-island arrangements) are being considered. • Initial meetings have taken place to discuss the integration of governance arrangements between Serious Incidents and Adult Safeguarding Group process. Workflows have been developed and a workshop is scheduled to agree and finalise arrangements. 	<ul style="list-style-type: none"> • Adult MASH steering group meeting to be arranged to review MASH survey feedback and prepare review report findings and recommendations. • Workshop to finalise proposed process arrangements for interface between Serious Incidents and Adult Safeguarding Group incidents. • Multi- agency information sharing protocol around children and families to be re-drafted to include information-sharing around adults at risk. • Appoint new HSC adult safeguarding lead (vacancy).

Framework for people with Dementia	
Project Lead:	HSC
Target Completion Date:	Framework written. In implementation phase.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Dementia Friendly Guernsey continues with various work streams. Steering group meet bi-monthly with the wider forum coming together about 4 times a year. • Dementia Friends sessions continue to be rolled out to various businesses and to members of the public with 1,800 people engaging. • Cognitive activities developed with Beau Sejour and community Services. • Tofetaval (activities projector) demonstrated and several homes purchasing. 	<ul style="list-style-type: none"> • The Senior Nurses Forum to explore the principles of the 'Dementia Friendly Hospital' for possible implementation in Guernsey. • Senior clinicians to produce an action plan for each of the work areas in the Dementia Framework. • Dementia Friendly Guernsey to focus on activities around Dementia Action Week 21-27 May, culminating in a dementia friendly screening at Beau Sejour for 300 individuals with dementia and their carers.

Framework for people with Dementia (I)

Current Status	Next Period
<ul style="list-style-type: none"> • A pilot of accessible signs has been trialled in the Gloucester Dinning Room at the Princess Elizabeth Hospital. The new signs were found to be ambiguous and further work to improve the quality is being undertaken. • A new role is being scoped that will work alongside the memory assessment team and will provide post diagnostic support to individuals who have recently been diagnosed with dementia and required ongoing low level support and advice. • The Senior Nurses Forum are looking to develop the role of 'link nurse' from both acute medical and surgical areas at the Princess Elizabeth Hospital. 	<ul style="list-style-type: none"> • Senior Nurses to progress role of 'link nurse' and principles of a 'dementia friendly hospital'.

Framework for people with Communication Difficulties

Project Lead:	HSC
Target Completion Date:	Awaiting resources.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • No progress to report. 	<ul style="list-style-type: none"> • No actions planned.

Framework for people with Learning Disabilities

Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Business case submitted for funding to progress. 	<ul style="list-style-type: none"> • Awaiting outcome of business case.

Framework for people with Autism	
Project Lead:	HSC
Target Completion Date:	Framework written.
RAG Status:	

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

United Nations convention on the Rights of Persons with Disabilities (UNCRPD)	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Paediatrician in post and referrals accepted for children up to secondary school age through Children’s Resource Allocation Panel. Adult diagnostics have commenced within HSC. The Autism Lead post has been advertised. 	<ul style="list-style-type: none"> Interview Autism Lead applicants. Review adult diagnostics

Current Status	Next Period
<ul style="list-style-type: none"> Meetings with Guernsey Employment Trust continue to be bi-monthly and meetings have also been held with GO and GROW, to help ensure co-ordinated and complementary approach by these organisations. The Job Centre has met with GO to explore what in-house training they can support GO with. The Job Centre now circulates a quarterly newsletter to the following agencies to invite them to send their clients courses organised by the Job Centre: Action for Children, Autism Guernsey, Caritas, GCCEO, GO, GROW, GET and Guernsey Prison. The meeting on the 8th March attracted a number of stakeholders and presentations were given by GSPCA, The Job Centre and GET. Le Murier School students visited the Job Centre to look at job seeking and applying for their tax coding and contribution card. The Job Centre already work with some students at the school on CV and interview skills and job seeking. The Job Centre have offered to extend this. 	<ul style="list-style-type: none"> The next stakeholders meeting with presentations from different organisations to be organised.

Current Status	Next Period
<ul style="list-style-type: none"> No action during this period. 	<ul style="list-style-type: none"> Resourcing for this project will be considered as part of discussions underway for wider resourcing for the ESS equality mandate.