



Working towards being more inclusive

Disability and Inclusion Strategy

Highlight Report No 13
in brief - May 2018

- Significant issues
- Some issues/risks
- On track



States of
Guernsey

Workstream RAG Status	
Disability Discrimination Legislation (DDL)	■
Equality Rights Organisation (ERO)	■
Review of States' Obligations	■
Information & awareness raising	■
Information & 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)	■

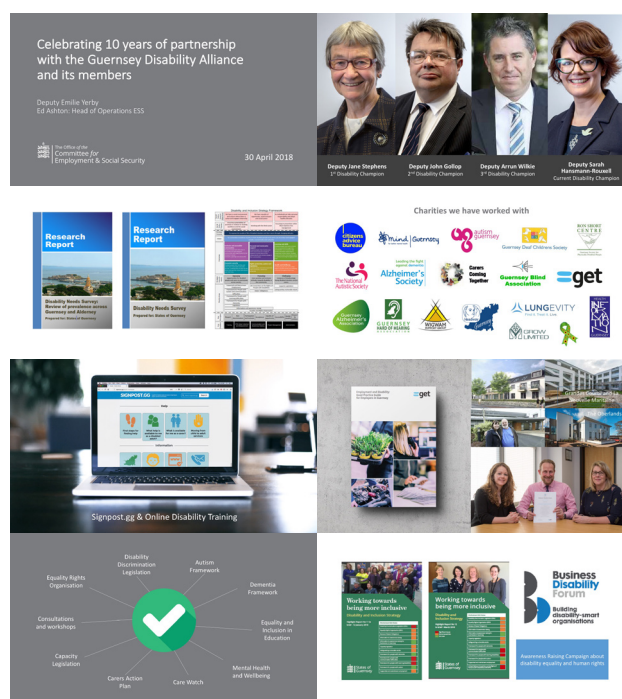
Celebrating 10 years of working with the GDA and it's members.

The Committee for Employment and Social Security attended the Guernsey Disability Alliance 10 year Celebration on the 30 April 2018 where Deputy Yerby and Ed Ashton (ESS) shared a presentation highlighting some of the areas where the GDA and the States have worked together.

These included the Disability Needs Survey's 1 and 2 which informed the content of the Disability and Inclusion Strategy.

Development of the Disability Awareness online training and www.signpost.gg by listening to GDA members so that the States develops the right information which is bespoke to Guernsey.

GDA members were also involved in a number of consultations and had the opportunity to influence the development of many strategies and projects.



Best Educational Initiative

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.



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:

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.

Multi-Agency Safeguarding HUB (MASH)

The MASH meetings have been well attended by the multi-agency teams since they were established early this year. Recognising that it is important to evaluate any new service the team are currently asking professionals for feedback so that the MASH is meeting the desired outcomes of the service.

Speech and Language Let's Talk Clinics

The Speech and Language Service reorganised the service earlier in the year to make clinic sessions more accessible, simple and easy for parents/carers and families to attend. They simplified the referral process and established clinics at more accessible venues across the island.

The team are now asking parents/carers how they find the new process and venues so that they can make changes as required. The team are monitoring attendees at each session to understand if they need to increase sessions at a particular venue.



If you would like further information
please contact:

Caroline Mullins

Disability Officer

Email: **caroline.mullins@gov.gg**

Telephone: **01481 732557**

Text: **07839700425**



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