

Disability and Inclusion Strategy Programme – Status Report No 14

Members	Date	Overall Project RAG Status
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Workstream Status:
Red – significant issues
Amber – some issues/risks
Green – on track

Overview

Discrimination Legislation:

On 5 June 2018 the States unanimously supported the expansion of the existing programme of work to develop detailed policy proposals for disability discrimination legislation into a project that develops proposals for multi-grounds of protection against discrimination, including disability. Following the States decision to broaden the scope, it was agreed that the current Project Team would no longer exist in its current form and that a wider group of people representing a broader range of characteristics and including parties interested in enforcement processes would routinely be included in the project development.

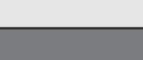
Adult Safeguarding – Multi-Agency Safeguarding Hub (MASH):

Adult MASH initial six monthly review has taken place involving all stakeholders. Early signs are that adult MASH has been very well received and terms of reference has been revisited and agreed. Health and Social Care (HSC) had noted that there has been good engagement from partners in the Public Protection Unit of the Guernsey Police. The steering group has agreed to consider and implement recommendations of the initial review and continue as a pilot for a further three months.

Learning Disabilities:

Funding has been approved for a specialist consultant for Adult Disability Service Review with planned dates to start work at the beginning of September.

The Learning Disability week ran from Monday 18th June to Sunday 24th June and focussed on health care for people with learning disabilities including the new Mencap campaign ‘Treat me Well’. Different events were run throughout the week including Learning Disability Awareness training and History of Learning Disabilities.

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

Discrimination Legislation		Current Status	Next Period
Project Lead:	ESS	<ul style="list-style-type: none"> • Attended GDA meeting on 17 May to discuss the question of broadening the scope of the project to cover multiple grounds of protection. • Entered into discussions with P&R regarding securing additional resources for the project if the scope were broadened. • Received quotes from NUI Galway for the consultancy services necessary for the next phases of the project, both disability/carers only and multiple grounds • Summarised consultation feedback regarding the question of whether to broaden the scope of disability discrimination legislation project to cover multiple grounds of protection for Committee consideration. • On 5 June 2018 obtained unanimous States support for broadening the scope of the project via an amendment to the P&R Plan placed by the President and Vice President of the Committee. • Following the above States decision, the Project Plan, the Communications Strategy and the Communications Plan for current stages of the project were updated. • Obtained a tender exception for the consultancy support necessary for the next phases of the project. • Prepared draft Consultancy Agreement between the States of Guernsey and NUI Galway. • Drs Quinlivan and Buckley commenced work to identify systematically which sections of the Irish and Australian Acts could be brought together into a single coherent Ordinance which would cover multiple grounds of protection; including identification of those sections which might be controversial or require modification (either to fit the Guernsey context or to address issues which have arisen in Ireland or Australia). 	<ul style="list-style-type: none"> • Enter into Consultancy Agreement with NUI Galway. • Recruit Project Support Officer. • Meet representatives of proposed protected grounds in small groups as referred to in current status. • Meet employment lawyers and business representatives as referred to in current status • Meet States HR representatives regarding policy consideration from a States perspective. • Subject to Committee approval, carry out a targeted consultation with ‘users’ of the existing Sex Discrimination Ordinance (business, appellants, employment lawyers) to gain a better understanding of what they feel is working particularly well that we want to preserve in the new structure, as well as suggestions for change. • Continue work to develop a preferred enforcement operating model. • Commence communications across the States regarding compliance and potential exceptions.
Target Completion Date:			
RAG Status:			

Discrimination Legislation cont'd (I)

Current Status	Next Period
<ul style="list-style-type: none">• Held final Project Team meeting on 21 June 2018 at which it was agreed that:<ul style="list-style-type: none">○ The Project Team would no longer exist in its current form and would not expect to meet routinely to review policy papers.○ A wider group of people representing a broader range of characteristics and including parties interested in enforcement processes would routinely be included in the project development;○ This group of people would be kept up to date by email about key developments, be engaged on key topics and communications that are of particular interest to them and be invited to undertake workshops with the Committee at key junctures to input into key policy decisions.• Above decision subsequently endorsed by Committee.• Commenced work to identify a full-time Project Support Officer.• Prepared budget submission for 2019.• Working closely with ERO Project Lead, continued research, options analysis and consultation with stakeholders towards development of a preferred enforcement structure, including:<ul style="list-style-type: none">○ Joint meeting of the ERO Project Team and the Discrimination Legislation Project Team to discuss various enforcement models;○ Attended a meeting the Employment and Discrimination Tribunal to provide an update on the project and invite Panel Members' view regarding the preferred enforcement model arising from the joint Project Team meeting referred to above;○ Met representatives of St James Chambers and the Greffe to discuss potential enforcement mechanisms.	

Discrimination Legislation cont'd (II)

Current Status	Next Period
<ul style="list-style-type: none"> Started arranging small group meeting with representatives of the proposed protected grounds to provide an introduction to the work, what is happening with the project now and to encourage groups to begin to think about some of the aspects of the law which might practically affect them (definitions of protected characteristics and exceptions) Started arranging a meeting with employment lawyers and business representatives who have previously been involved in the project to discuss any initial points of concern from their perspective and whether they have any thoughts on the strengths or weaknesses of the existing Sex Discrimination Ordinance. Met Chief Executive of GET to provide an update on the project. Attended Ogier's event on 23 May – 'Disability discrimination in the Channel Islands – staying ahead of the curve'. 	

Equality Rights Organisation (ERO)

Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Sixth ERO Project Team meeting was held. Mapped potential ERO functions in relation to Employment Relations Service and Employment & Discrimination Tribunal. Held joint meeting of ERO and Equality Legislation project teams to discuss most appropriate ERO and model for Guernsey. Presented ERO and legislation direction of travel to Employment & Discrimination Tribunal panel members. Discussed ERO considerations in relation to conventions with External Relations and UK Ministry of Justice. Began liaising with human rights commissions in Overseas Territories as part of research into EROs in other jurisdictions. Business case development. 	<ul style="list-style-type: none"> Further consultation on ERO functions and best model for Guernsey, which will inform business case development. Second meeting with UK Ministry of Justice in relation to Overseas Territories EROs followed by further consultation with OT's EROs directly. Continued consultation with existing bodies and stakeholders. Further development of business case.

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. • Each Committee has submitted a report to the Project Board. 	<ul style="list-style-type: none"> • Project Board to review Committee reports at next Project Board meeting on 8th August.

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

Current Status	Next Period
<ul style="list-style-type: none"> • Saffery Rotary Walk took place on 9th June. Wheelchair users were able to complete the part of the walk from Bordeaux to Town. This was the third year that wheelchair users could partake in the walk and has helped enable disabled people to be fully included in society. • Dropped kerbs and blister paving installed in Le Truchot to enable easier access to businesses in the area. • Access created in Castel Road car park earth bank which provides safer access from Northside to Bordeaux area. • There are currently 23 organisations signed up to the Employer's Disability Charter across a diverse range of sectors including finance; charities; retail; construction; education; utilities and government. The most recent businesses to have signed up include – GSPCA, KPMG, GROW, Waitrose, Channel Seaways and the CIPD Guernsey Branch. 	<ul style="list-style-type: none"> • DisabledGo to visit Guernsey and carry out Hybrid access guides and Street Guide for the High Street in St Peter Port. • Arrange a work experience day with DisabledGo for local residents to find out more about how DisabledGo survey a venue and experience surveying a venue themselves. • DisabledGo to attend a scouts meeting to give a short presentation/interactive session about who DisabledGo are, what they do and why access information is important.

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"> • Meetings have taken place with the Greffier and also with Safeguarding Lead to discuss proposals for Lasting Powers of Attorney. These have been largely accepted and we have appreciated their comments, which have been incorporated into proposals. • Proposals for Protective Authorisations Scheme (for people deprived of their liberty) have been drawn up. We recognise that there will need to be consultation on the proposals. • Summary report been written. 	<ul style="list-style-type: none"> • Work on replacing 2015 draft Policy Letter with an updated version and timescales. • Further consultation with CHSC staff and others is being undertaken to ensure that the frameworks being put in place will be as effective and efficient as possible.

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

Current Status	Next Period
<ul style="list-style-type: none"> • Adult MASH initial six monthly review has taken place involving all stakeholders. • Early signs are that adult MASH has been very well received, TOR has been revisited and agreed. • HSC has noted that there has been good engagement from partners in the Public Protection Unit of the Guernsey Police. • Steering group has agreed to consider and implement recommendations of the initial review and continue as a pilot for a further three months. • Review working of the adult MASH on a dynamic basis – ongoing. • 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 with safeguarding partners in Jersey to discuss potential future joint arrangements. • A workshop has taken place to finalise the interface between Serious Incidents and Adult Safeguarding processes. The recently reviewed HSC Adult Safeguarding and HSC SI Policies will both be updated to reflect the agreed pathway. 	<ul style="list-style-type: none"> • Adult MASH steering group meeting to be arranged in three months to review MASH pilot. • Multi-agency information sharing protocol around children and adults at risk to be finalised. • Draft HSC MARAC policy to be sent out for consultation.

Adult Safeguarding cont'd

Current Status	Next Period
<ul style="list-style-type: none"> • The new Adult Safeguarding Lead had been appointed and will be in post from 30 July 2018. • HSC is currently preparing to recruit a new Lead Nurse for Safeguarding. • A new Service Manager for Safeguarding and Quality Assurance has been appointed and moved in post on 1st June 2018. The Service Manager will have responsibility for the new safeguarding unit which included the Adult Safeguarding Lead and all quality assurance activity in safeguarding. • Multi-agency information sharing protocol around children and families has been re-drafted and is currently being finalised. Although originally intended to include information sharing around adults at risk this is now being worked on as a separate document which is an ongoing piece of work. • The new draft HSC Multi-Agency Risk Assessment Conference (MARAC) Policy and Procedure is currently being finalised. 	

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"> • The workstream is in the implementation phase and reports each quarter. 	<ul style="list-style-type: none"> • To progress the action plan and report in Quarter 3.

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"> Awaiting resource allocation – 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"> Funding approved for specialist consultant for Adult Disability Service Review Phone conference with Consultant and planned dates to start work (beginning of September). Learning Disabilities week was on 18-24 June and focussed on healthcare for people with learning disabilities including the new Mencap Campaign 'Treat me Well'. Different events were run throughout the week including Learning Disability Awareness training and History of Learning Disabilities. 	<ul style="list-style-type: none"> To plan for September visit and to continue developing project plan and timelines in line with the business case submitted.

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

Current Status	Next Period
<ul style="list-style-type: none"> Autism Workshops took place with Professor Gillberg, Richard Mills, Kitty Stewart and Gillian Gamble delivering two sessions over two days to a wide audience of families, professionals, clinicians and managers, on up-to date research and current thinking around autism. 	<ul style="list-style-type: none"> To progress the action plan and report in Quarter 3.

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

Current Status	Next Period
<ul style="list-style-type: none"> The post of Community and Training Officer at the GSPCA, funded by ESS, was filled. He commenced in this period working with the Job Centre and other agencies. Funding was agreed for a further 3 years for the post of employment key worker and part of the post of co-ordinator at Guernsey Caring for Ex-offenders. GCCEO works across the agencies. Meetings were held with Grow and GO regrading provision of services. Meeting with GET continue to be bi-monthly. 	<ul style="list-style-type: none"> The next stakeholders meeting and 'presenters' needs to be arranged – GO have agreed to one presentation.

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"> 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.