


Disability and Inclusion Strategy Programme – Status Report No 17

Members	Date	Overall Project RAG Status
Ed Ashton, Alan Brown, Glenn Gallienne, Rob Harnish, Gemma Nicolle, Steve Wakelin, Gill Evans, Emilie Yerby, John Gollop.	04/01/2019	

Workstream Status:

Red – significant issues

Amber – some issues/risks

Green – on track

Overview

Disability Discrimination Legislation

The “Strawman” model Ordinance was completed and presented to engagement stakeholders on 19th November 2018. The stakeholders were then asked to raise issues which require further consultation or exploration before proposals are issued for public consultation in 2019.

A high level summary of the findings of the Sex Discrimination Consultation was published on 18th December 2018, along with the accompanying media release.

A review of the key points that UN Human Rights Committees have made, with regard to what is expected from State Parties’ discrimination legislation.














Equality Rights Organisation (ERO)

The Committee for Employment and Social Security agreed the core ERO priorities which are to be included in Spring 2019 Policy Letter.

Conversations commenced with the Northern Island Human Rights Commission about set up guidance for National Human Rights Institutions, Global Alliance of National Human Rights Institutions (GANHRI) status considerations and the Overseas Territories’ Human Rights Commissions.

Information & awareness raising

The Committee for Employment and Social Security invited grant bids and received bids for the awareness raising initiatives. These initiatives cover: reasonable adjustment: what does disability mean?: Human rights and equality in Guernsey; Discrimination in Guernsey.

Discrimination Legislation	
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	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<p>Resourcing</p> <ul style="list-style-type: none"> • Policy officers on secondment from Policy and Resources Committee have confirmed extensions for 2019. One secondment ends in Feb 2019. • Finalised consultancy agreement with NUI Galway. <p>Consultation and awareness raising</p> <ul style="list-style-type: none"> • The “Strawman” model Ordinance was completed by Drs Buckley and Quinlivan and presented to engagement stakeholders on 19th November 2018. • A high level summary of the finding of the Sex Discrimination Consultation was published on 18th December 2018, along with the accompanying media release. • Policy Officer presented at GIBA council meeting and a meeting at the Parent Carer Council to update on straw man. • Policy Officer attended meeting of employment lawyers following on from their lecture “#Metoo-Where do we go from here” to discuss relevant points for Guernsey. • Keep the Equality working Group and the Employment Tribunal appraise of progress through preferred mechanisms. <p>Policy research and development</p> <ul style="list-style-type: none"> • After the straw man presentation, stakeholders were invited to raise issues which require further consultation or exploration before proposals can be issued for public consultation in 2019. Deadline for feedback was 2nd January. • Requested the Chief Secretaries of all States Committees to arrange for the service areas to review statutory provisions, policies, procedures, rules and criterion in order to identify any 	<p>Consultation and awareness raising</p> <ul style="list-style-type: none"> • Provide general awareness raising update to Population Management team. • Provide update on legislation project to States of Guernsey HR staff at Guernsey Employment trust training sessions on Reasonable Adjustments. <p>Policy research and development</p> <ul style="list-style-type: none"> • Enter into discussions with representatives of the Employment and Discrimination Tribunal Panel regarding adjudication of complaints and potential awards and remedies. • Ongoing research on prioritised policy issues. • Policy Officers to meet with States of Guernsey HR representatives to discuss the employment related provisions in the straw man and capture any concerns that they might have with them. • Chief Secretary and Policy Officers to attend meeting of States Committees’ Senior Leadership teams to bring them up to speed on the project and to describe further what is required in respect of the service area review of statutory provisions, policies, procedures, rules and criterion referred to above. • Discuss with the Committee in January a plan for addressing policy issues arising from the straw man within the available timeframe prior to consultation in mid -2019. • Attend Employment and Discrimination Tribunal hearing if one is planned. • Ongoing project administration and planning.

Discrimination Legislation cont'd (I)

Current Status	Next Period
<ul style="list-style-type: none">• necessary exceptions to the legislation where discrimination by the States of Guernsey in the provision of education, accommodation, goods, services and facilities may be permitted.• Committee discussed high level principals that may underpin what awards and remedies are available under the proposed new discrimination ordinance.• Prioritised all policy issues identified as at 3rd January 2019 by Drs Quinlivan and Buckley, Policy Officers and stakeholders.• Ongoing research regarding emerging policy issues.• Review of key points that UN Human Rights Committees have made through General Comments/General Recommendations with regard to what is expected from States Parties' discrimination legislation.• Staff undertook access audit training with Vin Goodwin from the centre from Accessible Environments to discuss access policy.• Policy Officers attended CIPD conference "Diversity and Inclusion- What's it all about and are there any shortcuts?"	

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

Current Status	Next Period
<ul style="list-style-type: none"> • ESS Committee agreed core ERO priorities to be included in Spring 2019 Policy Letter. • ESS Committee agreed that Policy Letter format should include business case essentials. • Initial conversations with Northern Ireland Human Rights Commission regarding National Human Rights Institutions set up guidance, Global Alliance of National Human Rights Institutions (GANHRI) status considerations and the Overseas Territories' Human Rights Commissions. • ERO aspects showcased within Discrimination Legislation straw man proposals for comments. • ERO media release in association with Human Rights on 10th December. 	<ul style="list-style-type: none"> • Further development of ERO policy proposals. • Initial conversations with Overseas Territories' Human Rights Commissions. • Second conversation with Northern Ireland Human Rights Commission. • Consideration of comments in relation to ERO from straw man proposal. • Development of ERO policy letter.

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. • Project Board reviewed Committee reports on 22nd November 2018. 	<ul style="list-style-type: none"> • BDF reports to be released to the public • Each Committee to submit their reports to the Project Board for Q1. • Next Project board meeting 13th March 2019

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

Current Status	Next Period
<p>Awareness raising initiatives</p> <ul style="list-style-type: none"> • Disability Officer started in post 3rd December. • Media release was issued for the UN International day of persons with disabilities on 3rd December. • Attended a meeting with the new Guernsey Carers Group to foster closer working relationships. • Attended a meeting with the Society for the Physically disabled to foster closer working relationships. • Discussions started with AccessAble regarding visit for 2019. • Attended a meeting with reps from Visit Guernsey tourism to foster closer working relationships. • Meeting with the adult disability service about the provision of local advocacy arrangements. • Awareness raising initiative bids were received and discussed by the judging panel. These covered the topics: reasonable adjustment, what does disability mean?, Human rights and equality in Guernsey and, Discrimination in Guernsey. • The Accessible town project was organised by the Guernsey Disability Alliance and Access for All on 3rd December, to coincide with UN International day of persons with disabilities. • The wheelchair section of reception desk at emergency department, Princess Elizabeth Hospital has been built. • New accessible signage at Radiology, Emergency Department and Out patients. • The Disability Officer undertook access audit training with Vin Goodwin from the centre from Accessible Environments. <p>Transport</p> <ul style="list-style-type: none"> • Extension to the footway at Rocque Poisson / Les Adams including dropped kerbs and installation of informal pedestrian crossing onto headland. 	<p>Awareness raising initiatives</p> <ul style="list-style-type: none"> • Meeting with Parent Carer Council to foster closer working relationships. • AccessAble to visit for annual awareness raising / engagement session. • Media release about the successful awareness raising bids. • Meet with bidders to discuss details of the of awareness raising initiatives. Action these for Q1. • Awareness campaigns to be instigated Q1 and Q2.

Current Status	Next Period
<p>Wheelchair services</p> <ul style="list-style-type: none"> Administration post has been appointed. Start date likely to be February 2019. Bristol and Gloucestershire wheelchair service confirmed their commitment to support the advanced practitioner. Visit planned for January 2019. Further development needs have been identified which are not part of the current work stream: baseline, audit checks on engineering and technical input provided to users, central record of equipment, development of wheelchair skills. <p>Online disability awareness training</p> <ul style="list-style-type: none"> 2749 have signed up to the on-line disability awareness training 2627 have started the training 2030 have completed the training Summary: 68 people have signed up, and 44 people have completed the training since the last report. <p>Early Years</p> <ul style="list-style-type: none"> Inclusion CPD in preschools and day nurseries Reception classes are using Speech link to support children's development. The initial day of "Be active-early years" training was successful and will be followed up with a second training day in March 2019. An audit of this training will be undertaken, this includes a section on inclusion. Supporting children through Early Years Action Plus and input from Speech and Language therapists. 	<p>Wheelchair services</p> <ul style="list-style-type: none"> Provide training and support for administration assistant Continue to develop links with two UK wheelchair services. Require guidance for progressing the additional needs for the continued development and structure of the wheelchair service. <p>Online disability awareness training</p> <ul style="list-style-type: none"> Investigate alternative to on-line training for disability awareness training <p>Early years</p> <ul style="list-style-type: none"> Develop the Healthy Early Years Award with partners linked to the "Born to Move" training. Equality and inclusion is included in all 5 areas of this award Continue to push for joint funding for vulnerable children to increase the ability to support the most vulnerable children. Continue to work with partners to ensure a coordinated approach to supporting our most vulnerable children, including an inclusion fund for pre schools and day nurseries to access support and meet all children needs across Guernsey and Alderney. Report on "Lost Words" project. Assess the impact on language and communication, identify further areas for development through the Early language working party. Report on the impact of spring term SENCO training. "Be active-early years" training: continuation of training and audit assessment

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 work stream is in the implementation phase GET continue to provide training and support on the good practice guide. In September they ran a reasonable adjustments training sessions to CIPD members which 57 people attended. There are presently 24 employers signed up to the Employers Charter. 	<ul style="list-style-type: none"> Two Reasonable adjustments training sessions for States HR staff. More employers to sign up to the Employers Charter

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

Current Status	Next Period
<ul style="list-style-type: none"> Detailed report on progress was presented to Committee for HSC in December 2018. Drafting has been largely completed for the following areas of proposed legislation: Lasting power of attorney, advanced decisions to refuse treatment, advanced care planning, independent care representatives, assessment of capacity and best interests. 	<ul style="list-style-type: none"> Drafting for protective authorisations (deprivation of liberty) Drafting of the legislation to continue subject to legislative requirements of Brexit. Consideration of sending proposals to Ministry of Justice. Consideration of a consultation event

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

Current Status	Next Period
<ul style="list-style-type: none"> Adult Multi-Agency Support Hub (MASH) remains a pilot service at this time, continuing to convene 1 x weekly. Staff user survey around MASH was completed and data collated in January 2019. MASH steering group will review quarterly performance on 7th January 2019. Multi-Agency Information Sharing Protocol for adults has been drafted and awaits advisory guidance from law officers prior to ratification. Updated HSC Adult Safeguarding Policy and Procedures has been completed and is ready for wiser review. 	<ul style="list-style-type: none"> Adult safeguarding Policy and Procedures to be ratified. HSC MARAC policy to be ratified. Consideration of adult MASH moving from pilot status to an established forum.

**Adult Safeguarding
cont'd (I)**

Current Status	Next Period
<ul style="list-style-type: none"> HSC Multi Agency Risk Assessment Conference (MARAC) policy has been reviewed by the working party and the Caldicott Group ensuring the highest practical standards for handling patient / service user identifiable information. This will be distributed for wider consultation. 	

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 Guernsey continue to meet regularly and liaise with other agencies in an effort to increase dementia awareness. Dementia Champion manager was appointed. Dementia Champions training course resulted in 8 new Champions. In keeping with the Partnership of Purpose model, Dementia Friendly Guernsey (DFG) continues to deliver interactive information for the public and local businesses. To date 2314 people have completed this training. In keeping with the Partnership of Purpose model, Guernsey Alzheimer's Association have acquired 10 half days respite sessions in Green Acres Dementia Care Home for HSC via the Older adult Community Mental Health Teams (CMHT), to offer families, to provide respite from their caring roles. A new role of post diagnostic dementia support has been agreed. This role will sit within the memory clinic team helping to provide a faster follow up and signposting service for those with a recent diagnosis. A Nurse Specialist continues the nurse prescribing course under the supervision of a consultant psychiatrist. End date April 2019. 	<ul style="list-style-type: none"> Further discussions with Dementia Friendly and the Autism Society to review progress of Dementia framework. Plans to increase the number of dementia friendly trainers. Professionals within the Older adult Community Mental Health Team (CMHT) will deliver sessions as part of a wider dementia awareness course across HSC, expected Q2 2019. Induction programme for new post diagnostic support worker. Memory clinic to provide information sessions to GP surgery about referral guidelines and what happens at the clinic. A Nurse Specialist continues the nurse prescribing course under the supervision of a consultant psychiatrist. This is impacting work on the dementia framework.

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"> • Bid to be made for resources to action this workstream Q1 2019. 	<ul style="list-style-type: none"> • No action plan until resource confirmed.

Framework for people with Learning Disabilities	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<p>Initial consultation sessions have taken place on the topics of healthcare, workforce, support for families and advocacy. This has included:</p> <ul style="list-style-type: none"> • 3 consultations for people with learning disabilities using Talking mats. • 4 consultations with parents and carers • 8 key stakeholders sessions with HSC, ESS, primary care, MSG and third sector colleagues • The steering group continues to meet monthly. • Project support from service delivery support officer has been secured. 	<ul style="list-style-type: none"> • Consultation sessions in January on: meaningful daytime opportunities, “where I live” • Consultation sessions in Alderney in February • Continued liaison with HSC communication team to keep the public updated. • Collate feedback from consultation.

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"> • The lead for Adult Autism services started 3rd September. • Progress on the adult autism hub continues. Completion is due in the summer 2019. • A review of adult diagnostic services completed 20th September. <p>• There are ongoing challenges around the diagnostic pathway for children due to the availability of resources and discussions are taking place to try and resolve this.</p>	<ul style="list-style-type: none"> • Guernsey Autism Partnership meetings continue • Framework meetings continue <p>• Work is underway to reach a short term solution and a longer term sustainable model. During this time the needs of the children will continue to be met within their educational and community settings.</p>

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

Current Status	Next Period
<ul style="list-style-type: none"> • Meeting held with GO regarding provision of services. • Meeting with GET continue to be bi monthly • Closer working with GSPCA on placements • Closer working with the Ron Short Centre 	<ul style="list-style-type: none"> • Investigate additional placements with GO • To work out a methods of engagement with stakeholders to identify gaps in service.

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.