


# Disability and Inclusion Strategy Programme – Status Report No 21

Members	Date	Overall Project RAG Status
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## Overview

### Discrimination Legislation

The public consultation for the discrimination legislation was launched on 9<sup>th</sup> July. Meetings were held with Deputies, the media, stakeholders and business leaders. The suite of consultation documents is available by following the link to [discrimination legislation](#). These are available in alternative formats upon request. Meetings continued with the States Committees to discuss the proposals and gain initial feedback.

### Equality Rights Organisation

Work has been undertaken to estimate the demand of discrimination related enquiries and complaints following the introduction of the proposed law. The specification of the options appraisal has also been clarified.

### Information and awareness raising

The Equality Conference held on 4<sup>th</sup> July was the final in the series of events organised by Equality Guernsey. The conference featured keynote presentations, discussion panels and interactive workshops on a variety of equality issues and topics. Over 200 islanders attended the event which was covered by both media and social media channels.

### The work streams below are still being developed:

	Disability Discrimination Law	ESS
	Equality & Rights Organisation	ESS
	Information and Awareness-Raising	ESS
	Capacity Legislation	HSC
	Safeguarding Vulnerable Adults	HSC
	Framework for People with Communication Difficulties	HSC
	Framework for People with Learning Disabilities	HSC
	Supported and Mainstream Employment	ESS
<p><i>The States of Guernsey is not in a position to seek the extension of the ratification of the UNRCPD until certain key work streams have been completed.</i></p>	UN Convention on the Rights of Persons with Disabilities (UN CRPD)	ESS

### The work streams below are complete and now live:

See each work stream status for further details.

**Review of States' Obligations** (implementation now rests with Committees of the States of Guernsey)

**Information and Awareness-Raising** (for businesses in Guernsey delivered through GET)

**Framework for People with Dementia** (implementation now rests with HSC)

**Framework for People with Autism** (implementation now rests with HSC)

## Disability and Inclusion Strategy Programme Board – Status Report - Workstreams

Discrimination Legislation		Current Status	Next Period
Project Lead:	ESS	<p><b>Consultation/awareness raising</b></p> <ul style="list-style-type: none"> <li>• Completion of the suite of consultation documents.</li> <li>• Letters were sent to States Committees on 5<sup>th</sup> July requesting a meeting with their members to discuss the draft proposals.</li> <li>• Successful launch of the public consultation on 9<sup>th</sup> July. The website was launched with all key documentation uploaded and available to the public.</li> <li>• Two pre-launch meetings were held, one with Deputies and the other with the media on 8<sup>th</sup> July.</li> <li>• A stakeholder engagement event was undertaken on 9<sup>th</sup> July with good attendance from interested stakeholders.</li> <li>• A business breakfast meeting was held on 9<sup>th</sup> July with good attendance from members of the business community, including the Institute of Directors and members of the legal profession.</li> <li>• All meetings with the States Committees have been arranged.</li> <li>• Conducted a workshop with the youth forum, facilitated by the youth commission on 14<sup>th</sup> July.</li> <li>• Met with the Committee <i>for</i> Education, Sport &amp; Culture on 16<sup>th</sup> July to discuss the proposals and obtain their initial feedback.</li> <li>• Met with the Committee <i>for</i> Economic Development on 18<sup>th</sup> July to discuss the proposals and obtain their initial feedback.</li> <li>• Met with political representatives in Alderney on 22<sup>th</sup> July to discuss development of proposals for discrimination legislation and other related issues.</li> <li>• Met with the Committee <i>for</i> Health &amp; Social Care on 24<sup>th</sup> July to discuss the proposals and obtain their initial feedback.</li> <li>• Communications plan for the promotion of the public consultation developed and in progress.</li> <li>• Responded to queries and correspondence received in the Equality email inbox.</li> </ul>	<p><b>Consultation/awareness raising</b></p> <ul style="list-style-type: none"> <li>• Targeted letters to be sent to industry bodies and other stakeholder representative groups to formally request a written response to the consultation.</li> <li>• Execution of the communication plan including media releases, videos and articles for industry bodies on specific targeted subject areas on the draft proposals.</li> <li>• Meet with the Committee <i>for</i> Home Affairs (5<sup>th</sup> August).</li> <li>• Meet with the Committee <i>for</i> Environment &amp; Infrastructure (8<sup>th</sup> August).</li> <li>• Hold two focus groups with GET's service users (14<sup>th</sup> and 20<sup>th</sup> August).</li> <li>• Draft article content and advert for inclusion within the Guernsey Press' Diversity and Inclusion Supplement (26<sup>th</sup> August).</li> <li>• Attend discrimination workshop on the draft proposals being performed by Walkers (15<sup>th</sup> August).</li> <li>• Presentations to the members of Chamber of Commerce (19<sup>th</sup> August &amp; 10<sup>th</sup> September).</li> <li>• Meet with members of the Policy &amp; Resources Committee (29<sup>th</sup> August &amp; 10<sup>th</sup> September).</li> <li>• Meet with the Director of Policy and Employee Relations and the transformation team to discuss the equal pay for equal value proposals (3<sup>rd</sup> September).</li> <li>• Liberate to attend a Committee Meeting to provide their views on the draft proposals (3<sup>rd</sup> September).</li> <li>• Meet with the Guernsey Disability Alliance and Member Charities (6<sup>th</sup> September).</li> <li>• Present at the CIPD event on the discrimination legislation (12<sup>th</sup> September).</li> <li>• Meet with the Development &amp; Planning Authority (13<sup>th</sup> September).</li> </ul>
Target Completion Date:	2020		
RAG Status:			

Discrimination Legislation	Current Status	Next Period
	<p><b>Policy research and development</b></p> <ul style="list-style-type: none"> <li>• Met with representatives of Planning and States Property Services to obtain their views on the accessibility provisions of the proposals on 11<sup>th</sup> June.</li> <li>• Held workshops with the Committee members and Senior Officers on 11<sup>th</sup> and 20<sup>th</sup> June to discuss and finalise policy matters pertaining to the consultation and the consultation documents.</li> <li>• Met with the HR Business Partner on 25<sup>th</sup> June to discuss the consultation and its impact on the organisation.</li> <li>• Further refined and developed consultation documents following meetings with the Committee.</li> <li>• Developed an easy read version of the summary of proposals consultation document and secured and liaised an external service provider to assist with the finalisation of the document.</li> <li>• Audio version of the summary of proposals consultation document developed and made available via the website with the assistance of the Guernsey Blind Association.</li> <li>• Ongoing liaison with central communications teams re: consultation plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Hold a focus group for small businesses (provisionally 18<sup>th</sup> and 20<sup>th</sup> September).</li> </ul> <p><b>Policy research and development</b></p> <ul style="list-style-type: none"> <li>• Other ongoing project administration and planning.</li> </ul>

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	2020
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> <li>• Following the completion of the launch of the consultation and public meeting policy officer resource has been reallocated to progressing the Equality and Rights Organisation (ERO) work.</li> <li>• Demand estimates for levels of discrimination related enquiries and complaints following the introduction of the proposed law have been prepared.</li> <li>• Work has also been undertaken to clarify the specification of what is needed in order to ensure options appraisals take into account relevant factors.</li> <li>• Meetings have been undertaken at staff level to further understand the possible future of the provision of equality data and where responsibilities would lie within the civil service in future for equality and human rights policy and liaison with an ERO, if established.</li> </ul>	<ul style="list-style-type: none"> <li>• A long list appraisal of options will be completed.</li> <li>• An understanding of the financial implications will be developed as the assessment of a shortlist is progressed.</li> </ul>

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	December 2019
RAG Status:	

Current Status
<ul style="list-style-type: none"> <li>The Committee <i>for</i> Health &amp; Social Care (CfHSC) has considered the first full draft of the proposed Capacity (Bailiwick of Guernsey) Law.</li> <li>Targeted workshops have taken place to discuss some of the aspects of the draft legislation. They offer an opportunity for those who will be required to closely within the technical framework of the Law, to give early feedback.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>Discuss with the States of Alderney and the Government of Sark – invitations sent and dates arranged.</li> <li>Present a summary of feedback from the engagement event to the CfHSC and consider any changes to the draft Law in the light of the feedback received.</li> <li>Discuss the potential financial implications that may arise from the proposed legislation with Legal Aid.</li> </ul>

Information & awareness raising	
Project Lead:	ESS
Target Completion Date:	July 2019
RAG Status:	

Current Status
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Meeting with a member of the adult disability service to review and update the information held about the service on signpost.gg</li> <li>Visit to Alderney representatives of Access for All to meet representatives of Access Alderney and discuss ways to improve information about Alderney services on signpost.gg</li> <li>Attended the Chartered Management Institute Diploma in Management presentations for the student's information module. The subjects chosen were taken from actions from the BDF audit and Disability and Inclusion Strategy workstreams.</li> <li>AccessAble presented review guide training for 5 more States staff.</li> <li>AccessAble engagement visit to Guernsey providing information about the on line guide.</li> <li>Attended Parent Carer Council meeting to foster close working relationship.</li> <li>Meeting with Welcome Team manager to discuss provision on information for cruise ship visitors.</li> <li>Attended transport steering group to discuss issues regarding the provision of accessible transport.</li> <li>Meeting with Access for All members to discuss possibilities for accessible polling stations for election 2020.</li> <li>Attended Access for All meeting to foster close working relationship.</li> </ul>

Next Period
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Social media post to highlight online disability awareness training</li> <li>Article and advert about the legislation consultation in the Guernsey Press Diversity and Inclusion supplement</li> <li>Advert in August's The Issue about the online disability awareness training</li> <li>Article in September's The Issue about accessibility improvements across the island</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>Hidden disability training to be presented to airport staff.</li> </ul> <p><b>Awareness raising initiatives</b></p> <ul style="list-style-type: none"> <li>The final Walkers equality session is on Discrimination on the 6<sup>th</sup> October</li> </ul>

Current Status	Next Period
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Meeting with Health and Social Care Arts coordinator and representative from the UK charity “Smile” to discuss their proposal to set up a local branch of this support group.</li> <li>• Attended meeting with the voluntary car coordinator about the Voluntary Car Service.</li> <li>• The housing team attended training about supporting vulnerable clients. The aim of the training is to gain an understanding of the differing needs that individuals may have, and make it easier for the staff to assist with these requirements.</li> <li>• Met with representatives for the Adult Disability Service to discuss the provision of easy read information on signpost website.</li> <li>• Social media post to highlight on line disability awareness training</li> </ul> <p><b>Awareness raising initiatives</b></p> <ul style="list-style-type: none"> <li>• The final event of the Equality Group awareness initiative was held on the 4<sup>th</sup> July. The Equality conference attracted over 200 people and the event was covered by multiple media channels with a live feed of some of the mornings presentations.</li> </ul> <p><b>Information and awareness-raising for businesses</b></p> <ul style="list-style-type: none"> <li>• GET supported the Equality Conference on 4<sup>th</sup> July in the delivery of the discrimination workshop</li> <li>• Two Disability Awareness sessions were delivered to staff at Healthspan.</li> <li>• There are 34 Employers signed up to the Charter with Walkers and Guernsey Care Homes joining recently</li> <li>• Attended the Discrimination Legislation events.</li> </ul> <p><b>Transport</b></p> <ul style="list-style-type: none"> <li>• The work around Market Street was completed. This included pedestrianisation of the area, flush surfaces and new accessible parking bays.</li> </ul> <p><b>Online Disability Awareness Training</b></p> <ul style="list-style-type: none"> <li>• 2860 people have signed up to the Online Disability Awareness training. This is an increase of 35 since the last report.</li> </ul>	<p><b>Information and awareness-raising for businesses</b></p> <ul style="list-style-type: none"> <li>• Deliver an Employment and Disability workshop at Les Cotils for HR professionals</li> <li>• To look into the feasibility and potentially host a session aimed at Employers who have signed up to the Employers’ Disability Charter to engage them in the legislation consultation</li> <li>• Deliver Disability Awareness sessions to staff at Ernst and Young as part of their Diversity and Inclusion week</li> <li>• Prepare an editorial and artwork for the Guernsey Press Diversity and Inclusion supplement</li> <li>• Deliver training alongside Walkers to HR Forums around Discrimination and Reasonable adjustments</li> <li>• Encourage more employers to sign up to the Employers’ Disability Charter</li> <li>• Attend the Walkers session aimed at employers on Discrimination: What do Employers need to know?</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>• Pan Island Safeguarding Partnership Board Chair Sarah Elliot has been appointed for Guernsey, Jersey and Alderney</li> <li>• Safeguarding supervision programme rolled out across Health and Social Care (HSC) via Lead nurse for safeguarding, with plans to deliver multi-agency safeguarding supervision training</li> <li>• Increase in adult safeguarding activity within HSC Community Services continues to have an impact on operational staff resources within mainstream community services.</li> <li>• Risk due to the lack of supporting adult safeguarding law in the Bailiwick, and no adult safeguarding board in place locally at this time.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Adult Information Sharing Protocol: Draft to be ratified via Island Safeguarding Partnership Board later this year</li> <li>• Adult safeguarding investigation refresher training for investigating officers organised for Autumn 2019</li> <li>• Sarah Elliot ISP Chair is tasked to scope and set up Adult safeguarding Board for Guernsey aiming for Jan 2020.</li> <li>• Scoping exercise to consider future shared pan Island arrangements including any benefits to both islands of shared 'back office' arrangements.</li> <li>• Capacity Legislation workshops taking place in August to engage operational staff in planning and implementation of proposed Capacity Law</li> <li>• A Crown Advocate will be working closely with HSC safeguarding unit to provide staff with legal advice around safeguarding concerns.</li> </ul>

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	End of Q1 2020
RAG Status:	

Current Status
<ul style="list-style-type: none"> <li>• Senior responsible officer nominated to lead the work stream providing oversight of the production of the framework project.</li> <li>• Funding is now available for the project</li> <li>• Contract is in place for an off island consultant. External bodies will act as authors and advisors in the production of the framework.</li> <li>• High level project plan and communication plan has been drafted.</li> <li>• Stakeholder mapping has commenced.</li> <li>• Adult Disability Service has identified Speech and Language Therapist time for the project of 3 hours per week.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Finalise stakeholder mapping, high level draft of project plan and initial communication information for stakeholders.</li> <li>• Make appropriate versions of communication information about the project i.e. easy read/ accessible versions , for different stakeholder groups.</li> <li>• Identify backfill for paediatric Speech and Language Therapist project time and explore graduate/ intern support for project.</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>• Report being drafted by external consultant.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Final draft to be received from external consultant.</li> <li>• Final draft to be shared with key stakeholders</li> <li>• Discussions with representatives from ESS &amp; ESC about process of merging recommendations from Adult Disability Service review with previous reviews of Children's Disability and Education Services to form the framework.</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>• A 'Job Centre informative session' was delivered to 4 new Guernsey Employment Trust employees in August 2019.</li> <li>• Bi-monthly meetings continue to take place.</li> <li>• A joint meeting took place with the Community and Environmental Project Scheme (CEPS) Manager, the Guernsey Society for the Prevention of Cruelty to Animals (GSPCA) Training Officer and the Go-on (GO) Chairperson to identify a more 'client focussed' and collaborative way of working between all schemes. These meetings are scheduled to continue until new processes are established.</li> <li>• Ongoing support being offered to the Looked After Children's team in regards to paid work placements.</li> <li>• An additional search facet has been added to the job centre vacancies page – jobseekers can now filter adverts by employers who have signed up to Guernsey Employment Trust's Disability Charter.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Source project support to carry out the work to complete the mapping exercise.</li> </ul>

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

Current Status
<ul style="list-style-type: none"> <li>• The other work streams under the Strategy are working towards some of the requirements of the UNCRPD, but currently no additional resources are allocated to this work.</li> </ul>

Next Period

Review of States' Obligations	
Project Lead:	ESS
Framework completed	Implementation phase

Current Status
<ul style="list-style-type: none"> <li>• Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>• Project Board reviewed Committee reports for Q2 of 2019 at the Project Board meeting on 12<sup>th</sup> July.</li> </ul>

Next Period
<ul style="list-style-type: none"> <li>• Publically release the updated action plans of the BDF Reports for Q4 2018 and Q1 and Q2 2019.</li> </ul>



Framework for people with Dementia	
Project Lead:	HSC
Framework written	Implementation phase.

	Next Period
<ul style="list-style-type: none"> <li>• Dementia Friendly continued good progress with the awareness campaign and development of the local franchise.</li> <li>• Dementia Friendly, Health and Social Care (HSC) and the Alzheimer's Society (AS) had discussions on post dementia support which concluded that no additional support from the voluntary sector was required as HSC provided two additional support posts, with AS and Guernsey Alzheimer's Association (GAA) continuing their 1:1 and respite services respectively.</li> <li>• Dementia Friendly continued awareness raising campaign, highlight importance of cognitive activities to reduce risks, manage onset etc.</li> <li>• Dementia Action Week, 20<sup>th</sup>-26<sup>th</sup> May with daily activities, pan Channel Island awareness campaign and extensive media coverage.</li> </ul>	<ul style="list-style-type: none"> <li>• Dementia Friendly continue the awareness programme.</li> <li>• Dementia Friendly, in partnership with HSC, launch a promotional activity following development of "dementia pathway" signage, leaflets and new website.</li> <li>• Extend programme of cognitive activities with Guernsey Alzheimer's Association</li> </ul>

Framework for people with Autism	
Project Lead:	HSC
Framework written.	Implementation phase

Current Status	Next Period
<p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>• Progress with the development of Autism Services, including accommodation at Le Vieux Jardin and the development of the Autism Outreach Team.</li> <li>• Le Vieux Jardin is due for completion summer 2019</li> <li>• Productive partnership working with Autism Guernsey</li> </ul> <p><b>Children's services</b></p> <ul style="list-style-type: none"> <li>• Update provided to Health &amp; Social Care Board on 21<sup>st</sup> May 2019.</li> <li>• Meeting with Autism Guernsey regarding partnership working 21<sup>st</sup> May 2019.</li> </ul>	<p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>• Review the resources needed to support the continuation of Guernsey Autism Partnership (GAP) service partnership.</li> </ul> <p><b>Children's services</b></p> <ul style="list-style-type: none"> <li>• Senior representatives from Health &amp; Social Care and Education to meet with the Disability &amp; Inclusion Strategy Programme Board members to provide an update.</li> </ul>