

Disability Equality and Inclusion Strategy Programme – Status Report No 33

Members

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Reporting period

5th June- 30th July 2021

Overall Project RAG Status



The work streams below are still being developed:

	Significant challenges	Framework for Speech Language and Communication Needs	
	Some challenges	Framework for People with Learning Disabilities	
	On Track	Supported and Mainstream Employment	
	Not started	Information and Awareness-Raising	
The States is not in a position to seek the extension of the ratification of the UNRCPD until key work streams are completed.		UN Convention on the Rights of Persons with Disabilities	

Overview

Current Status

Capacity legislation

Drafting of the Code of Practice has continued, with a focus on those chapters relating to Lasting Powers of Attorney and the Protective Authorisation Scheme.

Discrimination legislation

A draft of the legislation has been sent to Employment & Social Security Officers.

Dementia framework

Funding for an Admiral nurse has been agreed. They will work with people who have dementia and support their family and carers.

Autism framework

The Autism Diagnostic Service for Children and Young People has continued to make progress. The assessments commenced in May 2021.

Next period

Information and awareness

The new on line disability awareness training will be available in Q3 2021.

The accessAble surveyors visit to update the guides and prepare some new guides to venues.

Discrimination legislation

The draft legislation will be reviewed by Employment & Social Security Officers. A targeted consultation will then be held with key stakeholders.

The work streams listed below were developed under the Disability and Inclusion Strategy. Implementation is now the responsibility of each Committee listed.

Discrimination Legislation: Employment & Social Security

Employment and Equal Opportunities Service: Employment & Social Security

Capacity legislation: Health & Social Care

Framework for People with Dementia: Health & Social Care

Framework for People with Autism: Health & Social Care

Safeguarding Vulnerable Adults: Health & Social Care

Review of States' Obligations : All Committees

Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being developed

Framework for people with Speech, Language and Communication Needs

Project Lead:	HSC
Target Completion Date:	Revised July 2021
RAG Status:	Amber

Current Status: 5th June- 30th July

- No update this period

Next Period: 31st July -24th September 2021

Framework for people with Learning Disabilities

Project Lead:	HSC
Target Completion Date:	TBC
RAG Status:	Red

Current Status: 5th June- 30th July

- Currently paused due to Business As Usual (BAU) pressures with key senior roles within the service that are currently vacant.
- Risks**
- Staff resources due to increased workload on top of Business as Usual.

Next Period: 31st July -24th September 2021

- Currently paused due to BAU pressures with key senior roles within the service that are currently vacant.

Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	Revised to September 2021
RAG Status:	Amber

Current Status: 5th June- 30th July

Map of Services chart

- A paper was presented to the Programme Board summarising the findings of the Project to date.

Next Period: 31st July -24th September 2021

Map of Services chart

- A workshop will be organised, involving the organisations who provided information about their services. The findings of the report will be discussed and next steps agreed.

Information & awareness raising

Project Lead: ESS

Target Completion Date: ongoing

RAG Status: Green

Current Status: 5th June- 30th July 2021Next Period: 31st July -24th September 2021**Information:**

- Disability Officer attended the Revenue Service customer forum to represent customers who might have different access needs.
- Disability Officer attended a States of Guernsey Human Resources meeting to provide information about the timeline and requirements of the legislation.
- The second External Stakeholder group met on MS teams. Feedback was given to the group following the training needs survey and an update was provided about the progress of the different implementation workstreams.
- Radar toilet keys are available from the Guernsey Information Centre, (which reopened on the 1st July) Health Connections at the Princess Elizabeth Hospital and the Pre loved shop in Smith Street. The Visit Guernsey website and the signpost website have been updated with this information.
- The Japanese pavilion at Saumarez park is currently being rebuilt by the Rotary Club of Guernsey as part of their 100th anniversary celebrations. Access to the pavilion will be via a ramp which will mean it can be accessed more easily by wheelchair users.
- A quiet area will now be provided at all Guernsey museum public events, such as the special Castle open days. This will benefit those for whom busy and noisy events can be over whelming. The Governor's garden is often be used as a "Quiet Space" because it is peaceful and sheltered from the wind.
- The signpost website "[Information about Guernsey](#)" pages were updated.
- Now that the summer has arrived and islanders and visitors are out and about, the [beach guide](#) and the [Guernsey access guide](#) (which can both be downloaded and printed) were promoted on social media. The beach guide gives information about beaches that are accessed by slipways, and therefore more accessible for wheelchair users, and also has information about facilities and parking nearby.
- An online access guide is also available, in the [AccessAble guide](#), which has access information about many venues across Guernsey.

Information

- The accessAble surveyors are due to visit in September. They will update changes to current guides and review a number of new venues across the islands.
- The signpost website "Support which is available" pages will be updated.

**Information & awareness raising
continued**

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<p>Accessible transport</p> <ul style="list-style-type: none"> • Improvements were carried out at Les Banques, near to the Red Lion, including a new central pedestrian refuge with illuminated bollards. • End of footpath dropped kerbs and blister paving were installed at the junction of Rue des Brehauts/Rue des Raies, St Pierre du Bois. • Al fresco dining is being trialled along the Town Quay to enhance the area. A new walkway has been introduced along part of the loading bay, and consideration has been taken to ensure that pavement to roadway navigation is as easy as possible. <p>Awareness raising</p> <ul style="list-style-type: none"> • The Disability Officer and third sector colleagues presented a training session on Diversity to prisoners. This was a part of a City and Guilds Employability Unit on Diversity. The session covered such topics as: What is diversity? The difference between diversity and inclusion, and a discussion about the diversity of Guernsey society. <p>Awareness training</p> <ul style="list-style-type: none"> • A total of 3287 have signed up to the online training. 104 people have completed the training so far in 2021. 	<p>Accessible transport</p> <ul style="list-style-type: none"> • Ongoing improvements, where practical, as part of planned road resurfacing works including new or widened footpaths, dropped kerbs, blister paving and formal or informal crossing points. • A programme of installing new bus shelters at key areas which will have dropped kerbs and be accessible for all users • Commitment to installing new/improving street lighting and dropped kerbs/blisters at zebra crossings across the Island. <p>Awareness raising</p> <ul style="list-style-type: none"> • A webinar style training, about hidden disabilities and the sunflower lanyards, has been organised for the 12th September. This will be promoted across relevant States departments. • A session about the AccessAble online guide has been organised for the 20th September. The top tips booklet, which is circulated following the awareness session, now also includes a section of hospitality and hotels/ accommodation providers. <p>Awareness training</p> <ul style="list-style-type: none"> • A new online disability awareness training course is in the final stages of development and will be available in Q3 2021. • Online Disability training for managers is currently being developed and will be available towards the end of Q3 2021.

**UN Convention on the Rights of Persons
with Disabilities (UNCRPD)**

Project Lead: ESS

Target Completion Date: TBC

RAG Status:

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> • The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed. 	

Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being implemented

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 5 th June- 30 th July 2021
<p>Explain New Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • A draft of the legislation has been sent to Employment & Social Security Officers and will be reviewed internally in August/September. • Following the request for quotations for the provision of the training to support the implementation of the legislation, quotations for both the training and guidance documents were received. Initial evaluation and interviews have been completed. • Recruitment of tribunal members – all assessment centre days have been held. • Another meeting of the States preparedness group has been held. • Meeting of the external stakeholder group held on 22nd June. • Briefing to all States Members on 9th July 2021. • Response to the Guernsey Policy and Economic Group report was drafted. • Government Work Plan – phase 2 has been split into phase 2a and phase 2b (2b is equal pay for work of equal value). An amendment to undertake the policy work on equal pay for work of equal value was narrowly defeated in the States.

Next Period: 31 st July -24 th September 2021
<p>Explain new Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • Review draft legislation internally and revise in preparation for targeted consultation with stakeholders (aim late October). • Quotations for training and guidance – paper will be prepared and submitted to the Committee for Employment & Social Security to advise of the preferred bidder or bidders. • Submission of religion or belief and sexual orientation policy letter. • Recruitment – advertise tribunal secretary, project manager and advice and conciliation officer roles. • Submission of policy letter regarding the Employment Discrimination Tribunal panel and chairs from Jan 2022. • Planning of awareness raising sessions for autumn 2021.

Employment and Equal Opportunities Service: Expansion and Independence	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 5 th June- 30 th July 2021
<p>Make more independent</p> <ul style="list-style-type: none"> • At the moment moving towards a more independent model has been given a lower priority than drafting the legislation, providing education, training and awareness raising, carrying out the prejudice and discrimination survey and ensuring that both the Employment & Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.

Next Period: 31 st July -24 th September 2021

Capacity Legislation	
Project Lead:	HSC
RAG Status:	Implementation

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> • Drafting of the Code of Practice has continued, with a focus on those chapters relating to Lasting Powers of Attorney (LPA) and the Protective Authorisation Scheme. • Discussions have taken place at an operational level within Health & Social Care to plan for the introduction of the Protective Authorisations Scheme. Support continues to be provided by St James' Chambers and the independent Social Work Adviser. • The Committee <i>for</i> Health & Social Care has approved the draft Ordinance for Lasting Powers of Attorney, for engagement with stakeholders starting in August 2021. • The Capacity Law is identified as a high priority for legislative drafting in the Government Work Plan, which was approved by the States of Deliberation in July 2021. Implementation of the Law is also prioritised within the Plan. 	<ul style="list-style-type: none"> • Continue to progress the work relating to the Protective Authorisation Scheme, including the Code of Practice. • Give further consideration to how to approach the training required to support the introduction of the Protective Authorisation Scheme. • Consult on the draft Ordinance for Lasting Powers of Attorney with key stakeholders. The closing date will be 24th September 2021. Capacity Law - States of Guernsey (gov.gg). • Finalise Lasting Powers of Attorney Ordinance and seek Committee approval. • Continue to develop guidance notes and the paperwork required to support the registration process for Lasting Powers of Attorney.

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

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> • Senior staff from the Older Adult Mental Health service provided an update of implementation of the framework for the Programme Board. • Funding for the Admiral Nurse position for has been agreed. A consultation meeting has been held with the key stakeholders in Guernsey and representatives from Dementia UK via MS Teams. The meeting confirmed that that the Admiral Nurse position can be tailored to suit each individual service. A further meeting will take place to discuss how the local role will be tailored to meet local needs. • Admiral Nurses are always focussed on dementia, particularly post-diagnosis and have the interest of carers at heart. They can also be involved in service development and education. This can help to raise standards across the acute hospital services for people with dementia. This would be a useful approach as many of the current Older Adult team are involved in the core clinical work of dementia diagnosis in community and addressing complicated dementia cases in community and within care homes 	<ul style="list-style-type: none"> • Update each quarter as the work stream is in the implementation phase.

Adult Safeguarding	
Project Lead:	HSC
Framework written	Implementation

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> No update 	<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

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

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> The Autism Diagnostic Service for Children and Young People has continued to make progress. A new referral pathway is now in place. The team have been busy identifying appropriate screening tools, producing referral forms, leaflets and relevant information to assist children and their families. The team have undertaken a number of presentations to other teams, services and agencies to introduce themselves, explain the new referral pathway and objectives of the team. Assessments commenced in May 2021 with a waiting list of 58 children and young people. The waiting list is currently down to 48. 	<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

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

Current Status: 5 th June- 30 th July 2021	Next Period: 31 st July -24 th September 2021
<ul style="list-style-type: none"> The SoG stakeholder group met to discuss the work required on preparation for the ordinance. Meetings were held with individual SOG stakeholders to discuss the requirements of the legislation The Disability Review update for 2020 is now available to view on gov.gg. It gives an update of some of the work that is progressing across the States to support disabled islanders. 	<ul style="list-style-type: none"> An awareness presentation will be developed about the ordinance. This will be delivered to appropriate staff groups across the States.