

# Disability Equality and Inclusion Strategy Programme – Status Report No 38

Members	Reporting period	Overall Project RAG Status
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## Overview

### Current Status

#### Discrimination Legislation

The Prevention of Discrimination (Guernsey) Ordinance, 2022 was approved by the States on 30<sup>th</sup> September 2022.

#### Framework for people with Learning Disabilities

Work to develop a Learning Disability Partnership Board commenced. This Board will finalise the framework and lead on it's implementation.

### Next period

#### Discrimination Legislation

The drafting of statutory official legislation continues. Guidance documents are also being prepared for publication later this year. The training about the legislation starts in October and can now be booked.

#### Framework for people with Learning Disabilities

Recruit an independent chair and key members for the Learning Disability Partnership Board.

#### Information & awareness raising

Purple Tuesday on 2<sup>nd</sup> November will be used to promote the communication access training and the new disability essentials training.

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 

**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:	June 2023
RAG Status:	Amber

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

- Report was circulated to project sponsors in August 2021.
- No identified resource to lead framework since first quarter of 2022.
- Resource has now been identified to lead the framework from December 2022

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

- Re-engage with off island consultant to establish new contract and time from existing budget to contribute to finalise report.
- Review draft document and update.
- Engage with Senior Managers within Health & Social Care (HSC) and key stakeholders to agree a draft testing strategy.

### Framework for people with Learning Disabilities

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

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

- Develop Learning Disability Partnership Board who will finalise, and strategically lead, on the implementation of the Framework for People with Learning Disabilities
- Research of role and function of Learning Disability Partnership Boards in other authorities.
- Agreement sought from HSC Senior Managers around direction developing Learning Disability Partnership Board.
- Liaison with Guernsey Community Foundation who are supporting with recruiting independent chair.
- Draft terms of reference written.
- Draft role specification for independent chair written.
- Expressions of interest letter sent to key 3<sup>rd</sup> sector colleagues inviting them to join the Partnership Board.
- Email sent to relevant statutory services inviting them to join the Partnership Board.
- Information session arranged for 13<sup>th</sup> October 2022 to explain proposals in more depth to potential board members.

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

- Recruit independent chair and key board members
- Finalise terms of reference.
- Arrange initial meeting for early 2023.

### Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	Revised to Dec 2022
RAG Status:	Amber

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

- Investigation into upgrade of job centre website
- Look to incorporate supported employment information in a more accessible format

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

- Allocate budget to upgrade job centre website.
- Progress with upgrade of job centre website
- Allocate budget for Coordinator role
- Advertise and recruit to Coordinator role.

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

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

### Information

- Update information on signpost website
  - Help for a disabled adult
  - Activates
  - Support into work
  - Improving island life
  - Useful contacts
- Review and update the access information about the newly located Central Vaccination Centre at Raymond Falla House. Link
- Reviewed and updated the information about Herm island
- The Guernsey Disability Alliance promoted the accessAble access guide through the “Where am I Wednesday?” campaign.
- Improvements were made at the harbour, including white lines to indicate the pedestrian walkways, to assist those with visual impairment to navigate the area more easily.
- The Consortium website was launched with information about the training. (More information on next page.)
- The priority of the Youth Commission’s Youth Forum for 2022 is inclusion. A pledge has been created to share with schools to promote this.

### Awareness raising

- Videos were produced for learning disability awareness week, featuring [Jolyon](#) and [Luke](#), talking about what they enjoy to do in Guernsey.
- The Adult Disability Service also promoted the week by releasing a video which explained about learning disabilities and held some awareness workshops with different organisations across the island.
- The Disability Officer delivered a session on equality and disability for those at the prison who are undertaking the City and Guilds course.
- The Disability Office gave a talk about her role and a summary of the Discrimination Ordinance to employees from the Development and Planning department.

### Information

- The Guernsey Disability Alliance are planning a further promotion about the online guide with relation to the tennerfest.
- The partnership manager from AccessAble will present another engagement session about the online guide.

### Awareness raising

- Purple Tuesday on 2<sup>nd</sup> November will this year be used to introduce the [communication access training](#) and the new disability essentials training. Videos will be produced to promote both of these training initiatives.
- The Disability Officer and an Equality Guernsey representative will deliver a session on equality and disability for those at the prison who are undertaking the City and Guilds course.
- The Disability Officer and a Policy officer will deliver a presentation about the discrimination legislation and the guaranteed interview scheme to the level 3 CMI students.

**Information & awareness raising continued**

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

**Awareness training**

- Active promotion of the accessAble disability awareness training has ceased this year, due to the development of the new training, which will be launched shortly, but 62 have still completed the awareness training in 2022. [Disability awareness training link](#)
- The Consortium have developed a series of courses about the new Discrimination Ordinance.
  - Equality and diversity- foundation level
  - Introduction to the Discrimination Ordinance
  - Employers responsibilities
  - Service providers responsibilities
  - Access and Reasonable adjustments
- These courses can now be booked. [Book training here](#)

**Equality and Inclusion in Early Years**

- Nine providers are working with over 25 families as part of the Raising Early Achievement in Literacy project.
- “A Joyous Childhood” conference was held on 10<sup>th</sup> September 2022. This was organised by the States Early Years Team (SEYT) and the Early Years team at The Guernsey Institute.
- An Early Years Area SENDCo post has been created within the SEYT team to start in October 2022. They will facilitate processes and work closely with partners across the States of Guernsey and the third sector to ensure effective communication and practice is in place for children with SEND.
- An Early Years Speech & Language Specialist has also joined the team. They will support the provision and co-ordination of the universal and preventative speech and language therapy service offer for practitioners and for parents.

**Awareness training**

- The new Disability essentials training will be launched. The training will be reviewed following the agreement by the States of Guernsey to introduce the Discrimination Ordinance, to ensure it is current and up to date. A communications plan will be developed.
- The Equality essentials training is also currently being developed by AccessAble .
- The Vision Support team at the Guernsey Blind Association are organising a long Cane training session for visually impaired service users.
- My Sighted Guide training is being undertaken by employees from a number of organisations including Beau Sejour, the Medical Specialist Group, Guernsey Police and Specsavers.
- This training gives practical advice about guiding techniques and the also opportunity to experience being sight impaired and guided by someone else. More information about further courses contact Chantelle at [Chantelle@GBA.org.gg](mailto:Chantelle@GBA.org.gg)
- Equality and Inclusion in Early Years

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

Project Lead: ESS

Target Completion Date: TBC

RAG Status:

Current Status: Next Period: 14<sup>th</sup> May -30<sup>th</sup> September 2022

Next Period: 1<sup>st</sup> October -30<sup>th</sup> November 2022

- 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

<b>Discrimination Legislation</b>		Current Status: Next Period: 14 <sup>th</sup> May -30 <sup>th</sup> September 2022	Next Period: 1 <sup>st</sup> October -30 <sup>th</sup> November 2022
Project Lead:	ESS	<b>Implementation of Discrimination Legislation</b> <ul style="list-style-type: none"> <li>The Prevention of Discrimination (Guernsey) Ordinance, 2022 was considered by the legislation review panel on 9<sup>th</sup> August 2022 and approved by the States, with minor amendments, on 30<sup>th</sup> September 2022.</li> <li>In the run-up to debate, presentations were held for States Members in June, July and September, a comparison with Jersey was circulated to States Members and various myth-conceptions were explained.</li> <li>The Young People’s Survey has been commenced,</li> </ul> <b>Explain new Discrimination Legislation and promote equality</b> <ul style="list-style-type: none"> <li>The Consortium training website and Consortium course bookings have been released.</li> <li>Research into an access to work scheme for Guernsey has commenced.</li> </ul>	<b>Implementation of Discrimination Legislation</b> <ul style="list-style-type: none"> <li>Drafting of statutory official legislation</li> </ul> <b>Explain new Discrimination Legislation and promote equality</b> <ul style="list-style-type: none"> <li>A draft of the guidance document for employers will be completed.</li> <li>Consortium training commences</li> <li>Promotion of training courses</li> <li>Committee to consider initial thoughts on access to work scheme, followed by consultation with stakeholders in November/December</li> <li>Prejudice and discrimination survey tender</li> </ul>
	Implementation		
<b>Employment and Equal Opportunities Service: Expansion and Independence</b>		Current Status: Next Period: 14 <sup>th</sup> May -30 <sup>th</sup> September 2022	Next Period: 1 <sup>st</sup> October -30 <sup>th</sup> November 2022
Project Lead:	ESS	<b>Implementation of complaints handling</b> <b>Make more independent</b> <ul style="list-style-type: none"> <li>Consortium training on new legislation was provided to Employment and Equal Opportunity Service (EEO) Officers and Employment and Discrimination Tribunal members.</li> <li>Rebranding of the Service was agreed.</li> <li>Development of new EEO website is in progress.</li> <li>Successful recruitment to of an interim lead for the Service</li> </ul>	<b>Implementation of complaints handling</b> <b>Make more independent</b> <ul style="list-style-type: none"> <li>A new interim lead for the Service will take up the position on 21<sup>st</sup> November 2022</li> <li>The Statutory Official legislation will be drafted</li> <li>Recruitment of an additional Advisory and Conciliation officer.</li> <li>Rewording of all existing advisory documents in preparation for launch of EEO.</li> <li>New processes for service and goods complaints and pre conciliation to be developed</li> <li>Review of other staffing requirements within the EEO team</li> </ul>
	Implementation		
<b>Review of States’ Obligations</b>		Current Status: Next Period: 14 <sup>th</sup> May -30 <sup>th</sup> September 2022	Next Period: 1 <sup>st</sup> October -30 <sup>th</sup> November 2022
Project Lead:	ESS	<ul style="list-style-type: none"> <li>States of Guernsey stakeholder meeting 2nd August 2022.</li> <li>Work continues across all Committees to review, assess and plan for the new legislation.</li> </ul>	<ul style="list-style-type: none"> <li>Recruit a business change manager to assist the States to prepare for the legislation.</li> </ul>
	Implementation		

**The following workstreams are in the implementation phase and will provide updates every 6 months**

Framework	Project Lead
Framework for people with Dementia	Committee <i>for</i> Health & Social Care
Adult Safeguarding	Committee <i>for</i> Health & Social Care
Capacity Legislation	Committee <i>for</i> Health & Social Care
Framework for People with Autism	Committee <i>for</i> Health & Social Care