

Disability and Inclusion Strategy Project
Highlight Report No 6
For the Period to 15/06/17

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1. Progress during period

CURRENT STATUS OF THE OVERALL PROJECT – RED

Overview

The current status of the overall project remains red. Although a resource has been allocated to the legislation workstream, the timeframe and detailed plan is yet to be established. The Disability Discrimination legislation and the Learning Disabilities Framework workstreams have commenced. These two workstreams may require additional support which will be identified by the leads through the individual highlight reports.

Workstream Updates:

Disability Discrimination Legislation

- Introductory meeting held on 2 May 2017 with Hana Plsek, Chamber of Commerce representative on the Disability Discrimination Legislation Project Team
- First meeting of the Disability Discrimination Legislation Project Board held on 23 May 2017

Actions for next period:

- Prepare Project Plan
- Continue scoping and research for the Disability Discrimination Legislation Project Board
- Conference call with Ruth Johnson, Director, Social Policy (Jersey) to share information about the development of disability discrimination legislation in Guernsey and Jersey
- Discussion with Marketing and Tourism to explore what impact the legislation may have on the visitor economy
- Second meeting of the Project Team due to take place on 22 June 2017

Equality and Rights Organisation

- Initial scoping of this workstream has begun
- Specialist resource recruited on a one year contract from autumn 2017, to work amongst other things on the development of a business case for an Equality and Rights Organisation

Review of States' Obligations

The Business Disability Forum (BDF) using all of the information gathered from desk top exercises, online surveys and focus groups with disabled employees, line managers, Service Leads and GDA members have prepared draft reports. Each Committee will receive a report.

Actions for next period:

- Draft reports to be checked by each Committee for factual accuracy

Information and Awareness Raising

- Dementia Friendly Guernsey
 - Key volunteer recruited to co-ordinate roll out of Dementia Awareness training. Six open sessions and over 25 organisations and businesses planned to receive training
 - Training provided to Guernsey Police, the Bus Company and hospitality sector
 - Media campaign around Dementia Awareness Week, 14-20 May 2017 and local initiatives in St Peter's
 - Dementia Friendly Guernsey have independently received £20,000 additional funding
- Inclusion and Equality in Schools
 - Work around development of new curriculum continues with focus of school development plans on further extending and developing good practice for inclusion following the Inclusion and Equality reviews
 - Developments with Mental Health and Well-being (MHWB) continue across schools; work with Guernsey Mind developing a programme of Mindfulness for teachers and learners to be implemented from Q3/4 2017. Agreement to roll out 'MHWB First Aider' training in all schools which will consist of training a trainer to ensure future sustainability in developing MHWB support in Education. For more information follow this link, <https://mhfaengland.org/>
 - Development of resilience, working with outside and internal providers to support development of positive MHWB a focus as a pilot in Les Beaucamps High School, which started 5 June 2017 focusing on reducing stress and anxiety particularly around examinations, <http://www.exammagic.co.uk/>
 - This will be followed by all other secondary schools in Q4 2017
- Wheelchair Services
 - Induction of new administrator completed

- Draft Service Level Agreement for repair and maintenance of wheelchairs written
- Awaiting Community Management Team approval for wheelchair policy.
- Accessible Sport: no further action this period
- Information and Awareness Raising:
 - Updating draft access guide for visitors to Guernsey
 - Disabled Go Access Guides shared with Visit Guernsey for distribution to visitors to Guernsey
 - Disabled Go Access Guides shared with culture and leisure for visitors to museums and visiting teachers from overseas
 - Disabled Go Access Guides publicised on social media and website feeds for the airport and harbour
 - Access review with Access For All at Edward T Wheadon House
 - Continued updates to www.signpost.gg
 - Meetings arranged with a variety of charities to update on the Disability and Inclusion Strategy and to obtain feedback on information already provided and where improvements can be made
 - A working group formed by the Guernsey Community Foundation has been researching the support services currently in place for carers in Guernsey with the aim of identifying any gaps in provision. The 'Report on Provision for Carers in Guernsey' reviews the provision and support services available for carers within the voluntary sector, private sector and by the States. The full report can be viewed on <http://foundation.gg/> or www.signpost.gg
 - Developing awareness training around autism spectrum disorders for employers in partnership with Autism Guernsey
 - Disability and Inclusion Strategy update written for The Changing Times
 - Two additional members of the Taxi Federation have undergone Disability Awareness training

Actions for next period:

- Dementia Friendly Guernsey:
 - Promoting awareness courses
 - St Peter's pilot – local training for businesses
 - Increase capacity in the delivery of courses, including a further group of "Champions" (trainers) to be trained on 18 July
 - Recruit a volunteer to work directly with businesses making them dementia friendly
 - Develop accessibility support (signs inside toilets for example) in partnership with GDA/WeAllMatter, Eh
 - Developing a business case for dementia support/advisors and befriender scheme

- Inclusion and Equality in Schools: continue to develop, complete and embed work areas identified above
- Wheelchair Services:
 - To progress Service Level Agreement for repair and maintenance of wheelchairs
 - Community Management Team approval for wheelchair policy
- Accessible Sport:
 - Agree Job description
 - Write outline Business Case
- Information and Awareness Raising:
 - To progress improvements to the access arrangements at Edward T Wheadon House
 - Progress work with Health Information Guernsey to increase visitors to www.Signpost.gg and HIG providing better online and telephone/face to face information
 - To arrange further meetings with charities and key stakeholders to update on the Disability and Inclusion Strategy and to obtain feedback on information already provided and where improvements can be made.
 - Continued marketing of Signpost.gg and DisabledGo Access Guides

Information and awareness raising for businesses in Guernsey: Guernsey Employment Trust

- Good Practice Guide
 - Promoted Good Practice Guide which can be viewed on Guernsey Employment Trusts website: www.get.org.gg/goodpracticeguide
 - Delivered presentations and training in May 2017 to 14 employers

Actions for next period

- Promote Good Practice Guide
- Promote Employers' Charter
- Deliver presentations and Training for Employers on 7 June and 20 June 2017
- Provide induction training to new Employer Disability Advisor from 15 June 2017
- June trainee event is now full. The next event is on Thursday 14th September (to book please use this [link](#))

Capacity Legislation

The UK General Election has delayed progress of UK Government and Law Society work, which is closely aligned with Guernsey's approach. Publication of their work and next steps will help give the Guernsey approach momentum. Resourcing issues will seek to be addressed when there is greater clarity on the UK position, and so therefore also on the Guernsey requirement for resources. A further meeting between HSC and Policy & Resources officers and St James's Chambers is the next step.

Actions for next period:

- Meet with Service Manager and Clinical Director to explore options from within HSC and/or Policy & Resources funding.

Safeguarding Vulnerable Adults

- A detailed action plan has been developed and tasks assigned against key timescales are being progressed
- A permanent Adult Safeguarding Lead was appointed on 26 April 2017

Actions for next period:

- Progressing tasks within the action plan

Framework for people with Dementia

- Workstream Closure Report has been submitted to the Project Board

Actions for next period

- To establish team for implementation

Framework for people with Autism

- This workstream is now in the implementation phase led by Health & Social Care

Framework for people with Communication Difficulties

- No progress has been made this period due to lack of resources

Framework for people with Learning Difficulties

- The Project Board has agreed with the recommendation for this framework to concentrate on learning disabilities. The rationale being the autism framework covers some aspects of learning difficulties and the Communications Framework will cover the remaining areas

Actions for next period

- Confirm funding for expert resource

Supported and Mainstream Employment

- GET have put in place their first 'Kickstart' placement in conjunction with the Job Centre
- Community and Environmental Project Scheme (CEPS) have liaised with the Guernsey College of Further Education Access Group to identify how joint working may take place
- The chart detailing Supported and Mainstream Employment provision across the island has been shared with stakeholders

Actions for next period:

- To develop and agree the action plan for Supported and Mainstream Employment provision
- A cover paper to be submitted to the Project Board with recommendations of actions to be taken in 2017

News Costs

No new expenditure during this period

Resources

Joint working across the States of Guernsey is enabling progress on the Learning Disabilities Framework and the Disability Discrimination legislation.

Project Governance

No change from last report.

2 Plans for the next period

Activity	Owner
<p>Disability and Discrimination Legislation</p> <ul style="list-style-type: none"> • Prepare Project Plan • Continue scoping and research for the Disability Discrimination Legislation Project Board • Conference call with Ruth Johnson, Director, Social Policy to share information about the development of disability discrimination legislation in Guernsey and Jersey • Discussion with Marketing and Tourism to explore what impact the legislation may have on the visitor economy • Second meeting of the Project Team due to take place on 22 June 2017 	ESS
<p>Review of States' Obligations</p> <ul style="list-style-type: none"> • Draft reports to be checked by each Committee for factual accuracy 	ESS
<p>Information and Awareness Raising</p> <ul style="list-style-type: none"> • Dementia Friendly Guernsey: <ul style="list-style-type: none"> ○ Promoting awareness courses ○ St Peter's pilot – local training for businesses ○ Increase capacity in the delivery of courses, including a further group of "Champions" (trainers) to be trained on 18 July ○ Recruit a volunteer to work directly with businesses making them dementia friendly ○ Develop accessibility support (signs inside toilets for example) in partnership with GDA/WeAllMatter, Eh 	AGC States Service Areas

<ul style="list-style-type: none"> ○ Developing a business case for dementia support/advisors and befriender scheme ● Inclusion and Equality in Schools: Continued implementation of workstreams ● Wheelchair Services: <ul style="list-style-type: none"> ○ To progress Service Level Agreement for repair and maintenance of wheelchairs ○ Community Management Team approval for wheelchair policy ● Accessible Sport: <ul style="list-style-type: none"> ○ Agree Job description ○ Write outline Business Case ● Information and Awareness Raising: <ul style="list-style-type: none"> ○ To progress improvements to the access arrangements at Edward T Wheadon House ○ Progress work with Health Information Guernsey to increase visitors to Signpost.gg and HIG providing better online and telephone/face to face information ○ To arrange further meetings with charities and key stakeholders to update on the Disability and Inclusion Strategy and to obtain feedback on information already provided and where improvements can be made ○ Continued marketing of Signpost.gg and DisabledGo Access Guides 	
<p>Information and awareness raising for business in Guernsey</p> <ul style="list-style-type: none"> ● Promote Good Practice Guide ● Promote Employers' Charter 	GET
<p>Capacity legislation</p> <ul style="list-style-type: none"> ● A further meeting between HSC and Policy & Resources officers and St James's Chambers is the next step to progress. 	HSC
<p>Safeguarding Vulnerable Adults</p> <ul style="list-style-type: none"> ● Progress tasks within the action plan 	HSC
<p>Dementia Framework</p> <ul style="list-style-type: none"> ● Workstream Closure Report to be written and submitted to the Project Board 	HSC
<p>Learning Disabilities Framework</p> <ul style="list-style-type: none"> ● Confirm funding for expert resource 	HSC
<p>Supported and Mainstream Employment</p> <ul style="list-style-type: none"> ● To develop and agree the action plan for Supported and Mainstream Employment provision ● A cover paper to be submitted to the Project Board with recommendations of actions to be taken in 2017 	ESS