

**Disability and Inclusion Strategy Project**  
**Highlight Report No 7**  
**For the Period to 27/07/17**

**Distribution List:**

Intranet (ESS)  
Caroline Mullins (ESS)  
Ed Ashton (ESS)  
Karen Blanchford (GDA)  
Vanessa Spiller (Equality Working Group)  
Steve Wakelin (P&R)  
Deputy Emilie Yerby (Political Rep)  
Workstream Leads

**1 Progress during period**

**CURRENT STATUS OF THE OVERALL PROJECT – RED**

**Overview**

The Disability Discrimination Legislation Project is making progress. Currently, the main focus is on establishing core principles and determining the basis of protection. The Committee has agreed that the disability discrimination legislation will be based on the social model of disability.

Resource has been secured to develop a business case for the Equality and Rights Organisation (ERO) with a new member of staff joining the team in August for 12 months.

Work is progressing on the Dementia Framework with Dementia Friendly training taking place across business, States services and interested Islanders. To improve signage for people with dementia and a range of other impairments the Arts Commission and Access For All are working with a variety of charities to design more informative signs.

The Youth Commission and the College of Further Education are working in partnership to develop ways of supporting young carers and will soon involve other services to provide a comprehensive support network for young carers.

Guernsey Employment Trust continues to provide training for businesses on the Good Practice Guide and Employers' Charter which has been well attended with very positive feedback.

**Workstream Updates:**

**Disability Discrimination legislation**

- Papers entitled 'Models of disability' and 'Future structure of anti-discrimination / equality legislation in Guernsey' considered by the Committee for Employment & Social Security on 13 June 2017

- The Committee unanimously agreed that Guernsey's disability discrimination legislation be based on the social model of disability
- The Committee agreed in principle to recommend to the States a single Prevention of Discrimination Ordinance under the provisions of the Enabling Law setting out the legal framework and initial ground of protection (i.e. disability), new grounds of protection to be added (by amendment) over time in a phased manner
- Meeting with Corporate Communications Team to discuss approach to communications
- Meeting with Market and Tourism to discuss potential issues for the tourism sector and how Marketing and Tourism might assist with stakeholder engagement
- Carried out research and prepared papers for consideration by the Disability Discrimination Legislation Project Team
- Prepared first draft of project plan

Actions for next period:

- Prepare papers for consideration by the Disability Discrimination Legislation Project on 3 August 2017
- Prepare update on project for inclusion in the Committee *for* Employment & Social Security's annual 'Uprating Report'
- Induction of new member of staff who will work, amongst other things, on the business case for the Equality and Rights Organisation

### **Equality and Rights Organisation**

- Resource recruited on a one year contract

Actions for next period:

- Induction of new member of staff who will work, amongst other things, on the business case for the Equality and Rights Organisation

### **Review of States' Obligations**

The process is underway to review the various reports produced by the Business Disability Forum (BDF) for factual accuracy prior to formal consideration by the Disability and Inclusion Strategy Project Board and the States as employer.

Actions for next period:

- Add BDF reports to the agenda of a future Disability & Inclusion Strategy Project Board
- Evaluation and consideration of reports by Civil Service Leadership Team – timetable to be confirmed

## Information and Awareness Raising

- Dementia Friendly Guernsey
  - Number of open and targeted awareness sessions delivered
  - Accessible signs initiative with We All Matter Eh! And Arts commission progressing
  - Ongoing awareness campaign
  - Recruiting Champions for a course on 18 July 2017
  - Government House became dementia friendly on 11 July 2017
  - Inclusion and Equality in Schools
  - Continue to progress actions of the inclusion and equality in school programme
- Wheelchair Services
  - Scoping of provider for formal support and training for wheelchair therapist
- Accessible Sport: no further action this period
- Information and Awareness Raising:
  - Continued meetings with service providers
  - Updates made to Signpost.gg as required
  - Autism Training developed for managers in Information Systems and Services in partnership with Autism Guernsey for September
  - Meeting with Corporate Communications Team around increasing presence on social media
  - Access For All have arranged for the Centre for Accessible Environments (CAE) to deliver training on accessible environments on the 1 and 2 November in Guernsey
  - The Arts Commission and Access For All are working together to design a variety of signs that will assist individuals with a variety of impairments
  - Youth Commission and the College of Further Education have met to explore how to identify young carers to be able to provide support
  - Advice and support on States websites around improving accessibility for disabled people provided
  - Meeting to discuss corporate approach to support with improvements around accessibility in States buildings

### Actions for next period:

- Dementia Friendly Guernsey:
- Champion's course on 18 July 2017, will include staff of key community partners Police, Ports, Social Security etc.
- Business case being developed for post-diagnostic support (3 staff) to be delivered by voluntary sector in partnership with HSC
- Developing a campaign with Island FM to launch in September

- Inclusion and Equality in Schools: continue to develop, complete and embed work areas
- Wheelchair Services:
  - Service Level agreement to be approved
  - Corporate Management Team approval for wheelchair policy
- Accessible Sport:
  - Agree Job description
  - Write outline Business Case
- Information and Awareness Raising:
- To commence weekly social media presence
- To organise a workshop in autumn with key stakeholders to look at partnership working to identify young carers

Check content of signpost.gg including links and contact details

### **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](http://www.get.org.gg/goodpracticeguide)
  - Delivered presentations and training on 7 June and 20 June to 20 employers
  - Began induction of new Employer Disability Advisor 15 June to 3 July 2017
  - Discussions with employers regarding signing the Employers' Charter

Actions for next period

- Promote Good Practice Guide
- Promote Employers' Charter
- Sign up employers to Charter Practice Guide
- The next event is on Thursday 14<sup>th</sup> September (to book please use this [link](#))

### **Capacity Legislation**

It is still unclear what the impact of the Law Commission review will be in terms of Capacity Legislation and Deprivation of Liberty in the UK. This could have an impact on what best practice looks like moving forward.

Meeting with Service Manager and Clinical Director to discuss using potential underspends in 2017 to fund resource to support Law Officer in progressing work has taken place.

Potential providers have been identified in the UK. Although costs still to be confirmed which will include travel and accommodation. Clinical Director has made contact with the Law Officer to confirm.

Actions for next period

- To make contact with potential providers of resource required to move workstream

- Identify exact costs
- Agree meetings with preferred supplier to ensure contracting the correct resource

### **Safeguarding Vulnerable Adults**

A detailed action plan has been developed and tasks assigned against key timescales are being progressed.

Actions for next period:

- Progressing tasks within the action plan

### **Framework for people with Dementia**

- Increase in establishment of the Older Adult Mental Health Team to support progress of this workstream and develop stronger links with the Third Sector
- Awareness raising of Dementia Friendly initiative at Les Beaucamps School for years 7 to 9
- Carers support group provides education, emotional and peer support to groups of carers. This forum has been developed as a joint initiative between the voluntary sector and the Older Adult Mental Health Team
- Several full day training sessions have been delivered to groups of care staff working at the PEH. The training includes; what is dementia, how dementia can present, person-centred care approaches, risk enablement

Actions for next period

- Dementia Friendly training to be delivered to staff at Oberlands and Summerland House
- Arts Commission and Access For All working in partnership to develop clear signage throughout the Princess Elizabeth Hospital
- Develop a joint proposal for post diagnostic support with the voluntary sector and HSC
- Progress changes to Giffard Ward to become more dementia friendly
- Continue to recruit more dementia trainers to deliver training across the PEH

### **Framework for people with Autism**

Steering Group membership reviewed and includes wider stakeholders including two service users. Terms of Reference agreed by the Steering Group and draft action plan discussed.

Actions for next period

- Agree action plan and progress for workstream

### **Framework for people with Communication Difficulties**

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

## Framework for people with Learning Disabilities

- Initial scoping of specialist resource to progress
- Clear governance structure established to ensure workstream aligns with HSC transformation agenda and future vision

Actions for next period

- Arrange date for steering group to meet with specialist resource to finalise work required

## Supported and Mainstream Employment

- Scoping of stakeholder event to finalise chart detailing Supported and Mainstream Employment provision

Actions for next period:

- Chart detailing Supported and Mainstream Employment to be checked for factual accuracy during the summer period
- Workshop to be organised in autumn to look at any gaps in service area and produce an action plan to progress
- A cover paper and the chart to be submitted to the Project Board in late autumn with a recommendation of actions to be taken

## New Costs

No new expenditure during this period

## Resources

Joint working across the States of Guernsey is enabling progress on a number of workstreams.

## Project Governance

No change from last report.

## 2 Plans for the next period

Activity	Owner
<b>Disability and Discrimination legislation</b> <ul style="list-style-type: none"><li>• Prepare papers for consideration by the Disability Discrimination Legislation Project on 3 August 2017</li><li>• Prepare update on project for inclusion in the Committee <i>for</i> Employment &amp; Social Security's annual 'Uprating Report'. Induction of new member of staff who will work, amongst other things, on the business case for the Equality and Rights Organisation.</li></ul>	ESS

<p><b>Equality Rights Organisation</b></p> <ul style="list-style-type: none"> <li>• Induction of new member of staff who will work, amongst other things, on the business case for the Equality and Rights Organisation</li> </ul>	<p><b>ESS</b></p>
<p><b>Review of States' Obligations</b></p> <ul style="list-style-type: none"> <li>• Final Committee Reports to be presented to the Project Board in August</li> </ul>	<p><b>ESS</b></p>
<p><b>Information and Awareness Raising</b></p> <ul style="list-style-type: none"> <li>• Dementia Friendly Guernsey:</li> <li>• Champion's course on 18 July 2017, will include staff of key community partners Police, Ports, Social Security etc.</li> <li>• Business case being developed for post-diagnostic support (3 staff) to be delivered by voluntary sector in partnership with HSC</li> <li>• Developing a campaign with Island FM to launch in September</li> <li>• Inclusion and Equality in Schools: Continued implementation of workstreams</li> <li>• Wheelchair Services: <ul style="list-style-type: none"> <li>○ Corporate Management Team approval for wheelchair policy</li> </ul> </li> <li>• Accessible Sport: <ul style="list-style-type: none"> <li>○ Agree Job description</li> <li>○ Write outline Business Case</li> </ul> </li> <li>• Information and Awareness Raising:</li> <li>• To commence weekly social media presence</li> <li>• To organise a workshop in autumn with key stakeholders to look at partnership working to identify young carers</li> <li>• Check content of Signpost.gg including links and contact details</li> </ul>	<p><b>AGC States Service Areas</b></p>
<p><b>Information and awareness raising for business in Guernsey</b></p> <ul style="list-style-type: none"> <li>• Promote Good Practice Guide</li> <li>• Promote Employers' Charter</li> <li>• Sign up employers to Charter Practice Guide</li> </ul> <p>The next event is on Thursday 14<sup>th</sup> September (to book please use this <a href="#">link</a>)</p>	<p><b>GET</b></p>
<p><b>Capacity legislation</b></p> <ul style="list-style-type: none"> <li>• To make contact with potential providers of resource required to move workstream</li> <li>• Identify exact costs</li> <li>• Agree meetings with preferred supplier to ensure contracting the correct resource</li> </ul>	<p><b>HSC</b></p>
<p><b>Safeguarding Vulnerable Adults</b></p> <ul style="list-style-type: none"> <li>• Progressing tasks within the action plan</li> </ul>	<p><b>HSC</b></p>

<p><b>Dementia Framework</b></p> <ul style="list-style-type: none"> <li>• Dementia Friendly training to be delivered to staff at Oberlands and Summerland House</li> <li>• Arts Commission and Access For All working in partnership to develop clear signage throughout the Princess Elizabeth Hospital</li> <li>• Develop a joint proposal for post diagnostic support with the voluntary sector and HSC</li> <li>• Progress changes to Giffard Ward to become more dementia friendly Continue to recruit more dementia trainers to deliver training across the PEH</li> </ul>	<p><b>HSC</b></p>
<p><b>Learning Disabilities Framework</b></p> <ul style="list-style-type: none"> <li>• Arrange date for steering group to meet with specialist resource to finalise work required</li> </ul>	<p><b>HSC</b></p>
<p><b>Autism Framework</b></p> <ul style="list-style-type: none"> <li>• Agree action plan and progress for workstream</li> </ul>	<p><b>HSC</b></p>
<p><b>Supported and Mainstream Employment</b></p> <ul style="list-style-type: none"> <li>• Chart detailing Supported and Mainstream Employment to be checked for factual accuracy during the summer period</li> <li>• Workshop to be organised in autumn to look at any gaps in service area and produce an action plan to progress</li> <li>• A cover paper and the chart to be submitted to the Project Board in late autumn with a recommendation of actions to be taken</li> </ul>	<p><b>ESS</b></p>