


Disability and Inclusion Strategy Programme – Status Report No 24

| Members | Reporting period | Overall Project RAG Status |
|--|---|---|
| Ed Ashton, Glenn Gallienne, Rob Harnish, Jo de Garis, Jane Stephens, Emilie McSwiggan, John Gollop, Gill Evans, Joanne Leck. | 22 nd Nov 2019- 17 th Jan 2020 |  |

Overview

Discrimination Legislation

The report of the findings from the public consultation was published on 24 January 2020. Policy Officers started discussions with the Policy & Resources Committee regarding funding requirements for all aspects of the policy proposals and the drafting of the Policy Letter commenced.

Equality Rights Organisation





Work has commenced to draft a Policy Letter. Further research and discussion will be required to finalise the proposals. The Committee will incorporate proposals on the 'ERO' into the wider Policy Letter on Discrimination Legislation. The Committee intends that this will be debated in April 2020.

Information and awareness raising

Hidden disability training was presented to a variety of staff groups across the States including the airport, security staff, staff at Guernsey Fire Service and the College of Further Education.

Meetings continued with the election team, to ensure accessibility is considered for all aspects of the forthcoming Island wide election.

The work streams below are still being developed:

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|  Significant challenges  Some challenges  On track  Not started | 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 | |
| <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> | | 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 | <ul style="list-style-type: none"> Met members of the Employment & Discrimination Tribunal Panel to discuss options for the operationalisation of the proposed adjudication process. Met key stakeholders in December to discuss issues such as the definition of disability, compensation, Equality Rights Organisation and Tribunal options, etc. Drafted Public Consultation Findings Report (published on 24 January 2020). Reconsidered various policy issues raised through the public consultation in priority order. Commenced discussions with the Policy & Resources Committee regarding funding requirements for all aspects of the policy proposals. Started drafting Policy Letter. <p>Risks to workstream</p> <ul style="list-style-type: none"> There are limited staff resources available to undertake the final research and draft the Policy Letter. Workload is high given time available. | <ul style="list-style-type: none"> Publish Public Consultation Findings Report. Some further research and discussion will be required to finalise proposals. Prepare and submit Policy Letter by 2 March 2020 for consideration by the States at the April 2020 meeting. After publication, work will be undertaken to engage with States Members and the public. Meeting on 3rd February 2020 with the representatives of G4+ and the GDA for further discussions around the policy proposals. |
| Target Completion Date: | 2020 | | |
| RAG Status: | Red | | |
| Equality Rights Organisation (ERO) | | Current Status | Next Period |
| Project Lead: | ESS | <ul style="list-style-type: none"> The Committee discussed its preferred service model with key stakeholders and received their feedback. Preliminary discussions have taken place as to how to respond to this feedback. Work has commenced on drafting a Policy Letter. <p>Risks to work stream</p> <ul style="list-style-type: none"> There are limited staff resources available to undertake the final research and draft the Policy Letter. Workload is high given time available. | <ul style="list-style-type: none"> Some further research and discussion will be required to finalise proposals. The Committee will incorporate proposals on the 'ERO' into the wider Policy Letter on Discrimination Legislation. The Committee intends that this will be debated in April 2020, and would, therefore, be published in March 2020. After publication, work will be undertaken to engage with States Members and the public. |
| Target Completion Date: | April 2020 | | |
| RAG Status: | Red | | |

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

| Current Status | Next Period |
|---|--|
| <ul style="list-style-type: none"> The Committee <i>for</i> Health & Social Care has published a Policy Letter dealing with a small number of supplementary policy matters to guide the preparation of the draft Projet de Loi. The States of Alderney and the Government of Sark have confirmed their agreement for the legislation to become a Bailiwick-wide Law. <p>Risks to work stream</p> <ul style="list-style-type: none"> Competing priorities for the available resources may impact on completion dates but this is considered manageable at this time. | <ul style="list-style-type: none"> It is hoped that the States will debate the Policy Letter at its meeting to be held on 26th February 2020. Drafting of the Law will be finalised for Committee approval following the States debate on the Policy Letter. It is envisaged that the Projet de Loi will return to the States for approval during this political term. |

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

| Current Status | Next Period |
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| <p>Information</p> <ul style="list-style-type: none"> An access audit was undertaken of the States Chamber and associated rooms. This included signage, documents and members facilities. Meetings were held with the election team about accessible election media and election process Meeting was held with the disability lead for Home to develop a plan for engagement with different service areas. Meeting was held with the liaison for HSC disability lead, to develop a plan for engagement with different service areas across HSC. Meeting was held with Probation Service disability lead to guide on action points from the Disability Review with relation to the Probation Service. An article was produced about document accessibility for the Tourism Trade newsletter. <p>Awareness raising</p> <ul style="list-style-type: none"> Hidden disability training presented to airport and airport security staff Hidden disability training presented to four watches at the Guernsey Fire Service Hidden disability training presented to staff at the Guernsey College of Further Education. Attended Shine presentation- UK support group for young adults with cancer. The support group are aiming to set up in Guernsey. | <p>Information</p> <ul style="list-style-type: none"> Produce article for The Issue and include link to the current highlight report. Promote awareness training on States social media platform. |

| Current Status | Next Period |
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| <p>Online Disability Awareness Training</p> <ul style="list-style-type: none"> A total of 3,033 people have signed up to the Online Disability Awareness training since its commission. This is an increase of 63 since the last report. <p>Education and early years</p> <ul style="list-style-type: none"> Inclusion CPD in preschool and day nurseries is on-going. Training this term will include; the continuation of the ELKLAN training, bilingualism and expressive language, early phonemic, phonological and phoneme development, sensory play, transition, assessment and support. The SENCo training is focussed this term on coordinating the early support and advice in their provision to ensure maximum impact on children's learning and development. The Early Years Road Map was presented to the CYPP Supervisory group on the 30th January 2020. Some recommendations which will be incorporated into the final version. Work is continuing on the Early Years Quality Standard Framework for Childminders (EYQSF). When finalised this will go out to all stakeholders for consultation. It will replace the current minimum standards and align the standards with EYQSF for our preschools and day nurseries. <p>Information for businesses</p> <ul style="list-style-type: none"> There are 41 organisations signed up to the Employers' Disability Charter with the following organisations signing up recently; Bailiwick of Guernsey Victim Support and Witness Protection Service, Mourant, Resolution IT, Savills and Specsavers. The Guernsey Employment Trust (GET) designed a slideshow to showcase real examples of adjustments made in the workplace for a social media post on International Day of People with Disabilities in keeping with 'The Future is Accessible' theme. | <p>Education and early years</p> <ul style="list-style-type: none"> A trial for a live link up with practitioners in Alderney, using the school's ICT base, is planned to give practitioners a wider access to training by dialling in to the video link. The finalised Early Years Roadmap. The consultation of the Early Years Quality Standard Framework for Childminders will be shared with stakeholders. <p>Information for businesses</p> <ul style="list-style-type: none"> GET to encourage more employers to sign up to the Employers' Disability Charter. GET to develop a leaflet to advertise GET's in-house training in preparation for business postal drop. GET continue to offer in house training. |

| Adult Safeguarding | |
|-------------------------|-------|
| Project Lead: | HSC |
| Target Completion Date: | |
| RAG Status: | Amber |

| Current Status |
|----------------|
| No Update |

| Next Period |
|-------------|
| No Update |

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

| Current Status |
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| <ul style="list-style-type: none"> Finalised stakeholder mapping for other adult groups. Agreement for initial communication information for stakeholders from the central communications team. Agreement and support to disseminate survey monkey to from the central communications team. <p>Risks to workstream</p> <ul style="list-style-type: none"> Resourcing issues may threaten timeline, or ability to gather and collate breadth of data. There is presently limited project support. No current input from paediatric SLT for project due to sick leave. Limited availability of the communication team due to prioritisation of other projects. Limited availability of adult SLTs due to clinical work Risk of time pressures meaning some stakeholder groups are not fully engaged, resulting in their reduced engagement in the development of the framework. |

| Next Period |
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| <ul style="list-style-type: none"> Make appropriate versions of communication information about the project, e.g. easy read/ accessible versions, for different stakeholder groups. (awaiting the central communications team sign off of basic version). Identify backfill for paediatric Speech and Language Therapist (SLT). Continue with direct engagement and consultation in natural forums. Engage with the central communications team for support for community consultation for testing draft. Update balanced system to reflect adult stakeholders. Start mapping consultation feedback into the balanced system. |

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

| Current Status |
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| <ul style="list-style-type: none"> Adult Disability Service review report is now complete. Report has been shared with HSC Senior Managers. |

| Next Period |
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| <ul style="list-style-type: none"> Awaiting feedback from HSC Senior Managers. Share finding of review with stakeholders. Arrange to meet with steering group and stakeholders to align children's and education report recommendations with the ADS review recommendations. Produce an overarching report for Learning Disabilities. |

| Supported and mainstream employment | |
|--|------------|
| Project Lead: | ESS |
| Target Completion Date: | April 2020 |
| RAG Status: | Amber |

| Current Status |
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| <ul style="list-style-type: none"> The mapping of services. Meetings with agencies have continued to take place with the support of the Project Officer. The Project Officer has now met with most of the agencies and is now drafting up the charts for initial comment/edits. The Guernsey Employment Trust (GET) have piloted a 10 week programme for Access students to attend a bespoke Job Club session. GET have created an online application form. GET have launched a job club in town. This provides support for those who are unable to get the to l'Islet office. The development of a Pathway to Employment initiative for Looked After Children is being investigated by third sector groups and States departments. |

| Next Period |
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| <ul style="list-style-type: none"> The final meetings about the service mapping continue over the next month. The draft document will be completed and a master chart will then be produced. |

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

| Current Status |
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| <ul style="list-style-type: none"> 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. |

| Next Period |
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| Review of States' Obligations | |
|--------------------------------------|----------------|
| Project Lead: | ESS |
| Framework completed | Implementation |

| Current Status |
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| <ul style="list-style-type: none"> Each Committee continues to identify tasks to deliver on each action with appropriate timescales. |

| Next Period |
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| Project Board to review Committee reports for Q1 of 2020 at the Project Board meeting on 22 nd April 2020. Annual report to be released for 2019. |

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

| Current Status |
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| Implementation phase. Report each quarter. |

| Next Period |
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| Framework for people with Autism | |
|---|----------------|
| Project Lead: | HSC |
| Framework written | Implementation |

| Current Status |
|--|
| Implementation phase. Report each quarter. |

| Next Period |
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