

# Disability Equality and Inclusion Strategy Programme – Status Report No 41

## Members

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## Reporting period

1<sup>st</sup> April – 14<sup>th</sup> June 2023

## 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

#### Discrimination Legislation

The Employment and Equal Opportunities Service (Guernsey) Law, 2023 was approved. The recommendation for the appointment of the new Director has been submitted for the July States meeting.

#### Awareness

Videos were produced for Parkinson’s month and Deaf awareness week (with BSL translation.)

#### Capacity Law

An implementation group has been set up to coordinate the work around the Protective Authorisation Scheme

#### Autism framework

Information sessions have been organised by States of Guernsey services and third sector organisations: “Parents and Carers and Professionals in Conversation”

### Next period

#### Awareness raising

Further initiatives will promote national awareness days.

#### Discrimination Legislation

The regulations regarding Vento scale and assistance animals will be prepared for the September States meeting

### 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: | 30 <sup>th</sup> June 2023 |
| RAG Status:             | Amber                      |

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

- Proposal discussed with the senior manager in Health & Social Care (HSC). The planned initial introductory meeting with off island consultant in June had to be re-arranged, as did the Senior Leadership Team leads meeting.
- Established funding available for off-island consultant
- Co-ordination of draft testing, consultation, publication of three frameworks with Learning Disability and Autism leads.
- The overall plan agreed to prioritise the Autism framework review (via survey) and the publication of Learning Disability Framework over the finalisation of this framework as there is less work to be done on them prior to publication.

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

- Initial introductory meeting with Senior manager and off island consultant
- Finalise contract with off island consultant
- Liaise with Senior Leadership Team leads about balanced system and contract i.e., will Guernsey be using a balanced system approach going forward?
- Re-engage key stakeholders and gain commitment and buy in to develop and deliver the Framework.

### Framework for people with Learning Disabilities

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

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

- Project support identified

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

- Meet with education colleagues to review and discuss inclusion of SEND recommendations.
- Finalise report
- Initial draft of Framework to be shared with Senior Colleagues from HSC and Education before wider consultation takes place
- Targeted recruitment approach for Independent Chair.
- Consultation with SoG and 3rd Sector stakeholders on draft Framework

### Supported and mainstream employment

|                         |       |
|-------------------------|-------|
| Project Lead:           | ESS   |
| Target Completion Date: | TBC   |
| RAG Status:             | Amber |

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

- Dedicated webpage created with information about employment support and agencies on the SOG site
- Health Connector training completed by job centre staff

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

- Review findings from previous stakeholder meeting and consider facilitating a further meeting.

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

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023  |
|--|
| <p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Signpost- update training front menu page</li> <li>• A number of new guides are now available on the accessAble website. these are for COOP Grande Marche, COOP Longstore, PinQuay, George Crossan Gallery, Art for Guernsey Gallery, Petit Bot, Saint Bay and the Land of Green Ginger.</li> <li>• A new accessible toilet facility is now available on the first floor of the Footes Lane stadium. This will be opened in time for the Island Games in July.</li> <li>• Assisting with preparation of information about the new Ordinance.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• A number of awareness videos were created to promote national awareness days. These were developed with the assistance of third sector organisations and States of Guernsey colleagues.</li> <li>• Deaf awareness week video featured Cathy Orientiene (from Guernsey Hard of Hearing) talking about the national focus of the week this year which is communication / and its importance when being able to access education, services and employment. This video was accompanied by Anne Diamond performing British Sign Language. <a href="#">Deaf Awareness Week 2023 - YouTube</a></li> <li>• Parkinson’s awareness month videos featured Debbie, Jane, and Johnathan and they talk about their experiences and the support that is available to islanders. <a href="#">Parkinson's Awareness Month 2023, Part 1: Debbie - YouTube</a></li> <li>• A different approach is planned for the second half of 2023, using images to represent different characters along with a message about the understanding of a particular disability, busting myths around the disability or top tips for people.</li> <li>• A “ disability awareness” logo is being developed to accompany the new style of awareness posts.</li> </ul> |

| Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023  |
|--|
| <p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Assisting with information for disabled passengers for Ports</li> <li>• Investigation of provision of British Sign Language options and costings</li> <li>• AccessAble: Updates for the new accessible toilet at the Footes Lane Stadium and les Vallettes pools and cafe will be drafted.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• Further development of awareness initiative. Trial the picture and messaging approach for awareness posts until the end of 2023</li> </ul> |

**Information & awareness raising continued**

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

**Inclusion in sport**

- Boccia now being taught in schools by the Sports Commission PE officers.
- Showcasing Boccia throughout Island Games week at the Market Square and Aztech Centre.
- Badminton Special Olympics player exhibition match on Island Games finals day @ 09.15am
- Adapted Trikes event at Beau Sejour 22<sup>nd</sup> April a success.
- Working towards a closed circuit 'hub' of adapted trikes with booking system for HSC, Residential homes, schools and other groups.

**Training for the Ordinance**

- The Consortium ran a number of training sessions about the new legislation from October 2022- March 2023. The courses were delivered in person or online and attended by over 1400 people. The videos are now available on line to view. [Training | The Consortium \(sub.gg\)](#)
- Four more sessions will be run in September 2023. dates and times to be confirmed.

**Disability awareness training**

- This training provides practical information for people so they can provide a great service to disabled people and their carers.
- The essentials and managers courses are now available for anyone to access through signpost.gg. [signpost Home Page – Signpost](#).
- The courses both consist of five modules.
- The number of people engaging with the course to date are:

**Essentials course**

In progress 91

Completed 163

**Managers course**

In progress 22

Completed 28

**Inclusion in sport**

- Work in consultation with Autism Guernsey and Wigwam to remove barriers to accessing physical activity and Beau Sejour Leisure centre.
- Work to encourage and facilitate adapted sports that ceased to run during the pandemic to start up again.

**Disability awareness training**

- Continued promotion of both courses

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

|                         |     |
|-------------------------|-----|
| Project Lead:           | ESS |
| Target Completion Date: | TBC |
| RAG Status:             |     |

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

- The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed. This includes introduction of Discrimination Legislation

| Review of States' Obligations |                |
|-------------------------------|----------------|
| Project Lead:                 | ESS            |
|                               | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023   |
|---|
| <ul style="list-style-type: none"> <li>• Project Governance Structure agreed.</li> <li>• SoG internal training offer continues to be rolled out.</li> <li>• Engagement with service areas to inform implementation is ongoing.</li> <li>• Internal communications and awareness raising plan ongoing and on track.</li> </ul> |

| Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023   |
|---|
| <ul style="list-style-type: none"> <li>• Continue to monitor training uptake and review approach to address gaps.</li> <li>• Complete engagement with SoG service support preparedness.</li> <li>• Continue to implement internal communications and awareness raising plan.</li> </ul> |

| Capacity Legislation |                |
|----------------------|----------------|
| Project Lead:        | HSC            |
|                      | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023   |
|---|
| <ul style="list-style-type: none"> <li>• The Code of Practice for the Capacity Law went out for consultation in February 2023. The feedback received has been valuable and the Code is now approaching finalisation, subject to Committee approval. The opportunity has also been taken to meet with stakeholders who had provided feedback to further discuss how the Code can be improved and how it might impact their service.</li> <li>• Discussions have continued at an operational level on the introduction of the Protective Authorisation Scheme and support continues to be provided by St James' Chambers and the independent Social Work Adviser.</li> <li>• It is hoped that training can soon commence for the Capacity Professionals who are responsible for overseeing cases assessments for Protective Authorisations</li> <li>• Scoping work for adult advocacy service has been completed and used to inform appropriate models for service delivery. This will be subject to further discussions in relation to funding.</li> <li>• A Health and Social Care Capacity Law Implementation Group has been established and is meeting monthly to ensure co-ordination of actions associated with the introduction of the Protective Authorisation Scheme.</li> </ul> |

| Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023  |
|--|
| <ul style="list-style-type: none"> <li>• Continue to progress the work relating to the Protective Authorisation Scheme, in particular recruiting and/or training relevant staff and ensuring processes are in place.</li> <li>• Continue to progress the work relating to the adult advocacy service, including identify an appropriate model and potential partners to deliver this service independent of HSC.</li> <li>• Finalise and gain Committee <i>for</i> Health and Social Care approval of the Code of Practice for publication. Draft and develop an appropriate 'easy read' version of the Code following feedback received as part of the consultation.</li> </ul> |

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

| Discrimination Legislation |                |
|----------------------------|----------------|
| Project Lead:              | ESS            |
|                            | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023  |
|--|
| <p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>The Employment and Equal Opportunities Service (Guernsey) Law, 2023 was approved with small amendments.</li> <li>A policy letter containing a recommendation for the appointment of Director has been lodged for the 19<sup>th</sup> July 2023 States meeting.</li> <li>The Prevention of Discrimination (Miscellaneous Amendments) Ordinance, 2023 has been approved by the States.</li> <li>The Access to Work policy letter has been approved by the States.</li> <li>The Vento Scale regulations have been drafted and will be shortly considered by the Committee.</li> </ul> <p><b>Explain new Discrimination Legislation and promote equality</b></p> <ul style="list-style-type: none"> <li>The employment and service provision guidance have been drafted and reviewed and are being uploaded to the website.</li> </ul> |

| Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023   |
|---|
| <p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>The Vento Scale regulations are expected to be lodged for the early September States meeting.</li> <li>The change to the Social Insurance Law to allow the Access to work Scheme has been submitted to the Legislation Review Panel and is expected to be considered at the 6 Sept States meeting.</li> <li>The assistance animals’ regulations will be drafted by the end of July for the end of September States meeting.</li> <li>The Tribunal Chairs Order is almost completed and is expected to be made during September.</li> </ul> <p><b>Explain new Discrimination Legislation and promote equality</b></p> <ul style="list-style-type: none"> <li>The final versions of the guidance documents will be approved by the Committee and made available on the new EEOS website.</li> </ul> |

| Employment and Equal Opportunities service: Expansion and Independence |                |
|--|----------------|
| Project Lead:  | ESS            |
|  | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023   |
|---|
| <p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>Training for Advice and Conciliation staff on Employment Guidance documentation. Training on the Goods and Service areas will continue now the draft guidance is available.</li> <li>Website vision and development is ongoing and will be launched in two phases, a resources section and a complaints process-flow section. Both areas have a lot of information but the processes are being kept as simple as possible.</li> <li>Complaint letters have been created for clients to use with Goods and Service discrimination, in order to provide as much support as possible to resolve discrimination without the need for Tribunal</li> <li>Summary documents and quick guide references are being checked by an independent legal consultant to ensure guidance is accurate and clear. Consideration has been made to keep processes as simple as the legislation allows, as well as information and guidance clear to allow clients to self-serve, using information and resources on the website.</li> </ul> |

| Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023   |
|---|
| <p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>Start training Advice and Conciliation Officers on Goods and Services during July.</li> <li>Indulge new staff member in discrimination legislation and train with current processes and procedures.</li> <li>Put in place all internal procedures and forms to deal with future claims from 1st October 2023 – using new website to assist to manage enquiries to Employment and Equal Opportunities Service (EEOS).</li> <li>Handover from Senior Employment Relations Officer to new Director to ensure as smooth a transition as possible</li> <li>Soft launch EEOS resources section of the website;</li> <li>Focus on external comms for launch of EEOS and new legislation.</li> </ul> |

**Employment and Equal Opportunities service: Expansion and Independence continued**

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023   | Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023 |
|---|---|
| <ul style="list-style-type: none"> <li>• Consideration has been made to keep processes as simple as the legislation allows, as well as information and guidance clear to allow clients to self-serve, using information and resources on the website..</li> <li>• Networking with Jersey and the Isle of Man to improve support and relationships and to learn from their experiences having previously introduced similar legislation. Support networks are established between ERS (future EEOS) Jersey Advice and Conciliation Service (JACS), Jersey Citizens Advice (who deal with non-employment discrimination) and Manx Industrial Relations (MIRS).</li> </ul> |   |

**Framework for people with Dementia**

|               |                |
|---------------|----------------|
| Project Lead: | HSC            |
|               | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023  | Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023 |
|--|---|
| <ul style="list-style-type: none"> <li>• The Older Adult Community Mental Health Team (CMHT) have successfully completed their first Cognitive Stimulation Therapy group which had 8 attendees with mild/moderate dementia who attended for 6 weekly sessions. The group evaluated very well in a qualitative sense (enjoyment, wellbeing, social contact and engagement) and it is hoped that this group can be engaged in some ongoing maintenance sessions to be delivered by the Guernsey Alzheimer's Association and Dementia Friends Guernsey. A 2nd group is planned to launch in July</li> <li>• The Older Adult CMHT have recently undergone their second successful SCAPE audit and are seeking to attain national accreditation for the Memory Clinic service via the Royal College of Psychiatry.</li> <li>• The Admiral Nurse service has begun to establish itself and since September 2022 has accepted 64 new referrals from a variety of sources including self-referral, 3<sup>rd</sup> sector, GP's and from social workers</li> <li>• The Older Adult CMHT has presented to all 3 GP practices over the past 3 months. The purpose being to educate GPs about the service, how to make a good referral and the importance of screening for reversible causes.</li> <li>• The Older Adult CMHT, along with wider Health and Social Care and 3<sup>rd</sup> sector groups organised a number of days at the OSA Pop-up shop on Smith St for Dementia awareness week in May. The team also held a pop-up café/clinic at Waitrose where we worked with the Guernsey Alzheimer's Association, Alzheimer's Society and Dementia Friendly Guernsey. This café proved to be successful in helping families access guidance from professionals and volunteers and did prompt some referrals to the team.</li> </ul> |   |

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

Current Status: 1<sup>st</sup> March -14<sup>th</sup> June 2023

**Children’s services**

- New process introduced in Autism Diagnostic Service to streamline the assessment process to increase the number of assessments completed each month.
- Efficiencies made in report writing and in the way appointments are structured which is speeding up the process for families once they reach the top of the list
- Assessments completed in Alderney using the new system with very positive feedback received from families:  
“Kind, considerable, thoughtful people. Listened well as well as explained things to me easily, respectfully and in a way I could understand. Took into account health issues I have and gave me time out and to talk. Overall a very pleasant experience and explained a lot about autism for me and the future. Excellent service.”
- Prioritisation for urgent assessments has been reviewed as this was negatively impacting the children who had been waiting the longest. The service is working jointly with the Child and Adult Mental Health Service (CAMHS) and the Youth Justice Service around completing assessments more urgently where there is the most significant clinical need.
- The waiting list continues to cause concern for families. In response to this the team has scoped out options as to how this could be addressed.
- The team has joined up with education colleagues and CAMHS and third sector colleagues to deliver evening parent sessions, “Parents and Carers and Professionals in Conversation” at Les Cotils. The initial session in May focused on managing anxiety in relation to school attendance and was well attended. There are sessions planned each month going into 2024. Over 90 parents are registered to attend the next session on Emotional Regulation.

Next Period: 15<sup>th</sup> June- 30<sup>th</sup> September 2023

**Children’s services**

- Further liaison with CAMHS around joint working opportunities for joint Attention Deficit Hyperactivity Disorder and Autism Spectrum Disorder assessment pilot
- Continue to build relationships with other agencies inviting them to attend our team meetings to share updates and scope out further service development opportunities
- Contribute to cross-committee work stream around needs of neurodivergent children and young people



**Framework for people with Autism continued**

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023  | Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023  |
|--|--|
| <p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>• New post has been recruited to for the Adult Autism Diagnostic Service. Adult Autism Diagnostic Practitioner starts with the team in July 2023.</li> <li>• There continues to be a waiting list for assessment but this has reduced in recent months.</li> <li>• The criteria for access to the service for assessment remains the same at this time.</li> </ul> | <p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>• Recommendations from Autism Framework to be formally reviewed by stakeholders in order to inform new priority areas</li> </ul> |

| <b>Adult Safeguarding</b> |                |
|---------------------------|----------------|
| Project Lead:             | HSC            |
|                           | Implementation |

| Current Status: 1 <sup>st</sup> March -14 <sup>th</sup> June 2023  | Next Period: 15 <sup>th</sup> June- 30 <sup>th</sup> September 2023 |
|--|---|
| <ul style="list-style-type: none"> <li>• Islands adult safeguarding partnership has now been in place for around two years.</li> <li>• The partnership has organised the annual safeguarding conference for the 23<sup>rd</sup> June with the theme of ‘think family’.</li> <li>• The HSC Safeguarding Unit has appointed an adult safeguarding social worker (one year fixed term contract) to assist in providing a more timely response to adult safeguarding concerns raised.</li> <li>• The ISAP multi-agency adult safeguarding policy and adult safeguarding threshold documents have now been ratified by the partnership</li> <li>• Level 4 adult safeguarding investigation refresher training for social workers and health care professionals responding to formal adult safeguarding enquiries was delivered in March 2023</li> </ul> |   |