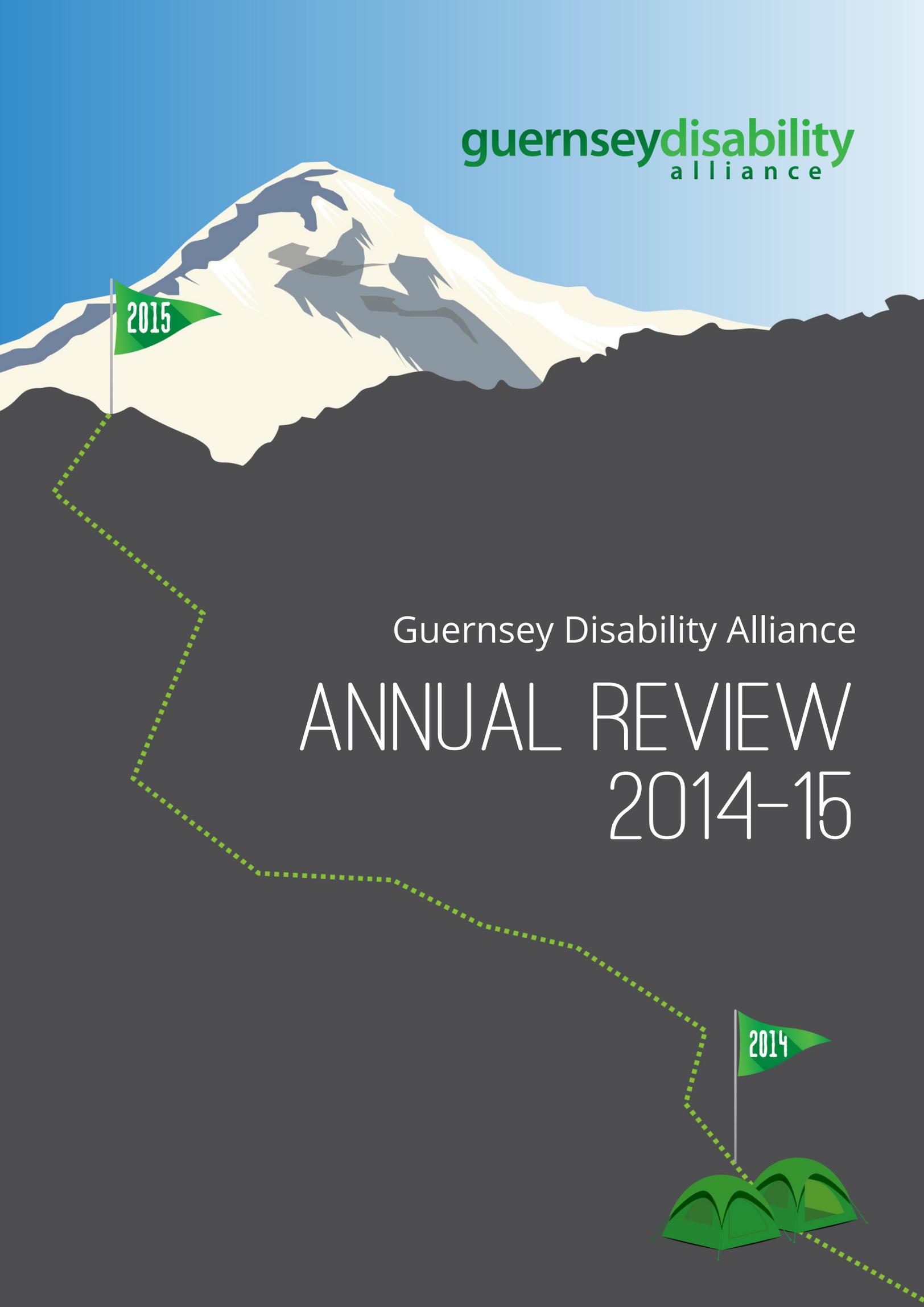


2015

Guernsey Disability Alliance

ANNUAL REVIEW
2014-15

2014



WHO WE ARE

The Guernsey Disability Alliance brings together individual disabled islanders, their family members, and more than 30 local disability charities, to campaign for change.

WHAT WE DO

We are an umbrella charity that works in partnership with the States of Guernsey to help drive new legislation, policy and services that promote equality of opportunity for disabled islanders and carers.

We are a voice for our members collectively, and we create innovative opportunities for our members to speak for themselves.

WHY WE DO IT

95% of the population of the world lives in countries that have signed the UN Convention on the Rights of Persons with Disabilities. Guernsey is in the remaining 5%.



Photo: Deutsche Bank

CHAIR'S REPORT

June 2014 – June 2015

After a slow start, momentum has started to build around the Disability and Inclusion Strategy that was agreed in 2013. A new Disability Officer has been appointed and Jane Stephens and Deputy Arrun Wilkie now lead an Implementation Group that monitors progress of all the Strategy's different projects. The GDA is a driving force within that group, contributing and challenging in equal measure.

The lynchpin of the Strategy is the development of disability discrimination legislation. The Policy Council is due to bring a report to the States in January 2016 based on the work of the Disability Legislation Group, led by Deputy Peter Harwood and including Rob Platts, the GDA's Founder.

Although the Disability Strategy promises much for the future, it is tangible changes today that actually make a difference to the lives of disabled islanders and carers. In the last year, we've seen our members:

- ✓ Gain independence by moving into new extra care housing flats;
- ✓ Get around the island more easily with eight improved road crossings and four newly-licensed accessible taxis;
- ✓ Have more options for socialising after the refurbishment of The Rockmount
- ✓ Enjoy Liberation Day, thanks to new parking and seating arrangements for Blue Badge holders.

As for GDA itself, in the last twelve months we've focused on restructuring our committee and getting financial backing for our new Five Year Plan, which includes employing a small staff team. Influencing social policy and public attitudes in the islands is a detailed, relentless, long-term process and the Plan will make sure the GDA is still here to give disabled islanders and carers their 'voice' in five, ten and twenty years' time.

Thanks to a significant Strategic Grant from the Guernsey Community Foundation, Karen Blanchford joined as our new Executive Director in May 2015. We can't wait to see where her skills and energy will take us.

Shelaine Green
Executive Chair

WHAT IS THE DISABILITY STRATEGY?

The States of Guernsey's Disability and Inclusion Strategy (www.gov.gg/disabilitystrategy) is a set of related projects that aim to change attitudes and improve the quality of life of disabled islanders and carers.

The Strategy includes:

1. Extending the **UN Convention** on the Rights Of People with Disabilities to Guernsey to confirm the island's commitment to respect the rights of its disabled citizens.
2. Introducing **legislation** to protect disabled islanders and carers from discrimination.
3. Creating an **Equality and Rights Organisation** to promote the rights of disabled people and carers and other groups at risk of discrimination.
4. Improving the **information** available to disabled people and carers about support and services.
5. Commissioning an **audit of the States'** employment practices, buildings and services to ensure they meet the new legislation.

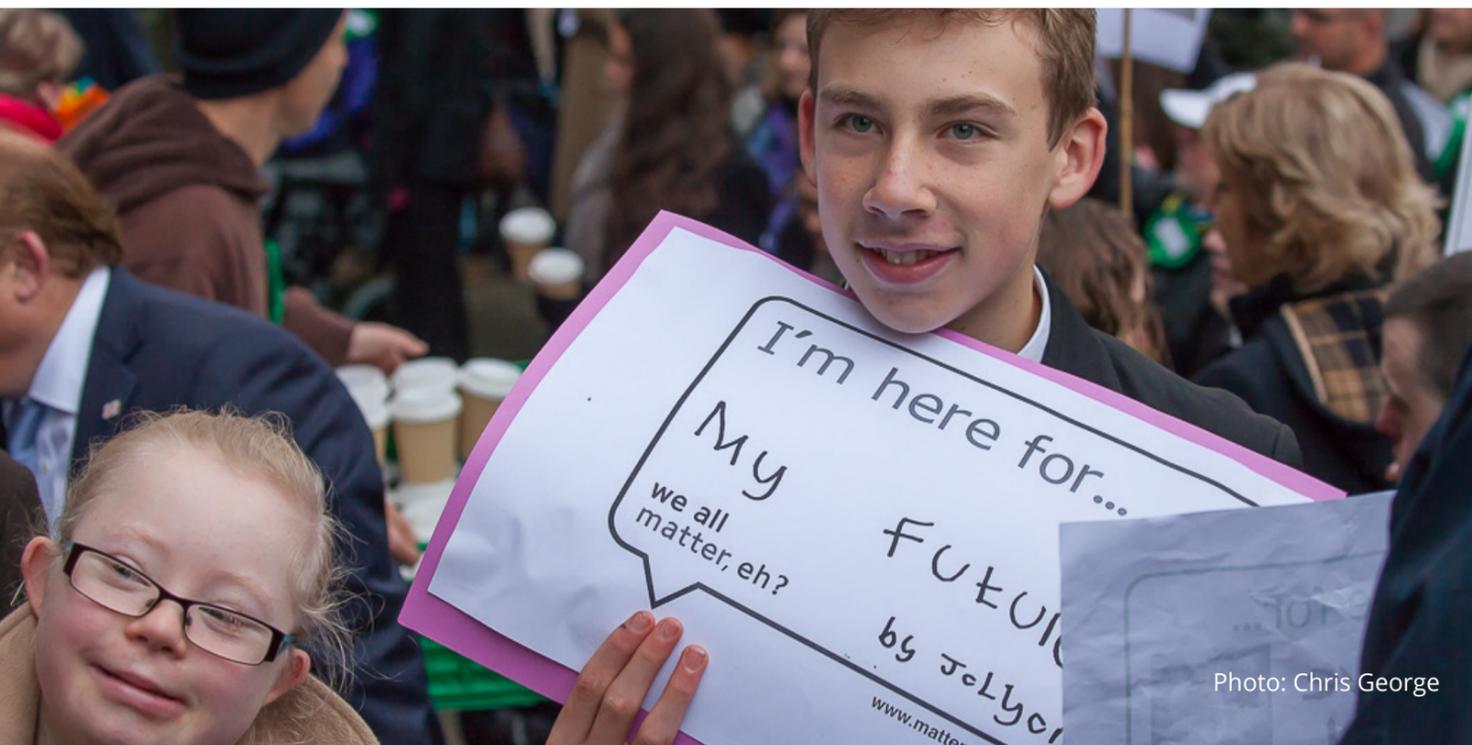


Photo: Chris George

Importantly, the Strategy also obliges all States Departments to take the Disability Strategy into account when developing new policies and plans.

6. Creating an **Employment Trust** to help disabled people to gain and maintain employment.
7. Developing frameworks for Autism, Learning Disability and Dementia that set out how people with these **specific conditions** are diagnosed and supported.
8. Introducing a **Capacity Law** to empower and protect people who may not be able to make decisions for themselves.
9. Developing **safeguarding** policies to protect vulnerable adults from abuse or neglect.

The value to Guernsey of a Disability and Inclusion Strategy

The Policy Council recently published a proposed Disability and Inclusion Strategy for the Island. If States members agree to the Strategy in November, Guernsey will gradually move towards meeting the disability standards that are now common worldwide.

The first steps are developing disability equality legislation and providing better information for disabled people, carers, organisations and the public.

If approved, everyone can be proud of the Strategy because:

1 It will improve the lives of all Islanders
Most of us will experience disability at some point in our lives. While the focus for the States is the 4,000 Islanders who currently face significant difficulties, the Strategy also provides protection and reassurance for us all.

2 Inclusive societies are happier societies
People's attitudes can - often unintentionally - exclude disabled people from society. Communities that accept and include everyone are happier places to live and work.

3 It's good for our reputation
95% of the population of the world lives in countries that have signed the UN Convention on the Rights of Persons with Disabilities. Guernsey is in the remaining 5%.

4 It's good for our economy
Disabled people are loyal customers and employees. Guernsey is currently losing out on talent and spending power. Carers are giving up work unnecessarily for lack of the right support.

5 It will make better use of resources
Guernsey's system of support for disabled people is not joined up. Information about services is not readily available. Disabled people who need support are less independent than they could be and the health of carers themselves is at risk.

6 It's all about being reasonable
Disability legislation will be simple and will not be a copy of UK law. In many cases, making sure disabled people are included just means finding a different way of doing things. An organisation's size will be taken into account and the States will provide plenty of guidance.

7 The States will lead the way
As a result of the Strategy, the States will become a more inclusive employer and will improve the way it delivers services to disabled people and carers. States employees will receive disability equality training.

8 It's all about attitudes
The barriers people face in Guernsey are what is disabling, not a person's impairment. Barriers are created by inflexible ways of doing things, not just inaccessible buildings. The biggest barriers are people's attitudes and prejudice.

To find out more, go to www.gov.gg/disabilitystrategy.
Or contact Carol Le Page, Strategic Social Policy Officer, on 717046 or carol.lepage@gov.gg.

This full page advert ran in the Guernsey Press in Oct 2013 to explain the Disability Strategy to the public.

WHAT'S CHANGED THIS YEAR



Photo : Phil Le Ber

New Housing

Guernsey's brand new Extra Care Housing developments at Le Grand Courtil and La Nouvelle Maritaine aren't just for older people. 30 of the flats are now occupied by disabled adults of working age, including people with a learning disability or a mental health condition.

New Implementation Group

In August 2014, Guernsey's original Disability Champion, Jane Stephens, was appointed as Independent Co-Chair of the Disability and Inclusion Strategy Implementation Group, working alongside Deputy Arrun Wilkie. Jane and Arrun's team is made up of disability and business working with civil servants. The group drives the Disability Strategy on behalf of Policy Council.



New Disability Champion

Deputy Arrun Wilkie took over from Deputy John Gollop as States' Champion for Disabled People in August 2014. His main role is assisting disabled islanders and carers in their dealings with States departments and speaking out on issues that relate to disability in the States.



Photo: Phil Le Ber

New Disability Officer

After over a year without a Disability Officer in post, Caroline Mullins was appointed in January 2015. Caroline is responsible for delivering better information about support, services and rights to both disabled islanders and carers. Plus, making sure that the States itself has a plan to meet the requirements of the upcoming Disability Legislation.



Photo : Phil Le Ber

New Taxis

As part of the Transport Strategy, the Environment Department has granted four new licences to taxis that are fully accessible. All of the drivers are trained to assist people with mobility, visual or hearing impairments and learning disabilities.

New job opportunities

As the result of a partnership between the Guernsey Community Foundation and the States, HSSD's Supported Employment Service has become the Guernsey Employment Trust. Independence will allow the existing staff team to expand their current services and assist even more disabled islanders into employment.



Photo: Guernsey Employment Trust

SPEAKING WITH ONE VOICE IN 2014/5

Reach for the Summit 2014

The GDA's Annual Review meeting in 2014 brought together over 100 disabled people, family members, business leaders and civil servants for an update on the progress of the Disability Strategy. The evening was hosted by Rob Moore and featured a panel of GDA members answering questions about the barriers they face in their lives.

CT Plus meeting

In March 2015, GDA members met with CT Plus to test out the "P1" Mercedes CitySprint bus and to suggest improvements to the general bus service. The meeting was reported by Channel TV, BBC Radio Guernsey and the Guernsey Press.

Accessible Taxis

We worked closely with the Environment Department over several months to ensure that the vehicle specification, driver training and the marketing of Guernsey's new accessible cabs will meet the needs of ALL disabled islanders, including those with sensory impairments and learning disability.

Draft Island Development Plan

We analysed the implications of the Draft Island Development Plan for disabled islanders and as a result, a statement highlighting that the Plan seeks to balance conservation and the needs of disabled people has been added.

Personal Tax, Pensions and Benefits Review

We studied the Personal Tax, Pension and Benefits Review and encouraged our members to respond. The adverse impact on carers was reported to the Guernsey Community Foundation and informed their "Winners and Losers" report.

Tourism

The Commerce and Employment Department has been keen to engage with the GDA in anticipation of disability legislation. Improving access for disabled visitors is now included as a specific action in the Tourism Strategic Plan.

WHAT'S NEXT FOR THE GDA?

Over the next twelve months, our new Executive Director, Karen Blanchford, will become the new heart of the GDA, building our membership and working closely with disabled islanders and carers to harness their energy and ideas.

Karen is recruiting a part-time Marketing and Communications Officer to manage our PR and social media and maximise the potential of our We All Matter, Eh? campaign. The election of a new States Assembly in April 2016 represents a big opportunity for awareness-raising.

Shelaine Green (Chair) will focus on our high-level policy work with the States and Rob Platts (Founder) will concentrate on legislation.

As part of our Five Year Plan, we are currently restructuring our committee to have a more high level 'supervisory' role and that will continue in 2015/16.

An important focus for the new committee will be building relationships with corporate supporters and other funders so that we can continue to make our Five Year Plan happen and ensure that the GDA is sustainable in the long-term.



Photo: Chris George

WHAT'S NEXT FOR THE DISABILITY AND INCLUSION STRATEGY?

Discrimination Legislation:

Consultation will begin later this year, with a report outlining how the legislation will work due to go to the States in January 2016.

Information:

There will be significant improvement to the information for disabled islanders and carers on the States website over the next year.

States

An audit of the States' employment practices, premises and customer service in relation to disabled people will begin by the end of 2015.

Related strategies:

The Children and Young People's Plan, the Supported Living and Ageing Well Strategy and the report of the Social Welfare Benefits Investigation Committee are due to be debated by the States before March 2016. These are relevant to our members as they could significantly improve the support and services disabled islanders and carers receive.

A new approach to the implementation of the Mental Health and Wellbeing Strategy is being developed and a repeat of the successful "Elephant Week" is anticipated for October 2015.



A report outlining the progress of each element of the Disability Strategy will be presented to the States by the Policy Council in September 2015.

OUR SUPPORTERS

We were successful in our applications for two significant grants in the last twelve months, in support of our new Five Year Plan.

The first was a £90,000 Strategic Grant from the Guernsey Community Foundation to fund our new Executive Director for two years. The grant was in recognition of the value of bringing charities together to influence social policy and work in partnership with the States of Guernsey.

The second was a grant of £15,000 from the Lloyds Bank (CI) Foundation to cover one year's salary for a part-time Communication Officer. Lloyds Bank is a long-term supporter of the GDA, having previously funded a part-time Co-ordinator for three years.

In 2014 our "Reach for the Summit" annual review event was sponsored by Deutsche Bank and in 2015 it will be supported by Norman Piette Ltd.

A number of local businesses provide their expertise to the GDA on a pro-bono basis, including OSA Recruitment, AO Hall, IEB Trading and Coast Media.

We are also grateful for the use of the Yacht Club and the Ron Short Centre for our meetings, and to Health Information Guernsey for providing our correspondence address.



Thank you to all of our supporters. Together we are creating a more inclusive Guernsey.

OUR MEMBERS

The GDA represents 32 disability charities, including Guernsey Cheshire Home, Guernsey Blind Association, Mencap, Autism Guernsey and Guernsey Mind.

As well as the 50 people who are official representatives of those 32 charities, we send weekly emails to an additional 212 people. We also send monthly announcements by email and post to a further 126 people.

Our total reach is therefore 388 people (an increase of 42 in the last twelve months). As well as charity representatives, individual disabled islanders and their family members, our mailing list also includes health and social care professionals, civil servants and interested members of the public.

The GDA is both a charity and a company limited by guarantee. 95 of the people on our mailing list, both charity representatives and individuals, are official members of GDA LBG and are entitled to vote at our Annual General Meeting and any Extraordinary Meetings.

OUR COMMITTEE 2014-15

Executive Chair : Shelaine Green

Non-Executive Chair : Rob Platts

Vice-Chair : Position vacant

Honorary Treasurer : Guy Plummer

Honorary Secretary : Mary Masnari

Co-optees :

- Simon de la Mare
- Karen Le Page

Access Group :

- Tony Yates
- John Hatton



Our patron is Baroness Tanni Grey-Thompson DBE.

OUR STAFF – INTRODUCING KAREN



Photo: Phil Le Ber

Karen Blanchford is the new Executive Director for the GDA, working 28 hours per week.

Karen returned recently to her home island with her family, after working in HR in London and then moving to Asia where she worked and consulted for over 50 companies, government organisations and charities. She is an experienced professional with a strong global network and skills in business planning, HR, marketing, facilitation and coaching.

Karen has volunteered with a number of charities, particularly for 'Lifeline' in Australia. She is qualified in psychology and has a strong interest in equality. Her experience of disability comes from her own dyslexia, family and friends, work and volunteering.

OUR FINANCES

In terms of expenditure, 2014/5 was a low-impact year for the GDA with a total spend of £2,901. This was because we had no staff in place during the year. Our part-time Co-ordinator resigned in Dec 2013 and was not replaced as we knew we were likely to be restructuring job roles as part of our new Five Year Plan.

It was a significant year for grant funding, with two major awards of £45,000 for the first year's funding for our Executive Director (who joined in the last days of the financial year) and £15,000 for a part-time Marketing and Communications Officer who has yet to be recruited.

The majority of the grant income is reflected in the balance sheet only. Our current accounting practice is to recognise grant income in the year that it is expended to make comparing between years easier.

Putting the grants to one side, we made a loss of £384 in 2014/5, which was funded from reserves.

The accounts were verified by Robert Barnes, Chartered Accountant.

Guy Plummer, Hon Treasurer

INCOME AND EXPENDITURE

For the year ended 30 April 2015

| | 30 April 2015 | | 30 April 2014 | |
|---------------------------------------|---------------|----------------------|----------------------|---------------|
| | £ | £ | £ | £ |
| Income | | | | |
| Donations of gifts | | 563 | | 2,283 |
| Lloyds TSB Grant | | 0 | | 14,800 |
| Baker Seminar Income | | 0 | | 2,141 |
| Guernsey Community Foundation | | 1,954 | | 0 |
| | | <u>2,517</u> | | <u>19,224</u> |
| Expenditure | | | | |
| Staff Costs | 313 | | 8,381 | |
| Printing, post and stationery | 23 | | 777 | |
| Training | 0 | | 530 | |
| Telephone and Communication | 165 | | 180 | |
| Memberships | 57 | | 106 | |
| Travel | 112 | | 106 | |
| Insurance | 194 | | 184 | |
| Meeting room hire and refreshments | 269 | | 828 | |
| Advertising/Brochures/AGM/Recruitment | 1,461 | | 4,921 | |
| Baker Seminar expenses | -83 | | 5,268 | |
| Francesca Martinez event | 390 | | 0 | |
| Miscellaneous | 0 | | 84 | |
| State Income Tax Free Refund | 0 | | -250 | |
| | | <u>2,901</u> | <u>21,125</u> | |
| Net loss for the year | | <u>384</u> | <u>-1,901</u> | |
| Balance brought forward | | 17,511 | 19,412 | |
| Balance carried forward | | <u><u>17,127</u></u> | <u><u>17,511</u></u> | |

BALANCE SHEET

As at 30 April 2015

| | 30 April 2015 | | 30 April 2014 | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| | £ | £ | £ | £ |
| Current Assets | | | | |
| Cash at Bank | 75,606 | | 22,392 | |
| Debtors | 0 | | 610 | |
| | <u>75,606</u> | | <u>23,002</u> | |
| Net Current Assets | | 75,606 | | 23,002 |
| Total Net Assets | | <u>75,606</u> | | <u>23,002</u> |
| Current Liabilities | | | | |
| Creditors | 433 | | 5,491 | |
| Deferred Income | 58,046 | | 0 | |
| | <u>58,479</u> | | <u>5,491</u> | |
| Net Current Liabilities | | 58,479 | | 5,491 |
| Total Net Liabilities | | <u>17,127</u> | | <u>17,511</u> |
| Share Capital and Reserves | | | | |
| Reserves | | | | |
| Revenue Reserve b/f | 17,511 | | 19,412 | |
| Loss for the year | -384 | | -1,901 | |
| | | 17,127 | | 17,511 |
| | | <u>17,127</u> | | <u>17,511</u> |

guernseydisability alliance

2015

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www.facebook.com/mattergg



Twitter:
[@GDA_Disability](https://twitter.com/GDA_Disability)

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