

Disability and Inclusion Strategy Project
Highlight Report No 8
For the Period to 14/09/17

Distribution List:

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Workstream Leads

1 Progress during period

CURRENT STATUS OF THE OVERALL PROJECT – RED

Overview

The States of Guernsey has been working closely with a company called Business Disability Forum (BDF) to understand how disability smart the public services are. It is important that the States understands what is working well, and where improvements for disabled employees and customers can be made. To assist BDF have written a number of reports with key recommendations and priority areas which will assist the States in becoming more disability smart.

Initial scoping of the Equality Rights Organisation has commenced with links being made with key partners to enable sharing of best practice.

Guernsey Employment Trust are working with local businesses to provide training in the Good Practice Guide. The first employers have now signed up to the Employers' Charter.

Work is progressing with the Framework for Learning Disabilities around mapping current services and starting to identify gaps in service provision.

The Dementia Framework has been written and published on www.signpost.gg and www.gov.gg/disability. This comprehensive document will now be used to progress the recommendations and to provide further information and support to improve outcomes for people with dementia and their carers.

Workstream Updates:

Disability Discrimination legislation

- Continued research in preparation for the Disability Discrimination Legislation Project Team meeting

- Partnership meeting with Education to explore experiences of the implementation of equivalent legislation in the UK
- Third meeting of the Disability Discrimination Legislation Project Team held on 3 August 2017
- Attended a follow up meeting with Rob Platts and Karen Blanchford (GDA) on 15 August 2017 to discuss their views on how to go about identifying DDL on which to base our own legislation

Actions for next period:

- DDL and ERO Leads to attend GET seminar regarding 'Employment and Disability – A Practical Approach for Employers' on 14 September 2017
- DDL Lead to participate in a joint presentation, along with representatives of Access for All, at VisitGuernsey's Tourism Seminar on 19 September 2017
- Provide update on project at the Guernsey Disability Alliance's AGM on 3 October 2017
- Carry out a review of DDL in other jurisdictions with a view to finding a piece of legislation on which to model our disability discrimination legislation
- Ongoing work on defining disability, with assistance from St James Chambers
- Fourth meeting of the Project Team scheduled to take place late September 2017

Equality and Rights Organisation

- Commenced induction for the new Policy and Communications Officer, who started work at ESS on 2 August. The Officer will project manage ERO and other projects
- The Policy and Communications Officer has conducted introductory research and held initial meetings with colleagues in the Office of the Committee *for* Employment and Social Security, Employment Relations Team, Marketing/Tourism as well as the Portfolio Director in relation to ERO
- An initial draft of an ERO Project Plan Outline that includes, among other aspects, plans for a coordinated communications framework involving the Third Sector has been drafted

Actions for next period:

- Policy and Communications Officer to attend training in relation to protected characteristics, including a Liberate session, and training in relation to disability and dementia
- Development of the ERO Project Plan Outline and Project Initiation Document (if required)
- Development of the ERO Project Team

- Meeting with GDA and Disability Officer to plan external communications on DDL and ERO in preparation for International Day of Persons with Disabilities on 3 December
- Policy and Communications Officer to arrange meetings with the Equality Working Group, the Programme Board, the External Relations team (regarding ERO and UN Conventions) and a Law Officer

Review of States' Obligations

The reports from the Business Disability Forum (BDF) have been reviewed by the Disability and Inclusion Strategy Project Board. The reports provide a comprehensive review, including action plans and suggested areas of priority for the States of Guernsey to progress in order to become a disability smart organisation.

Actions for next period:

- Final reports with recommendations from the Project Board tabled for approval and next steps at the Chief Executive Management Team in September
- Recommendations and governance structure to support, to be presented to the Chief Secretaries Leadership Team – timetable to be confirmed

Information and Awareness Raising

- Dementia Friendly Guernsey
 - Champions' course completed on 18 July with a total of 22 trained Champions in Guernsey including staff from key community partners Police, Ports, and Social Security etc.
 - Proposals received from Alzheimer's Society for post-diagnostic support (3 staff)
 - Developing a cross media campaign including Island FM and digital channels for Q4, September launch
 - 630 individuals now "dementia aware" with ongoing campaign in business and organisations
- Wheelchair Services
 - Progress paper on wheelchair services submitted to Director for consideration
- Transport
 - Installation of dropped kerbs and blister paving at junctions of Les Gravees, St Peter Port and Rue De L'Ecole, Vale
 - Dropped kerb installed at location of new Route de Carteret bus shelter
- Information and Awareness Raising:
 - States services have nominated key individuals to attend the Centre for Accessible Environments (CAE) training to increase awareness on making States environments more accessible for customers and employees

- The Arts Commission have developed a selection of accessible signs which are now being viewed by service users
- Information on the Disability and Inclusion Strategy updated on www.gov.gg/disability
- Content check on www.signpost.gg
- Compiling information to support employers to be made available on gov.gg
- Developing presentation with Access For All to provide information for tourism industry at a seminar on 19 September 2017
- Launch of Breastfeeding Welcome at Guernsey Airport and the PEH. Providing a supportive environment for breastfeeding and an accessible room for parents and carers requiring a quieter area
- Update on the Disability and Inclusion Strategy for The Issue, providing timely information for States employees and partners
- Continue to share Disability Awareness free online training with business and islanders. To date 1,342 individuals have accessed the training

Actions for next period:

- Dementia Friendly Guernsey
 - Deliver campaign along with open and targeted awareness sessions to meet demand
 - To seek funding and delivery structure for post diagnostic support
 - To look at stage 2 and 3 activities, filling the gaps
- Transport
 - Discussions with CT Plus Guernsey to implement Disability Awareness training to bus drivers
 - Investigate provision of dropped kerbs at Frossard House junction
 - To commence review of accessible parking spaces in St Peter Port
- Wheelchair Services:
 - Clarify plan on Repair and Maintenance for Service Users eligible for ESS funding
 - Corporate Management Team approval for wheelchair policy
- Information and Awareness Raising
 - Complete information to support employers around best practice
 - Upload content on gov.gg website supporting employers
 - Presentation at Tourism Seminar 19 September 2017
 - Working with Wigwam and Be Active in School to explore the provision for children with a disability in education

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 an in-house presentation and training on 23 August 2017 to Guernsey Post
 - Discussions with employers regarding signing the Employers' Charter – first employers have now signed up to the 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 14th September (to book please use this [link](#))
 - Wednesday 25th October
 - Tuesday 7th November
 - Tuesday 5th December
- In addition GET have booked several in-house training sessions for States of Guernsey personnel

Capacity Legislation

Meeting with Service Manager, Clinical Director and Law Officer regarding expert resource to progress planned for autumn.

Actions for next period:

- To establish if expert resource is suitable to support the overall objectives
- Agree terms and conditions
- Agree project plan and key milestones

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

Dementia Friends training continues to be rolled out to professionals, business and members of the public.

Two more members of the Older Adult Community Mental Health Team have been trained as Dementia Champions.

The Arts Commission have developed new more accessible signs to be used at the Princess Elizabeth Hospital.

Actions for next period

- A working group to be established with key stakeholders to progress the Dementia Framework
- To develop Dementia Champions across Health and 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 Disabilities

Date agreed to meet with specialist resources to finalise work required in September 2017. Steering Group meeting held 28 July 2017, completing governance structure, planning the draft stakeholder engagement exercise and mapping of current service provision pathways.

Adult Learning Disability Service Away Day began background work for visit in September including identifying gaps in service/what works well.

Actions for next period

- To develop a communications plan
- Completion of staff questionnaire
- Planned workshops with adult, children and education services

Framework for people with Autism

Joint training with States' professionals and Autism Guernsey has taken place.

Actions for next period

- Confirm Steering Group meeting for autumn
- Agree action plan and progress for workstream

Supported and Mainstream Employment

- Key stakeholders refining existing summary document (chart) setting out current mainstream and supported employment provision

Actions for next period:

- Workshop planned for 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 |
|---|-------|
| Disability and Discrimination legislation <ul style="list-style-type: none">• DDL and ERO Leads to attend GET seminar regarding ‘Employment and Disability – A Practical Approach for Employers’ on 14 September 2017• DDL Lead to participate in a joint presentation, along with representatives of Access for All, at VisitGuernsey’s Tourism Seminar on 19 September 2017• Provide update on project at the Guernsey Disability Alliance’s AGM on 3 October 2017• Carry out a review of DDL in other jurisdictions with a view to finding a piece of legislation on which to model our disability discrimination legislation• Ongoing work on defining disability, with assistance from St James Chambers• Fourth meeting of the Project Team scheduled to take place late September 2017 | ESS |
| Equality Rights Organisation <ul style="list-style-type: none">• Policy and Communications Officer to attend training in relation to protected characteristics, including a Liberate session, and training in relation to disability and dementia• Development of the ERO Project Plan Outline and Project Initiation Document (if required)Development of the ERO Project• Team Meeting with GDA and Disability Officer to plan external communications on DDL and ERO in preparation for International Day of Persons with Disabilities on 3 December• Policy and Communications Officer to arrange meetings with the Equality Working Group, the Programme Board, the External Relations team (regarding ERO and UN Conventions) and a Law Officer | ESS |
| Review of States’ Obligations | ESS |

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|---|--|
| <ul style="list-style-type: none"> • Final reports with recommendations from the Project Board tabled for approval and next steps at the Chief Executive Management Team in September • Recommendations and governance structure to support, to be presented to the Chief Secretaries Leadership Team – timetable to be confirmed | |
| <p>Information and Awareness Raising</p> <ul style="list-style-type: none"> • Dementia Friendly Guernsey <ul style="list-style-type: none"> ○ Deliver campaign along with open and targeted awareness sessions to meet demand ○ To seek funding and delivery structure for post diagnostic support ○ To look at stage 2 and 3 activities, filling the gaps • Transport <ul style="list-style-type: none"> ○ Discussions with CT Plus Guernsey to implement Disability Awareness training to bus drivers ○ Investigate provision of dropped kerbs at Frossard House junction ○ To commence review of accessible parking spaces in St Peter Port • Wheelchair Services: <ul style="list-style-type: none"> ○ Clarify plan on Repair and Maintenance for Service Users eligible for SSD funding ○ Corporate Management Team approval for wheelchair policy • Information and Awareness Raising <ul style="list-style-type: none"> ○ Complete information to support employers around best practice ○ Upload content on gov.gg website supporting employers ○ Presentation at Tourism Seminar 19 September 2017 ○ Working with Wigwam and Be Active in School to explore the provision for children with a disability in education | <p>AGC States Service Areas</p> |
| <p>Information and awareness raising for business in Guernsey</p> <ul style="list-style-type: none"> • Promote Good Practice Guide • Promote Employers’ Charter • Sign up employers to Charter Practice Guide • The next event is on: <ul style="list-style-type: none"> ○ Thursday 14th September (to book please use this link) ○ Wednesday 25th October ○ Tuesday 7th November ○ Tuesday 5th December • In addition GET have booked several in-house training sessions for States of Guernsey personnel | <p>GET</p> |
| <p>Capacity legislation</p> <ul style="list-style-type: none"> • To establish if expert resource is suitable to support the overall objectives • Agree terms and conditions • Agree project plan and key milestones | <p>HSC</p> |
| <p>Safeguarding Vulnerable Adults</p> | <p>HSC</p> |

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| <ul style="list-style-type: none"> • Progressing tasks within the action plan | |
| <p>Dementia Framework</p> <ul style="list-style-type: none"> • A working group to be established with key stakeholders to progress the Dementia Framework To develop Dementia Champions across Health and Social Care | HSC |
| <p>Learning Disabilities Framework</p> <ul style="list-style-type: none"> • To develop a communications plan • Completion of staff questionnaire • Planned workshops with adult, children and education services | HSC |
| <p>Autism Framework</p> <ul style="list-style-type: none"> • Confirm Steering Group meeting for autumn • Agree action plan and progress for workstream | HSC |
| <p>Supported and Mainstream Employment</p> <ul style="list-style-type: none"> • Workshop planned for 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 | ESS |