

Disability and Inclusion Strategy Programme – Status Report No 18

Members	Date	Overall Project RAG Status
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Workstream Status:

Red – significant issues

Amber – some issues/risks

Green – on track

Overview

Disability Discrimination Legislation

The first draft of consultation documents was prepared for consideration by the Committee *for* Employment & Social Security.

The Committee Chief Secretary and Policy Officers attended meetings of the Civil Service Leadership Team and all States Committees’ Senior Leadership Teams.

Equality Rights Organisation (ERO)

The Committee *for* Employment & Social Security discussed the paper entitled “Considerations as to the structure and accreditation of Guernsey’s ERO.”

Work started on the first draft of the ERO Policy Letter.

Information & awareness raising

Three awareness raising grants were awarded by the Committee *for* Employment & Social Security.

The Equality Working Group are developing a project to raise awareness of equality, disability, inclusion and human rights issues. This includes an equality website, social media campaign, presentations and an equality conference.

Walkers are delivering an “equality series” of presentations aimed at employers.

The Guernsey Society for Physically Disabled People is producing an animated social media campaign about disability and inclusion.

Disability Discrimination Legislation (DDL)	
Equality Rights Organisation (ERO)	
Review of States’ Obligations	
Information and awareness raising	
Information and awareness raising for businesses in Guernsey	
Capacity legislation	
Safeguarding vulnerable adults	
Framework for people with dementia	
Framework for people with communication difficulties	
Framework for people with learning disabilities	
Framework for people with autism	
Supported and mainstream employment	
United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)	

Disability & Inclusion Strategy Programme Board – Status Report - Workstreams

Disability Discrimination Legislation	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<p>This workstream is rated red due to the volume of policy development work to be undertaken pre-consultation in mid-2019</p> <p>Consultation/awareness raising</p> <ul style="list-style-type: none"> Awareness raising update was given to Population Management team. Update on legislation project was given to States of Guernsey HR staff at Guernsey Employment Trust training sessions on Reasonable Adjustments. Met with Senior Management Teams across the States to bring them up to speed on the project (also noted below in ‘policy research and development’). The Equality Working Group and the Employment & Discrimination Tribunal were appraised of progress. <p>Policy research and development</p> <ul style="list-style-type: none"> Prepared the first drafts of a suite of consultation documentation for consideration by the Committee (further policy work is required in many areas. The consultation documents will be developed in the coming months on an iterative basis as policy issues are considered by the Committee). Ongoing research on prioritised policy issues. Policy Officers met with States of Guernsey HR representatives to discuss the employment related provisions in the straw man. Met with the Convenor and Deputy Convenor of the Employment & Discrimination Tribunal Panel regarding adjudication of complaints and potential awards and remedies. Ongoing project administration and planning. 	<p>Resourcing</p> <ul style="list-style-type: none"> A replacement Policy Officer joins the team on the 26 February, following previous Policy Officer leaving 22 February. <p>Consultation/ awareness raising</p> <ul style="list-style-type: none"> Update the Policy and Resources Committee on the 18th March 2019, regarding the progress to date and the next steps. Liaise with the newly established Special Educational Needs Working group as required. <p>Policy research and development</p> <ul style="list-style-type: none"> Work through policy areas that require further consideration as directed by the Committee. Consider submissions by States Committees regarding the use of protected grounds in statutory provisions, policies, procedures, rules and criterion, with a view to identifying any exceptions to the legislation. Continue to define and develop the policy documents. Attend an Employment and Discrimination tribunal hearing if one is planned. On going project administration and planning.

Disability Discrimination Legislation cont'd

Current Status	Next Period
<ul style="list-style-type: none"> The Committee Chief Secretary and Policy Officers attended meetings of the Civil Service Leadership Team and all States Committees' Senior Leadership Teams to: <ul style="list-style-type: none"> bring them up to speed on the project describe further what was required in respect of the service area review of statutory provisions, policies, procedures, rules and criterion in order to identify any necessary exceptions to the legislation where the States of Guernsey basing decisions or actions on the protected grounds in the provision of education, accommodation, goods, services and facilities may be permitted (for example, making sure that using lower age limits or medicals in driving license applications will not be unlawful). 	

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> The Committee <i>for</i> Employment & Social Security discussed the paper entitled “ Considerations as to the structure and accreditation of Guernsey’s ERO.” Second conference call with Dr David Russell, Northern Island Human Rights Commission, on ERO development. Work started on the first draft of the ERO Policy Letter. Staged approach implementation paper was discussed by the Committee on 26th February 2019. 	<ul style="list-style-type: none"> Further development of ERO policy considerations and costings, including in relation to the Employment Relations Service and Tribunal. Progress first draft of ERO policy letter to be considered by the Committee <i>for</i> Employment & Social Security.

Review of States' Obligations	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Each Committee continues to identify tasks to deliver on each action with appropriate timescales. Project Board reviewed the Committee reports on 31st January 2019 BDF reports and updated action plan released to the public and updated to the www.gov.gg website. BDF reports uploaded to www.gov.gg Media release and radio interview regarding the release of the BDF reports. 	<ul style="list-style-type: none"> Each Committee to submit their reports to the Project Board for Q1. Next Project Board meeting 11th April 2019

Information & awareness raising	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<p>Information and awareness raising</p> <ul style="list-style-type: none"> • Review of www.signpost.gg content and links. • Updates made to www.signpost.gg • Met with States employed access auditors to develop plan for the review of further States buildings. • Media release to inform Islanders about the successful awareness raising initiatives • Liaised with the Equality working group for their equality awareness raising campaign. This includes an equality website and social media campaign. A number of workshops on equality, diversity, inclusion and human rights. • Liaised with Walkers for their awareness raising campaign. This includes 4 presentations on equality, diversity, inclusion and human rights. • Liaised with The Guernsey Society for Physically Disabled People who are producing an animated social media campaign. • Updates made to www.gov.gg about the successful awareness raising initiatives. • The Disability Officer attended a Guernsey Disability Alliance (GDA) members meeting. • Met with the Traffic and Highways department to discuss future developments. • Met with the Learning and Development Team to discuss on line disability training through the new Learning Management System. • Met with the States Assembly and Constitution Committee to discuss plans for an accessible General Election 2020. • Workshop with Health Connections to discuss future provision of the Voluntary car service. 	<p>Information and awareness raising</p> <ul style="list-style-type: none"> • Review and update of www.signpost.gg information for visitors. • Review of Tourism document for an accessible Guernsey. • Further meetings and communications to advertise the awareness raising initiatives by Walkers, the Equality Working Group and the Society for People with Physical Disabilities. • Finalising venues for the next AccessAble review visit in April 2019. • Organising an engagement event for AccessAble to attend in June 2019. • Organising AccessAble to attend the Tourism Conference as an engagement event in October 2019. • Presentation to the Seafront Enhancement Area Programme stakeholders meeting about accessibility considerations for future east coast development plans.

Information & awareness raising cont. (I)

Current Status	Next Period
<p>Early years education</p> <ul style="list-style-type: none">• Inclusion CPD in pre school and day nurseries is on going. Training this term will include allergy advice, vocabulary is vital, mind set, self care for wellbeing, domestic abuse awareness training, be active, discussing developmental concerns with parents of pre school children, Gina Davies attention autism programme and child protection level 2.• The Spring term SENCO training focussed on Understanding and responding to Behaviour, with particular support given to working with parents.• The “Lost Words project” has been a success with 16 preschool and day nurseries providing presentations of activities and learning experienced by the children around lost words. These were displayed in the Guilles Allez library.• The Speech and Language Therapy team offered a workshop for parents to share knowledge of early language development and how best to support and enrich children's learning and development.• The Guernsey Early Years Partnership (GEYP) steering group meets once a term. It was agreed to develop a physical disability/ inclusion working party with steer from the physiotherapist/ occupational therapist, who will report back to the GEYP steering group.	<p>Early years education</p> <ul style="list-style-type: none">• Share the next project for the Language and Communication Working Party.• Share the details of the Bi annual Joyous Childhood Conference, 7th September 2019• Report of the progress of an Early Years Strategy• Feedback on the Alderney survey around the current Early Childhood Education offer.

Information & awareness raising cont. (II)

Current Status	Next Period
<p>Online disability awareness training</p> <ul style="list-style-type: none"> • 2819 have signed up to the on-line disability awareness training • 2694 have started the training • 2091 have completed the training • Summary: 70 people have signed up, and 61 people have completed the training since the last report. • This figure includes States of Guernsey staff, businesses, charities and interested islanders. 	

Information and Awareness Raising for Businesses in Guernsey

Project Lead:	ESS
Target Completion Date:	Implementation stage
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Guernsey Employment Trust continue to provide training and support on the good practice guide. • In partnership with the ESS discrimination legislation team and Occupational Therapist, GET delivered two training sessions on Reasonable Adjustments to States of Guernsey Human Resources staff. • There was an editorial in the Guernsey Press to promote the Employers’ Disability Charter • There are presently 30 employers signed up to the Employers’ Disability Charter. • Awareness training sessions are being run by Walkers for Guernsey employers and States staff on: Human rights and equality, Disability, what does it mean in practice for employers, Adjusting for disability, Discrimination, what do employers need to know? 	<ul style="list-style-type: none"> • A feature in business magazine, Contact, to promote the Employers’ Disability Charter. • Develop and disseminate a video promoting the Charter. • Encourage more employers to sign up to the Employers Disability Charter. • GET to deliver in-house training sessions to organisations within Guernsey Recycling Group. • Further awareness raising sessions by Walkers.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Drafting has been largely completed to a number of sections of the legislation, but further work is required to complete the draft Law. Protective Authorisations (Deprivation of Liberty) is in process. An update on progress was considered by the Committee for Health & Social Care in December 2018. The Committee is concerned about the speed in which drafting is progressing, but acknowledges the significant pressures on resources due to Brexit. 	<ul style="list-style-type: none"> Work is ongoing. The HSC Committee are considering how to supplement resources to prevent any further delay.

Adult Safeguarding	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> No update 	

Framework for people with Dementia	
Project Lead:	HSC
Target Completion Date:	Framework written. In implementation phase.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Workstream is in the implementation phase and therefore updates are only provided every 3 months. 	

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	Awaiting resources.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> There is an outstanding resource request and proposal in place which should facilitate this framework being started by the end of Q1. 	<ul style="list-style-type: none"> Following the agreement of resource request, the details around the workstream will be put in place to develop and then implement the framework.

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

Current Status	Next Period
<ul style="list-style-type: none"> Consultation phase on review of Adult Learning Disability Services has been completed on the topics of accommodation and day time opportunities. This included 6 open consultations sessions (with one being held in Alderney), 4 key stakeholder sessions and 24 people with learning disabilities gave feedback using Talking Mat tool. Met with the Disability Officer and ESS representatives to discuss the collation of the findings of the Review of Adult Learning Disability, Children's Disability Review and the Education Review which will form the Framework. 	<ul style="list-style-type: none"> Report for the Review of Adult Learning Disability being drafted by an external consultant. Ongoing liaison between Adult Disability Service and the external Consultant.

Framework for people with Autism	
Project Lead:	HSC
Target Completion Date:	Framework written. In implementation phase
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Workstream is in the implementation phase and therefore updates are only provided every 3 months. 	

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Referrals to GO are now possible from the Work Rehabilitation Team and the Employment Advisors. Advisors have visited the GO store to find out about the placements on offer. • A job informative session was delivered to 5 new Guernsey Employment Trust (GET) employees. A further session is planned in February 2019. • The new Job Centre Supervisor has re-instigated the bi monthly meetings with GET. 	<ul style="list-style-type: none"> • The Job Centre is to deliver a work related session in March 2019 to year 10 at Le Murier school • A visit is planned in May 2019 for Le Murier year 11 students to discuss job seeking, applying for tax coding and contribution card. • To work out a method of engagement with stakeholders, to identify gaps in service. • Individual meetings to be held with stakeholders to finalise the information on the present provision for Supported and mainstream employment.

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

Current Status	Next Period
<ul style="list-style-type: none"> • No action during this period 	<ul style="list-style-type: none"> • Resourcing for this project will be considered as part of discussions underway for wider resourcing for the ESS Equality mandate.