

Disability and Inclusion Strategy Programme – Status Report No 19

Members	Date	Overall Project RAG Status
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Overview

Discrimination Legislation

- Two Committee workshops were held to discuss prioritised policy issues and the developing draft of the technical consultation document.
- The Policy Officers considered submissions from the States Committees regarding use of the protected grounds in statutory provisions, policies, procedures, rules and criterion and identified recommended exceptions to the legislation for consideration by the Committee.
- The RAG status remains as red due to the volume of policy development work to be undertaken prior to consultation in 2019.

Equality Rights Organisation

- The Committee have reviewed a first draft of the “Strategic case” of the business case which sets out the objectives for the work, accompanied by some research on the current position.
- Work has begun on developing the “Economic case”, which will work through a series of options appraisals for the ERO.
- The RAG status is red due to a change in the approach to the development of the business case and limited staff capacity which will lead to a later publication date.

Information and awareness raising

- The Equality Guernsey group commenced their awareness raising project. This included a Deputies introduction session, introductory breakfast and a presentation on Guernsey’s Human Rights based approach to disability.
- Walkers Employment Team awareness raising presentation for employers on “Human rights and equality; challenging the way we think as employers”

The work streams below are still being developed:		
 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 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	<p>Resourcing</p> <ul style="list-style-type: none"> An experienced Policy Officer joined the team on 26th February 2019, following the previous Policy Officer’s contract coming to an end. The recruitment of an additional Policy Officer was agreed. This is to be actioned at the earliest opportunity. <p>Consultation/awareness raising</p> <ul style="list-style-type: none"> The newly established Special Educational Needs Working Group were briefed on the project on 28th February 2019 The Policy and Resources Committee were updated regarding the progress to date and next steps, on 11th March 2019. Policy Officers attended a meeting of the Employment Lawyers Association on 7th March 2019. <p>Policy research and development</p> <ul style="list-style-type: none"> Continue to research and investigate policy issues, as directed by the Committee. Committee workshops were held on 13th March and 1st April 2019 to discuss prioritised policy issues and the developing draft of the technical consultation document, Considered submissions from States Committees regarding use of the protected grounds in statutory provisions, policies, procedures, rules and criterion and identified recommended exceptions to the legislation for consideration by the Committee. Continued to refine and develop the consultation documents. Ongoing project administration and planning. 	<p>Resourcing</p> <ul style="list-style-type: none"> Ongoing work on the recruitment of an additional Policy Officer. <p>Consultation/awareness raising</p> <ul style="list-style-type: none"> Brief the Policy and Resources Committee regarding the project on 3rd June 2019. Liaise with the Special Educational Needs Working Group as required. Attend meeting of the Employment Lawyers association on 29th April 2019. Make arrangements to meet political representatives in Alderney to discuss development of proposals for discrimination legislation and other related issues. <p>Policy research and development</p> <ul style="list-style-type: none"> Work through policy areas which require further consideration as directed by the Committee. Committee workshops planned to be held on 29th April and 11th June to discuss prioritised policy issues and the developing draft of the technical consultation document. Liaise with States Committees as necessary in respect of some of the more complex or controversial issues identified in their submissions regarding use of the protected grounds in statutory provisions, policies, procedures, rules and criterion. Continue to refine and develop the consultation documents in light of Committee decisions and feedback from Drs Buckley and Quinlivan and lawyers from St James Chambers. Meet a property lettings agent to discuss accessibility. Develop communications plan for public consultation and make necessary arrangements. Attend Employment and Discrimination Tribunal hearing. Other ongoing project administration and planning.
Target Completion Date:	2020		
RAG Status:			

Equality Rights Organisation (ERO)	
Project Lead:	ESS
Target Completion Date:	2020
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> The Committee have reviewed a first draft of the “Strategic case” of the business case which sets out the objectives for the work, accompanied by some research on the current position. An initial draft policy letter has been prepared, further development of this depends on the progress of the business case options appraisal. Work has begun on developing the “Economic case”, which will work through a series of options appraisals for the ERO. An initial long-list exercise has been undertaken and information on potential financial costs is being prepared. Information is being gathered and analysed to inform the understanding of the demand for advice, conciliation and adjudication with regard to the proposed discrimination legislation; this will assist with consideration around who should provide advice and what resources they would need to do so. 	<ul style="list-style-type: none"> Explore whether there can be additional assistance from someone with a finance background for working up the financials. Discuss data requirements with Committee and P&R.

Review of States’ Obligations	
Project Lead:	ESS
Framework completed	Implementation phase

Current Status	Next Period
<ul style="list-style-type: none"> Each Committee continues to identify tasks to deliver on each action with appropriate timescales. The SRO for the Disability and Inclusion Strategy reported on the Progress of the Project to the Senior Operating Officers meeting on 16th April. 	<ul style="list-style-type: none"> Project Board will review Committee reports for Q1 of 2019 at the Project Board meeting on 7th May 2019. Each Committee to submit their report to the Project Board for Quarter 2 of 2019. Publically release the updated action plans of the BDF Reports for Q4 2018 and Q1 and Q2 2019.

Information & awareness raising	
Project Lead:	ESS
Target Completion Date:	July 2019
RAG Status:	

Current Status	Next Period
<p>Information</p> <ul style="list-style-type: none"> • Visit by AccessAble to review new venues and update the on-line guide • Media release and subsequent interviews about the work of AccessAble • Revision of the Guernsey Access guide, information about accessibility for visitors and local residents. Now available on signpost.gg • Meeting with Elizabeth College student about a project about bus shelter facilities that he undertook for Duke of Edinburgh award scheme. This information will be made available on signpost.gg • Meetings with Human Resources and the College of Further Education representative about an Information project for Chartered Management Institute students. • Information posted on social media about the awareness raising campaigns. <p>Awareness raising initiatives</p> <ul style="list-style-type: none"> • Equality Guernsey group commencement of awareness raising project, including a Deputies introduction session, introductory breakfast and presentation on Guernsey’s human rights based approach to disability. • Walkers Employment Team awareness raising presentation for employers on “Human rights and equality; challenging the way we think as employers.” <p>Information and awareness raising for businesses</p> <ul style="list-style-type: none"> • Guernsey Employment Trust continue providing training and support on the Good Practice Guide. <p>Transport</p> <ul style="list-style-type: none"> • Extended footway with Blister paving at crossing point at Rue de Pre • New bus shelter installed at Rocque Poisson 	<p>Information</p> <ul style="list-style-type: none"> • Hidden disability awareness training presented to Ports of Guernsey staff in partnership with the Guernsey Disability Alliance • Engagement visit by the AccessAble account manager planned for June 2019. • Surveying workshop by AccessAble. <p>Awareness raising initiatives</p> <ul style="list-style-type: none"> • Equality Guernsey group continuation of Equality project including presentations on: What are your children learning about human rights?; Disability Etiquette; Cultural Competency; Guest workers right and finally a conference on Diversity. • Walkers Employment Team awareness raising presentations for employers continue on the topics of: Disability: What does it mean in practice for employers? and Adjusting for disability: Case studies for employers. • The Guernsey Society for Physically Disabled People will launch their animation series.

Current Status	Next Period
<p>Early Years education</p> <ul style="list-style-type: none"> • Inclusion Continuing Professional Development in preschool and nurseries is on going. This term will include Supporting transition from preschool into school; assessment and support; Bilingualism and building expressive language, communication and autism level 2; beach school; safeguarding level 2 and 3 and extending vocabulary and Language skills. • The Spring term Special Educational Needs Coordinator (SENCO) training focussed on assessment and early intervention • The Language and Communication Working Party have identified songs and rhymes as a focus for the next project lead by the Early Years providers, this aims to empower parents in supporting their child's early language development. • Work has begun in collaboration with Service leads through the CYPP to plan and begin work on writing an early years framework. • Feedback on the Alderney survey is available on www.gov.gg/SEYT. Short and long term proposals are being developed to sustain high quality Early Years Education and childcare in Alderney. <p>Online Disability Awareness Training</p> <ul style="list-style-type: none"> • 2767 people have signed up to the Online Disability Awareness training since its commission. • In 2019, 144 people have signed up for the training to date. 	<p>Early Years education</p> <ul style="list-style-type: none"> • Update on the Language and Communication Working Party project. This will launch in the Autumn. • Update on the Early Years Road Map. • Further information regarding the Early Years Education and Childcare in Alderney. • The Bi annual Joyous Childhood conference will be on 7th September. The speakers include Professor Doctor Ferre Laevers and Helen Moylett and workshops will delivered by; Phil Armstrong, Menna Godfey, Jude Twani and Pete Moorhouse. All speakers promote and support equality of access , experience and enjoyment through work and teaching.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	July 2019 for the draft Law.
RAG Status:	

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

Framework for people with Dementia	
Project Lead:	HSC
Framework written	Implementation phase.

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	End of Q3 2019
RAG Status:	

Current Status
<ul style="list-style-type: none"> Drafting has largely been 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 March 2019 and work is ongoing to refine the draft Law.

Next Period
<ul style="list-style-type: none"> Finalising the draft legislation.

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

Next Period

Current Status
<ul style="list-style-type: none"> Dementia Friendly Guernsey (DFG) : Supported development of service by Alzheimer's association and Guernsey Alzheimer's Association. Discussion with HSC on potential partnership service. Continuing session on dementia awareness, currently 2793 people have attended. Regular forum for residential home activity coordinators. Launch of publically available Tovertafel in partnership with Guilles Allez Library. Discussion are underway with DFG, older adult CMHT and HSC about creating a pictorial representation of the dementia diagnostic journey/ pathway.

Next Period
<ul style="list-style-type: none"> Planned activities for dementia action week 20-26 May. Pan island awareness as Jersey have launched dementia friends with Guernsey friends support. Launch of dementia friendly swimming sessions and dancing with dementia. Engaging with local businesses to promote fund raising opportunities. Creation of a Wall mural pop up display to reduce stigma of dementia and promote early diagnosis Roll out level 2 and 3 dementia awareness training for hospital staff by Practice Development Lead through 2019

Current Status
<ul style="list-style-type: none"> A bid for funding to develop the communication framework has been successful and the work associated with this work stream will now begin early in Q2.

Next Period
<ul style="list-style-type: none"> Senior Responsible Officer (SRO) to lead the work stream and overall oversight of the production of the framework. External body/bodies to act as authors and advisor(s) in the production of a framework for the Bailiwick. Begin project as set out in PID; due to start in May 2019 Deliver Framework by end Q3.

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

Framework for people with Autism	
Project Lead:	HSC
Framework written.	Implementation phase

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

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 update 	

Current Status	Next Period
<p>Children's services</p> <ul style="list-style-type: none"> Autism Guernsey attended the Child Development Service team development meeting session on 8th March 2019, to explore partnership working. Draft business case written and shared with key professionals for comment. <p>Adult services</p> <ul style="list-style-type: none"> Guernsey Autism Partnership meetings continue Framework meetings continue Progress on the adult autism hub continues. This is due for completion in the summer 2019. 	<p>Children's services</p> <ul style="list-style-type: none"> Meeting with key professional to further develop the ideas around the partnership working with Autism Guernsey. Business case to be presented to senior management team.

Current Status	Next Period
<ul style="list-style-type: none"> The Job Centre delivered a work related session to Y10 students at Le Murier. Meeting with GO, Job Centre and CEPS manager to investigate working more closely. Training was offered to the Project Key Worker Monthly meetings scheduled between Job Centre manager and project Key Worker. Headway delivered a short training sessions to Job Centre staff. Email sent to stakeholders requesting meeting to finalise the chart summarising the "Map of services". 	<ul style="list-style-type: none"> Visit scheduled in May for Y11 students at Le Murier to look at job seeking and applying for tax card and contribution card. Request made for the Adult Disability Service to deliver training to Job Centre staff. Meetings with stakeholders to complete Map of Services chart.

Current Status	Next Period
<ul style="list-style-type: none"> The other workstreams under the Strategy are working towards some of the requirements of the UNCRPD but currently no additional resources are allocated to this work. 	