

Disability and Inclusion Strategy Programme – Status Report No 22

Members	Date	Overall Project RAG Status
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Overview

Discrimination Legislation

The public consultation for the discrimination legislation ran for 12 weeks from 9th July until 30th September. The Policy Officers had meetings with many stakeholders during this time. The consultation generated a significant number of responses and work is now underway to analyse these responses and prepare a draft report for consideration by the Committee.

Equality Rights Organisation

Documents have been prepared for a Committee workshop in early October. This will focus on **what** functions need to be delivered in order to achieve the Committee's equality and rights objectives and should clarify the scope of the work and the development of the shortlist of six options.

Information and awareness raising

Articles were published in the Guernsey Press about diversity and inclusion as part of a special supplement. The Disability Officer attended meetings to discuss accessibility with relation to the Island wide elections 2020, the St Peter Port Conservation area and the Island Games in 2021.

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 UNCRPD 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 Committees of the 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>Consultation/awareness raising</p> <ul style="list-style-type: none"> • Execution of the communications plan including media releases, videos, letters to industry bodies and other stakeholder groups, etc. • Policy team met with the Committee <i>for</i> Home Affairs 5th Aug. • Policy team met with the Committee <i>for</i> Environment & Infrastructure 8th Aug. • Policy team Attended Walkers breakfast event for employers 15th Aug. • Chamber of Commerce lunch event 19th Aug • Draft article content and advert for inclusion within the Guernsey Press' Diversity and Inclusion Supplement 26th Aug. • Policy team met with the Policy & Resources Committee 29th Aug & 10th Sept. • Policy team met with Human Resources representative and the transformation team to discuss the pay and conditions review in regards to the equal pay for equal value proposals 3rd Sept. • Policy team met with representatives of Liberate 3rd Sept. • Open meeting with members of the Guernsey Private Residential Landlords Association 5th Sept. • Policy team met with the Guernsey Disability Alliance charities 6th Sept. • Prepared 'myth busting' videos with the assistance of Drs Buckley and Quinlivan, NUI Galway for use at Chamber of Commerce and IoD/CIPD events on 10th and 12th Sept. • Chamber of Commerce Lunch and Learn event 10th Sept. • IoD/CIPD event 12th Sept. • Policy team met with the Development & Planning Authority 13th Sept. • Held a focus group for small businesses 18th Sept. • Policy team met individually with seven small business owners to discuss the draft policy proposals. Responded to media inquiries as and when necessary. • Published FAQs for accommodation providers. • Issued 'myth busting' videos via States of Guernsey social media accounts. 	<p>Consultation/awareness raising</p> <ul style="list-style-type: none"> • Analyse consultation responses and prepare draft report for consideration by the Committee. • Committee to consider next steps and further engagement in response to consultation findings. <p>Policy research and development</p> <ul style="list-style-type: none"> • Commence work on high priority policy issues identified through the consultation process. • Prepare policy paper for consideration by the Committee regarding the operationalisation of the proposed adjudication process.
Target Completion Date:	2020		
RAG Status:	Red		

Discrimination Legislation	Current Status	Next Period
	<p>Policy research and development</p> <ul style="list-style-type: none"> Commenced policy development work on the options for developing the adjudication process. Other ongoing project administration and planning. <p>Risks to workstream</p> <ul style="list-style-type: none"> The consultation generated a significant number of responses and the task of analysing them is considerable. The review process, including consideration of possible alternative options, is made more difficult and time-consuming by the diversity & polarisation of stakeholder views received on some technically complex issues. Options for ensuring the team is not under-resourced to process these responses are being considered; however, this is difficult to resolve as this stage of the work requires a certain amount of prior familiarity and understanding with the proposals 	

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

Current Status	Next Period
<ul style="list-style-type: none"> Papers have been prepared for a Committee workshop in early October on what functions need to be delivered in order to achieve the Committee's equality and rights objectives. The outcome of this meeting should clarify the scope of the work and the development of the shortlist of six options. The shortlist will eventually be used to undertake a comparative analysis to determine which option is most suited to Guernsey. Meetings have been held to clarify how equality and rights were currently approached within the organisation and how communications had been managed around legislative projects of a similar scale. This has also included discussions around accessibility duties and children's rights. Conversations with other Crown Dependencies about the delivery of advice, conciliation and the implementation of new equality laws. Meetings have been held with three human rights commissions in Overseas Territories with comparable population size to Guernsey. Some further work has been undertaken considering the cost implications of establishing an independent organisation. 	<ul style="list-style-type: none"> Committee meetings will be held in October to develop a shortlist of models for further analysis. Work will be undertaken to cost the options developed. The Committee will consider its preferred option.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	December 2019
RAG Status:	Green

Current Status
<ul style="list-style-type: none"> The Committee <i>for</i> Health & Social Care (CfHSC) has considered the feedback received from the targeted engagement workshops which took place in August 2019. The draft Law is being refined in the light of this feedback.

Next Period
<ul style="list-style-type: none"> Analysis of the potential financial implications for the Guernsey Legal Aid Service and report to the Committees <i>for</i> Health & Social Care and Employment & Social Security. Start drafting Policy Letter on the above. Next draft of the Capacity Law to be reviewed by the Committee. Consult on the draft Law with the States of Alderney and Government of Sark.

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

Current Status
<p>Information</p> <ul style="list-style-type: none"> Articles were published in the Issue about accessibility, legislation consultation, disability awareness training. The Disability Officer drafted an article for inclusion within the Guernsey Press' Diversity and Inclusion Supplement 26th Aug. Feedback given to Corporate Communications team following the Service Guernsey event. The Disability Officer attended revenue service customer forum, to represent those service users with different disabilities. The Disability Officer Attended two Guernsey Disability Alliance members meetings where the Policy team presented the proposals for the legislation consultation. The Disability Officer attended St Peter Port Conversation area stakeholders group meeting to advise on accessibility issues. The Disability Officer attended States Assembly and Constitution Committee meeting to advise about making the forthcoming election accessible for all. Update information on the signpost website. Disability awareness training was promoted through the tourism partners newsletter. <p>Transport</p> <ul style="list-style-type: none"> Installation of new bus shelter at Les Picquerel, with an accessible path.

Next Period
<p>Information</p> <ul style="list-style-type: none"> Discussion with the Games Director for the Island Games about proposed venues for the 2021 Games. <p>Awareness raising</p> <ul style="list-style-type: none"> Present two sessions of Hidden disability training to airport staff. The Disability Officer is working in partnership with "we all matter eh" and "access for all" to promote Purple Tuesday on the 12th November. <p>Awareness raising initiatives</p> <ul style="list-style-type: none"> The final Walkers equality session is on Discrimination on the 6th October.

Current Status	Next Period
<p>Online Disability Awareness Training</p> <ul style="list-style-type: none"> 2941 people have signed up to the Online Disability Awareness training. This is an increase of 81 since the last report. <p>Education and early years</p> <ul style="list-style-type: none"> Inclusion CPD in preschool and day nurseries is on-going. Training this term will include; the start of the Elklan (speech and language) training, Development matters, Child Protection level 2, Paediatric Physio training, Sign a long, Characteristics of Effective Learning, and Supporting Children with Social and Communication Difficulties. The autumn term Special Educational Needs Coordinator (SENCO) training focussed on Pathways of Support. The initial stages of assessment and the role SENDCO's play in supporting their teams to write My Development Plans were reviewed. Reflection on reasonable adjustments and removing barriers to children's learning. The language and Communication working party identified songs and rhymes as a focus for the next project led by the Early Years Providers. This aims to engage and empower parents in supporting their child's early language development. Guernsey College of Further Education students from the Childcare course, are making rhyme time bags with props and characters to use when singing and sharing their rhymes. The Joyous Childhood Conference was on 7th September 2019 with over 200 attending. This included partner services from across the States of Guernsey, third sector and some private business linked to supporting Early Years. Phase one of the Early Road Map plan commenced in June. Phase two saw six key themes identified and from those themes, objectives were agreed. 	<p>Education and early years</p> <ul style="list-style-type: none"> Phase three of the Early Road Map will see the priorities and objectives collated and linked to the Children and Young Peoples Plan (CYPP). Phase four will look at developing an Early Years Strategy to sit within the CYPP ensuring intersectional working across the States of Guernsey.

**Information & awareness raising
continued**

Current Status	Next Period
<p>Information for businesses</p> <ul style="list-style-type: none">• Guernsey Employment Trust (GET) staff attended various events hosted or delivered by ESS on the discrimination legislation proposals.• GET promoted the discrimination legislation consultation on social media encouraging businesses to engage.• GET wrote to individual Charter members requesting that they engage and respond to the consultation.• GET created a slide show and individual posts for social media on Reasonable Adjustments to help Employment & Social Security with dispelling some of the myths regarding the legislation proposals.• GET delivered an Employment and Disability workshop at Les Cotils for HR professionals with 11 in attendance.• GET delivered two Disability Awareness sessions to staff at EY as part of their Diversity and Inclusion week.• GET prepared an editorial and artwork for the Guernsey Press Diversity and Inclusion supplement.• GET delivered training alongside Walkers to HR Forums around Discrimination and Reasonable adjustments.• There are 35 organisations signed up to the Charter with Guernsey Care Homes, Walkers (LLB) Guernsey and EY signing up recently.	<p>Information for businesses</p> <ul style="list-style-type: none">• Encourage more employers to sign up to the Employers' Disability Charter.• GET to produce a Press/media release on 350th paid job outcome.• Design artwork and plan for a postal drop to all businesses regarding the Employers' Disability Charter.

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

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

Next Period

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	End of Q1 2020
RAG Status:	Amber

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

Next Period

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

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

Next Period

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	December 2019.
RAG Status:	Amber

Current Status
<ul style="list-style-type: none"> Ongoing support is being offered to the Looked After Children (LAC) team in regards to paid work placements. Meetings held with Children's and Young People Plan team in August to assist in developing the 'LAC Apprenticeship Scheme'. The Map of Services work stream is progressing due to additional support sourced within Employment and Social Security (ESS). The aim is to complete the work stream by December 2019. ESS staff will meet with the stakeholders to collate and develop the template.

Next Period
<ul style="list-style-type: none"> Complete the final version of each agency template for the Map of Services Chart.

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"> The other work streams under the Strategy are working towards some of the requirements of the UNCRPD, but currently no additional resources are allocated to this work. 	

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. Project Board reviewed Committee reports for Q3 of 2019 at the Project Board meeting on 18th October. The reports from Q4 2018 and Q1 and Q2 2019 are ready for public release. 	<ul style="list-style-type: none"> Each Committee to submit their report to the Project Board for Quarter 4 of 2019 at the Project Board meeting on 17th January 2020.

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

	Next Period
Implementation phase: update every quarter	

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

Current Status	Next Period
Implementation phase: update every quarter	