

# Disability Equality and Inclusion Strategy Programme – Status Report No 31

## Members

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## Reporting period

13<sup>th</sup> February - 9<sup>th</sup> April 2021

## Overall Project RAG Status



## The work streams below are still being developed:

	Significant challenges	Framework for Speech Language and Communication Needs	
	Some challenges	Framework for People with Learning Disabilities	
	On Track	Supported and Mainstream Employment	
	Not started	Information and Awareness-Raising	
The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.		UN Convention on the Rights of Persons with Disabilities	

## Overview

### Current Status

#### Framework for people with Speech, Language and Communication Needs

The draft report is currently being written. This is due to be published in June.

#### Information and Awareness Raising

A number of easy read style documents were produced and vaccination letters and explanation videos were produced about the vaccination process.

#### Discrimination Legislation

The first meeting of the external stakeholder group was held at the end of February. A survey was completed to assist the design of the training brief. The first section of the new Discrimination ordinance was drafted by the legal drafting team.

### Next period

#### Information and Awareness Raising

Multiple Sclerosis awareness week campaign during April.

#### Discrimination Legislation

Advertising and recruitment to the expanded Tribunal Team including legally qualified chairs.

**The work streams listed below were developed under the Disability and Inclusion Strategy.** Implementation is now the responsibility of each Committee listed.

Discrimination Legislation: Employment & Social Security

Employment and Equal Opportunities Service: Employment & Social Security

Capacity legislation: Health & Social Care

Framework for People with Dementia: Health & Social Care

Framework for People with Autism: Health & Social Care

Safeguarding Vulnerable Adults: Health & Social Care

Review of States' Obligations : All Committees

## Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being developed

### Framework for people with Speech, Language and Communication Needs

Project Lead:	HSC
Target Completion Date:	Original Q4 2020 Revised May 2021
RAG Status:	Amber

Current Status: 13<sup>th</sup> February -9<sup>th</sup> April 2021

- Writing of the detailed draft report is currently in progress.
- Risks**
- Covid-19 impact on resources and clinical services.
  - Other resourcing issues
  - Competing priorities.

Next Period: 10<sup>th</sup> April- 4<sup>th</sup> June 2021

- Update Programme Board at meeting on 22<sup>nd</sup> April. To present proposed outline and structure and receive feedback to incorporate in final Communication Framework.

### Framework for people with Learning Disabilities

Project Lead:	HSC
Target Completion Date:	TBC
RAG Status:	Amber

Current Status: 13<sup>th</sup> February -9<sup>th</sup> April 2021

- COVID-19 lockdown delay to progress due to priorities focussed elsewhere
- Risks**
- Staff resources due to increased workload on top of Business as Usual.

Next Period: 10<sup>th</sup> April- 4<sup>th</sup> June 2021

- Reconvene Learning Disability framework steering group
- Produce framework actions incorporating education, adult and children's service reviews

### Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	Revised June 2021
RAG Status:	Red

Current Status: 13<sup>th</sup> February -9<sup>th</sup> April 2021

**Map of Services chart**

- Most of the draft charts have now been completed.
- The completed charts have been returned to the relevant agencies for their review prior to sign off.
- Six charts have currently been returned by the agencies.

Next Period: 10<sup>th</sup> April- 4<sup>th</sup> June 2021

- Ensure that the Employment and Social Security services chart is updated
- Follow up the responses from agencies that have not yet returned their charts.
- Complete the remaining draft charts.
- Collate all of the charts into one document.

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

Current Status: 13<sup>th</sup> February -9<sup>th</sup> April 2021

Next Period: 10<sup>th</sup> April- 4<sup>th</sup> June 2021

**Information:**

- The following easy read guides were produced by the Adult Disability Service and the States Communications team in conjunction with Mencap UK. They provide easy to understand information on a range of different topics and are available to download from the [gov.gg](http://gov.gg) or the [signpost website](http://signpost.website).
  - All about **handwashing**
  - All about **vaccines**
  - All about **vaccines**
  - All about **vaccines**
  - **Social distancing**
  - Social story- **Living alone**
  - Social story- **Living with other people**
  - Coping with Lockdown- **Top Tips to feel better**

**Vaccination information**

- Information about attending for a vaccination was provided in different ways, to meet the needs of different people.
- An easy read invitation letter was produced. This was sent out with an [easy read vaccination leaflet](#) which was produced by Adult Disability Services.
- Three videos were also produced to support people attending the vaccination clinic who have a learning disability, and may be either non-verbal or minimally verbal. The videos can be used in different ways, as is most appropriate for each person.
  - The video can be watched from start to finish, or someone may chose to only watch the parts of the video where there will be new experiences.
  - The video can be watched before the person attends. Or using a mobile device, and watch parts of the video, as they go through the process.
  - Some people may benefit from watching the video several times, so the process feels very familiar before they attend. Other people prefer to just watch it on the day.

**Information**

- The Special Educational Needs and Disability review will be published on 6<sup>th</sup> April.

**Awareness raising**

- Following the easing of lockdown and the associated restrictions, the awareness raising and training sessions have recommenced.
- Hidden disability awareness training was presented to museum staff.
- Autism awareness week, 29<sup>th</sup> March -4<sup>th</sup> April, is the chance to celebrate our differences so we all have the chance to shine.
- The Adult Disability Service and third sector colleagues from Autism Guernsey worked together to produce a series of videos for social media and an article for the Guernsey press. In the social media films Clint, Rachel, Ramsay and his mum talked about their experiences with autism and about being autistic!

**Early years education**

- A Transition speed dating event was held in March. This involved schools SENDCo and preschools/ day Nursery SENDCo, Speech & Language Therapists, Educational Psychology, Communication, Interaction & Autism Service and Children Development and focussed on enhanced transition which will enable children and schools to be better supported through the transition and as they start school.
- The Early Years Quality Standards for Childminders (EYQSCM) is complete and training for the sector continues to take place throughout the summer term. It will go live on 1/9/21 and inspections will be against the new standards and the EYQSCM will replace the Minimum Standards for Childminders.
- The States Early Years Team (SEYT) have finalised the Quality Assurance Framework (QAF). This is a framework setting out how the team will support, challenge and inspect the sector ensuring continued improvement and high quality provision for all children in the Bailiwick. The SEYT have worked with a specialist Early Years consultant to develop this framework. This process will be shared with partner services across the private, third and State sectors.

**Disability awareness training**

- A total of 3247 people have signed up to the online training. 73 have completed the training so far in 2021.

**Awareness raising**

- Second Hidden disability awareness training session for museum staff
- Hidden disability awareness training for newly recruited Ports Welcome team
- Hidden disability training for GROW Limited staff (presented with a third sector colleague.)
- Hidden disability training for probation staff (rescheduled from March.)
- Awareness raising initiative for Multiple Sclerosis week commencing on the 19<sup>th</sup> April.
- This will include videos on social media, an article for the Guernsey Press and a media release to promote the week.

**Early years education**

- Impact and planning following the NASEN review linking into and revising SEYT action plan
- Update on EYQSCM and QAF roll out.

**UN Convention on the Rights of Persons with Disabilities (UNCRPD)**

Project Lead:	ESS
Target Completion Date:	TBC
RAG Status:	

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021
<ul style="list-style-type: none"><li>The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.</li></ul>

Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021

# Disability Equality and Inclusion Strategy Programme Board – Status Report – Work streams being implemented

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021	Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<p><b>Explain New Discrimination Law</b>  <b>Promote Equality</b>  <b>Implementation of complaints handling</b></p> <ul style="list-style-type: none"> <li>• First meeting of Stakeholder Group held at the end of February. Training survey completed to assist design of training brief.</li> <li>• First draft of expressions of interest document for awareness raising and training written.</li> <li>• First section(s) of new Discrimination Ordinance drafted by legal drafting team.</li> <li>• Joint Employment &amp; Social Security and Education, Sports &amp; Culture Committee meeting held to:             <ul style="list-style-type: none"> <li>• discuss the hearing of disability discrimination complaints in the field of education and a plan for future work/research established and</li> <li>• to discuss an exception in relation to the ground of religious belief.</li> </ul> </li> <li>• Advert and documentation prepared for the recruitment of new Employment Discrimination Tribunal panel members and chairs.</li> <li>• Government Work Plan debate part 1 takes place 24<sup>th</sup> March 2021 and documentation completed and submitted for the scheduled July 2021 debate.</li> <li>• Meeting arranged with University of Kent to discuss survey brief in relation to the barometer of prejudice and discrimination in Britain.</li> <li>• Agreement to establish States preparedness group to prepare internally for the legislation (expanding on the work previously carried out by the Disability Review Project Board).</li> <li>• Order for legally qualified Chairs drafted.</li> <li>• Ordinance to modernise health and safety legislation - Health and Safety at Work (Equality Provisions) Ordinance 2021 – drafted.</li> </ul>	<p><b>Explain new Discrimination Law</b>  <b>Promote Equality</b>  <b>Implementation of complaints handling</b></p> <ul style="list-style-type: none"> <li>• Tribunal recruitment.</li> <li>• Recruitment to key roles continues.</li> <li>• Legal drafting continues.</li> <li>• Seek expressions of interest for training and awareness.</li> <li>• First meeting of States preparedness group.</li> <li>• Meeting with States Property Services arranged to discuss independence of Employment and Equal Opportunities Service location.</li> <li>• Continue with survey brief.</li> <li>• Continue drafting policy letter on religious belief and sexual orientation.</li> <li>• Costings of options for hearing of education complaints.</li> </ul>

<b>Employment and Equal Opportunities Service: Expansion and Independence</b>	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021
<p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>At the moment moving towards a more independent model has been given a lower priority than drafting the legislation, providing education, training and awareness raising, carrying out the prejudice and discrimination survey and ensuring that both the Employment &amp; Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.</li> </ul>

Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<p><b>Make more independent</b></p>

<b>Capacity Legislation</b>	
Project Lead:	HSC
RAG Status:	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021
<ul style="list-style-type: none"> <li>The Capacity (Bailiwick of Guernsey) Law, 2020 received Royal Assent.</li> <li>An implementation plan for Lasting Powers of Attorney (LPAs) has been developed and agreed by the Committee for Health &amp; Social Care (CfHSC).</li> <li>Drafting of the Code of Practice has begun.</li> </ul>

Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<ul style="list-style-type: none"> <li>Progress implementation of LPAs, to include drafting of the proposed Ordinance for further discussion and consultation with key stakeholders in late Q2 2021.</li> <li>Operational implementation plan for the Protective Authorisation Scheme to be finalised and presented to the CfHSC for approval, by end Q2 2021. This is particularly complex and multi-faceted and will require co-ordination.</li> </ul>

<b>Framework for people with Dementia</b>	
Project Lead:	HSC
Framework written	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021
<ul style="list-style-type: none"> <li>Clinical services remain busy.</li> <li>No update for this report.</li> </ul>

Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<ul style="list-style-type: none"> <li>Update each quarter as the work stream is in the implementation phase.</li> </ul>

<b>Framework for people with Autism</b>	
Project Lead:	HSC
Framework written	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021
<p><b>Children's service</b></p> <p>The Autism Diagnostic Service are currently working on the pathway, referral forms, screening tools and information for children, young people and their families and also for referrers.</p>

Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<p><b>Children's service</b></p> <p>Assessment work for the children on the waiting list will start at the beginning of May 2021.</p> <p>The Autism Diagnostic Service will provide an update for other services and agencies.</p>

<b>Adult Safeguarding</b>	
Project Lead:	HSC
Framework written	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021	Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<ul style="list-style-type: none"> <li>• An update about current position of the workstream was given to the Programme Board in March.</li> <li>• The Adult Safeguarding Partnership Board is in place. The first meeting took place in December 2020 with a subsequent meeting on 23 February 2021. The framework is now in the implementation phase.</li> </ul>	<ul style="list-style-type: none"> <li>• Update each quarter as the work stream is in the implementation phase.</li> </ul>

<b>Review of States' Obligations</b>	
Project Lead:	ESS
Framework completed	Implementation

Current Status: 13 <sup>th</sup> February -9 <sup>th</sup> April 2021	Next Period: 10 <sup>th</sup> April- 4 <sup>th</sup> June 2021
<ul style="list-style-type: none"> <li>• Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>• HSC updates from Children's services</li> </ul>	<ul style="list-style-type: none"> <li>• Review of 2020 to be completed and published.</li> <li>• The progress of work will now be reported through the newly formed SoG stakeholder group to the Implementation Project Board.</li> </ul>