

**Disability and Inclusion Strategy Project**  
**Highlight Report No 9**  
**For the Period to 19/10/17**

**Progress during period**

**CURRENT STATUS OF THE OVERALL PROJECT – RED**

**Overview**

Two Dementia Champions within Employment and Social Security have delivered to 58 colleagues a one hour training session designed to improve their understanding of dementia and its impact on individuals.

Extra staff resource has been allocated to support the Disability Discrimination Legislation workstream.

1,430 people have started the online Disability Awareness Training and so far about 70% have completed all six modules.

At a local Marketing & Tourism Seminar, 70 representatives from the Hotel & Hospitality Industry were provided with information on ‘how to make your business more accessible’ by the Project Team and colleagues from Access For All. Attendees at the seminar found the practical information valuable, especially sharing information about the small changes that can make a difference to customers.

At the Annual General Meeting of the Guernsey Disability Alliance on the 3<sup>rd</sup> October 2017, people were asked to provide feedback on the Highlight Reports and in particular its usefulness as a tool for updating everyone on the various work streams of the disability strategy. Anyone wishing to provide any feedback should email the States Disability Officer: [caroline.mullins@gov.gg](mailto:caroline.mullins@gov.gg).

**Workstream Updates:**

**Disability Discrimination legislation (DDL)**

- Disability Discrimination Legislation Project Team meeting took place on 9 October 2017. The Project Team discussed the proposed methodology for carrying out a review of DDL in other jurisdictions with a view to finding a piece of legislation on which to model Guernsey’s disability discrimination legislation. The Project Team agreed that the following countries should be included in the review: UK, Ireland, Canada, New Zealand, Australia, Hong Kong
- Commenced review of Australia’s Disability Discrimination Act, 1992
- Secured assistance from St James Chambers in defining disability
- Extra resource allocated to the DDL work stream on a part-time basis from November 2017

- Participated in a joint presentation with representatives of Access for All entitled ‘How to Make Your Business More Accessible’, at a local Marketing & Tourism Seminar on 19 September 2017
- Provided input into the Committee’s update on Implementation of the Disability and Inclusion Strategy at the Guernsey Disability Alliance’s AGM on 3 October 2017
- Article by Hana Plsek, member of the DDL Project Team, entitled ‘New strategy – changing culture and attitudes’ included in the September/October 2017 issue of Contact Magazine

Actions for next period:

- Progress review of legislation from other jurisdictions.
- Consider how we can enter into an informed debate at Project Team and political level with a view to identifying the policy principles which will underpin the legislation
- Conference call with Professor Anna Lawson, Professor of Law and Director of the Centre for Disability Studies, University of Leeds, to discuss the proposed methodology for the review, her initial views regarding the countries selected for review
- Meet Mike Evans and Nikki Ioannou-Droushiotis of GET to better understand the services that GET provides and the issues facing disabled people in accessing and maintaining employment - 31 October 2017

### **Equality and Rights Organisation (ERO)**

- Work has commenced on forming the Project Team
- ERO Project Plan in initial development looking at timescales, milestones and a communications framework
- Meeting has taken place with Karen Blanchford of the Equality Working Group and Rob Platts of the GDA to gather their views
- Initial research on National Human Rights Institutions in UK, North America, Australia and New Zealand and their corresponding enabling legislation

Actions for next period:

- Meeting with the Law Officers to discuss the ordinance required to enact the ERO
- To finalise the Project Team membership and schedule inaugural Project Team meeting
- To develop key messages on the ERO

### **Review of States’ Obligations**

- BDF Reports presented to the Chief Executive Management Team and Civil Service Leadership Team

Actions for next period:

- Plan to be developed to establish the governance of the project moving forward and how activity across the States will be reported

### **Information and Awareness Raising**

- Dementia Friendly Guernsey
  - This work stream is in the implementation phase and will now move to quarterly reporting
- Gathering feedback on the style and distribution of the Highlight Report
- Continued to promote the Disability Awareness online training. To date 1,430 people have started the training and so far about 70% have completed all of the six modules
- Introduced Wigwam manager to the lead for Be Active in School to facilitate closer working and focus on the needs of children with disabilities in education
- Information about Signpost.gg included in the updated benefit forms for carers allowance and severe disability benefit
- Attended the Parent Carers Group to update on the Strategy and to listen to feedback around the Highlight Report and to discuss the best way to keep the Group updated in a timely manner and what further information could be added to signpost.gg
- Date arranged for DisabledGo to visit Guernsey to attend the Access For All AGM in November
- Date arranged for DisabledGo to provide training for disabled people to work in partnership with them to undertake access surveys at small shops in Guernsey in December 2017
- ESS enabled two members of staff to become Dementia Friends Trainers with 58 staff now trained in Dementia Awareness across Employment & Social Security and Income Tax
- Introductions made with the Cystic Fibrosis Society, primary care services and education to discuss the work around transition from children to adult services
- Work has begun to develop additional training for airport staff to raise awareness about hidden disabilities

Actions for next period:

- Progress toward the implementation of “Accessibility Card” for use on buses
- To listen to feedback about the Highlight Report from islanders and make improvements as required in communicating with individuals and groups

### **Information and awareness raising for businesses in Guernsey: Guernsey Employment Trust (GET)**

- Promoted Good Practice Guide to businesses
- Promoted Employers’ Disability Charter to businesses

- Delivered training on 12 and 13 September 2017 to Human Resource Managers from the States of Guernsey
- Delivered training and presentation to employers on 14 September 2017
- Delivered disability awareness training to Guernsey Financial Services Commission (GFSC) employees on 14 September 2017 in partnership with the GDA
- Discussions with employers regarding signing Charter

Actions for next period

- Promote Good Practice Guide
- Promote Employers' Charter
- Sign up employers to Charter Practice Guide
- Next events on:
  - Tuesday 7<sup>th</sup> November
  - Tuesday 5<sup>th</sup> December
- In addition, GET has booked several in-house training sessions for States of Guernsey personnel

### **Capacity Legislation**

- Subject expert visited Guernsey at the end of September 2017 for initial discussion with key staff

Actions for next period:

- Subject expert scheduled to return to Island for one week commencing November 6 2017 to do more detailed work with staff. This will involve scoping out work stream and agreeing project timeline for delivery

### **Safeguarding Vulnerable Adults**

- Draft regulations under the Children Law 2008 to be prepared for consultation, extending the remit of the Islands Child Protection Committee (ICPC) to safeguarding vulnerable adults. This will include options for governance structure and terms of reference for the safeguarding body and reference to be made also to the potential for future joint arrangements with Jersey
- The Multi Agency Support Hub (MASH) to be extended to include Adult Safeguarding from November 2017
- Consideration to be given to the strengthening of the Capacity Law within the existing approved remit to ensure that vulnerable adults are safeguarded and professionals acting in their best interests are also protected in law – the UK review into the deprivation of Liberty Safeguards will be taken into account in this respect
- Options for the scope and content of Primary legislation to ensure the safeguarding of adults at risk to be considered by the new governance arrangements when these are in place
- The level and structure of social work resources to support an effective safeguarding adults culture and process to be considered as part of the development of the future

model for health and social care and the options for a safeguarding nurse lead to be progressed with the Chief Nurse

Actions for next period:

- Commence the drafting of the regulations and agree a timetable and process for consultation and agreement, including discussion with the existing ICPC
- Complete the details of how Adults Safeguarding will be included in the MASH arrangements and set this up to commence in November 2017
- Liaise with the Law offices to ensure Capacity Legislation includes safeguards as agreed
- Discuss and agree with the Chief Nurse the role of a lead nurse for safeguarding as part of these overall arrangements

#### **Framework for people with Dementia**

- This framework is now in the implementation phase and updates for the highlight report will now be on a quarterly basis

#### **Framework for people with Communication Difficulties**

- No progress has been made this period due to lack of resources

#### **Framework for people with Learning Disabilities**

- A meeting with the Communications Team has taken place to discuss the Learning Disabilities Framework Communications Plan
- Specialist consultant, Jim Blair visited Guernsey on 15 September 2017 as part of an initial scoping exercise

Actions for next period

- To identify remit of specialist resource
- To develop a business case for funding for specialist resource
- To set date in December 2017 for steering group meeting

#### **Framework for people with Autism**

- This framework is now in the implementation phase and updates for the highlight report will now be on a quarterly basis

#### **Supported and Mainstream Employment**

- Informal meetings held with key stakeholders in preparation for a workshop in November/December 2017

Actions for next period:

- Gathering detailed information about possible gaps in service provision prior to workshop

- To agree date with key stakeholders for workshop

### New Costs

Training and awareness raising costs £1,240

### Resources

Extra staff resource has been allocated to support the Disability Discrimination Legislation workstream.

### Project Governance

No change from last report.

### Plans for the next period

Activity	Owner
<b>Disability and Discrimination legislation</b> <ul style="list-style-type: none"> <li>• Progress review of legislation from other jurisdictions.</li> <li>• Consider how we can enter into an informed debate at Project Team and political level with a view to identifying the policy principles which will underpin the legislation</li> <li>• Conference call with Professor Anna Lawson, Professor of Law and Director of the Centre for Disability Studies, University of Leeds, to discuss the proposed methodology for the review, her initial views regarding the countries selected for review Meet Mike Evans and Nikki Ioannou-Droushiotis of GET to better understand the services that GET provides and the issues facing disabled people in accessing and maintaining employment - 31 October 2017</li> </ul>	ESS
<b>Equality Rights Organisation</b> <ul style="list-style-type: none"> <li>• Meeting with the Law Officers to discuss the ordinance required to enact the ERO</li> <li>• To finalise the Project Team membership and schedule inaugural Project Team meeting</li> <li>• To develop key messages on the ERO</li> </ul>	
<b>Review of States' Obligations</b> <ul style="list-style-type: none"> <li>• Plan to be developed to establish the governance of the project moving forward and how activity across the States will be reported</li> </ul>	ESS
<b>Information and Awareness Raising</b> <ul style="list-style-type: none"> <li>• Progress toward the implementation of "Accessibility Card" for use on buses</li> <li>• To listen to feedback about the highlight report from islanders and make improvements as required in communicating with individuals and groups</li> </ul>	AGC States Service Areas

<p><b>Information and awareness raising for business in Guernsey</b></p> <ul style="list-style-type: none"> <li>• Promote Good Practice Guide</li> <li>• Promote Employers' Charter</li> <li>• Sign up employers to Charter Practice Guide</li> <li>• Next events on: <ul style="list-style-type: none"> <li>○ Tuesday 7<sup>th</sup> November</li> <li>○ Tuesday 5<sup>th</sup> December</li> </ul> </li> </ul> <p>In addition, GET has booked several in-house training sessions for States of Guernsey personnel</p>	GET
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<p><b>Safeguarding Vulnerable Adults</b></p> <ul style="list-style-type: none"> <li>• Commence the drafting of the regulations and agree a timetable and process for consultation and agreement, including discussion with the existing ICPC</li> <li>• Complete the details of how Adults Safeguarding will be included in the MASH arrangements and set this up to commence in November 2017</li> <li>• Liaise with the Law offices to ensure Capacity Legislation includes safeguards as agreed</li> </ul> <p>Discuss and agree with the Chief Nurse the role of a lead nurse for safeguarding as part of these overall arrangements</p>	HSC
<p><b>Dementia Framework</b></p> <ul style="list-style-type: none"> <li>• Progress report due December 2017</li> </ul>	HSC
<p><b>Learning Disabilities Framework</b></p> <ul style="list-style-type: none"> <li>• To identify remit of specialist resource</li> <li>• To develop a business case for funding for specialist resource</li> </ul> <p>To set date in December 2017 for steering group meeting</p>	HSC
<p><b>Autism Framework</b></p> <ul style="list-style-type: none"> <li>• Progress report due December 2017</li> </ul>	HSC
<p><b>Supported and Mainstream Employment</b></p> <ul style="list-style-type: none"> <li>• Gathering detailed information about possible gaps in service provision prior to workshop</li> <li>• To agree date with key stakeholders for workshop</li> </ul>	ESS