

# Disability, Equality and Inclusion Strategy Programme – Status Report No 28

## Members

Ed Ashton, Lorraine Barker, Tina Bury, Gill Evans, Glenn Gallienne, John Gollop, Joanne Leck, Carol Le Page.

## Reporting period


29<sup>th</sup> August-  
23<sup>rd</sup> October  
2020

## Overall Project RAG Status





## The work streams below are still being developed:

 Significant challenges


 Some challenges

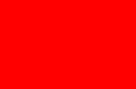
 On Track


 Not started

Safeguarding Vulnerable Adults 


Framework for Speech Language and Communication Needs 

Framework for People with Learning Disabilities 

Supported and Mainstream Employment 

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

#### Adult safeguarding

The Home Affairs and Health & Social Care Committee agreed the scope and resourcing for the Adult Safeguarding Board.

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

A survey was circulated to find out about islanders experiences relating to speech, language and communication needs.

#### Discrimination Legislation

The drafting of the legislation has been given priority.

A closed consultation about the exceptions to the legislation, on the grounds of religious belief and sexual orientation, is underway.

#### Supported and mainstream employment

The work to collate information about the services provided by each agency and organisation continues. The workstream remains as RAG status red due to the uncertainty around the timeline for each agency to confirm the content of these charts.

### Next Period

#### Adult safeguarding

The first meeting of the Adult Safeguarding Partnership Board.

#### Discrimination Legislation

Analysis of the consultation responses and preparation of a Committee paper.

## The work streams below are complete and in the implementation phase:

### Discrimination Legislation

Implementation now rests with ESS

### Employment and Equal Opportunities Service

Implementation now rests with ESS

### Capacity legislation

Implementation now rests with HSC

### Review of States' Obligations

Implementation now rests with States of Guernsey

### Framework for People with Dementia

Implementation now rests with HSC

### Framework for People with Autism

Implementation now rests with HSC

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

Adult Safeguarding		Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
Project Lead:	HSC	<ul style="list-style-type: none"> <li>Agreement from the Home Affairs and Health and Social Care Committees about the scope and resourcing for the Adult Safeguarding Board.</li> </ul>	<ul style="list-style-type: none"> <li>Establish Adult Safeguarding Board.</li> <li>First meeting is arranged for December 2020.</li> </ul>
Target Completion Date:	December 2020		
RAG Status:	Green		
Framework for people with Speech Language and Communication Needs		Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
Project Lead:	HSC	<ul style="list-style-type: none"> <li>Circulate the accessible survey to key stakeholders/service user groups.</li> <li>Analyse the online survey data from across Health &amp; Social Care departments.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Ongoing impact of Covid-19 on clinical services</li> <li>Resourcing e.g. ongoing release of Speech and Language Therapist's time, extension of contract with off island provider, communications team support for survey, draft testing etc.</li> <li>Other priorities, e.g. Adult Learning Disability Speech and Language Team time given other projects e.g. transformation of day services etc.</li> </ul>	<ul style="list-style-type: none"> <li>Establish expert support for Adult Hospital Speech and Language Therapy report write-up.</li> <li>Allocate authors for report sections.</li> <li>First draft document.</li> <li>Present first draft to key stakeholders</li> <li>Circulate draft for testing with wider stakeholders</li> </ul>
Target Completion Date:	Original Q4 2020 Revised March 2021		
RAG Status:	Amber		
Framework for people with Learning Disabilities		Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
Project Lead:	HSC	<ul style="list-style-type: none"> <li>No further progress due to COVID-19 prioritisation</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Staff resources due to increased workload on top of BAU</li> </ul>	<ul style="list-style-type: none"> <li>Final report to be presented to the Health &amp; Social Care Corporate Management Team</li> <li>Meet with steering group and stakeholders</li> </ul>
Target Completion Date:	TBC		
RAG Status:	Amber		

Supported and mainstream employment	
Project Lead:	ESS
Target Completion Date:	January 2021
RAG Status:	Red

Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<p><b>Map of Services chart</b></p> <ul style="list-style-type: none"> <li>The new Project Support Officer has reviewed all existing data to assess its relevancy to the project, and has contacted other officers with key knowledge relating to the project and its overall aims.</li> <li>Officers have reassessed the direction of travel for the present phase of the project.</li> <li>The Project Support Officer has started a review of all high level draft charts for each agency and organisation about which data has already been collected. In many cases these charts are being refined or re-drafted for greater clarity and relevancy, with further information being obtained where appropriate.</li> </ul> <p><b>Risks</b></p> <ul style="list-style-type: none"> <li>The RAG status remains red due to the uncertainty around the timeline for the external agencies to confirm the chart content. The target completion date has been amended to January 2021.</li> </ul>

Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
<ul style="list-style-type: none"> <li>All completed charts will be presented to the relevant agency or organisation for confirmation of content.</li> <li>The high level charts will be reviewed by the Programme Board.</li> </ul>

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

Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Updated accessAble guides for polling station information.</li> <li>Covid 19 testing information available as an easy read style document</li> <li>Short article about Purple Tuesday submitted for publication in States of Guernsey internal publication “The Issue”.</li> <li>Purple Tuesday information booklets put onto “information for businesses” on <a href="http://gov.gg">gov.gg</a>.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>Hidden disability training session for Employment and Social Security staff.</li> <li>Disability Officer and Third sector colleagues participated in 10 training sessions for the election volunteers.</li> <li>Participation in GDA election hustings to raise awareness of access issues for prospective States members.</li> <li>Accessibility review of security area at airport</li> <li>Access review of the arrival and the Covid 19 testing areas at airport.</li> <li>Two training sessions on hidden disabilities for the Ports customer care team.</li> </ul>

Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>Update accessAble guides for airport and harbour information.</li> <li>Social media posts prepared to promote Purple Tuesday</li> <li>Hidden disability lanyard scheme promoted on social media.</li> <li>Disability Officer to prepare and present an introduction to the DI Strategy for the new Committee members.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>Hidden disability training session for Employment and Social Security staff.</li> <li>The Disability Officer and third sector colleagues are highlighting Purple Tuesday through a breakfast meeting event.</li> <li>States departments have been asked to promote the day.</li> <li>Diversity and disability presentation to the prison residents</li> <li>Diversity and disability presentation to the new States Members</li> <li>Disability lead at Beau Sejour Centre to highlight accessible sports in time for the International Day of Persons with Disabilities.</li> <li>Produce celebration video for International Day of Persons with Disabilities on 3<sup>rd</sup> December.</li> </ul>

**Information & awareness raising continued**

Current Status: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020

Next Period: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

**Promote Equality**

- The prejudice and discrimination survey is a time critical task. A meeting has been held with the Head of Data and Analysis to discuss the support they can provide and the key areas that need to be planned.

**Traffic**

- Completion of dropped kerbs and blister paving at the junction of Les Sages/Rue de Quantaraine
- Continuous footway across Le Foulon estate

**Accessible Sports**

- The final draft of Inclusion leaflet has been completed. The leaflet comes from the Guernsey Sports Commission's Inclusion Policy and defines differing areas of inclusion.
- Developing additional, clear sport pathways so that individuals with a disability have the opportunity and choice to progress in competitive sport. E.g. Working alongside Guernsey Mobility Let's Go (GMLG) to further develop the sport of Boccia on the island.
- Several of the accessible/ disability sports organisations have been visited during their training times by the Disability Sport Lead from the Guernsey Sports Commission. This was to review the assistance or support that may be required.

**Disability awareness training**

- A total of 3144 people have signed up to the online training since its commission. Of these, 218 have completed this training in 2020.
- Hidden disability awareness training given to the Ports Customer Care Team who are now involved in all passenger arrivals to the island.

**Promote Equality**

- Prepare brief to commission the survey.

**Accessible Sports**

- Circulate the Inclusion leaflet to member sports and other sporting organisations.
- Develop a plan for an Introduction to Boccia tournament, inviting other accessible sports and long-term impairment groups (LifeFit Beau Sejour, Headway etc.)
- Investigate the possibility of Boccia within schools.
- The Disability Sport Lead will continue to visit accessible sports on the island.

**Disability awareness training**

- Two hidden disability awareness training sessions are planned for Social Security staff.
- A further disability awareness training session to be given to the Ports Customer Care Team.

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

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

Current Status: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020

Next Period: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

- The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.

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

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>The drafting of the legislation has been given high priority. A dedicated resource at St James’ Chambers has been allocated to this task and an initial meeting has been held between that person and Employment &amp; Social Security officers to discuss the drafting and the timetable.</li> <li>There is currently a closed consultation underway (e.g. with Liberate, religious groups) on the exceptions to the Ordinance on the grounds of religious belief and sexual orientation. This was sent out at the end of September with a closing date in November.</li> <li>The Committee <i>for</i> Employment &amp; Social Security approved the Employment and Discrimination Tribunal (Guernsey) Order, 2020 to come into effect on 1<sup>st</sup> November 2020. This gives the Tribunal the power to: <ul style="list-style-type: none"> <li>dismiss a complaint or response, or part of either, where the complaint has no reasonable prospect of success or if it has no jurisdiction to consider, and</li> <li>strike out all or a part of a complaint or response if, among other reasons, the complaint or response is scandalous, vexatious or has no reasonable prospect of success.</li> </ul> </li> </ul> <p><b>Explain New Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>This will involve developing a code of practice and also education and training. Early work is commencing on identifying what training is currently available and what is required.</li> <li>An update on the project’s progress and training on the Employment and Discrimination Tribunal (Guernsey) Order, 2020 was provided to Tribunal Panel members on 12<sup>th</sup> October 2020.</li> </ul>	<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>Legal drafting to continue.</li> <li>Analyse religious belief and sexual orientation consultation responses and prepare Committee paper.</li> </ul> <p><b>Explain new Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>Finish identifying what training is currently available and what is required and develop specification for the latter.</li> </ul>

**Discrimination Legislation continued**Current Status: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020Next Period: 24<sup>th</sup> October- 18<sup>th</sup> December 2020**Implementation of complaints handling**

- A draft policy letter has been prepared on a possible extension to the term of office of current Tribunal Panel members until the end of 2021. This will allow an open recruitment process and training to take place during 2021 for a new and extended panel to be in place in 2022 when the new Ordinance comes into force.

**Key issues or risks**

- There is a risk that it will be difficult to find a Project Manager with the necessary skills and experience.

**Implementation of complaints handling**

- Submit tribunal membership policy letter. Plan recruitment and training of expanded Tribunal Panel.
- Continue recruitment process for a Project Manager to oversee the work required to implement the States Resolutions of 17 July 2020.

**Employment and Equal Opportunities Service: Expansion and Independence**Current Status: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020Next Period: 24<sup>th</sup> October- 18<sup>th</sup> December 2020**Make more independent**

- 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 & Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.

- Discussions with States Property Services so they are aware of the requirements of the service.
- Continue recruitment process for a Project Manager to manage the implementation of the Programme of work required to implement the States Resolutions of 17 July 2020

Project Lead:

ESS

Proposals accepted

Implementation

**Capacity Legislation**Current Status: 29<sup>th</sup> August- 23<sup>rd</sup> October 2020Next Period: 24<sup>th</sup> October- 18<sup>th</sup> December 2020

Project Lead:

HSC

RAG Status:

Implementation

- Officer-level meetings have taken place in respect of the next stages of the implementation of the Capacity Law.
- Resourcing within HSC has also been further considered.
- Work has begun on an induction paper for the Committee *for* Health & Social Care.

- Finalise induction paper setting out key milestones and next steps in respect of the Capacity Law, for the Committee *for* Health & Social Care (expected by end 2020).
- Subject to the above, to consider whether funding agreed through the February 2020 Policy Letter may be secured to engage the resources required for the Protective Authorisation Scheme.

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

Current Status 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
Quarterly update as the workstream is in the implementation phase	

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

Current Status: 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
Quarterly update as the workstream is in the implementation phase	

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

Current Status 29 <sup>th</sup> August- 23 <sup>rd</sup> October 2020	Next Period: 24 <sup>th</sup> October- 18 <sup>th</sup> December 2020
<ul style="list-style-type: none"> <li>• Each Committee continues to identify tasks to deliver on each action with appropriate timescales.</li> <li>• Highlight report prepared with update across all Committee areas. Health &amp; Social Care Hospital Services and the Family Proceedings Advisory Service have now completed the departmental audit.</li> </ul>	<ul style="list-style-type: none"> <li>• Disability Officer to give an update to the Senior Operating Officers steering group.</li> <li>• Health &amp; Social Care Community Services to complete the departmental audit.</li> <li>• Disability Officer to update the Education Senior Leadership management team on the Disability review.</li> </ul>