

# Disability Equality and Inclusion Strategy Programme – Status Report No 39

## Members

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## Reporting period

1<sup>st</sup> October– 2<sup>nd</sup> December 2022

## 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

#### Discrimination Legislation

Guidance documents for both employers and service providers are being drafted. Proposals for the Access to Work Scheme have been considered by the Committee

#### Awareness raising

Purple Tuesday was used to promote the communications access training.

#### Framework for persons with Learning Disabilities

Meetings were held to discuss how recommendations from the Adult Disability, Children's Disability and the SEND review will be incorporated into Learning Disability Framework. The drafting of the Framework by the workstream lead commenced.

### Next period

#### Awareness raising

The new Disability Essentials Training will be launched on the International Day of Persons with Disabilities.

#### Discrimination Legislation

The drafting of the subordinate legislation will continue

Access to Work meeting with stakeholders.

The drafting of the prejudice and discrimination survey tender documents will continue

### 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:	30 <sup>th</sup> June 2023
RAG Status:	Amber

Current Status: 1<sup>st</sup> October– 2<sup>nd</sup> December 2022

- Resource has now been identified to lead the framework from January 2023 so work will then commence to progress this workstream.
- Engagement with off island consultant to discuss the review of the draft report and agree next steps towards finalising report

Next Period: 3<sup>rd</sup> Dec 2022 - 31<sup>st</sup> March 2023

- Establish new contract from existing budget enable the review and finalisation of the report.
- Review draft report and update as appropriate.
- Engage with Senior Managers within Health & Social Care (HSC) and key stakeholders to agree a draft testing strategy.

### Framework for people with Learning Disabilities

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

Current Status: 1<sup>st</sup> October– 2<sup>nd</sup> December 2022

- Stakeholder session with 3<sup>rd</sup> sector organisations was held. This was well attended. Various organisations reported their interest to participate in the development of the Learning Disability Partnership Board.
- Meeting held with Senior Officers from Children’s Services and Education to agree how recommendations from review of Children’s Disability and Special Educational Needs and Disability (SEND) review will be incorporated into Learning Disability Framework.
- Meeting with States Communications and Marketing Team to support with design and marketing of framework including involvement of people with a learning disability in creating a ‘strap line’.
- Framework being drafted by workstream lead.
- Liaison with Guernsey Community Foundation and Disability Officer to recruit independent chair is ongoing.

Next Period: 3<sup>rd</sup> Dec 2022 - 31<sup>st</sup> March 2023

- Workshop with States of Guernsey (SoG) Marketing Team and people with learning disability to be held to agree ‘strap line’
- Workstream lead to meet with consultant working on SEND review to discuss inclusion of SEND recommendations.
- Initial draft of Learning Disability Framework to be shared with Senior Colleagues from HSC and Education before wider consultation takes place
- More targeting recruitment approach to be adopted for Independent Chair.
- Consultation with SoG and 3<sup>rd</sup> Sector stakeholders on draft framework to take place at end of Q1 2023.

### Supported and mainstream employment

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

Current Status: 1<sup>st</sup> October– 2<sup>nd</sup> December 2022

- The mapping of current services was completed and presented to the Programme Board in March 2022
- No further update

Next Period: 3<sup>rd</sup> Dec 2022 - 31<sup>st</sup> March 2023

- Investigation into upgrade of job centre website
- Allocate and recruit Coordinator role
- Meet with Senior Responsible Officer to discuss future direction of workstream

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

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>The new Disability Essentials course was finalised and checked. The plan is to launch on 3<sup>rd</sup> December, the International Day of Persons with Disabilities. The training is an online interactive training consisting of five modules. It aims to provide awareness and information about different disabilities and features number of people who have different disabilities talking about their experiences.</li> <li>A media release was circulated along with a social media post including an introduction video explaining the importance of disability awareness and why everyone will benefit from undertaking the course.</li> <li>The Disability Officer gave a radio interview to promote the training.</li> <li>The staff from Les Marais Centre worked with the Culture, Arts and Health manager and a graphic designer to improve the environment of the Centre. The inspiration for the theme of this project was the book 'The Lost Words' which celebrates the relationship between language and the living world. A few of the 'Lost Words' for the Therapy Rooms such as kingfisher, heron and newt and puffin was also included to keep it local to Guernsey.</li> <li>Guernsey Ports have produced a Visual guide and tips for travellers when planning a journey by plane. This will help children and people with different disabilities to prepare and know what to expect when flying.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>Purple Tuesday on the 2<sup>nd</sup> November, focusses on improving the experience of the disabled customer. A drop in event was organised at the Chamber of commerce and was attended by representatives from <ul style="list-style-type: none"> <li>Guernsey Employment Trust</li> <li>The Consortium</li> <li>Submarine- web developer</li> <li>Guernsey Speech and language therapists.</li> </ul> </li> <li>The focus of the day was about reasonable adjustments and include information about <a href="#">accessible communications training</a>, the <a href="#">Consortium training</a> about new Ordinance, consideration of access in web design and reasonable adjustments for individuals at work.</li> </ul>

Next Period: Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>The Disability Essentials course will be launched on the 3<sup>rd</sup> December, International Day of Persons with Disabilities.</li> <li>Further promotion of the training for States employees and also islanders.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>A plan will be developed to promote awareness around disability for 2023</li> </ul>

**Information & awareness raising continued**

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>The Communication access training was also promoted to HSC staff via the Blog. This training is available on meta compliance and helps individuals to understand how to make reasonable adjustments for people with communication needs. Millions of people in the UK have communication difficulties in the UK every day and this would equate to thousands in Guernsey.</li> <li>Both the Beau Sejour centre and Castle Cornet lit up purple to support the day</li> </ul> <p><b>Equality and Inclusion in Early Years</b></p> <ul style="list-style-type: none"> <li>The new Early Years Special Education Needs and Disability Coordinator (SENDCo) has started work with the team. They are working with all preschools, day nurseries and childminders to support and challenge their SEND and Inclusion practices for all children. They have begun liaising closely with the Early Years Specialist Nurse and the Early Years Speech and Language Specialist working together to ensure effective identification, intervention and impact is in place for children across the Early Years sector.</li> </ul> <p><b>Disability awareness training</b></p> <ul style="list-style-type: none"> <li>The new disability essentials course has been launched.</li> <li>The managers training is in final review and will be launched in Q1 2023</li> </ul>	<p><b>Disability awareness training</b></p> <ul style="list-style-type: none"> <li>Implementation of the communication plan to promote the essentials training</li> <li>Launch the disability managers training</li> <li>An update on training numbers will be given</li> </ul>

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

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

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<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. This includes introduction of Discrimination and Capacity Legislation</li> </ul>	

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

Discrimination Legislation	
Project Lead:	ESS
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022
<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>The first draft of the Statutory Official has been reviewed by Employment &amp; Social Security (ESS) Officers. It will be considered by the Committee <i>for</i> Employment &amp; Social Security in January 2023.</li> </ul> <p><b>Explain new Discrimination Legislation and promote equality</b></p> <ul style="list-style-type: none"> <li>The Consortium training has commenced. To date over 500 people have attended the first four courses.</li> <li>A first full draft of the employers’ guidance has been provided and reviewed by ESS Officers. It is now awaiting legal review before going to the Committee.</li> <li>The drafting of the service providers guidance is underway.</li> <li>The Committee has considered proposals for the Access to Work Scheme and these will be presented to the Programme Board on 12th December.</li> </ul> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>No project manager currently in post. Timeline for some of the implementation works might be affected.</li> </ul>

Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<p><b>Implementation of Discrimination Legislation</b></p> <ul style="list-style-type: none"> <li>Continue with drafting of subordinate legislation. <ul style="list-style-type: none"> <li>Consequential changes to the Sex Discrimination Ordinance</li> <li>Employment Protection legislation</li> </ul> </li> </ul> <p><b>Explain new Discrimination Legislation and promote equality</b></p> <ul style="list-style-type: none"> <li>Consortium training continues until the middle of March.</li> <li>Preparation of guidance material to continue.</li> <li>Access to Work meeting with stakeholders.</li> <li>Work continues on prejudice and discrimination survey tender documents.</li> <li>External Stakeholder meeting planned for January 2023</li> </ul>

Employment and Equal Opportunities service: Expansion and Independence	
Project Lead:	ESS
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022
<p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>Development of new Employment and Equal Opportunities Service (EEOS) website is ongoing</li> <li>The interim lead for the Service commenced the role on 21<sup>st</sup> November</li> <li>Advertise the additional Advice and Conciliation Officer role</li> <li>First draft of Statutory Official legislation received</li> </ul>

Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<p><b>Implementation of complaints handling</b></p> <p><b>Make more independent</b></p> <ul style="list-style-type: none"> <li>Training on new Ordinance by Advice and Conciliation Arbitration Service (ACAS) representative</li> <li>Interviews for additional Advice and Conciliation Officer role</li> <li>Review additional training requirements for Officers</li> <li>Mapping of new processes for service and goods complaints and pre conciliation</li> <li>Review of other staffing requirements within the EEOS team</li> </ul>

Review of States' Obligations	
Project Lead:	ESS
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<ul style="list-style-type: none"> <li>• Advertise and shortlist the position of Change manager to assist with coordinating and reporting on implementation work across the States of Guernsey</li> <li>• Presentation to SoG Trading Assets leaders meeting and Ports weekly Operational meeting about the Ordinance and training opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit to the position of Business Change manager</li> <li>• States of Guernsey stakeholder meeting 15<sup>th</sup> December 2022</li> </ul>

Capacity Legislation	
Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<ul style="list-style-type: none"> <li>• It has been six months since Bailiwick residents were first able to register Lasting Power of Attorneys (LPA) at the Greffe. An update from the Greffe at the start of November indicated that a total of 332 applications had been made, of which 255 had been registered.</li> <li>• Initial work has been completed to further promote LPAs to the public and to raise awareness generally, but this will be held back until the New Year to allow the Greffe to catch up with those that still need to be processed.</li> <li>• Discussions have continued at an operational level on the introduction of the Protective Authorisation Scheme and support continues to be provided by St James' Chambers and the independent Social Work Adviser.</li> <li>• Scoping work for an adult advocacy service has also begun, led by the Social Care Policy &amp; Projects Lead, with relevant service areas currently compiling information on unmet need for an independent advocate, including those that may require an Independent Capacity Representative (ICR) as part of the Capacity Law.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to progress the work relating to the Protective Authorisation Scheme, including drafting the Code of Practice and issuing the draft Code for consultation.</li> <li>• Continue to progress the work relating to the adult advocacy service, including completion of the scoping work and consideration of appropriate models, including analysis of the potential cost. This scoping work will be reported to the Committee <i>for</i> Health and Social Care.</li> <li>• Work is also required in respect of establishing the necessary appeals processes and to develop a training plan, and in due course to further consider stakeholder engagement.</li> </ul>

Framework for people with Dementia	
Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<ul style="list-style-type: none"> <li>• Lasting Power of Attorney now in place in Guernsey has helped families with planning ahead following a diagnosis of dementia, in terms of financial and health and welfare matters</li> <li>• The appointment of the two Admiral Nurses has been a much-awaited outcome from the Dementia Framework. The service has seen a 'soft' launch in November, taking on a small number of referrals from the Older Adult Mental Health Team and some from Guernsey Alzheimer's Association.</li> </ul>	<ul style="list-style-type: none"> <li>• Formal launch of the Admiral Nursing Service</li> <li>• The HSC consultant old-age psychiatrist who has been in post for around 5 years will be stepping down as a team member and leaving her role in February 2023. This will be a big loss to the service given the formalised clinical pathways she has developed in her time here and the leadership she has provided to the wider team.</li> </ul>

**Framework for people with Dementia continued**

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<ul style="list-style-type: none"> <li>The focus is around carer support and they operate to a fairly strict guideline determined by Dementia UK. The service will be launched more publicly in the new year and will celebrate a real step forward for Guernsey dementia services.</li> <li>The Older Adult Community Mental Health Team have reacted to the relatively high number of male fronto-temporal dementias recently diagnosed and have set up a group for the partners of those with the diagnosis. This group is now self-facilitating.</li> </ul>	

**Framework for people with Autism**

Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<p><b>Children’s services</b></p> <ul style="list-style-type: none"> <li>No update</li> </ul> <p><b>Adult services</b></p> <ul style="list-style-type: none"> <li>Referrals accepted only for people currently in receipt of services from the Adult Mental Health or Adult Disability Services. The current waiting list is 8. An additional 35 people have been referred but they fall outside the current referral criteria for the team.</li> <li>The aim to move towards universal service- but with limited resources it will be necessary to further strengthen partnerships with colleagues and third sector providers by providing training opportunities to help recognise and assist with the needs of those waiting for an assessment.</li> <li>Recent establishment of a new role within team to support autism diagnosis. Recruitment to this post has commenced.</li> </ul>	

**Adult Safeguarding**

Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October– 2 <sup>nd</sup> December 2022	Next Period: 3 <sup>rd</sup> Dec 2022 - 31 <sup>st</sup> March 2023
<ul style="list-style-type: none"> <li>Multi-agency Islands Safeguarding Adult Partnership (ISAP) is fully established and meets 5 times annually.</li> <li>The learning and improvement group meets bi-monthly to discuss any multi agency learning from child or adult safeguarding activity, supported by a Safeguarding Practice and review Sub Group (SPAR). This group scrutinises the learning and actions from serious case reviews or rapid reviews, thematic case audits and quality assures safeguarding practice as requested by the ISAP.</li> </ul>	