

Disability & Inclusion Strategy Project – Status Report No 11

Members	Date	Overall Project RAG Status	Workstream RAG Status																								
Ed Ashton, Karen Blanchford, Glenn Gallienne, Caroline Mullins, Gemma Nicolle, Steve Wakelin, Emilie Yerby	12/01/2018		<table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 80%;">Disability Discrimination Legislation (DDL)</td> <td style="width: 20%; text-align: center;"></td> </tr> <tr> <td>Equality Rights Organisation (ERO)</td> <td style="text-align: center;"></td> </tr> <tr> <td>Review of States' Obligations</td> <td style="text-align: center;"></td> </tr> <tr> <td>Information & awareness raising</td> <td style="text-align: center;"></td> </tr> <tr> <td>Information & awareness raising for businesses in Guernsey</td> <td style="text-align: center;"></td> </tr> <tr> <td>Capacity legislation</td> <td style="text-align: center;"></td> </tr> <tr> <td>Safeguarding vulnerable adults</td> <td style="text-align: center;"></td> </tr> <tr> <td>Framework for people with dementia</td> <td style="text-align: center;"></td> </tr> <tr> <td>Framework for people with communication difficulties</td> <td style="text-align: center;"></td> </tr> <tr> <td>Framework for people with learning disabilities</td> <td style="text-align: center;"></td> </tr> <tr> <td>Framework for people with autism</td> <td style="text-align: center;"></td> </tr> <tr> <td>Supported & mainstream employment</td> <td style="text-align: center;"></td> </tr> </tbody> </table>	Disability Discrimination Legislation (DDL)		Equality Rights Organisation (ERO)		Review of States' Obligations		Information & awareness raising		Information & awareness raising for businesses in Guernsey		Capacity legislation		Safeguarding vulnerable adults		Framework for people with dementia		Framework for people with communication difficulties		Framework for people with learning disabilities		Framework for people with autism		Supported & mainstream employment	
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Overview

The United Nations International Day of Persons with Disabilities (IDPwD) is an annual event celebrated on 3 December. The aim of the day is to promote the rights and wellbeing of persons with disabilities in all spheres of society, and to increase awareness of the situations of persons with disabilities in every aspect of political, social, economic and cultural life.

The States of Guernsey celebrated the event on 1 December 2017 with the launch of the Hidden Disabilities Lanyard initiative. The Airport worked in close partnership with Wigwam, GDA, Autism Guernsey, Adult Learning Disabilities Team and the Disability Officer to roll out training to Airport and Airline Services. The Hidden Disabilities Lanyard initiative has been launched to help travellers who may require extra support from the airport or airline staff.

The Guernsey Disability Alliance (GDA) marked the day through the 'Think Differently about Disability' campaign where they celebrated organisations which have made changes to the service they provide.

A workshop with key stakeholders took place in December 2017 to explore the scope, functions, remit and staffing requirements to be considered in the development of the business case for an Equality and Rights Organisation.

A workshop with key stakeholders also took place in January 2018 to gather views on raising awareness and changing attitudes towards disabled people in order to help the development of an action plan.

Disability & Inclusion Strategy Project Board – Status Report - Workstreams

Disability Discrimination Legislation	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • Reviewed Ireland’s legislation and commenced review of UK’s legislation, as part of a six countries review, to establish if legislation from other countries is relevant to Guernsey. • Invitation to tender for specialist resource to assist with evaluating and identifying which jurisdiction to use as a model for Guernsey’s disability discrimination legislation. • Evaluated bids received in response to the request to tender. • Three bidders have been selected to progress to interview panel stage. • Prepared a draft business case for submission to Policy & Resources to secure funding of appointment of a consultant for stage 1 (i.e. selection of a jurisdiction on which to base our disability discrimination legislation). • President of the Committee wrote to the Chair of Sark’s Policy & Performance Committee asking if the Sark Chief Pleas would be interested in actively working towards, and being included in discussions around: a) introducing disability discrimination legislation and b) implementing the UN Convention on the Rights of Persons with Disabilities. 	<ul style="list-style-type: none"> • Finalise business case and submit to Policy & Resources for consideration. • Undertake interviews with shortlisted bidders and select consultant. • Prepare contract between States of Guernsey and selected consultant and formally appoint consultant. • Commence comparative analysis of relevant legislation from shortlisted jurisdictions. • Hold initial teleconference meeting with officials in the UK to clarify what the process will be and what requirements are likely to be for extension of the UNCRPD so that we can take this into account in developing legislative work.

		Current Status	Next Period
Equality Rights Organisation (ERO)		<ul style="list-style-type: none"> Rob Platts (Guernsey Disability Alliance) conducted ERO Primer Presentation on various ERO structures and functions globally for ERO Project Team and key stakeholders on 6 December 2017. ERO Options Framework Workshop to engage stakeholders and map out business case was held on 12 December 2017. 30 participants attended, including the Equality Working Group members, Citizens Advice Guernsey, GDA, Safer and Liberate as well as Children's Convenor, Chamber of Commerce, Employment Relations Service, Honorary Council Latvia. Discussion covered possible scope, functions, remit, staffing requirements. 	<ul style="list-style-type: none"> News release on ERO workshop to be released. Fourth ERO Project Team meeting scheduled for 16 January 2018. Continued consultation with stakeholders, to include Portuguese community and faith groups. ERO Project Team to hold Options Framework Workshop guided by Joe Flanagan (P&R consultant) to analyse and begin to narrow down top line input from first workshop. Initial development of business case, which will ultimately be presented to P&R.
Project Lead:	ESS		
Target Completion Date:			
RAG Status:			

		Current Status	Next Period
Review of States' Obligations		<ul style="list-style-type: none"> Agreed roles for Project Steering Group. Proposed governance structure and reporting process. Revised presentation pack developed for Committees, providing information about governance, reporting process and support. Proposed timeline for implementation. 	<ul style="list-style-type: none"> Share presentation with Civil Service Leadership Team. Confirm date of first meeting of the Project Steering Group at Employment & Social Security.
Project Lead:	ESS		
Target Completion Date:			
RAG Status:			

		Current Status	Next Period
Information & awareness raising		<ul style="list-style-type: none"> Transport: Seasonal dispensation intended for disabled and elderly people to view the Christmas lights in Town was introduced from 26 November to 3 January 2018. Workshop held on 5 January 2018 with key stakeholders to set out the next steps for 'awareness raising and changing attitudes' in Guernsey. 	<ul style="list-style-type: none"> Transport: Ruelle Braye Road improvements to include new dropped kerbs and Blister paving. Progress actions from raising awareness workshop.
Project Lead:	ESS		
Target Completion Date:			
RAG Status:			

	Current Status	Next Period
<p>Information & awareness raising cont. (I)</p>	<ul style="list-style-type: none"> • Launch of the Hidden Disabilities lanyard scheme at Guernsey and Alderney airports to support disabled people and carers, if required on their journey. This scheme is already available at Birmingham, Bristol, Edinburgh, London City, Heathrow, Gatwick, Manchester and Belfast International. Hidden Disabilities lanyards are free and can be collected from the Customer Service Desk at the Airport, Health Information Guernsey, Wigwam, Guernsey Blind and the GDA. For more information visit the airport website www.airport.gg/passenger-information/special-assistance • Citizens Advice Guernsey and the Disability Officer working to improve accessibility to content on www.signpost.gg. • Improvements to accessibility of Edward T Wheadon House: hand rail fitted to external approach to the public entrance, electric door open time lengthened, weight of internal doors tested and longer handles for internal customer doors ordered along with a bell for each level to raise awareness of any access issues. • Employment & Social Security are trialling a mobile app designed to help workers manage their benefit claims. The mobile app is called 'Guernsey Uploads'. The app will make it easier for customers to submit their wage details to Supplementary Benefit and the Housing rent-rebate teams. To find out more visit www.gov.gg/guernseyuploads • In line with the Supported Living and Ageing Well Strategy the States is developing a Carers Action Plan. The plan will focus on the needs of people who care for or support family members and friends, unpaid, (referred to as 'carers') and will set out the improvements to the services and support that carers can expect, in order to better support carers to be able to fulfil their caring responsibilities and to participate fully in society. To inform the Carers Action Plan consultation is underway. 	<ul style="list-style-type: none"> • To continue roll out of training for airport and airline staff. • Disability Officer to present to the Citizens Advice Guernsey Team regarding the information available on www.signpost.gg • Collect feedback on the mobile app trial. • To encourage carers' to complete the carers survey.

	Current Status	Next Period
<p>Information & awareness raising cont. (II)</p>	<ul style="list-style-type: none"> • Wheelchair Assessment and Provision Policy ratified by HSC Corporate Management Team. National advert for Wheelchair Specialist placed in Occupational Therapy News due for publication in January 2018. • Inclusion Equality and Equity Conference held on 12 January 2018. The purpose of the conference was to review the progress and explore the next steps across all education services and the schools in the Bailiwick. The day was an opportunity to share information and to engage in activities and discussions in order to recognise current good practice and identify key challenges. Colleagues had the privilege of listening to Tim Wotton as the key speaker at the event. Tim Wotton is a full-time communications consultant, award-winning author, international public speaker and has played field hockey for England. His, <i>'eyes and heart have been opened by his health struggle with cystic fibrosis (CF) and CF-related diabetes which has been a huge factor in his life, but not one that defines it'</i>. Tim unpicks his CF survival, living and working with a disability and the transformative power of medicine, while demonstrating the resilience required every day to endure what cannot be cured. He also stresses the importance of physical and mental wellbeing, life and work purpose and the importance of leaving a lasting legacy by living every moment. 	<ul style="list-style-type: none"> • Wheelchair Services to progress recruitment of Wheelchair Specialist. • To communicate service improvements with service users and islanders. • To progress outcomes from the Inclusion Equality and Equity in schools conference.

Information and Awareness Raising for Businesses in Guernsey	
Project Lead:	ESS
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • The 12 month contract with Guernsey Employment Trust to produce a Good Practice Guide and Employers' Disability Charter came to an end December 2017. • GET will continue to use the Good Practice Guide and support employers with the Employers' Disability Charter. • Raising awareness for business in Guernsey will continue through the information and awareness raising workstream. 	<ul style="list-style-type: none"> • GET to continue providing training and support on the Good Practice Guide. • Further awareness raising to be part of communications plan and included in the information and awareness raising workstream.

Capacity Legislation	
Project Lead:	HSC
Target Completion Date:	
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> • No further progress this period. 	

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

Current Status	Next Period
<ul style="list-style-type: none"> • HSC Committee agreed in September that the Regulations surrounding the Island Safeguarding Children Partnership (formally the Island Child Protection Committee) be revisited so to enable its extension to include adults at risk. • Work has also taken place to enable adult safeguarding activities to be merged with the Multi Agency Support Hub (MASH) for children and families. Terms of reference have been completed, administrative support and reporting formats have been devised, further consultation has taken place and the Adult Safeguarding MASH goes live on 23rd January 2018 with all partner agencies looking to attend to support this new venture. In the first instance the meeting will take place once per week for 6 weeks and review will then occur and consideration given to the number of meetings needed to support the process. • Further work has also taken place in the final quarter of 2017 to map the governance interface between serious incidents within a clinical setting and adult safeguarding to provide one governance structure. It is anticipated that this work will take on further momentum in January 2018 once the mapping work has been completed. This will allow the current HSC policy around adult safeguarding to be updated and further. 	<ul style="list-style-type: none"> • Go live with Adult Safeguarding MASH on 23 January 2018. • Continue to follow up resources for drafting of new Regulations around adult safeguarding. • Continue to progress the integration of governance arrangements between Serious Incidents and Adult Safeguarding.

Framework for people with Dementia	
Project Lead:	HSC
Target Completion Date:	Framework written. In implementation phase.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> Advertising campaign on Island FM outlining 4 scenarios where people with dementia might struggle accessing their community bus, theatre, supermarket and the pub has prompted interested for more local awareness training. Over 1,100 people have accessed the Dementia Friends training. Accessible signage has been trialled in the Gloucester Dining Room at the Princess Elizabeth Hospital with initial feedback indicating further work is required on the signage. In line with the Dementia Framework recommendations the referral criteria across secondary care mental health teams has been revised. This has seen the age criteria for allocation to Older Adult mental health increase from 65 to 75 years. Younger adults (under 65 years) with dementia will still be supported by the Older Adult Community Mental Health Team (OACMHT). This change has gone some way to creating a completely ageless service. It has also given the OACMHT more scope to continue to develop and deliver complex plans of care in the community for those living with dementia. The OACMHT has recruited a Social Worker to the team. This particular role was one of the recommendations in the Dementia Framework. This will enable families to access social support where they present with complex mental health and social care needs. 	<ul style="list-style-type: none"> Continued engagement with key stakeholders to provide a forum to discuss Dementia Friendly Hospitals which will complement the Care Values Framework within health. To scope potential use of Assistive Technology.

Framework for people with Communication Difficulties	
Project Lead:	HSC
Target Completion Date:	Awaiting resources.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is awaiting allocated resources. 	<ul style="list-style-type: none"> No action planned.

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

Current Status	Next Period
<ul style="list-style-type: none"> Steering Group meeting on 11 December 2017 discussed impact of specialist consultant at stakeholder events with professionals and carers. Recommendations and actions from the Children’s Service Review in 2016 to be included in the framework along with the proposed Adult Service Review during 2018. 	<ul style="list-style-type: none"> Draft business case for funding of resources.

Framework for people with Autism	
Project Lead:	HSC
Target Completion Date:	Framework written.
RAG Status:	

Current Status	Next Period
<ul style="list-style-type: none"> This workstream is in the implementation phase and reports each quarter. 	<ul style="list-style-type: none"> To progress the action plan and report in Quarter 2.

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

Current Status	Next Period
<ul style="list-style-type: none"> A Meeting was held with 19 people from 16 agencies to discuss: Identifying stakeholders working in the provision of supported and mainstream employment. How we may share and distribute information on our services. How we can work better together. Sharing of resources including staff training, challenges, gaps in the provision of service and outcomes Three staff from the Job Centre carried out a workshop for Year 10 students at Le Murier School on identifying work direction and employment opportunities. 	<ul style="list-style-type: none"> Meeting to be arranged to share information on services, this may be by a speed dating type event or by individual presentations. Workshop for year 11 students to be arranged.