

Disability Equality and Inclusion Strategy Programme – Status Report No 37

Members

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Reporting period

19th Feb 2022-
13th May 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 UNRCPD until key work streams are completed.		UN Convention on the Rights of Persons with Disabilities	

Overview

Current Status

Discrimination Legislation

The feedback from the technical consultation has been analysed and presented to the Committee *for* Employment & Social Security (ESS). Drafting instructions for revisions have been submitted to the legal drafting team at St James' Chambers.

A detailed project plan has been prepared for the drafting of related legislation (e.g. the statutory official legislation and subordinate regulations).

Supported and mainstream employment

The information about supported and mainstream employment opportunities document is now included on the job centre website.

Awareness raising

Videos to promote multiple sclerosis week and dementia awareness week were released on the States social media channels.

Next period

Discrimination Legislation

Finalise the draft Ordinance and submit it to the Legislation Review Panel.
Presentation to States Members on the consultation feedback.

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:	TBC
RAG Status:	Amber

Current Status: Next Period: 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

- Final report to be reviewed by senior managers at Health and Social Care (HSC).

Framework for people with Learning Disabilities

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

Current Status: 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

- The development of the framework is currently paused due to Business As Usual pressures.
- Although this work is on hold, individual actions recommended by the Service reviews continue to be actioned.
 - An allocated social worker from Adult Disability Services (ADS) acts as a link worker with colleague from Employment & Social Security. This provides the opportunity to explore what opportunities are available for service users and improve the information which is available for their relatives.
 - ADS colleagues form part of the Supported and Mainstream Employment group chaired by ESS.
 - The recommendation was to develop a formal needs assessed process which informs the allocation of short break care. Now all those who access the Short Break Service have received a needs assessment and a carer assessment and hours are allocated accordingly.
- To support the recommendation to enhance the work already carried out around awareness raising of needs of people with learning disabilities, a series of sessions are being planned for learning disabilities awareness week which commences 20th June. These have been arranged with the police, fire service, GP practices, beau sejour centre, Employment & Social Security services, housing, private residential homes and States members.

Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	September 2022
RAG Status:	Amber

Current Status: : 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

- The information about supported and mainstream employment opportunities has been added to the [job centre website](#).
- Work will commence to update and revamp the job centre website, ensuring the information is available in a more accessible format.
- A meeting with organisations who provide supported employment opportunities will be organised for Q3 2022.
- The job centre will look to resource a coordinator.

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

Current Status: 19 th February – 13 th May 2022
<p>Information</p> <ul style="list-style-type: none"> The List published an article of how the library is leading on the way accessibility, through improving physical access, good personal customer service and being a supported of the hidden disability lanyard. <p>The Library</p> <ul style="list-style-type: none"> Guernsey museum can arrange visits for those who are neuro diverse. This offer is also available for the current Brick City exhibition, (which closes at the beginning of July.) Adults and children can attend. Contact the museum on 226518. HSCB have introduced a Quiet hour, to support customers who have sensory needs. HSBC quiet hour The work at La vallette is almost completed. The newly designed café has easier ramp to the main floor, sound reducing sculptures in the rooms, an accessible toilet , a lift to navigate between the floors and amazing views! The accessAble surveyors have visited Guernsey to update the current guides and have surveyed a number of new venues, these should, go live on the guide in June. Guernsey harbour have made some access improvements, which will assist those with visual impairments when navigating the pedestrian routes at the harbour. White lines now mark the edges of the pathway and changes in levels have been marked in yellow paint, to indicate where there might be a trip hazard.

Next Period: 14 th May-2 nd September 2022
<p>Information</p> <ul style="list-style-type: none"> New accessAble guides will go live in June.

Awareness raising

- Two videos were released to promote Multiple Sclerosis. [Debbie Robilliard](#), Specialist Nurse, talked about the service available on the Island, and [Dr Basil Ridha](#) discussed the advantages of early diagnosis. To date the videos have been viewed on social media just over 5,000 times.
- Two videos were also produced to promote dementia awareness week. Many events were organised during this week by local dementia support groups and all organisations came together to hold an information day at Beau Sejour. In the first video [Paul Corcoran, nurse specialist](#) from the older adult mental health services, introduced dementia awareness week and the information day. [Kay Fussey](#), the Memory Clinic lead nurse, talked about the dementia pathway and what to do when someone has concerns about someone they know, or themselves. To date the videos have been viewed on social media just under 5,000 times.
- An awareness session about the [online access guide](#) was held on the 16th March. This was promoted with a media release and also on States of Guernsey social media. It was attended by staff from the Guernsey Information Centre, who were introduced to the guide, so they can find information about venues, and inform visitors about the guide and how to use it.
- Further links to the online access guides were added to the [Visit Guernsey](#) website. This will enable easier access to these guides when investigating accommodation or visitor venues.
- Two Equality and Diversity workshops were attended by Health & Social Care (HSC) managers and strategic leads. The aim was to improve the understanding of equality diversity and inclusion within HSC with relation to individuals, teams and services.
- The Disability Officer accepted an invitation to present to HSBC staff on hidden disabilities as part of their education sessions.

Awareness raising

- Discussions are underway with accessAble about promoting the guide with relation to the tourist sites.
- Disability Officer and a representative from Equality Guernsey will give a talk to the City and Guilds course students at the Prison. This will focus on diversity, the new legislation and disability awareness.

Information & awareness raising continued

Current Status: 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

Equality and Inclusion in Sport

- Bowl for the Soul. The Sports Commission are running a bowling session for those with physical disabilities, over the summer holidays. For more information contact the Sports Commission.

Equality and Inclusion in Early Years

- The first training sessions have taken place for the Raising Achievement in Early Literacy (REAL) Project, which supports early language and literacy skills working with parents as partners to empower and support these essential early skills.
- An Early Years Liaison Nurse has joined the States Early Years Team to further support communication and strengthen the early pathways for identifying support and early intervention for meeting the needs of children early.

Equality and Inclusion in Education

- Within the Guernsey and Alderney Special Educational Needs and Disabilities (SEND) Review of February 2021 NASEN highlighted bullying as one of five key priorities which needed to be addressed immediately across the Bailiwick, specifically - to ensure that existing anti-bullying initiatives have a sufficient focus on children with SEND and Inclusion.
- This recommendation is also an element necessary to realise the Education Strategy. Education Officers will meet with representatives across all education settings to develop a plan which will progress work towards meeting this recommendation.

Equality and Inclusion in Education and Early Years

- The 3rd A Joyous Childhood Conference will be on 10th September 2022 at St. Sampson's High School. This conference is organised by the States Early Years Team (SEYT) and the Early Years team at Guernsey College of Further Education.
- Michael Rosen is the Keynote speaker and Greg Bottrill will be closing the conference. Both will be delivering workshops including a workshop for parents, in partnership with the children's library service. [GCFE » A Joyous Childhood \(ac.gg\)](https://www.guernsey.gov.gi/gcfe/a-joyous-childhood)
- Share the SEYT development and numbers of families involved in the REAL project.

Equality and Inclusion in Education

- The Heroic Imagination Project Conference will take place on the 9th June 2022. This focuses on inclusion in schools and aims to give people knowledge, skills, and strategies necessary to choose wise and effective acts of heroism during challenging moments in their lives.
- As part of the work around this project, presentations will be given to all secondary schools to promote the vision of the Education Strategy for an inclusive education service.
- Continue to work towards the recommendations of the NASEN review.

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

Current Status: 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

- 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 Legislation (which is due to return to the States later in 2022.)

- The Programme Board will discuss the current position of the States in relation to seeking extension of the United Nations Convention on the Rights of People with Disabilities.

Project Lead:

ESS

Target Completion Date:

TBC

RAG Status:



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

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 19 th February – 13 th May 2022	Next Period: 14 th May-2 nd September 2022
<p>Implementation of Discrimination Legislation</p> <ul style="list-style-type: none"> • The technical consultation closed on 28th February 2022. The consultation feedback has been analysed and presented to the Committee <i>for</i> Employment & Social Security (ESS) and drafting instructions for revisions submitted to the legal drafting team at St James’ Chambers. • Questions on discrimination have been submitted for inclusion in the children and young people’s survey. • Papers regarding the hearing of education complaints have been considered by Committee <i>for</i> ESS and forwarded to the Committee <i>for</i> Education Sport & Culture for their comments. • The comparison with Jersey report is underway. • A detailed project plan has been prepared for the drafting of related legislation (e.g. the statutory official legislation and subordinate regulations). • A summary of the Committee’s response to the consultation feedback is also being prepared. • A communications plan has been developed ahead of the States debate. • Scrutiny hearing took place in March. <p>Explain new Discrimination Legislation and promote equality</p> <ul style="list-style-type: none"> • The Consortium are developing the training initiative to support the introduction of the legislation. The training will commence training will be in October 2022, after the Ordinance is expected to return to the States. • Appleby continue to develop the guidance documents, for employers and service providers. 	<p>Implementation of Discrimination Legislation</p> <ul style="list-style-type: none"> • Next draft of the Ordinance to be considered by the Committee on 8th June. • Presentation to States Members on the consultation feedback. • Finalise draft Ordinance and submit to the Legislation Review Panel. • Implement Communications Plan. • Children and Young People’s Survey commences. • Complete comparison with Jersey legislation report. <p>Explain new Discrimination Legislation and promote equality</p> <ul style="list-style-type: none"> • Finalise training schedule with the Consortium • The Consortium will launch the training website in June with information about the training courses and the link to book the training.

Employment and Equal Opportunities Service: Expansion and Independence	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 19 th February – 13 th May 2022
<p>Implementation if complaints handling, make more independent</p> <ul style="list-style-type: none"> Recruitment of an additional Advisory and Conciliation Officer undertaking training in current legislation. Judicial Training for new Employment and Discrimination Panel Members has taken place.

Next Period: 14 th May-2 nd September 2022
<p>Implementation if complaints handling, make more independent</p> <ul style="list-style-type: none"> Specialist training for Advisory and Conciliation Officers in new legislation. Legal Training for new Employment and Discrimination Panel Members. Creation of Employment and Equal Opportunities branding and web presence. Rebranding and review of existing documents in preparation of launch of EEOS.

Review of States' Obligations	
Project Lead:	ESS
Framework completed	Implementation

Current Status: 19 th February – 13 th May 2022
<ul style="list-style-type: none"> Meetings were held with Human Resources and States Property Services.

Next Period: 14 th May-2 nd September 2022
<ul style="list-style-type: none"> The States of Guernsey Stakeholder group will meet on the 6th June. All Committees continue to review their services in preparation the new legislation.

Capacity Legislation	
Project Lead:	HSC
RAG Status:	Implementation

Current Status: 19 th February – 13 th May 2022
<ul style="list-style-type: none"> The Capacity (Lasting Powers of Attorney) (Bailiwick of Guernsey) Ordinance, 2022 came into effect on 1st April 2022, together with the key parts of the Capacity Law required to give effect to LPAs. Bailiwick residents are now able to register LPAs at the Greffe. The Ordinance allows for two different types of LPA to be made, which confer power of attorney in relation to: (i) health and welfare matters, and (ii) property and financial affairs. A number of Chapters of the Code of Practice relating to LPAs were finalised and have been made available on www.gov.gg and www.royalcourt.gg, together with some guidance notes and the necessary forms for completion. Discussions have also 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.

Next Period: 14 th May-2 nd September 2022

<ul style="list-style-type: none"> Framework for people with Dementia Project Lead: HSC Framework written: Implementation 	<p>Current Status: 19th February – 13th May 2022</p> <ul style="list-style-type: none"> A number of events were organised to celebrate Dementia Action week from the 16th- 23rd May. This included an information day at the Beau Sejour Centre which was attended by representatives from the older adult mental health services, the memory clinic and many other support groups and third sector organisations. Two videos were produced featuring Paul and Kay talking about the dementia pathway. 	<p>Next Period: 14th May-2nd September 2022</p>
<ul style="list-style-type: none"> Framework for people with Autism Project Lead: HSC Framework written: Implementation 	<p>Current Status: 19th February – 13th May 2022</p> <p>Children’s services</p> <ul style="list-style-type: none"> The diagnostic Service have assessed 55 children with 90% of those children and young people receiving a diagnosis of Autism. There are 7 children waiting for feedback from their assessments which will be within the next two weeks. The service have received over 100 new referrals since September 2021. A business case for a full time dedicated Autism Diagnostic Service has been submitted. Gap analysis completed for children’s post diagnostic support. <p>Adult services</p> <ul style="list-style-type: none"> Work in progress with the adult Autism assessment team to move towards a universal service rather than restricting the assessment to those already known to Adult Mental Health and Adult Disability Service. 	<p>Next Period: 14th May-2nd September 2022</p> <p>Children’s services</p> <ul style="list-style-type: none"> Await feedback and a decision on the business case. The Autism Diagnostic service will start to screen and assess the new referrals received. Development of post diagnostic support with partner agencies and third sector providers. <p>Adult services</p> <ul style="list-style-type: none"> Complete current open assessments in order to move towards new model of service delivery. Agree new service model with key stakeholders Ensure communication is accessible to the community about referral pathway and support whilst awaiting assessment
<ul style="list-style-type: none"> Adult Safeguarding Project Lead: HSC Framework written: Implementation 	<p>Current Status: 19th February – 13th May 2022</p> <ul style="list-style-type: none"> Multi-agency Islands Safeguarding Adult Partnership (ISAP) is fully established and meets 5 times annually. 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). The SPAR 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. 	<p>Next Period: 14th May-2nd September 2022</p> <ul style="list-style-type: none"> The 2022 ISCP/ISAP Safeguarding Conference being planned for November 2022 and will have a theme of ‘Think Family’. Think family is an approach to help practitioners consider the parent, child and the family as a whole during safeguarding assessment.

**Adult Safeguarding
continued**

• Current Status: 19th February – 13th May 2022

Next Period: 14th May-2nd September 2022

- A successful multi-agency conference took place at Les Cotils on Friday 27th May 2022 around the learning from a Jersey Domestic Homicide review.
- Voluntary sector engagement event in July 2021 focused on adult safeguarding arrangements in Guernsey and Alderney.
- ISAP inter-agency training co-ordinator now offers delivery of an Introduction to Safeguarding course for third sector.
- E-Learning level 1 adult safeguarding training offered to all Health & Social Care staff. ISAP is able to deliver this course to partner agencies and third sector on request.