

Disability Equality and Inclusion Strategy Programme – Status Report No 40

Members

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Reporting period

3rd Dec 2022-
31st March 2023

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 drafting of the Employment and Equal Opportunities Service Law and the Prevention of Discrimination (Miscellaneous Amendments) Ordinance.

The guidance documents for employers and service providers are being drafted.

Awareness raising

Disability Essentials course was launched on the 3rd December 2022, International Day of Persons with Disabilities

In March, awareness videos and social media posts were prepared for autism acceptance week and neuro diversity awareness week.

Next period

Discrimination Legislation

The Employment and Equal Opportunities Service Law will be considered by the States on 26th April.

Continue to develop the new website and content for the Employment and Equal Opportunities Service

Learning Disability, Speech Language and Communication needs and Autism Frameworks

Agree co-ordination of draft testing, consultation, publication of three frameworks with workstream leads

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 th June 2023
RAG Status:	Amber

Current Status: 3rd Dec 2022- 31st March 2023

- Develop proposal for contract and estimation of costs for funding for off island consultant time
- Met with leads for Autism strategy and Learning Disability strategy, discussed draft testing and consultation for the three frameworks as this needs to be a co-ordinated approach

Next Period: 1st April- 30th June 2023

- Proposal to be discussed with senior managers in Health and Social Care (HSC) in April
- Establish new contract/funding for off-island consultant.
- Agree co-ordination of draft testing, consultation, publication of 3 frameworks with Learning Disability and Autism leads
- Review draft report and update as appropriate, possible 'in house' draft testing
- Meet with key stakeholders, and off island consultant (once contract agreed) to agree external draft testing and consultation plan

Framework for people with Learning Disabilities

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

Current Status: 3rd Dec 2022- 31st March 2023

- Met with Experts by Experience and produced a shortlist of 2 slogans for the document
- Workshop with States of Guernsey (SoG) Marketing Team and people with learning disability held to agree 'strap line' and to agree 'look and feel' of the document

Next Period: 1st April- 30th June 2023

- Meet with education colleagues to review and discuss inclusion of SEND recommendations.
- Finalise report
- Initial draft of Framework to be shared with Senior Colleagues from HSC and Education before wider consultation takes place
- Targeted recruitment approach for Independent Chair.
- Consultation with SoG and 3rd Sector stakeholders on draft Framework

Supported and mainstream employment

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

Current Status: 3rd Dec 2022- 31st March 2023

- Following recommendation from the Disability Officer, a webpage is being created on gov.gg to provide details of the supported and mainstream employment opportunities available. This will initially be a copy of the information that is already available in a pdf format but the proposed change in format and location should make the information more accessible.
- The existing table document will remain available and has been made more visible on the job centre page, as suggested.
- Community Connector Training has been scheduled for the Job Centre staff which may support in identifying other support available.

Next Period: 1st April- 30th June 2023

- Make the webpage available
- Job Centre staff to undertake the Community Connector Training and make any identified updates

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

Current Status: 3 rd Dec 2022- 31 st March 2023
<p>Information</p> <ul style="list-style-type: none"> Continue to update signpost website. Update to Gov.gg: Information for Businesses - States of Guernsey (gov.gg) Update to Gov.gg: Disability, Inclusion & Equality - States of Guernsey (gov.gg) Information session about the accessAble online guide Provided information to Islands Game Organisers about the access guide and accessible facilities <p>Traffic</p> <ul style="list-style-type: none"> Preparation for future works which are listed in the information for the next period <p>Awareness raising</p> <ul style="list-style-type: none"> The Disability Essentials course was launched on the 3rd December, International Day of Persons with Disabilities. A promotion video with circulated on social media. The Disability awareness course for managers training was launched in January 2023. Both courses are available to access here. Discussion have been ongoing with the States communications team about future initiatives to promote awareness about disability. March- neurodiversity celebration week – States of Guernsey social media post as part of a worldwide initiative to challenge stereotypes and misconceptions about neurological differences. March – Autism acceptance week- The Adult Disability Service organised two videos featuring the Experts by experience, Emily and Michael. They talk about their experiences, what their strengths are, when they are at their best and what they feel the community could do to support them. Disability Officer attended Beaver group meeting to engage with them about different disabilities for their disability badge

Next Period: Next Period: 1 st April- 30 th June 2023
<p>Information</p> <ul style="list-style-type: none"> Continue to update signpost website. <p>Traffic</p> <ul style="list-style-type: none"> Handrail in St Julian’s Avenue Upgrading the zebra crossing in Brock Road Relocating crossing at La Couture. <p>Awareness raising</p> <ul style="list-style-type: none"> Further promotion of the training for States employees and also islanders. Production and release of videos to highlight Parkinson’s awareness week in April. Production and release of a video to highlight Dementia awareness week in May to coincide with the awareness initiative by local dementia support groups. Disability Officer to present a session on diversity and inclusion to Island games volunteers along side a colleague from Liberate

UN Convention on the Rights of Persons with Disabilities (UNCRPD)	
Project Lead:	ESS
Target Completion Date:	TBC
RAG Status:	

Current Status 3 rd Dec 2022- 31 st March 2023
<ul style="list-style-type: none"> The States is not in a position to seek the extension of the ratification of the UNCRPD until key work streams are completed.

Next Period: 1 st April- 30 th June 2023

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

Discrimination Legislation	
Project Lead:	ESS
	Implementation

Current Status: 3 rd Dec 2022- 31 st March 2023
<p>Implementation of Discrimination Legislation</p> <ul style="list-style-type: none"> • The Employment and Equal Opportunities Service (Guernsey) Law, 2023 will be considered by the States on 26th April. This sets out the powers and functions of the Director of the Employment and Equal Opportunities Service (EEOS). • Recruitment of the Director of the EEOS is also underway, with a closing date of 5th April 2023. Interviews to take place early May, subject to the approval of the Law at the April States meeting. • The Prevention of Discrimination (Miscellaneous Amendments) Ordinance, 2023 has been circulated to the Committee for approval at their meeting on 5th April, and onward circulation to the legislation review panel for 24th April. This is expected to be submitted to the States meeting commencing 21st June or 3rd July. This aligns the compensation limits in the Sex Discrimination Ordinance (SDO) with the Prevention of Discrimination Ordinance, subject to a provision that claims commenced prior to 1st October 2023 will continue under the previous compensation limits. It also aligns the process for pre-complaint conciliation and timescales under the SDO and Employment Protection legislation with the Prevention of Discrimination Ordinance. There is also additional clarity regarding education complaints, that for an employer reasonable adjustment duties will still come into force on 1st October 2023 but if the employer is a school/education provider complaints cannot be brought ahead of 1st September 2025. • An Access to Work policy letter has been submitted requesting a change to the Social Insurance Law to enable adjustments to help people retain work to be funded from the Social Insurance Fund. • The Committee has also considered and given drafting instructions regarding the Order for legally qualified chairs under the Employment and Discrimination Tribunal Ordinance and has agreed a plan for outstanding regulations ahead of 1st October 2023.

Next Period: 1 st April- 30 th June 2023
<p>Implementation of Discrimination Legislation</p> <ul style="list-style-type: none"> • Drafting and submission of Vento Scale and Animal Regulations • Legislation Review Panel 24th April and Submission of The Prevention of Discrimination (Miscellaneous Amendments) Ordinance • April States debate (Access to Work and EEOS Law) • Interviews for Director and policy letter recommending appointment to the States (hopefully July States meeting). • Committee approval of guidance documents • Planning for any additional training sessions • Finalise drafting of Tribunal Legally Qualified Chairs Order • Continue development of Access to Work Scheme if April policy letter is approved.

Discrimination Legislation continuedCurrent Status: 3rd Dec 2022- 31st March 2023Next Period: 1st April- 30th June 2023**Explain new Discrimination Legislation and promote equality**

- The Prejudice and Discrimination Survey tender documents were drafted – update to be provided at the meeting.
- Consortium training continues until the middle of March.
- The employers’ guidance has been completed and undergone legal review. Final proof reading and formatting changes are now being made ahead of sign off by the Committee.
- A first full draft of the service provision guidance has been drafted and amendments sent back. The second amended draft is now awaited.

Explain new Discrimination Legislation and promote equality

- Consortium training available as videos on [Consortium website](#)
- Preparation of guidance material to continue. Guidance to be hosted when this is launched.

Employment and Equal Opportunities service: Expansion and Independence

Project Lead:

ESS

Implementation

Current Status: 3rd Dec 2022- 31st March 2023Next Period: 1st April- 30th June 2023**Implementation of complaints handling****Make more independent**

- Training for Officers on new Ordinance by ACAS representative
- Training plan for Officers has been developed
- Mapping of new processes for service and goods complaints and pre conciliation
- Continuing to develop the website and content prior to launch of new Service.

Implementation of complaints handling**Make more independent**

- Finalise new processes for service and goods complaints and pre conciliation
- Continuing to develop the website and content prior to launch of new Service

Review of States’ Obligations

Project Lead:

ESS

Implementation

Current Status: 3rd Dec 2022- 31st March 2023Next Period: 1st April- 30th June 2023

- Project Manager started in post 13th March
- Stakeholder session took place on 21st March with relevant Directors of Operations
- Project Team meet weekly
- Early stages of structured engagement with service areas to develop implementation plan.
- Consortium training now finished and data on States of Guernsey attendees collated
- Internal training offer to be launched end of April 2023.
- Internal communication plan agreed to raise awareness of Ordinance and training offer

- Agree Project governance structure.
- Roll out States of Guernsey internal training offer.
- Continue engagement with service areas to inform implementation plan.
- Implement internal communication plan to raise awareness of Ordinance and training offer.

The following workstreams are in the implementation phase and will provide updates every 6 months

Framework	Project Lead
Framework for people with Dementia	Committee <i>for</i> Health & Social Care
Adult Safeguarding	Committee <i>for</i> Health & Social Care
Capacity Legislation	Committee <i>for</i> Health & Social Care
Framework for People with Autism	Committee <i>for</i> Health & Social Care