

Disability Equality and Inclusion Strategy Programme – Status Report No 43

Members	Reporting period	Overall Project RAG Status
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Overview

Current Status

Discrimination Legislation

The Prevention of Discrimination (Guernsey) Ordinance, 2022 came into force on 1<sup>st</sup> October 2023.

The Employment and Equal Opportunities Service

The new service launched on the 1<sup>st</sup> October 2023. The website is live and has practical and useful advice on employment and non - employment issues.

Information

A guide was published to provide information about assistance animals with reference to the new legislation, [Assistance dogs](#).

Awareness

A series of training sessions about the hidden disabilities sunflower lanyard scheme were held for different States of Guernsey departments.

Next period

Discrimination Legislation

The drafting of an Order for the Employment & Discrimination Tribunal Ordinance (including a requirement for legally qualified Tribunal Chairs.)

Awareness

Further promotion and awareness of the hidden sunflower lanyard scheme.

The work streams below are still being developed:			
<div></div>	Significant challenges	Framework for Speech Language and Communication Needs	<div></div>
<div></div>	Some challenges	Framework for People with Learning Disabilities	<div></div>
<div></div>	On Track	Supported and Mainstream Employment	<div></div>
<div></div>	Not started	Information and Awareness-Raising	<div></div>
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	<div></div>
<b>The work streams listed below were developed under the Disability and Inclusion Strategy.</b> 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 – Work streams in development

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

Project Lead:	HSC
Target Completion Date:	30 <sup>th</sup> June 2024
RAG Status:	Amber

#### Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

- Liaise with off island consultant about refreshing draft framework document
- Book date in 2024 to present to Professional Alliance
- Met with Speech and Language Therapy leads for updates.

#### Next Period: 2024

- Review and update relevant sections
- Present to Professional Alliance, secure mandate for completing and engaging with draft testing March 2024
- Share with key stakeholders and draft testing
- Present refreshed document to Health & Social Care (HSC) Committee for sign off
- Consider setting up implementation group to progress recommendations

### Framework for people with Learning Disabilities

Project Lead:	HSC
Target Completion Date:	30 <sup>th</sup> June 2024
RAG Status:	Amber

#### Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

- The Associate Director for Specialist Mental Health and Adult Disability Services will progress this workstream.
- Agreement for resourcing this work to commence in 2024

#### Next Period: 2024

- Recommence drafting of framework
- Consult with stakeholders
- Finalise framework
- Health & Social Care Committee sign off
- Publish framework

### Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	30 <sup>th</sup> June 2024
RAG Status:	Amber

#### Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

- Regular Job Centre representative engagement with agencies. When identified, gaps in services will then be reviewed and discussed.
- Employment & Social Security has representation on the Special Educational Needs and Disability (SEND) Alliance. This group has been set up to support the recommendations of the National Association for Special Educational Needs (NASEN) review, including the recommendation:
  - Expand the age-range for access to SEND provision from 5-18 to 0-25. Introduce targeted strategies to support the early identification of SEND and preparation for adulthood.

#### Next Period: 2024

- Ongoing engagement with agencies

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

Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Drafting of an easy read document about the Prevention of Discrimination Ordinance.</li> <li>• Publication of a Quick reference guide about assistance animals with reference to the new regulation, <a href="#">Assistance dogs</a>.</li> <li>• The Guernsey airport, following consultation with the Guernsey Blind Association, has carried out some upgrades to the terminal. Changes have been made using colour contrast in key areas, for example, improving the contrast on the edge of steps, around the frame of a door, on a seat and structural pillars. This allow individuals with low vision to detect these aspects which makes it easier and safer to navigate the environment and avoid possible hazards.</li> <li>• Sunnybrook home has been decorated. New artwork for the front doors has been inspired by the Victorian period and features the favourite colours, birds and music of the residents.</li> <li>• The dementia specialist Admiral nurses produced a list of suggestions to help with the lead up to Christmas. The changes at this time of year can be difficult for people who live with dementia.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• A series of training sessions about the hidden disabilities sunflower lanyard scheme were held for Employment &amp; Social Security customer hub staff and Beau Sejour Centre employees.</li> <li>• Purple Tuesday on the 7<sup>th</sup> November. This is a national day to “ improve the disabled customer experience”. Beau Sejour Centre and Castle Cornet lit up purple to celebrate the day.</li> <li>• The Disability Officer filmed a short video to promote the hidden disability lanyards scheme.</li> <li>• A training session to promote the accessAble online guide as held at the new GROW site in October.</li> <li>• A training session about hidden disabilities was given to Sovereign staff.</li> <li>• Two videos were produced for the International Day of Persons with Disabilities on 3<sup>rd</sup> December. See the videos here to hear from Ryan and Lewis - <a href="#">International Day of Persons with Disabilities</a>.</li> </ul>	<p><b>Information</b></p> <ul style="list-style-type: none"> <li>• Testing of an easy read document will be undertaken by the Experts by Experience in January 2024, prior to publication.</li> <li>• The Disability Officer to deliver a session on Equality, Diversity and inclusion to the States of Guernsey Chartered Management Institute course.</li> <li>• A newsletter about disability news and information will be launched.</li> </ul> <p><b>Awareness raising</b></p> <ul style="list-style-type: none"> <li>• The Disability Officer to deliver a session on Hidden disabilities and the sunflower lanyards initiative to Health and Social Care staff.</li> <li>• The Disability Officer and Active 8 Inclusion Officer to hold a sunflower friendly event at Beau Sejour on the 6<sup>th</sup> April.</li> <li>• The Disability Officer to promote the sunflower lanyards at a sea front Sunday event over the summer.</li> </ul>

Information & awareness raising continued	Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
	<p><b>Inclusive Sports</b></p> <ul style="list-style-type: none"> <li>Individual sports are working with Active 8 Inclusion Officer and Guernsey Blind Association to increase access to visually impaired athletes.</li> </ul> <p><b>Inclusive arts</b></p> <ul style="list-style-type: none"> <li>Disability officer met with a representative from Guernsey Arts to discuss making arts events more accessible.</li> </ul> <p><b>Disability awareness training</b></p> <ul style="list-style-type: none"> <li>This training provides practical information for people so they can provide a great service to disabled people and their carers.</li> <li>The essentials and managers courses are now available for anyone to access through signpost.gg. signpost Home Page – Signpost.</li> <li>The courses both consist of five modules.</li> <li>The number of people engaging with the course to date are: <ul style="list-style-type: none"> <li><b>Essentials course</b> In progress 161 Completed 395</li> <li><b>Managers course</b> In progress 45 Completed 138</li> </ul> </li> <li>The training was advertised on the States social media channels</li> </ul>	<p><b>Inclusive Sports</b></p> <ul style="list-style-type: none"> <li>Regular Aquafun sessions only for Wigwam members are to run throughout 2024 at Beau Sejour.</li> <li>‘Wheels for You’ adapted cycling hub for the community on to launch in Spring 2024.</li> <li>Provide opportunities for sports clubs’ members to learn about reasonable adjustments and how to support new members with these.</li> <li>Work with partners to enable racing wheelchair users from the UK to enter the Guernsey Half Marathon 2024.</li> <li>Monitor and evaluate visually impaired sport with the view of expanding to work with other groups.</li> </ul> <p><b>Inclusive arts</b></p> <ul style="list-style-type: none"> <li>Tours aimed at schools and community groups – incorporating multi-sensory activity.</li> <li>Wildlife Exhibition incorporating NaviLens codes which Visually impaired users can scan with a mobile camera and get the necessary information. <a href="#">NaviLens</a> <a href="#">EMPOWERING the visually impaired</a></li> </ul>

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

Current Status: 15 <sup>th</sup> June – 30 <sup>th</sup> September 2023	Next Period: 2024
<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.</li> </ul>	

## Disability Equality and Inclusion Strategy Programme Board – Work streams in the implementation phase

### Discrimination Legislation

Project Lead: ESS

Implementation

Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

#### Implementation of Discrimination Legislation

- The Prevention of Discrimination (Guernsey) Ordinance, 2022 came into force on 1<sup>st</sup> October 2023.
- The drafting of the Order in relation to the Employment & Discrimination Tribunal Ordinance (including a requirement for legally qualified Tribunal Chairs)

Next Period: 2024

#### Implementation of Discrimination Legislation

- Policy work on phase two of the Prevention of Discrimination Ordinance

### Employment and Equal Opportunities Service: Expansion and Independence

Project Lead: ESS

Implementation

Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

#### Implementation of complaints handling

##### Make more independent

- The new service launched on the 1<sup>st</sup> October.
- The new website is live and practical and has useful advice on employment and non - employment issues. There is Guidance about Guernsey's current employment and discrimination legislation and help you to access further information.
- Tribunal members attended training about the Prevention of Discrimination Ordinance.

Next Period: 2024

#### Implementation of complaints handling

- Preparation for the provisions relating to education complaints- which will come into force not before 1st September 2025.

### Review of States' Obligations

Project Lead: SoG

Implementation

Current Status: 1<sup>st</sup> October -31<sup>st</sup> December 2023

- Project team formed to manage the access audits of States of Guernsey (SoG) premises. These audits will inform the physical access considerations of access action plans.
- Progress has been made on the project plan relating to SoG education providers responsibilities.

Next Period: 2024

- Secure funding and agree schedule of access audits.
- Finalise project plan relating SoG education providers responsibilities.

Framework for people with Dementia		Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
Project Lead:	HSC	<ul style="list-style-type: none"> <li>Admiral Nurses continue to establish their role within HSC and across the wider charitable sector. The team have forged strong links with the Guernsey Alzheimer's Association and offer a listening service for concerned carers along with delivering educational and wellbeing sessions. They have also produced some very useful information across social media; in particular, a help guide for carers around making Christmas less stressful for people with dementia.</li> <li>Admiral nurses have also made links with Alderney and will be offering face to face training and a clinic quarterly to islanders.</li> <li>Dementia Friendly Guernsey (DFG) continue to deliver education drop-in sessions to the general public and more targeted ones to businesses and schools; raising awareness about dementia.</li> <li>DFG also continue to host and fund the very popular Boogie in the Bar afternoons at the Peninsula which are very well attended by the care home sector as well as people with dementia in the community. These sessions seem to evaluate very well in terms of the engagement in dancing and feedback from attendees.</li> <li>DFG also hosted and funded the inaugural Dementia Friendly concert at Sausmarez Park Courtyard in September, in association with The National Trust. This was well attended and saw 5 different musical acts perform for the attendees.</li> <li>The Cognitive Stimulation Group was run over two 6-week sessions in 2023.</li> <li>The Older Adult Community Mental Health Services Team (CMHT) worked towards accreditation with the Royal College of Psychiatrists.</li> <li>A new manager has been appointed to the Willows Day service and a review of services being offered is being undertaken, to ensure person centred care is being offered.</li> </ul>	<ul style="list-style-type: none"> <li>The Older Adult CMHT will see some changes in 2024 with the team manager heading off to pastures new take on the development of a new mental health project. This will be a loss to the team along with moves for other key personnel from both clinical and administrative roles and the team will need time to readjust and prioritise its work in the year ahead.</li> <li>Further musical events are being considered for 2024.</li> <li>There are plans to continue to run the Cognitive Stimulation Group which evaluated very well from a qualitative perspective when run in 2023.</li> <li>Alderney will remain a priority for the team, offering mental health and dementia assessments to an island with an ageing population and with limited social services. Forging strong links with the wider charitable, care home and hospital services is essential in taking a cohesive joined up support for people who are vulnerable and who often have little family support.</li> <li>Business as usual will be around keeping in line with the standards set out in the Memory Services National Accreditation Programme. As there is an increase in the new referrals for dementia assessments this will be a challenge with a team short on staff.</li> </ul>
	Implementation		

Capacity Legislation		Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
Project Lead:	HSC	<ul style="list-style-type: none"> <li>• Work has continued at an operational level on the introduction of the Protective Authorisation Scheme across various services in Health &amp; Social Care. Support has been provided by St James’ Chambers and the independent Social Work Adviser.</li> <li>• This work has been coordinated by the Capacity Law Implementation Group which meets regularly to manage the actions associated with the planned introduction of the Scheme.</li> <li>• The first round of training for the Capacity Professionals has been completed. They are responsible for overseeing case assessments for Protective Authorisations.</li> <li>• Scoping work for protective authorisations and unmet need for advocacy support has been refined and will be used to inform appropriate models for service delivery.</li> <li>• Discussions have been held both internally and with Third Sector groups around the formation of an adult advocacy service. This has also included progress in terms of funding and training. Funding has been included in the Government Work Plan.</li> <li>• Engagement with Alderney and Sark has also developed to ensure that they are prepared and able to implement the Protective Authorisation Scheme.</li> </ul>	<ul style="list-style-type: none"> <li>• Further training for Capacity Professionals in February/March 2024.</li> <li>• Recruitment of Capacity Lead</li> <li>• Operationalisation of adult advocacy service for individuals lacking capacity</li> <li>• Finalisation of the Code of Practice</li> <li>• Communication and engagement with affected services, the public and Third Sector</li> </ul>
	Implementation		

Adult Safeguarding	
Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
<ul style="list-style-type: none"> <li>• Ongoing Business as usual for Multi agency Safeguarding Hub and the multi-agency Islands Safeguarding Adults Partnership which works alongside the Islands Safeguarding Children Partnership.</li> <li>• Both partnerships share a number of sub-groups which focus on learning, improvement, safety and strengthening of safeguarding services.</li> </ul>	<ul style="list-style-type: none"> <li>• A joint multi-agency Islands Safeguarding Adults Partnership (ISAP) and Islands Children Safeguarding Partnership (ISCP) report for 2023 will be published later in 2024.</li> <li>• The multi-agency adult safeguarding policy and procedures for Guernsey and Alderney together with an adult safeguarding threshold document were endorsed in early in 2023 and a supporting adult information sharing guidance document is in the process of being ratified.</li> <li>• Appointment of new Pan Island Partnership chair and scrutineer was made in January 2024</li> <li>• The format of the existing subgroups of the Partnership are being redesigned with a strong focus on quality assurance; learning from audit and review, with changes to be implemented later in 2024</li> </ul>

Framework for People with Autism	
Project Lead:	HSC
	Implementation

Current Status: 1 <sup>st</sup> October -31 <sup>st</sup> December 2023	Next Period: 2024
<ul style="list-style-type: none"> <li>• Autism Framework working party – 1<sup>st</sup> meeting was held in December 2023. Terms of reference are being drafted.</li> <li>• Input is being provided from a cross committee perspective along with the 3rd sector to ensure the service user voice is heard.</li> <li>• Neuro development pathway is going to be reviewed as part of the Special Educational Needs and Disability (SEND) cross committee group.</li> </ul>	<ul style="list-style-type: none"> <li>• SEND cross committee group first meeting scheduled for Jan 2024</li> <li>• Autism Framework working group - terms of reference to be finalised.</li> </ul>