

Disability Equality and Inclusion Strategy Programme – Status Report No 32

Members

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Reporting period

10th April -4th June 2021

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

A tender for requests for quotations to provide training and guidance documents has been produced. This training will support the implementation of the legislation.

Framework for people with Speech, Language and Communication Needs

Work continues to finalise the report. This will then be shared with key stakeholders before being published.

Supported and mainstream employment

Sixteen service charts from local agencies have been received and a summary of findings has been prepared for the Programme Board.

Awareness raising

Two video series were produced to highlight different conditions. One series for Multiple Sclerosis awareness week and the other for dementia awareness week.

Next period

Awareness raising

Further training session will be delivered to probation staff and a virtual hidden disability lanyard training has been organised for ports staff in Guernsey and Alderney.

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:	Revised July 2021
RAG Status:	Amber

Current Status: 10th April -4th June 2021

- A presentation about the progress of the development of the framework was given to the Programme Board.

Next Period: 5th June-30th July 2021

- Finalise report and share with key stakeholders
- Publish report

Framework for people with Learning Disabilities

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

Current Status: 10th April -4th June 2021

- Currently paused due to Business As Usual (BAU) pressures with key senior roles within the service vacant
- Risks**
- Staff resources due to increased workload on top of Business as Usual.

Next Period: 5th June-30th July 2021

- Currently paused due to BAU pressures with key senior roles within the service vacant

Supported and mainstream employment

Project Lead:	ESS
Target Completion Date:	Revised June 2021
RAG Status:	Amber

Current Status: 10th April -4th June 2021

Map of Services chart

- Sixteen service charts from local agencies, detailing the services they provide, their plans for the future, the challenges they face, and the services they do not presently have the resources to offer, were prepared.
- A summary of findings was prepared for the Programme Board.

Next Period: 5th June-30th July 2021

Map of Services chart

- A paper, summarising the findings of the Project, will be presented to the Programme Board.
- Next steps to be agreed.

Information & awareness raising

Project Lead: ESS

Target Completion Date: ongoing

RAG Status: Green

Current Status: 10th April- 4th June 2021Next Period: 5th June-30th July 2021**Information:**

- Preparation of updated and new information for the Discrimination legislation gov.gg webpage. This will go live shortly.
- Updated information on previous awareness raising initiatives. Now available on gov.gg.
- The Disability Officer and a Policy Officer presented an update on the Discrimination Ordinance and Equality across the States to the Chartered Management Institute (CMI) level 5 students at the College of Further Education.
- Two aviramps have been purchased by Guernsey Ports which will make the access to the ATR planes easier for those who have a physical impairment.

Awareness raising

- **Video series was produced for Multiple Sclerosis (MS) awareness week**
- Debbie Robilliard gave an introduction and also spoke about what local support is available
- Dr Basil explained what MS is and the importance of early detection and selfcare
- And Jamie and Ryan shared their stories about their personal experience with MS.
- **Video series was produced for dementia awareness week.**
- The videos highlighted the benefit of art for those with dementia.
- Paul Corcoran gave an introduction and explained how arts and music can benefit those with dementia.
- Julie Bulpit talked about the amazing tovertafel
- Martin Bailey, at the Le Nouvelle Maritaine Day centre, talked about the service users and their love for drawing and colouring.
- Jo Dowding, from the Guernsey museums, explained that memory boxes can be a good talking point about items that people owned and used.
- Brigitte Loveridge and Kirsteen Heneghan talked about how the artwork, depicting old Guernsey views, makes the wards a more familiar place.
- Follow the link to see the videos. [Link](#)

Information

- DIFERA fact sheets , an inclusive recruitment document available for States of Guernsey managers.

Awareness raising

- A webinar style training, about hidden disabilities and the sunflower lanyards, has been organised for the 1st July. This is being promoted with the Guernsey and Alderney Ports staff and will also be promoted in the community.
- On island hidden disability training to be given to Probation Service staff.

Awareness raising

- Two further training sessions were held for the new recruits to the Ports Customer Care teams. These were about people with different disabilities and how to assist those with different needs.
- Hidden disability training was given to Museum staff
- Hidden disability training was given to the new Law Enforcement recruits as part of their awareness sessions.
- Disability Officer supported Global accessibility day, which was organised by Access for All (part of the GDA). This promoted the importance of digital access and highlighted the how those with visual impairments can be supported by technology and good website design.

Education

- As part of the wider programme of transforming education, the Committee *for* Education, Sport & Culture in Guernsey and Alderney commissioned an independent review of Special Educational Needs and/or Disability (SEND) provision. The report was published at the start of April and there are a total of 18 short, medium and long term recommendations.

Early years education

- The Early Years Quality Standards for Childminders (EYQSCM) is complete and training for the sector continues to take place throughout the summer term. It will go live on 1st September 2021 and inspections will be against the new standards and the EYQSCM will replace the Minimum Standards for Childminders.
- The States Early Years Team (SEYT) have shared their Quality Assurance Framework (QAF) with partner services across the States, commissioned services and third sector partners.
- The SEYT will be updating and revising their Action Plan in August 2021 to incorporate and capture the recommendation from the Special Educational Needs and/or Disability (SEND) review.

Disability awareness training

- A total of 3262 have signed up to the online training since 2016. A total of 85 people have completed the training so far in 2021.

Early years education

- Details of SEYT actions against the SEND recommendations

Disability awareness training

- A new disability awareness training module is currently being developed and will be available during Q3 2021.

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

Current Status: 10 th April- 4 th June 2021	Next Period: 5 th June-30 th July 2021
<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. 	

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

Discrimination Legislation	
Project Lead:	ESS
Proposals accepted	Implementation

Current Status: 10 th April- 4 th June 2021	Next Period: 5 th June-30 th July 2021
<p>Explain New Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> A draft of the legislation is due to be ready for review in the autumn. A tender for requests for quotations to provide training and guidance documents has been produced. Several meetings have been held regarding the Prejudice and Discrimination Survey, which have helped when considering different methodologies. The recruitment of new tribunal members is on schedule. There was a good level of interest to the advert for new members. The States preparedness group has met and follow up meetings have been held with States of Guernsey stakeholders about preparing for the legislation coming into force The policy letter on the remainder of the phase one grounds is due to be submitted for debate by the States in September. Property requirements of the Employment and Equal Opportunities Service team (with respect to an independent location) have been submitted to States Property Services. 	<p>Explain new Discrimination Law Promote Equality Implementation of complaints handling</p> <ul style="list-style-type: none"> Tribunal selection process Recruitment to key roles continues Legal drafting continues Evaluate expressions of interest for training and awareness Next meeting of States preparedness group Continue with survey brief Submit policy letter on religious belief and sexual orientation Costings of options for hearing of education complaints

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

Current Status: 10 th April- 4 th June 2021
<p>Make more independent</p> <ul style="list-style-type: none"> At the moment moving towards a more independent model has been given a lower priority than drafting the legislation, providing education, training and awareness raising, carrying out the prejudice and discrimination survey and ensuring that both the Employment & Equal Opportunities Service and the Tribunal are ready to handle complaints under the new discrimination Ordinance by 2022.

Next Period: 5 th June-30 th July 2021

Capacity Legislation	
Project Lead:	HSC
RAG Status:	Implementation

Current Status: 10 th April- 4 th June 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

Next Period: 5 th June-30 th July 2021

Framework for people with Dementia	
Project Lead:	HSC
Framework written	Implementation

Current Status: 10 th April- 4 th June 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

Next Period: 5 th June-30 th July 2021

Framework for people with Autism	
Project Lead:	HSC
Framework written	Implementation

Current Status: 10 th April- 4 th June 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

Next Period: 5 th June-30 th July 2021

Adult Safeguarding	
Project Lead:	HSC
Framework written	Implementation

Current Status: 10 th April- 4 th June 2021
<ul style="list-style-type: none"> Update each quarter as the work stream is in the implementation phase.

Next Period: 5 th June-30 th July 2021

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

Current Status: 10 th April- 4 th June 2021
<ul style="list-style-type: none"> The States of Guernsey (SoG) stakeholder group met for the first time. Further departmental meetings with different SoG stakeholders have commenced.

Next Period: 5 th June-30 th July 2021
<ul style="list-style-type: none"> The SoG stakeholder group will meet to discuss the summary of work required in preparation for the new ordinance. An action plan and timeframe will be developed.