

Disability Equality and Inclusion Strategy Programme – Status Report No 35

Members

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Reporting period

25th September-
19th November
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 UNRCPD until key work streams are completed.		UN Convention on the Rights of Persons with Disabilities	

Overview

Current Status

Discrimination Legislation

The policy letter on religious belief and sexual orientation was debated by the States at the beginning of November 2021.

A targeted consultation on the wording of the draft Ordinance will commence in mid-December.

Awareness raising

A breakfast meeting was held at the Digital Greenhouse and included an introduction to Purple Tuesday and the purple pound.

Next period

Discrimination Legislation

Commence the targeted consultation.

Work on a comparison with Jersey legislation report which was requested in States on 24th November.

Supported and mainstream employment

Summary of all local employment opportunities. This will be collated from the information provided by agencies.

Awareness raising

The International day of Persons with Disabilities is on the 3rd December. The focus for 2021 will be on access and two videos about accessible sport and the improved access to the Millennium walk are being produced.

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: 25th September – 19th November 2021

- Finalise report and share with key stakeholders

Next Period: 20th November- 25th March 2022

- Publish report

Framework for people with Learning Disabilities

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

Current Status: 25th September – 19th November 2021

- This work is currently paused due to Business As Usual pressures as key senior roles within the Adult Disability Service are currently vacant.
- Although the framework is on hold, individual actions recommended by the Service reviews continue to be actioned.

Next Period: 20th November- 25th March 2022

Supported and mainstream employment

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

Current Status: 25th September – 19th November 2021

Map of Services chart

- The stakeholder meeting was held on 28th September. Discussion took place, between the agencies that were represented, about mainstream and supported employment opportunities.

Next Period: 20th November- 25th March 2022

Map of Services chart

- Actions from the meeting included the production of a summary of all opportunities (from the information provided by agencies) and the development of individual mapping journeys

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

Current Status: 25 th September – 19 th November 2021
<p>Information</p> <ul style="list-style-type: none"> The opening of the outdoor classroom at the reservoir on the 17th November promoted this new facility for all to enjoy. There are also a number of key improvements to a part of the Millennium walk which will benefit the wider community. The entrance gate is wider, to accommodate wheelchair users, the paths have been improved and levelled where possible, additional seating along the route provides resting points, with wonderful views over the reservoir. <p>Awareness raising</p> <ul style="list-style-type: none"> A breakfast meeting was held at the Digital Greenhouse and included an introduction to Purple Tuesday and the purple pound. There was an opportunity to talk to local experts about improving customer service, physical and online access. The accessAble team presented about the online access guide. This included “Top tips” for businesses, hospitality and retailers and a booklet including this information was circulated to attendees following the meeting Different organisations across Guernsey showed support by turning “purple” for the day. This included Beau Sejour and Lloyds bank. The new Children and Young People Tribunal panel members attended a Diversity awareness session. Members of Equality Guernsey, Liberate and the States Disability Officer ran sessions on Equality issues, the diversity of Guernsey, unconscious bias, LGBTQ+ and hidden disabilities. A second virtual session about the online guide was run on the 20th October. The Disability Officer gave a presentation about hidden disabilities and the lanyard scheme to probation service staff. The Disability Officer went to a meeting of the 6th Elizabeth College cubs group. The cubs are currently working towards their disability awareness badge. The cubs took part in some different experiences and games which focussed on visual impairments and physical disabilities

Next Period: 20 th November- 25 th March 2022
<p>Information</p> <ul style="list-style-type: none"> The new venues on the online guide will be promoted when they are live on the website. These new venues include information about the local beaches. <p>Awareness raising</p> <ul style="list-style-type: none"> The International day of Persons with Disabilities is on the 3rd December. Two videos are being produced to highlight the importance of access to sport and outdoor facilities. These will be released on social media and a media release will explain about the focus of the day. Castle Cornet will also light up purple to promote the day. A further information session about the online access guide will be organised for February 2022.

Information & awareness raising continued

Current Status: 25th September – 19th November 2021

Next Period: 20th November- 25th March 2022

Accessible transport, traffic and highways

- Assessment to upgrade all streetlighting at Zebra crossings on the island (including upgrades to blister paving, dropped kerbs etc). Specialist streetlight designers have evaluated all of the sites so that they can prepare their designs. This will improve pedestrian safety and will bring approximately 40 crossings up to current accessible standards.
- New uncontrolled pedestrian crossings installed at Hougue du Valle
- Designs for multiple crossings completed (to coincide with road re-surfacing programme up to 2023).

Equality and Inclusion in Education

- To support in the realisation of the Education Strategy and National Association for Special Educational Needs (NASEN) recommendations, a Leading on Inclusion Conference was held on 4th November. This was an opportunity to hear from a broad range of highly regarded speakers, from Guernsey and further afield, who challenged, guided and supported with the continued development of an island-wide inclusive culture within our schools. The target audience included Head Teachers with their Special Educational Needs Coordinator and/or an additional member of their Senior Leadership Team. Partners from other services across the States were also invited to be involved in discussions and workshops aimed at progressing the journey of enabling all children to belong, to be known, to be accepted and to be cared for.

Awareness training

- A total of 3339 have signed up to the online disability awareness training. 138 people have completed the training so far in 2021.
- A new online disability awareness training course is in the final stages of development and will be available shortly.

Accessible transport

- Implement designs and complete construction of new crossings.
- Consider other key locations where accessible infrastructure requires upgrading.

Equality and Inclusion in Education

- The Special Educational Needs and Disability (SEND) review was broad and engaged with the full range of stakeholders, including learners with SEND and their families. There are 18 recommendations arising from the SEND Review and they have been grouped into immediate, short term (within 12 months) and medium term (within 3 years) priorities. Education continue to work on the realisation of the priorities with an updated report to be created in January 2022.

Awareness training

- Promotion of the new online disability awareness training across the community.
- A new online disability awareness managers training course is currently being developed and will be available in Q1 2022.

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

Project Lead: ESS

Target Completion Date: TBC

RAG Status:

Current Status: 25th September – 19th November 2021

Next Period: 20th November- 25th March 2022

- 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: 25th September – 19th November 2021

Implementation of Discrimination Legislation

- The policy letter on religious belief and sexual orientation was debated by the States at the beginning of November 2021. This was deferred from the October States meeting. The States approved the Committee’s exceptions, with an amendment to make the exception, relating to recruitment of senior leadership positions in faith schools, permanent. The proposal to change the definition of ground from religious belief to religion and belief to protect secular beliefs was lost. The definition of sexual orientation remains as agreed by the States in July 2020.
- The decisions from the early November 2021 States debate have been incorporated into the draft Ordinance and a draft of the Ordinance will be considered by the Committee on 1st December.
- As a result of the delay in debating the policy letter referred to above, targeted consultation on the wording of the draft Ordinance will not commence until mid-December and the consultation timeframe will be extended until early February. This means that instead of the Ordinance returning to the States in April or May 2022, the Committee is now aiming for a revised date of July 2022 for approval of the Ordinance.

Explain new Discrimination Legislation and promote equality

- On 1st November a media release was published explaining that a Consortium, led by The Guernsey Institute and Walkers, had been chosen, through advertising for expressions of interest, to deliver the States-provided face-to-face and webinar training on the Ordinance. A similar process had been followed for the preparation of written guidance documents and these would be prepared by Appleby.
- Further discussions have taken place with respect to planning the survey.

Next Period: 20th November- 25th March 2022

Implementation of Discrimination Legislation

- Commence targeted consultation with those with a special interest or expertise in discrimination legislation to review whether the draft wording meets the policy intent agreed by the States.
- Comparison with Jersey legislation report requested in States on 24th November.

Explain new Discrimination Legislation and promote equality

- Commence prejudice and discrimination survey tender process for data collection.

Implementation of complaints handling

- Continue planning to ensure Employment Relations /Employment and Equal Opportunities Service team will be ready to handle additional enquiries and advertise advice and conciliation officer post.

Discrimination Legislation continued	Current Status: 25 th September – 19 th November 2021	Next Period: 20 th November- 25 th March 2022
	<ul style="list-style-type: none"> Awareness raising sessions have been held for States Committee’s senior management teams to ensure that the States of Guernsey as employer and service provider will be prepared for the new Ordinance. <p>Implementation of complaints handling</p> <ul style="list-style-type: none"> The tribunal secretary role has been re-advertised. Now that the November policy letter has been debated by the States, the project manager job will be advertised imminently. Policy letter on membership of the Employment and Discrimination Tribunal approved by the States. 	

Employment and Equal Opportunities Service: Expansion and Independence		Current Status: 25 th September – 19 th November 2021	Next Period: 20 th November- 25 th March 2022
Project Lead:	ESS	<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. 	
Proposals accepted	Implementation		

Capacity Legislation		Current Status: 25 th September – 19 th November 2021	Next Period: 20 th November- 25 th March 2022
Project Lead:	HSC	<ul style="list-style-type: none"> The consultation period on the draft Ordinance for Lasting Powers of Attorney took place from August to October 2021. The feedback is being reviewed and reflected in the Ordinance where appropriate. Steps have been taken to plan for the introduction of LPAs and the practical arrangements that need to be in place. The drafting of the Code of Practice has continued, with a focus on those chapters relating to Lasting Powers of Attorney and the Protective Authorisation Scheme. Discussions have continued at an operational level on the introduction of the Protective Authorisations Scheme. Support continues to be provided by St James’ Chambers and the independent Social Work Adviser. 	
RAG Status:	Implementation		

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

Current Status: 25 th September – 19 th November 2021
<ul style="list-style-type: none"> • A new support group for men with Fronto-temporal lobe dementia has been set up. This provides support to the family members who are now in a caring role. A walking group has also been set up for those men who have the condition. For more information contact Kirsteen Heneghan on 01481 225241. • The role of Admiral nurse will be re advertised shortly. • Dementia teaching sessions have been delivered to Health & Social Care staff and to Masters level students at The Institute.

Next Period: 20 th November- 25 th March 2022
<ul style="list-style-type: none"> • Dementia Friendly Guernsey are considering the focus of Dementia Action week in May 2022. The value of music is a possible theme.

Adult Safeguarding	
Project Lead:	HSC
Framework written	Implementation

Current Status: 25 th September – 19 th November 2021
<ul style="list-style-type: none"> • The Islands Adult Safeguarding Partnership has been in place for a year now and meeting regularly. • The Multi-agency Adult Safeguarding Policy and Information Sharing Protocol for adults are being developed and are currently in draft.

Next Period: 20 th November- 25 th March 2022

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

Current Status: 25 th September – 19 th November 2021
<p>Children’s service</p> <ul style="list-style-type: none"> • Autism Diagnostic Service is now 7 months into the pilot project. Since May 2021 the team have undertaken 25 assessments, with 22 diagnoses of Autism being made. There are 7 assessments currently in progress and 29 remaining on the waiting list. It is envisaged that all children and young people on the waiting list will have been assessed by May 2022. • Communication Passports – The Child Development Service have started completing communication passports for children and young people who are known to Children’s Disability Services. This describes the child or young person’s most effective means of communication to inform professionals and services.

Next Period: 20 th November- 25 th March 2022
<p>Children’s service</p> <ul style="list-style-type: none"> • The Autism Diagnostic Service team meet in December to prepare a business case in relation to a future Autism Pathway for children and young people, resources required to maintain a sustainable service and identifying gaps in post diagnostic support. The team have met with key stakeholders in order to obtain an accurate picture of services and support available to children, young people and their families post diagnosis.

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

Current Status: 25 th September – 19 th November 2021
<ul style="list-style-type: none"> • An awareness presentation, including the information about the time line, preparation work and proposed training, has been delivered to Senior Management Teams across the States.

Next Period: 20 th November- 25 th March 2022
<ul style="list-style-type: none"> • The next States of Guernsey stakeholder group meeting is scheduled for January 2022.