

Disability Equality and Inclusion Strategy Programme – Status Report No 36

Members

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Reporting period

20th Nov 2021-
18th Feb 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

A consultation on the draft ordinance commenced in December 2021 and closed on 28th Feb 2022.

Supported and mainstream employment

The summary of supported and mainstream employment opportunities is now completed.

Information

A number of new accessibility guides are now available on the AccessAble website.

Next period

Discrimination Legislation

The consultation responses will be reviewed and any suggested amendments will be presented to the Committee.

Supported and mainstream employment

The information about supported and mainstream employment opportunities will be included on the job centre website.

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 April 2022 |
| RAG Status: | Amber |

Framework for people with Learning Disabilities

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

Supported and mainstream employment

| | |
|-------------------------|-----------------------|
| Project Lead: | ESS |
| Target Completion Date: | Revised to April 2022 |
| RAG Status: | Amber |

Current Status: 20th November- 18th February 2022

- Report to be finalised.
- Commenced discussions resourcing and lead for the implementation work.

Next Period: 19th February – 20th May 2022

- Meeting with stakeholders to present final report
- Final report to be presented to senior managers at Health and Social Care (HSC), then to the Corporate Management team and the HSC Committee.

Current Status: 20th November- 18th February 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.
- The adult service review produced recommendations under five topics:
 - my health
 - my staff
 - support for my family
 - being listened to
 - how I spend my time.
- One of the recommendations under “how I spend my time” was to transform the Day Service into a Therapy and Enabling Service. The transformation has begun, with the team creating three hubs: for therapy, learning and activity. The activity hub will focus on occupation/employment and the team are working with other stakeholders to create links to support this moving forwards.
- Another recommendation under ‘my staff’ was to look at ways of supporting career progression for support workers on island, effectively ‘growing our own’ professionals. Three learning disability nurse students have just completed their first year of a 4 year Open University Disability nursing Programme. With a further two applicants being successful to start their programme in 2022.

Next Period: 19th February – 20th May 2022

Current Status: 20th November- 18th February 2022

- The summary of supported and mainstream employment opportunities is now completed.
- Work has started on the individual mapping journeys.

Next Period: 19th February – 20th May 2022

- The information about supported and mainstream employment opportunities will be added to the job centre website.
- Complete the work on the individual mapping journeys.

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

Current Status: 20th November- 18th February 2022

Next Period: 19th February – 20th May 2022

Information

- A number of new access guides were launched on the AccessAble website. Guides are now available for many beaches and also the new Herm island ferry, Le Murier school, Alliance, Matalan and the Slaughterhouse restaurant. There are now nearly 500 local venues on the guide.
- AccessAble produced an annual report for 2021. Over 13,000 people used the guide and over 25,000 venues were viewed. The top five guides viewed were:
 - Sir Charles Frossard House
 - Edward T Wheadon House
 - St Martins Community Centre
 - Alderney airport
 - Traffic and Highways Services
- Information about mask exemption was updated on the [States of Guernsey website](#). The exception cards are available to download or collect from certain venues. The sunflower lanyards, for those with hidden disabilities, are available to collect at the Guernsey information centre, by contacting Health Connections or emailing the Disability officer on Disability.Officer@gov.gg.
- Information for drivers with dementia was produced by the Guernsey Alzheimer’s Association in conjunction with Guernsey Driver and Vehicle Licensing. [Living with dementia- driving](#).
- The discrimination legislation page on the gov.gg website was updated. This update includes the new timeline for implementation of the legislation. [Legislation web page](#).
- The Guernsey Housing Association are working with the Committees of Health & Social Care and Employment & Social Security to plan 14 self contained flats that will have on site support, for islanders who have learning disabilities.
- [Guernsey driveability](#) is a local based organisation charity who perform a formal driving assessment, usually following illness or ill health. They can be contacted through the Driver and Vehicle Licencing on 01481 223400.

Awareness raising

- The International Day of Persons with Disabilities was on the 3rd December. Two videos were produced to highlight the importance of access to sport and outdoor activities. Boccia is a competitive sport which can be played by everyone. More information can be found here and by contacting Case Osborough. Access improvement have been made at the Millennium walk at the reservoir. This will give easier wheelchair access to the new outdoor classroom. The paths have been levelled and the inclusion of additional seating aims to provide better opportunity for more people to enjoy this beautiful outdoor space.
- The Committee *for* Education, Sport & Culture agreed to light up Castle Cornet to promote the day.
- An online awareness session about the hidden disability lanyard was held on the 9th February.
- The development of the online awareness training courses continues. These will be released later this year.

Awareness training

- A total of 358 have signed up to the online disability awareness training.
- A new disability essentials course is almost ready to launch.

Equality and Inclusion in Education

- In early 2020, NASEN (National Association for Special Educational Needs) was commissioned by the States of Guernsey to undertake an independent review of SEND (Special Educational Needs and/or Disabilities).
- The review identified that there is substantial effective practice happening to support learners with SEND across Guernsey and Alderney. However, this practice is not consistent everywhere.
- 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. Progress has been made towards all recommendations.

Awareness raising

- Production and release of a video to highlight Dementia awareness week in May to coincide with the awareness initiative by local dementia support groups.
- The next awareness session about the online guides is scheduled for the 16th March.

Awareness training

- Agree on launch date for the new disability essentials training course in coordination with legislative drafting.

Equality and Inclusion in Early Years

- The Early Years Quality Standards for Childminders (EYQSCM) is the statutory standards against which inspections take place, this is aligned with expectations across preschools and day nurseries and it was implemented in September 2021.
- The Quality Assurance Framework (QAF) is in place. The purpose of developing the QAF is to give early years providers a clear framework to support continuous quality improvement in line with the principles of appropriate and effective Early Years pedagogy.
- Using a framework in this way develops a shared understanding of what constitutes good early childhood education and care.
- The States Early Years Team (SEYT) [webpage](#) has been updated. As part of the developments in Education The Lead Officer for Early Years position sits on the senior leadership team. A significant part of this role is about developing integrated services across the States of Guernsey.
- The SEYT are developing a SEND and Inclusion team.
- Continued termly training is in place for all Early Years SENDCo's and officers continue to work with the inclusion team to link into school SENDCo training where appropriate.

Information for businesses

- Guernsey Employment Trust (GET) have created a partnership with the Accidental Zoo as part of their. They jointly hope that this important development will act as a stepping stone into paid employment for GET clients, but also provide some meaningful activity for individuals waiting to be allocated to the service.
- Two new members have signed up to the Employers' Disability Charter; Friends of KGV and Headway.
- A link with the National Trust has been created to work more closely and provide work experience opportunities for GET clients.
- GET have started to host drop-ins at the College of Further Education sites for students.
- Regular meetings have been set up between GET, Adult Disability Services and the Autism Lead to share experience and practices, and look at ways to work more closely together for the benefit of staff and clients.

Equality and Inclusion in Education and Early Years

- Continue to work towards recommendations of the NASEN review. Feedback will be provided regarding specific recommendations
- The 3rd Joyous Childhood Conference will be held on 10th September 2022

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

Project Lead: ESS

Target Completion Date: TBC

RAG Status:



Current Status: 20th November- 18th February 2022

Next Period: 19th February – 20th May 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 | | Current Status: 20 th November- 18 th February 2022 | Next Period: 19 th February – 20 th May 2022 |
|--|----------------|--|--|
| Project Lead: | ESS | <p>Implementation of Discrimination Legislation Explain new Discrimination Legislation and promote equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • A consultation on the draft ordinance commenced the week of 20th December 2021 and closed on the 28th Feb 2022. Meetings were held between 31st Jan and 15th February with those who requested a meeting to discuss the draft. The closing date was extended which means that the Committee is now aiming to take the Ordinance to the States for consideration in September 2022. • Discussions are continuing regarding education complaints and the children and young people’s survey. • At the time of writing the project manager role is being shortlisted and interviewed for. • A project brief for the branding of the EEOS has been prepared. | <p>Implementation of Discrimination Legislation Explain new Discrimination Legislation and promote equality Implementation of complaints handling</p> <ul style="list-style-type: none"> • Review consultation responses • Revise draft Ordinance • Questions for young people’s survey • Paper on education complaints • Plan drafting of subordinate regulations/legislation • Advertise additional advice and conciliation officer post • Continue with comparison with Jersey report • Scrutiny hearing – Committee <i>for</i> Employment & Social Security and Government Work Plan • Communications plan to be finalised at project board meeting on 25th March and with Communications Group |
| Proposals accepted | Implementation | | |
| Employment and Equal Opportunities Service: Expansion and Independence | | Current Status: 20 th November- 18 th February 2022 | Next Period: 19 th February – 20 th May 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 | | |
| Review of States’ Obligations | | Current Status: 20 th November- 18 th February 2022 | Next Period: 19 th February – 20 th May 2022 |
| Project Lead: | ESS | <p>The States of Guernsey Stakeholder group met on the 10th February. All Committees continue to review their services in preparation the new legislation.</p> | <p>The next meeting will be organised for April.</p> |
| Framework completed | Implementation | | |

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 |