

# Disability Consultation Summary

TO INFORM A DISABILITY STRATEGY FOR JERSEY

**NOTE:** This is a short version of the full consultation document, for the full version please visit [www.gov.je/consult](http://www.gov.je/consult)

**This document is also available in large print format.**

## Introduction

### 1. Why are we consulting?

Throughout 2015 and 2016 extensive research and consultation was undertaken to understand more about the experiences of people living in Jersey with a disability, impairment or long-term condition. These experiences have been brought together in a set of draft actions for a strategy as set out in this document.

We now want to know which of these draft actions are the most important to people, in order to consider which should be included in the disability strategy.

**Please tell us what you think by 10<sup>th</sup> March, 2017**

### 2. How to respond

We would like you to tell us which of the actions you think are the most important and if you think there are other actions, not in this document, which are important. A series of questions can be found throughout this document. Which you can respond to by:

- by completing our online consultation survey ([www.gov.je/consult](http://www.gov.je/consult))
- submitting your comments by email ([a.hamon2@gov.je](mailto:a.hamon2@gov.je))
- submitting your comments in writing (or by filling out a printed version of this document):

Write to: Disability Strategy Consultation, Cyril Le Marquand House, PO Box 140  
St Helier, Jersey JE4 8QT

You can also comment via Facebook and Twitter. All comments made on the States of Jersey Facebook page or Twitter feed that use the hashtag #disabilitystrategyjsy will be reviewed.

### 3. Find out more

If you would like to hear more about the proposed strategy priorities and actions, you can attend a consultation event:

<b>Date</b>	<b>Time</b>	<b>Venue</b>	<b>Book ticket</b>
Friday 20 <sup>th</sup> January, 2017	12.15-13.15	St Paul's Centre	<a href="https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-1-tickets-31065168756">https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-1-tickets-31065168756</a>
Tuesday 24 <sup>th</sup> January, 2017	19.00-20.00	St Paul's Centre	<a href="https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-2-tickets-31065457620">https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-2-tickets-31065457620</a>
Thursday 16 <sup>th</sup> February, 2017	13.00-14.00	St Paul's Centre	<a href="https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-3-tickets-31065598040">https://www.eventbrite.co.uk/e/disability-strategy-for-jersey-consultation-event-3-tickets-31065598040</a>

The total capacity of these venues is limited, please book in advance following the above links or by calling 01534 440682.

The venue is wheelchair accessible and has hearing loop facilities. If you have any additional access or communication needs, please use the contact details below and we will do our best to accommodate your needs.

In addition, we will work with local voluntary and community organisations to ensure that those who are unable to attend public meetings or submit written responses can engage in the consultation process.

#### **4. After the consultation – next steps**

##### **1. Review consultation responses**

Following this consultation, a report will be published, summarising what people have told us.

##### **2. Publish the strategy**

We will then develop and publish a disability strategy for Jersey. This will reflect what people have said to us. The strategy will be presented to all States members and published on [www.gov.je](http://www.gov.je).

##### **3. Set up a strategy delivery group**

A group of people will be brought together to form a strategy delivery group. It will include representatives from the business, voluntary and community sectors and the Government of Jersey, including disabled representatives. They will work together to identify resources and to agree how and when strategy actions will be delivered.

# Background

## 1. Developing a strategy together

Different individuals and organisations in our community provide support and services to Islanders living with disability. This includes the family and friends of people living with disability, the voluntary and community sector, local businesses and the Government of Jersey. This is why a disability strategy for Jersey must involve the whole Island.

Research was carried out in 2015 and 2016 to build a picture of the lives of Islanders with a disability, impairment or long-term condition. The research has provided us with a clearer understanding of the numbers of disabled Islanders as well as a greater understanding of the challenges individuals face because of their disability or impairment. The views of disabled Islanders have now been brought together in these proposed priorities and actions from which the disability strategy will be developed.

A broad group of stakeholders has helped in this process. (See full document for details).

## 2. Strategy outcome

The key outcome of the disability strategy will be to help ensure:

People living with disability in Jersey enjoy a good quality of life

We know that people living with disability in Jersey say they have a lower level of wellbeing than non-disabled islanders; disabled Islanders are less likely to be happy and more likely to have greater levels of anxiety. They also have a lower level of life satisfaction and feel that what they do in life is less worthwhile.

The disability strategy will aim to reduce this inequality. We will know the strategy is working if we can see an improvement in these four wellbeing indicators:

Life satisfaction

Life feels worthwhile

Happiness

Anxiety

## 3. Delivering and reviewing a disability strategy

### Delivering a strategy

Once a strategy has been developed, a delivery group of representatives from the business, voluntary and community sector and the Government of Jersey, including disabled representatives will be established to implement the actions.

The delivery group will identify actions that can be carried out using existing resources, and will create a business case for the actions that will need additional resources, so that they can be funded from within the next financial plan – from 2020 onwards.

It is proposed that a **disability officer** is recruited in order to co-ordinate the delivery group, increase knowledge and capacity of disability issues within the Government of Jersey and to act as a link between Government of Jersey departments, the voluntary sector and local businesses. The disability officer would have responsibility for coordinating some of the proposed actions, and for raising the profile of disability in the Island. The post will be in place as soon as funding is secured.

### **Reviewing the strategy**

It is proposed that a progress update on the strategy is produced every year. In addition, a full review of the strategy will be undertaken after 5 years. By reviewing the strategy we can ensure that it is delivering its outcomes. Where progress is not being made, or is not happening as quickly as it should, the strategy can look to evolve and improve. By making the review publicly available, the work of the delivery group can be scrutinised, and the strategy will be owned by the Island as a whole.

#### **Defining disability**

Defining disability is complex and can be conflicting; there is no universally agreed definition of disability.

Disability can be fluctuating and it can be invisible; an individual can feel or be considered to be 'disabled' in one situation, but not in another. An individual may not define themselves as having a disability, but are given that label by others.

In line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), this strategy will recognise disability in the broadest possible sense. The strategy is based on a social model of disability, and defines disability as including those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

# Consultation summary: Proposed actions & priorities

## 1. Overview

In order to achieve the outcome “People living with disability in Jersey enjoy a good quality of life”, this paper sets out the five proposed priorities for the future disability strategy:

**Priority 1: Have support to communicate and access information**

**Priority 2: Have greater access to the Island**

**Priority 3: Have good health and wellbeing**

**Priority 4: Have access to education, employment and enriching activities**

**Priority 5: Have equal rights and experience equality**

Within each priority, a number of actions are proposed. These actions are grouped into themes, or ‘action areas’.

The priorities and actions reflect back what disabled people and their representatives have said is their experience of living with disability in Jersey, what is important to them, and what they believe can or should be done to help them enjoy a good quality of life.

When a disability strategy for Jersey has been developed and the actions have been agreed, an action plan will be produced. This will outline the timeframe for completing the action, the key partners involved, the resources required to deliver the action and how we will measure success.

**In many cases, the actions that have been proposed by disabled people and their representatives would provide support to a wide range of Islanders, and not just those with a disability.**

## Priority 1: Have support to communicate and access information

### What change is wanted?

People living with disability want to be able to communicate well. To understand, be heard and be understood. This includes having support with individual communication needs and being supported to access information.

### Why is this change important?

We know that people living with disability can face challenges in communicating and accessing information. Communication and the flow of information goes two ways; to improve communication we must support disabled Islanders to be heard and better understood. We must also support the community as a whole to listen to these voices and better understand what people living with disability have to say.

### We know that:



### What are we doing now?

Examples of ways the Island is currently working towards improving communication and access to information:

- **Jersey Online Directory** is an online resource administered by the Citizens Advice Bureau, with information on services available to all Islanders, including those living with a disability and carers.
- October 2016 saw the pilot launch of the **Connect Card scheme**, to promote individual communication needs
- **States of Jersey Community Policing** team works to raise disability awareness within the community, including community awareness days

### How could we make further change happen?

The tables below outline the suggested actions to bring about the change required to ensure Islanders living with disability have support to communicate and access information; they are divided into 3 action areas.

### Your view

For each of the proposed actions in the following tables, please indicate whether you feel these are a high or low priority, in order to ensure disabled Islanders have support to communicate and access information:

## 1.1 Enhance exchange of information: Support and signposting

### The changes people say they want

People have told us that they want it to be easier for people to find out about services and support. They also want information about benefits and financial support more readily available and easy to understand. They also want online information about the accessibility of local businesses, such as restaurants and entertainment venues. They want to be able to better communicate with the Government and local businesses.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very High Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Review Jersey Online Directory (JOD – <a href="http://www.jod.je">www.jod.je</a> ) to ensure it is accessible and up-to-date.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Review the availability of information about financial support (both from the Government of Jersey and the voluntary &amp; community sector)                             <ul style="list-style-type: none"> <li>Assess whether information needs to be made available in a central resource</li> <li>Ensure the information is provided in a clear, accessible format</li> </ul> </li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<ul style="list-style-type: none"> <li>Work with Visit Jersey to enhance availability of online information regarding accessibility of tourism and hospitality facilities</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<ul style="list-style-type: none"> <li>Progress and promote 'Connect Card' communication scheme – a credit card-sized, document that specifies individual communication needs.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<ul style="list-style-type: none"> <li>Promote diversity training as part of ongoing training requirements for customer-facing staff and support individuals with a disability to deliver awareness training to staff</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	<ul style="list-style-type: none"> <li>Review Government of Jersey customer service policies to ensure recognition of the specific communication needs of disabled Islanders, and encourage local businesses to do the same</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	<ul style="list-style-type: none"> <li>Work with individual departments to allow customers to specify their communication preferences to the Government of Jersey – i.e. telephone, text, letter</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	<ul style="list-style-type: none"> <li>Develop plan to communicate the option for individual appointments for disabled Islanders at customer-facing Government of Jersey departments – including Social Security and Income Tax.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 1.2 Promote communication within health and care

### The changes people say they want

People have told us that they want improved access to communication support when using primary and secondary care. They also want to see better communication between different health services so that disabled people receive co-ordinated treatment and care. Adults with complex needs and their carers say they would like to be better supported in navigating the range of services available to them.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very High Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Establish a working group to examine the communication support needs of disabled Islanders when accessing healthcare, including provision for those with British Sign Language as their first language (include consideration of accessing preventative care – such as screening.)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Review how different health services communicate about an individual's treatment/care</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<ul style="list-style-type: none"> <li>Explore option of introducing Care Co-ordinators to support adults with complex needs and their families (similar to support currently available to children with complex needs)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<ul style="list-style-type: none"> <li>Review the need for training of workers in care settings, including residential homes, to enhance their communication support skills</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 1.3 Harness technology and innovation

### The changes people say they want

People have told us that they want support to access digital technology and the internet. Where Islanders living with disability are provided with assistive technology, they say they want the equipment to 'follow the individual', rather than be connected to a service. For example, a child benefiting from communication technology at school would also benefit from that technology at home and beyond term-time

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very High Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Support existing initiatives which help people to use technology and get online – for example the computer training sessions at the public library</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- b. • Review how the Government of Jersey loans assistive technology, to maximise the benefit. For example if an individual is deemed to need communication support equipment that support should be able to follow them wherever and whenever they need it.

<input type="checkbox"/>				
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## Your view

- a) Please suggest any further actions you think will help achieve the priority 'Have support to communicate and access information'.

If you are answering any of questions above, please could you also complete the questions set out at the end of this document, as this will help us to know who has responded to the consultation.

## Priority 2: Have greater access to the Island

### What change is wanted?

People living with disability want to access all the Island has to offer. This includes enabling people to get around, access public spaces or even move around their own home.

### Why is this change important?

We know that many people living with disability face challenges getting around. This includes physical access to buildings, the town centre, the countryside and beaches. People often face barriers to accessing suitable transport to take them to and from the places they want to go.

### We know that:



The design of buildings, roads and services often does not take into account the specific needs of a disabled individual.

Barriers to accessing all the Island has to offer can have wide-ranging consequences, for example increasing feelings of loneliness and isolation, which can impact on an individual's wellbeing.

### How could we make further change happen?

The table below outlines the suggested actions to bring about the change required to ensure Islanders living with disability have support to communicate and access information; they are divided into 3 action areas.

### Your view

For each of the proposed actions in the following tables, please indicate whether you feel these are a high or low priority, in order to ensure disabled Islanders have greater access to the Island:

### What are we doing now?

Examples of ways the Island is currently working towards being more accessible:

- **A concessionary bus pass** will be introduced in 2017 for people who have a long-term health condition that prevents them from driving.
- **Future St Helier working group** is looking to make improvements to the town centre
- Restoration of **Plémont headland** by the National Trust, **improved accessibility** of the site for those with restricted mobility

## 2.1 Suitable, affordable transport options

### The changes people say they want

People have told us that they want improved access to the bus network and improved accessibility getting around the town centre. They have also said they want a Blue Badge parking scheme and disabled parking spaces that meet the needs of disabled residents. Islanders with additional transport needs, who are geographically isolated, want further support with their travel.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very High Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Implement and monitor a concessionary bus pass scheme. Use additional scheme funding to invest in other bus travel initiatives, such as travel training and travel buddy schemes.</li> </ul>	<input type="checkbox"/>				
b.	<ul style="list-style-type: none"> <li>Improve accessibility standards of town centre, through Future St Helier working group.</li> </ul>	<input type="checkbox"/>				
c.	<ul style="list-style-type: none"> <li>Review availability of disabled spaces (quantity, location &amp; size) within carpark modernisation scheme</li> </ul>	<input type="checkbox"/>				
d.	<ul style="list-style-type: none"> <li>Review Blue Badge scheme to assess suitability of application process and review eligibility criteria.</li> </ul>	<input type="checkbox"/>				
e.	<ul style="list-style-type: none"> <li>Work with voluntary and community sector to introduce an island-wide volunteer driver scheme (disabled Islanders would be supported by a trusted volunteer driver, to attend appointments, go to social activities or shopping.)</li> </ul>	<input type="checkbox"/>				

## 2.2 Accessible housing options

### The changes people say they want

People have told us that they want homes that can meet accessibility needs and fair access to a full range of housing options across a variety of housing tenures. Within social housing, disabled individuals want equality of access in the allocation of housing, and to ensure the housing needs of the whole household are taken into account.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Work with the Occupational Therapy, Social Security and Environmental Health teams to ensure that funding to retrofit existing accommodation is effective and meets tenants' needs.</li> </ul>	<input type="checkbox"/>				
b.	<ul style="list-style-type: none"> <li>Ensure that Social Housing providers allow for adequate adaptations to homes, to meet individual tenants' needs.</li> </ul>	<input type="checkbox"/>				
c.	<ul style="list-style-type: none"> <li>Investigate options for the provision of purpose built or specially adapted accommodation, as well as options to increase "Extra Care" provision for people with care support needs.</li> </ul>	<input type="checkbox"/>				
d.	<ul style="list-style-type: none"> <li>Review current planning and building regulations are fit-for-purpose and encourage adequate accessibility, including the availability of "Lifetime Homes".</li> </ul>	<input type="checkbox"/>				
e.	<ul style="list-style-type: none"> <li>Work with voluntary and community sector to advise on basic design adaptations (<i>for example – don't place a fire alarm next to a light switch for visually impaired tenants</i>)</li> </ul>	<input type="checkbox"/>				
f.	<ul style="list-style-type: none"> <li>Strategic Housing Unit to review if disabled individuals have equal access to social housing, and appropriate assistance through Supported Housing where necessary.</li> </ul>	<input type="checkbox"/>				
g.	<ul style="list-style-type: none"> <li>Strategic Housing Unit to work with private sector to ensure that landlords treat disabled people fairly and recognise their housing needs.</li> </ul>	<input type="checkbox"/>				
h.	<ul style="list-style-type: none"> <li>Ensure that appropriate advice about housing options and related support services are in place to help disabled people live in accommodation suitable for their needs - to promote individual choice and independent living.</li> </ul>	<input type="checkbox"/>				

## 2.3 Access to buildings, St Helier and the countryside

### The changes people say they want

People have told us that they want their views and experience to be considered when planning and building developments of public interest. They also want the accessibility of the natural environment to be better promoted.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Establish an accessibility reference group to advise on the 'real life' needs of new and refurbished public buildings and spaces (including the Future hospital and St Helier.)</li> </ul>	<input type="checkbox"/>				
b.	<ul style="list-style-type: none"> <li>Work with the groups set up within the Countryside Access Strategy for Jersey to maximise accessibility of the outdoors- including development of online map to promote accessibility of the natural environment.</li> </ul>	<input type="checkbox"/>				

### Your view

b) Please suggest any further actions you think will help achieve the priority 'Have greater access to the Island'.

If you are answering any of questions above, please could you also complete the questions set out at the end of this document, as this will help us to know who has responded to the consultation.

## Priority 3: Have good health and wellbeing

### What change is wanted?

Disabled Islanders want support access to health and care which meets their needs. They also want to promote wellbeing through access to emotional support and activities that promote self-worth and combat loneliness.

### Why is this change important?

50% of disabled Islanders say that they have at least *some* difficulty getting the healthcare they need, and 10% said they experienced a *lot* of difficulty accessing healthcare. The reasons for this are diverse. For some, additional help is required in terms of communication support (as covered in Priority 1), others want more say in how their long-term health and care needs are met.

Disabled people in Jersey report being less satisfied with life, less happy and more anxious. Many people have said that they would benefit from greater access to emotional support and access to activities that promote better health, both physical and mental wellbeing.

In addition, 51% of people caring for friends or family members with a disability say that it increases their stress levels and 39% have said it has exhausted them or made them feel depressed. In order to benefit both carers and the people they care for, we need to ensure they are able to access the support they need.

### What are we doing now?

Examples of ways the Island is currently working towards supporting good health and wellbeing include:

- A **Mental Health Strategy** for Jersey was published in 2015, which focuses on prevention and early intervention and looks to improve access to services and co-ordination of care.
- **Family Care Coordinators** support families who have children with complex needs
- **Individual appointments** are provided by some Government of Jersey departments for people with special communication needs
- An **exercise referral scheme** supports individuals with certain medical conditions to undertake regular physical activity to improve health & wellbeing

### How could we make further change happen?

The table below outlines the suggested actions, to bring about the change required to support disabled Islanders to have good health and wellbeing; they are divided into 4 action areas.

## Your view

For each of the proposed actions in the following tables, please indicate whether you feel these are a high or low priority, in order to ensure disabled Islanders have good health and wellbeing:

### 3.1 Access to emotional support

#### The changes people say they want

People have told us that they want to know how to find help when they need it and to see improved signposting to support services.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Ensure that services and organisations which offer support, including counselling are on the Jersey Online Directory</li> </ul>	<input type="checkbox"/>				
b.	<ul style="list-style-type: none"> <li>Support primary and secondary care providers to signpost their service users to further support</li> </ul>	<input type="checkbox"/>				
c.	<ul style="list-style-type: none"> <li>Work with voluntary and community sector to review the availability of support provided to Islanders with different impairments and disabilities, to include the availability of support groups for individuals, carers and family members</li> </ul>	<input type="checkbox"/>				

### 3.2 Promote practical support and independence

#### The changes people say they want

People have told us that they want ownership and input on the way their long-term care needs are met.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Review and implement ways to smooth the transition to adult services, including the possibility of a transition plan and a designated professional, to support the transition.</li> </ul>	<input type="checkbox"/>				

b.	<ul style="list-style-type: none"> <li>Consider the feasibility of introducing personalised budgets and review ways of increasing person-centred care</li> </ul>	<input type="checkbox"/>				
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### 3.3 Access to activities that promote wellbeing and good health

#### The changes people say they want

People have told us that they want greater access to sporting and fitness activities as well as social and cultural events.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Work with sports development team to promote accessibility of current sports facilities (for example disabled access at Les Quennevais swimming pool).</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Work with sports clubs to offer a mentor/buddy service to support those who wish to increase fitness, for example support to attend a weekly exercise class or to enter a marathon.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<ul style="list-style-type: none"> <li>Work with community groups to support and increase the availability of accessible fitness groups such as walking clubs.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<ul style="list-style-type: none"> <li>Encourage venues to facilitate special communication needs (for example, on request turning down music in a restaurant, so that a customer with a hearing impairment can communicate)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<ul style="list-style-type: none"> <li>Set up a working group with key organisations to maximise accessibility to cultural experiences – including Jersey Heritage, Jersey Arts Centre, Jersey Opera House and Jersey Arts Trust</li> <li>And encourage cultural providers from the private sector (with which the Government has no direct funding link) to review and improve access for disabled people</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 3.4 Support for carers and the family unit

#### The changes people say they want

People have told us that they want greater support, more flexible respite options for carers and for carers' rights to be protected.

	Actions that have been proposed	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a.	<ul style="list-style-type: none"> <li>Review respite and short break services available to individuals and carers, with a view to increasing the variety and flexibility of options available.</li> </ul>	<input type="checkbox"/>				
b.	<ul style="list-style-type: none"> <li>Consider whether the rights of carers should be set out in law, including the right to a carer's assessment and support package.</li> </ul>	<input type="checkbox"/>				

#### Your view

c) Please suggest any further actions you think will help achieve the priority 'Have good health and wellbeing'.

If you are answering any of questions above, please could you also complete the questions set out at the end of this document, as this will help us to know who has responded to the consultation.

## Priority 4: Have access to education, employment and enriching activities

### What change is wanted?

People living with disability want to be able to contribute to society by having access to appropriate education, training and employment opportunities. Those who cannot work should have access to enriching activities, so that all Islanders are able to lead a fulfilling life.

### Why is this change important?

28% of disabled Islanders say that they have a lot of difficulty in getting the type or amount of paid work they want. Islanders who are able to work feel it contributes to their wellbeing and life satisfaction, however many face challenges in finding the right employment or training to meet their needs and ambitions. Over a quarter of disabled Islanders have some difficulty getting the support or equipment they need at work or school.

Islanders who are not able to work, or who have retired, feel that access to enriching activities, such as volunteering or learning new skills, is important for their wellbeing and self-esteem.

Many disabled young people enjoy and benefit from the education they receive, however some struggle to translate this into finding suitable employment once they have completed their education. Others would like to have more encouragement to have greater career ambitions, and to see older role models who can inspire them.

### What are we doing now?

Examples of ways the Island is currently working towards supporting access to education, employment and enriching activities include:

- **Targeted support** for children with special educational needs within the Island's primary and secondary schools.
- Support entering and maintaining employment and career advice provided by Government of Jersey employment services and the **Jersey Employment Trust**.
- **JACS (Jersey Advisory and Conciliation Service)** – an employment relations service which supports both employers and employees, including providing advice on discrimination.

### How will we make further change happen?

The tables below outline the suggested actions to bring about the change required to make sure that Islanders living with disability have access to employment, education and enriching activities; they are divided into 3 action areas.

## Your view

For each of the proposed actions in the following tables, please indicate whether you feel these are a high or low priority, in order to ensure disabled Islanders have access to education, employment and enriching activities

### 4.1 Education to meet individual needs

#### The changes people say they want

People have told us that they want to ensure all children with special educational needs have their needs met throughout their education and that school leavers with a disability are fully supported to continue their education if they wish to. They also want to see greater disability awareness within schools amongst pupils and staff.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Review Special Educational Needs Code of Practice – to ensure high quality provision which promotes inclusion for children with disabilities</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Carry out a review of post-16 education opportunities for individuals with a disability or special educational need.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<ul style="list-style-type: none"> <li>Establish a 'disability champion' within all schools</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<ul style="list-style-type: none"> <li>Voluntary and community sector to work with schools to promote disability awareness within classes and as part of additional school activities. Disabled people invited to deliver awareness training.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 4.2 Access to employment opportunities

### The changes people say they want

People have told us that they want to be able to have a satisfying and rewarding career. They want to see reduced levels of discrimination in the workplace and they want Government of Jersey, as the Island's biggest employer, to lead the way in demonstrating positive actions towards employing disabled people.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Government of Jersey to promote opportunities &amp; support disabled people to change jobs/ progress in their career.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Government of Jersey to set up an action group to explore how to act as a positive employer for disabled people.                             <ul style="list-style-type: none"> <li>And identify 'champions' or mentors to support those who have recently entered the workplace</li> </ul> </li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<ul style="list-style-type: none"> <li>Work with JACS (Jersey Advisory and Conciliation Service) to ensure that appropriate and accessible information is provided to employers and employees</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<ul style="list-style-type: none"> <li>Work to review and address the factors that contribute towards workplace discrimination</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 4.3 Opportunity to participate in enriching activities

### The changes people say they want

People have told us that, for those unable to work, they want to be able to participate in enriching activities and be supported to participate in volunteering opportunities.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Carry out a holistic review of all daytime activities and employment opportunities available to adults unable to work, including those with learning disabilities and autism, as well as individuals with mental health conditions that impact on their ability to work.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Work with voluntary and community sector to promote opportunities for volunteering and review interplay between volunteering and receipt of income support payments.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Your view

d) Please suggest any further actions you think will help achieve the priority 'Have access to education, employment and enriching activities'.

If you are answering any of questions above, please could you also complete the questions set out at the end of this document, as this will help us to know who has responded to the consultation.

## Priority 5: Have equal rights and experience equality

### What change is wanted?

Disabled Islanders want to be able to participate fully and equally within our community and to challenge discrimination.

### Why is this change important?

Islanders living with disability want to be able to contribute to our community, both in terms of raising the profile of disability-specific issues, but also being involved in wider Island matters. One barrier to participation is discrimination - over a quarter of disabled Islanders report to have directly experienced discrimination in the past 12 months. In addition to this, Islanders who are most likely to be disabled are older, on low incomes, living in social housing and not in employment – and therefore face barriers beyond those challenges associated with their disability. Challenging attitudes and discrimination through changes to legislation and policies will help support more equal participation in society.

### What are we doing now?

Examples of ways the Island is currently working towards equal rights and equality include:

- Working towards the introduction of **disability discrimination legislation** in 2018.
- Ministers took up '**Ant's Challenge**' of living with disability in August 2016, to promote awareness and understanding within the community.
- The inaugural Liberate CI **Equality and Diversity Awards** took place in September 2016

### How could we make further change happen?

The table below outlines the suggested actions, to bring about the change required to ensure that disabled Islanders have equal rights and experience greater equality; they are divided into 4 action areas.

### Your view

For each of the proposed actions in the following tables, please indicate whether you feel these are a high or low priority, in order to ensure disabled Islanders have equal rights and experience equality.

## 5.1 Challenge discrimination

### The changes people say they want

People have told us that they want it to be made illegal to discriminate against a person because of their disability. They also want to see greater disability awareness on an island-wide scale and a truer reflection of disability portrayed in the local media. They also want support to challenge, when faced with discrimination and to acknowledge and support disabled Islanders who are victims of crime.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	• Develop and implement disability discrimination legislation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	• Establish a working group to explore a co-ordinated approach to promoting disability awareness amongst the general public.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	• Work with Island's media outlets to reflect a 'true' picture of disability in Jersey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	• Explore options for ensuring that victims of crime are well supported	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	• Undertake research to better understand the links between disability and domestic violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 5.2 Promote participation and engagement

### The changes people say they want

People have told us that they want the opportunity to engage with services, in order to help shape future service development.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Develop engagement opportunities for people with disabilities with all relevant Government of Jersey services – including adults &amp; children’s social services, hospital users and the Social Security department.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<ul style="list-style-type: none"> <li>Establish an annual event where Islanders living with disability and carers can share their views and experiences with their elected members, and those responsible for developing policies that will have a direct impact on them.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 5.3 Economic equality

#### The changes people say they want

People have told us that they want to understand the extra costs faced by disabled Islanders and look at ways to reduce these.

	<b>Actions that have been proposed</b>	<b>Low priority</b>	<b>Medium priority</b>	<b>High Priority</b>	<b>Very high Priority</b>	<b>Don't know</b>
a.	<ul style="list-style-type: none"> <li>Review 'extra' costs faced by disabled people– as per the UK extra costs commission</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 5.4 Civic Participation

#### The changes people say they want

People have told us that they want to see improved access to the political system for disabled Islanders. They want to ensure that people living with disability, including young Islanders, have opportunities to be active citizens

	Low priority	Medium priority	High Priority	Very high Priority	Don't know
a. • Establish a project team to work on removing barriers to engaging in the political environment – including voting, access to political candidates, manifestos etc.	<input type="checkbox"/>				
b. • Work with Jersey Community Relations Trust to ensure disabled people have opportunities to be active citizens –for example as jurors, board members and elected representatives	<input type="checkbox"/>				
c • Youth Inclusion project to continue to promote citizen engagement for young people	<input type="checkbox"/>				
d • Work with schools to encourage young people with disabilities to participate in the annual Youth Assembly.	<input type="checkbox"/>				

## Your view

e) Please suggest any further actions you think will help achieve the priority 'Have equal rights and experience equality'.

If you are answering any of questions above, please could you also complete the questions set out at the end of this document, as this will help us to know who has responded to the consultation.

# RESPONDING TO THE CONSULTATION

If you are responding to any of the consultation questions above, please complete the following questions. This information will help us to process the consultation responses and to keep in touch.

## **About you**

a) Your name:

b) Email address:

c) Postal address (a postal address is only required if no email address is provided).

d) Are you a Jersey resident? Please tick:

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

e) If no, where are you resident?

f) Are you responding in your personal capacity? Please tick:

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

g) Are you responding as an official representative of an organisation or group? Please tick:

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

h) If yes, is that organisation or group:

i.	A group that supports Islanders with a disability, impairment or long-term condition	<input type="checkbox"/>
ii.	a faith group or religious organisation	<input type="checkbox"/>
iii.	other (please state):	<input type="checkbox"/>

## **Publication of responses**

Consultation responses may be made public (for example sent to interested parties on request, quoted in a published report, reported in the media etc.). Please indicate which one of the following three options applies to you.

<u>Option 1</u> You agree that your comments may be made public and attributed to you	<input type="checkbox"/>
<u>Option 2</u> You agree that your comments may be made public but not attributed to you (i.e. anonymous)	<input type="checkbox"/>
<u>Option 3</u> You do not want your comments made public.	<input type="checkbox"/>