



THE CHANGING TIMES

October 2016



**A Q&A With
Deputy Jane
Stephens**

Page 6

**A look at the
new Bailiwick
Curriculum**

Page 10

**Future
Guernsey - A
20 year Vision**

Page 32

**Volunteering
& donating
Guernsey**

Page 18

**The Be
Active
Forum**

Page 34

Welcome to the new edition of Changing Times

This issue covers many important initiatives – for example education, maternity services, mental health and wellbeing, disability and inclusion – that are inter-connected in different ways.

The Policy and Resource plan, which is also covered in these pages, is the States' statement of intent to ensure that we work to bring these initiatives closer together, in order to make sure we achieve the outcomes that we all want.

You'll hear more from me on the pages inside, but we want to hear more from you in the community too, it's great to see the Association of Guernsey Charities writing in these pages, for example. If you have something you'd like to be included in Changing Times, then let us know.

The partnership between the States and the third sector is a theme that runs through these pages. In some places, quietly and effectively, we are getting it right. In other places, there is much more to do, and improvements that need to be made.

But on behalf of the Policy & Resources Committee, you have my absolute commitment that we want to get the relationship right. That way we can secure the best outcomes for our community.

Over the past six months I have had the opportunity to work with many more people in the third sector, some of whom I had not been fortunate enough to have met before. Their passion and perseverance is an exemplar to us all.

There is much to do – but working together, I am sure we will make progress.

Deputy Jane Stephens

Inside this edition



Q&A with Deputy Jane Stephens

Page 06



Relate - the relationship people

Page 16



Parental input has the power to make a positive impact

Page 10



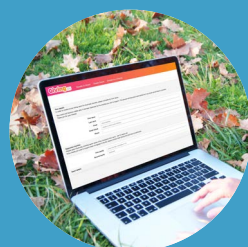
Volunteering in Guernsey

Page 18



An update on the Disability and Inclusion Strategy

Page 12



Online donations at Giving.gg

Page 20



Bosom buddies

Page 14



Guernsey Voluntary Service supporting adult islanders

Page 22



Update on the Secondary Pensions Project

Page 24



Future Guernsey – Great today, better tomorrow

Page 32

The Changing Times is a bi-annual magazine featuring policy updates, developments and progress reports.



Governance and transformation in health and social Care

Page 26



A Guernsey response to an international epidemic

Page 34



Implementation of the parental benefits

Page 28



HSC, the GHA and Guernsey Mencap, a winning partnership

Page 38



H&SC and Education sites go smoke free

Page 30



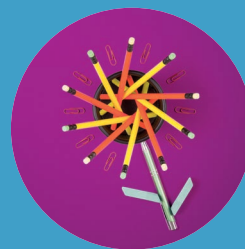
The British Irish Council

Page 40



Paintings and poetry

Page 44



The Supporting Occupational Health & Wellbeing Project

Page 46



Q&A with Deputy Jane Stephens

What is your role?

I was elected as a Deputy for St Sampson in April, and in May I joined the Policy & Resources Committee as the lead member for social policy. In my view that means working to co-ordinate work across the States, ensuring we work with other Committees to focus on prioritise and use resources effectively.

Do you have a background in social policy?

Yes. My first career was as a teacher and so I met many different kinds of children and families, and realised that 'school' was only part of childhood experience. Until very recently I chaired the Adoption, Permanence and Fostering Panel, and was a Lay Member serving on the Mental Health Tribunal. I was a States Member from 2008-12, and after that I became an independent chair of the Disability and Inclusion Strategy Implementation Group, up to my decision to offer myself for re-election this year.

Which areas of social policy are you most closely involved with at the moment?

I am chairing the Children's Executive, which met for the first time in late September. The establishment of the Children's Executive follows a States

Resolution in the previous term, and its role is to provide leadership, co-ordination and prioritisation to support the work of the Children and Young People's Plan implementation group. The Executive brings together politicians, the third sector and the civil service, and is looking at how we develop and deliver initiatives such as the corporate parenting strategy and the MASH (multi-agency support hub for child protection) pilot programme.

I am also chairing the Supported Living and Ageing Well Strategy (SLAWS) Supervisory Board that has been established. It also met for the first time in late September, and will work in a similar way to the Children's Executive, including have a similar range of members. The Board has begun the process of prioritising the work -streams set out in the SLAWS Policy Letter at the end of the previous term, as well as looking at the resourcing required to implement that activity.

These are two very significant and very important areas of work and I am delighted to have been given responsibility by the States to provide political leadership in this way.

Are you involved in any other initiatives?

I am involved on behalf of the Policy & Resources Committee on all of the areas of social policy where they have involvement. This will include, for example, supporting the implementation of the Mental Health and Wellbeing Strategy.

I also chair the meetings of two forums. One is the Social Policy Development Group, which brings together the States, the Association of Guernsey Charities and the representatives from the charitable and voluntary sector. The other is the Social Policy Partnership Forum, which brings together the third sector with the States and the private sector.

What types of issues and initiatives do those different groups and forums do?

The Association of Guernsey Charities is the driver of the Social Policy Development Group. Attendees include the Youth Commission, MIND, Ageing Well in the Bailiwick and the Guernsey Disability Alliance. We update each other on the initiatives we are working on, emerging issues and areas where resource might not match priorities. One of things are looking at is how to

support the charitable and voluntary sector in securing additional funds. For example, the charitable sector was very disappointed that we were not able to put forward tax relief on charitable donations in this year's Budget, so one of our priorities over the next six months will be to work with them to review what measures might be possible to put forward for the next Budget. To fulfil my responsibility to all with an interest in these matters I have to underpin proposals with evidence. Those who know me well would not expect any other approach from me!

This is not a cosy forum of people drinking tea and agreeing with each other! We do have a common purpose, but there is challenge and constructive criticism, and that is a very important part of the States' relationship with the third sector.

The Social Policy Partnership Forum brings together the Guernsey Community Foundation, the Association of Guernsey Charities, the Chamber of Commerce and the Institute of Directors as well as the States. We are starting to look at areas such as how we work together more strategically to enable the States to commission services from the third sector and the private sector.

This is not simply to save money, though of course that is a consideration. The point is that some third sector and private sector organisations will have ideas and expertise about meeting some of our social challenges, and we need to use that expertise. The States does many, many things well, but it does not have a monopoly of wisdom or expertise.

What have you delivered in the first six months?

Well, there's been a lot of change. There's a new system of government, so we have put in place new structures for supporting the implementation of ongoing work such as the Children and Young People's Plan and the Supported Living and Ageing Well Strategy. I've also met with a lot of charities and people to discuss their ideas and challenges, and where we in the States fit in. Often people want us to help, but sometimes they need us to get out of the way!

What is your priority?

Can I have two?! The first has been to ensure that social policy is front and centre of the first phase of the Policy & Resource Plan, and likewise to do the same as part of the second phase plan which will go to the States in June. It's

clear to me that economic growth and sustainable finances are absolutely dependent on us having a fair and inclusive society, where everybody has equal opportunity to fulfil their potential.

My second priority is to ensure that we deliver against the Third Sector Compact that was agreed between the Association of Guernsey Charities and the States of Guernsey back in autumn 2014. We have made progress since May this year, but I know there is much more to do. I do want to push that forward and I rely on the positivity that I have experienced so far to make that happen.

What has changed since you were first in the States?

I think that there is a greater focus on social policy. A few years ago it was very much considered the preserve of “lefties” and “do-gooders”. The third sector and a handful of Deputies have done a huge amount to change that, and the States Assembly is much the better for that change.

There is also less money. That sounds facile, but it is true. The world has changed, the economy has changed, our community and its needs have changed. We have a great pressure on public services and less revenue to work with. So we need to change the way we do things, we need to prioritise, and sometimes we need to take decisions that we may not want to. I am very determined and not easily diverted from the main task of supporting the delivery of social policy from wherever that support is best supplied.

What’s the biggest challenge you face?

I think it relates to what I’ve just said really – we’re in a position where we have a challenging financial position allied to a changes in the make-up and needs of our community. We need to change the way we do things, but it is a change we need to make over years and not weeks, the challenge is to think long-term and not short-term.

However, I am a great believer that a challenge is actually an opportunity!



Parental input has the power to make a positive impact

Education Services is developing an exciting new Bailiwick of Guernsey curriculum to be implemented across all phases of education from September 2017.

The curriculum framework sets out high expectations for all our children and young people and reflects the aims of the Children and Young People's Plan as our curriculum seeks to develop children and young people who are effective contributors, confident individuals, successful learners and responsible citizens. Through the delivery of the curriculum we aim to ensure that our children are healthy and active, safe and nurtured, included and respected and able to reach their individual potential.

'The 'Big Picture' of the new curriculum is about promoting joyous and purposeful learning,' said Nick Hynes, Director of Learning, Performance and Intervention who is leading on the detailed development of the new curriculum. 'We are now working on what sits beneath this big picture.'

'Teams of subject specialist teachers and curriculum leads in all our schools are working together to provide the detail behind the curriculum framework

and to model what excellence looks like in each of the subject areas plus the wider skills and attributes that we want all learners to develop,' said Nick.

One of the key elements that Education Services is keen to promote is the greater involvement of parents, carers and the community in children's learning.

Research by 'education guru' Professor John Hattie shows that: Active and positive parents who help students to set high expectations have a positive impact on student achievement. Surveillance or supervision can have a detrimental effect.

'The question for our community is 'how can we help parents do the right things to support their child's learning? How can we help them be active and positive as Professor Hattie suggests?' said Nick.

Education Services has established a Parent Forum where a small group of parents is chewing over this very issue. At the Forum's inaugural meeting in September, the message came through loud and clear that parents wanted to help but often didn't know what to do or how to do it.

We have an exciting opportunity to harness parent power not only to help improve achievement but also to try to reach those parents who are often reluctant to engage. The Forum was keen to look at creating parent mentors or parent to parent groups where they could help each other and share the best ways of supporting children's learning.

'Many parents are time poor and want to make sure that the time they have to help their child with their learning has the most valuable impact,' said Nick. Learning happens everywhere, not just within formal lessons or during the school day. By developing our new curriculum and modelling and sharing the best way for parents to engage, support and reinforce the learning and skills their children are developing we believe we can have a really positive impact on the future prosperity of our Islands.

'We are just at the beginning of this journey and I would encourage any parents who are keen to be involved to get in touch.'

You can contact Nick at **nick.hynes@gov.gg**

Learning happens everywhere as seen at the recent Summer Schools (pictured top left) run in partnership with Every Child Our Future.



An update on the Disability and Inclusion Strategy

In November 2013, the States of Guernsey agreed to look at improvements that can be made to ensure that disabled people and carers are fully included in Island life.

About 1 in 5 people (approximately 14,000) in Guernsey and Alderney are estimated to have a long term condition that affects them every day. Of these, some 4,000 people experience significant difficulty in everyday living.

As the largest employer and provider of goods and services it is important that the States listens and makes improvements so that both employees and customers are fully included and have access to the information they need. The States has agreed to review its current practices in relation to disabled employees and service users in readiness for future Disability Discrimination Legislation. It is important that the States does not wait until the Legislation is in place but listens now to its staff and customers so that it can plan to make the changes needed.



The Business Disability Forum (BDF) will be working with the States to identify what changes are needed and to help agree an action plan. BDF are a UK Company with a proven track record of working with organisations in the UK and abroad, they also already work with various Guernsey companies.

The first step of the review starts this month and will involve policy and operational leads from across the States and representatives from the Third Sector. Detailed discussions will help the BDF understand the States' functions and gather information about the services and how they are provided. In addition, the information will help to make sure that the BDF talks to and involves the right people when they have more detailed conversations with disabled employees, disabled islanders and representatives from the Third Sector in early 2017. BDF will use several methods to gather information, including an online survey, focus groups and individual interviews.

This review is a priority which has been identified via Disability & Inclusion Strategy. Further information about how the review is progressing will be shared over the coming months.

If you have any questions or would like more information, please contact the States of Guernsey Disability and Inclusion Officer, Caroline Mullins, **Caroline.Mullins@gov.gg**



Bosom Buddies

Midwives and Health visitors in Guernsey recognise the important health benefits for mothers and their babies whilst breastfeeding.

Alex Hawkins-Drew (Consultant Midwife) under the direction of Public Health is leading on the breast feeding strategy, with the aim of enhancing the islands breastfeeding support. The Midwifery and Health Visiting teams are committed to the outputs of the strategy and, as a result, Bosom Buddies was born last year.

Bosom buddies was created to promote an informal team approach to breastfeeding support, from the care of the midwives to the health visitors. Lisa Stephens (Head of Midwifery) enlisted the help of enthused maternity staff to work alongside dedicated health visitors with a special interest in breastfeeding to start up a weekly drop in for mothers.

In September last year, the numbers were small, but word spread, as well as confidence in the service, and the drop in sessions are going from strength to strength. Lisa believes the success is down to 2 important aspects.

'We knew that this is something that women wanted. They needed additional professional support, but could also support each other. Mother to mother

support, alongside expert professional advice, has been shown to improve uptake and continuation of breast feeding. The other key component of its success is down to the commitment of the health visitors and maternity staff.'

Lisa advocated that a member of the team should be present at all times, particularly in the early days so Jo Ingrouille put herself forward and has provided a supportive and nurturing environment where women can ask questions and flourish as new breastfeeding mothers. Jo's experience as maternity care assistant and her commitment to supporting women and breastfeeding really helped the group to get off the ground and the 'how are we doing feedback forms' cards and letters show how much her support is appreciated.

Vicki Wiskin's role as health visitor has meant that she is able to support women during the transition phases associated with breastfeeding, and encourage women to continue to feed for longer periods. The drop-in style format means that no appointments are required and mums don't need to be having a problem to attend.

The provision of peer support is cited as a performance indicator for one of the UNICEF baby friendly standards, an award that HSC are currently working towards achieving as part of the island wide breastfeeding strategy. Breastfeeding is acknowledged to be one of the best levellers of future health across all socioeconomic groups and has health benefits for both mother and baby. The UK infant feeding survey continually indicated that women felt they had stopped breastfeeding before they intended to and one of the main reasons given was they felt there was a lack of support. Whilst the community midwives and health visitors provide one to one support within the service user's home, the implementation of groups like Bosom Buddies is a positive step in providing this support within a more social environment, reinforcing the concept of breastfeeding as a normal part of parenting.

Bosom Buddies success is now being shown in how many women visit the clinic. We sought their feedback at our first anniversary celebrations on 24 September 2016 and this evaluation will continue to happen throughout the year. This feedback has been overwhelmingly positive and we look forward to the clinic going from strength to strength.

If you would like to know more about Bosom Buddies please contact Alex Hawkins-Drew on **tel 725241**.



Relate - the relationship people

Relate started in Guernsey as the Marriage Guidance Council in 1949 so has been helping local people with their relationships for over 65 years. Over the years it has adjusted and grown to accommodate the changing world and the role relationships play within that world.

Our service is totally confidential and non-judgemental. We help couples and individuals whatever their age or sexuality.

Relationships are vital for our health and wellbeing. Our aim is to help people enjoy healthy relationships. This can mean helping out at critical times in their lives and times of change. Relationships impact at work as well as within the family and when children are involved the role modelling impact can have an effect much later on.

How we can help

We offer counselling to people committing to each other, either by marrying or setting up home together, this is a huge step and worth treating seriously. Having a baby can be a stressful time when support can really make the difference for parents to stay together. However, we are not focussed on

keeping people together in a relationship, if they decide to separate we will work with them so that they can do that as amicably as possible; especially important when children are involved, we enable parents to meet and talk without bad feeling. It makes a huge difference to how the children cope with the inevitable changes ahead.

Another time of change can be when older children 'fly the nest', thus shifting the main focus in life. Suddenly couples haven't got the children taking up their time and energy. Counselling can help those affected re-focus and find pleasure in being a couple again.

Long Term Illness

There are many times that catch us completely unaware such as illness. Long term health conditions such as Cancer, Parkinson's disease, Alzheimer's, may change your long-term plans. Sometimes dreams for the future may have to be changed. It is a form of loss, not unlike a bereavement. It can be a long road when you are living with a physical or mental condition and relationships are a vital part of making the journey easier.

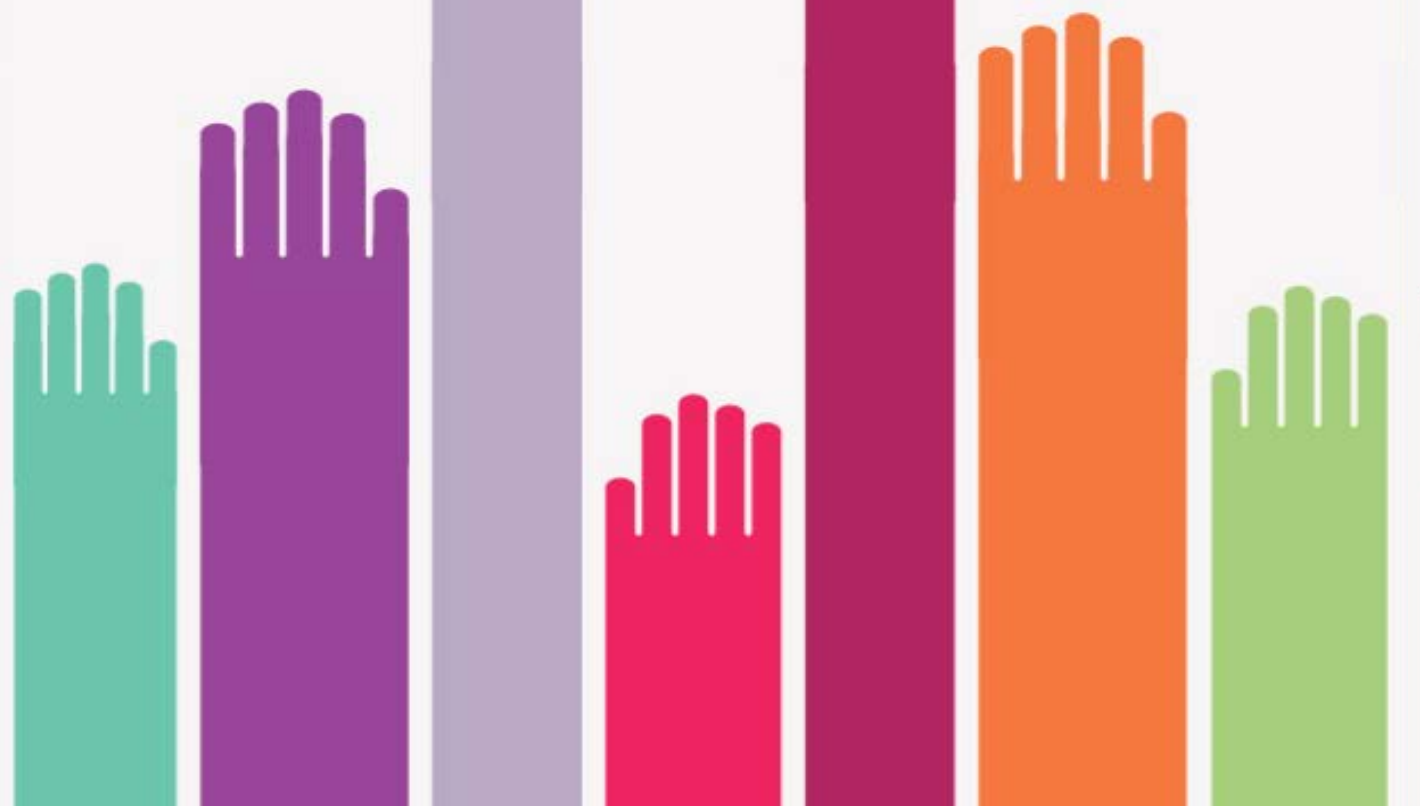
You can find out more about Relate Guernsey by visiting our website, **www.relate.org.gg**, or by liking our Facebook page.

We can be contacted by telephone on 730303 or by email to **info@relate.org.gg**.



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relate
the relationship people

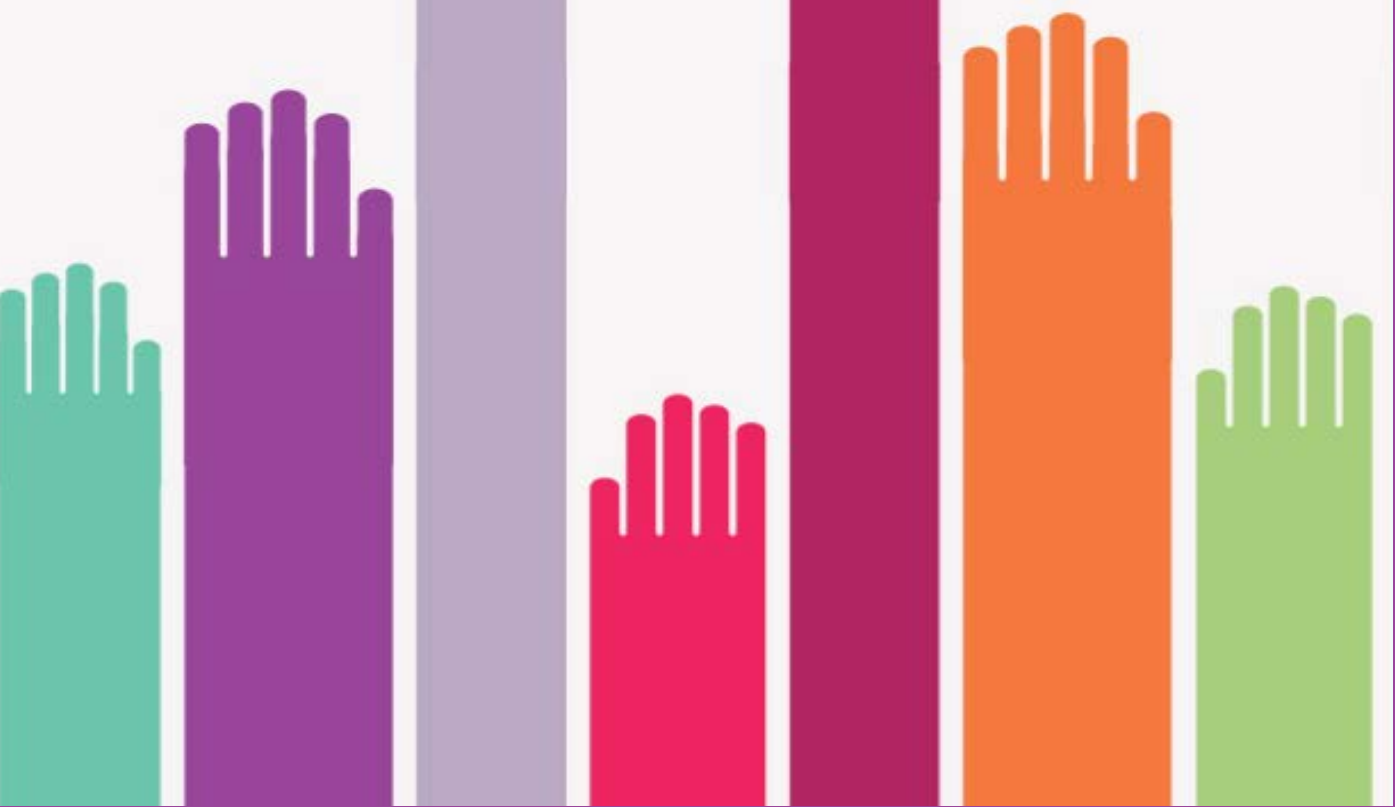


Volunteering in Guernsey

Massive numbers of Bailiwick residents get involved with Volunteering in Guernsey; the Third Sector is so poorly funded that most charities could not deliver their missions without the commitment and support of so many members of the public. One major charity supporting the elderly community has over 500 volunteers on their books.

In the past few years a group from the Association of Guernsey Charities and the Guernsey Community Foundation, and others, established **www.volunteer.gg** as a means to enable voluntary organisations to post their volunteer vacancies online, so that potential volunteers can access volunteering opportunities they would otherwise not know about.

The website was updated in early 2016 to link it with the Association of Guernsey Charities website (**www.charity.org.gg**) so that Bailiwick charities have a single point of access to broadcast their news, events and volunteer vacancies, and to enable potential volunteers to register their interest in Volunteering. This has been a major success both for the charities seeking volunteers, and for potential volunteers.



Charities and voluntary organisations need volunteers both to help them with their missions, but also to help out with one-off events.

More and more Bailiwick residents are becoming involved in Volunteering. School children do it as part of the Duke of Edinburgh Awards scheme, those entering the employment market do it to enhance their CV, newly retired people do it now that they have more time to devote so as to keep engaged with the community, and businesses increasingly look for ways to support the community as part of a Corporate Social Responsibility programme.

If you are interested in volunteering go to **www.volunteer.gg** to find out more and register your interest!



Online Donations at Giving.gg

The Association of Guernsey Charities has been repeatedly asked by the membership to consider implementing an online donations facility for Bailiwick charities. Many fundraising events for Bailiwick charities use UK commercial donations websites, the cost of which can be up to 10% of the amount raised. Imagine running a marathon for charity only to find that the last 2.6 miles simply pays the commercial website's costs.

Building a facility that collects money on behalf of charities is not straightforward. There are legal and regulatory issues, governance issues, issues about credit card providers and bankers, as well as designing and building the website.

So with the help of many volunteers – lawyers, trustees, bankers, and web designers the AGC developed and introduced **www.giving.gg** at the end of June 2016. It has been a great success with over £10,000 raised for Bailiwick charities in the first three months of operation.



"Giving" allows donors to donate directly to Bailiwick charities using PayPal, Barclaycard or by Internet Banking. It also allows members of the public to set up fundraising events such as Marathon runs, swimming the English Channel, sponsoring the flight of an injured turtle to a recovery centre in the Canaries, walking the Inca Trail, and (bizarrely) reversing a truck around the Island.

"Giving" costs charities nothing to run, and all proceeds received are distributed without cost. This means that apart from charges from the card companies (1.4% plus 20p for PayPal, slightly less from Barclaycard, and nothing if the donation is made by e-banking) the charity gets everything.

So if you want to raise money for a local good cause, go to **www.giving.gg** and set up your fundraising event!



Guernsey Voluntary Service supporting adult islanders

GVS was formed locally in 1949 (as WVS later WRVS) but became independent in 2011. Our core services, Meals on Wheels and the Jubilee and Russels Day Centres, focus on older people and helping them to remain living independently in the community.

Meals on Wheels started in Guernsey in 1960 and we now deliver approximately 30,000 meals per year in Guernsey and 5,000 meals in Alderney. We have four dedicated cars based at the Princess Elizabeth Hospital where the hot meals are made for us six days a week. Volunteers deliver meals across the island to clients referred to the service by medical professionals. Although predominantly for older people, it is medical need rather than age which leads to referral. Not only do volunteers deliver the meal they also act as a watching eye on any client who is unwell, missing or just in need of help when we can alert next of kin or medical professionals accordingly.

The Jubilee Day Centre is in Grandes Maisons Road, St Sampsons and the Russels at Le Grand Courtil, St. Martins. Both day centres are open on



weekdays from 9.30 – 3.30 and aim to provide a comfortable meeting place for older people in the community where they can spend the day enjoying social activities including quizzes, craft, music, bingo, gentle exercises plus a three course lunch and other refreshments. We also provide hair dressing facilities on most days of the week.

There is a charge for both meals on wheels and the day centres but these are kept to a minimum.

Our less well known services in the islands include:

- calling all the blood donors for the P.E.H. - three days per week our volunteers go into the hospital and phone potential blood donors who have to be screened prior to making the appointments to donate blood
- three social clubs for older people – Darby and Joan Clubs in Castel and Alderney, GVS Good Companions in St Peters
- a refreshment service at the Royal Court on Tuesday and Thursday mornings
- rest tents at the West and North summer shows and
- a trolley shop at Le Grand Courtil for tenants and visitors.

For more information about any of our services please telephone us on **247518** or e mail **gvs.admin@cwgsy.net**.



Update on the Secondary Pensions Project

The main aim is to make sure that people of working age are saving enough for their retirement and, if they can afford to, add some personal pension provision to the old age pension provided by the States.

This will increase their income in retirement and also reduce the cost to the taxpayers of tomorrow in paying means-tested welfare benefits in old age. It is estimated that around 40% of the working population currently have access to an existing occupational or personal pension scheme. This includes the private and public sectors. The implication of this is that approximately 60% of the working population, currently around 25,000 people, are not making any personal pension provision. Unless this 60% start saving for their old age, they will find themselves relying on the States old age pension funded by social security contributions, and possibly taxation financed benefits. In future, this might not be enough to avoid a poor standard of living in their retirement.

The then Social Security Department reported to the States in February 2016 (Billet d'État III of 2016) on proposals for the implementation of a new system of automatic enrolment into private pension saving for working age residents of Guernsey and Alderney.

The report received strong support within the States and among private sector employers who were consulted during the development of the report and the States approved the principles for the introduction of a Secondary Pension scheme, subject to further research, and an economic impact assessment of the proposals.

The scheme will not be compulsory for individuals. Instead employers will have a legal duty to enrol their employees automatically into the new Secondary Pension scheme or into another qualifying scheme. The employee can then decide to opt out and the employer will take them out of the scheme. The employer will be required to re-enrol the employee every two years. Again, the employee will be able to opt out, but it might be that their circumstances have changed and they feel more able to remain in the scheme.

Self-employed and non-employed people under pensionable age who make Social Security contributions would also be auto-enrolled. As there is no employer in these cases, the auto-enrolment would be done by the Social Security team. Self-employed and non-employed people who had been enrolled would be able to opt out.

Contributions into the scheme will increase over a period of 10 years starting at 1% rising to 6.5% for employees and 1% to 3.5% for employers.

The main difference to the States Old Age Pension is that the money in the account remains the member's money. In the event of their death, whether before or after reaching pension age, the secondary pension savings will become part of the estate, to be distributed in accordance with the will and the laws of inheritance.

The target implementation date for the scheme is 2020. The Committee for Employment & Social Security have formed a project board with representatives from the Committee for Employment and Social Security and the Policy and Resources Committee to progress this work and aim to report back to the States by 31st December 2017 with detailed proposals.

Further information is available on [**www.gov.gg/secondarypensions**](http://www.gov.gg/secondarypensions).

If you would like to ask a question or would like to provide other feedback, then please email [**socialsecurity@gov.gg**](mailto:socialsecurity@gov.gg).



Governance and Transformation in Health and Social Care

What we need to do to provide sustainable Health and Social Care is changing rapidly. We must juggle demographic changes to the population, limited resources and the requirement to meet the public's expectations, all within financial constraints.

Transforming Health and Social Care is the largest programme of Public Service Reform both in terms of its scale and because strategically it aligns with many other core policy plans. We recognise within Health and Social Care that one of the fundamental components to successfully transforming is the strength of governance and 'system grip' across the organisation. This is not just as a tick box exercise. We are looking to add value to our processes, information, how we think, behave and act from the political Committee through Management and right down to those on the front line of providing services

The Committee has a clear strategic direction which aligns with Public Service Reform and the 2020 Vision:

“To deliver sustainable, safe and high quality services, co-designed with our communities and partners (key stakeholders) which enable the people of the Bailiwick to achieve healthy lifestyles and social wellbeing.”

To make this happen we need greater transparency and honesty both within the organisation and externally. Whilst we need to concentrate on our strategic capability and get better at both collecting and using data to inform our decision making, we also recognise that we need to build trust within the community through better engagement and communication. We need to build strong partnerships with our community stakeholders so that together we can make good use of our limited resources. Change will only happen at the speed that this trust can be secured.

Implementing this degree of change needs leadership, constructive credible challenge and debate and for the organisation to be able to pilot change and support it.

We are all tax payers and as such have asked staff at all levels of the organisation from the Committee to those on the floor to take a critical look at how we currently provide our services and, importantly, to hold each other accountable for our expenditure, how we think and use our valuable resources.

Governance is about working for the future. The time has gone when we can consider change as optional. Substantial transformation of our health and social care services is needed to ensure we have a sustainable model for health and social care for the island's future. The objective of the transformation programme is to fundamentally review health and social care services so that they meet the future needs of the population whilst staying with its finite resource.

So how will we know when transformation is going well? When governance improves the quality of our decision making, our performance should improve as well and tough issues will be addressed.

If you would like to know how you can input into the transformation of Health & Social Care Services in Guernsey and Alderney contact Donna Le Tissier at **donna.letissier@gov.gg**



Implementation of Parental Benefits

In 2012, the States approved the Policy Council's report on Maternity and Paternity Provisions and the United Nations Convention on the Elimination of Discrimination against Women (CEDAW).

The report recommended a number of changes to both statutory leave requirements and Social Security benefit provisions. As a result, the existing Maternity Benefits (which are only available to women) are being replaced with a range of Parental Benefits with the legislation coming into force on 1st January 2017.

Parental Benefits will be available to people having a baby or who are adopting a child through a registered adoption agency. The new benefits will be more flexible than the current allowance, will be payable for a longer period and at a higher weekly rate. Parental benefits will also be available to same sex couples.

Parental Benefits refers to the group of 5 benefits listed below:

- Maternity Grant
- Maternal Health Allowance
- Newborn Care Allowance
- Adoption Grant
- Parental Allowance

The Maternity Grant will be payable to women having a baby, in addition to any other benefit or allowance they may be entitled to.

Maternal Health Allowance and Newborn Care Allowance are weekly benefits and paid based on the social insurance contribution record of the person making the claim.

Maternal Health Allowance can only be claimed by the birth mother while she is off work in the pre-birth or initial post-birth period. Two weeks after the birth, Maternal Health Allowance automatically converts to Newborn Care Allowance. This allowance can be paid to whichever parent is taking time off work to care for the baby.

To provide even greater flexibility with care arrangements, the Newborn Care Allowance can be transferred between parents on 2 occasions.

So long as parents do not return to work earlier, the maximum combined period the allowances can be paid for is 26 weeks. To help mums who are returning to work, the new legislation also allows women to have 10 'keeping in touch' days with their employer without it reducing the level of the allowance.

Equivalent allowances and grants will also be available to parents adopting a child through a recognised agency (e.g. Family Placement Service at Health and Social Care). This means that adoptive parents will be able to receive an adoption grant and, if they are taking time off work, will also be able to claim a weekly Parental Allowance. The rate of the allowance will be based on the social insurance contribution record of the person making the claim. The allowance is payable for a maximum of 26 weeks.

You can find out more about the new parental benefits by calling the helpline number on **732505**.



H&SC and Education sites go Smoke Free

1 October marked the introduction of a new policy which means that all sites owned or administered by Health & Social Care and Education have become smoke free.

This means that for all staff, service users and visitors, smoking is not permitted anywhere in the buildings or grounds of any sites that are affected by the policy. It also means that smokers are not allowed to smoke in their cars in car parks on these sites.

Tobacco smoke is a major cause of premature death and preventable ill health in the Bailiwick of Guernsey. This new policy has been produced in line with guidance from the World Health Organisation and the National Institute for Health and Care Excellence.

This new policy seeks to protect non-smokers from the effects of tobacco smoke and promote good health and wellbeing to employees, service users and the general public.

H&SC does allow vaping on its sites but only in designated vaping areas. It is recognised that e-cigarettes have significantly helped to reduce tobacco use and the serious harm that it causes to smokers, those around them and wider society.

Both HS&C and Education are aware that some people will struggle not being able to smoke on their sites and are working with Quitline to provide information and support for those who may need it. For example, H&SC can assist service users who smoke, and are admitted into hospital but who do not wish to stop smoking, with nicotine replacement medication to help them manage without cigarettes during their admission.

Alun Williams, Lifelong Learning Manager, Education Services says that,

“From an education perspective this legislation is especially important so that the smokefree message to young people is reinforced. In recent decades the island has made huge strides in reducing the number of young people who smoke and much of this has been due to the community effort to protect young people from smoking. All the evidence shows that young people are less likely to smoke if they are not around adults who smoke so the logic of making schools and education establishment’s smokefree is pretty straightforward.”

Stopping smoking is one of the most important things an individual can do to improve their health. We know it’s not easy so please support your colleagues or family members who may wish to give up.

Advice from Quitline is available free of charge, visit their website **www.quitline-guernsey.com** for more information.

Future Guernsey – Great today, better tomorrow

The most successful organisations, regardless of the services they provide, and whether they are public or private sector, have two important things in common - a vision and a plan.

The States of Guernsey is no different. To make informed decisions about our priorities, we need to know where we are going – our vision; and how we intend to get there – our plan.

Last year, to support their aim to improve the way that government works, the States Assembly agreed to publish a Policy & Resource Plan to guide the planning and coordination of the work of the States. The development of this plan is split into two phases:

- Phase 1 – Sets out our vision for the island in 20 years' time and what we need to focus on over the next five years to move us towards achieving the vision (check it out on the right). This will be debated by the States on 15 November 2016.
- Phase 2 – This will involve Committees considering how they will deliver against the objectives set by the States in Phase 1. As part of this work we will be engaging with the community in early 2017. It is almost certainly the case that we will not be able to do everything we would like to, and the proposals will have to be carefully prioritised before they are presented to the States for approval in June 2017.

Phase one of the plan is known as 'Future Guernsey'. It is a vision for our island which will enable government, business and the community to plan with confidence for our long-term future. Guernsey is a great place in which many islanders and businesses currently thrive, but it could be even better.

Future Guernsey must be a vision for the whole community and the Policy & Resource Plan must be a plan of action for all. The States can't deliver this plan by itself. We will need to work in partnership with businesses and the third sector to deliver not just joint initiatives but, where appropriate, to support

external delivery of initiatives to achieve the objectives of the Plan. We have engaged with such groups during the development of Future Guernsey and feedback has been positive, with support for the need to have a plan that is shared by government and the community.

Future Guernsey will be debated by the States Assembly on 15 November 2016. If you want to read more about Future Guernsey the full document can be found at gov.gg/policyandresourceplan

Great Today, Better Tomorrow

A 20 Year Vision

We will be among the happiest and healthiest places in the world, where everyone has equal opportunity to achieve their potential. We will be a safe and inclusive community, which nurtures its unique heritage and environment and is underpinned by a diverse and successful economy.

To help move us towards achievement of the vision, four themes have been identified and all work in support of the vision will fall into one or more of these areas.

OUR QUALITY OF LIFE



Safe and secure
place to live



Healthy
community

OUR COMMUNITY



Inclusive
and equal



Lifelong
learning

OUR PLACE IN THE WORLD



Centre of excellence
and innovation



Mature international
identity

OUR ECONOMY



Strong, sustainable
and growing



Sustainable
public finances



The Be Active Forum – a Guernsey response to an international epidemic

It is only in the past few years that such a wealth of knowledge has been collected that it has made us sit up (although we really should be standing as much as possible) and take stock of all the ways in which we should, and could, make being more active a fundamental part of our lives.

Guernsey is not immune to today's health and wellbeing challenges. Despite the advantages of a local environment that gives us every opportunity to be active, many of us lead lives that don't do enough to keep our bodies fit and healthy and compensate for a less demanding 21st century lifestyle.

That said, Guernsey's community does seem to understand the benefits of being active. We have a sports-mad culture and participating in activity is a part of many people's lives. But increasingly we are learning that more has to be done to fend off the issues associated with inactivity, and helping people be active is now an essential part of most strategies and policies that the States of Guernsey implement. Most recently the Future Guernsey policy and resource

plan clearly stated: 'We want a community that is physically active, promoting health and social wellbeing for all'.

This is the case especially for social policy and is exemplified in the Children and Young People's Plan and Healthy Weight Strategy where, not surprisingly, clear priority is given to making young people's lives healthier by seeking to engage them in as many activities, be they cultural, sporting or creative, as possible.

The role of the public sector has been and always will be fundamental to helping young people, in particular, change their lifestyles so that they are more active. Services that incorporate public health, education, sport and culture and traffic and highway services will always be at the leading edge of implementing such change and it is necessary for us to help families and children understand and benefit from choosing healthy lifestyles. But all our experience, as well as evidence from across the globe, says that the public sector is only effective when we work alongside a range of agencies from across the community.

It is for that reason that we established a Be Active Forum in March. Originally the intention was to bring together a group of like-minded people from across the community to share ideas on making young people, in particular, be more active. From the start we were especially appreciative of the knowledge, enthusiasm and commitment brought to the Forum by the Youth, Sports and Arts Commissions, whose innovative, child-centred approach added a freshness to the discussion about how we could, most effectively, give young people and their families the opportunity to be more active.

Then we quickly began to see buy-in from a range of practitioners: teachers, physiotherapists, youth workers, nursing staff, the team at Health Promotion could all see the benefits of identifying obstacles and issues, and then seeking to create solutions.

We set ourselves a very clear agenda which was launched at our Be Active Training day and conference in July. Have a look at our Be Active webpage (www.gov.gg/beactive) to get an idea of our work streams and future priorities.

In many ways the approach to making young people be more active is no different from other social trends that the public sector and the wider

community have had to adopt, such as tobacco education and the drug and alcohol strategy. We haven't got everything right yet, but things do seem to be moving in the right direction. Here are a few pointers to our approach:

- We have based all our work on global trends and reliable evidence – and one of the first issues that we have been keen to address is that we need to establish a more reliable database locally. Hence we have had a busy summer measuring levels of physical activity amongst young people in Guernsey.
- We recognise that the easiest way to increase opportunities to be active would be to allocate more resources. However, that is not a possibility, so we have had to look at pragmatic approaches such as a reallocation of resources. That doesn't lessen the requirement to fund appropriately any significant developments, but it's much easier to seek funding (from both public and non-public sources) if we have evidence that what we are doing works.
- We acknowledge that activity means much more than being sporty. This is important to getting everyone, across all sectors of the community, engaged.
- The focus of our work has been bottom-up. Although we have made a point of ensuring that senior people are informed of our work streams along the way, it has been exciting and invigorating that colleagues from all sectors have been able to contribute and shape what we do.
- Nothing concentrates the mind like a very clear target! That is definitely the case with the Healthy Weight Strategy and the Children and Young People's Plan targets. These have set us clear goals to be achieved in the first instance by 2018-2019 and then, more generally, we will use the incentive of the Guernsey Island Games 2021 to encourage young people to see being active as a normal part of their lives.





HSC, the GHA and Guernsey Mencap, a winning partnership

Guernsey Mencap is the local branch of Royal Mencap, the voice of learning disability. Our vision is a world where people with a learning disability are valued equally, listened to and included.

Locally we are a passionate group of people committed to changing the Bailiwick for everyone with a learning disability. Our mission is to transform society's attitudes to learning disability and improve the quality of life of people with a learning disability and their families. Our big plan is divided into five priorities.

- Raising awareness and changing attitudes
- Making a difference to the lives of people with a learning disability here and now
- Supporting friendships and relationships
- Improving health for people with a learning disability
- Giving children the best start in life

One of the key areas where we have sought to make a difference locally is by working with HSC to provide accommodation that will help people with a learning disability transition into independent or supported living. In support of this aim Guernsey Mencap funded the refurbishment of 5 units of accommodation at Pedvin Street, a project managed by HSC Property Services Team. The project which involved Guernsey Mencap funding over £100,000 of expenditure will not only provide much needed accommodation but will also offer the means by which a number of local people with learning disabilities who are currently being cared for in the UK can return to their home island, their community and their families.

In conjunction with Short Break Services, the Guernsey Housing Association and following feedback from carers of people with a learning disability the urgent need for a second more flexible respite flat was identified. Guernsey Mencap has worked with Mandy Mackleworth and Heath Cogher to identify the shortcomings of the existing respite unit and sought to ensure that the second unit provides the flexibility and home from home required by the people who will use this much needed facility.

A suitable flat was identified within the latest release of the Grand Courtil with Guernsey Mencap committing to the lease of the unit and a number of local businesses providing equipment and furniture to kit it out. The flat opened its doors earlier this month and is fully booked through to the end of the year, evidencing the demand within our community for this much needed resource. There is still much to do to make the unit the “home from home” that it needs to become for everyone that passes through its doors but with the lines of communication established and the P&R Plan committing to creating an “Inclusive and equal community” there is an alignment of goals and visions that is an encouraging step forward.



Living Room



Kitchen



Bathroom



Image courtesy of Press Association

The British Irish Council

What is the British-Irish Council?

The British-Irish Council (BIC) is a multi-governmental forum bringing together political leaders and representatives from the UK and Irish Governments, the Devolved Administrations in Northern Ireland, Scotland and Wales, as well as the Crown Dependencies Guernsey, Jersey and the Isle of Man. It is unique in that it is the only international forum in which these eight members participate. All members act in accordance with their own democratic procedures and remain accountable to their respective elected institutions.

Why does the British-Irish Council exist?

On Good Friday 10 April 1998, after two years of intensive negotiations, a Multi-Party Agreement was reached in Belfast and set the basis for the Northern Ireland peace process. This comprehensive political agreement, approved by the UK and Irish Governments and the political parties in Northern Ireland, is also known as the Belfast Agreement or Good Friday Agreement. The BIC was established under Strand 3 of the Good Friday Agreement.

At the BIC's inaugural Summit in 1999, all Member Administrations agreed that the establishment of the BIC was a very important step in the implementation of the Good Friday Agreement. The aim of the BIC is to:

‘promote the harmonious and mutually beneficial development of the totality of relationships amongst the people of these islands’.

What does the British-Irish Council do?

The BIC is a practical forum where Member Administrations work together on issues of common interest to the people across these islands. The BIC facilitates consultation, challenge, shared experience and the building of strong beneficial partnerships. Member Administrations meet regularly throughout the year and the BIC operates at three levels, these include: Heads of Administrations coming together at bi-annual Summits, frequent Ministerial meetings focusing on particular policy areas and finally, officer and stakeholder gatherings to exchange experiences and information.

Almost seventeen years on from its establishment, the BIC remains responsive to evolving policy priorities and its current work programme facilitates twelve work sectors. In these work sectors, Ministers, civil servants and stakeholders are collaborating across a diverse range of social, economic and environmental topics. Each of the work sectors are led by one or more of the Member Administrations. The current work sectors are:

- Collaborative Spatial Planning
- Demography
- Digital Inclusion
- Early Years Policy
- Energy
- Environment
- Housing
- Indigenous, Minority and Lesser-Used Languages
- Misuse of Drugs and Alcohol
- Social Inclusion
- Transport
- Creative Industries

The BIC also hosts conferences, seminars and study visits for experts in particular fields related to the BIC’s work programme.

What are the benefits of the BIC for Guernsey?

Guernsey is a joint Member Administration of the BIC, despite its relative small size. Importantly, this means that Guernsey is responsible for its own representation within the BIC, providing an opportunity to be an equal partner with the UK Government and the other Member Administrations within the British Isles. Whilst this brings with it certain responsibilities, it also brings reputational benefits.

The BIC provides Guernsey with exposure to and engagement with high level political leads across the British Isles, which it might not otherwise benefit from. This provides the opportunity for valuable discussions to take place not only on BIC matters, but also matters of common interest outside of the BIC agenda.

The BIC forum also provides an excellent opportunity for ongoing information sharing and lesson learning across Member Administrations. Each of the work sectors mentioned above bring with them benefits in terms of shared outcomes and allow Ministers and officers to build relationships with their counterparts.

Social Inclusion

One of the work sectors of the BIC tackles social inclusion. The work sector has previously worked together on topics such as “Spend to save: innovative approaches to preventative spend”. BIC Ministers agreed that preventative spend, particularly in the context of an ageing population, was a key generational issue that would benefit from a joint approach given the fact that it is a common issue across all eight BIC administrations.

The work sector considered the many different, creative and community-based approaches to supporting older people across the BIC administrations and gathered evidence within a report which provided valuable and practical examples of ways to optimise the independence of older people and allow them to remain in a place they can call home, in a community they feel connected to, for as long as possible. The report is available as a useful tool for any government or community to consider when planning for the future.

A copy of the report can be found at bit.ly/2dhOcJ0

Carers

People that care for family and friends who need support play a vital role in our community and their inclusion in society is the current focus of the social inclusion work sector. At the BIC Summit in Glasgow on 17 June this year, a paper prepared by the work sector focusing on the role of carers was discussed at a Ministerial meeting during the Summit which then reported back to the Heads of Administrations. Deputy Jane Stephens attended the Ministerial meeting, in her role as Assistant Chief Minister for Social Policy.

The full paper is available at bit.ly/2czLIX9

As summarised in the Communique for the summit: "The Council agreed that carers are an integral part of society. The Council noted that whilst caring can be a positive and rewarding experience, high-intensity caring in particular can result in poor carer health, both physically and mentally. The Council reflected on the benefits of preventative approaches rather than crisis-led responses, as well as greater integration of services at a local level. Member Administrations committed to working together in order to further their knowledge and understanding of good practice in supporting carers."

You can access the full communique at bit.ly/2cKOUS6

Over the next 12 months officials across the Administrations will be liaising to build a better understanding of effective policy approaches to supporting carers. It is anticipated that work sector officials will report back to Ministers towards the end of 2017 or beginning of 2018.

The States of Guernsey agreed the principle of developing a Carers Strategy as part of the Supported Living and Ageing Well Strategy in February 2016. Involvement in the BIC work sector can only help to inform the development of policy in this area.



Painting and poetry

Guernsey Arts Commission has a service level agreement with HSC to deliver their 'Arts in Health' programme. The programme has three priorities:

- To create, commission or exhibit art to enhance the environment and have a positive impact on the health and wellbeing of service users and staff.
- Devise and deliver art activities for services users and staff within departments and on the wards.
- Work with departments and wards to raise awareness and support the exploration of health and social issues through the arts.



The Design

Hugh Rose is one of the Artists 'On Call' working in various departments and wards at the Princess Elizabeth Hospital including the Bulstrode Oncology Unit delivering one to one art workshops.

Hugh was asked to work with Grada who was undergoing her first Chemotherapy session on Bulstrode. Together they spent a few hours experimenting with water colours which resulted in the creation of some dandelions.

At the same time the HSC Arts Co-ordinator (Lottie Barnes, Guernsey Arts Commission Community Arts Development Manager) was working with Sue Le Page from Le Vauquiedor House to look at how we could use the arts to be brighten up the space. Hugh shared with Lottie the water colour dandelions which prompted a conversation on how they might be used in Le Vauquiedor House.

Hugh scanned in the paintings and created an overall design with the dandelions. Grada was kept informed of the development and wrote a poem to accompany the artwork exploring her treatment.

The artwork was scaled up and printed onto the back of Perspex and flows along the 1st floor to the waiting area where you can read the poem.

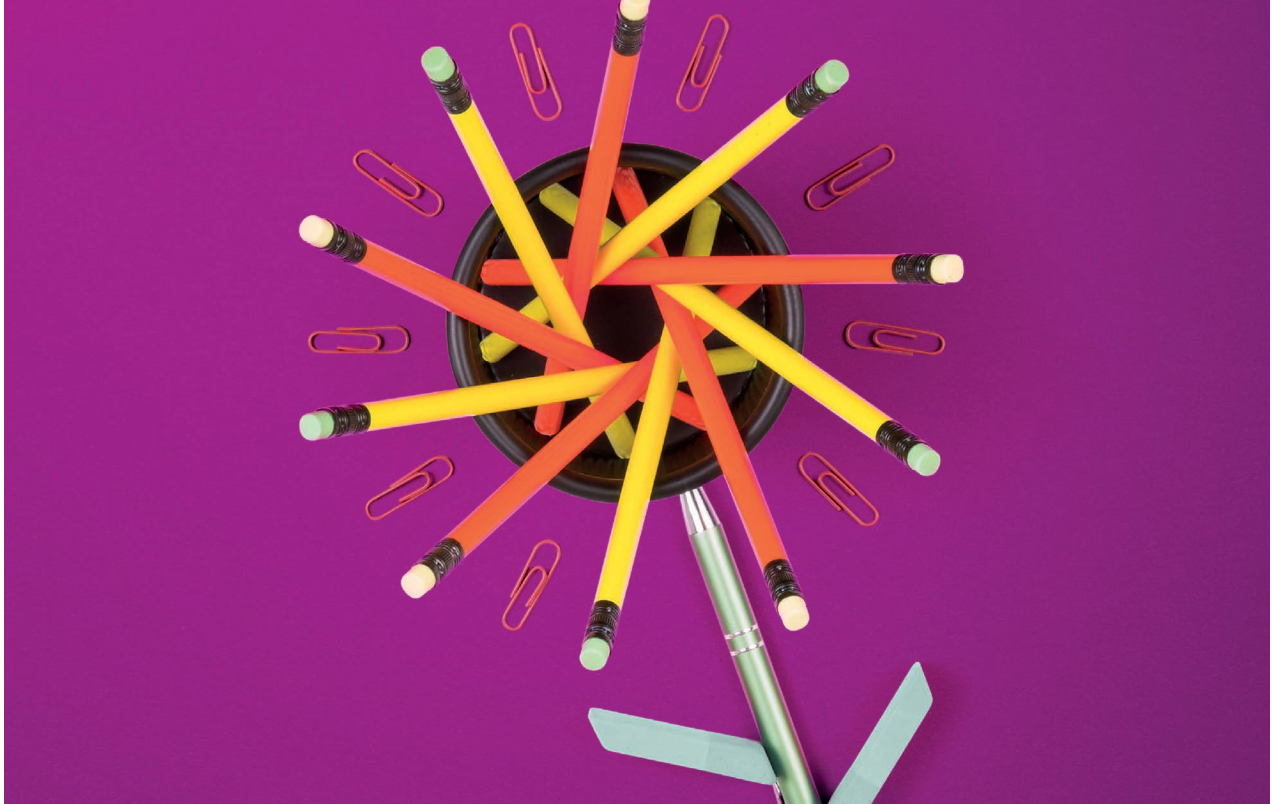
.....

*Bald Scalp,
Gently caressed and moisturized with oil,
Hair follicles hibernating,
Awaiting spring,
For a Glorious return*

.....

Grada said "It really took my mind off my treatment it was really lovely to do and we had lots of fun doing it. I can't believe how my paintings were used".

The staff, at Le Vauquiedor House, have commented on how much they like the new artwork and what an impact it has had on their environment.



An update on the Supporting Occupational Health & Wellbeing Project

All employers have a desire to minimise sickness absence periods. Sickness is costly for business and can affect morale if it becomes long-term and begins to have an impact on other workers and customer service.

In terms of benefit expenditure, sickness-related benefits cost Social Security around £16m in 2015. But, the Supporting Occupational Health & Wellbeing project (SOHWELL) is more than just about the money. There's plenty of worldwide evidence which demonstrates the positive impact that good work can have on peoples' health. So it's in everyone's interests to work together to minimise sickness absence by supporting people to stay in work or to return to work more quickly.

SOHWELL is based on the principle that, in many cases, it is better for a person's long-term health to be in work. Therefore, the project has a strong focus on occupational health and early intervention.

Working closely with GPs and our Medical Adviser, we have:

- redesigned the medical certificate - providing space for doctors to give advice on capability and reasonable adjustments (if that is likely to help a return to work).
- introduced early telephone based reviews;
- introduced a new work capability assessment; and
- delivered occupational health and vocational rehabilitation training to a number of medical practitioners.

In August 2016, Social Security launched a marketing campaign under the brand 'FitTogether'. This campaign aims to raise awareness of the important relationship between work and health. FitTogether is about doctors, employers and employees all working together to make sure that people who have an illness, injury or disability are supported as early as possible to help them stay at work or get back to work more quickly. This is good for individuals, good for business and good for the economy.

For employers and line managers it's important that sickness is managed from 'day 1' and that they act on any information provided on the medical certificate. In many cases regular and open discussion between the employer and the person who is off sick can lead to early workplace support and a return to work sooner than would otherwise have been possible.

When thinking about workplace adjustments, we want employers, including the States of Guernsey, to think about their whole organisation and not just the area of the business a person normally works within.

We know it can take time to embed new working practices and change behaviour, but we are confident that the project will reduce the duration of some sickness claims and increase the number of people returning to work.

It's important to remember that:-

- the longer an employee is off work the harder it becomes to return to work;
- a person doesn't need to be 100% fit before they return to work and, in the vast majority of jobs it isn't necessary to be signed back to work first
- an employee can go back to work at any time if they feel better (they don't have to wait for the expiry of the medical certificate)

For more information and to watch the SOHWELL animation please visit **www.gov.gg/fittogether**



States of
Guernsey

If you would like more information
about any of the subjects covered in this
newsletter or to contribute information
for future editions, then please contact
comms@gov.gg