



JYP PROGRESS REPORT

**Diversity and Inclusion
Campaign**

September 2023



Table of Contents

| | |
|----|-------------------------|
| 3 | Introduction |
| 4 | Cultural Diversity |
| 6 | Disabilities |
| 9 | LGBTQ+ |
| 10 | Data Collection |
| 11 | ADHD and Autism |
| 12 | Discrimination |
| 13 | Events and Celebrations |
| 14 | Ministerial Questions |
| 19 | Next 6 Months |
| 20 | Conclusion |
| 21 | References |
| 22 | Acknowledgements |



Introduction

Our Youth Parliament is made up of young people from across the island and provides a forum to highlight issues that affect them to the States Assembly.

On 26th September 2022, the newly formed Jersey Youth Parliament met in the States Chamber to select their three campaigns to focus on over the next eighteen months. The campaigns that were chosen were:

- The Right to Play
- Housing
- Diversity & Inclusion

Since the selection meeting, the members have been conducting research to help them with their campaigns. They presented their first recommendations to the States Assembly on 27th November 2022 and you can view these on our [website](#). On 25th September 2023 they provided an update to the States Assembly and this report summarises this.

"Our groups focus is to create a safer, more inclusive space for young people."

**"Our 4 main priorities:
Cultural Diversity,
Accessibility and Disability,
the LGBTQ+ Community, and
anti-bullying."**





Cultural Diversity

One of our focuses for Cultural Diversity has been to listen to the feedback of yr6's in our Little Parliament who gather once every week. They have had concerns primarily in the education sector. The students suggested that schools should have **more options for subjects** and **multilingual teachers** to support those who may struggle with English: "Providing more targeted instruction for struggling students and **celebrating different nationalities** and languages." One of our students said, "**I feel like at school different languages aren't really celebrated enough.**"

In response to that and notes from the previous presentation feedback from the Ministers at the States Chamber, we did some research on the Multilingual Language Policy, that just finished its first anniversary in May this year. The Language Policy for Education was launched in 2022 to improve support for the **27% of all school pupils who are multilingual learners** and have English as an additional language. Research shows us that children and young people who maintain proficiency in their home language can acquire English language skills. We think this is a wonderful thing, as we have multilingual learners in our campaign. It has been quite successful in multiple areas, but we still think there's more to be done. For example Plat Douet School has become an accredited Language Friendly school in promoting students home languages. Haute Vallée School has incorporated Portuguese into its curriculum. We would love to see more schools participating in this.





Cultural Diversity

Shrusti has had the amazing opportunity of joining the **International Culture Centre Steering Group (ICC)** which aims to encourage islanders to celebrate the different festivals and flourish under the rich diversity of our island. It was a pleasure for JYP members to attend the Lunar New Year Festival this February, which was a great success. It was colourful and lively to see the festivities in place, people learning about the Chinese traditional culture and the lovely food. Other festivals and celebrations this year are the Corn Riots: 29th of Sep, Polish Independence Day: 11th Nov, Diwali: 26th Nov, Romanian Day: 1st of Dec and many more. As a group we look forward to celebrating these and seeing how the ICC group develops.





Disabilities

Quiet Hours in Shops

We have been talking about how to Co-Op has been doing quiet hours at Grands Marché and was thinking that it should happen in other shops as this would be very helpful. Some members have personally experienced quiet hour and share that it really benefited them and improved the shopping experience as they were more relaxed and less over stimulated. We feel it benefits many others. We were also thinking that instead of quiet hour it could be changed to **'accessible hour'** as it's more inclusive to a wider range of people. The reasons we want to change it to accessible hour is because it isn't just quiet music, it includes removing the sensory barriers such as dimming the lights and it being less busy and crowded.



Channel Islands
COOP

Home : Your Society : Community : Quiet Time

Quiet Time

NEW EXTENDED SHOPPING HOURS

Join us twice a week for a quieter shopping experience

A calmer shopping experience at your Coop. Join us every week for a more sensory-friendly shopping experience at your Grand Marché. We will be dimming the lights, turning down the music and keeping noises to a minimum to create a gentler, more leisurely shop for all.

Mondays 3pm - 5pm
Saturdays 5pm - 7pm

At Grand Marché St Helier and Grand Marché St Peter in Jersey, Grand Marché St Martin and Grand Marché St Sampson in Guernsey.



Disabilities

Accessible Buildings

Making buildings more accessible includes toilets, ramps, wider corridors, and lifts. With all new buildings being built in Jersey we would like for the Government to consider how accessible they are. In our experience the accessible toilets that we have seen in the older buildings are too small for a wheelchair user and people can find it hard to move around. We have even seen some of the accessible toilets being used as storage areas which is making them even smaller.

What we should also consider is ramps and wider corridors that is so that people that have mobility issues can access the building as some areas only have stairs and the corridors are too small for wheelchair users to get through. There are also some older buildings that don't have an accessible lift that can be very restrictive to where people with mobility issues can go.

Another thing that needs to be fixed is how people are using the parking spots when they don't need them and taking away from people who need them. We have a recommendation not only for people with a mobility issue but for people who may have disorders that stop them from using other parking spots. We need to have more drop-down curbs on pavements as it can be dangerous for wheelchair users if they don't feel comfortable with doing wheelies up the curb.



Example of an old building made accessible to wheelchairs with a ramp leading in

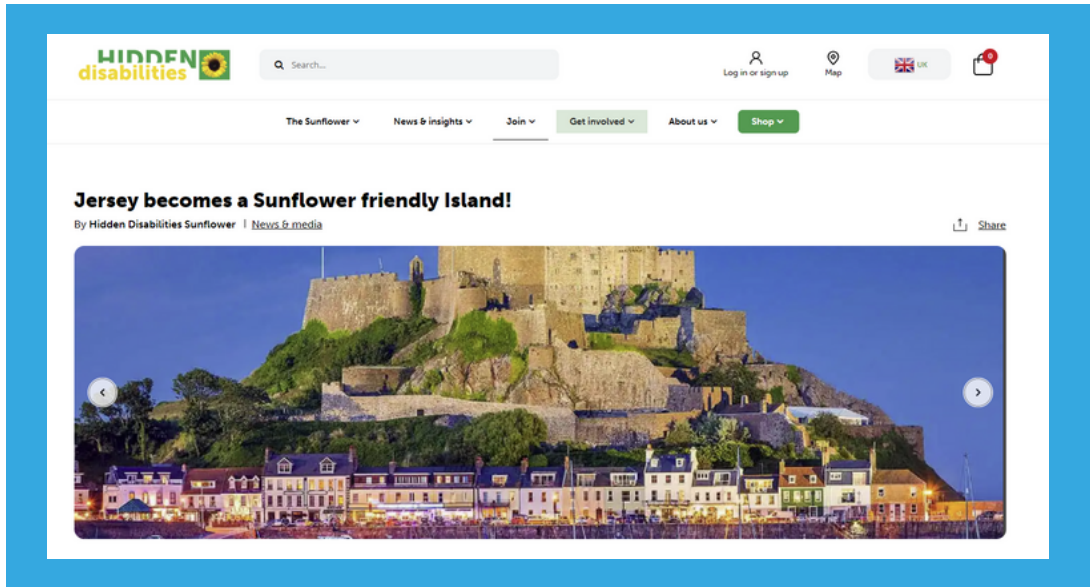


Disabilities



Sunflower Lanyard Education

We are very happy to hear that the Government has been promoting the sunflower lanyard and hidden disabilities and that Jersey is now officially a **'Sunflower friendly island!'**



We have started creating a poster to put up in local youth clubs to show that young people with the lanyard are welcome. We would be happy to share this poster with other Government departments, shops and areas that people go once we have finished it. We hope this would make people feel more comfortable and accepted when going around places and also help the workers understand the meaning of it if help is needed.



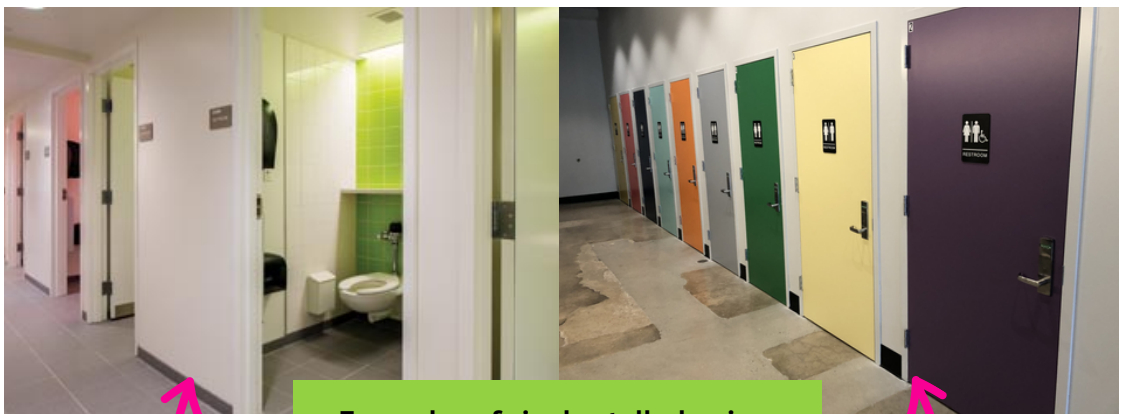


LGBTQ+

When we last spoke in the states chamber, we mentioned the **education surrounding the LGBTQ+ community** and how there should be more, in depth lessons in schools about this topic. Generally, lessons have been limited to just mentioning the LGBTQ+ community, instead of properly clearing common misconceptions and stigmas to do with LGBTQ+ people, including the damaging effects this can have on someone's mental health. The last Jersey Youth Parliament talked about re-vamping the **PSHE curriculum**, and we are extremely excited to see the changes being made. We hope that this will bridge any gaps in knowledge that young people may have, and that it will bring around good change for diversity and inclusion in schools.

Toilets

We also mentioned the trialling of unisex toilets in schools and public places for those that do not identify with male or female gender identities, or for those that do not feel comfortable with going in gendered bathrooms, such as non-binary or transgender people. Many transgender and gender non-conforming youth are denied access to the bathroom that is aligned to their gender. This creates a problem that could be avoided with the use of unisex bathrooms, however, many individuals protest unisex bathrooms, fearing harassment and assault. This could be fixed with single-stalled bathrooms. **We recommend that every school and Government building have single stalled bathrooms.** As there is going to be a new government building, we hope that unisex bathrooms could be included in the plans.



Examples of single stalled unisex bathrooms found on google that could be implemented into new buildings



Data Collection

One issue that we have discussed as a group relates to data collection in the Jersey Census. We would like to highlight about the **lack of in-depth questions about gender identity and sexuality** in the 2021 census, as well as the issue for **people with dual nationalities**. We want to make sure that people can give a definite report of themselves, so that future censuses can accurately depict the Jersey population including people who may not conform to what is considered “normal.” And those that have more than one nationality. We would like Statistics Jersey to take in these considerations for the next census.

The only official options in the census for people with dual nationalities

| | | | | | |
|-------|-----------------|-----|-----|-----|------|
| | Other | 66 | 0.1 | 38 | +28 |
| Mixed | Black and White | 449 | 0.4 | 692 | +685 |
| | White and Asian | 503 | 0.5 | | |
| | Other** | 425 | 0.4 | | |

*These were not listed as separate options on the 2011 form and were contained in the “other white” write-in option
**Includes the ‘Mixed – Asian and Black’ category (approximately 10 people)



There were not any questions about the gender identity of islanders, the only questions relating to if someone’s gender identity is the same as the sex they were assigned at birth.



ADHD and Autism

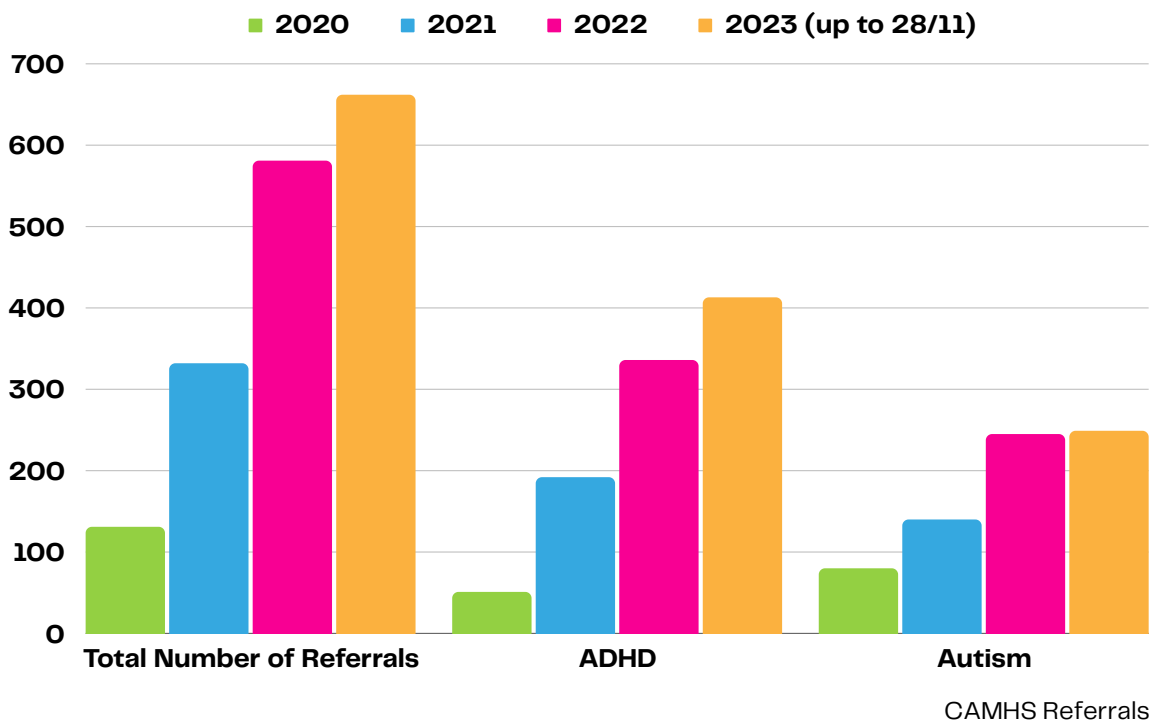
Support is vital no matter how much we provide accommodations for LGBTQ+ and those with disabilities. However, this is often hard to access or sometimes not available. To make it harder, it can take ages to get assessments for disabilities such as Autism or ADHD. In the feedback from Ministers on the previous JYP campaign on mental health the members were informed in December 2022 that there was now only a three month waiting time for Autism. From our own experiences this is no longer accurate and these wait times are not good.

There are so many young islanders who are still on this ever-growing waitlist for Autism/ADHD assessments. The support provided by these appointments is vital, and it is often not getting to those who need it fast enough.

Following on from our presentation we met with Toni Cooper from Child and Adolescent Mental Health Services (CAMHS) who gave us an overview of why wait times can be longer than hoped.

We learnt that the number of children and young people referred for a neurodevelopmental assessment has seen a sharp rise in the past four years.

This number of children referred to neurodevelopmental assessments almost tripled between 2020 and 2021. In 2022, this figure had doubled again and so far in 2023 it has increased again.





Discrimination

Transgender students may also feel uncomfortable with **'separation by gender'**. Some activities require students to be unnecessarily organised by gender, some students describing how their school separates students by gender such as for quizzes and revision, which can result in some students feeling uncomfortable and out of place. If possible, **separation by gender should be limited to only activities that absolutely require separation.**

Another issue is the frequent use of slurs and dead naming. **Dead-naming** is refusal to refer to an individual by their preferred name, instead calling them by their name given at birth. Some young people have described this as 'relentless bullying from students'. One suggestion is stricter bullying policies, but bullying policies are not 100% effective. There needs to be an easily accessible support system for students and young workers that directly tackles bullying. This may be impossible to accomplish, but there needs to be some sort of support in place.

Some students have noticed that their school bullying policies are not reflected when action is taken. One student said: **"I feel like my school doesn't take bullying seriously. It hasn't been dealt with when I've reported it."** (JYP Report 2022). This may be down to partially untrained staff members, lacking knowledge surrounding bullying, or this may be down to the students that bully other students. Of course, bullying is a consistent and organised effort that takes a while to fully eradicate, but there is action that can be taken. There needs to be additional support for students that feel as though they cannot receive help or have been threatened, since many bullies will resort to emotional blackmail or threats of violence. This could be as simple as staff asking students if they require assistance, since many students are too fearful to ask for help by themselves.





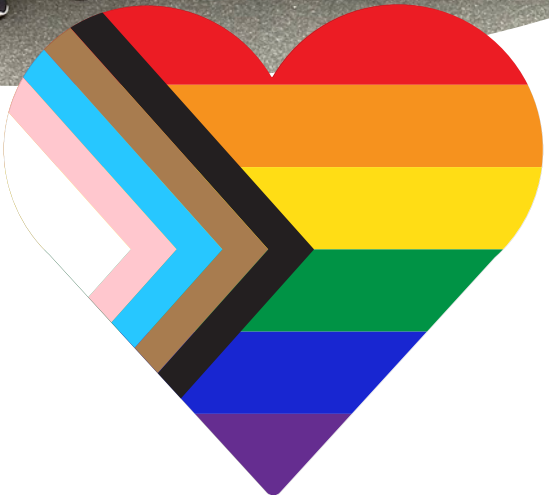
Events And Celebrations

JYP | Diversity & Inclusion Progress Report September 2023

In April some members got to meet rugby star and Diversity and Inclusion champion, Gareth Thomas when he spoke at the 'Courage to be you' conference organised by the Government.



In September some of us attended Channel Islands Pride. This was a fantastic event where we got to celebrate the diversity of our island.





Questions for the Ministers

JYP members had the opportunity to ask questions related to their campaigns to the Ministers of the States Assembly.



In the response to the past JYP education campaign recommendations, they were informed that CYPES will engage with Liberate to offer teachers support and updated training around the LGBTQ+ curriculum. Has this training taken place?

Deputy Doublet (Assistant Minister for Children and Education)

Thank you for the question and for those excellent presentations. The LGBTQ+ curriculum is going to be part of the re-vamped PSHE curriculum and work on that curriculum was started by Deputy Gardiner who is the Minister and I'm the Assistant Minister for Children and Education. It was something that we both wanted to address when we came into office and we were absolutely delighted to see the work of the previous Youth Parliament, that made some very comprehensive recommendations to reform the PSHE curriculum. We have, in fact, taken every single one of those recommendations on board and we have an officer that has been dedicated to working on the PSHE curriculum, and I have had updates on that work, and I have input into that work, and I can say that there is comprehensive sections on LGBTQIA education in there. Now, that is in its final phases, its, I would say, nearing the final draft, its been quite a long journey because of course there are several organisations around the Island that have expertise in various areas and life skills and LGBTQ that we wanted to make sure that we had input from, so once that has gone to the curriculum council and that document has been approved and its in schools, that's the point at which teachers will start to receive the training on that curriculum.



And I also wanted to let you know that I have asked recently that the Youth Parliament are invited along with previous members that have worked on this are invited to the curriculum council because I would like you to be there, so that you can see how that is presented to the curriculum council, which is a group of teachers from different key stages, so secondary and primary and further education, and also early years actually, so that you can be part of that discussion before that is hopefully approved by that curriculum council.



Why does every school not have an ARC (Autism Resource Centre)? We have heard that some are at maximum capacity and think that each school should have one including the private schools.

Deputy Doublet

Thank you. I do agree with you, I think in an ideal world I would love to have an A.R.C. in every school so that every school could be fully inclusive, and when I was a teacher, I remember working at St Saviours primary school, and I think it's called 'The Haven' there, so I've experienced how wonderful that system can be in including students in a mainstream school. Those A.R.C.s were originally established for specific learning needs, so autism, visual impairment, physical disability and hearing and there were originally 4 primary and 4 secondary A.R.C.s and that was based upon those specific needs within the Island. In December 2021 there was an independent review of inclusive education in early years and that report is informing a lot of the work that we are doing as ministers and we're definitely taking that on board, and one of the recommendations was that a review of all the current A.R.C. facilities should take place, and that has happened, that work has been completed and what we've done is make the current A.R.C. facilities more generic so that we can help a wider range of needs and so that young people can attend their local catchment school. We've also added some additional new A.R.C.s. The conversations that I have been part of when we're talking about a new school, I think it is fair to say that we are trying to include an A.R.C. whenever there is a new school. I think the fact that you've raised this as well will add weight to that, and I would hope that we could try to make sure that there is an A.R.C. in every new build school.



Can you provide us with any examples of gender-neutral toilets in Government run buildings? Is there any update on installing any new ones?

Deputy Jeune (Assistant Minister for Home Affairs)

Thank you for your question and thank you very much for your presentations and your recommendations. They are something that we will definitely take away and work on. So, all government buildings should be as inclusive and welcoming as possible. It is also important that we ensure the safety of marginalised people, including women and transpeople. These are the broad policy considerations in relation to gender-neutral toilets, and in practice gender-neutral toilets have recently been completed at Haute Vallée School. These are single-stalled toilets called “SuperLoos”, which are enclosed including a toilet, hand basin and hand dryer. I understand that the Design Team are currently in planning phase to introduce these at another Island secondary school, Le Rocquier. The Estates Team are also in the process of planning refurbishment of the 38 public toilets in the portfolio to ensure they are Disability Discrimination Act compliant. Inclusivity considerations will be part of that process. It does remain the case that gender-neutral toilets remain relatively rare within the portfolio, but I have received reassurances that consideration for enhancing inclusivity will always be at the forefront when any project, or refurbishment of current facilities, is undertaken. But we, of course, also welcome your views and feedback in developing any of these areas further.



Can you tell us what measures have been put in place at the new Government HQ offices to ensure that they are accessible and inclusive?

Deputy Jeune

Thank you for your question. So, consultation has been undertaken with colleagues and customer focus groups to enhance the design of the new building that reflects the lived experience. The project team have worked with Liberate, who have audited the design of the building. All the recommendations that were made have been accepted and included within the design. Some of the accessibility and inclusivity features include: all public and office spaces being fully accessible, fully adjustable task chairs and monitor arms, 25% sit/stand desks, all gender toilets on every floor and all gender showers on the ground floor and these are of course “SuperLoos” as well, so enclosed as we were talking about earlier, dedicated wellbeing space on every floor, tea points and kitchens will be wheelchair accessible, all wall and floor finishes comply with Liberate audit recommendations including the neurodiverse and partially sighted, hearing loops in large rooms, public spaces and portable hearing loops available elsewhere, wheelchair refuge in stairwells, firefighting lift, visual and audio announcements in all lifts, and oversized pictorial way of finding signage around the building. Thank you.





Questions from the Ministers

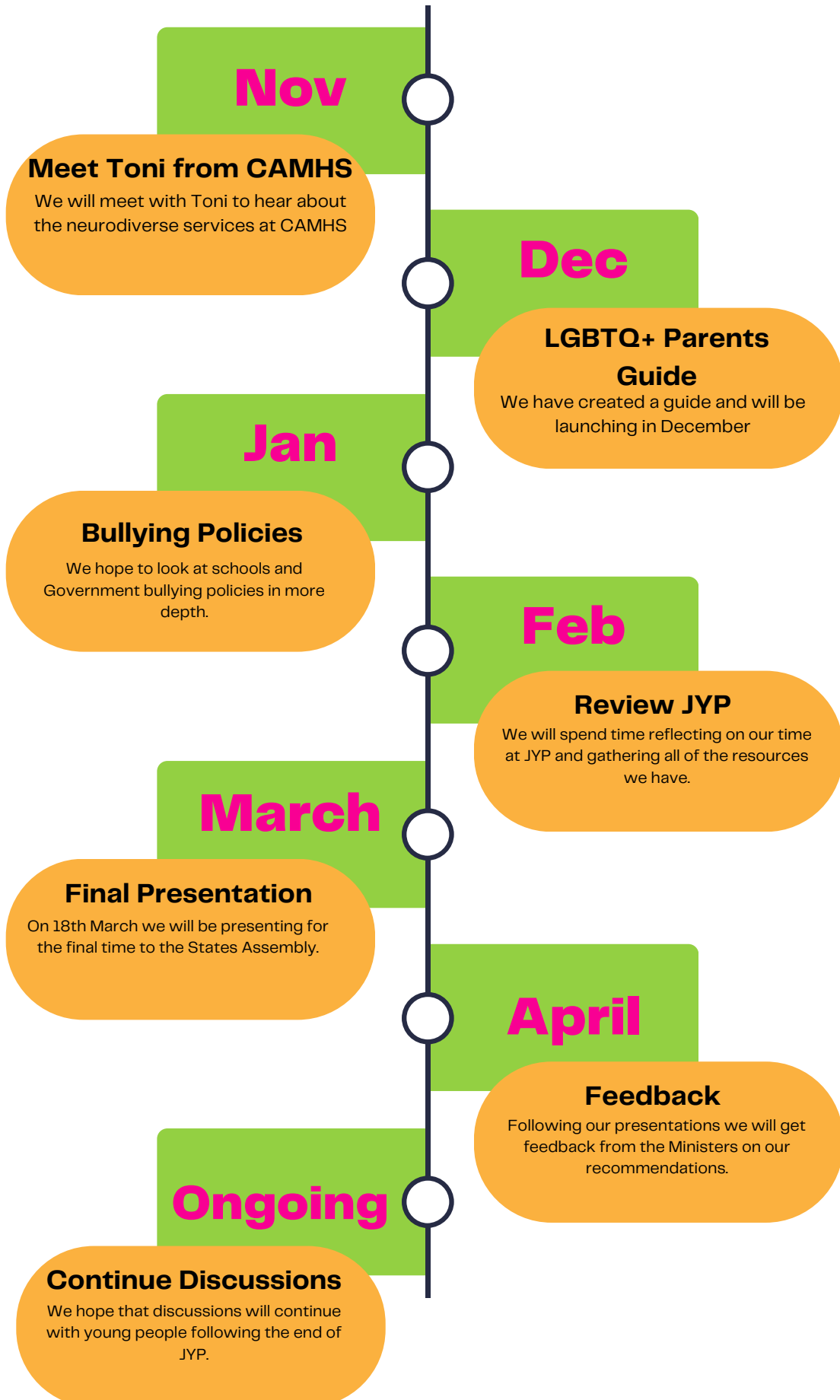
Deputy Doublet asked: Do you feel supported and included at school and in the wider community and are there any improvements to education or other services that could be made?

Our response:

In response to your question, we found that at schools, but especially in gender separated schools, there tends to be very little support on a day to day basis outside of pride month, that is not to say that it hasn't improved somewhat, as I know from personal experience that at JCG attempts are being made to use more inclusive language, such as "everyone" instead of just "girls", and teachers are very good at using preferred names when they are informed of such changes, however, outside of pride month information and education on the LGBTQ+ community tends to be little to non-existent. This could easily be remedied by, during PSHE lessons learning a wider variety of information when it comes to relationships, self-discovery, options of LGBTQ+ safe spaces and sexual education, which Lottie mentioned in her speech, and you also mentioned in your response to Poppy's questions, so thankfully it seems that it won't be as much of an issue as it currently is. In the wider community, there's a lot more support in the form of youth clubs, and other safe spaces such as the pride parade every year, Jersey Youth Service, and various charities. In this way we believe that the progression in the wider community has been great, and we look forward to seeing the services provided solidify and grow as more LGBTQ+ youth find out about their options through an improved education system and feel safe and secure in Jersey.



Next 6 months

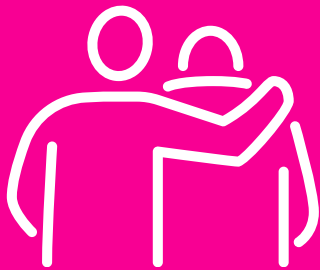




Conclusion

Our key highlights from today's presentation is to make Jersey a more inclusive, accessible and supportive island. Thank you for taking the time to listen to our presentation.

"Create an island where everyone can be included."



Discrimination & Bullying

- Review bullying policies and guidance and ensure they are fit for purpose



Disabilities

- Promote a more accessible island
- Continue to promote the sunflower lanyard



LGBTQ+

- Education is up to date
- Trial single stalled toilets
- Ensure data collection surveys are fit for purpose



Culture

- Encourage Statistics Jersey to allow for dual citizenship in data collection
- Encourage islanders to celebrate the different festivals organised by Cultural Centre Steering Group



References

Children & Young People's Survey

[Statistics Jersey: Children and Young People's Survey \(2021\)](#)

Government of Jersey

[Bullying Policies and Guidance](#)

Hidden Disabilities

[Sunflower Lanyard Scheme](#)

JYP Recommendations 2022

[JYP reports](#)

JYP Final Reports 2022

[JYP reports](#)

Statistics Jersey

[Census 2021](#)

Useful Links

Channel Islands Coop

[Coop](#)

Child and Adolescent Mental Health Service

[CAMHS](#)

Connecting Voices, Meet the Members

[JYP Podcast](#)

International Cultural Centre Steering Group

[Gov.je](#)

Liberate

[liberate.je](#)



Acknowledgements

Thank you to the following people for helping us with our campaign so far:

- CI Pride
- Deputy Doublet and Deputy Jeune
- Gareth Thomas
- International Cultural Centre
- Toni Cooper from CAMHS

Thank
you!

CONTACT

Jersey Youth Parliament
1St James Centre, Le Breton Lane, St
Helier, Jersey, JE2 3QZ

www.jyp.je
hello@jyp.je
[@jsyouthparliament](https://www.instagram.com/jsyouthparliament)