



National Forum on Disability Report

'A holistic approach to improving the quality of life for persons with disabilities in Anguilla.'

October, 2012

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INTRODUCTION

i. **Background**

In Anguilla there is no adequate social protection legislation and systems for persons with disabilities. Unfortunately, this has tangible effects to everyday life for disabled persons in terms of the consistency of access to public buildings and public spaces, employment opportunities, home care services; assistive devices etc. In addition, disability (see definitions in the programme booklet on pg. 17) is generally seen as something to be ashamed of, so that disabled persons belong at home out of the public view.

In order to penetrate this myth the public must be continually engaged on the subject of disability through national events, education programmes/professional courses, focus group sessions, media articles, and messages and the establishment of an environment where equal opportunity can thrive.

The Ministry and Department of Social Development envisage an ongoing national effort to improve the lives of disabled persons. As such an emphasis on disability in the public domain was identified as the most effective means of bringing this social issue to the forefront. Indeed, a national engagement would sensitize the public about disability and the development of social safety net

frameworks and mechanisms pertaining to disability. In addition a national event would allow public participation and contributions.

Therefore, The Ministry and Department of Social Development embarked on the coordination of a public forum event “The National Forum on Disability” as a process driver to comprehensively address this social issue. The forum was generously sponsored by the Governor’s office. This sponsorship enabled the event to be carried live on radio, videotaped for future television broadcast, and covered the cost of a sound amplification system. The public forum under the theme ‘**A holistic approach to improving the quality of life for persons with disabilities in Anguilla**’ was held on Thursday September 20th, 2012 at the Rodney MacArthur Rey Auditorium.

ii. **Objectives**

The National Forum on Disability was anticipated:

1. To raise awareness among stakeholders and the general public about disability issues and the importance of their roles as stakeholders
2. To build interest in the development of a national policy on disability
3. To lay the ground work for the formation of a working group charged with the development of a national policy on disability
4. To enable persons with disabilities to have a voice
5. To identify the factors of vulnerability for persons living with disability (*e.g. health security, economic security, family security, social safety nets*)

6. To identify gaps and define actions under a holistic approach in order to promote the inclusion and participation of persons with disability

iii. **Expected Results**

1. That all stakeholders present and the wider public audience are further sensitized to disability
2. That there is a commitment from all stakeholders for further integration and inclusion of persons with disabilities
3. That there are concrete action oriented objectives resulting from the forum and that they will be incorporated in the national policy on disability

iv. **Format**

Methodology:

- a. Panel Presentations - Case Study; Power Point Presentation; ½ an hour including time for Question and Answer and Comments
- b. Plenary Session – General Feedback and Discussion

Panel Presentations:

- 1) The Human Rights Context of Disability
- 2) The Epidemiology of Mental Illness & Disability
- 3) Special Education Needs (SEN) Development

- 4) Special Needs Development: Arijah Children's Foundation and The Blossom Centre
- 5) Disability and Livelihood

Presentation Guide:

- 1) The Human Rights Context of Disability – UN Convention/s; Fundamental Human Rights and Freedoms; The Constitution; Legislation: Current Laws/Where Law Reform would need to go; Access to Social Safety Nets; Buildings etc.; Case Study
- 2) Epidemiology of Mental Illness and Disability – Is Mental Illness equal to disability; The Impact of Disability on Mental Health; Co-morbidities; Psychological First Aid in the Aftermath of Disaster as a Mental Illness/Disability Prevention Strategy
- 3) Special Education Needs (SEN) Development – Definition, Statistics, Range of Learning Disabilities, Centres, The Teaching and Therapeutic Response, Service Models and Gaps, Life Long Learning Provisions for Persons with Disabilities; Public & Private Sector
- 4) Special Needs Development: Arijah Children's Foundation and The Blossom Centre – About the Charity; How Donations can be made; About the Blossom Centre; the Range of Disabilities Catered to so far; Services Offered; Mental Age and Chronological Age; Successes and Difficulties/Gaps; Vision for the Centre; How the Public can Help etc.

5) Disability and Livelihood – ILO Convention/s etc.; Treaties; Labour Law; Persons with Disabilities and the Job Market/Workplace in Anguilla; Paid and Unpaid Benefits (Pension, Social Security, Social Safety Nets); Health and Safety (Safe Working Environment Practices to Prevent Accidents that can cause Disability); Health and Safety Models and Gaps in the Workplace

PRE-FORUM OUTPUTS

i. Invitation



*The Ministry of Health & Social Development
cordially invite you to a*

National Forum on Disability

On Thursday, 20th September, 2012

At the Rodney MacArthur Rey Auditorium

From 8:15am to 12:00pm



ii. **Public Notice**

The Ministry of Social Development will be holding a National Forum on Disability.

The theme for the Forum will be '**A holistic approach to improving the quality of life for persons with disabilities in Anguilla**'.

The general public is invited to attend. The main aims of the forum are to raise awareness among stakeholders and the general public about disability; to build interest in the development of a National Policy on Disability; and to lay the ground work for the formation of a working group charged with the development of a National Policy on Disability. The National Forum on Disability will be held at Rodney MacArthur Rey Auditorium, Campus B on Thursday September 20th, 2012 from 8:15am to 12:00 Noon.

Kindly note that the venue is wheelchair accessible.

Ministry of Social Development

iii. **Newspaper Article/News Story**

Ministry and Department of Social Development

Focus on Disability

The Ministry and Department of Social Development recognize the need for policy, programmes, and services designed with disabled persons in mind. The existing programmes are limited to income support through the Department of Social Development and the Anguilla Social Security Board. This is coupled with limited action, awareness, and sensitivity to the issue. A more people centre and holistic approach is required.

Apart from income support disabled persons need support in areas such as health, education, recreation, mobility, home care, and social protection to list a few. In the final analysis this kind of support is necessary in order for the playing field to be levelled and for Anguilla as a nation to accomplish equal opportunity.

In order to properly address this social need a policy and legislative framework is necessary. The development of policy and legislation must be a national process through continued stakeholder and public involvement. To this end the National Forum on Disability has been organised by the Ministry and Department of Social Development and sponsored by the Governor's Office through the Governor's Office Project Fund. The Forum will be held on **Thursday September 20th, 2012 at the Rodney MacArthur**

Rey Auditorium, Campus B from 8:15am to 12:00 Noon. The general public is invited to attend and to note that the venue is wheelchair accessible.

The National Forum on Disability under the theme '**A holistic approach to improving the quality of life for persons with disabilities in Anguilla**' will feature presentations on:

1. The Human Rights Context of Disability by Mrs. Serena Banks, Parliamentary/Crown Counsel, Attorney General's Chambers
2. The Epidemiology of Mental Illness and Disability by Dr. Delroy M. Loudon, President of The Anguilla Community College
3. Special Education Needs Development by Mrs. Violet Martin, Centre Manager/Lead Teacher, DOVE Centre
4. Special Needs Development: The Arijah Children's Foundation and the Blossom Centre by Mrs. Renuka Harrigan, President Arijah Children's Foundation Board of Directors
5. Disability and Livelihood by Mr. Russel Reid, Labour Commissioner, Department of Labour

It is anticipated that this event will:

1. Raise awareness among stakeholders and the general public about disability issues and the importance of their roles as stakeholders
2. Enable persons with disabilities to have a voice

3. Identify the factors of vulnerability for persons living with disability (*e.g. health security*)
4. Identify gaps and define actions under a holistic approach in order to promote the inclusion and participation of persons with disability
5. Build interest in the development of a national policy on disability
6. Lay the ground work for the formation of a working group charged with the development of a national policy on disability

The Forum will launch an on-going dialogue between the public and the Government of Anguilla on the subject of disability. It will also be an opportunity to sensitize the public on a large scale. A direct outcome will be the call to instate a working group to develop a National Policy on Disability. The benefit of having a working group driving the development and finalization of the policy is that there will be representation from various stakeholders that cover a wide cross section of the nation in relation to this social issue.

The National Policy on Disability will serve as a national framework supporting the implementation of best practice, programmes, and the enactment of legislation that will ensure that disabled person are socially included and given the opportunity to participate in national development.

September, 2012

iv. **Radio Addresses**

Radio Address by His Excellency The Governor

Mr. Alistair Harrison

On the Occasion of the National Forum on Disability

I would like to talk briefly about the National Forum on Disability which is taking place on Thursday the 20th of September.

The forum looks at a very important topic which I suspect that most of us don't really give enough attention to and, that is the rights and needs of people with disabilities. Most of us are lucky enough not to suffer from disabilities but it is right that from time to time we should turn our attention to those who have those sort of special needs. I think we've probably all been thinking though a little more of people with disabilities and particularly what they can achieve in the last few weeks when following the Olympic Games in London there were the Paralympics.

The Paralympics were the largest of their kind ever, the best attended, the most watched around the world and I'm sure that many people on Anguilla were following the Paralympics just as avidly as they had earlier been following the Olympic Games. The Paralympics demonstrates that being disabled does not mean that you're cut out from the sort of activities that we all enjoy and cut out from the possibility of achieving the

very best that you can. And I think we perhaps should carry those as positive thoughts forward as we think about the national forum.

The national forum will look at a number of things but one thing I'd particularly like to draw to your attention with my own responsibility for Anguilla's foreign obligations, is the need to fulfill the United Nations Convention on the Rights of Persons with disabilities. It's an important convention and it's extended to Anguilla through the United Kingdom as is normal with United Nations Conventions.

It's very good news that Anguilla is meeting the minimum standards that are set out by the convention, in terms of the way in which we deal with people with disabilities and meet their needs, but of course we can all go further. Soon after I arrived in Anguilla, we decided to upgrade the access for disabled persons to the Governor's Office where I work. It's not easy perhaps when someone who doesn't suffer from a disability to think through how difficult some quite ordinary parts of daily life can be difficult for somebody with disabilities. You need to make sure that a wheelchair can get up a ramp when it's not very easy to get up stairs. You need to make sure that access is wide enough for a wheelchair and that kind of thing and that's what we've been doing at the Governor's Office and what I'm sure many other officers around the island have done as well. But the minimum standards that are set out by the convention is only a beginning and we must all strive to do the best we can to meet the needs of those who are disabled.

I'm very pleased that my office is being able in a modest way to sponsor the national forum and that is partly a practical gift of resources to help the forum go ahead but it's also a demonstration of the commitment of the British Government and the Governor's Office for further national development in this important area.

So I urge everybody to pay attention to what happens at the national forum on the 20th of September, I hope to be participating myself in some of the sessions and I urge all who can do so to follow it as well.

Thank you very much.

Recorded on Friday September 14th, 2012

Aired on Tuesday September 18th, 2012

Radio Address by The Honourable Minister of Social Development,

Mr. Edison Baird

On the Occasion of the National Forum on Disability

I am indeed humbled, to address you the nation as Minister of Social Development at this time, when the Ministry of Social Development is embarking on such a significant activity as the National Forum on Disability. The National Forum on Disability will be held this Thursday September 20th at the Rodney MacArthur Rey Auditorium from 8:15am until 12:00 Noon.

You are all invited to participate in this event and in the ongoing dialogue between my Ministry, the various stakeholders, and the public, on the subject of disability. It is not only the forum that is significant but that it is a prelude to future developments regarding disability issues in Anguilla.

I refer to the anticipated outcomes of the event. That disabled persons will have a voice in a national setting and continue efforts to form an association; the public will become more aware and show interest in this social issue; the ground work will be laid for the formation of a working group charged with the development of a national policy on disability.

Currently legislation, policy, programmes, and services are inadequate to protect the rights and cater to the needs of disabled persons. This is coupled with limited action,

awareness, and sensitivity to the issue. A more person centred and holistic approach is required in order to achieve a society where there is no discrimination, and where equal opportunity prevails. It is only then that social inclusion and participation in national development will be a privilege held by all residents on Anguilla.

The National Forum on Disability under the theme '**A holistic approach to improving the quality of life for persons with disabilities in Anguilla**' will feature topics relevant to Health and Disability, Education and Disability, Employment and Disability, Human Rights and Disability. These areas have a huge role to play in determining an individual's quality of life.

Think of the effect that disability can have on an individual's daily life and overall quality of life, his or her family, his or her carer or carers, Social Services, and the Nation as a whole. If not managed properly and in the framework of preventing possible co-related events the effects can be worsened for all the entities mentioned. If quality of life is not assessed and reassessed for the best possible care solutions, then an individual can deteriorate further - to the point where more resources will be necessary to ensure that individual's wellbeing.

Therefore it is all too important that access to education including continuing education; healthcare; employment; recreation; general mobility; information & communication networks; family support systems; social protection and social safety nets; and physical

access to buildings, roads etc.; does not preclude disabled persons from reaching their true potential. Any barriers to participation must be removed.

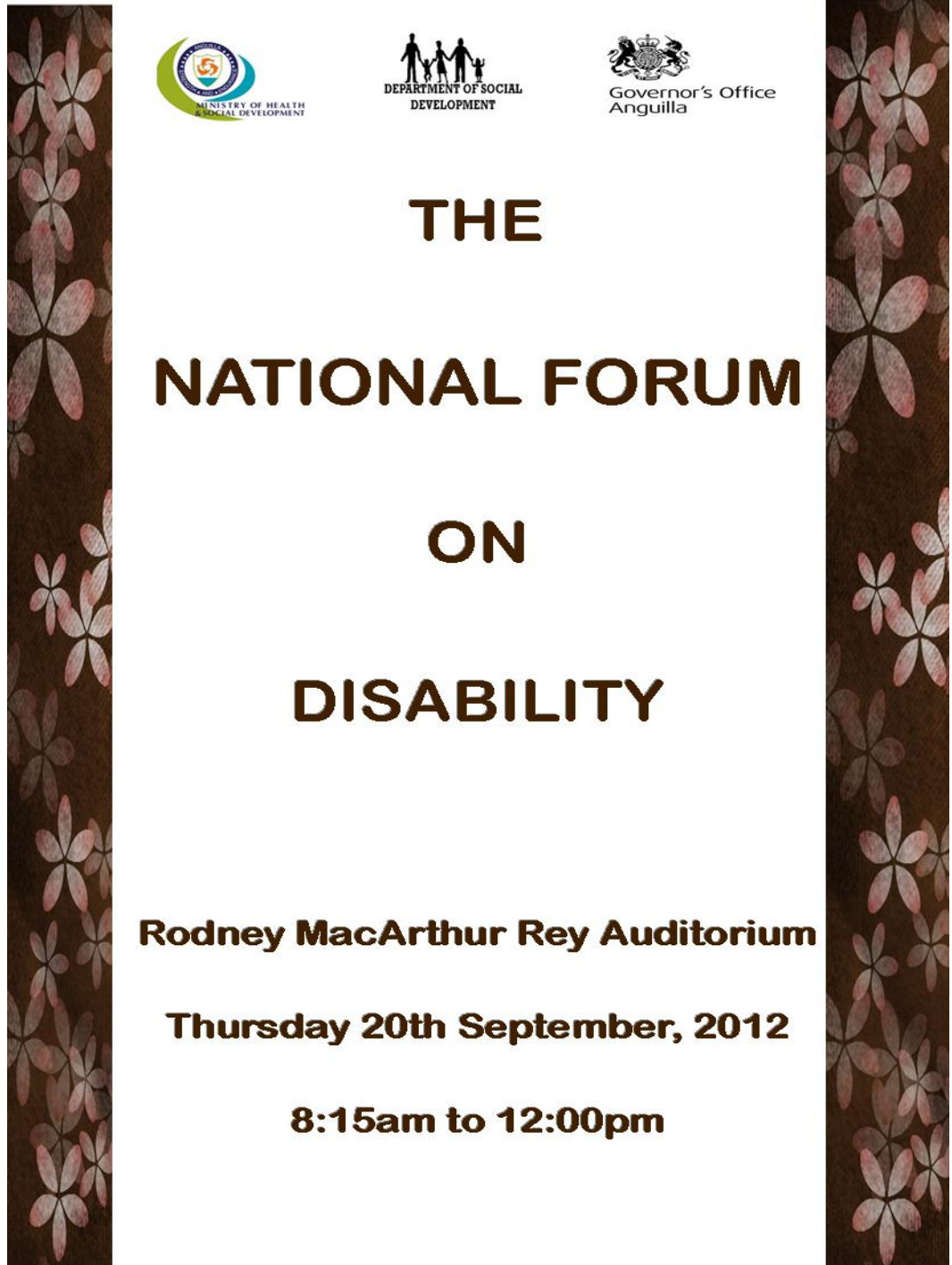
In closing, I implore you to realize that disability does not mean discrimination. It means that a society must strive to institute mechanisms whereby a disabled person does not experience barriers preventing their participation and contribution to society. I look forward to the discussion of at the National Forum on Disability and the subsequent actions toward improving the quality of life for persons with disabilities in Anguilla.




Recorded on Tuesday September 18th, 2012

Aired on Wednesday September 18th, 2012

THE FORUM EVENT

i. Programme Booklet



**THE
NATIONAL FORUM
ON
DISABILITY**

Rodney MacArthur Rey Auditorium

Thursday 20th September, 2012

8:15am to 12:00pm

The National Forum on Disability

Programme

Chairperson: Mr. Clive F. Smith, Senior Social Worker, Elderly and Disabled Unit, Department of Social Development

Prayer

National Song

Welcome Remarks

Introduction of Panel Presenters.....Mrs. Daphne Hodge
Director of Family and Social Services , Department of Social Development

Remarks and Official Opening.....Dr. Bonnie Richardson-Lake
Permanent Secretary Health and Social Development

Vote of Thanks: Mrs. Kiesha Gumbs-Bibby, Social Development Planner,
Ministry of Health and Social Development

Presentations

Including Question & Answer/Comments

8:45 to 9:15	Special Education Needs Development Mrs. Violet Martin Centre Manager/Lead Teacher DOVE Centre
9:15 to 9:45	The Human Rights Context of Disability Mrs. Serena Banks Parliamentary/Crown Counsel, Attorney General Chambers
9:45 to 10:15	The Epidemiology of Mental Illness and Disability Dr. Delroy Loudon President of the Anguilla Community College
10:15 to 10:45	Disability and Livelihood Mr. Russel Reid Labour Commissioner, Department of Labour
10:45 to 11:15	Special Needs Development: The Arijah Children's Foundation and The Blossom Centre Mrs. Renuka Harrigan, President Arijah Children's Foundation, Board of Directors

The National Forum on Disability

Penary

General Feedback

Discussion on a Country Definition of Disability

Advancing the Disability Agenda : Formation of Disabled Persons Association; The Disability Policy Working Group

The Impact of Gun Violence

Prayer

Oh God, [our father] Creator of this universe, you have created all of us equal. We are all important and unique in your sight. Help us your creatures to appreciate and be considerate of each other. Help us, when we see one who needs our help, to understand that we are in that position to be a blessing and in turn to be blessed by you, for you have said that if we do it for the least of these your children we are really doing it for you.

Today, as we consider the best ways of ensuring that all needs, and the needs of all are adequately addressed in a timely manner, help us collectively to come to those decisions that truly address the needs of the group we are focused upon. Enlighten the minds of us gathered here to truly represent the views of the individuals, who, for one reason or another could not be here. We are mindful of the brilliant thought "Nothing about us without us", knowing full well that they are more persons in this room right now who will not consider themselves disabled than those who would. Despite this, bless our efforts so your will be accomplished. Amen.



(Smith, 2010)

The National Forum on Disability

BIOS

VIOLET MARTIN, MA

Mrs. Violet Martin obtained a teaching certificate from The St. Kitts/Nevis Teachers' training college in 1988. She trained locally as a Reading Recovery teacher in 1998. She worked jointly as a Reading Recovery and Remedial Reading teacher for several years. In 2009, successfully completed a certificate course in Counseling skills with The BSY group in the United Kingdom. Further, she attended the University of Nottingham in the UK in 2010 and was awarded the Masters of Arts degree in Special Educational Needs.



Mrs. Martin worked at The Blossom Centre in the Quarter from October 2011 to July 2012 on an attachment by the Ministry of Education. In March of 2012, Mrs. Martin started a bi-weekly column in The Anguillian newspaper entitled 'Special Educational Needs'. This column focuses on various areas pertaining to special needs. Presently, she is pursuing an advance course in Counselling Skills and works in the capacity of Centre Manager/Lead Teacher at the newly established D.O.V.E Centre for children with more severe and profound disabilities at the Alwyn Allison Richardson Primary School.

RUSSEL SYLVESTER REID, B.A, MSc

Mr. Russel Reid is currently employed by the Government of Anguilla as the Labour Commissioner. He is the Chief Adviser to Government on labour matters. Mr. Reid held several positions within the Public Service including Teacher, and Director of Library Services. Mr. Reid also serves as Vice Chairperson to the Tenders Board of the Ministry of Finance. He is also a Director on the National Bank of Anguilla Board of Directors.

Mr. Reid holds a Bachelor of Arts Degree in Library and Information Science from the University of the West Indies, Mona Campus, and a Masters of Science Degree in Information Technology, Management and Organizational Change from Lancaster University Management and Business School in the United Kingdom.



SERENA BANKS, LLB

Mrs. Serena Banks is currently employed by the Government of Anguilla in the Attorney General's Chambers as a Parliamentary/Crown Counsel. She holds an LLB Law Degree from the University of Leicester, a Masters in Legislative Studies from the Institute of Advanced Legal Studies and completed the Bar Vocational Course at BPP Law School in London England.

The National Forum on Disability

RENUKA HARRIGAN B.S.C., R.M.T.

Mrs. Renuka Harrigan is the Founder of The Arijah Children's Foundation a non-profit organization dedicated to serving Anguilla's Children with special needs. She is also currently the President of the Foundation's Board of Directors. Mrs. Harrigan also served on the steering committee for the D.O.V.E Centre a Special Education Needs unit recently opened by the Department of Education at the Alwyn Allison Richardson Primary school. She is also currently employed at the Venus Spa at Cuisinart as a Spa Therapist. Mrs. Harrigan holds a Bachelor of Science Degree in Human Biology and Physiology from McMaster University and is a Canadian Registered Massage Therapist from S.C. College both in Canada.



DELROY M. LOUDEN, Ph.D. FRSPH

Professor Delroy Loudon is currently President of Anguilla Community College having assumed the responsibility of the position in May, 2010. Professor Loudon served as a Professor and Principal Investigator at Lincoln University, Pennsylvania (1997-2010) obtaining several externally funded grants as Co-Investigator notably from NIH, National Cancer Institute.



He obtained his Bachelor's degree in Psychology from Manchester Polytechnic, England; a PhD from the University of Bristol, England and his Post-Doctoral Training in Epidemiology at the Johns Hopkins University, Maryland, USA, as a distinguished Fulbright Scholar.

Dr. Loudon has training in Epidemiology, and Psychology with over twenty five years of executive and international experience in academic settings and the non-profit community/organizations. His work experience includes Director of Epidemiology and Surveillance, New York City, Department of Health - Bureau of Tuberculosis; Vice President for Research, at the National League of Nursing in New York. He also served as a member of the Government of Jamaica Task Force on Work Attitudes while a faculty member at UWI, Jamaica.

He has edited over 6 books as well as many journal articles and scholarly articles in peer review publications. In 2007 he spent his sabbatical in Anguilla-producing a report - "Strengthening the Health Infrastructure Capacity of the Ministry of Health" illustrating how applied epidemiology contributes to the day to day running of a Public Health Department.

Definitions of Disability

[numerous definitions exist in the literature]

1. In general, disabilities are characteristics of the body, mind, or senses that, to a greater or lesser extent, affect a person's ability to engage independently in some or all aspects of day-to-day life. **U.S. Department of Health and Human Services.**
2. Any restriction or lack (resulting from an Impairment) of ability to perform an activity in the manner or within the range considered normal for a human being. **The International Classification of Impairments, Disability and Handicaps – World Health Organization, 1976.**
3. Disability is the disadvantage or restriction of activity caused by contemporary organizations which take no or little account of people who have physical impairments and thus excludes them from the mainstream of social activities. **The Union of the Physically Impaired Against Segregation.**



4. The term "Disability" summarizes a great number of different functional limitations occurring in any population, in any country of the world. People may be disabled by physical, intellectual or sensory impairment, medical conditions or mental illness. Such impairments, conditions or illnesses may be permanent or transitory in nature. **The United Nations Standard Rules on the Equalization of Opportunities for Persons with Disabilities.**

5. Persons with disabilities include 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. **United Nations Convention on the Rights of Persons with Disabilities.**

The National Forum on Disability

Notes

The National Forum on Disability

The National Forum on Disability

*Thank you
for
attending*



MSD MISSION

"To be the lead agency in the development of social services, including health services, educational services, sports and recreation, environmental health protection, youth and cultural development, correctional services and family and community services, through the provision of policy and strategic direction to improve the quality of life for all persons residing in Anguilla".

ii. **Welcome Remarks**

Welcome Remarks by

Senior Social Worker, Elderly and Disabled Unit

Mr. Clive F. Smith

- The Honourable Deputy Governor, Mr. Stanley Reid
- Dr. Bonnie Richardson-Lake Permanent Secretary, Ministry of Social Development and other Permanent Secretaries
- Mrs. Kiesha Gumbs-Bibby, Social Development Planner
- All Heads of Departments
- Our Presenters: Dr. Delroy Loudon, President of the Anguilla Community College; Mrs. Violet Martin, Centre Manager/Lead Teacher DOVE Centre; Mrs. Serena Banks, Parliamentary/Crown Counsel, Attorney General's Chambers; Mr. Russel Reid, Labour Commissioner, Department of Labour; Mrs. Renuka Harrigan, President Arijah Children's Foundation, Board of Directors
- Mr. Timothy Hodge, Director of Social Security
- Ms. Daphne Hodge, Director, Family and Social Services, The Department of Social Development
- Our interpreter for the benefit of persons with hearing challenges – Ms. Trevisa Smith
- Other Stakeholders
- Ladies and Gentlemen

Good morning and welcome to our National Forum on Disability. This has been a long anticipated day for some of us. In December of 2011 some of us met in the Soroptimist Building where you were introduced to our plan to develop a policy for persons living with disabilities in Anguilla.

The Department of Social Development's Strategic Plan 2005-2010 made provision for the staff to be divided into units to enhance the effectiveness of our service delivery to our clientele. One of three units created was given responsibilities for older persons and persons living with disabilities.

That unit was manned by one person from 2005 until sometime in 2006 when another staff member joined.

In September 2007 until November 2008, the unit again was staffed by one person, as I was given a scholarship by the British Government to complete a Masters Degree in Social Development.

This course of study has enhanced my ability to carry out my job functions, and in general, to make my contribution to our island's social development. I learnt about the United Nations Conventions, the relationship between Anguilla and the United Kingdom as it pertains to these conventions. His Excellency The Governor through his broadcast on radio shared a little about this and you will hear more about this later during the presentations.

The unit at Social Development is tasked with the development and implementation of services for persons living with disabilities to enable them to reach their full potential.

My job description mandates me to:

1. Take the lead in setting up and consolidating Social Work intervention for persons with disabilities.
 2. Take the lead in ensuring the development of policy and procedures for persons with disabilities.
- It is further expected that I would create a comprehensive system of community care that protects and enhances the independence, participation, care, self-fulfillment and dignity of persons with disabilities.

I am to do this by working in collaboration with

- other departments, agencies and all relevant personnel (including the media).
- I am to liaise with regional and international agencies (in the development of new services).
- I am to engage the general public on issues related to this client group.

It gives me the authority to:

- Mobilise multidisciplinary teams to assist in the development of services and policies and procedures.

So now you should have a better understanding as to why we are here today. I hasten to say that we are here with the full support of the Ministry of Social Development and Department of Social Development.

Ok, let us now really focus. For whose benefit are we really gathered? Is it for the less than 7% percent of our population, persons who would be legally qualified as persons with disabilities? The rest of us, over 93% percent are at any given time just one moment away from a disability. It only takes a moment for anyone to become challenged/disabled.

The United Nations under Secretary for economic and Social Affairs on September 12, 2012 confirmed that they were over 1 billion persons around the world with disabilities.

Even as a tourist destination Anguilla must expand its market share by doing more to cater to the needs of individuals and families who are looking for hotels and other service providers who can boast that they are disability certified.

In keeping with all that I have said so far, we are all gathered here to participate in this forum; we are all stakeholders, at the end of the day want to put a policy

together that we all would be proud of and which will truly promote full equality and participation of persons with disabilities.

Thursday, September 20th, 2012

iii. **Remarks and Official Opening**

***Remarks and Official Opening by
Permanent Secretary Ministry of Social Development
Dr. Bonnie Richardson-Lake***

Please allow me to adopt the protocol already established. A pleasant good morning to all. As you peruse your programme booklet you will note a section on definitions of disability. What is disability? At least five definitions are listed. However, there are numerous definitions in the literature and the concept has many dimensions with both subjective and objective characteristics. This speaks to how complex the issue of disability can be; it certainly is not straightforward.

Some of the definitions refer to disability as an individual process where the intellect and the senses are impaired; some refer to it as an imposition brought on by organizations whose structure exclude disabled persons; Some refer to it terms of inevitable population genetics/dynamics; Some refer to disability as a social construct in terms of what is considered normal or abnormal; Some refer to it in a medical framework

including mental illness; Some refer to it in a temporal context being permanent or transitory.

You can see that disability in itself covers a broad spectrum of conditions and so our response cannot be a simple one. It must be wide ranging and far reaching.

At the moment the register of disabled persons at the Department of Social Development accounts for at least eighty eight (88) disabled persons. There is a wide range in the types of disability recorded as well. Some of the conditions recorded are rare not only in Anguilla, but on a global level.

As such, we can see that Anguilla is experiencing similar challenges to larger countries around the world. The recent rise in gun violence has also exacerbated the issue of disability as victims have been left paralyzed or temporarily unable to function at their full potential.

Overall, the toll of disability on the individual and their family can be tremendously heavy. Likewise there is a drain on social services, the economy, and the tax base. Despite this, the Ministry of Health & Social Development is charged with ensuring the wellbeing of the nation. Our mission is “to be the lead the agency in the development of social services, including health services, educational services, sports and recreation, environmental health protection, youth and cultural development, correctional services

and family and community services, through the provision of policy and strategic direction to improve the quality of life for all persons residing in Anguilla”. In keeping with our mission, this event will be a spring board for the development of the National Policy on Disability.

This forum will present disability in different spheres of society. It will recognize accomplishments and highlight gaps that need to be addressed as we further the disability agenda. The importance and benefits of public private partnership on this social issue will also be emphasized.

I now take this opportunity to officially open the National Forum on Disability under the theme ‘**A holistic approach to improving the quality of life for persons with disabilities in Anguilla**’; and to extend my best wishes to those present, as well as the listening and viewing audiences for a fruitful exchange.

Thursday, September 20th, 2012



Photos of Organizers and Other Staff

iv. **Vote of Thanks**

Vote of Thanks by
Social Development Planner
Mrs. Kiesha Gumbs-Bibby

I hereby adopt the established protocol.

The Ministry and Department of Social Development are indeed grateful to all those who worked hard to ensure the materialization of this event.

Thank you is expressed to:

The Governor's Office for meeting the request to sponsor the forum, in particular Ms. Kim Cutler and Mr. Steve McCready.

His Excellency The Governor, Mr. Alistair Harrison and The Honorable Minister of Social Development Mr. Edison Baird for their timely radio addresses in support of the National Forum on Disability and to the cause in general.

Dr. Bonnie Richardson for her pertinent remarks about disability itself and the toll that it can exact on individuals, families, and the nation.

Special thanks to the clerical team at the Ministry of Social Development: Ms. Laverne Hughes for designing and printing the invitation and programme booklet; Ms. Shekeema Carty for transcribing audio material for the forum report; and Ms. Jacqueline Hodge for assistance with purchasing necessary items.

To DITES for providing technical support we say thank you.

And also to the presenters who you will be hearing from shortly, we are indeed grateful that you saw it fit to volunteer your time to prepare and deliver presentations on your respective topics as they relate to disability.

Ms. Trevisa Smith for volunteering her time and skills to ensure the sign language translation for this opening ceremony and the upcoming presentations. Also to her manager for allowing her the time away from work.

Gratitude is extended to The Education Department in the persons of Mrs. Rhonda Connor, Mr. Reginald Carty and Company for their assistance with setting up the venue;

and to the officials at Campus B for allowing us the use of the auditorium and for their hospitality.

The planning committee Mr. Clive F. Smith and Mrs. Kiesha Gumbs-Bibby for organizing this very important event.

Thank you to Mr. Smith for delivering the welcome remarks, chairing these proceedings, and composing such an inspirational prayer as printed in your booklet. And to Mrs. Gumbs-Bibby for writing the speeches and other media releases from the Ministry and for producing the forum report in the very near future.

Mr. Carlton Pickering of KCN TV for capturing this event for future broadcast and providing technical advice and support.

Mr. Gilbert Fleming for organizing the sound system and other technical inputs.

Radio Anguilla for carrying the proceedings live, and facilitating the recording and airing of the pre-forum addresses.

And thank you to all the stakeholders present, the listening, and viewing public thank you for your attention and anticipating your continued partnership in championing the cause for **'A holistic approach to improving the quality of life for persons with disabilities in Anguilla.'**

My apologies if anyone has been missed. Please know it was not intentional.

Thursday, September 20th, 2012

v. **Panel Presentations**

See Appendix 1 (pg. 44) for the Power Point Presentations.



Photo of Presenters

vi. **Plenary Discussion**

Presentation 1: Human Rights Context of Disability

- Some business places in Anguilla have disabled parking. However the Inland Revenue Department should come in line with a corresponding piece such as disabled vehicle tags and license plates. Once these are utilized then if someone without the special tag or plate parks in any of these disabled spaces they can be issued a ticket and revenue can be collected through fines.
- Legislation should make provisions for persons with disabilities to run for political office.
- Disabled access to new buildings should be made mandatory by law. A good example was cited – the new Sports Centre near Valley Primary School – will it have disabled access?

Presentation 2: Special Education Needs Development

- A minibus should be identified for Education to transport students with disabilities. The drivers should be trained to work with disabled children and be sensitive to their needs.
- There is a need for parents and caregivers to be trained so that they can assist with bridging the gaps for disabled children.

- What happens to disabled children after primary school? Those in sports will get more attention but what happens if they are not athletes?



Photo of Section of the Audience

Presentation 3: Special Needs Development – The Arijah Children’s Foundation and the Blossom Centre

- A mechanism for reaching children in their home who cannot come to the Blossom Centre needs to be worked out.
- The terminology used in the development of the National Policy on Disability must be politically correct.

- Eliminating stigma and discrimination should be one of the goals where this policy is concerned.

Presentation 4: The Epidemiology of Mental Illness and Disability

- A unique country definition will be problematic for scholars and researchers to collect data on the region as a whole.
- International Day for Disabled Persons is celebrated on December 3rd.
- There is a correlation between disability and poverty.
- There is a correlation between chronic lifestyle diseases and disability
- Disabled persons need assistance with working, going out, dressing, and learning.
- We need to think about the effects on the family; the non-economic costs – family roles, disruption to family routines, caregiver fatigue.

Presentation 5: Disability and Livelihood

- The culture of Health and Safety Policies in the workplace does not seem to have taken root in Anguilla. It is becoming more and more necessary.

- Other areas that need to be addressed system wide are – Workmen’s Compensation Insurance and Contractor’s Insurance. The National Policy on Disability should address them both with a view toward making them compulsory features of employment on a national level.

Presentation from the Floor by Mr. Desmond Richardson (an amputee as a result of a gunshot wound)

There are lots of meetings like this one but no action. More assistive programmes should be in place. Up to present no one in authority has come to my home or contacted me to ask how I am keeping or if I need any help. There is lots of talking and no action. Disabled people out there need help. If we were guided to form an association that would work for our benefit we may be in a better position.



Photo of a Section of the Audience

General Feedback/Discussion

It is challenging crossing the road in The Quarter near the intersection by Mary's Bakery and the Evening Star Casino. A mirror needs to be put up so that wheelchair users could see oncoming traffic from the east.

There needs to be more awareness with regard to injections/immunization and pregnancy. Also pregnant women should be taught what they can do to prevent disability. e.g. not smoking while pregnant.

In most cases disability occurs due to genetics so there may be nothing you can do to prevent that type of disability.

More attention needs to be given to HIV/AIDS because people with this disease have phobias due to torture and discrimination.

The policy should address disability and the workplace, in terms of others in the workplace helping workers who may have a disability (Workers helping Workers).

Alzheimers & Dementia sufferers need social protection.



Photo of The Audience

Working mothers of disabled children should have special arrangements within their organization so that they can be on call should their child be in crisis. Also perhaps working mothers of disabled children can be allowed to work less hours.

The Anguilla Social Security Board is challenged with the definition of disability and the parameter under which someone classified as disabled has to operate. In some cases Doctors diagnose, under duress, a patient as officially disabled. This is because being classified as disabled restricts persons from working. Limiting a person who can still be

productive despite their disability is hard. On the other hand if they are not classified as disabled and can work then they cannot access the Disability Allowance which can be unfair because their disability can cause them extra expense that their wage or salary cannot cover. In some cases going back to work can save a life. E.g. there were two persons with the same injury – one went back to work and survived the other opted for disability allowance and due to unproductivity became depressed and died. We need a mechanism whereby persons can benefit and still have a career/job.

A policy that will inform suitable legislation is very much needed.

vii. **Recommendations**

1. That the Ministry and Department of Social Development empower the community for the materialization of an Association for Persons with Disabilities
2. That constructive engagement with disabled persons themselves be an essential part of the development of the National Policy on Disability
3. That the terminology used in the development of the National Policy on Disability be politically correct
4. That one of the policy goals address the elimination of stigma and discrimination against disabled persons
5. That HIV/AIDS and Disability be addressed in the policy
6. That Alzheimer's Disease and Dementia sufferers and their caregivers be afforded social protection under the policy
7. That the policy be used to lobby for the appropriate legislative framework
8. That the policy address disability and labour in terms of lobbying for Health and Safety Policies, Medical Insurance, Workmen's Compensation Insurance, and Contractor's Insurance to be common place features system wide
9. That the policy address workplace assistance for disabled employees
10. That working parents of disabled children are afforded special provisions as it relates to being on call to support their child
11. That lifestyle diseases be targeted and programmes designed and implemented to reverse bad habits influencing lifestyle change

12. That a benefits scheme be developed for disabled persons and at the same time not discriminate should they continue to work/be employed
13. That Home Care/Assistive Care become part of the social care package for disabled persons
14. That Assisted Technology become part of the social benefits package for disabled persons
15. That Rest and Respite opportunities become part of the social care package for disabled persons benefiting them themselves and their full time carer/s
16. That universal access to public buildings and buildings to be used by the public becomes part of planning requirements
17. That universal access to public spaces becomes part of planning requirements
18. That landlords include disabled access to their properties
19. That all establishments adopt inclusive policies
20. That disabled persons be supported to run for political office
21. That Boards incorporate disabled persons in their membership
22. That training is available for parents, caregivers, and professional support staff (e.g. School Bus Drivers) to build their capacity to supervise, care for, and nurture a disabled child
23. That a home visiting programme for severely disabled children who cannot attend a centre/education institution be developed
24. That programmes and employment schemes be developed for disabled children/young people to access once they complete their formal education

25. That Disability be featured under revenue options. Disabled drivers and vehicles that routinely carry disabled passengers should be subject to special identification. The latter should be an added fee upon obtaining a driving licence and vehicle licensing. In addition corresponding fines for non-designated vehicles or drivers parking in disabled parking spots can also generate revenue

APPENDIX 1

NATIONAL FORUM ON DISABILITY

HUMAN RIGHTS CONTEXT OF DISABILITY
SERENA BANKS- PARLIAMENTARY/CROWN COUNSEL

DEFINITION OF DISABILITY

- A disadvantage or deficiency, especially a physical or mental impairment that prevents or restricts normal achievement.
- The American Heritage® Medical Dictionary Copyright © 2007

LIST OF DISABILITIES

- **Physical Disabilities**
 - Visual Impairment
 - Blindness
 - Blurred Vision
 - Cataract
 - Color Blindness
 - Hearing Impairment
 - Deafness
 - Meniere's Disease
 - Vestibular Disorders in the Ear
 - Mobility Impairment
 - Arthritis
 - Rheumatoid Arthritis (RA)
 - Osteoarthritis
 - Cerebral Palsy
 - Multiple Sclerosis (MS)
 - Muscular Dystrophy (MD)
 - Paralysis
 - Parkinson's Disease
 - Stroke
 - Chronic Illnesses
 - Diabetes
 - Cancer
 - Chronic Fatigue Syndrome
 - Tuberculosis
 - Hypertension
 - HIV/AIDS
 - Epinal Epilepsy
 - Alzheimer's (Al)
- **Developmental Disabilities**
 - ADD/ADHD
 - Asperger Syndrome
 - Autism
 - Down Syndrome
 - Dyslexia
- **Mental Disabilities**
 - Alzheimer's Disease
 - Anxiety Disorder
 - Bipolar Disorder
 - Depression
 - Dementia
 - Learning Disabilities
 - Memory Loss
 - Obsessive Compulsive Disorder (OCD)
 - Phobia
 - Acrophobia
 - Arachnophobia
 - More in List of Phobias
 - Schizophrenia
- **Head Injury**
 - Traumatic Brain Injury
- **Other Disabilities**
 - Substance Abuse / Addictions
 - Alcohol Addiction
 - Drug Addiction

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- Background
- Entered into force on 3rd May 2008.
- 50 Articles
- 153 signatories (not in force) and 119 parties (in force)
- UK ratified the Convention on 8 June 2009

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- Has it been extended to Anguilla? What does this mean for Anguilla?
 - Article 4- General Obligations
- 1. To adopt all appropriate legislative, administrative and other measures for the implementation of the rights recognized in the present Convention;
- 2. To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities;
- 3. To take into account the protection and promotion of the human rights of persons with disabilities in all policies and programmes;
- 4. To refrain from engaging in any act or practice that is inconsistent with the present Convention and to ensure that public authorities and institutions act in conformity with the present Convention;
- 5. To take all appropriate measures to eliminate discrimination on the basis of disability by any person, organization or private enterprise;
- 6. To provide accessible information to persons with disabilities about mobility aids, devices and assistive technologies, including new technologies, as well as other forms of assistance, support services and facilities;
- 7. To promote the training of professionals and staff working with persons with disabilities in the rights recognized in this Convention so as to better provide the assistance and services guaranteed by those rights.

CARIBBEAN COUNTRIES –SIGNED OR RATIFIED THE CONVENTION

SIGNATORIES

- Antigua and Barbuda
- Barbados
- Dominica
- Grenada
- Guyana
- Haiti
- St Lucia

PARTIES

- Cuba (07)
- Dominican Republic (09)
- Jamaica (07)
- St Vincent and the Grenadines (10)

ARTICLE OF THE CONVENTION ON THE RIGHTS OF THE DISABLED

- [Convention on the Rights of Persons with Disabilities](#)
- [Preamble](#)
- [Article 1 - Purpose](#)
- [Article 2 - Definitions](#)
- [Article 3 - General principles](#)
- [Article 4 - General obligations](#)
- [Article 5 - Equality and non-discrimination](#)
- [Article 6 - Women with disabilities](#)
- [Article 7 - Children with disabilities](#)
- [Article 8 - Awareness-raising](#)
- [Article 9 - Accessibility](#)
- [Article 10 - Right to life](#)
- [Article 11 - Situations of risk and humanitarian emergencies](#)
- [Article 12 - Equal recognition before the law](#)
- [Article 13 - Access to justice](#)
- [Article 14 - Liberty and security of person](#)
- [Article 15 - Freedom of torture or cruel, inhuman or degrading treatment or punishment](#)
- [Article 16 - Freedom from exploitation, violence and abuse](#)
- [Article 17 - Protecting the integrity of the person](#)
- [Article 18 - Liberty of movement and national, local, regional, international and foreign mobility](#)
- [Article 19 - Living independently and being included in the community](#)
- [Article 20 - Personal mobility](#)
- [Article 21 - Freedom of expression and opinion, and access to information](#)
- [Article 22 - Respect for privacy](#)
- [Article 23 - Respect for home and the family](#)
- [Article 24 - Education](#)
- [Article 25 - Health](#)
- [Article 26 - Health](#)
- [Article 27 - Health](#)
- [Article 28 - Health](#)
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- [Article 50 - Health](#)

UNITED NATIONS CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

• Article 1 - Purpose

- The purpose of the present Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

Persons with disabilities include 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.

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Definition**

"Discrimination on the basis of disability" means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation;

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 5 - Equality and non-discrimination**

- 1. States Parties recognize that all persons are equal before and under the law and are entitled without any discrimination to the equal protection and equal benefit of the law.

- **Article 6 - Women with disabilities**

- 1. States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 7 - Children with disabilities**

- 1. States Parties shall take all necessary measures to ensure the full enjoyment by children with disabilities of all human rights and fundamental freedoms on an equal basis with other children.

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 9 - Accessibility**

- 1. To enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure to persons with disabilities access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas. These measures, which shall include the identification and elimination of obstacles and barriers to accessibility, shall apply to, inter alia:
- Buildings, roads, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 15 - Freedom from torture or cruel, inhuman or degrading treatment or punishment**
- 1. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his or her free consent to medical or scientific experimentation.
- **Article 16 - Freedom from exploitation, violence and abuse**
- 1. States Parties shall take all appropriate legislative, administrative, social, educational and other measures to protect persons with disabilities, both within and outside the home, from all forms of exploitation, violence and abuse, including their gender-based aspects.

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 23 - Respect for home and the family**
- 1. States Parties shall take effective and appropriate measures to eliminate discrimination against persons with disabilities in all matters relating to marriage, family, parenthood and relationships, on an equal basis with others

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 24 - Education**
- 1. States Parties recognize the right of persons with disabilities to education.

UN CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

- **Article 27 - Work and employment**
- 1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

TO WHAT EXTENT ARE THE RIGHTS OF DISABLED PERSONS PROTECTED UNDER THE LAWS OF ANGUILLA

- Constitution of Anguilla
- Education Act
- Universal Service And Public Telecommunications Regulations
- Fair Labour Standards Act

CONSTITUTION OF ANGUILLA

Section 13 – Protection from Discrimination

- no law shall make any provision which is discriminatory either of itself or in its effect.
- no person shall be treated in a discriminatory manner by any person acting by virtue of any written law or in the performance of the functions of any public office or any public authority.
- **the expression “discriminatory” means affording different treatment to different persons attributable wholly or mainly to their respective descriptions by race, place of origin, political opinions, colour, creed or sex** whereby persons of one such description are subjected to disabilities or restrictions to which persons of another such description are not made subject or are accorded privileges or advantages which are not accorded to persons of another such description

CONSTITUTION OF ANGUILLA

- The Constitution provides protection from discrimination for certain groups of person in Anguilla:- The Constitution does not expressly prohibit discrimination on the grounds of disability.
- Discrimination is prohibited on the grounds of
 - a) races/colours
 - b) place of origin
 - c) political opinion
 - d) creeds
 - e) sex

EDUCATION ACT

Section 11- Stages of Public Education

- (2) The Minister may, as resources permit, include as part of the system of public education—
 - (b) special education, which is education suitable to the—
 - (i) best development of persons who are hearing or visually impaired, physically disabled, emotionally or behaviourally disturbed or who have moderate or severe learning disabilities including those with profound multiple disabilities

UNIVERSAL SERVICE AND PUBLIC TELECOMMUNICATIONS REGULATIONS

Section 6- Public pay telephones

- 6. (1) The Commission may designate one or more specified providers to provide public pay telephones to meet the reasonable needs of the population in terms of geographical coverage, the number of telephones, the accessibility of such telephones to disabled users and the quality of services.

FAIR LABOUR STANDARDS ACT

Section 25- Overtime Pay

(3) In arranging for overtime work, the employer shall take into account the special circumstances of young persons under 18 years of age, pregnant women, nursing mothers and handicapped persons.

HOW CAN THE DISABLED BE PROTECTED UNDER THE LAW- THE WAY FORWARD

- Legislation which protects the rights of disabled person
- Legislation fill caveats in the laws
- The areas for consideration
 - Education
 - Employment
 - Housing
 - Voting accessibility

EDUCATION

Areas for Consideration

- Access to and from classrooms
- Resources appropriate to the special needs of the child
- Teachers qualified to meet the appropriate needs of the child when teaching/interacting with disabled.

EMPLOYMENT

Areas for Consideration

- Create legislation that prohibits discrimination on the basis of disability in employment
- Employers with 15 or more employees to provide qualified individuals with disabilities an equal opportunity to benefit from the full range of employment-related opportunities available to others.
- Employers should be required to make reasonable accommodation to the known physical or mental limitations of otherwise qualified individuals with disabilities, unless it results in undue hardship.

HOUSING

Areas for Consideration

- Unlawful to discriminate in any aspect of selling or renting housing or to deny a dwelling to a buyer or renter because of the disability of that individual, an individual associated with the buyer or renter, or an individual who intends to live in the residence.
- The legislation would require owners of housing facilities to make reasonable exceptions in their policies and operations to afford people with disabilities equal opportunities. Eg. A landlord with a 'no pets' policy may be required to grant an exception to this rule and allow an individual who is blind to keep a guide dog in the residence.
- Legislation might also require the landlord to allow tenants with disabilities to make reasonable access related modifications to their private living space, as well as to common use spaces. The landlord would not be required to pay for the changes.

VOTING

Areas for Consideration

- Legislation requiring polling places across Anguilla to be physically accessible to people with disabilities for elections.
- Where no accessible location is available to serve as a polling place, alternate means of casting a ballot on the day of election must be provided.

• THANK YOU

EXTENSION PROCESS

- UK must ensure that OT are willing to accept Treaty obligations
- OT's should be consulted at the negotiation stage
- Consultation paper is given to OT's to review
- OT's must implement the necessary legislation before the Treaty is extended
- OT's are encouraged to accept the extension of the Treaty and informed of the consequences of non extension
- OT formally indicates its agreement to the extension of the Treaty by letter from the Governor. The letter should indicate that sufficient laws and policies are in place in the OT to enable the OT to implement the obligations under the Treaty.

- **United Kingdom of Great Britain and Northern Ireland**
- United Kingdom of Great Britain and Northern Ireland⁸
- **Reservations:**
 - **Work and Employment** – Convention Article 27 mainly
 - The United Kingdom accepts the provisions of the Convention, subject to the understanding that none of its obligations relating to equal treatment in employment and occupation, shall apply to the admission into or service in any of the naval, military or air forces of the Crown.
 - **Education** – Convention Article 24 Clause 2 (a) and 2 (b)
 - The United Kingdom reserves the right for disabled children to be educated outside their local community where more appropriate education provision is available elsewhere. Nevertheless, parents of disabled children have the same opportunity as other parents to state a preference for the school at which they wish their child to be educated.
 - **Liberty of Movement**
 - The United Kingdom reserves the right to apply such legislation, insofar as it relates to the entry into, stay in and departure from the United Kingdom of those who do not have the right under the law of the United Kingdom to enter and remain in the United Kingdom, as it may deem necessary from time to time.
- **Declaration:**
 - **Education** – Convention Article 24 Clause 2 (a) and (b)
 - The United Kingdom Government is committed to continuing to develop an inclusive system where parents of disabled children have increasing access to mainstream schools and staff, which have the capacity to meet the needs of disabled children.
 - The General Education system in the United Kingdom includes mainstream, and special schools, which the UK Government understands is allowed under the Convention.”

DISABILITY DISCRIMINATION ACT 1995

- This Act
- -introduces new rights for disabled persons
- -creates new duties on employers and suppliers of goods, services and facilities
- -disabled should not be discriminated against in employment and in the provision of goods, services and facilities
- EXCEPT where exemptions apply or where discrimination is considered justified.

The Development of Special Needs Education in Anguilla.



What do we mean by special educational needs?

The term 'special educational needs' (SEN) refers to children who have learning difficulties or disabilities that make it harder for them to learn or access education than most children of the same age.



Categories relating to SEN

Anguilla's children special educational needs fall under one or more of these areas:

- ▶ general learning disabilities
- ▶ emotional and behavioural problems
- ▶ language and communication difficulties and disorders
- ▶ physical and sensory disabilities

Range of learning disabilities in our schools

- ▶ Moderate
- ▶ Severe
- ▶ More severe



The main service models utilized in Anguilla to cater to SEN.

▶ School-based programmes

Services are provided within the school in a special education classroom.

▶ Centre-based programmes

Services are provided in a special setting in the school or away from the school.



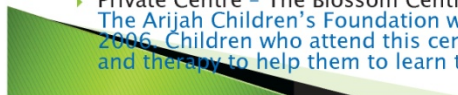
Support staff

- ▶ Each primary school centre is manned by a Lead Teacher and a teaching assistant(s) and accommodates up to twelve students.
- ▶ The D.O.V.E Centre caters to fewer students because of the nature of their disabilities.



Learning Centres in the Primary Schools.

- ▶ The Learning Centre at Adrian T. Hazell Primary School. *Caters to students with moderate learning difficulties.*
- ▶ The Learning Centre at Orealia Kelly Primary School – *Caters to students with severe learning difficulties.*
- ▶ The Learning Centre at The Valley Primary School – *(a new initiative) caters to students with social, emotional and behavioural problems and learning difficulties.*
- ▶ The D.O.V.E Centre at the Alywn Allison Richardson Primary school – *(Developing our vision educationally) is another new initiative which caters to children with more severe and profound disabilities. Students who are cognitively inclined but may have a physical disability(s) can access classes in mainstream classrooms at this school.*
- ▶ Private Centre – The Blossom Centre. *This is an initiative of The Arijah Children's Foundation which was established in 2006. Children who attend this centre are given an education and therapy to help them to learn to walk or communicate.*



Teaching

- ▶ The curriculum is modified and teaching is done in small, progressive steps at the level of the students, in order for them to grasp the concepts taught.
- ▶ Students are served with an Individual Education Plan (IEP). The IEP outlines measurable, reachable targets for the student and methods in which these can be achieved. Inputs are made by various agencies where necessary.



Support Centres in the Secondary School (ALHCS)

- ▶ Learning support unit at Campus A of the ALCHS
Provides assistance to students in the various subject areas.
- ▶ Learning units at Campus B of the ALCHS
Provide on-going support for students from the learning centres of the Primary Schools.
- ▶ The Pupil Referral Unit (PRU) at Campus C
Caters to students from Forms 1 to 3 with varying emotional and /or behavioural difficulties.
- ▶ W.I.S.E Centre – Workshop Initiative for Support in Education.
This programme is geared to assist students who have behavioural problems or chronic learning problems to complete their education.



The Therapeutic Response

The assistance/activities available for special needs students

- ▶ Art/craft/cooking/sewing/mechanics and gardening – provide a sense of satisfaction, accomplishment and build self-esteem.
- ▶ Sensory toys/objects – are utilized to develop/stimulate sensory awareness in an effort to improve students' learning.
- ▶ Physical therapy – to develop fine and gross motor skills.
- ▶ Speech therapy – to assist those with speech or language disorders.
- ▶ Counselling – is available for students with social, emotional and behavioural problems.
- ▶ Prescribed medication – Administered by parents, sometimes is necessary to control symptoms in children with autism and ADHD.

Why we need centres?

- ▶ Special needs centres cater to students whose academic/physical or sensory needs are too great to be managed appropriately in the mainstream.
- ▶ Further, they may have social and/or behavioural issues that are extreme enough to reduce their chances of success in a general education classroom.

Persons who work with these students include the:

- ▶ Special needs teacher
- ▶ Schools' counsellor
- ▶ Schools' psychologist



Other agents who work with students with SEN

In addition to the special needs teacher, other agents include:

- ▶ the school nurse
- ▶ the speech and language pathologist.



Gaps to be bridged to efficiently cater to students/persons in Anguilla with SEN.



- ▶ A collaborative approach between parents, teachers and other agencies who are involved in educating and meeting the needs of students
- ▶ Diagnosing, identifying and catering to the needs of SEN students as early as possible
- ▶ The services of a schools' psychologist extended to the preschools
- ▶ The employment of an occupational therapist to devise treatment programmes to enable students to become as independent as possible.

Advantages of centre-based programmes

They provide:

- (1) a consistent, prearranged program for children.
- (2) opportunities for children to interact with other children the same age and with similar disabilities.
- (3) services such as the speech therapy, physical therapy, counselling and psychological testing.

However, the main disadvantage of this model is the prospect of limited interaction with children without disabilities.

- ▶ The employment of other specialists such as a physical therapist and a nutritionist to work with children in schools.
- ▶ Need to examine the architectural designs of our schools and public places to ensure inclusion of students with physical and mobility issues.
- ▶ Training of teachers/persons in the classrooms and in the centres to cater to the various types and levels of disability including sensory impairment and physical disability in students.
- ▶ The establishment of other service delivery option models such as Centre-home based and Home-based programme models to cater to the needs of children with more severe and profound disabilities who are unable or at times unable to attend a centre.

Continued

- ▶ Post–primary level and Post–secondary level provisions.
- ▶ The development and implementation of appropriate curricula for students with special educational needs.
- ▶ The availability of life–long learning provisions for persons with disabilities in the public and private sector.



Conclusion

It is crucial that our Education Department, statutory agencies and voluntary organisations coordinate their efforts to support students with special educational needs, since collectively they can make an important contribution to students' education and training.

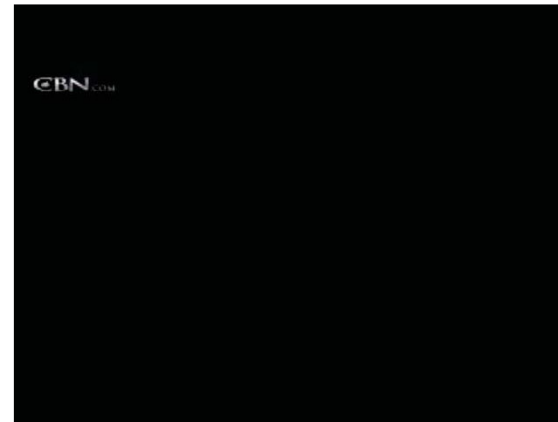




Arijah Children's Foundation

- Established in 2006, The Arijah Children's Foundation is a non-profit fundraising organization that raises money for the Blossom Centre where Anguilla's children with special needs receive education, enjoy therapy to help them learn how to walk or talk and gives hope for a brighter future.
- **Mission**
To serve Anguilla's children with special needs and give hope for a brighter future.

Giving Hope



Arijah Children's Foundation

- Named after Arijah Harrigan who was born with special needs.
- Exists to help all children in Anguilla with special needs.
- We invite you to join us in our quest to bring hope and the promise of a brighter future for all Anguilla's children with special needs.



Fundraising



Blossom Centre
Is Established 2010



• A place where childhood can blossom and capacities and skills are awakened, nurtured, and strengthened. Where Anguilla's children with special needs are given the opportunity to develop their potential.

In the Beginning...



We were able to begin the Inspired Child Programme 3 days a week with the kind support of the Tr Gloria Omololu Institute who shared their special Teacher and Playschool with us.



Blossom Centre

Our early days...

Movement
Therapy
3hrs a
week.





Blossom Centre

Our early days...

Helping Hand Programme
3 days a week.



Blossom Centre

How far we've come...

New Hope Inspiration began
September 2011...
5 days a week like regular "school".



Practicing our walking together



Lesson Time



Use of Technology for Communication



Play Time



Art Time



Rest Time



Our Princesses



Occupational Therapy/Nursing Clinic

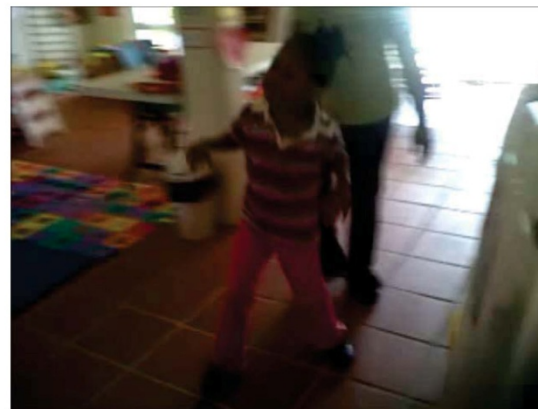


Speech Pathology Clinic

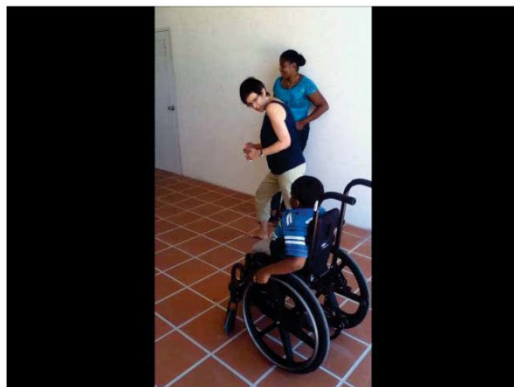
Celebrating the end of our first school year June 2011



Celebrating Our Achievements



Celebrating Our Achievements



Celebrating Our Achievements



Thanking Our Supporters



Thanking Our Volunteers



Thanking Our Volunteers



Thanking our Special Teachers



Thanking Our Specialists



How You Can Help Too!

- Become a Monthly Partner
- Donate a piece of therapy equipment or learning resource
- Volunteer on our Board of Directors or Committees
- Volunteer at Blossom Centre
- Donate to our Building Fund
- Make a Financial Contribution

Our Vision

Let us care for our children,
nurture our families,
foster our communities,
forge our nation,
and brighten our world
together.

The Arijah Children's Foundation

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THE EPIDEMIOLOGY OF MENTAL HEALTH AND DISABILITY

Presented by
Delroy M. Loudon, PhD FRSPH
President, Anguilla Community College
20th September 2012

BACKGROUND: USEFUL FRAME WORK IN UNDERSTANDING DISABILITY

WHO refinement document commonly called the International Classification of Impairments Disabilities and Handicaps (ICIDH).

Originally ICIDH, disablement comprised of three interrelated factors: -

- **Impairment;**
- **Disability**
- **Handicap.**

Here disability was defined as a restriction or lack of ability to perform an activity in a manner or within a range considered normal for a human being (UN 1990). **Disability was seen as being caused by an impairment, defined as loss of abnormality of psychological structure or function.**

Thus impairment and disability became intervened linked to handicap – defined as a disadvantage that limits or permits the fulfillment of roles commonly considered normal, subject to grader, age etc.

Epidemiological studies measuring prevalence rates and factors associated with Mental Health problems in Adults with disabilities have produced conflicting results partly due to the different methods used.

Key methodological challenges:

- **Definition of learning disability;**
- **Definition of Mental Health problems;**
- **Sample population used e.g case registries;**
- **Case definition/identification and assessment of cases;**
- **The use of appropriate diagnostic criteria.**

CHARACTERISTICS OF DISABILITY IN LIFE

Disability is often disabling. For many people depending on the nature of the disability the result is limitation in the ability to carry out regular day to day activities. For adults, an important daily activity is work. The employment rate for persons with disability is much lower than national average and is especially low for people who may experience, **depression, anxiety, disorder (alcoholism, substance abuse etc) memory loss, attention deficit disorder (hyperactivity) as a result of the disability.**

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MENTAL HEALTH DISABILITY

- 1) Refers to having a limitation in any activity in any way due to Mental Health problems;
- 2) Having any of 7 mental health symptoms that seriously interfere with day to day activities (working, going to school, managing day to day activities);
- 3) Having any of these 7 symptoms or any of the 9 Mental Health disorders that cause work disability (an inability to work or a limitation in the kind or amount of work a person can do).

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THE SEVEN MENTAL HEALTH SYMPTOMS

- **Frequently depressed or anxious;**
- Have a lot of trouble making and keeping friendships;
- **Have a lot of trouble getting along with other people in social or recreational settings;**
- Have a lot of trouble concentrating long enough to complete everyday tasks;
- **Have serious difficulty coping with day-to-day stress; frequently confused, disoriented, or forgetful;**
- Have phobias or unreasonably strong fears, that is a fear of something or some situation where most people would not be afraid.

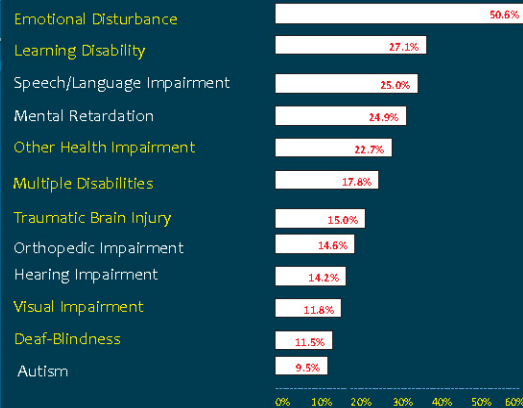
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THE NINE MENTAL HEALTH DISORDERS

- Schizophrenia;
- Paranoid or delusional disorder, other than schizophrenia;
- **Manic episodes or manic depression, also called bipolar disorder;**
- Major depression (major depression is a depressed mood and loss of interest in almost all activities for at least 2 weeks);
- **Antisocial personality, obsessive-compulsive personality, or any other severe personality disorder;**
- Alzheimer's disease or another type of senile disorder;
- **Alcohol abuse disorder;**
- **Drug abuse disorder;**
- **Other mental or emotional disorder that seriously interfered with ability to work, attend school, or manage day-to-day activities.**

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YOUTHS: More than half of all youth with emotional disturbance dropped out of school, the highest rate among all disability categories



Number and percentage of students age 14 and older with disabilities who dropped out, by selected disability categories.
 Source: US Department of Education OSERS (2001, Table I-1)
 Survey: US Department of Education, OSEP, Data Analysis System, 1998-99

DEFINITIONS OF DISABILITY IN VARIOUS REGIONAL COUNTRIES

ARUBA

Handicapped persons with a physical or mental disorder. The handicap is formed by the limitations of the personal abilities due to the disorder. Handicapped persons do not include individuals who are recovering from an illness or accident and who will be cured within a limited period. Their perspective is, after all, to be completely healed.

BAHAMAS

Persons who have long-term physical, mental, intellectual, sensory impairments or health-related conditions, which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others

BERMUDA

Disability is an umbrella term that refers to problems, such as impairment, activity limitation or participation restrictions that indicate the negative aspects of functioning. (Washington Group).

BRITISH VIRGIN ISLANDS

A disability or infirmity is long-standing, that is, the person has had the condition for six months or more and it is not of a temporary nature. It is permanent, regardless of how long ago it manifested itself. (This was the definition used to guide enumerators during the 2001 census exercise).

GUYANA

World Health Organization International Classification of Functioning and Health (ICF)

JAMAICA

In the context of the health experience, a disability is any restriction or lack of access (resulting from and impairment) of ability to perform an activity in the manner or within range considered normal for a human being.

TRINIDAD AND TOBAGO

Any restrictions or lack of ability (resulting from impairment) to perform an activity in the manner or within the range considered to be normal for a human being. For the purpose of the census, a health condition is only a disability if it has a long lasting continuing consequences, and it has lasted for at least six months or is expected to last more than six months.

SOURCE: 2011 AVAILABILITY, COLLECTION AND USE OF DATA ON DISABILITY IN THE CARIBBEAN SUBREGION

REGIONAL INITIATIVES

1. Inter-American collation on the elimination of all forms of discrimination against persons with disabilities (OAD 2000).

Countries such as Columbia (1993) designated (Dec 3) special days so as to increase public awareness of persons with disabilities.

This is in line with the UNs designation of Dec 3 as International Day of Disabled Persons.

Brazil and Venezuela in their national contributions specifically address persons with Disabilities. Indeed in Venezuela there is in place the National Council for the Integration of Persons with Disabilities.

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APHA – PREPAREDNESS INFORMATION FOR PEOPLE WITH DISABILITIES

Disability Epidemiology is the study of the distribution, determinants, cumulates and outcomes of disability and Application.

FREE FACT SHEETS: -

- General preparedness tips for people living with disabilities;**
- Preparedness tips for people with hearing disabilities;**
- Preparedness tips for people with mobility disabilities;**
- Preparedness tips for people with vision disabilities;**
- Preparedness tips for people with cognitive disabilities.**

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COMPONENTS OF FUNCTION AND DISABILITY (ICF)

- Body functions & Structures (impairments);**
- Activities (limitations);**
- Participation (restrictions);**
- Personal factors;**
- Environmental factors (stigma!)**

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CAUSES OF DISABILITY

In LAC countries detailed knowledge with respect to the causes of disability distinguish between direct causes or proximate determinants of impairment: - such as

- **Disability diseases;**
- **Accidents and Injuries;**
- **Congenital causes;**
- **Poverty;**
- **Large proportion of ill health as a result of communicable, childhood, and childbearing diseases as well as poor working conditions.**
- WHO notes that the major causes of disability impairments in developing countries are malnutrition, communicable diseases, low quality of parental care; and accidents including resistance (WHO 1981)

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In 1993, it was estimated that more than half of the regions population with disabilities would have become disabled would have become disabled by the end of the century as a result of lack of preventive measures (Amate 1993)

People in low income countries who tend to work in physical-demanding labour environment, are more prone to accidents and injuries than workers in high income countries.

Lack of adequate timely health care and rehabilitations services of ten exacerbate disease outcomes turning impairments into chronic disabilities – DudziK et. al.

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CAUSES OF DISABILITY LIFESTYLES

By far the major conditions that contribute to disability is non-communicable diseases – causes chronic ill health in Caribbean Countries.

It is estimated that more than 70% of persons with disabilities are adults.

Chronic disability is increasing problems e.g :

- **Paralysis as a result of stroke;**
- **Blindness and diabetes.**

Affecting 12 – 15% of the population over 35 with respect to diabetes a high population of those affected are overweight.

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Mahabir et.al (1998) study of hospital patients in T & T showed that 56% of surviving stroke patients were severely disabled at the time of discharge.

ARMED CONFLICT

Urban Inner city violence as well as gang related activities.

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REGIONAL COMPARISONS

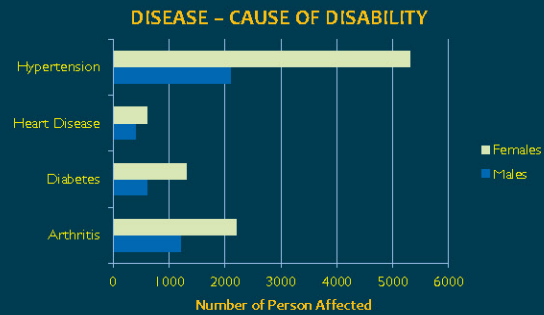
TABLE 1
DISABILITY IN ST. VINCENT AND THE GRENADINES
BY SEX AND SELECTED AGE GROUPS

AGE GROUP	DISABILITY		TOTAL
	YES	NO	
MALE			
0-4 Years	0.8%	99.2%	100%
5-19 Years	2.3%	97.7%	100%
20-39 Years	3.2%	96.8%	100%
40-59 Years	6.0%	94.0%	100%
60 Years and over	15.7%	84.3%	100%
Total	4.3%	95.7%	100%
FEMALE			
0-4 Years	0.7%	98.3%	100%
5-19 Years	2.0%	98.0%	100%
20-39 Years	2.5%	97.5%	100%
40-59 Years	6.1%	93.9%	100%
60 Years and over	19.2%	80.8%	100%
Total	4.6%	95.4%	100%

Source: 2001 Census, ECLAC analysis

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FIGURE I
PREVALENCE OF LIFESTYLE RELATED DISEASES AMONG THOSE AGED 60 AND OLDER IN ST. VINCENT AND THE GRENADINES

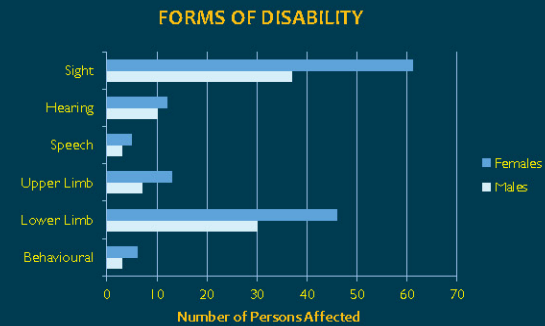


• Chronic lifestyle related illness prevention on older age-group and particular older women. Older women accounted for over 60% of all causes of hypertension, diabetes, heart disease and arthritis

Source: 2001 Census, ECLAC analysis

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FIGURE II
PREVALENCE OF DISABILITIES AMONG THOSE AGED 60 AND OLDER IN ST. VINCENT AND THE GRENADINES

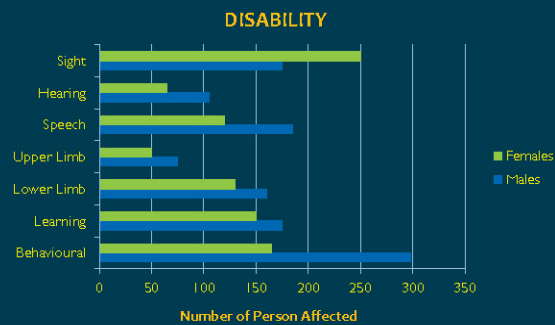


Note: Age and gender disparities in St. Vincent and the Grenadines. Elderly women suffering most from disabilities characterized by older age.

Source: 2001 Census, ECLAC analysis.

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FIGURE III
PREVALENCE OF LIFESTYLE RELATED DISEASES AMONG THOSE AGED 60 AND OLDER IN ST. VINCENT AND THE GRENADINES



• Behavioral, learning and hearing disorders as well as accident related impediments (upper and lower limb) prominent among young men.

Source: 2001 Census, ECLAC analysis.

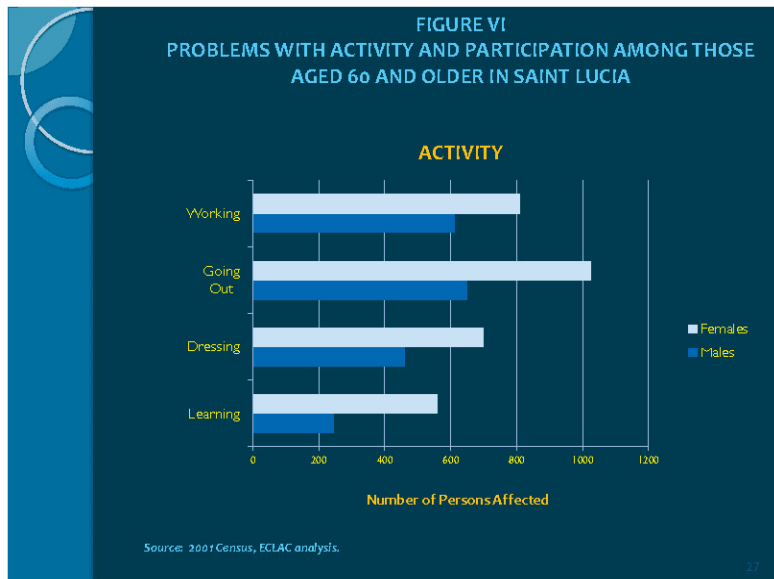
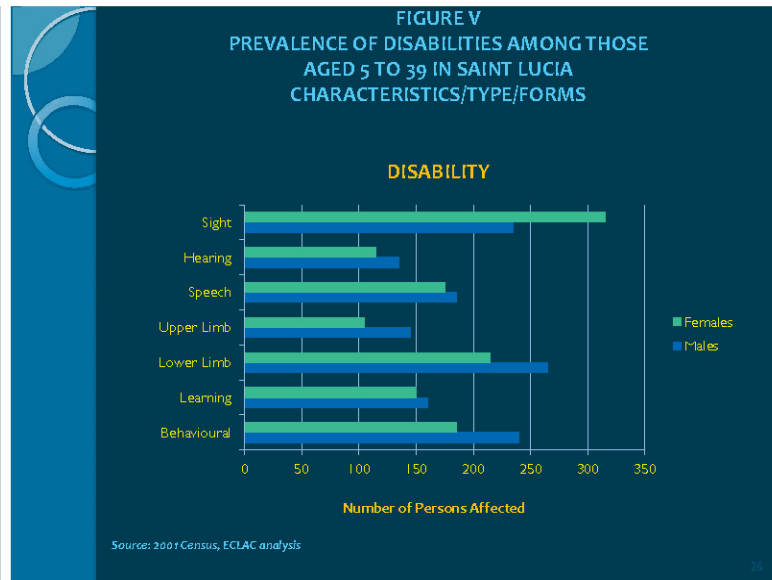
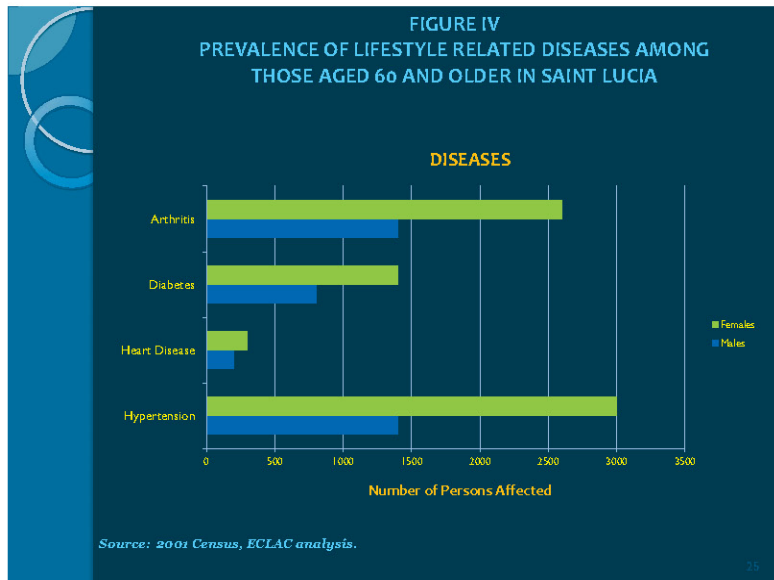
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TABLE 2
CAUSES OF DISABILITY AMONG MALES AND FEMALES IN SAINT LUCIA

ORIGIN OF DISABILITY	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Illness	1686	2349	4035	46.7%	57.2%	52.3%
From birth	825	764	1589	22.9%	18.6%	20.6%
Accident	649	337	986	18%	8.2%	12.8%
Other	450	659	1109	12.5%	16%	14.4%
Total	3610	4109	7719	100%	100%	100%

Source: 2001 Census, ECLAC analysis

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ECONOMIC AND SOCIAL COST OF DISABILITY

The commonly accepted notion that people with disabilities impose a burden on society is false.

Traditional assessment focus on:

- Loss of Earnings;
- GDP Loss.

In 1990 the **Global Burden of Disease (GBD)** in aiming to capture the number of years lived with disability and the relative severity of disability for a given population developed a single indication – the **disability adjusted life year (DALY)** – (Murray 1994)

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COST OF INDIVIDUALS AND HOUSEHOLDS

1. Cost directly related to disability;
2. Cost incurred by caregivers of the individual with the disability;
3. Income foregone, either by the individual with the disability or his or her care givers, as a result of the disability;
4. People with disabilities often require assistance in carrying out many daily functions or tasks – cost which is borne by themselves, either caregivers. *In the Caribbean those with disability are often the responsibility of their families whose support is invariably critical (Newfelat and Abright 1998).*

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CAREGIVERS

Cost to caregivers are both economic (e.g loss of income and earnings and of course non-economic e.g social marginalization studies, *show that the mother of the children with disabilities are less likely than other mothers to have paid employment (Baldwin et al 1981) raising a child with disability cost significantly more than raising a child without a disability.*

Employed mothers of children with disability tend to work fewer hours and at a lower pay rates than their control group counterparts (Glendinning et al 1988).

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NON-ECONOMIC COST OF DISABILITY

- *Strain stress – changing roles and often, pole reversal ;*
- *Marginalization and exclusion from social services;*
- Disruption from family routines;
- Discrimination and exclusionary attitudes towards those with disabilities;
- *Poverty and disability – Inextricable linked;*
- *Disability often tends to impoverishment of vulnerable groups;*
- Poverty increase to risk of becoming disabled.

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ACCESS TO EDUCATION AND TRAINING

People with disabilities receive less education and are more likely to leave school with four qualifications than their non-disabled peers.

Special education is provided for only a small proportion of disabled school children.

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ACCESS TO EMPLOYMENT

Persons with disabilities are less likely to engage in full time economic activity than the rest of the population. **The ILO (International Labour Organization) noted that unemployment rate for people with disabilities are two or three times higher than those without disabilities.**

FOR PERSONS WITH DISABILITY: By enlarge in the Caribbean data on rates of labour force participation and employment have seldom been collected. Why?

Disability affects the entire family and often other family members may be at risk. Women more than other family members are more likely to function as caregivers for children with disabilities.

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In 2000 the Organization of American States (OAS) promulgated the **Inter-American convention on the Elimination of all forms of discrimination against persons with disabilities** to promote full integration of persons with disabilities into society.

The Inter-American convention rightly rejects the notion that people with disabilities constitute a burden. **Indeed, the convention emphasized that only the disability, not the person with a disability, can be considered a cost imposition.**

Economic cost for persons with disability and their families cover a wide spectrum ranging from loss of income, caregivers cost.

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Economic benefits include increasing the functional capacity of persons with disabilities and their participation in all aspects of productive life.

Disability is often associated with poverty through limited access to rehabilitation, education, training and employment. Children and women with disabilities are particularly vulnerable.

Effective Policies and strategies must be designed to facilitate the passage of people with disabilities through interrelated stages of physical and social development:

- a) Adapting to the disability condition and maximizing functional capacity;
- b) Interacting with community and society;
- c) Gaining access to social and economic activities that give life meaning and purpose (e.g becoming productively employed and contributing to family and community.

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GENDER DISABILITY AND DEVELOPMENT

According to USAID Women with Disabilities comprise of 10% of all women worldwide.

Women bear the greater burden of discrimination and negative response to disability.

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RECOMMENDATIONS

Integrated and coordinated effort must be in place to eliminate and mitigate social, personal and environmental barriers in the ICIDH2 at the same time empower persons with disabilities in making their social and economic contributions .

POLICY AND STRATEGIES

- Provide mobility training, assisted Technology, access to housing, education, transportation and recreation;
- Reduce discrimination that restricts access of people with disabilities to social and economic opportunities develop and implement comprehensive multifaceted policies and strategies emphasizing elements of :-

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1. **Adoption and promotion of inclusive policies practices** e.g institutionally through mandates that include to recruit and employ people with disabilities and to design, implement and evaluate all policies, practices and activities in ways that acknowledge their needs, rights and concerns into account.
2. **Removal and prevention of architectural and design barriers.**

Support for and **constructive engagement** with organization of people with disabilities – advocacy – people with disabilities are the best people to inform, support on their behalf.

Cost effective – Assisted Technology Disability by its very nature involved functional limitations – provision of customized devices, e.g Braille writers, prosthetic devices, wheelchair, and hearing aids, personal computers, electronic mail and accessing the internet .

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GOVERNMENT POLICIES MUST: -

- Remote and adopt inclusive policies and procedures;
- Architectural/design barriers that prevent easy access should be removed. Landlords who want Government to rent their building must build wheelchair or other accessible access.
- Ensure that Boards confirmations educational, recreational and vocational facilities incorporated people with disabilities.
- Provisions of cost effective Technology or assistance in purchasing.

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THANK YOU!

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NATIONAL FORUM ON DIASABILITY



SEPTEMBER 20, 2012

**RODNEY MAC ARTHUR
REY AUDITORIUM**

**TOPIC: DISABILITY
AND LIVELIHOOD**

*PRESENTER: MR RUSSEL REID
LABOUR COMMISSIONER*

CONTENTS

- ▶ DISABILITY: GLOBAL OVERVIEW
- ▶ ILO/CONVENTIONS & TREATIES
- ▶ ANGUILLA SITUATION
- ▶ DISABILITY/PENSION BENEFITS
- ▶ GAPS IN LEGISLATION/POLICIES
- ▶ THE WAY FORWARD

DISABILITY: GLOBAL OVERVIEW

- ▶ 650 Million persons with disabilities
- ▶ 476 Million are of working age
- ▶ More likely to be unemployed than non-disabled persons
 - ▶ Developing countries – 80-90%
 - ▶ Developed countries – 50-70%
- ▶ Potential remain untapped and unrecognized
- ▶ Majority live in poverty dependence and social exclusion
- ▶ ILO estimated that this exclusion cost countries between 1 to 7 percent of GDP

ILO/CONVENTIONS & TREATIES

- ▶ Vocational Rehabilitation and Employment(Disabled Persons) Convention, 1983 (No.159)
- ▶ ILO Code of Practice on managing disability in the workplace
 - ▶ Promote the inclusion of disabled persons, in general training and employment –related programmes
- ▶ UN Convention on the rights of persons with disabilities
 - ▶ seeks to expand community access and employment opportunities while improving the standard of living for disabled persons
 - ▶ First human rights convention this century

ANGUILLA SITUATION

- ▶ Working Age Disabled persons
 - ▶ Employed Disabled persons – 25-30
 - ▶ Unemployed Disabled persons 40
- ▶ Disabled persons are mentally and physically challenged.
- ▶ No workplace policy for disabled persons
- ▶ Lack of proper infrastructure and access
- ▶ Last 5 years, 2 persons died due to accidents on the job
- ▶ Data on accidents/injuries in the workplace is limited.
- ▶ Lack of Occupational Health & Safety..... in the workplace

DISABILITY BENEFITS

- ▶ Workmen's Compensation Act
 - ▶ Workmen's Compensation Insurance
- ▶ Social Security Act
 - ▶ Sickness Benefit
 - ▶ Disability Benefit

VALUE OF DISABILITY PENSIONS

Year	No of Persons	Amt. Paid IN EC\$
2000	18	\$59,238.00
2012	72	\$537,014.00

- ▶ Contractors Insurance
 - ▶ Some contractors are covered

GAPS IN LAWS/POLICIES

- ▶ No workplace policy for disabled persons
- ▶ Lack of Labour Laws to enforce Health & Safety in the workplace
 - ▶ Draft Labour Code with Health & Safety provisions
 - ▶ Code does not go far enough in protecting workers form work related risks

THE WAY FORWARD

- ▶ Creation of an Occupational Health and Safety Act
- ▶ Proper facilities and technology to accommodate persons with disabilities.
- ▶ National Association for Disabled Persons
- ▶ Workplace Policy for Disabled persons
- ▶ Compulsory Insurance against Workmen's Compensation claims



THE END

*Thank
You*

The Ministry of Social Development says
thank you for your contribution to and
participation at the

National Forum on Disability

held at the Rodney MacArthur Rey Auditorium
on Thursday, 20th September 2012.

The exchange was very productive.
The information and feedback shared will serve to
further guide the ongoing Project.

