

Equality Impact Assessment

This document should be completed at the start of policy development or at the early stages of a review. This will ensure equality considerations are taken into account before a decision is made and policies can be altered if required.

SECTION 1 - Policy Profile

| | | |
|----------|--|---|
| 1 | Name/description of the policy, plan, strategy or programme | British Sign Language (BSL) Plan 2018/24 |
| 2 | Responsible organisations/Lead Service | Inverclyde Council |
| 3 | Lead Officer | Head of Organisational Development, Policy and Communications |
| 4 | Partners/other services involved in the development of this policy | Organisational Development, Policy and Communications Service Finance Services Education Services Inclusive Education, Culture and Communities Services Legal and Property Services Regeneration and Planning Service Inverclyde Health and Social Care Partnership |
| 5 | Is this policy: | New <input checked="" type="checkbox"/> X Reviewed/Revised <input type="checkbox"/> |
| 6 | What is the purpose of the policy (include any new legislation which prompted the policy or changes to the policy)? | The purpose of the Council's BSL Plan 2018/24 is to outline what action we will take to support delivery of the Scottish Government's BSL National Plan 2017/23. The BSL (Scotland) Act 2015 requires the Council to develop and publish a BSL Plan 2018/24 by 24 October 2018. |
| 7 | What are the intended outcomes of the policy? | Implementation of our BSL Plan 2018/24 will support delivery of the seven long-term goals and the relevant actions in the BSL National Plan 2017/23: 1. <u>Scottish Public Services</u> : Across the Scottish public sector, information and services will be accessible to BSL users. (National Plan action numbers 2-6 refer.) |

2. Family Support, Early Learning and Childcare: The Getting it Right for Every Child (GIRFEC) approach will be fully embedded, with a D/deaf or Deafblind child and their family offered the right information and support at the right time to engage with BSL. (National Plan action numbers 10-13 refer.)
3. School Education: Children and young people who use BSL will get the support they need at all stages of their learning, so that they can reach their full potential; parents who use BSL will have the same opportunities as other parents to be fully involved in their child's education; and more pupils will be able to learn BSL at school. (National Plan action numbers 17-21, 23 and 24 refer.)
4. Training, Work and Social Security: BSL users will be supported to develop the skills they need to become valued members of the Scottish workforce, so that they can fulfil their potential, and improve Scotland's economic performance. They will be provided with support to enable them to progress in their chosen career. (National Plan action numbers 28, 34 and 35 refer.)
5. Health (including social care), Mental Health and Wellbeing: BSL users will have access to the information and services they need to live active, healthy lives, and to make informed choices at every stage of their lives. (National Plan action numbers 40, 45a, 48 and 49 refer.)
6. Culture and the Arts: BSL users will have full access to the cultural life of Scotland, and an equal opportunity to enjoy and contribute to culture and the arts, and are encouraged to share BSL and Deaf culture with the people in Scotland. (National Plan action numbers 54-57 refer.)
7. Democracy: BSL users will be fully involved in democratic and public life in Scotland, as active and informed citizens, as voters, as elected politicians and as board members of our public bodies. (National Plan action number 65 refers.)

| | | |
|-----------|---|--|
| 8 | Geographical area (Inverclyde wide or a specific location) | The Plan covers the Inverclyde area in its entirety. |
| 9 | Is the policy likely to have an impact on any of the elements of the Council equality duty (if yes, please tick as appropriate)? | <p>X Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010</p> <p>X Advance equality of opportunity between people from different groups</p> <p>X Foster good relations between people from different groups</p> |
| 10 | Will those who may be directly or indirectly affected by this policy be involved in its development? | Yes. |

SECTION 2 – Impact on Protected Characteristics

| Which of the protected characteristics will the policy have an impact upon? (see guidance for examples of key considerations under each characteristic) | | | | | | |
|---|----------|-----|---------|----------|-----|--|
| | Impact | | | | | |
| Protected Characteristic | Positive | | Neutral | Negative | | Reason/Comments |
| | High | Low | | High | Low | |
| Age | | | X | | | |
| Disability | X | | | | | The implementation of our BSL Plan 2018/24 should have a positive impact on local BSL users ¹ and therefore on people with the Protected Characteristics of <i>Disability</i> . |
| Gender reassignment | | | X | | | |
| Marriage and civil partnership | | | X | | | |
| Pregnancy and maternity | | | X | | | |
| Race | | | X | | | |
| Religion or belief | | | X | | | |
| Sex (male or female) | | | X | | | |
| Sexual orientation | | | X | | | |
| Other groups to consider (please give details) | | | | | | |

¹ Whenever we refer to *BSL users*, we mean D/deaf and/or Deafblind people (those who receive the language in a tactile form due to sight loss) whose first or preferred language is BSL.

SECTION 3 – Evidence

What evidence do you have to help identify any potential impacts of the policy? (Evidence could include: consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.)

| Evidence | Details |
|---|--|
| Consultation/Engagement (including any carried out while developing the policy) | <p>The consultation/engagement process was:</p> <ol style="list-style-type: none"> 1. a consultation event was held on 7 August 2018 to gather views on the Draft BSL Plan 2018/24. To facilitate meaningful consultation, both the Draft and the Final versions of the Plan were translated into BSL and included subtitles. Additionally, at the consultation event, to allow attendees to fully participate in the discussion, the Council provided BSL Interpreters and Electronic Note-Takers. Local people who are known to be BSL users were contacted directly to invite them to take part in the consultation process. 2. interested parties could also comment on both versions of the Plan by sending an email or a BSL video to corporatepolicy@inverclyde.gov.uk or by writing to The Corporate Policy Team, Organisational Development, Policy and Communications Service, Inverclyde Council, Municipal Buildings, Greenock, PA15 1LY. |
| Research | <p>The Council was represented at a Scottish Government BSL Roadshow in April 2018 which was aimed at Officers who would be involved with the development of their local authorities' BSL Plans 2018/24.</p> <p>The event covered The BSL (Scotland) Act 2015; The BSL National Plan 2017/23; examples of the life experiences of BSL users; engagement and involvement of BSL users and public services; and the <i>contactSCOTLAND-BSL</i> service.</p> |

| | |
|---|--|
| | <p>During the devising of the Draft Plan, we also carried out research on the content and format of other local authorities' BSL Plans 2018/24.</p> <p>The Council was also represented at the Scottish Government BSL Roadshow in September 2018. The event covered the latest developments of the BSL (Scotland) Act 2015; National/Local Authority Plans; the Progress Report; and co-ordinating the access and quality of communication, engagement and involvement of BSL users (Deaf/Deafblind) and the public services.</p> |
| Officer's knowledge and experience (including feedback from frontline staff). | <p>Members of the BSL Sub-Group involved in developing the Plan have many years' experience of working within a policy background. Additionally, one Officer is a member of the Scottish Councils Equalities Network which has discussed the development of Councils' BSL Plans 2018/24.</p> <p>Other members of the Sub-Group have direct experience of providing services for local BSL users.</p> |
| Equalities monitoring data | <p>Inverclyde's population in 2017 was estimated to be 78,760 while the results from Scotland's 2011 Census indicated that there are 212 people aged three years or over who use BSL in the local area.</p> |
| User feedback (including complaints) | <p>Feedback from local BSL users on the Draft BSL Plan 2018/24 was incorporated into the Final Plan.</p> |
| <p>Stakeholders</p> <p>Other</p> | |
| What information gaps are there? | |

SECTION 4 – CONSEQUENCES OF ANALYSIS

| | | |
|--|---|---|
| What steps will you take in response to the findings of your analysis? Please select at least one of the following and give a brief explanation. | | |
| 1. Continue development with no changes | | |
| 2. Continue development with minor alterations | X | While it is difficult to predict with any accuracy what changes may be made to the Final BSL Plan 2018/24 following consultation on that version of the document, feedback received from local residents will be fully considered and incorporated, as appropriate, into a revised version of the Final Draft BSL Plan 2018/24, should one be required. |
| 3. Continue development with major changes | | |
| 4. Discontinue development and consider alternatives (where relevant) | | |
| How will the actual effect of the policy be monitored following implementation? | | |
| <p>Progress with the implementation of the Plan will be reported initially to the Corporate Equalities Group and thereafter to the Policy and Resources Committee.</p> <p>Additionally, in 2020, the Council will be expected to make a contribution to the Scottish Government's National Progress Report on its BSL National Plan 2017/23.</p> | | |
| When is the policy due to be implemented? | | |
| From 2018 to 2024. | | |
| When will the policy be reviewed? | | |
| The Plan will be reviewed following the first year of its implementation. | | |
| What resources are available for the implementation of this policy? Have these resources changed? | | |
| At the time of writing, it is difficult to say with any certainty what the resource implications are likely to be regarding the implementation of our BSL Plan 2018/24. However, once those resource implications have been quantified in their entirety by the appropriate Council Services, it is proposed to prepare reports for consideration by Council Officers and Elected Members, as appropriate. | | |

| | |
|---|---|
| Name of Individual(s) who completed the Assessment | |
| Name(s): | Karen Barclay |
| Position: | Corporate Policy Officer |
| Date | 19 October 2018 |
| Authorised by | |
| Name | Steven McNab |
| Position: | Head of Organisational Development, Policy and Communications |
| Date: | |