

AssessmentNo	40	Owner	rrea	Appendix 2	
Resource	Transformation		Service/Establishment	Communications, Culture and Communities	
	First Name	Surname	Job title		
Head Officer	Ricardo	Rea	Performance and Strategy Officer		
	(include job titles/organisation)				
Members					
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>				
Policy Title	BSL Action Plan for West Dunbartonshire Council 2018-2024				
	The aim, objective,purpose and intended out come of policy				
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.				
Does the proposals involve the procurement of any goods or services?				Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.				Yes	
SCREENING					
<i>You must indicate if there is any relevance to the four areas</i>					
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)				Yes	
Relevance to Human Rights (HR)				Yes	
Relevance to Health Impacts (H)				Yes	
Relevance to Social Economic Impacts (SE)				Yes	
Who will be affected by this policy?					
Deaf people, BSL users, WDC staff, citizens of West Dunbartonshire, parents and cares of Deaf people including					
Who will be/has been involved in the consultation process?					
WDHSCP, WD Access for All, Education and Attainment, West Dunbartonshire Equality Forum, Roads, Skills Development Scotland.A BSL working groups has been formed which includes one profoundly deaf person who is a BSL learner. A joint consultation was carried out with NHSGGC on 05/09/2018 at which 10 members of the deaf gave feedback on NHS services and more generally on other services. A follow up meeting with some of the same group of people was held on 26/09/2018; the draft WD plan in BSL video was reviewed by participants, who broadly agreed with its aims. The largest amount of feedback was on ensuring that council services were as accessible as possible to Deaf people. We made a commitment to reviewing possible communication methods such as text messages.An online survey was also carried out, linking to the Council's BSL and English versions of our draft plan. As well as accessing services, respondents saw employment and educational opportunities as priorities. Feedback from all the consultation work has been feedback Council services via the working group. A commitment was made to meet with Deaf people from WD again after the plan has been finalised and published, to report on progress.Updates on BSL plan progress have be taken to the Council's Equality and Diversity Working Group every three months during development					
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.					

	Needs	Evidence	Impact	
Age	BSL support or provision in schools is an ambition of the draft list that will be	Much hearing loss is due to degenrative conditions, but it does not follow that	There is postive effctcs in terms of younger people in terms of	

	presented to the Scottish Government	everyone who has hearing loss uses BSL. Some people who have become deaf during their lives have learned BSL however.	employment support and access. It is unclear what effect changes will have on people over retirement age but it is hoped that there will be opportunities to tackle social isolation to some extent.	
<b>Cross Cutting</b>	The plan sits in the context of the Scottish Governments aspirations: <a href="#">Plans to integrate sign language into everyday life</a>	50 People reported being Deaf BSL users to the 2011 Census, this is nearly twice as many people as identified in a 2001 Survey. Another 150 identified as using BSL at home.	A range of customer services training online and face to face for Council staff is being designed to ensure that deaf people can access services more seamlessly. There are unlikely to be negative effects on any protected group. Positive impacts are likely for BSL users, and there may be positive effects in terms of good relations between Deaf BSL users and hearing people, through more understanding and contact	
<b>Disability</b>	BSL Strategy is required from October 2018 This needs to start influencing the content of other processes	There is no BSL support or Provision in WDC Schools We do have some support for sign supported English	The Draft Access Strategy has been updated in line with Council Equality Outcomes for 2017-2021. The BSL strategy has also been highlighted to Access group in Education to ensure that proper consideration is given ahead of and beyond October 2018	
<b>Social &amp; Economic Impact</b>	Deaf and hard of hearing want to work and participate as much as other people, employment and training is a major area of focus in the Scottish Governments National Action Plan	Deaf and hard of hearing people are more likely to be unemployed. Help through Access to work is now restricted to 1.5 national average wage. Claims that this is having a disproportionate effect on deaf people BBC news item	Potential positive effects however this needs to be seen in the light of cap on Access to Work	

		<a href="http://www.bbc.co.uk/news/uk-41722225">http://www.bbc.co.uk/news/uk-41722225</a>		
<b>Gender</b>	Cross cuts with other Protected characteristics, Deaf people may find it especially difficult to access services	The <a href="#">majority of BSL users in all of the age groups were female</a> , except for people aged 3 to 15 years, where there was a slightly higher number of males. Women are more likely to suffer domestic abuse than men	It is hoped that an improvement to the accessibility of Council services would benefit all BSL users. It is possible that this may benefit some women at some times, for example in terms of domestic abuse, but this would also benefit men	
<b>Gender Reassign</b>	Communication would be especially critical in some circumstances, e.g. if someone had changed gender and was contacting the council about this	No numerical evidence available here. There are recognised issues for both some trans gender people and Deaf people, this combination, may lead to an increased chance of isolation	any impact here would cross cut with gender and sexual orientation, but there is nothing specific to this PC	
<b>Health</b>	The health needs of Deaf people are as wide as any other groups. Evidence suggests that social isolation is a particular problem however.	<a href="#">Evidence suggests</a> that Deaf people have higher prevalence rates of obesity, high blood pressure, mental health issues, and depression compared to the general population, but they have lower prevalence rates of cardiovascular disease, high cholesterol and chronic obstructive pulmonary disease and are less likely to smoke and drink alcohol. This is inline with information from the <a href="#">2011 census</a> .	Reduced social isolation and increased opportunities to participate in civil society and sport are likely to have positive impacts on both mental and physical health	
<b>Human Rights</b>	The Convention on the Rights of Persons with Disabilities (CRPD) sets out what human rights mean in the context of disability. The first human rights treaty of the twenty-first century, it represents a major step towards realising the right of disabled people to be	Human rights and equality issues cross cut. Therefore elements listed under the equality characteristics are relevant here, so they are wide ranging, but include access to health, employment, information and justice	The overall ambitions of the actions plan if realised will help people enjoy their human rights	

	<p>treated as full and equal citizens. By ratifying the CRPD in 2009, the UK is committed to promoting and protecting the full enjoyment of human rights by disabled people and ensuring they have full equality under the law. The Convention covers a wide range of areas including:</p> <ul style="list-style-type: none"> <li>• health</li> <li>• education</li> <li>• employment</li> <li>• access to justice</li> <li>• personal security</li> <li>• independent living</li> <li>• access to information</li> </ul>			
<b>Marriage &amp; Civil Partnership</b>	Any needs here would cross cut with gender and sexual orientation	Any evidence here would cross cut with gender and sexual orientation	any impact here would cross cut with gender and sexual orientation, but there is nothing specific to this PC	
<b>Pregnancy &amp; Maternity</b>	The council is working has identified a range of actions on tackling child poverty, and being able to communicate with Deaf women in terms of providing advice and services is vital	Deaf awareness across most services area could be improved including W4U services. W4U staff are able and will be encouraged to attend providing accessible services training	Any impact here would cross cut with gender and sexual orientation, but there is nothing specific to this PC	
<b>Race</b>	Not everyone who is deaf or hard of hearing uses BSL. Data is not available at the Council level that will give data on ethnicity and BSL use	We estimate that 50 people in the WD area are Deaf BSL users based on 2011 census data. There are another 200 people who report using BSL but are not deaf. Some people use sign supported English, other people use other systems e.g. Irish Sign Language.	It is hoped that an improvement to the accessibility of Council services would benefit all BSL users, but no differential impact is expected for characteristic	
<b>Religion and Belief</b>	Cross cuts with other Protected characteristics, Deaf people may find it	No data available from census at WD level	It is hoped that an improvement to the accessibility of Council services	

	especailly difficult to access services		would benefit all BSL users, but no differential impact is expect for characteristic
<b>Sexual Orientation</b>	Cross cuts with other Protected characteristics, Deaf people may find it especailly difficult to access services	There are are recognised issues for both some LGB people and Deaf people, this combination, may lead to an increased chance of isolation	It is hoped that an improvement to the accessibility of Council servcies would benefit all BSL users, but no differential impact is expect for characteristic

## Actions

Issue Description	Action Description	Actioner Name	Due Date
Alert HSPC to potentail implications for them	Ric to take feedback from HSCP meeting 12th April and feed into WDC EIA and SCEn feedback Wendy informed of ongoing work, she will highlight to HSCP meeting 12th April	ricardo.rea@west-dunbarton.gov.uk	20-Apr-2017
Education implications need to be scoped	Add to Accessibility Strategy Group meeting agenda on 13th June 2017 Gave verbal update to Access Group, passed copy of SCEN response to national draft to access group chair, Claire Cusack for Information	ricardo.rea@west-dunbarton.gov.uk	08-Jun-2017
EDWG needs to have awareness of this as an upcoming area of work This is aseptically important as there will be new members of this working group form June 2017	Update EDWG, building on original information item to EDWG consider producing briefing noted between meetings EDWG updated on 27 10 2017	ricardo.rea@west-dunbarton.gov.uk	31-Oct-2017

## Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

No potential negative impacts have been identified for any protected group, or in terms of Human Rights, Health or social economic impacts

## Will the impact of the policy be monitored and reported on an ongoing bases?

Both Council servcies and the Council as an employer will be expected to monitoring by equality and diversity in a widening and depeening way: using these systems will help us judge progress, for example in housing services and employment. Progress on all equality issues is reported on a 3 month basis to the Council's Equality and Diversity Working Group. We will also provdie an update on BSL work in our Equality Mainstreaming Report updates in April 2019 and 2021. The BSL plan has a particular relevance to two of our equality outcomes for 2017-2021, on increasing particiaption of under represented groups, and on increasing the diversity of the Council workforce.

## Q7 What is you recommendation for this policy?

**Please provide a meaningful summary of how you have reached the recommendation**

The proposed BSL Action Plan is highly relevant in terms of equalities and therefore has been impacted assessed. The plan identifies areas of action that are likely to have a range of positive effects for Deaf people with a variety of different characteristics. There is also potential for building good relations between groups, and building social inclusion. The plan also helps the Council protect Deaf people's Human Rights, and should have positive effect in terms of health and Social/Economic impacts. No potential negative impacts have been identified for any protected group, in terms of Human Rights, Health or Social/Economic impacts. Some steps to support these positive impacts are already underway, such as staff training on providing accessible services, and updated guidance. The BSL plan has a particular relevance to two of our equality outcomes for 2017-2021, on increasing participation of under-represented groups, and on increasing the diversity of the Council workforce.