

South Ayrshire Council

**Report by Director of Communities and Transformation
to Cabinet
of 23 April 2024**

Subject: Ayrshire Shared British Sign Language (BSL) Local Plan 2024-2030

1. Purpose

1.1 The purpose of this report is to provide details on the new Ayrshire Shared BSL Local Plan 2024-2030 and seek approval to publish the plan.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 notes the requirements to publish a BSL Local Plan every six years showing how they promote and support BSL;

2.1.2 approves the Ayrshire BSL Local Plan 2024-2030 attached as Appendix 1; and

2.1.3 agrees that the co-produced operational action plan is submitted to Service and Partnerships Performance Panel in Autumn 2024.

3. Background

3.1 The Scottish Government wants to make Scotland the best place in the world for BSL users* to live, work and visit. This means that people whose first or preferred language is BSL will be fully involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.

** Wherever 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 British Sign Language.*

3.2 The BSL (Scotland) Act 2015 requires public bodies in Scotland to publish plans every six years, showing how they will promote, and facilitate the promotion of the use and understanding BSL in Scotland. These plans will take account of local circumstances and consider how best to respond to BSL users' needs within local communities, organisations or services.

3.3 The first [Ayrshire Shared BSL Plan \(2018-2024\)](#) was approved by Leadership Panel on [18 September 2018](#). A shared plan was agreed to ensure consistency across Ayrshire.

4. Proposals

- 4.1 It is proposed that Cabinet now approves the second Ayrshire Shared BSL Local Plan (2024-2030) which is attached as Appendix 1.
- 4.2 This has been developed in partnership with Ayrshire College; East, North and South Ayrshire Councils; East, North and South Ayrshire Health and Social Care Partnerships and NHS Ayrshire and Arran. In addition, the new plan has been developed with our local BSL users throughout Ayrshire as highlighted within the plan.
- 4.3 The second Ayrshire Shared BSL Plan is reflective of the priorities contained within the Scottish Government's [National BSL Plan 2023-2029](#), which was published on 6 November 2023.
- 4.4 Consideration has been given to the national BSL plan and policy context to ensure that the robust and effective aims are set for the next six years within the Ayrshire Plan. To ensure successful delivery of these strategic aims, partners have committed to the development of a co-produced operation plan with representation from our local BSL community – it is anticipated that this will be published in Autumn 2024.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements BSL (Scotland) Act 2015.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable.

7. Human Resources Implications

- 7.1 Not applicable.

8. Risk

8.1 Risk Implications of Adopting the Recommendations

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 The risks associated with rejecting the recommendations are a failure to meet the statutory obligations BSL (Scotland) Act 2015.

9. Equalities

- 9.1 An Equalities Impact Assessment (EQIA), **(including the Fairer Scotland Duty in respect of any Strategic decision)**, has been carried out on the proposals contained in this report, which identifies potential positive and negative equality impacts and any required mitigating actions. The EQIA is attached as Appendix 2.

10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contributes to all three priorities of the Council Plan (Spaces and Places; Live, Work and Learn; and Civic and Community Pride).

13. Results of Consultation

- 13.1 There has been public consultation as part of the development process as set out in the extract below section 4 of the Ayrshire Shared BSL Local Plan 2024-2030:

'From the outset, representatives from the various partner organisations have taken steps to directly involve BSL users from across Ayrshire in the development of this plan. We have engaged with representatives from the Ayrshire Society for the Deaf, BSL students from Ayrshire College, the Ayrshire Deaf Education Service and representatives from Elderbank Primary School, Grange Academy and Greenwood Academy. Key themes were identified that we have reflected in this plan's aims. This engagement with the BSL community was undertaken with appropriate BSL language interpreters to ensure clear two-way dialogue to assist us in capturing their views in a culturally and linguistically appropriate way.'

- 13.2 Consultation has taken place with Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Communities and Transformation will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Present joint BSL action plan to Service and Partnerships Performance Panel	October 2024	Service Lead – Policy, Performance and Community Planning

Background Papers [Ayrshire Shared BSL Plan \(2018-2024\)](#)

Report to Leadership Panel of 18 September 2018 [Ayrshire Shared British Sign Language \(BSL\) Local Plan](#)

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Date: 11 April 2024

Ayrshire Shared BSL Local Plan 2024 - 2030

This shared local plan has been created with input from the following partners -



Contents:

1. Introduction
2. The Ayrshire Shared BSL Local Plan
3. Rationale for Shared BSL Local Plan
4. Engagement and Consultation
5. Finalising our BSL Local Plan
6. Appendices

Appendix A: Partnership Approach to Shared BSL Local Plan

1. Introduction

The Scottish Government wants to make Scotland the best place in the world for BSL users* to live, work and visit. This means that people whose first or preferred language is BSL will be fully involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.

The BSL (Scotland) Act 2015 requires public bodies in Scotland to publish plans every six years, showing how they will promote, and facilitate the promotion of the use and understanding BSL in Scotland. These plans will take account of local circumstances and consider how best to respond to BSL users' needs within local communities, organisations or services.

This is our second Ayrshire Shared BSL Local Plan developed in partnership with Ayrshire College; East, North and South Ayrshire Councils; East, North and South Ayrshire Health and Social Care Partnerships and NHS Ayrshire & Arran.

This BSL Local Plan sets out the priorities identified through consultation with BSL users living, working and studying in Ayrshire. The priorities included within this Plan cover:

- Delivering actions to support the implementation of the BSL National Plan
- BSL Accessibility
- Children, Young People and their Families
- Access to Employment
- Health and Wellbeing
- Celebrating BSL Culture
- BSL Data
- Democratic Participation

It describes the strategic aims the partners will take between 2024 and 2030 to enable BSL users to be involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives. The partners will develop a co-produced operational plan (Aim 2) to deliver on the strategic aims.

* Wherever 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 British Sign Language.

2. Ayrshire Shared BSL Local Plan

This second Ayrshire Shared BSL Local Plan is reflective of the priorities contained within the Scottish Government's [National BSL Plan 2023-2029](#), which was published on 6 November 2023, but importantly the priorities for our local BSL users. We have carried forward a few of the actions from our previous plan as they were delayed due to the pandemic and remain priorities for our local BSL users.

The Ayrshire Shared BSL Local Plan has been developed in partnership with our local BSL users throughout Ayrshire. This ensures that their concerns and issues have been listened to and are reflected in the aims we propose to take forward in the Plan.

The Ayrshire Shared BSL Local Plan has been designed by the partners (Appendix A) to have flexibility in the way that it is implemented, so that the Plan is able to adapt to

changes in priorities and address any new issues that may arise in the six year period. Taking this approach also allows the partners to build on the policies and practices already in place for the BSL community in our local area.

We will publish a progress report in 2027 as well as engage with our local BSL users to incorporate any additional aims identified through this process with a goal of delivering by 2030.

This partnership approach reduces consultation fatigue with our local BSL users and supports work that is cross cutting and will impact on all partners to ensure consistency and cohesiveness.

This partnership approach also provides the opportunity for shared understanding of the priorities of our local BSL users.

3. Rationale for Shared BSL Local Plan

In Ayrshire, there is already a strong partnership approach to working between the three Councils, Health and Social Care Partnerships, Ayrshire College and NHS Ayrshire & Arran. Therefore, it makes sense to build upon this strong partnership working to develop and deliver the aims to improve the lives of BSL users through a shared BSL Local Plan.

We acknowledge it is crucial to maintain ongoing collaboration with the BSL community in Ayrshire to understand the impact of our aims and to amend and update those aims ensuring it aligns with the needs of the BSL community.

A BSL Action Plan working group was established in September 2017 consisting of partner representatives and BSL service users. The group met a number of times to discuss the work to be taken forward. However, the work of this group was impacted by the Covid pandemic, and some of the members have changed roles and one of the BSL members moved out with the Ayrshire area.

Through the engagement and consultation work to develop this second plan, agreement has been reached that a new BSL Local Plan Implementation Advisory Group will be established (Aim 1). Although the working group was disbanded, it should be noted that regular engagement with the local BSL community has continued through attendance at meetings, text messaging and emails.

The new BSL Local Plan Implementation Advisory Group will have representation from the three Councils, three Health and Social Care Partnerships, Ayrshire College, NHS Ayrshire & Arran and representatives from our local BSL community. Having representation from our local BSL community is essential to drive forward the priorities outlined in this plan.

4. Engagement and Consultation

From the outset, representatives from the various partner organisations have taken steps to directly involve BSL users from across Ayrshire in the development of this plan. We have engaged with representatives from the Ayrshire Society for the Deaf, BSL students from Ayrshire College, the Ayrshire Deaf Education Service and representatives from Elderbank Primary School, Grange Academy and Greenwood Academy. Key themes were identified that we have reflected in this plan's aims.

This engagement with the BSL community was undertaken with appropriate BSL language interpreters to ensure clear two-way dialogue to assist us in capturing their views in a culturally and linguistically appropriate way. However, given the tight timescales this engagement was limited to ensure delivery by 6 May 2024 but we will continue to work with BSL users and keep them up to date as the delivery of the plan progresses.

Ayrshire is unusual in that there are no voluntary sector organisations of and for, BSL users in the area, however, representation from the British Deaf Association (BDA) in Glasgow has been integral to taking this work forward.

Representatives from the various partner organisations also attended an event in Glasgow in November 2023 where the national plan and associated actions were discussed.

5. Finalising Our BSL Local Plan

The feedback from the aforementioned engagement and consultation works informed the final aims contained within our Plan. The aims proposed within this second BSL Local plan contain our continued commitment to support equal access, opportunity, representation, and inclusion for all BSL users.

We have taken consideration of the national BSL Plan and national policy context in the development of our Ayrshire Shared BSL Local Plan to ensure robust and effective aims are set for the next six years. To ensure the successful delivery of these strategic aims, the partners committed to the development of a co-produced operational plan (Aim 2) with representation from our local BSL community which will be published in Autumn 2024.

Delivering actions to support the implementation of the BSL National Plan.

We will deliver local actions to support the ambition of the BSL national plan. Our BSL Local Plan Implementation Advisory Group will provide feedback on our plan, ensuring the voices of those with lived experience are included.

Aim 1

Establish a BSL Local Plan Implementation Advisory Group with representation from the local BSL community.

Aim 2

By autumn 2024, develop an operational plan through the BSL Local Plan Implementation Advisory Group to deliver the strategic aims.

Aim 3

Follow guidance on inclusive communication from Scottish Government, when available, in line with the PSED review to ensure BSL users are considered in communications.

Aim 4

Based on the Scottish Government guidance on BSL access for public engagement, adopt inclusive public engagement guidance.

Aim 5

Publish a progress report on the actions in 2027, the midway point for this plan. As a living plan, this will enable us to reflect on what further actions are required to help us meet our longer-term goals and overall vision for BSL in Ayrshire.

BSL Accessibility

We will strive to remove accessibility as a barrier for BSL users, recognising the importance of having accessible information in the right format at the right time, utilising technology and increasing people's awareness of communication tools.

Aim 6

Develop a specific page on our public websites with information in BSL or signposting to relevant information available in BSL.

Aim 7

Continue to engage with BSL users and promote Contact Scotland BSL.

Aim 8

Promote and utilise the Scottish Government Signport Portal for BSL/English interpreters.

Children, Young People and their Families

We will work to ensure deaf or deafblind children and their family are offered the right information and support at the right time to engage with BSL. We will strengthen partnerships between relevant organisations to overcome barriers for BSL users and deaf / deafblind children to ensure they have the support they need at all stages of their learning, so that they can reach their full potential.

Aim 9

Facilitate BSL users, deaf and deafblind children and their families to access support.

Aim 10

Continue to promote BSL service provision to ensure staff understand the importance of BSL provision.

Aim 11

Support NHS teams and BSL providers to develop robust referral pathways which will result in BSL users, deaf and deafblind children accessing both the healthcare and language learning support they require.

Aim 12

Promote access to the Scottish Government opportunities for targeted workers to learn BSL up to an appropriate SCQF Level.

Aim 13

Signpost BSL users and their families to access the Scottish Government opportunities to learn about the heritage and culture of BSL, as well as hold local events.

Access to Employment

We will work towards ensuring BSL users receive the correct support and information to develop their skills, consider what route to employment is right for them and enter into the workforce so that they can fulfil their potential.

Aim 14

Promote and support implementation of the nationally identified solutions to specific barriers for BSL users to support an easy transition from school to a positive destination.

Aim 15

Through No One Left Behind, deliver place-based employability services that support individuals to overcome structural barriers to entering and sustaining employment. We will work with the Implementation Advisory Group for this plan to identify solutions to specific barriers for BSL users accessing devolved employability support.

Health and Wellbeing

We are committed to ensuring BSL users 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.

Aim 16

Promote opportunities for engagement and embed actions related to BSL users, based on the work set out within the social isolation and loneliness strategy.

Aim 17

Promote access to support services during the cancer journey.

Aim 18

Support BSL users to understand the use of the remote video BSL interpreting service.

Celebrating BSL Culture

We are committed to assisting BSL users to have access to cultural activities in Ayrshire, and equal opportunities to enjoy and contribute to sharing the importance of BSL and D/deaf culture with the people of Ayrshire.

Aim 19

Work to help embed BSL further within culture and the arts including increasing availability of signed events and performances.

BSL Data

We will work to better understand our local BSL community in Ayrshire to help inform decision making in our policies and practices.

Aim 20

Utilise the data from the Census and any other sources to better understand our local BSL population, as well as explore issues such as accessibility and access to services.

Democratic Participation

We will strive to support BSL users to be fully involved in democratic and public life in Ayrshire, as active and informed citizens, and as voters in local and general elections.

Aim 21

Publicise resources from the Electoral Commission, once available, to provide ongoing support for BSL users' participation in democratic life.

Aim 22

Ensure relevant electoral staff are aware of the need to provide appropriate information on voting processes to BSL users.

Partnership Approach to Shared BSL Local Plan

Below is some information on the partners involved in the shared BSL local plan.

Ayrshire College

Ayrshire College is a large regional college which operates from three main campuses in Ayr, Kilmarnock and Kilwinning. The College provides education, skills development, and training for learners across Ayrshire and beyond and has approximately 11,000 learners enrolling in college programmes every year.

The College delivers programmes at Scottish Credit and Qualifications Framework (SCQF) levels 1 to 8, including a range of Foundation and Modern Apprenticeships and bespoke delivery for businesses.

Ayrshire College currently provides extended learning support (ELS) for students with additional support needs, including students who are BSL users. This includes arranging BSL support to enable students to fully participate in all aspects of their College experience.

The College has a number of Communication Support Workers who provide BSL support and a number of permanent staff members who are proficient signers.

East Ayrshire Council

East Ayrshire Council serves just over 122,000 people living in diverse communities in both urban and rural settings. The majority of people live in mainly rural settings across some 30 small communities set against a background of some of Scotland's most spectacular scenery.

Internal and External support to BSL users is provided to access Council services, attending meetings, forums, and events as required. Internal support is provided via our Sensory Impairment Team, and we are one of a few local authorities who employ a BSL interpreter who provides support, guidance, BSL and Deaf Awareness Training to staff.

Grange Academy has three Teachers of the Deaf, one of whom is a Principal Teacher who line manages the deaf base. There are currently five pupils who are supported.

East Ayrshire Health and Social Care Partnership

East Ayrshire Health and Social Care Partnership combined the services of NHS Ayrshire & Arran and East Ayrshire Council to develop and deliver services that are more personalised and meet the needs and aspirations of our residents. Specifically, our focus is on ensuring that children and young people get the best start in life, that people live healthier, longer lives and are supported to be independent and included and have choice and control - no matter who they are or where they live.

East Ayrshire Council Sensory Impairment Team provide services for people with a visual, hearing or dual sensory impairment and includes British Sign Language (BSL) interpretation. They provide information, telephone support, assessment and equipment provision.

NHS Ayrshire & Arran

NHS Ayrshire & Arran want the best for our local people and our staff. We pride ourselves on improving health and providing a comprehensive range of high quality, safe, effective and person-centred health services. Our strategic direction is based on continuous improvement and services that are centred on the patient or service user. Our purpose is 'Working together to achieve the healthiest life possible for everyone in Ayrshire and Arran'.

NHS Ayrshire & Arran provides BSL interpretation to anyone who requires this support when accessing health care. This support is available 24 hours per day, seven days per week when accessing our hospitals, community based services, family doctor (GP), dentist and opticians. Due to the need to be pre-booked we are aware that pharmacy is more challenging and we will look to ways to improve this in the future.

North Ayrshire Council

North Ayrshire Council serves a population of 134,220 residents, the council area includes the mainland, Isle of Arran and Isles of Cumbrae. Our Council's vision is 'A North Ayrshire that is fair for all' and our mission is 'Working together to improve the lives of our people in North Ayrshire'.

External interpretation services are used to support BSL users in their interaction with Council services during formal meetings and proceedings. Sensory Awareness training (including BSL awareness) is available for employees, alongside a Deaf awareness e-learning programme. Support is provided to Council services from the Health and Social Care Partnership (HSCP), who provide advice and guidance to employees. Council and HSCP employees can make direct referrals for communication support via the duty system, a dedicated email address or CareFirst.

Elderbank Primary School contains the Pan Ayrshire Hearing Impairment Service for primary aged pupils.

North Ayrshire Health and Social Care Partnership

North Ayrshire Health and Social Care Partnership was established to manage and monitor the joining together of community health and social care services. Through partnership working our vision is that: 'All people who live in North Ayrshire are able to have a safe, healthy and active life'.

All of our work fits within five strategic priorities. The aim of these priorities is to work together with local people to tackle the significant social and health inequalities that exist in North Ayrshire. We will meet our priorities by making changes to the Health and Care services we deliver. In doing this we will support local people to live safely at home, or in a homely setting, as close to family, friends and the local community as possible.

The Sensory Impairment Team has a dedicated 'smart phone' and clients contact the service to request assistance Monday to Friday. A duty system is in place on a Tuesday and Thursday every week where clients can come into the office without an appointment for help and communication support. There are two employees within the team who are very proficient signers. The team works across the local authority providing BSL support to clients who are accessing services and on occasion outside agencies.

South Ayrshire Council

South Ayrshire stands out in Scotland as an area of outstanding natural beauty, with its coastal and rural communities, and a long record of innovation and ambition. We are an area rich in heritage, with strong historical connections, fantastic community spirit, welcoming people, a thriving voluntary sector, beautiful scenery, and strong ambitions for an economic and sustainable future where people choose South Ayrshire as a place to live, visit and invest in.

We have a population of 112,450 and by 2043 is projected to increase considerably. Our purpose is to serve South Ayrshire, our vision is to make a difference every day and our values are to be respectful, positive, supportive, proud and ambitious. We have 3 priorities for 2023-2028:

- Space and Places
- Live, Work, Learn
- Civic and Community Pride.

Teachers of the Deaf provide Deaf awareness training and introductory BSL training for families and stakeholders. As part of our internal e-learning programme, BSL Awareness and Deaf Awareness modules are available, the courses can be accessed by staff members. Our Sensory Impairment team provide Sensory Loss awareness sessions on a regular basis to staff as well as on an ad hoc basis to internal and external organisations. External interpretation services are used to support BSL users and their interaction with Council services as required, including formal meetings and proceedings.

South Ayrshire Health and Social Care Partnership

South Ayrshire Health and Social Care Partnership brings together a wide range of health and social work services into a single operational delivery unit. The Partnership's Integration Joint Board is responsible for planning and overseeing the delivery of a full range of community health and social work/social care services, including those for older people, adults, children and families and people in the Criminal Justice system in South Ayrshire. It is also responsible for a number of Pan-Ayrshire health services relating to Allied Health Professionals, Continence, Joint Equipment and Technology Enabled Care.

South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty

Section One: Policy Details*

Name of Policy	Ayrshire Shared BSL Action Plan 2024 – 2030
Lead Officer (Name/Position)	Elizabeth Dougall – Senior Policy Officer Community Planning & Equalities
Support Team (Names/Positions) including Critical Friend	Susan McCardie Co-ordinator, Performance and Community Planning Macy Biggar – Community Planning & Equalities Assistant (Critical Friend)

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	The aim of the BSL plan is to facilitate the promotion of BSL and to meet the Council's statutory obligation to have a plan in place before 6 th May 2024.
What are the intended outcomes of the policy?	<p>This BSL Local Plan sets out the priorities identified through consultation with BSL users living, working and studying in Ayrshire. The priorities included within this Plan cover:</p> <ul style="list-style-type: none"> • Delivering actions to support the implementation of the BSL National Plan • BSL Accessibility • Children, Young People and their Families • Access to Employment • Health and Wellbeing • Celebrating BSL Culture • BSL Data • Democratic Participation <p>It describes the high level actions the partners will take between 2024 and 2030 to enable BSL users to be involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.</p> <p>* Wherever 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 British Sign Language.</p>

Section Two: What are the Likely Impacts of the Policy?

Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)	The proposed BSL Plan is designed to have a positive effect on BSL users; this means that people whose first or preferred language is BSL will be fully involved in daily and public life.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
Age: Issues relating to different age groups e.g. older people or children and young people	Positive impact on children - to improve outcomes for deaf or deafblind children.
Disability: Issues relating to disabled people	Positive impact – The plan is intended to improve outcomes for deaf or deafblind people.
Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex	Neither a direct positive nor negative impact
Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership	Neither a direct positive nor negative impact
Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave	Neither a direct positive nor negative impact
Race: Issues relating to people from different racial groups, (BME) ethnic minorities, including Gypsy/Travellers	Neither a direct positive nor negative impact
Religion or Belief: Issues relating to a person's religion or belief (including non-belief)	Neither a direct positive nor negative impact
Sex: Issues specific to women and men/or girls and boys	Neither a direct positive nor negative impact
Sexual Orientation: Issues relating to a person's sexual orientation i.e., LGBT+, heterosexual/straight	Neither a direct positive nor negative impact

Equality and Diversity Themes Relevant to South Ayrshire Council	Positive and/or Negative Impacts
Health Issues and impacts affecting people's health	Positive impact – consideration has been given to the impact on the health of BSL users and improved access to health care and mental health services is a goal set out in this plan.

	In addition, improved access to education will increase opportunities for young people to become more involved and gain employment.
Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	Positive impact- the Plan aims to ensure parents are fully involved in their child's education and improving access to a wide range of information and public services in BSL.

Socio-Economic Disadvantage	Positive and/or Negative Impacts
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	The plan has no positive or negative impact.
Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	The plan has no positive or negative impact.
Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	The plan has no positive or negative impact.
Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)	The plan has no positive or negative impact.

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>From the outset, representatives from the various partner organisations have taken steps to directly involve Deaf people from across Ayrshire in the development of this plan. This engagement with the BSL community was undertaken with appropriate BSL language interpreters to ensure clear two-way dialogue to assist us in capturing their views in a culturally and linguistically appropriate way. However, given the tight timescales this engagement was limited to ensure delivery by 6 May 2024 but we will continue to work with Deaf people and keep them up to date as the delivery of the plan progresses.</p> <p>Ayrshire is unusual in that there are no voluntary sector organisations of and for, Deaf people in the area, however, representation from the British Deaf Association (BDA) in Glasgow has been integral to taking this work forward.</p> <p>We have engaged with representatives from the Ayrshire Society for the Deaf, Deaf Students from</p>
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	<p>Ayrshire College, the Ayrshire Deaf Education Service and representatives from Elderbank Primary School , Grange Academy and Greenwood Academy. Key themes were identified that we have reflected in this plan's actions.</p> <p>Representatives from the various partner organisations also attended an event in Glasgow in November 2023 where the national plan and associated actions were discussed.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>Led by Ayrshire Equality Partnership further research will be carried out as part of the development of the operational plan.</p>
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>Ayrshire Equality Partnership</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>No</p>

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1	n/a		

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	6 th May 2024
When will the policy be reviewed?	An annual update will be provided.
Which Panel will have oversight of the policy?	Cabinet.

Section 6


Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: Ayrshire Shared BSL Action Plan 2024 – 2030

This policy will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>The plan is designed to provide appropriate support for deaf and deafblind people.</p>
<p>Advance equality of opportunity</p> <p>The plan is fully in line with the National BSL Plan.</p>
<p>Foster good relations</p> <p>Improving and increasing the range and availability of communication methods across partners.</p>
<p>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</p> <p>No positive or negative impact.</p>

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
n/a	
n/a	

 <p>Signed:</p> <p>Date: 7/3/24</p>	<p>Service Lead: Kevin Anderson</p>
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