

Stage 1 Equality Impact Assessment – Start Up

1.	Title of Proposal:	Scottish Borders Council British Sign Language (BSL) Plan 2018-2024
2.	Service Area: Department:	Customer and Communities
3.	Description:	<p>This plan (a legal requirement) identifies the key actions that Scottish Borders Council (SBC) will take between 2018 and 2024 to comply with the BSL (Scotland) Act 2015. SBC took a holistic approach to developing its BSL plan, with a focus on embedding BSL within its approach to customer services, communication, and training. It must be recognised that this plan is about BSL only.</p> <p>According to the 2011 Census, the Scottish Borders had 228 people aged 3 and over that identified that BSL was a language used at home, of which over half also speak English.</p>

4.	Relevance to the Equality Duty.	
	Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	Yes
	Promotion of equality of opportunity?	Yes
Foster good relations?	Yes	

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
	Age		X		Related to school education and access to services
	Disability		X		This is specifically for BSL users in the Scottish Borders.
	Race Groups		X		Indirect if Deaf/deaf as well.
	Carers		X		Indirect if carers of a BSL user or a BSL user is a carer.
	Employees		X		Employees who are BSL users will benefit from the plan. The Council enabling BSL Users to be employees.
	Gender	X			
People with Religious or other Beliefs:	X				

	Pregnancy and Maternity	X			
	Sexual Orientation	X			
	Poverty	X			

6.	Mitigation	
	Characteristic	Mitigation
		At this stage of the process no mitigations have become apparent.

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	X
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By			
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Post	Research and Policy Officer	Date	01/04/2018