

Scottish Borders Council

Stage 3 Equality Impact Assessment - Sign Off

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1	Title of Proposal:	Scottish Borders Council British Sign Language (BSL) Plan 2018-2024
3.2	Service Area: Department:	Customer and Communities
3.3	Description:	<p>This plan (a legal requirement) identifies the key actions that Scottish Borders Council we 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.</p> <p>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>

3.4	Impact Assessment					
	Equality Characteristic	Impact			Description	Mitigation & Recommendations
		No Impact	Positive Impact	Negative Impact		
ALL Protected Characteristics and associated theme including: Age, Disability, Gender, Race, Religion/Belief, Sexual Orientation, Maternity, Employment, Poverty and Carers		X		<p>The development and implementation of the Scottish Borders Council British Sign Language (BSL) Plan 2018-2024 specifically focuses on BSL users.</p> <p>The plan identifies ways in which the council will better engage with the BSL community.</p> <p>Some of the specific actions in the BSL plan may indirectly enhance the customer experience for people with other equality characteristics. (E.G. clear co-ordination of the interpretation and translation services / procedures)</p>		

3.5	Relevance to the Equality Duty in Summary:	
	What impact will your proposal have on the following :	
	Equality Duty	Reasoning:
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	The impact of the SBC BSL Plan 2018-2024 will be positive.

	Promotion of equality of opportunity	<p>The Scottish Government wants to make Scotland the best place in the world for (British Sign Language) BSL users to live, learn, work and visit. This means that people whose first or preferred language is BSL will be more able to be involved in daily and public life in the Scottish Borders, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.</p> <p>We believe the SBC BSL Plan 2018-2024 will meet these key objectives and in doing so will help eliminate discrimination, promote the opportunity for equality and foster good relations.</p>
	Foster good relations	

3.6	Recommendations & Mitigation		
	Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
	Characteristic	Mitigation/Recommendation	Approved Yes/No
ALL	The Scottish Borders Council British Sign Language (BSL) Plan 2018-2024 be implemented, promoted and actions monitored to ensure that the plan and subsequent procedures are relevant and fit for purpose.	YES	

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name:	Jenni Craig	Directorate:	Customer and Communities
Post:	Director of Customer and Communities	Date:	21 st October 2018

EIA Completed By			
Name	Erin R. Murray / Janice Robertson / Simone Doyle	Service Area.	Customer and Communities
Post	Research and Policy Officer / JR JOB/ Equality and Diversity Officer HR	Date	6 th September & 25 th October 2018

