

## Equality Impact Assessment Template – Policy, function or strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended.

<b>1. Policy, function or strategy</b>		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Draft British Sign Language (BSL) Plan 2024/30
b.	Responsible organisation(s)/Lead Service	Organisational Development, Policy and Communications Service
c.	Lead Officer	Karen Barclay, Corporate Policy and Performance Officer
d.	Date of Impact Assessment	26 March 2024
e.	Partners/other Services involved in the development of the policy, function or strategy	Organisational Development, Policy and Communications Service; Education Services; Culture, Communities and Educational Resources Service; the Inverclyde Health and Social Care Partnership (HSCP); Legal, Democratic, Digital and Customer Services Service; and The British Deaf Association (BDA) Scotland.
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	<p>The purpose of the Council's draft BSL Plan 2024/30 is to outline what action will be taken to support delivery of the Scottish Government's BSL National Plan 2023/29.</p> <p>The BSL (Scotland) Act 2015 requires the Council to develop and publish a BSL Plan 2024/30 by 6 May 2024.</p>

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

<p>h.</p>	<p>What are the intended outcomes of the policy, function or strategy?</p>	<p>Implementation of the Council's BSL Plan 2024/30 will support delivery of the relevant long-term goals and actions in the BSL National Plan 2023/29:</p> <ol style="list-style-type: none"><li>1. <u>BSL Accessibility</u>: To remove accessibility as a barrier for BSL users in all aspects of life, 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.</li><li>2. <u>Children, Young People and their Families</u>: The <i>Getting it right for every child</i> approach will be fully embedded, with a Deaf or Deafblind child and their family 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.</li><li>3. <u>Access to Employment</u>: BSL users will receive person-centred support 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, and improve Scotland's economic performance. They will be provided with support to enable them to progress in their chosen career.</li><li>4. <u>Health and Wellbeing</u>: 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.</li><li>5. <u>Celebrating BSL Culture</u>: BSL users will have full access to the cultural life of Scotland, and equal opportunities to enjoy and contribute to culture and the arts, and are encouraged to share BSL and Deaf culture with the people of Scotland.</li></ol>
-----------	--	---

		<p>6. <u>BSL Data</u>: To strengthen the evidence and data on the BSL community in Scotland to better inform decision-making in public policy and service design.</p> <p>7. <u>Transport</u>: BSL users will have safe, fair and inclusive access to public transport and the systems that support all transport use in Scotland.</p> <p>8. <u>Access to Justice</u>: BSL users will have fair and equal access to the civil, criminal and juvenile justice systems in Scotland.</p> <p>9. <u>Democratic Participation</u>: 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.</p>
i.	Geographical area (Inverclyde-wide or a specific location)	The draft BSL Plan 2024/30 covers the Inverclyde area in its entirety.
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	X Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		X Advance equality of opportunity between people of different groups
		X Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes.

2. Does the policy, function or strategy impact on: \_\_\_\_\_

	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation <b>(see Section 3)</b>	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> <b>(see Section 6)</b>		X
c. Inverclyde Alliance Partnership Plan 2023/33 <sup>3</sup> <b>(see Section 7)</b>	X	
d. Council Plan 2023/28 <sup>4</sup> <b>(see Section 8)</b>	X	
<b>3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.</b>		
<b>4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.</b>		
<p><b>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:</b></p> <p><b><u><a href="mailto:karen.barclay@inverclyde.gov.uk">karen.barclay@inverclyde.gov.uk</a></u></b></p>		
Signature:	Date:	

<sup>2</sup> [Fairer Scotland Duty: guidance for public bodies](#)

<sup>3</sup> [Inverclyde Alliance Partnership Plan 2023/33](#)

<sup>4</sup> [Council Plan 2023/28](#)

<b>3. Impact – Protected Characteristics</b>						
<b>Which of the Protected Characteristics will the policy, function or strategy have an impact upon?</b>						
<b>Protected Characteristic</b>	<b>Impact</b>					<b>Reasons/Comments</b>
	<b>Positive</b>		<b>Neutral</b>	<b>Negative</b>		
	High	Low			High	Low
Age	X					The delivery of the Council’s draft BSL Plan 2024/30 should have a positive impact on BSL users of all ages. Additionally, a number of the improvement actions in the document – grouped under the section entitled <i>Children, Young People and their Families</i> – should also have a positive impact on children and young people, and therefore on people with the Protected Characteristic of <i>Age</i> .
Care experienced			X			
Disability			X			
Gender Reassignment			X			
Marriage and Civil Partnership			X			
Pregnancy and Maternity			X			

Classification: Official

Race			X			
Religion and Belief			X			
Sex		X				The implementation of the Council's draft BSL Plan 2024/30 may have a positive impact on women as they tend to be the primary caregivers.
Sexual Orientation			X			
Other groups to consider <ul style="list-style-type: none"> <li>• Carers</li> <li>• The Armed Forces Covenant Duty</li> </ul>		X	X			The implementation of the Council's draft BSL Plan 2024/30 may have a positive impact on people who deliver care-related services to BSL users, as well as on the parents and carers of pupils in the local area.

<b>4.</b>	<b>Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people from different groups
X	Foster good relations between people from different groups

<p><b>5. Impact – Groups</b></p>	
<p>From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.</p>	
<p style="text-align: center;"><b>Positive impact</b> + <i>(Describe groups affected.)</i></p> <p><u>Age</u>: The delivery of the Council’s draft BSL Plan 2024/30 should have a positive impact on BSL users of all ages and particularly on children and young people.</p> <p><u>Sex</u>: The delivery of the Council’s draft BSL Plan 2024/30 may have a positive impact on women as they tend to be the primary caregivers.</p> <p><u>Carers</u>: The delivery of the Council’s draft BSL Plan 2024/30 may have a positive impact on people who deliver care-related services to BSL users, as well as on parents and carers of pupils in the local area.</p>	<p style="text-align: center;"><b>Negative impact</b> - <i>(Describe groups affected.)</i></p>

**6. Impact – Fairer Scotland Duty**

What impact will the policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

<p><b>Positive impact</b> +</p>	<p><b>Neutral impact</b> =</p>	<p><b>Negative impact</b> -</p>
	<p>=</p>	

**Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.**

**7. Impact – Inverclyde Alliance Partnership Plan 2023/33**

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will the policy, function or strategy impact on?

<input type="checkbox"/>	<p><b>Theme 1: Empowered people</b></p> <ul style="list-style-type: none"> <li>• Communities can have their voices heard, and influence the places and services that affect them</li> <li>• Gaps in outcomes linked to poverty are reduced</li> </ul>
<input type="checkbox"/>	<p><b>Theme 2: Working people</b></p> <ul style="list-style-type: none"> <li>• More people will be in sustained employment, with fair pay and conditions</li> <li>• Poverty related gaps are addressed, so young people can have the skills for learning, life and work</li> <li>• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs</li> </ul>
<input type="checkbox"/>	<p><b>Theme 3: Healthy people and places</b></p> <ul style="list-style-type: none"> <li>• People live longer and healthier lives</li> <li>• Supportive systems are in place to prevent alcohol and drug misuse</li> <li>• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change</li> </ul>
<input type="checkbox"/>	<p><b>Theme 4: A supportive place</b></p> <ul style="list-style-type: none"> <li>• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently</li> <li>• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery</li> <li>• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm</li> </ul>
<input checked="" type="checkbox"/>	<p><b>Theme 5: A thriving place</b></p> <ul style="list-style-type: none"> <li>• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here</li> </ul>



	<ul style="list-style-type: none"> <li>• Development of strong community-based services that respond to local need</li> <li>• Homes are energy efficient and fuel poverty is reduced</li> <li>• Increased use of active travel and sustainable transport options</li> <li>• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities</li> </ul>
--	---

**Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/22 Themes.**

Theme 5: Delivery of this Theme will be supported by the implementation of improvement actions grouped around the following heading in the draft BSL Plan 2024/30: *Celebrating BSL Culture*.

**8. Impact – Council Plan 2023/28**

**Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?**

X	<p><b>Theme 1: People</b></p> <ul style="list-style-type: none"> <li>• Our young people have the best start in life through high quality support and education</li> <li>• Gaps in outcomes linked to poverty are reduced</li> <li>• People are supported to improve their health and wellbeing</li> <li>• More people will be in employment, with fair pay and conditions</li> <li>• Our most vulnerable families and residents are safeguarded and supported</li> </ul>
□	<p><b>Theme 2: Place</b></p> <ul style="list-style-type: none"> <li>• Communities are thriving, growing and sustainable</li> <li>• Our strategic housing function is robust</li> <li>• Our economy and skills base are developed</li> <li>• We have a sufficient supply of business premises</li> <li>• Our natural environment is protected</li> </ul>
X	<p><b>Theme 3: Performance</b></p> <ul style="list-style-type: none"> <li>• High quality and innovative services are provided, giving value for money</li> <li>• Our employees are supported and developed</li> </ul>

<p><b>Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.</b></p> <p><u>Theme 1:</u> Delivery of this Theme will be supported by the implementation of improvement actions grouped around the following headings in the draft BSL Plan 2024/30: <i>Children, Young People and their Families</i>; and <i>Access to Employment</i>.</p> <p><u>Theme 3:</u> Delivery of this Theme will be supported by the implementation of improvement actions grouped around the following headings in the draft BSL Plan 2024/30: <i>Children, Young People and their Families</i>; and <i>Celebrating BSL Culture</i>.</p>

**9. Evidence**

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens’ Panel, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

<b>Evidence</b>	<b>Details</b>
<p>Consultation/engagement (including any carried out while developing the policy, function or strategy)</p>	<p>With support from the BDA Scotland, a consultation event was held on 29 January 2024 to gather views on the Council’s proposed BSL Plan 2024/30 which will aim to promote and raise awareness of BSL. Attendees received an update on the BSL National Plan 2023/29 and were advised that the Council wanted to devise a BSL Plan for the period 2024/30. A facilitated discussion then followed between attendees, Council staff and staff from NHSGGC.</p> <p>In addition to the engagement event on 29 January 2024, stakeholders were invited to provide their views via email, letter or by sending a BSL video to the Council.</p>

	A draft version of the Council's BSL Plan 2024/30 was later shared with representatives of local BSL users with the aim of gathering feedback on the document.
Research	In preparation for the devising of the Council's draft BSL Plan 2024/30, Officers reviewed the content of the Council's BSL Plan 2018/24 and of the BSL National Plan 2023/29.
Officers' knowledge and experience (including feedback from frontline staff)	The Officers involved in devising the Council's draft BSL Plan 2024/30 have experience of devising strategic documents for the local authority.
Equalities monitoring data	Inverclyde's population in 2022 was estimated to be 78,400, 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.
User feedback (including complaints)	Feedback from a variety of stakeholders informed the development of the draft BSL Plan 2024/30.
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	Yes, the views of the Elected Members, the Corporate Equalities Group and the Staff Disability Forum on the draft BSL Plan 2024/30 are not yet known. Engagement with these stakeholders will take place following the approval of the draft document by the Corporate Management Team at its meeting on 1 May 2024.

**10. 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 provide a brief explanation.

Classification: Official

a.	Continue development with no changes	<input type="checkbox"/>	
b.	Continue development with minor alterations	<input checked="" type="checkbox"/>	Following the consultation process outlined at Section 9 on the draft version of the Council's BSL Plan 2024/30, additional feedback from stakeholders – including the Elected Members, the Corporate Equalities Group and the Staff Disability Forum - will thereafter inform the development of the final version of the document.
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

Progress on the implementation of the Council's BSL Plan 2024/30 will be reported initially to the Corporate Equalities Group and thereafter to the Policy and Resources Committee.

When is the policy, function or strategy due to be implemented?

2024/30.

When will the policy, function or strategy be reviewed?

The BSL Plan 2024/30 will be reviewed during the course of its implementation.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

The costs associated with the delivery of the BSL Plan 2024/30 will be contained within existing resources.

**11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.**

<b>Details of the Person(s) who completed the Assessment:</b>	
Name:	Karen Barclay
Position:	Corporate Policy and Performance Officer
Date:	1 May 2024
<b>Authorised by:</b>	
Name:	Ruth Binks
Position:	Corporate Director – Education, Communities and Organisational Development

Classification: Official

Date:	1 May 2024
-------	------------

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).**