



Work Programme for the Deaf Sector BSL (Scotland) Act Partnership: Effecting Change, Equality and Access for people whose first or preferred language is BSL in Scotland 2016/2017

The Scottish Government Equality Unit currently funds five deaf organisations to support the implementation of the British Sign Language (Scotland) Act 2015.

The work will focus on these **primary outcomes**:

1. To support the development of the BSL National Advisory Group (the NAG);
2. To support people whose first or preferred language is BSL (including Deaf BSL users, Deafblind BSL users, Deaf/Deafblind people from equality and diversity groups whose first or preferred language is BSL, and people with additional language/support needs whose first or preferred language is BSL) to be as involved as they want to be in the development of the first BSL National Plan; and
3. To support public bodies to be more inclusive of people whose first or preferred language is BSL and to support them to meet their duties under the BSL (Scotland) Act.

Each organisation, while being funded separately, will collaborate and work in partnership with the other four organisations as well as the **Scottish Government** and the **Voluntary Action Fund**. The organisations are the **BDA**

Scotland, Deaf Action, Deafblind Scotland, National Deaf Children's Society (Scotland) and the Scottish Council on Deafness.

The partnership will work to the following **principles**:

- Openness and transparency
- Fairness and collaboration.

Each organisation in this deaf sector partnership will commit to working in an open and transparent way. We will all be open to comment from others in the partnership, including but not limited to the Scottish Government and the Voluntary Action Fund. Each organisation will act as a critical friend to the others in the partnership. Each organisation will bring knowledge and expertise to the table in order to move the work forward.

As our work will impact on people whose first or preferred language is BSL and public bodies across Scotland, we will all be open to collaborative working with other deaf sector organisations and mainstream organisations in the Third Sector. By working together, we will access tools, models of working and contacts that we would not necessarily have access to as a partnership of five. Organisations will report on individual project work as required by the funding body.

This **work programme** will be flexible. SCoD will produce a **report on behalf of the partnership** and its work including an updated **communication protocol, learning log and risk register**. Where necessary, we will adapt the programme to fit the situation at that time. We make the commitment to cutting out duplication of other work taking place in the deaf sector at this time, by adding value to work across the Public, Third and Private Sectors in Scotland.

We will take an **asset-based approach that is person-centred and rights-based**. This will enable people whose first or preferred language is BSL and public bodies to plan and review their language plans when required. We will

have a **training/learning programme** that will ensure everyone involved in the partnership understands the messages and ideas that we are working with and towards.

We will also work using a **whole team approach** (Appendix 1) as people whose first or preferred language is BSL have needs that need to be addressed through contact with other organisations and agencies which will impact on the language plans.

Where possible, the partnership organisations will individually and collectively look to increase the funding for this work if and when the opportunity arises.

Communication protocol

This is a separate document that all members of the Deaf Sector Partnership sign up to and use on a daily basis for all their communications with colleagues, people whose first or preferred language is BSL, public bodies, Scottish Government or other organisations in the Third, Private or Public Sectors. It will also be used when putting information together for sharing with external people, public bodies and other organisations.

As funder and project controller, the **Scottish Government Equality Unit** is ultimately in charge of the partnership. In this respect, it will:

- maintain an **overview** of the work of the partnership;
- provide **direction and guidance** to ensure that the activities of the partnership contribute directly to the Scottish Government's priorities around implementation of the Act;

- **negotiate changes** to the work programme as appropriate, as the government's approach to implementation of the Act develops; and
- provide **updates and communication** to the partnership as the Act progresses.

Hilary Third – Partnership Controller
Derek Todd_- DSP Co-ordinator

The Voluntary Action Fund (VAF) will provide:

Monitoring and grant management support - through quarterly finance reports and authorising each quarter payments. VAF will monitor quarterly progress reports and provide feedback to each organisation shortly after a report has been submitted. Guidance, support and training will be available for those who need it. Grant requirement details have been provided to each organisation.

Development support - is offered to each organisation in terms of on-going support with tracking progress, challenges and changes to project programmes.

Co-ordination - VAF will support the co-ordination of some of the Deaf Sector Partnership group activities alongside SCoD. VAF will assist in the preparation of agendas and act as Chair for partnership meetings.

Connections and sharing – VAF will ensure linking and sharing of learning and good practice with other equality funded organisations, through other cluster groups and partnership opportunities. Learning will also be shared more widely and opportunities identified to ensure that the work is linked and shared with others where appropriate.

Communication – VAF will support the DSP Co-ordinator and the Scottish Government with the overall co-ordination of the programme. Activities will be delivered as and when required. Information will be provided for Scottish Government as requested in terms of progress and developments. VAF and the DSP Co-ordinator will support the effective communication between all partner organisations.

Neil Bird – Partnership Support and Monitoring

The British Deaf Association (BDA) will:

- Ensure the Deaf BSL using community are fully aware, engaged and able to contribute to the development of the first BSL National Plan;
- Support the development of the BSL National Advisory Group so that it delivers on the requirements of the BSL (Scotland) Act; and
- Improve and increase communication with the Deaf BSL using community.

Damian Barry
Avril Hepner
Helen Morgans-Wenhold

Deaf Action will:

- Support the development of the BSL National Advisory Group so that it delivers on the requirements of the BSL (Scotland) Act; and develop and support the Youth National Advisory Group (YNAG);
- Engage with Deaf BSL users to ensure reach and all BSL users within protected characteristic groups have opportunities to be involved and have the opportunity to participate in the development of the BSL National Plan; and
- Support public bodies to improve their knowledge and understanding of the needs of people whose first or preferred language is BSL so that they can change effectively to be more inclusive and meet the requirements of the BSL (Scotland) Act.

Alison Hendry
Frankie McLean
Shaurna Dickson
Aidan McCorry

Deafblind Scotland will:

- Develop and support the DbNAG and support the two Deafblind representative members on the BSL NAG to contribute to the work of the BSL NAG;
- Engage with Deafblind people whose first or preferred language is BSL, in particular those with other protected characteristics, and ensure all have the opportunity to participate in the development of the first BSL National Plan; and
- Support public bodies to improve their knowledge and understanding of the needs of Deafblind people whose first or preferred language is BSL so that they can change effectively to be more inclusive and meet the requirements of the BSL (Scotland) Act.

Ruth Dorman

30/09/16

Suzanne Abbate
Ken Hallsworth

National Deaf Children's Society Scotland (NDCS Scotland) will:

- Empower deaf young people and parents of deaf children to share their experiences and help redress the current imbalances experienced by deaf children and young people every day.
- Support the Parent NAG (PNAG) and the hearing parents' representatives on the BSL NAG.

Katie Rafferty
Anne-Marie Sandison

The Scottish Council on Deafness (SCoD) will:

- Provide effective co-ordination, clear messages and improved communications to ensure a fully functioning Deaf Sector Partnership will actively support the National Advisory Group which in turn will draft and publish the first BSL National Plan;
- Ensure that people whose first or preferred language is BSL and their communities are fully engaged and involved in the work of the BSL NAG; and
- Support national and local public bodies to prepare to meet their legislative requirements.

Claire Henderson – provide admin support to the DSP Co-ordinator

Mandy Reid – provide support to the Scottish Government and public bodies; and look at Inclusive Communication issues.

Information about each organisation in the partnership can be found on the Deaf Sector Partnership website - <http://deafsectorpartnership.net/about-2/> .

Joint Activities across the Deaf Sector Partnership

All DSP staff members will

- Use the Communications Protocol for advice on all their communications both internally and externally.
- Attend partnership meetings and participate in other meetings as and when required;
- Follow guidance provided on role and responsibilities for Derek's role as DSP co-ordinator
- Develop appropriate tools and guidance for public bodies on the DSP website
- Monitor and report on the reach of the DSP across all 12,533 BSL users in Scotland.

Effecting change, equality
& access for BSL in Scotland

Appendix 1 Whole Team Approach across Scotland

Equality, Access and Active Citizenship

	BSL (Scotland) Act 2015	SCoD/Scottish Government/VAF			See Hear Strategy	
Other legislation and guidance	Deaf/BSL users	Deafblind/BSL users	Inclusive Communication (Linguistic Access)	Deafened People	Hard of Hearing people	Other policy and strategy
Including reserved matters	Families Carers Supporters		Community	Families Carers Supporters		Including reserved matters
	Research and data collection	Specialist	Scottish Deaf/BSL organisations (the Partnership)	Specialist	Research and data collection	
		Equality	Scottish Deaf Sector	Equality		
		Mainstream	Public Bodies	Mainstream		
			Private Sector			
			Third Sector			
Other membership organisations Networks Alliances						

Deaf Sector Partnership



Effecting change, equality
& access for BSL in Scotland