

## **Section 4 Integrated Impact Assessment**

### **Summary Report Template**

Each of the numbered sections below must be completed

Interim report		Final report	X	(Tick as appropriate)
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#### **1. Title of plan, policy or strategy being assessed**

British Sign Language Plan for Edinburgh 2018 – 2024

The City of Edinburgh Council and Edinburgh Health & Social Care Partnership

#### **2. What will change as a result of this proposal?**

This plan aims to improve services across the City of Edinburgh Council and the Edinburgh Health & Social Care Partnership for British Sign language (BSL) Users and those who represent them.

#### **3. Briefly describe public involvement in this proposal to date and planned**

Consultation and engagement events have been held with BSL users across the city and beyond, including:

- All-day weekend walk-in Event held in city centre
- Reference Group made up of 12 BSL users, their family, interpreters, academics and BSL using Council staff
- Online Consultation:
  - o Online Survey
  - o Facebook and Twitter Posts
  - o Closed facebook group for debate and sharing information
  - o Information available to consultees in both written English and BSL videos

#### **4. Date of IIA**

23 August 2018

**5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training	Email
Ruth Baxendale	Senior Policy and Insight Officer (facilitator)	21/11/17	<a href="mailto:ruth.baxendale@edinburgh.gov.uk">ruth.baxendale@edinburgh.gov.uk</a>
David Craig	Senior Policy and Insight Officer (lead officer)	31/05/18	<a href="mailto:David.craig@edinburgh.gov.uk">David.craig@edinburgh.gov.uk</a>
Eleanor Cunningham	Acting Policy and Insight Manager	31/05/18	<a href="mailto:Eleanor.cunningham@edinburgh.gov.uk">Eleanor.cunningham@edinburgh.gov.uk</a>
Susan Shippey	Strategic Planning and Commissioning Officer		<a href="mailto:Susan.shippey@edinburgh.gov.uk">Susan.shippey@edinburgh.gov.uk</a>
Fiona Stewart	CLD Worker		<a href="mailto:fiona.stewart@ea.edin.sch.uk">fiona.stewart@ea.edin.sch.uk</a>
Robert Hogg	Category Delivery Lead		<a href="mailto:Robert.hogg@edinburgh.gov.uk">Robert.hogg@edinburgh.gov.uk</a>

**6. Evidence available at the time of the IIA**

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need		Census 2011 statistics - <a href="https://www.gov.scot/Publications/2014/03/7340/26">https://www.gov.scot/Publications/2014/03/7340/26</a> <a href="https://www.gov.scot/Publications/2014/10/8378/7">https://www.gov.scot/Publications/2014/10/8378/7</a> There are an estimated 300-400 Deaf BSL users in

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
		Edinburgh and an estimated 1000 people using BSL at home.
Data on service uptake/access		Stats on user uptake on service BSL Interpretation usage for past three years.
Data on equality outcomes		As above
Research/literature evidence		Activity summary report
Public/patient/client experience information		Ongoing relationship review with BSL users and their families
Evidence of inclusive engagement of service users and involvement findings		During 2018, consultation and engagement events have been held with BSL users across the city and beyond. A successful all-day walk-in weekend event was held in the city centre, staffed with colleagues from a range of council and health services. A BSL reference group made up of BSL users, parents of BSL users, BSL/English Interpreters and academics has also been established and has met regularly since work on the plan began. Information has also been published on the Council's website and social media pages and a closed Facebook group has been set up for BSL users to give their views and feedback on the plan.
Evidence of unmet need		Leaflets and information materials are usually only available in written English. This is problematic for some BSL users as English may be a second language or they may have low levels of English literacy. Feedback told us that the written information we provide can be overwhelming to some BSL users. Consultation indicates that BSL users would like to increase the volume of information available in BSL – either through BSL videos, through an interpreter, through ITS or

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
		through ContactScotland.
Good practice guidelines		<p>As part of our ongoing partnership working arrangements with other organisations we have shared information and best practice about the approach we are taking to developing this plan and are learning from others.</p> <p>National Best Practice Sharing with local authorities and Scottish Government in terms of approaches to education, literature, health information, benefits etc.</p> <p>National Standards for Community Engagement - The National Standards for Community Engagement are good-practice principles designed to support and inform the process of community engagement, and improve what happens as a result.</p>
Environmental data		N/A
Risk from cumulative impacts		N/A
Other (please specify)		N/A
Additional evidence required		N/A

## 7. In summary, what impacts were identified and which groups will they affect?

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<b>Positive</b> <p>The overall aim of the BSL Plan is to improve services for BSL users and those who represent them. The BSL Plan will have a positive impact on disabled people, children and young people and older people as it focuses on their</p>	<b>Affected populations</b> <p>Disabled – BSL users Adults and young people</p>

<p>individual needs and priorities.</p> <p>The BSL Plan will have a particular focus on education, training and access to work aimed at the population groups like those vulnerable to falling into poverty.</p> <p>The plan also focuses on improving the access to mental health services for BSL users</p> <p>For example:</p> <p>Work with partners throughout the city who deliver employment services to help signpost them to advice on the needs of BSL users.</p> <p>Ensure BSL speaking pupils and students are supported with appropriate and accessible information, advice and guidance about their career and learning choices and the transition to these options</p> <p>Improvements made to information and access to information will support BSL users with low levels of English literacy and numeracy due to using BSL as their first language</p> <p>Edinburgh is a diverse city that has a range of geographical communities. The BSL Plan aims to improve services citywide.</p> <p>Awareness raising and training sessions will be held with staff to improve their understanding of BSL users' needs and deaf culture – for example in schools where all staff including teaching support (eg. Janitors) will be trained in deaf awareness before a deaf child joins</p>	<p>Pensioners</p> <p>Those vulnerable to falling into poverty</p> <p>Disabled-BSL users, Adults and Young people</p> <p>Unemployed</p> <p>People on benefits</p> <p>Looked after children and young people and those leaving care settings</p> <p>People with low literacy / numeracy</p> <p>Geographical communities</p> <p>Staff</p>
<p>The plan aims to <b>eliminate discrimination and harassment</b> of Deaf BSL users through raising awareness of deaf culture and BSL</p> <p>We will <b>advance equality of opportunity</b> by moving to mainstream BSL into Council business eg. Providing BSL services to facilitate participation in Council democracy.</p> <p>Awareness raising and training will support the <b>fostering of good relations</b> between the Council, EH&amp;SCP and BSL users throughout the city as they can have more of a say on Council services and their priorities. This may also</p>	

<p>contribute to <b>reducing hate crime and fear of crime</b> as people feel they are supported and can have their say.</p> <p>The plan will also reduce <b>differences in the status</b> of BSL users through removing barriers and enabling easier access and communications. For example, using mainstream council services and given greater opportunity to participate in council consultations and engagement.</p> <p>The plan aims to <b>promote participation, inclusion, dignity and control over decisions</b> for example the commitment to fully involving BSL users in the democratic and public life of the city.</p> <p>The plan aims to <b>build family support networks, resilience and community capacity</b> through programmes such as Family Learning &amp; Capacity, Deaf Learner service (Community Capacity) which supports families who wish to learn to sign.</p> <p>Through Social Work services, this plan aims to <b>protect vulnerable children and adults</b> in particular BSL users who may feel isolated from their community or city.</p> <p>This plan supports <b>promotion healthier lifestyles</b>, including working with Edinburgh Leisure and the four locality Physical Alliances which will consider ways of improving access to information and opportunities in relation to physical activity for BSL users.</p>	
<p><b>Negative</b></p> <p>No negative impacts as a result of this plan</p>	

Environment and Sustainability	Affected populations
<p><b>Positive</b></p> <p>The availability of online services will reduce the need to travel to a specific office/building. Examples of ContactScotland, Webchat, how to videos.</p> <p>Much of our information and literature is also available online rather than printed copies.</p>	<p>Disabled – BSL users</p> <p>Adults and young people</p>

The plan aims to improve BSL users' access to culture and the arts. This includes greenspaces, museums and theatres throughout the city as part of the public realm.	
<p><b>Negative</b></p> <p>No negative impacts as a result of this plan</p>	

<b>Economic</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>One of the aims of the BSL plan is to support BSL communities to access jobs, education and training to ensure they are not left behind economically.</p> <p>For example: Raise awareness of the UK Government's "Access to Work" Scheme with employers and BSL users.</p> <p>Ensure BSL speaking pupils and students are supported with appropriate and accessible information, advice and guidance about their career and learning choices and the transition process to these options</p> <p>The Getting it Right for Every Child (GIRFEC) approach will be fully embedded, with a D/deaf or Deafblind child and their family offered the right information and support at the right time to engage with BSL.</p> <p><b>Negative</b></p> <p>No negative impacts as a result of this plan</p>	<p>Disabled – BSL users</p> <p>Adults and young people</p>

**8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children's rights , environmental and sustainability issues be addressed?**

Following launch of the plan an options appraisal will be undertaken with support from procurement to help shape the future service delivery model for BSL interpretation services across the organisation, essentially where we will resource interpreters from. Both the Options Appraisal and Re-Procurement (if applicable) of

BSL Interpretation services will follow Scottish Government, UK government and EU Best Practice.

**9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

A communications plan was put together for development of the BSL Plan. The next steps after the plan is launched is to move towards implementing the actions and priorities of the BSL community. Again, a communications plan will be in place to ensure the community is kept up to date on progress and are able to engage with us with further feedback.

The Communications plan will include social media campaigns, led by the Council's communications' service. We will also work with our local BSL partner organisations to ensure those people who don't use social media and don't interact with the Council often are kept up to date.

**10. Does the policy concern agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use? If yes, an SEA should be completed, and the impacts identified in the IIA should be included in this.**

No

**11. Additional Information and Evidence Required**

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

No

**12. Recommendations (these should be drawn from 6 – 11 above)**

It is recommend that the BSL Plan will be reviewed on a regular basis and updated where appropriate. A progress report on the plan will be delivered in 2020.

There will be ongoing consultation and engagement with BSL users and those who represent them

To compile a library of information available online in BSL videos.

**13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and contact details)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
To monitor the BSL Plan and update where appropriate	Strategy & Insight	Ongoing	October 2019
Organise ongoing consultation and engagement	Strategy & Insight	Ongoing	October 2019
A progress report will be delivered in October 2020 to the Scottish Government	Strategy & Insight	Ongoing	October 2020
The Council is starting to compile a library of information available online in BSL videos. The NHS already have a good supply of information in BSL videos and where appropriate we will signpost our customers to this information. We also provide face to face information in BSL on request.	Service led depending on need. The Communications service will work with external multi-media editors to compile this information and ensure the Council is following best practice guidelines	Ongoing	Long term

**14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?**

**As above.** We will continue to consult with BSL users and those impacted by BSL (eg. Family, colleagues etc) to ensure the plan is delivering on their current priorities and any new issues arising over the six-year life of the plan.

## **15. Sign off by Head of Service/ Project Lead**

**Name** Colin Briggs, Director of Strategic Planning NHS Lothian/ Chief Strategy and Performance Officer (Interim)

**Date** 2 October 2018

**Name** Laurence Rockey, Head of Strategy, Insight and Communications

**Date** 4 October 2018

## **16. Publication**

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.

## **Section 5 Contacts**

- East Lothian Council**

Please send a completed copy of the IIA to [equalities@eastlothian.gov.uk](mailto:equalities@eastlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via  
[http://www.eastlothian.gov.uk/info/751/equality\\_diversity\\_and\\_citizenship/835/equality\\_and\\_diversity](http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity)

- Midlothian Council**

Please send a completed copy of the IIA to [zoe.graham@midlothian.gov.uk](mailto:zoe.graham@midlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via  
[http://www.midlothian.gov.uk/downloads/751/equality\\_and\\_diversity](http://www.midlothian.gov.uk/downloads/751/equality_and_diversity)

- NHS Lothian**

Completed IIAs should be forwarded to [impactassessments@nhslothian.scot.nhs.uk](mailto:impactassessments@nhslothian.scot.nhs.uk) to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

- The City of Edinburgh Council**

Completed impact assessments should be forwarded to [Strategyandbusinessplanning@edinburgh.gov.uk](mailto:Strategyandbusinessplanning@edinburgh.gov.uk) to be published on the Council website.

- City of Edinburgh Health and Social Care**

Completed and signed IIAs should be sent to Sarah Bryson at [sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk)

- Edinburgh Integration Joint Board**

Completed and signed IIAs should be sent to Sarah Bryson at [sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk)

- West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.