

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

British Sign Language Plan (2018 – 2024)

Lead Service

HR, Digital Enablement & Business Support

What is the aim of the proposal?

To introduce a British Sign Language (BSL) Plan to meet statutory requirements.

Is this a new or a review of an existing policy, procedure, function or report?

New

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name:

Position:

Date:

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Yes, the BSL Scotland Act (2015).

Step 2

What data/research is available to assess the likely impact of the proposal?

The 2011 Census lists 262 people in Angus who use BSL at home. Many of these BSL users do not understand English, so to have an action plan which will promote and support BSL in Angus in a number of key areas will have a major impact on a significant number of them.

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age	<input type="checkbox"/>	_____
Disability	X <input type="checkbox"/>	There is a positive impact for BSL users in Angus to improve access to a wide range of information and public services in BSL, and encourage their participation in public life.
Gender	<input type="checkbox"/>	_____
Gender Re-assignment	<input type="checkbox"/>	_____
Pregnancy/maternity	<input type="checkbox"/>	_____
Marriage and civil Partnership	<input type="checkbox"/>	_____
Race	<input type="checkbox"/>	_____
Religion and belief	<input type="checkbox"/>	_____
Sexual orientation	<input type="checkbox"/>	_____

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

Not applicable

Step 5

Can the proposal be seen to favour one section of the community

Yes x No

or deny opportunities to another?

Yes No

If yes, please give details.

This legislation is targeted at only BSL users.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

BSL users form a minority group, more likely to feel isolated. This Plan aims to increase their inclusivity and improve the life chances for BSL users. It also aims to provide more equal access to education, cultural activities, employment etc. for all BSL users living or working in Angus.

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

Not applicable

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Alongside the committee report which seeks elected members' approval for adoption of the BSL Plan.

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name:

Doreen Phillips

Position:

Snr Practitioner (Equalities)

Date: 15.09.18

For additional information and advice please contact:

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