

REPORT TO: CITY GOVERNANCE COMMITTEE – 22 APRIL 2024
REPORT ON: BRITISH SIGN LANGUAGE LOCAL PLAN 2024-2030
REPORT BY: CHIEF EXECUTIVE
REPORT NO: 122-2024

1.0 PURPOSE OF REPORT

1.1 This report provides Committee with Dundee City Council’s new British Sign Language (BSL) Local Plan covering the period of 2024-2030.

2.0 RECOMMENDATIONS

2.1 Committee is asked to approve Dundee City Council’s BSL Local Plan 2024-2030 as attached at Appendix 1.

3.0 FINANCIAL IMPLICATIONS

3.1 None.

4.0 BACKGROUND

4.1 The BSL (Scotland) Act 2015 required listed public bodies (including local authorities) to publish a six-year BSL Local Plan by 6 May 2024. Plans must:

- involve BSL users (including those who use the tactile form of the language) and those who represent them; and
- be published in BSL as well as in English.

4.2 The legislation requires that BSL Local Plans to ‘try to achieve consistency’ with the [Scottish Government’s National BSL Plan](#) published on 6 November 2023. BSL plans of listed authorities should also take account of any guidance issued by Scottish Ministers. The BSL National Plan 2023-2029 is framed under **ten long-term goals** which have been co-produced with BSL users across Scotland. Within Dundee City Council’s BSL Local Plan we have clearly referenced and linked to these long-term goals.

4.3 In the production of this plan, community engagement was designed and undertaken in partnership with Angus Council, Perth and Kinross Council and NHS Tayside. Several community consultation events were held involving the Deaf BSL user community and their representative organisations to gather their views on what they would like to see in our BSL Local plan.

4.4 Following Committee approval, the final version of this plan will be transcribed into BSL video format and publicised fully.

5.0 PROGRESS MADE ON PREVIOUS PLAN

5.1 The Council’s first six year BSL Plan (Report [\(256-2018\)](#) was approved by Policy and Resources Committee on 24 September 2018.

5.2 Section 2.2 of the new Local Plan outlines the key achievements as follows:

- A BSL user participated in a work placement scheme and has now gained permanent employment within the Chief Executive’s Service (Communications Team) and has led on the design work for this Plan.

- Members of the Council's Accessibility & Inclusion Service (within the Children & Families Service) provide support to more than 150 children and young people across Dundee who are Deaf, and they have been supported to access remote and in-person learning with either BSL or other interpretation and adaptations.
- A key area of focus in the previous Local Plan was to improve the accessibility of the Council's website for BSL users. This has been achieved thanks to feedback and input received from the British Deaf Association and other local BSL user groups including North-East Sensory Service, Deaf Action and Deaf Links as well as individual service users who all highlighted the need for more accessible information.
- Six deaf young people based in our local authority have been trained in professional BSL presentation skills and they fronted a series of BSL Videos to explain to the Deaf community how to access council services and supports using ContactSCOTLAND-BSL
- A link to Contact Scotland, and a series of BSL videos on how to access Dundee City Council services, was produced as part of the BSL Video project partnership between Deaf Links, Angus Council and Dundee City Council and these are now available on the Council's website. The Council also embedded a link for BSL service users to information about key services, and updates in BSL.

6.0 POLICY IMPLICATIONS

- 6.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included at Appendix 2.

7.0 CONSULTATIONS

- 7.1 The Council Leadership Team, Corporate Equality & Diversity Steering Group, relevant officers, D/deaf and Deaf Blind BSL users and organisations across Tayside were consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

None.

GREGORY COLGAN
CHIEF EXECUTIVE

DATE: APRIL 2024

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICE

Dundee City Council

British Sign Language (BSL)

Local Plan

2024-2030



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The Scottish Government published their second British Sign Language (BSL) National Plan 2023-2029 in November 2023. Within the national plan there are 45 actions which will help the Scottish Government in achieving their ten long-term goals.

The BSL (Scotland) Act 2015 requires listed public bodies in Scotland to develop and publish a local 6-year plan which demonstrates how they will work towards implementing the national plan.

This plan sets out the goals and actions for Dundee City Council from 2024-2030 and is framed around the same goals as the national plan. Our BSL Plan also aims to achieve equal access to services and support for services by BSL users. The latest available data indicates that there are more than 400 people in Dundee who use BSL at home. A priority in this plan is to ensure that BSL users throughout the city have equal access to services that are welcoming, inclusive, fair and focused on their needs.

This plan has been developed through an extensive engagement and consultation process over a six-month period, involving both local and national partners. These include the Scottish Government, the British Deaf Association (BDA), Deaf Links, the Council's Corporate Equality & Diversity Steering Group, BSL users from our local deaf community and North East Sensory Services (NESS), as well as input from local deaf children and young people from Craigie High School and Claypotts Castle Primary School.

Four local BSL Stakeholder events were held across the city, with between 15 and 25 BSL users in attendance at each event, ensuring the voices of local people with lived experience were provided with the opportunity to help shape this plan. In addition, feedback and information from national Scottish Government and BDA events and workshops has provided additional information which has been included.

Engagement with BSL users will take place at least six-monthly throughout the course of the plan. This will enable any required updates to the plan to be made, with Dundee City Council formally reporting on progress in 2027.

The Council is committed to continuing to work in partnership whenever possible with our neighbouring local authorities, NHS Tayside, Dundee Health and Social Care Partnership and Leisure & Culture Dundee, as well as local organisations working with BSL users and the Deaf community in the development of common approaches to the delivery of our local actions.

2.1 Background

We aim to ensure that all our plans and strategies contribute to and deliver on the outcomes and objectives of the [City Plan 2022-32](#) and [Council Plan 2022-27](#). Our plans build upon the foundation of these city-wide strategies and plans and aim to support our partners to deliver joined up services for mutual benefit. The City Plan and Council Plan are set against the backdrop of ongoing financial and social challenges but still aim to deliver high quality and transformational services.

The BSL Plan for Dundee 2024-2030 plays an important part in delivering a range of aims and objectives within our strategic plans and builds upon the achieved outcomes and learning of the previous Local Plan. Whilst the Council was committed to implementing all the previously agreed actions in the 2018-2024 Local Plan, this proved challenging due to the COVID-19 pandemic and the ongoing cost of living crisis. Our new BSL Plan has therefore been developed following extensive engagement with key stakeholders to agree a set of new actions and includes several actions from the previous plan that remain relevant.

2.2 Key Achievements of 2018 – 2024 Local Plan

Workforce, Partnerships & Community

All Dundee City Council's services are acutely aware of the need to foster positive contact with those with protected characteristics, particularly those with disabilities. To facilitate this, a range of supports are in place:

- We have encouraged and supported our workforce to attend Contact Scotland and other BSL awareness raising training sessions and workshops, both online and face-to-face.
- We have introduced a contracted Social Work and Specialist Equipment Service for people with Sensory needs. The service supports people who are Blind, Partially Sighted, Deaf, Deaf Blind and those who are Hard of Hearing. Its workforce can communicate directly with people in British Sign Language.
- A BSL user participated in a work placement scheme and has now gained permanent employment within the Communication Team, based within the Chief Executive's Service.
- Members of teaching staff have been trained in Deaf Awareness by a Deaf Tutor.
- The workforce in the Health and Social Care Partnership has full access to interpreting services from NHS Tayside to provide services and supports to those whose main language is not English.
- Members of the Council's Accessibility & Inclusion Service provide support to more than 150 children and young people across Dundee who are Deaf, and they have been supported to access remote and in-person learning with either BSL or other interpretation and adaptations.

Accessibility

- We actively disseminated, shared and signposted people to accessible information through the Council, Dundee Health & Social Care Partnership and NHS Tayside channels. This includes BSL and easy read information.
- A key area of focus in the previous Local Plan was to improve the accessibility of the Council's website for BSL Users. This has been achieved thanks to feedback and input received from the British Deaf Association and other local BSL user groups' including North-East Sensory Service, Deaf Action and Deaf Links, as well as from individual service users who all highlighted the need for more accessible information.
- Six deaf young people based in our local authority have been trained in professional BSL Presentation skills and they fronted a series of BSL Videos to explain to the Deaf Community how to access council services and supports using ContactSCOTLAND-BSL
- A link to Contact Scotland, and a series of BSL videos on how to access Dundee City Council services was produced as part of the BSL Video project partnership between Deaf Links, Angus Council and Dundee City Council, and these are now available on the Council's web site. The Council also embedded a link for BSL service users to information about [Key Services, and updates in BSL](#).

Dundee City Council's British Sign Language (BSL) Local Plan 2024-30 is framed around the same long-term goals as the Scottish Government's BSL National Plan 2023-2029:

- Delivering the Local BSL Plan
- BSL Accessibility
- Children, Young People and their Families
- Access to Employment
- Health and Wellbeing
- Celebrating BSL Culture
- BSL Data
- Transport
- Access to Justice
- Democratic Participation

Although our plan covers all ten long-term goals contained within the Scottish Government's National Plan, Dundee's Local BSL Community has advocated that particular focus and attention should be given to Accessibility, Celebrating BSL Culture, and Children, Young People and their Families. We will therefore focus predominately on these goals.

This plan sets out the actions that we are aiming to deliver between 2024 and 2030.

4.1 Delivering the Local Plan

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

To improve outcomes for BSL users by embedding BSL in relevant local policies, plans and strategies in order to develop solutions to the barriers faced by BSL users in their daily lives.

By 2030, Dundee City Council will:

- Regularly engage with the BSL community and the services that support them on Council policy and service delivery.
- Work in partnership, whenever possible, with our neighbouring local authorities, NHS Tayside, Dundee Health and Social Care Partnership and Leisure and Culture Dundee, as well as local organisations working with BSL users and the Deaf community, to develop common approaches to the delivery of our local actions.
- Integrate the BSL Plan as part of our Equalities Mainstreaming Activities.
- Publish a Progress Report in 2027, the midway point of the plan.

4.2 Our Actions: BSL Accessibility

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

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.

By 2030, Dundee City Council will:

- Work with local BSL users and organisations to develop a programme aimed at providing information on Dundee City Council's website in BSL.
- Continue to support and promote the use of the Scottish Government's BSL online interpreting video relay service 'contactSCOTLAND-BSL' to staff and to local BSL users.
- Identify and promote BSL Awareness training to Council frontline staff and those working with BSL users.
- Continue to develop effective communication channels through engagement with BSL users.
- Ensure Council staff are aware of legal duties around the provision of BSL interpreters for meetings and appointments as appropriate.

4.3 Our Actions: Children, Young People and their Families

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

The Getting it Right for Every Child (GIRFEC) 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.

By 2030, Dundee City Council will:

- Continue to raise awareness of all sources of advice and support available on BSL issues to all employees within school services in the city.
- Ensure that digital resources meet the communication needs of children and their families.
- Ensure that teachers have appropriate BSL skills and qualifications as required by relevant guidance in relation to specialist teacher and support staff.
- Continue to gather and share examples of good practice across the region.
- Consult with BSL-using parents on improving parent – teacher interactions to identify and ensure the use of good / best practice.
- Encourage BSL as a subject area in Primary and Secondary Schools.
- Work to make better transitions from school to a positive destination (e.g. further education or employment).
- Continue to offer Early Years staff the opportunity to learn BSL to support and include children who are BSL users.
- Continue to promote the development of BSL with very young deaf children and their families/ carers from the time of referral, through targeted sessions and informal learning at specialist baby / toddler groups.

4.4 Our Actions: Access to Employment

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

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.

By 2030, Dundee City Council will:

- Include the needs of BSL users in the development of Dundee City Council People Services policies, procedures and processes and training.
- Provide reasonable adjustments and support for BSL candidates during the recruitment process.
- Provide reasonable adjustments and support for BSL employees.
- Work with employability service providers to ensure they are aware of deaf culture and the support available, and encourage them to incorporate best practice into their recruitment and retention activities.

4.5 Our Actions: Health and Wellbeing

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

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.

By 2030, Dundee City Council will:

- Signpost BSL users to health and social care information available in BSL.
- Ensure that information on a range of physical and sporting opportunities in Dundee is available in BSL locally, regionally, and further afield.
- Engage with public and voluntary sector agencies to ensure that as many activities / opportunities as possible are open to BSL users to reduce social isolation.

4.6 Our Actions: Celebrating BSL Culture

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

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.

By 2030, in partnership with Leisure & Culture Dundee, Dundee City Council will:

- Continue to support access and opportunities for BSL users through the public library network.
- Ensure that the information on culture and the arts with BSL provision is routinely available on websites and at venues.
- Undertake a review of current provision of BSL interpretation for access to performances, galleries and museum exhibits, and consult with the BSL community on what their interests and needs are.
- Provide routes for BSL users to request interpretation for performances, exhibitions and tours.
- Continue to look for opportunities to ensure equality of access to performances, galleries, and museum exhibits for BSL users.

4.7 Our Actions: BSL Data

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

To strengthen the evidence and data on the BSL community in Scotland to better inform decision making in public policy and service design.

By 2030, Dundee City Council will:

- Utilise new Dundee specific Census Data on BSL to target resources where they can be of most use.
- Capture data on Council employees who are BSL users and those experienced in BSL.

4.8 Our Actions: Transport

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

BSL users will have safe, fair and inclusive access to public transport and the systems that support all transport use in Scotland.

By 2030, Dundee City Council will:

- Involve BSL users directly in Dundee City Council's transport forum and provide appropriate communication support.
- Encourage bus operators to explore options to provide travel information in more accessible formats for deaf passengers and include deaf awareness training as part of drivers' mandatory training programme.
- Provide BSL accessible information on changes to travel /transport policies as appropriate.
- Work with the Council's Planning and Roads services to ensure that new or replacement pedestrian crossings are those that are visible to BSL users to enable and ensure their safety.

4.9 Our Actions: Access to Justice

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

BSL users will have fair and equal access to the civil, criminal and juvenile justice systems in Scotland.

By 2030, Dundee City Council will:

- Work with Criminal Justice colleagues and relevant local partner agencies to improve availability of, and access to, information on justice issues for BSL users.

4.10 Our Actions: Democratic Participation

We share the long-term goal for all Scottish public services set out in the BSL National Plan, which is:

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.

By 2030, Dundee City Council will:

- Promote the Access to Elected Office Fund via our website and through direct engagement with BSL users locally. The fund can meet the additional costs of BSL users wishing to stand for selection or election in local or Scottish Parliament elections.
- Ensure that support is available and actively promoted to BSL users to ensure they are included in democratic citizenship, such as registering for and casting their vote at national, city and local levels.
- Ensure information on how to register for and cast their vote is available in BSL.
- Ensure relevant polling station staff have undergone Deaf / BSL Awareness training.
- Ensure elected members are informed of how to book BSL interpreters if required by constituents who wish to meet with them.

The Dundee City Council BSL Plan will be regularly reviewed, and updated as appropriate. The plan will develop over time as actions are delivered and projects mature. A mid-term progress report on this plan will be delivered in 2027, three years after the launch in 2024. This report will detail progress and achievements made, including an assessment of how actions and measures change over the life of the plan. The BSL Plan and actions within it will also form part of the Council's Equality Mainstreaming activities, with regular monitoring and progress reporting taking place.

The Council is keen to ensure we maintain ongoing and open dialogue with the BSL user community. As a result, consultation and engagement will continue after this plan is launched and when significant progress is made. BSL users are welcome to provide their feedback at any time on positive or negative developments. This insight is key to ensuring we are focusing on areas of greatest need and on our BSL users' priorities.



6.1 Where to find the BSL version of this plan

A BSL version of this plan will be available on our website at:

www.dundee.gov.uk/service-area/chief-executive/chief-executives-services/equality-and-diversity

6.2 Name and contact details of Equalities & Fairness Officers:

Ross Craig: ross.craig@dundee.gov.uk

Anna Yule: anna.yule@dundee.gov.uk

6.3 Key agencies in Dundee

Deaf Links

www.taysidedeafhub.org.uk

North East Sensory Services

www.nesensoryservices.org

National Deaf Children's Society

www.ndcs.org.uk

Deaf Action

www.deafaction.org.uk

Deaf Blind Scotland

dbscotland.org.uk/resources/contact-us

SENSE Scotland

www.sensescotland.org.uk

British Deaf Association

www.bda.org.uk







Integrated Impact Assessment

Committee Report Number: 122-2024

Document Title: BRITISH SIGN LANGUAGE LOCAL PLAN 2024-2030

Document Type: Policy

Description:

The BSL (Scotland) Act 2015 requires listed public bodies (including local authorities) to publish a six-year BSL plan by 6 May 2024. These must involve BSL users (including those who use the tactile form of the language) and those who represent them and be published in BSL as well as in English.

This report introduces the new Dundee City Council 2024-2030 BSL Local Plan.

Intended Outcome:

Reduce the barriers faced by British Sign Language users in the city and ensure they are involved and consulted as appropriate with Council led policy development and service delivery.

Period Covered: 22/04/2024 to 05/05/2030

Monitoring:

Progress will be monitored via officer updates on Pentana, feedback provided to the Council's Corporate Equality & Diversity Steering Group, and monitoring of agreed actions, as well as via feedback and consultation with relevant stakeholders, including the BSL Community.

Lead Author:

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

There are specific actions within the plan focused on ensuring that the Getting it Right for Every Child (GIRFEC) 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.

Disability: Positive

The purpose of the plan is to ensure that the Council works towards reducing the barriers faced by British Sign Language users in the city and ensuring they are involved and consulted as appropriate with Council led policy development and service delivery.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: No Impact

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Positive
Lochee:	Positive
Coldside:	Positive
Maryfield:	Positive
North East:	Positive
East End:	Positive
The Ferry:	Positive
West End:	Positive

Positive Implications: There are BSL Users living across all areas of the city who face a range additional barriers and challenges within their communities. The actions set out in this plan aim to improve outcomes across all wards

Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

Household Group Impacts and Implications

The Getting it Right for Every Child (GIRFEC) 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.

Carers: Positive

As for care experienced, children, young people or adults above.

Lone Parent Families: Positive

As for care experienced, children, young people or adults above.

Single Female Households with Children: No Impact

Greater number of children and/or young children: Positive

As for care experienced, children, young people or adults above.

Pensioners - single / couple: No Impact

Unskilled workers or unemployed: Positive

There are specific actions within the plan that aim to support BSL users to improve their employability prospects.

Serious & enduring mental health problems: No Impact

Homeless: No Impact

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

There are actions in the plan aimed at supporting BSL users to receive support to develop their skills and consider what route to employment is right for them

Education & Skills: Positive

There are specific actions with the plan that focus on provision of help and support to mitigate against the additional barriers faced by the BSL Community in this area.

Income: Positive

There are actions in the plan under the areas of employability, education and accessibility that, once implemented, will help provide BSL users with support to find work or claim appropriate benefits.

Caring Responsibilities (including Childcare): Positive

There are specific actions with the plan that focus on provision of help and support to mitigate against the additional barriers faced by the BSL Community in this area.

Affordability and accessibility of services: Positive

There are actions in the plan that aim 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.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: No Impact

Connectivity / Internet Access: Positive

Regular updates to the Council's website, including BSL videos and links to relevant other sites, will enable better access to information via technological routes.

Income / Benefit Advice / Income Maximisation Positive

There are actions in the plan under accessibility that, once implemented, will help provide BSL users with support to identify and claim appropriate benefits.

Employment Opportunities: Positive

There are actions in the plan aimed at supporting BSL users to receive support to develop their skills, and consider what route to employment is right for them.

Education: Positive

There are specific actions with the plan that focus on provision of help and support to mitigate against the additional barriers faced by the BSL Community in this area.

Health: Positive

In the development of this plan, the Council has worked closely with colleagues in the Health & Social Care Partnership and NHS, to identify how all organisations can work together to improve the experience of BSL users.

Life Expectancy: Positive

It is hoped that carrying out the actions in the plan will improve the quality of life of the BSL Community but this would be difficult to quantify/measure.

Mental Health: Positive

A number of actions in the plan, once achieved, will lead to an improved sense of mental health and wellbeing for the BSL Community.

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: Positive

There are specific actions in the plan that aim to reduce the barriers faced by the BSL Community in relation to transport.

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: Positive

There are specific actions in the plan that aim to reduce the barriers faced by the BSL Community in relation to transport.

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

Overall, if the actions set out in the plan are achieved, this will have a positive impact on Dundee's BSL Community and will reinforce the Council's commitment towards equality and fairness.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: Positive

Actions in the plan will have a positive impact on reducing social isolation by enabling BSL users to be more able to access services.

Technological / Business or Service Interruption: Positive

Regular updates to the Council's website, including BSL videos and links to relevant other sites, will enable better access to information via technological routes.

Environmental: No Impact

Legal / Statutory Obligations: Positive

The Plan ensures that the Council fulfils its legal obligations as set out in the BSL (Scotland) Act 2015 that requires listed public bodies (including local authorities) to publish a six-year BSL plan by 6 May 2024.

In addition, it also contributes to supporting the Council to meet both Statutory Equality Duties and the Fairer Scotland Duty.

Organisational / Staffing & Competence: Positive

The plan ensures that services and teams from across the Council work collaboratively. As a result of this collaboration, staff are more aware of the additional barriers and challenges faced by our BSL Community and how these can be addressed.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.