

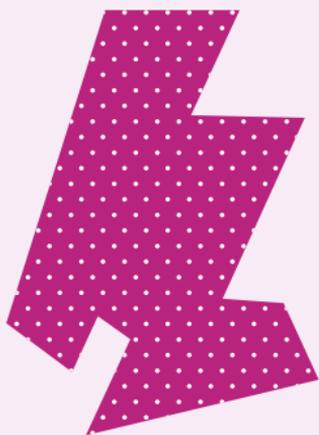
# **Committed to Communication**

**Becoming a member**



# We all know the frustration of not being understood

Frustrating, isn't it? For the 1 million people in Scotland with some level of hearing loss, communication is a daily barrier. Imagine if one of your team had their headphones in during a meeting: how would you communicate with them? From hearing train announcements to understanding co-workers in the office, these barriers can be socially and financially significant.



**1 in 5 people in Scotland have some level of hearing loss**

**Half of them are working age**

## We are committed to communication

We work with people, organisations and employers to promote awareness of deaf issues. We champion our members' views so we can give them a voice to demand social and political change through our lobbying activities.

We represent the 4 key pillars of deafness:

**Deaf / Deaf Sign Language users**

**Deafened**

**Deafblind**

**Hard of hearing**

By working together, we can identify the barriers people who experience deafness face every day and share solutions.

## What you'll get

**Membership benefits reflect our core activities: Sharing information, creating a united voice for deaf issues in Scotland and connecting like-minded people.**

We have two levels of membership available to suit your organisation's needs. Whether you have a direct link with deafness or you want to support your employees and clients, you can get involved. As a member of deafscotland you'll demonstrate that you are an inclusive organisation committed to effective communication.

**Our members are united by the desire to create a more accessible and equal Scotland for all.**

Access to deaf sector information	★	◆
Contribute to lobbying	★	◆
Attend our networking events and conferences	★	◆
Use of the deafscotland member logo	★	◆
Your logo appears on deafscotland's website	★	◆
Discounted networking events	★	*
Discounted training events	★	*
Discounted AGM tickets	★	
Voting rights at the AGM	★	
Attend National Council Meetings	★	
Nominate the Board	★	

\*Group discounts only

## Which membership is right for you?

### Star members

Full membership



As a Star member, your values, views and expertise will shape the direction and priorities of the deaf sector.

Star members are organisations with the primary goal to support at least one pillar of deafness, by:

- Staying up to date with new information and connections within the deaf sector
- Being key advocates for people who experience deafness
- Being our voice for positive change towards communication for all

### Diamond members

Associate membership



As a Diamond member, we will empower your organisation to support your employees and clients who identify with one pillar of deafness.

Diamond members are organisations in Scotland committed to reducing barriers for people who experience deafness, by:

- Working with or for people who identify with at least one pillar of deafness
- Striving to be the best employer they can be
- Enabling their clients by making their organisation and services inclusive and easy to use

# The four pillars of deafness

## Communication is more than spoken language. It is also how we look, act and move.

People on the spectrum of deafness (the four pillars) face unique barriers and communicate differently. By understanding these barriers and how people like to communicate, we can learn from and support each other as we move toward a more accessible and inclusive Scotland.



There are **57,000** deafened people across Scotland

People who have become significantly deaf after learning a spoken language

**Major barrier** The person's quality of communication and understanding of everyday activities can deteriorate very quickly, which can be traumatic and isolating.

**How to help** People who are deafened may benefit from hearing aids, lip-reading classes, learning British Sign Language (BSL) or access to an Electronic Notetaker or palantypist at meetings.



Over **4000** people are deafblind

People with significant level of both hearing and sight loss

**Major barrier** Depending on the person, there may be barriers to any form of communication – one- or two-way.

**How to help** The person may use very specific forms of language and communication. The person may use BSL or need a tactile BSL/English interpreter. Their needs are likely to change over time, too.

Visit **deafscotland.org** for more information

Email [admin@deafscotland.org](mailto:admin@deafscotland.org) for this poster in plain text or British Sign Language

## If you're not sure how a person likes to communicate, ask them!



**12,500** use British Sign Language

Deaf / Deaf Sign Language users are people who are born deaf or become deafened early in life before learning a spoken language

**Major barrier** Developing language, communication skills and being understood. Entirely visual in communication

**How to help** Incorporate a wider understanding of language and communication barriers, learning BSL, providing BSL/English interpreters and understanding of Deaf culture



**701,000** people are hard of hearing

Sometimes described as mild to moderate hearing loss

**Major barrier** Two-way communication generally drops to one-way, but it can happen slowly and build up over time. This deterioration can be frustrating for everyone and affect all ages.

**How to help** Find a quiet space to talk and hold meetings. Clarify information to make sure you're communicating effectively. You may consider what healthcare benefits are available to your employees. You may find equipment such as hearing aids, improved lighting and better deaf awareness for colleagues can help. If you're not sure if the person is comfortable in a space, offer them alternative options.



**Our members share our vision for  
Scotland: a society where all people  
have equal access, rights and citizenship.**

At deafscotland, we believe that a human right based, person-centred approach is best. We promote the social model of disability. We expect our members to do so too.

**Join us in our mission to create an accessible and equal Scotland for all.** Your experience and contribution is important for us to create a unified voice for deaf people across Scotland.

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**This document can be made available on request in the following formats**



**BSL**



**Plain text**