



deafscotland Bulletin January 2020



We want the Bulletin to be accessible therefore we CANNOT use the information in the form of posters, PDF, JPEG, GIF or publisher in the bulletin.

****PLEASE NOTE:** at the end of this Bulletin is a template. If you want the information included in future Bulletins, please copy and use this template. If the information is not sent to us in the template, we will not include it. **DEADLINE FOR SUBMISSIONS IS ON THE 24TH OF EVERY MONTH.****

Thank you.

Monthly Newsletter for deafscotland Members

Please note – our website is currently down for maintenance. We are working to make sure we are back online as soon as possible. If you would like more information about our conference or any other deafscotland news item, please email us at admin@deafscotland.org.



Janis and all at deafscotland would like to take this opportunity to wish all our members and their members all the best for 2020. We look forward to working with our current members and meeting new members over the year.



Connect and Capitalise Tuesday 17 March 2020

Our [annual conference](#) will be taking place on Tuesday 17 March 2020 in the DoubleTree by Hilton, Cambridge Street, Glasgow.

The conference theme will be **Right Design for Communication** and will focus on community assets, capacity building, volunteering and socio-economic development.

Go to our website for more information and to book tickets. Early Bird tickets are available until 31 January

...<https://www.eventbrite.co.uk/e/deafscotland-conference-connect-and-capitalise-right-design-for-communication-tickets-81716565447>

Annual Report and Accounts

You can download our Annual Impact Report – Committed to Communication and our Annual Accounts for 2018/2019 are available to download from our website: <https://deafscotland.org/who-we-are/annual-reports-and-accounts/>

deafscotland bespoke training

We offer bespoke / tailored training for 10 or more people in an organisation.

If you have more than 10 members of staff you would like to receive training, then contact us to arrange a course delivered using examples specific to the work that you do. You might not have 10 members of staff, but you could share the cost with a partner organisation, so that both organisations benefit.

To request a meeting to discuss (which can be done through Skype/Facetime if you are not in the Glasgow / Edinburgh) email us at admin@deafscotland.org. If you are a BSL user, please use [contactSCOTLAND-BSL](#) to contact us.

Your training / events

As a member organisation, do you offer training and want to publicise it? Holding any events which you would like the public to support? Then tell us and we will include them in the bulletin, on our website calendar and on our social media.

Virtual Museum

deafscotland are working on an online Museum and we are looking for personal stories. Stewart has been working with our members and people across Scotland.

deafscotland believe that all voices should be heard and we would like you to work with us.

People have sent us photos and videos - this will be used to show the history and culture of deafness in Scotland.

For more information or you would like to get involved, please email Stewart at admin@deafscotland.org.

Disclosure: Protecting Vulnerable Groups (PVG)

Do you or a member of your staff need to be a member of the PVG Scheme or need an enhanced disclosure? You might need to join the PVG (Protection of Vulnerable Groups) Scheme if you will be doing “regulated” work – working directly with children and/or protected adults, for example, in education or a caring role.

We can countersign disclosure applications on behalf of other organisations which may be too small to become signatories themselves or for individuals who are self-employed and need to have a disclosure to work in their chosen field.

For more information about PVGs and to book an appointment go to: <http://deafscotland.org/disclosure-for-working-with-protected-groups/>

BSL Project

Campaigns

We would like all our members to promote our Communication For All campaign.



We want Scotland to be the first Inclusive Communication Nation where it doesn't matter what your language or communication needs are, they will always be met.

We would also like you to promote our “BSL For All” and “Connect us Too” campaigns.

More information is available on our website:

<https://deafscotland.org/campaign/>

BSL translation

We have translated our news / information into BSL (British Sign Language). Please use this link below to our YouTube page to find the information:

<https://www.youtube.com/watch?v=oJIWHN0zXHY&list=PL7TPJkTbIhG-xvDtSV7ET7hm2GSqnVO3>

Best wishes, Janis & deafscotland Team

NEWS / INFORMATION

From ACAS: Guidance for managing menopause at work

ACAS has published guidance to manage the impact of the menopause at work, which is important for both workers and employers.

For more information, go to <https://www.acas.org.uk/menopause>

From COSLA

Dear Colleague

WORKING IN PARTNERSHIP TO DELIVER NO ONE LEFT BEHIND

We are writing to you to update on the work that Scottish and Local Government and our partners are undertaking to deliver the reform of employability support in Scotland as set out in No One Left Behind - our action plan for more effective and joined-up employability support across Scotland.

Our shared aim is to support people furthest from the labour market into work. We plan to do this by ensuring that employability support in Scotland is person-centred, flexible and responsive to the needs of individuals and employers.

This supports our shared commitment to the National Performance Framework and our ambitions of eradicating child poverty and sustaining strong national and local labour markets, allowing people to access

sustainable fair work, and helping them achieve their full potential in an inclusive and fair economy.

What has happened so far?

Scottish Ministers and COSLA leaders signed a first of its kind Partnership Working Agreement for Employability on 5 December 2018. We are pleased to report that progress is being made under this partnership agreement. Our plans for reform are ambitious, but we are working to introduce change gradually and to ensure that existing support mechanisms continue to assist people who need our help most, while we move to a new better aligned approach.

The first phase of delivery of the No One Left Behind action plan commenced in April 2019, combining funding for Activity Agreements and the Scottish Employer Recruitment Initiative in a simpler and more flexible way.

Collaboratively managed between Scottish and Local Government, this will evolve over time to include other partners and resources to align and integrate provision locally and nationally. However, funding is only one aspect of the No One Left Behind action plan as the longer term ambition is the transformation of Scotland's employability system.

A Scottish and Local Government alignment group has been formed, reflecting the principles and shared ambitions in the Joint Partnership Working Agreement for Employability. We are directing the work of this group to drive the detail and design of co-operation, integration and alignment between national and local employability services in Scotland. As this work progresses there will be increasing touch points and connectivity with related support services.

We are committed to delivering a true partnership approach to joining up services for the benefit of people who need them, and in doing so to recognise the strengths of the range of stakeholders nationally and locally who can help us to deliver a strong and vibrant employability landscape. To succeed, this must draw on a mixed economy of third, private and public sector suppliers to deliver better outcomes for people who need help to find work, and to stay in work.

An important part of this landscape is the new Employability Stakeholder group, chaired by Anna Fowlie, Chief Executive at SCVO. Membership of the group has been drawn from a range of organisations with a variety of interests in employability in Scotland, primarily aimed at representing

the views of those who need support from our services. Part of the group's remit is to provide constructive challenge to us on how government is delivering for those most in need of support.

What's next?

Much has been achieved since December last year. It is important as we move forward that stakeholders are effectively engaged. To help this to happen, we are taking forward a range of actions to underpin our collective commitment to collaboration and partnership:

- Discussions will continue with SDS, SCVO and a range of other stakeholders in the public, third and private sectors, over the next few months regarding options for integrating the remaining national programmes, including the Employability Fund and Community Jobs Scotland into the new model. We will publish a clear implementation timetable by May 2020.
- In the meantime, delivery of the Employability Fund, Community Jobs Scotland, Discovering Your Potential and the Inspiring Scotland "Our Future Now" funds will continue for 2020/21 – although the level of funding for these programmes has still to be agreed through the Scottish Government's annual budget process.
- We will publish a joint Scottish and Local Government Employability Action Plan by end February 2020, setting out the detailed actions that will deliver the Partnership Working agreement.
- We will continue to deliver Fair Start Scotland, and work with providers and other partners to evaluate its impact, implement a continuous improvement plan and improve integration with other local support.
- We will invest £22 million in a package of support to tackle child poverty by increasing parents earned income. This includes: introducing a new £12 million Parental Employability Support Fund (PESF), addressing barriers for parents entering work and supporting those in-work to increase their earnings, boosted by a further £4.1 million to ensure alignment with Early Learning and Childcare; and in addition £6 million from April 2020 to support disabled parents towards and into work.
- Utilising the expertise of a wide range of stakeholders, we will develop a national Outcome and Measurement Framework, creating a shared understanding of how well the system is working

for all participants. Further information on the framework is included in the attached progress update.

- We will continue to deliver the Health & Work Support pilot with partners in Fife and Dundee. This is testing a new health and work access channel to support people with a health condition or a disability stay in or get back into work and will run until summer 2020.
- We will explore the scope and potential for better alignment of health and work activities through Public Health Scotland and the increased focus on inclusive economy with equality of outcomes for all.
- The Scottish Government will publish evaluations of the Innovation and Integration pilots to share learning and best practice across the employability landscape. 3 Underpinning this activity, we will recognise and build on existing national, regional and local partnerships to form new ways of working together with clear collective leadership across the public, private and third sectors. There is still much to do and collectively we commit to updating you on shared progress in the coming months, commencing with a joint Scottish Employability Summit in early 2020. In this way, we will seek to work with, and draw upon, the varied experience and expertise of partners from across the employability sector.

MR JAMIE HEPBURN, MSP Minister for Business, Fair Work
CLLR. KELLY PARRY COSLA Spokesperson on and Skills
Community and Wellbeing

EVENTS

From contactSCOTLAND-BSL

Webinar - Thursday 23rd January 2020, 2.30pm - 3.30pm

contactSCOTLAND-BSL is the Scottish Government's online BSL/English Interpreting Video Relay Service (VRS).

This webinar will cover news, updates and developments of the service that includes the service going 24/7 and VRS for All plus much more.

There will be a short presentation, video and plenty of time for questions and discussions.

A unique opportunity for public and third sector services to gain knowledge and understanding of contact SCOTLAND-BSL and how it can dovetail into front-line services.

The webinar will be delivered in English & BSL.

As we say... Go on, who do you want to call?

You can sign up to the webinar here: <https://www.eventbrite.com/e/contactscotland-bsl-webinar-tickets-84737097941>

From Scottish Government Third Sector Unit

Invitation to the launch of Positive Partnerships guidance on relationships between Scottish Government and third sector grantholders

Thursday 23 January 2020 10.15 for 10.30am start, finish at 1pm

Conference Room 1, Victoria Quay, Edinburgh EH6 6QQ

You are invited to this interactive, positive event for both Scottish Government Grant Managers and third sector organisations. It's about helping you with your funding relationships between Scottish Government and the third sector and harnessing your ideas about further practical ways we can help you.

In 2019 working group of Scottish Government grant managers and third sector grantholders produced practical guidance to help grant managers and grantholders achieve positive funding relationships and, if required, tackle problems productively.

The guidance is short, clear and practical. It provides guidance for all stages of funding, from beginning a funding relationship to the end, and includes advice specifically on what to do when things go wrong.

Nearly all respondents to our consultation welcomed and were positive about the guidance. We received constructive suggestions to improve or clarify wording and we've revised the guidance to take on board most of the comments we received.

Lisa Bird, Deputy Director of Equality Human Rights and Third Sector Division and the Chief Executive of SCVO, Anna Fowlie have endorsed the guidance. This launch event will be an important opportunity for you to find out how **you** can use it. You will be able make further suggestions about what we can do to raise awareness and enable constructive relationships between grantholders and grant management

The launch will take the form of short presentations and facilitated roundtable conversations.

To book a place please click on this link

<http://evaluationsupportscotland.org.uk/workshops/events/255/>

It will take you to the website of our partner Evaluation Support Scotland

CONSULTATIONS

Request for evidence

Researchers at Glasgow University are conducting a systematic review of [nature-based early childhood education on children's health, wellbeing and development](#). They are looking evidence such as articles websites, reports, case studies etc. Find out more information or send them anything useful [here](#).

From Social Security Scotland

Equalities Consultation

We want to make sure that equality and treating individuals fairly is at the centre of all that we do. On Thursday 7 November, we launched our first public consultation on developing our Equality Strategy.

We are looking for input from the public and stakeholders on our approach to equality and the draft equality outcomes we have identified for our organisation. These outcomes set our commitment to making sure we deliver a service with dignity, fairness and respect and deliver on Our Charter. It is important that we get these outcomes right, and that they are focused on achieving practical improvements for those who experience discrimination and disadvantage.

We have held consultation events on the Equality Outcomes in Orkney,

Shetland and Stornoway. These events have been a fantastic opportunity for stakeholders to give us valuable feedback on this key area, while also helping us understand the impact across the Islands.

We are also planning various events throughout the country over the coming months. These events can be booked via [Eventbrite](#), by searching for Social Security Scotland.

16 January	10am-1pm	Aberdeen Civic Rooms
23 January	10:15am-12:15pm	Calton Heritage and Learning Centre in Glasgow

Our Local Delivery Leads have been promoting the consultation across the country and we would be very grateful if stakeholders could include these details in your communications channels to encourage the people you work with to feedback.

Full details of the [public consultation](#) are available to view now.

It is important to us that we give everyone the opportunity to get involved so it is available in various formats. Please take the time to have your say. When you are talking to members of the public, please promote the consultation and encourage them to share their thoughts before it **closes on Thursday 6 February 2020.**

From the Scottish Parliament Health and Sport Committee

Call for Views: Forensic Medical Services (Victims of Sexual Offences) (Scotland) Bill

The Scottish Government introduced the [Forensic Medical Services \(Victims of Sexual Offences\) \(Scotland\) Bill](#) late last year. The stated aim of the Bill is to confer on health boards functions relating to the provision of forensic medical services to victims of sexual offences: and for connected purposes.

The Bill has been referred to the Health and Sport Committee for consideration. You can see the full proposed timetable for consideration on the Committee's [webpage](#).

At its meeting on 3 December the Committee agreed to issue a call for views on the Bill. This will run until **Thursday 30 January 2020.** The

Committee welcome views on the Bill and are asking for responses to the following questions:

- What are the key advantages and disadvantages of placing the examination of victims of sexual offences (and harmful sexual behaviour by children under the age of criminal responsibility) by health boards on a statutory basis?
- What are the key benefits of providing forensic examination on a self-referral basis (whereby victims can undergo a forensic medical examination without first having reported the incident to the police)? What problems may arise from this process?
- Are there any issues with the proposal to restrict self-referral to people over 16 years old?
- Are there any issues with the health board storing and retaining evidence gathered during self-referred forensic examinations?
- Do you have any other comments to make on the Bill?

If you wish to make a written submission please do so here:
<https://yourviews.parliament.scot/health/fmsbill>

Before making a submission, please read our [privacy notice](#) about submitting your views to a Committee. This tells you about how we process your personal data.

You may also send a hard copy written submission. If so, please send to:
Health and Sport Committee

T3.40

Scottish Parliament

Edinburgh EH99 1SP

From Jacqueline Batchelor, Researcher at Northampton University
Research invitation

You are being invited to take part in a research project which is aimed at gaining an understanding of individual experiences of the Deaf community in accessing services. The research proposes the use of a tool to support the identification and sharing of language preference. Participants for the study are voluntary and must be 18+ years of age and have a degree of Deafness. The research will provide valuable

information about the experiences and preferences of Deaf people to highlight the importance of recognising these in providing a services and promoting access. Research participation consists of three stages and each of these will provide data to contribute to the research findings. Thank you for reading this information and I look forward to your participation!

Dear Participant,

Thank you for taking the time to read this email and contribute to the study. Please find below the links and instructions to complete each stage. Attached are the introductions and consent forms which contain detail about the study and the research process. Please sign and date the consent forms and return to the researcher prior to participation. Please note there are four stages to participation and all participants must be over 18 years old:

- 1: Complete [Language Preference Questionnaire \(LPQ\) A](#) based on a service of your choice
- 2: Complete the [Language Preference Scale \(LPS\)](#) and take a printed copy of the summary to the service of your choice. A summary page is available on the last page of the attached information if required.
- 3: Return to the service within six months and note any change in access.
- 4: Complete the [Language Preference Questionnaire \(LPQ\) B](#) based on the experience returning to the service.

This research aims to identify language preference of the participant with details regarding access to service experience. Due to the detail of the videos in the British Sign Language (BSL) version, it may be slower to load.

For further information on study results or any other information please contact the researcher.

Jacqueline.Batchelor@northampton.ac.uk

From the Electoral Commission

Please find below the link to our 2019 general election accessibility survey:

- <https://www.research.net/r/KSGWLYD>

The survey is estimated to take around 10 minutes and will be open until **Friday 17 January** as we recognise it's a busy time of year for everyone.

The survey does not ask for identifying information so all responses will be confidential but we would plan to use the feedback, including quotes, to inform our post-election reporting and can share key findings with the Access to Elections Working Group.

From the Scottish Parliament Health and Sport Committee

The Health and Sport Committee is undertaking **an inquiry into social care in Scotland**.

The [Scottish Government Adult Social Care Reform Programme](#) is currently working to reform social care in Scotland. This inquiry will not replicate that work.

We want to explore the future delivery of social care in Scotland and what is required to meet future needs.

What does the Committee want to know?

1. Experiences of social care in Scotland

We are seeking views from people with lived experience of receiving adult social care or being a carer for someone receiving care. We would like to hear:

- People's stories and experience of social care in Scotland.
- What people would change about their experience of social care?

2. The future delivery of social care in Scotland

We are keen to receive responses to the following questions:

- How should the public be involved in planning their own and their community's social care services?
- How should Integration Joint Boards commission and procure social care to ensure it is person-centred?
- Looking ahead, what are the essential elements in an ideal model of social care (e.g. workforce, technology, housing etc.)?
- What needs to happen to ensure the equitable provision of social care across the country?

How to submit your views

The call for written views will close on **Thursday 20 February 2020**.

The Scottish Parliament and its Committees value diversity and seek to work towards committee witnesses being broadly representative of Scotland's society. As such we encourage members of underrepresented groups to submit written evidence. If you need advice, please contact the Clerks on the email address: HealthandSport@parliament.scot

Before making a submission, please read our [privacy notice](#) about submitting your views to a Committee. This tells you about how we process your personal data. If you are under 12 years of age, please read this [privacy notice](#).

Please use this link to submit your views through [Citizen Space](#).

You may also send a hard copy written submission. If you are sending a hard copy submission, please send them to:

Health and Sport
Room T3.40
The Scottish Parliament
Edinburgh
EH99 1SP

From Lead Scotland

Scotland's Adult Learning Survey has been extended!

Good afternoon,

We are writing to make an urgent plea to our subscribers to encourage both disabled people and carers to complete the [adult learning survey](#), which has now been extended to the **17th of January 2020**.

Lead Scotland is concerned that the survey responses received so far do not represent disabled people and carers who need home or

community based learning services or who need one to one support or assistive technology to learn.

Why does it matter?

Evidence from this survey will help to inform Scotland's national adult learning strategic priorities. The Adult Learning Forum for Scotland (of which Lead Scotland are members) want this strategy to help build a vibrant and diverse adult learning sector meeting learner demand. The recently published report from the [Centenary Commission on Adult Education](#) is a compelling call to action and ambition running parallel to our work in Scotland.

At the moment, the highest number of responses are from adult learners in higher education. Please help us ensure the survey responses result in a more rounded picture reflecting the needs of people who are looking to access home and community based support either non formally, or below higher education level.

We would therefore urge you to complete the survey yourself if you require home or community based learning, or to encourage the people you work with to do so. The survey is online and of course many people who feel excluded are not online, but with your partnership support please help people using either the [PDF of the survey](#) or by providing wifi. Completing the survey can be a digital learning experience inspiring people to want to learn digital skills. Alternative formats are available via the survey link.

Thank you for your support to reach people to have a say.

Emma Whitelock
Chief Executive Officer

FUNDING

The **Inspiring Scotland Community Play Fund** is now open for applications. The fund is aimed at supporting childhood health and wellbeing through play. The funding is targeted at areas of high deprivation within local authority areas. Application for up to £35,000 can be considered. For more information [click here](#).

TRAINING

AWARENESSbites



AWARENESSbites online Deaf Awareness course

<https://deafscotland.org/what-we-do/training/awarenessbites/>

deafscotland has teamed up with **AWARENESSbites** to provide quality online learning and development to front-line and public facing staff who may not be able to attend face-to-face training courses.

We are offering two packages: Green and Purple

The Package Contents:

Green package – £15 per user

- Aimed at those who require to know the basics and may come across a deaf or deafblind person occasionally. This package can easily be completed in under 2 hours.

Purple package – £28 per user

- Aimed at those who would require a little more detail and understanding and meet deaf or deafblind people more frequently within their day to day service provision. This package can take between 2.5 – 3.5 hours depending on activities taken.

Please note the system cannot take multiple log-ins so please make sure you have enough time to complete the course before starting.

If you would like to purchase packages, please contact us directly at admin@deafscotland.org.

We would consider an organisational discount that offers value for money for large numbers of users.

SCOTTISH PARLIAMENT PQs, MOTIONS AND DEBATES

Motion S5M-20070: Mark McDonald, Aberdeen Donside, Independent, Date Lodged: 27/11/2019 Celebrating 140 Years of Helping Blind and Deaf People in the North East

That the Parliament congratulates North East Sensory Services (NESS) on reaching its 140th anniversary; recognises that, since it was formed in 1879, it has promoted independence for blind and deaf people; acknowledges that NESS has made every effort throughout its history to help those in need; notes that, after the First World War, when many soldiers were blinded in battle, the previously-named Aberdeen Town and County Association for Teaching the Blind at their Homes worked with local authorities to deliver a range of services; further notes that, during the 1960s, the charity employed home teachers for blind people, many of whom were themselves visually impaired, and commends NESS's continued commitment to support those in need throughout the north east.

Supported by: Annabelle Ewing, Bill Kidd, Stuart McMillan, Richard Lyle, Stewart Stevenson, Joan McAlpine, Gil Paterson, Fulton MacGregor, Ruth Maguire, Gillian Martin, Gail Ross, Clare Adamson

<https://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Simple&Keyword=deaf&ExactPhrase=True&DateChoice=0&SortBy=DateSubmitted&ResultsPerPage=10>



Copy Deadline for the Next Issue

The NEW deadline is on the 24th of every month.

Please forward your contributions for the next bulletin to:
admin@deafscotland.org.

We are happy to publish details about your news, information, events, training courses and conferences. Please send us the **English text** you want to be included in the bulletin.

If **you are not a member of deafscotland** and would like to advertise an event, training courses or conferences, please contact us at admin@deafscotland.org before you send us the English text as there will be an admin charge.

deafscotland Disclaimer

Where appropriate, information sources for the bulletin are noted in each article. Opinions expressed are not necessarily those of deafscotland. We cannot accept responsibility for the accuracy of information. No endorsement of services, events or products is intended or implied.

INFORMATION FOR INCLUSION (ARTICLES) IN THE DEAFSCOTLAND MONTHLY BULLETIN

We appreciate the time that you take to send us your information, training, events, and news articles for the deafscotland bulletin. Sometimes we are not getting enough information, sometimes the information is not clear, and at other times, we have a great article, but no contact details.

In order that we get the information we need to put in the bulletin and you reach your intended audiences, we have put together a template that we would appreciate it if you use to send us information / articles.

We cannot use posters, but we are willing to “share” your posts on our Facebook and re-tweet your “tweets” on our Twitter account. You might have information on your website or YouTube or Vimeo in BSL (British Sign Language) – please share the links, so that we can.

IMPORTANT NOTICE: DEADLINE FOR NEXT MONTHLY EDITION – 24TH DAY OF EVERY MONTH

Organisation's name	
Article / news item	(Maximum 400 words)
Important date(s)	

Contact details for the bulletin	
Link(s) in social media – Facebook, Twitter, YouTube	

ALL ARTICLES TO BE EMAILED TO:
admin@deafscotland.org BEFORE THE 24TH DAY OF EVERY MONTH.