



Dear Colleagues,

## BSL (Scotland) Bill

The first phase of the transit of The BSL (Scotland) Bill through the parliamentary system, the "Call for Evidence" closed on Monday - 2<sup>nd</sup> February.

The Equality and Access Team in SCoD liaised with several member organisations to ensure there were a number of accessible events around Scotland and good quality information was generated through the preparation and outcome of them. Mandy, our Policy Officer, worked hard to collate relevant evidence and create a draft SCoD response which was circulated to members prior to submission. We have now submitted it to the Education and Culture Committee and it is available to read on our website - <http://www.scod.org.uk/bsl-scotland-bill/> and click on Call for Evidence.

We hope as many organisations add evidence and note the huge amount of contributions through Facebook too. The innovative use of social media has enabled a wider base of contributions, therefore improving access for BSL Users.



The limited timeframe seems to have promoted strong, joint working between organisations and created an energy in the Deaf Sector that is very positive. SCoD has been pleased to coordinate this work. The next stage will generate further work and the need to communicate. Hopefully we have a great platform to build on.

## Legal Changes

The technical formalities of changing structure will happen 31<sup>st</sup> March/1<sup>st</sup> April 2015. The current Management Committee is then responsible for bringing a set of accounts and final report to an AGM and to OSCR. The new Board will take over and be responsible for accounting and reporting the following year.



On the surface very little changes: SCoD will keep its current Charity number and add the Company number to its promotional materials over time. Behind the scenes, some effort is required to change the financial system, arrangements with funders and suppliers. Much of our Health and Safety, Human Resources and other materials can be adopted and revised in due course. A lot of technical work but worth it!

## General Work

Our telephone system changed on 30<sup>th</sup> January, with very little disruption. Apologies if you experienced any difficulties. We now have a more stable and much cheaper service. Further work will be done to the server and internet arrangements. Again we do not anticipate much, if any disruption.

The social media work progresses and the communications plans are developing well. Our challenge to provide more in BSL is developing with the BDA.



The **Conference** is shaping up to be a great event. We hope to see as many of you as possible at the Royal Concert Hall on 12<sup>th</sup> March. See our website for further details.

We remain worried about ongoing finance and like many of you hope to hear about applications soon.

We had little response regarding our enquiry in the last bulletin. We believe at least two member organisations may have made individual applications to Big Lottery recently. We would be very



keep to try and develop a more strategic, cross sector approach.  
Would those that applied be prepared to share information with Janis?  
Would any of you be keen to support a bigger, strategic development? Please contact Janis if you are .....[janis@scod.org.uk](mailto:janis@scod.org.uk)

We are hold a Think Day to discuss the possibility of a “Deaf Register” for Scotland. This will be held in the Albany Centre in Glasgow.  
Invitations have been sent out. Please contact Mandy – [mandy@scod.org.uk](mailto:mandy@scod.org.uk) - if you have any queries.

Best Wishes

Janis McDonald  
Chief Officer

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## Equality and Access for Deaf People: Project Update – February 2015

### Planning for the future

The Equality & Access Team is now working to deliver the final two months of the project, with a continued focus on improving equality and access in Education, Health and Social Care. In addition, there has been a focus on the BSL (Scotland) Bill and the associated activities, with Derek Todd in particular working hard, with Mandy Reid and Janis McDonald, to support a strong understanding across the Deaf Sector and Deaf Community on how to participate and support this new Bill. This has involved working closely with the BDA Scotland and Deaf Action, along with many other deaf organisations in support of the events that they organised to consult with the Deaf Community. SCoD has also put together accessible information about how to give evidence to support the proposed Bill.

SCoD is in the process of applying for funding to take some of the work forward. If successful, there will be opportunities to build on the work the project has been doing and to support the culture change necessary for public bodies to improve their ability and capacity to make sure they are fully inclusive for deaf people.

### Education

The Project has continued to work closely with the Health and Social Care Alliance Scotland (the Alliance) in relation to GIRFEC (Getting It Right For Every Child). The evaluation of the event by the Alliance, illustrated how important the training offered in November had been. The team continue to work closely with Ronnie Hill, who is leading the GIRFEC Project with his colleague Gemma Powell, to improve the accessibility of the information that is and will become available to promote strong understanding of this policy by all those affected by it - children and young people and the professionals in working in health and social care. The Deaf and Deafblind BSL users' perspective has been taken into account in relation to all materials already produced and those that are planned. Over time this will mean that access to this information is improved and as a result, children and young people as well as those engaged in supporting them will be better informed and equipped to make improved decisions.

### Conference

This is taking place on Thursday 12th March. This is SCoD's first conference and will be an annual event. The theme is Equality and Access for deaf people with a wide variety of workshops offered by other organisations from across the Deaf, Public and Private Sectors.

Should you have any queries about our work or wish to discuss anything further, please contact our full time Project Officer – Derek Todd: [derek@scod.org.uk](mailto:derek@scod.org.uk)



## Forum of Social Work Services Providers in Scotland

There is interest in re-establishing a Forum of Social Work Services Providers in Scotland where social workers who work with and support deaf people, their families and carers can collaborate and share information. There are a number of policy changes taking place at the present time - the integration of health and social care, Self Directed Support, the Early Years Programme, GIRFEC, the See Hear Strategy, and Reshaping Care for Older People. The Forum could provide a place for social workers to come together – face to face or virtually – to look at practice, share ideas and to access peer support.



Frankie McLean, Social Care Manager at Deaf Action is gathering information and looking for interest from individuals and teams across Scotland, as well as ideas as to what format the forum should take. He is happy to co-ordinate in the first instance but would also welcome support from others if required.

For more information or to note an interest, please contact Frankie at:

[Frankie.mclean@deafaction.org](mailto:Frankie.mclean@deafaction.org)

SMS: 07879 687 222

Tel: (please dial ALL digits) 18002 0131 558 5290

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## News:General

### **Proposed increases to the Personal & Nursing Care payment levels for 2015/16 for people who fund themselves in a care home**



The Scottish Government has issued advance notice of the proposed increases in personal and nursing care payment levels in Scotland. These will take effect from 1<sup>st</sup> April 2015. These are subject to Parliamentary approval.

The payment levels will be increased in line with inflation. This will mean that the current payment levels of £169 per week for personal care and £77 per week for nursing care for those who fully fund their care in a care home will rise to **£171 and £78 respectively**.

For more information, go to <http://www.careinfoscotland.co.uk/how-do-i-pay-for-care/paying-care-home-fees/personal-and-nursing-care-in-a-care-home.aspx>



### **Residential Care Charging Rules uprating Personal Expenses Allowance, Capital Limits and Savings Disregard**

This information gives advance notice of the uprating of the Personal Expenses Allowance (PEA), capital limits and the Savings Disregard for residential care charging from 6 April 2015.

#### **Personal Expenses Allowance (PEA)**

The PEA is the weekly amount that supported residents in residential care must be allowed to retain from their income for personal expenses. From 6 April the PEA will increase from £24.55 to **£25.05** per week. This increase is in line with the standard minimum guarantee of Pension Credit. This routine uprating will be covered by increased contributions from residents as their benefits and other income rises.

#### **Capital limits**

The lower and upper capital limits in residential care charging are currently £16,000 and £26,000. From 6 April, these limits will be increased to **£16,250 and £26,250**. These increases are in line with inflation.



## Savings Disregard

The Savings Disregard was introduced in October 2003 in response to the Savings Credit element of Pension Credit. The maximum levels are currently £5.95 per week for single people and £8.95 for couples.

From 6 April the maximum Savings Disregard will be increased in line with growth in average earnings, to **£6.00** for single people and **£9.00** for couples.

**Please direct any enquiries to Kay Robinson at Directorate for Health & Social Care Integration**, Integration and Reshaping Care Division  
[careforolderpeople@scotland.gsi.gov.uk](mailto:careforolderpeople@scotland.gsi.gov.uk) or call **0131 244 3624**

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## Voluntary Action Fund: Volunteering Support Grant



The Voluntary Action Fund (VAF) is pleased to announce additional funding to help third sector organisations with an annual income of under £250,000 create new or enhanced volunteering projects. The Volunteering Support Grant (VSG), funded by the Scottish Government, will enable organisations to increase the diversity of their volunteer pool while also improving opportunities for skills and personal development through volunteering. Grants are available of up to £10,000.

Deadline for applications – 27 February 2015. For more information, go to <http://www.voluntaryactionfund.org.uk/>

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## Skills Development Scotland



### Get Your Career Moving in 2015

If you want to get your career moving in 2015, My World of Work is here to help. The award-winning web service from Skills Development Scotland (SDS) is packed with advice to help those thinking about finding a new job, making a change, or looking to get motivated for the career year ahead.

My World of Work's Get Moving pages have information on everything from course choices to Modern Apprenticeships, as well as top tips on CV's, application forms and interview techniques.

For young people aged 16 to 25 living in Scotland there's also the chance to win up to £1000 of travel vouchers, to help get their career moving in the right direction this year. The prize, in partnership with Young Scot Extra, can be used to pay for driving lessons, buy a new bike, or pay for a train, bus or ferry pass to get to work, go to an interview, or attend college, university or training. The winner can choose the travel prize that will benefit their career the most.

<http://www.myworldofwork.co.uk/getmoving>

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## Disability Rights UK

Disability Rights UK would like to hear from members of the public who are planning to return to work following a serious illness. We have been asked to find participants for an online media project which will follow a group of individuals as they aim to make the return to either their previous roles or new careers. We are recruiting for a partner



initiative that is hoping to chart the progress and challenges that people experience when trying to get back to work and also offer some insight to the financial implications and resources that could be available.

Places are extremely limited and interested parties will need to be prepared to be filmed and share their experiences for short films that will be available online. In return our partners are able to offer short term financial support, access to rehabilitation services and a host of other benefits.

If you would like to find out more please email [jason.jaspal@disabilityrightsuk.org](mailto:jason.jaspal@disabilityrightsuk.org)



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### My Choices Project

In 2012, we sent a leaflet out to our members (over 1500 at the time) excitedly announcing the My Choices project. We asked people if they had the support to do anything they wanted to do, what would they choose?

Can you imagine the response?! The truth is only a handful of people responded. Does this mean that people aren't interested in making choices about their lives, that the demand for SDS must be low? Absolutely not.

But on second thoughts, it's not that straightforward.

Many disabled peoples' lives have long been limited by discrimination, low expectations, low income, social isolation, poor health and lack of choice.

Such factors destroy confidence and the challenge of thinking about what you might want to do becomes huge.

This was one of our first learnings on what was to become a fascinating and insightful journey. There are many disabled people who simply do not dare to dream.

This tells us that disabled people (and non-disabled people alike) may need support to make choices about their lives. With the right support disabled people can dare to dream – both modest and amazing things.

Would you like to hear more about My Choices/SDS Road Testers? If you would like us to give a presentation/talk or host a Q&A session, don't hesitate to contact us on [info@gdaonline.org.uk](mailto:info@gdaonline.org.uk).



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### Research Report

The communication needs of people with a hearing loss in the UK are becoming more varied, according to recent research by [The Ear Foundation](#) and [Signature](#).

Providers of communication support said the needs of people with a hearing loss are more diverse than in the past and forecast them to become more so. The main reasons are increases in the use of cochlear implants and an increasing number of people living in the UK whose main language is not English.

Sue Archbold, chief executive of The Ear Foundation, said: "This diversity of need results in changing roles and responsibilities for providers of communication and language support, particularly in education.





The Ear Foundation

"They will need to consider how they deliver their services to take advantage of this diversity, which is only set to increase, and think about their changing training needs." Jim Edwards, chief executive of Signature, said: "These findings are crucial for organisations such as Signature, the leading awarding body for qualifications in communication with deaf and deafblind people, in developing its strategic direction. "Those involved in delivering education will also want to reassess their offer, if they aren't already. We have demonstrated the demand, and we hope it will help to stimulate supply."

Lesley Weatherson, chair of the Association of Lipspeakers, said: "Professional lipspeakers have been playing an important part in supporting the communication needs of deaf and deafened people for many years.

"However, our roles have changed by demand and now vary from providing lip pattern with finger spelling to full signed supported lipspeaking. Many of us hold both lipspeaking and British Sign Language qualifications.

"It is quite a skill to listen and process information, lipspeak clearly and simultaneously add signs to support related vocabulary."

The providers who responded to the survey were mainly sign language interpreters and communication support workers. The vast majority, 96 per cent, provided sign language interpreting. 65 per cent provided sign with speech (mainly sign) and 42 per cent speech with sign (mainly speech).

Just over half said variety in the form of communication used had increased, as had the need for flexibility. A similar number thought this would continue, with 45 per cent concerned they would have difficulty meeting the needs of a group.

The service most frequently used by people with a hearing loss is a palantypist or subtitles. 52 per cent of respondents said they used a palantypist or subtitles and would continue to do so in the future.

While 37 per cent used a sign language interpreter, 41 per cent would do so if they had the choice. 36 per cent used a notetaker, but 40 per cent would like to. And eight per cent used a lipspeaker but 13 per cent would like to.

But the biggest difference between current use and future preference related to communication support workers using a mixture of speech and sign. 24 per cent used a communication support worker, but a third would do so if they had the choice.

#### **Notes to editors**

The report is available at

[http://www.signature.org.uk/documents/news/research\\_ear\\_foundation\\_communication\\_needs\\_deaf\\_people\\_2015\\_01.pdf](http://www.signature.org.uk/documents/news/research_ear_foundation_communication_needs_deaf_people_2015_01.pdf).



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## **Scottish Throughcare and Aftercare Forum**

### **Can You Help Shape Services for Looked After Children and Young People?**

With the Children and Young People (Scotland) Act 2014 there are big legislative changes taking place in Scotland this year that will directly impact looked after children and young people, care leavers and the professionals who support them. Against this background of opportunity and uncertainty, the Scottish Throughcare and Aftercare Forum (STAF) is beginning a consultation with organisations across all sectors to better understand the issues and concerns they have about this new Act, for themselves and their service users. If you provide any service to children or young

people, even if you have not identified them as being in care or having left it, please complete STAF's short online survey, which will take no more than 4 or 5 minutes to complete.

<http://www.surveymonkey.com/s/staf2015>

The results of this research will inform and influence STAF's work with service providers throughout Scotland to improve the lives of young people with experience of living in care today. If you have any questions about this research, please contact STAF's Communications Manager Julian Dawydiak on 0141 357 4124, or email [julian@scottishthroughcare.org.uk](mailto:julian@scottishthroughcare.org.uk). Further information about STAF's work can be found at [www.scottishthroughcare.org.uk](http://www.scottishthroughcare.org.uk)

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## The All Aboard Competition Launched



The All Aboard competition challenges students aged between 14-18 across the UK to come up with innovative solutions to make buses more accessible for people with visual or hearing impairments.

Run by the Transport Systems Catapult on behalf of the Department for Transport, the competition was officially launched by Baroness Susan Kramer, Minister of State for Transport, on 24 October 2014.

This is a great opportunity for students to use their creativity and design, art, technology, engineering or computing skills to solve a real-life challenge that can improve everyday life for thousands of people. The competition can be entered individually or in teams of up to five participants and some fantastic prizes are on offer, including a cash prize worth £1000, a tour of the Houses of Parliament with Baroness Kramer and the chance to see the winning idea turned into a product.

The deadline for entries is 13 February 2015 and finalists will be invited to present their work at the Big Bang Fair 2015 - [http://www.thebigbangfair.co.uk/About\\_Us/](http://www.thebigbangfair.co.uk/About_Us/), where a panel of judges will decide on the competition winner. Visit the competition website - <http://www.theallaboardcompetition.co.uk/> - where you can see the video of the launch and find all the information you need.

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## Housing for deaf people over 60



Trust Housing has some properties available for rent at our supported housing development in Calton, Glasgow.

The development is suitable for members of the deaf community who are over 60. All of our staff sign, all the flats have flashing lights for internal and external doors and the fire alarm light, as well as vibrating pillows. Please check the link for more information: <http://www.trustha.org.uk/properties/52/detail/>



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## Deaf Action's Youth Service

Deaf Action has received funding from Children in Need to create a new service starting in 2015. This service will be for young people between the ages of 10 and 18, living in the Edinburgh and Lothian areas, and are affected by a hearing loss - from children who are Deaf BSL users, deafened, deafblind, hard of hearing or children of deaf adults. The group will aim to enhance independence, self-esteem, confidence, communication and life skills while ensuring all young people are given equal opportunities.

Our goal is to set up a youth service, with weekly events including some weekend groups and a range of activities during holiday periods. There will be a variety of activities, group work, life skills, themed projects, sports, drop-ins, family days, and so on. The group will have a team of sessional youth workers, volunteers/role models and a youth council to ensure young people are at the heart of the planning.

If you would like to get involved or require further information please contact Alex Furneaux at:

SMS: 07816938167

Telephone: 0131 652 3208

Email: [alexfurneaux@deafaction.org](mailto:alexfurneaux@deafaction.org)



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## Save The Date! Contact Police Scotland – Your Say, Your Way

Police Scotland, working in partnership with the Scottish Disability Equality Forum is holding events across Scotland. The aim of these events is to work with communities to ensure that everyone in Scotland has fair and equal access to contact Police Scotland through our Service Centres.

We need you to help us make our services right for you. You can help by coming along to one of our events where you can share your experiences, test our systems and help develop the way people will be able to contact Police Scotland in the future.

Tell us what you need to ensure you can have your say and communicate in your way. A light lunch will be provided along with refreshments throughout the day.

### Location Date/Time Venue

**Aberdeen** 19 February 2015 11.00am – 4.00pm  
Altens Community Centre, Strathburn Street, Altens, Aberdeen AB12 3SE

**Inverness** 20 February 2015 11.00am – 4.00pm  
Merkinch Community Centre, Coronation Park, Inverness IV3 8AD

**Glasgow** 24 February 2015 11.00am – 4.00pm  
Clyde mill Training Centre, Westburn Drive, Cambuslang G72 1AA

**Fife** 25 February 2015 11.00am – 4.00pm  
Scottish Police College, Tulliallan Castle, Kincardine Fife FK10 4BE

**Edinburgh** 2 March 2015 11.00am – 4.00pm  
Norton Park, 57 Albion Road, Edinburgh EH7 5QY

**Borders** 10 March 2015 11.00am – 4.00pm  
The Buccleuch Centre, Langholm, Dumfries & Galloway DG13 0AW



**Scottish Disability  
Equality Forum**

You can book your free place via our online registration form at Eventbrite, click here <http://www.eventbrite.co.uk/o/contact-police-scotland-your-say-your-way-7909024322>

For further information or individual assistance with booking, please contact **Vicky Innes** Tel: **01259 272064** and we'll be in touch to see how we can help. Emailing your details and any information that will help us assist with your participation-including communications support, transport information, access or dietary requirements to: [vicky.innes@sdef.org.uk](mailto:vicky.innes@sdef.org.uk)  
Text/SMS to **07985 874 287** highlighting your details and the venue you wish to attend.



## Working with Scotland's Communities - a survey of who does community learning and development (CLD) in Scotland

Working With Scotland's Communities is a national study to find out more about the diverse range of paid workers and volunteers that provide CLD in communities across Scotland. An online survey aimed at the organisations that employ these workers will go live at the start of March.

We know that community learning and development approaches are used in a wide range of settings and sectors, by workers and volunteers with a wide variety of different job titles. We want to hear from as many organisations as possible that employ these workers to build a current national picture of how many there are, what they do, and what their training and development issues are.

For more information and to access the survey when it goes live, please go to the CLD section of the Education Scotland website -

[http://www.educationscotland.gov.uk/communitylearninganddevelopment/index.asp?dm\\_i=LQE,3479Z,CEX9GD,B69HE,1](http://www.educationscotland.gov.uk/communitylearninganddevelopment/index.asp?dm_i=LQE,3479Z,CEX9GD,B69HE,1) .

## Vacancies

### Tayside NHS Board Member appointment



NHS Tayside is looking for a new member to join its Board. If you are looking for a challenging, rewarding and worthwhile opportunity, we would like to hear from you. Applications are invited from a wide range of people who have an interest in public service and are committed to the NHS in Scotland. You do not need have worked in the NHS or have previous experience of being on a Board. Please pass on details of these opportunities to anyone else you think may be interested.

NHS Tayside is responsible for meeting the health needs of around 400,000 people living in Tayside, and provides a comprehensive range of primary, community-based and acute hospital services for the populations of Dundee City, Angus and Perth & Kinross.

As a non-executive member of the Board, you will be expected to play a central role in guiding the strategies which address the health priorities and health care needs of the resident population and monitor the performance of the Board in delivering these. This role is as challenging as it is rewarding – and you will be offered the training you'll need to make a strong contribution. An essential requirement of this post is that you can demonstrate a substantive knowledge about, interest in, or connection to the delivery of health and social care services in the area served by the Board. You must be also be able to demonstrate a number of skills, including:

- The ability to analyse and review complex issues and come to a view on these issues
- The ability to maintain a focus on what is important for an organisation and to deliver against outcomes
- The ability to challenge constructively and provide support
- The ability to communicate effectively

In addition to these skills we are looking for someone who can also demonstrate



skills in **ONE** of the following areas:

- Finance
- Community engagement
- Customer service
- Media skills, including digital media/social media



**Remuneration:** £8,088 per annum (non-pensionable) is payable. You will also receive reimbursement for all reasonable travel and subsistence costs and any reasonable dependant-carer expenses incurred whilst undertaking Board duties and for support required to help you carry out your duties effectively

**Time commitment:** The time commitment will vary week to week, but on average the role will take up around 8 hours per week. This time will be a mix of daytime board meetings; daytime visits and other meetings; reading documents in your own time and attending stakeholder events, some of which may be in the evenings or at weekends. Such meetings and other Board activities – conferences, workshops and Board Away Days – may involve overnight stays. Occasionally you may be required to attend at a greater frequency subject to the Board's ongoing business needs.

Appointment details: **The appointments will be for up to 4 years, with the possibility of re-appointment subject to evidence of effective performance and to satisfying the requirements of the person specification for the role at the time of re-appointment.**

**Location:** Meetings for the Board will normally be held in Dundee, but may on occasion be held elsewhere in the NHS Board area.

**Interviews:** It is expected that interviews will be held on **16 March 2015** in Dundee.

**Further information:** If you would like to find out more about the role, you are welcome to contact the Chairman, Mr Sandy Watson OBE, by calling **Alex Warner, Personal Assistant to the Chair**, on **01382 740708**, or by emailing [alex.warner@nhs.net](mailto:alex.warner@nhs.net).

Full details of the criteria to be met for the position are contained in the person specification, which forms part of the application pack. Also included in the pack is more detailed information about Tayside NHS Board and its role within NHS Scotland.

For full information on the appointments, please read the Application Information Pack accessed via the link below.

We encourage applicants to apply online, however, a downloadable application form is available. If you experience any difficulties accessing our website, please contact

Public Appointments, Wellbeing and Diversity (PAWD) on  
Freephone **0800 015 8449** or  
Fax on **0131 244 3833**

Email at [paapplicationsmailbox@scotland.gsi.gov.uk](mailto:paapplicationsmailbox@scotland.gsi.gov.uk)

Writing to PAWD, Scottish Government, E1 Spur, Saughton House, Broomhouse Drive, Edinburgh EH11 3XD.

Completed applications must be received on or before **Friday 13 February 2015**.





## Is the future of Gaelic important to you?

Scottish Ministers are seeking applications for the post of Cathraiche (Chair) of Bòrd na Gàidhlig

Bòrd na Gàidhlig is an executive Non-Departmental Public Body (NDPB) whose board is appointed by, and accountable to, Scottish Ministers. Under the terms of the Gaelic Language (Scotland) Act 2005 the Bòrd is to consist of no fewer than five, nor more than 11, ordinary members, and a Cathraiche. At present the Bòrd comprises of 7 ordinary members plus the chair. Due to retirement, the Ceannard (Chief Executive) John Angus Mackay, will be replaced by Iain Campbell on the 1<sup>st</sup> April 2015.

Ministers are seeking to appoint a new Cathraiche to the Bòrd.

This is a time of very positive developments for the Gaelic language, alongside some significant challenges. The 2011 census showed that the long-standing decline of numbers of people speaking Gaelic had largely stabilised, with an increase in numbers speaking, reading and writing the language between the ages of 3-19. We have also seen a very significant increase in the number of children entering Gaelic Medium Education. At the same time, setting the Gaelic language on a long-term course of increasing numbers remains of critical importance. It is also an important time for Bòrd na Gàidhlig as an organisation, as it prepares and then takes forward the development and implementation of the National Gaelic Language Plan 2017-2022.

### Bòrd na Gàidhlig

Scottish Ministers have clear ambitions for Gaelic in Scotland, and there are equally high expectations from the Gaelic community.

The Gaelic Language (Scotland) Act 2005 established Bòrd na Gàidhlig as the national body responsible for promoting Gaelic language, culture and education in Scotland. Its statutory duties include the delivery of a National Plan for Gaelic and working with public bodies on the development of Gaelic Language Plans. Bòrd na Gàidhlig is based in Inverness. In the financial year 2013/14 it managed grant in aid worth £5.1 million. More information can be found on the Bòrd's website at [www.gaidhlig.org.uk](http://www.gaidhlig.org.uk).

The key responsibilities for the Cathraiche are as follows:

- As its most senior advocate, to represent BnG and its statutory role in delivering Scottish Ministers' policy aims for Gaelic at a national, UK and international level.
- To be directly accountable to Scottish Ministers for the development and delivery of the Gaelic National Plan and delivering its outcomes.
- To lead the Bòrd, ensuring strong corporate governance and clear corporate direction for Bòrd na Gàidhlig and its staff
- To provide senior guidance and support to the Chief Executive and Bòrd na Gàidhlig Senior Management Team in delivering the outcomes required of Bòrd na Gàidhlig, within a culture of excellence, continuous improvement and value for public money.
- To actively promote Gaelic and continually strengthen working relationships



with Gaelic organisations, the wider Gaelic community and a wide range of other organisations in working towards National Plan objectives.

The Cathraiche will be expected to spend on average four days per month (30 hours) on Bòrd business and to attend up to four Bòrd meetings annually; at least half of which will normally be held in Inverness. The Cathraiche may also be involved in other activities which require attendance at additional meetings and events, including representation of Bòrd interests in the UK and, potentially, overseas. Occasional weekend and evening work may be required.

The term of the successful candidate's appointment will normally be a term of not less than 3 years from the date of appointment with the possibility of re-appointment for a second term, subject to satisfactory continuous performance assessment and fulfilling the skills, knowledge and personal qualities required at the time of re-appointment by Ministers. The appointment will take effect from 01 June 2015. Induction guidance and training will be provided.

The current annual remuneration is £12,648 per annum and is subject to annual review. This appointment is not pensionable but all directly related travel as well as subsistence costs and reasonable dependants' childcare and carer costs incurred in carrying out the duties of appointment will be reimbursed.

**The closing date for applications is 27<sup>th</sup> February 2015.**

An application pack and full details on this, and other public appointments, can be downloaded from this website. [www.appointed-for-scotland.org](http://www.appointed-for-scotland.org)

Alternatively, an application pack can be obtained by email, post, telephone and fax using the details below. You should provide your name, address and the appointment that you are interested in.

Application forms are available in Gaelic to download or on request.



## Events



### Dates for Voluntary Sector Locality Network Events in North Lanarkshire

During February and March 2015, Voluntary Action North Lanarkshire will host its latest round of six Voluntary Sector Locality Network Events across North Lanarkshire for volunteers, voluntary sector organisations and other partners in the community to come together to share key information. Voluntary Action North Lanarkshire would like to invite you or representative(s) or your organisation to come along to any of the below listed events.

If you are a volunteer or paid staff member in a local voluntary sector organisation (or work for any other partner organisation with an interest in communities), and feel you would benefit from coming together with other volunteers and organisations to discuss key issues affecting voluntary action in your town and gain updates on key policy / strategic information affecting voluntary sector groups and volunteers, attending a Voluntary Sector Locality Network could be beneficial for you. Network events in February – March 2015 will be held as follows:

#### MOTHERWELL AREA VOLUNTARY SECTOR NETWORK

Friday 27<sup>th</sup> February 2015 9.30am – 12.30pm Tilsley Auditorium, The Glo Centre, 78 Muir Street, Motherwell, ML1 1BN

### BELLSHILL AREA VOLUNTARY SECTOR NETWORK

Tuesday 3<sup>rd</sup> March 2015 9.30am-12.30pm Bellshill Cultural Centre (library), John Street, Bellshill, ML4 1RJ

### AIRDRIE AREA VOLUNTARY SECTOR NETWORK

Thursday 5<sup>th</sup> March 2015 1.00pm-4.00pm The Lesser Hall, Sir John Wilson Town Hall, Stirling Street, Airdrie, ML6 0AS

### CUMBERNAULD AND NORTH AREA VOLUNTARY SECTOR NETWORK

Wednesday 11<sup>th</sup> March 2015 1.00pm - 4.00pm Craigieburn Suite, Cumbernauld New Town Hall, Bron Way, Cumbernauld, G67 1DZ

### WISHAW & SHOTTS AREA VOLUNTARY SECTOR NETWORK

Tuesday 17<sup>th</sup> March 2015 1.00pm - 4.00pm Voluntary Action North Lanarkshire Community Hub (former church building), Kenilworth Avenue, Wishaw, ML2 7LP

### COATBRIDGE AREA VOLUNTARY SECTOR NETWORK

Thursday 19<sup>th</sup> March 2015 6.00pm- 9.00pm Coatbridge Community Centre, St Andrews Sports Complex, 9 Old Monkland Road, Coatbridge ML5 5EA

Please book places by contacting Voluntary Action North Lanarkshire on **01236 748011** or e-mail [info@vanl.co.uk](mailto:info@vanl.co.uk)



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## Tinnitus Awareness Week 2<sup>nd</sup> to 8<sup>th</sup> February 2015



North East Sensory Services is supporting the British Tinnitus Association's Tinnitus Awareness Week. North East Sensory Services (NESS) exists to promote the needs of people living with a significant sensory loss. In Tayside, Perth and Kinross, and Angus, we provide social work support as well as information and advice to people who are Deaf or living with a hearing loss. Tinnitus is often experienced by people who have a hearing loss.

### What is tinnitus?

Tinnitus is a common condition experienced by over 1 in 10 people. Tinnitus is the experience of hearing sounds that do not have an external source. People with tinnitus will hear different sounds such as ringing, buzzing or humming. Some people hear one sound, while others hear several sounds. Some people's tinnitus comes and goes, others hear sounds constantly.

Over half of those with tinnitus become distressed by it as it can cause difficulties with sleep and poor concentration. People can also become anxious and depressed.

### What causes tinnitus?

No-one really knows what causes tinnitus and the British Tinnitus Association is committed to furthering research into causes and treatments of tinnitus. Many people with a hearing loss will experience tinnitus, and ear infections and exposure to loud noise can also contribute to tinnitus.

Stress and anxiety aggravate tinnitus and treatments that involve relaxation and meditation are recommended to help alleviate the distress caused by the tinnitus. Cognitive behavioural therapy (CBT) can also be an effective treatment for some people.

### Treatment and support for tinnitus

The British Tinnitus Association continues to support and fund research to help understand the causes and identify new treatments for tinnitus.

There is lots of information on the British Tinnitus Association website -



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## Winter Party

**Saturday, 7<sup>th</sup> February 2015, from 1pm to 4pm at Deaf Connections,**  
**Deaf children aged 0 – 11yrs,** Siblings welcome to attend but please bring a wrapped gift.

Places can be requested by email at [wsdcs@btconnect.com](mailto:wsdcs@btconnect.com) ; telephone on **0141 243 2958**; or on our **Facebook** page.

Please remember places are limited! So before requesting a place, please be certain that your child(ren) can attend and we will get back to you as soon as possible to let you know if a ticket has been reserved or if you have been placed on our waiting list for cancellations.



## Personal Advocacy Drop-in Sessions

**Tuesdays from 11am – 1pm**

With Avril Hepner, BDA Community Advocacy and Development Officer

Avril will offer independent, confidential, one-to-one (peer) advocacy services for Deaf BSL users.

Explain what advocacy is and how to use the service

She will find information to help you to make your own decisions and choices, put you in touch with other organisations and sources of support and advice.

Venue: BDA Scotland, Suite 58, 1<sup>st</sup> Floor, 93 Hope Street, Glasgow, G2 6LD

Email: [cado.sthscot@bda.org.uk](mailto:cado.sthscot@bda.org.uk) ; SMS: 07814386298; ooVoo: Avril.Hepner.BDA



## Hate Crime Drop-in Centre

**When:** Every Monday from 10 am to 2pm

**Where:** BDA Scotland, Suite 58, 1st Floor, 93 Hope Street, Glasgow, G2 6LD

- Do you want to know more about Hate Crime?
- Did you experience or witness a Hate Crime?
- Do you want to report a Hate Crime in a comfortable and private place?

For more information and to book an appointment, contact Helen Morgans-Wenhold

**Email:** [hco.scot@bda.org.uk](mailto:hco.scot@bda.org.uk) **ooVoo:** helenmorgans-wenhold

For more information, go to <http://www.bda.org.uk/Events/226>



## Bespoke Deaf Awareness Training

Learners will be taught basic sign language that will allow them to communicate with deaf people. In addition, participants will be made aware of the essential 'dos and don'ts' when communicating with deaf people. Courses can be tailored to meet the requirements of business users. The 'I've signed up to Donaldson's' deaf awareness course will help your organisation to become compliant with the Equalities Act.

Dates for 2014/2015

Dates and times may be flexible to meet the needs of your organisation. We may also be able to hold the training courses in your work place.

Campus at Donaldson's,  
Donaldson's School,  
Preston Road,  
Linlithgow  
EH49 6HZ

Tel: 01506 841900

Email: [info@donaldsons.org.uk](mailto:info@donaldsons.org.uk)

Web: <http://www.donaldsons.org.uk/training-courses.aspx>

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## BSL (British Sign Language) Sessions for Learners in Scotland

### Edinburgh BSL Group

This is a welcoming group of signers, both hearing and Deaf. Join us every second Thursday for a cake and some friendly, relaxed chat in BSL. The group is informal and the signers are of different levels of ability. Signing is on and voices are off!

If you have any questions, please contact Rachel Walker on **07814198715** or [edinburghbslgroup@hotmail.co.uk](mailto:edinburghbslgroup@hotmail.co.uk)

Meeting day: Every second Thursday

Time: 7.00 – 8.30pm

Venue: 'Edinburgh Coffee Cake', 18 South Clerk St, Edinburgh, EH8 9PR

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## Lipreading Classes, Sessions & Information

### Lipreading Resources

There is a new website [www.scotlipreading.org.uk](http://www.scotlipreading.org.uk). A list of FAQs has been produced [www.scotlipreading.org.uk/index.php/faqs/](http://www.scotlipreading.org.uk/index.php/faqs/) to help people understand what lipreading is and how to access classes.

For more information on how lipreading can help improve the lives of people with hearing loss across Scotland – visit the SCoD website campaigns page:

<http://www.scod.org.uk/information/parliament/campaigns/>





### **First National Conference for Scotland's Deaf Sector 'Connect & Collaborate'**

**12<sup>th</sup> March 2014  
The Concert Hall  
Glasgow**

Next month, SCoD is hosting a landmark national conference that is intended to place Scotland's deaf community at the fore of the public debate.

The event, which we intend to be the first in an annual series, will help us to champion the deaf community in finding a national voice.

Some 850,000 people in Scotland – around 1 in 6 - have some level of hearing loss and this has huge implications for us as a society, and as an economy. And yet we still make very little provision for deaf and hard of hearing people.

This conference will not only help us to get equality and access issues into the mainstream conversation. We intend it to be an environment where people can come together to discuss where we have been and where we are going - and to find ways for the deaf sector to work better together.

Chief Officer of SCOD Janis McDonald, explains:

“This national event is a beginning. We intend our conference to grow and evolve over a period of years, helping to raise our own profile and to publicise the needs and concerns of Scotland's deaf community”

The event is expected to attract around 200 attendees, drawn from deaf and deafblind agencies, national and local government, the private sector, and public agencies.

It will feature high-level keynote speakers as well as a series of workshops, performances from Solar Bear, and there will also be information stalls from agencies and private sector companies.

For more information contact:

Kellas McRobert  
SCoD Office Manager  
[Kellas@scod.org.uk](mailto:Kellas@scod.org.uk)



### **'Can We Make Things Better? YES WE CAN!!'**

Delivering positive outcomes for disabled & disadvantaged learners

#### **Conference Chair**

Keith Aitken, award-winning journalist, and an author, broadcaster, podcaster and one of Scotland's busiest events facilitators

#### **Date and location**

Thursday 11<sup>th</sup> June 2015, Central Scotland





## Key themes:

The key focus will be around creative and inclusive approaches towards delivering positive outcomes for disabled and disadvantaged learners. This will include a wide range of 'positive outcomes', e.g:

- progression into and through various types of learning
- moving on to employment or training
- volunteering
- developing various 'soft skills', such as becoming more independent, developing self-confidence and communication skills, independent travel, improved well-being, etc.

## Why will I attend?

Much of the focus in Scotland's learning sector in recent years has been around supporting learners to achieve 'positive outcomes'. However, it's important to consider some key questions:

- how do we ensure that disabled and disadvantaged learners are given the right support to reach their potential?
- how do we support learners who may be disengaged, or those for whom 'positive outcomes' might not relate to qualifications or employment?
- how can we effectively support disabled and disadvantaged learners during key transition stages?

This conference stimulates a conversation during which learning providers, employers, employment support agencies, and other support organisations can work together to support such learners to overcome barriers and reach their potential.

## Aims

The main aims of the conference are to:

- encourage and facilitate effective *partnership working* between the various agencies involved in supporting disabled and disadvantaged learners;
- *showcase and share good practice* around meeting the needs of disabled and disadvantaged learners;
- generate discussion to support Lead Scotland to work with our partners to *take forward action* to address the key issues arising from the conference.

## Format and fees

The conference will be structured to allow delegates to attend for either a half-day (£35 per delegate incl. lunch) or a full day (£60 per delegate incl. lunch). Both sessions will incorporate distinct, but complementary, themes. Various organisations /equipment providers will be hosting stalls which you can visit throughout the day.

## Further information

If you would like further information about the conference, please contact us at [conference@lead.org.uk](mailto:conference@lead.org.uk) or telephone 0131 228 9441.

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**CODALAND: The 30th CODA International Conference is coming here to England! 16th-19th July 2015!**

Please, spread the message about this exciting upcoming event, to any members or contacts that are hearing and have Deaf parents:

Want to meet CODAs from around the world?  
Want to spend a weekend doing lots of relaxing/fun activities?  
Want to be involved in a once in a lifetime opportunity?



Say You Will be There!

75 people have already registered from around the world!

Deadline for Financial Aid is 14th Feb 2015  
Workshop Proposals are due 20th Feb 2015

For more information, to register or donate: [www.codaland.co.uk](http://www.codaland.co.uk)  
Email: [2015@codaukireland.co.uk](mailto:2015@codaukireland.co.uk)

Check out some items we have for sale to raise funds for this event:  
[http://www.codaukireland.co.uk/store/c1/Featured\\_Products.html](http://www.codaukireland.co.uk/store/c1/Featured_Products.html)"

## Training Events

### Training Course – Group Work Skills

Action on Hearing Loss, Scotland, Transition Project and The Pacific Institute are delivering a course called Group Work Skills to young deaf and hard of hearing people, aged 16 – 30 to learn:

- Positive transition from school to college/work or college to work
- How to bring the best in a group and yourself
- Effective communication and social skills
- Improve your confidence
- Interacting with others and sharing views in a confident and professional way

The event will take place on Monday 9<sup>th</sup> February and Wednesday 11<sup>th</sup> February 2015 at Action on Hearing Loss Scotland Offices, Empire House, 131 West Nile Street, Glasgow, G1 2RX. Time is from 10am – 3pm.

Lunch will be provided on both days and travelling expenses will be reimbursed if receipt is provided.



**ACTION ON  
HEARING  
LOSS**



**ACTION ON  
HEARING  
LOSS**

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### Sleep Scotland

Are you responsible for supporting families who have children with additional support needs?

If so, Sleep Scotland may be able to help.

At Sleep Scotland we provide training to professionals from Health, Education, Social Work and the Voluntary Sector to work as Sleep Counsellors and run a sleep service in their local area.

Details of our next course are as follows:

#### Training Dates

**Sleep Counsellor Training** 10, 11, 12, 18, 19 March + 21 May 2015

**Sleep Awareness Training** 24 & 25 February 2015



This training aims to give participants a comprehensive knowledge of sleep processes and the problems children with additional support needs may experience, and introduce cognitive behavioural management.

Upon completion of the training, participants will be able to apply cognitive and behavioural principles to managing sleep problems in children with additional support needs. They will also be able to set up and run a sleep counselling service in conjunction with Sleep Scotland to help families with children with additional support needs.

Group discounts are available, please call us for more information.

Regards  
Karen Jenkinson  
Training Manager

Sleep Scotland  
8 Hope Park Square  
Edinburgh EH8 9NW  
0131 651 1392  
[karen@sleepsotland.org](mailto:karen@sleepsotland.org)



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### Working together using online resources to support carers at work

The Open University in Scotland (OUiS), in partnership with the Equal Partners in Care (EPiC) project and the Carer Positive kitemark, has developed a resource for managers and policy makers to support carers in their workforce. Caring Counts in the Workplace is a new version of Caring Counts, a free online reflection course for carers which was developed by OUiS in 2014. The new resource will be launched at a symposium during Carers Week 2015.

Please save the date for a symposium which will explore the following themes:

- Learning lives: supporting carers' learning needs and enhancing employability
- Working lives: supporting carers in the workplace. Launch of Caring Counts in the Workplace resource.
- Carer Positive: kitemark for employers developed by Carers Scotland and the Scottish Government. Sharing of good practice.
- Working with Carers and Young Carers: the Equal Partners in Care framework for workforce learning and practice. Learning resources for managers and staff who support carers.

The symposium will be of interest to employers and managers (in the public, private and third sectors), educators, carers and carer organisations.

We have limited places for this event. Invitations and details of how to register will be sent out in early March with the programme for the event. Please save the date in your diary now.

For more information, please contact:

Lindsay Hewitt, The Open University in Scotland  
[lindsay.hewitt@open.ac.uk](mailto:lindsay.hewitt@open.ac.uk)  
0131 549 7175



## Training the Trainers

Free courses starting March 2015 for trainers who work with unpaid carers in Scotland



The National Carer Organisations are pleased to offer a further three 'Training the Trainers' programmes starting March 2015. Each programme will be delivered over five days and will be of interest to staff who plan, design, deliver and evaluate training for unpaid carers – whether new or established in their training role. A flyer is attached giving more details of the sessions which will take place in:

**Glasgow:** Robertson House, 152 Bath Street, Glasgow, G2 4TB  
17/03/15; 18/03/15; 22/04/15; 28/04/15; 29/04/15

**Perth:** The Gateway Centre, North Methven Street, Perth, PH1 5PP  
24/03/15; 25/03/15; 28/04/15; 05/05/15; 06/05/15

**Edinburgh:** Scottish Storytelling Centre, 43-45 High Street, Edinburgh, EH1 1SR  
31/03/15; 01/04/15; 29/04/15; 12/05/15; 13/05/15

For more details and/or to book a place please contact **Jacqui Stevenson** on **0141 285 7933** or email [jstevenson@carers.org](mailto:jstevenson@carers.org) by **Friday 20 February 2015**. Places are limited so early booking is recommended.

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## SUPPORTING CARER LEADERSHIP



An event for workers in social care

If you want time to reflect on how you support carers to demonstrate their leadership capability, and you would like to know what others are doing and the resources available to help you, come along to this event to share your stories and experiences. The day will provide the opportunity to talk about how you can make a difference to your practice in working with carers. By the end of the event you'll understand more about how you can work in partnership with carers and support them in their leadership role, as well as gaining more knowledge about resources available to support your practice.

Aim: To explore how to work in partnership with carers.

Outcomes for the day:

- workers understand how working in partnership with carers benefits everyone
- greater knowledge about resources which are available to support the practice of carers as leaders.



The event is free of charge and runs from 10.00am to 3.00pm. Lunch and refreshments are provided.

Thursday 5 March: Perth

If you are interested in attending please contact [shirley.gibson@sssc.uk.com](mailto:shirley.gibson@sssc.uk.com) or **01382 207170** or book your place directly on Eventbrite

Accessible Theatre: Interpreted



## Aberdeen | Signed

**To Kill a Mockingbird**, Thurs 19<sup>th</sup> Feb 2015 at 7.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**Jersey Boys**, Thurs 12<sup>th</sup> March 2015 at 7.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**The Full Monty**, Thurs 2<sup>nd</sup> April 2015 at 7.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

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## Glasgow | Signed

**Shrek the Musical**, Sun 10<sup>th</sup> May 2015 at 5.30pm  
King's Theatre, 297 Bath Street, Glasgow G2 4JN. Tickets from theatre Box Office on Bath Street (open 10am-6pm, Mon-Sat) or tel (v0844 871 7648 Option 4; text relay calls 18001 0844 871 7677 or email [specialistsales@theambassadors.com](mailto:specialistsales@theambassadors.com); [www.atgtickets.com/glasgow](http://www.atgtickets.com/glasgow) (bkg fee)



## Accessible Theatre – Captioned

The Federation of Scottish Theatre [www.scottishtheatre.org/](http://www.scottishtheatre.org/) oversees captioning in Scotland's theatres. Contact your local theatre and ask to be added to their mailing list.



When booking tickets, ask for seats suitable for viewing the captions!

## Aberdeen | Captioned

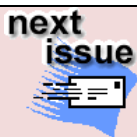
**Shrek The Musical**, Sun 8<sup>th</sup> Feb 2015 at 11am  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**To Kill a Mockingbird**, Sat 21<sup>st</sup> Feb at 2.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**Jersey Boys**, Sat 14<sup>th</sup> March 2015 at 2.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**Wicked**, Sat 23<sup>rd</sup> May 2015 at 2.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)

**The Full Monty**, Sat 4<sup>th</sup> April 2015 at 2.30pm  
His Majesty's Theatre, Rosemount Viaduct, Aberdeen, AB25 1GL  
Box office tel: 01224 641122, fax: 01224 337632; [www.boxofficeaberdeen.com](http://www.boxofficeaberdeen.com)



## Copy Deadline for the Next Issue

As always, the deadline is the end of this month.

Please forward your contributions for the next bulletin to: [admin@scod.org.uk](mailto:admin@scod.org.uk) .

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

If you are not a member of SCoD and would like to advertise an event, training courses or conferences, please contact our Office Manager, Kellas, at [admin@scod.org.uk](mailto:admin@scod.org.uk) before you send us the text as there may be an admin charge.

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