



## News from the Chief Officer

Dear Colleagues,

I will keep remarks short this month.

### The Office

SCoD remains busy dealing with day to day business – and the carpets have been cleaned!

Kellas is settling in to her role as Office Manager and we are reviewing our membership and contacts data. Overall, we now have fewer staff, so we are still adjusting to meet the demand. Levels of service are broadly similar to previous output levels, however we are taking slightly longer to turn around some work, particularly over the holiday week. Please bear with us. We are starting to use technology better and in the long run that will increase our ability to perform! We have received a small “Awards for All” grant to improve our communications “infrastructure” – telephones and internet access. We have had to delay moving the office furniture and changing the layout within the rooms but hope it will happen soon and we are able to communicate better and differently in 2015!

### Legal Structure



We are still waiting on information from Companies House and I am chasing up information from them.

Our audit 2013/14 is underway and the AGM is 25<sup>th</sup> November in the Albany Centre, Glasgow. Hope to see many of you there.

### BSL Bill

Information is out! Please do not hesitate to share comments with any of us at this early stage. We plan to organise and gather contributions over the next few weeks; through various methods and meetings.

### Access to Work

Mandy continues to orchestrate contributions from Scotland into the review process.

### Relationship Building

I have now managed to visit more than a third of the membership organisations as well as a large number of “stakeholder” organisations. I hope we can keep relationships building and I’ve been very pleased to be invited to a number of events, AGM and group meetings – I’m always available! Seriously, it is a priority for me to link in with as many of you as possible so please do let me know about your activities and possible options.

Thanks to those of you that have, or will complete Anthony’s survey questionnaire.

We have started some strategy and planning work with the SPS and other Criminal Justice Services. We will keep you informed as the work progresses. We have also contributed to the Scottish Stroke, Vision and Hearing Network and their recent conference in Perth.

**Janis McDonald**



## SCoD Membership Survey

“Recently we sent out a membership survey, in order to find out the views and opinions of our members on the membership offer we provide. We are grateful for the amount of feedback we have received, and would like to thank all those who completed the survey. Your responses will be used to inform SCoD as it reviews its membership offer and develops its strategy for the future.

With thanks”

**Anthony Morgan – SCoD Intern**



## Equality and Access for Deaf People: Project Update

Can't believe it's almost 1 year already!! Happy 1 Year Anniversary to our Project! We're now doing our year 1 review of the project. At the moment we're currently compiling and gathering our notes, information, papers, etc. together since the project started in November 2013. The Project Team is also planning our year 2 (from November 2014 – October 2015) events, meetings, especially follow-up meetings with different representatives with various Local Authorities and NHS Health Boards, and most importantly our first National Conference in partnership with SCoD.

We have a number of events coming up in Glasgow, so save the dates below:



- **GIRFEC Train the Trainer training for the Deaf Sector**
  - Wednesday 3 December 2014
- **Deaf Hub events**
  - Wednesday 21 January 2015 – Human Rights & Access
  - Wednesday 20 May 2015 – Engagement & Empowerment
  - Either Wednesday 9 or 16 September 2015 – Inclusion & Participation
- **National Conference**
  - Thursday 12 March 2015 – Connect & Collaborate

We have also organised future BSL&LAWG (British Sign Language & Linguistic Access Working Group) and P.I.G. (Project Implementation Group) Meetings throughout 2015. There will also be more events happening in 2015 from other organisations from both Public and Third Sector organisations (including Deafness), so watch this space!!

Lastly, we are opening our project evaluation to tender, so if you would like more information, please contact our full time project officer – Derek Todd: [derek@scod.org.uk](mailto:derek@scod.org.uk).





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## British Sign Language (Scotland) Bill

Mark Griffin MSP introduced the BSL (Scotland) Bill to the Scottish Parliament on 29 October 2014.

The Bill will promote the use of BSL by making provision for the preparation and publication of a British Sign Language National Plan for Scotland and by requiring certain authorities to prepare and publish their own BSL Plans.

To read the Bill and its accompanying documents and to access the BSL version, go to <http://www.scottish.parliament.uk/parliamentarybusiness/Bills/82853.aspx>.

SCoD will be gathering feedback from members on the Bill. If you would like to comment, please email Mandy at [mandy@scod.org.uk](mailto:mandy@scod.org.uk).

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## Better Regulation - Building Standards Review - 2015

This consultation forms part of a review considering proposals for a range of topics relating to building standards. The proposals include amendments to the technical guidance that supports building standards within Section 2: Fire, Section 3: Environment, Section 4: Safety, Section 5: Noise and Section 7: Sustainability of the Building Standards Technical Handbooks.

The papers can be read at <http://www.scotland.gov.uk/Publications/2014/10/7898/downloads>.

Closing date for responses is 21/01/2015.

SCoD has received a number of enquiries over the past 18 months or so about accessible smoke alarms and CO alarms. Please take this opportunity to give your opinion on the need for visual alarms. If you wish to make a contribution to the SCoD response, please email Mandy as [mandy@scod.org.uk](mailto:mandy@scod.org.uk) by **12<sup>th</sup> January 2015**.

## News: General



### Breathing Space BSL service – new opening hours

Breathing Space offers out-of-hours emotional support to deaf people who use British Sign Language (BSL). The twice-weekly webcam service has new opening hours. A BSL advisor is now available on Tuesday and Friday evenings for anyone struggling to cope emotionally.

#### Breathing Space BSL service new opening hours:

- Tuesday: 7pm – 10:30pm
- Friday: 7pm - 11pm

The service can be accessed at [www.breathingspacescotland.co.uk](http://www.breathingspacescotland.co.uk) by clicking 'BSL service'.



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## Visiting the Scottish Parliament

The Scottish Parliament has launched a new 'Visiting the Scottish Parliament' video in BSL. It contains information to help you plan your visit, including travel information, details of security checks, facilities and opening times. To view the video, please click [here](#).



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## Benefit sanctions lead to spiral of decline and destitution

Coming just a week after its report on food banks, which saw the Committee warn of the developing Dickensian welfare approach, this report comments on the "climate of fear around JobCentres, rather than one that encourages people to engage with them and find their way back to work".

Evidence presented to the Committee showed that the loss of income that sanctions can lead to is now twice the maximum that can be imposed in fines by the courts, with 79 people in Scotland in receipt of the maximum 3 year sanction. Additionally, four in ten decisions to apply a sanction are overturned.

Committee Convener Michael McMahon MSP said:

"When Neil Couling from the DWP came to Committee and said people welcomed the jolt of being sanctioned, the Committee was shocked. Our evidence says quite the opposite; being sanctioned leaves people with not enough money to make ends meet, certainly not enough to go out job hunting. The system is so broken that many people do not know why they have been sanctioned, which totally undermines the DWP assertion that sanctions 'teach' people a lesson. How many of us could manage if we did not get paid one week, without any notice or often explanation? This demonstrates once again the enormous gulf between reality and DWP thinking."

Within the report, the Committee asserts that sanctions must only be used as a last resort for those who have consistently and deliberately refused to engage with job seeking requirements without good reason. This builds on the evidence received by the Committee that people are often unaware of having been sanctioned, or what actions caused the sanctions. The report puts forward constructive ideas for how the system could be changed and advocates a sea change in the culture of the policy from punitive to supportive.

Mr McMahon continued:

"There has to be a change of approach when it comes to sanctions. It is not acceptable to punish people and push them into a cycle of decline for things often beyond their control. Many claimants don't have the IT skills or access to computers that is demanded of them. We've evidence of sanctions being made when someone did half an hour more of unpaid training than they were allowed to. It cannot be acceptable to remove people's money for such trivial matters or indeed punish people for trying to improve their job opportunities. People have to be supported by the system, not pressed down further. A review is long overdue and urgently needed before more people are pushed beyond the point of no return."

The Committee calls for a review of the current operation of the sanctions regime and specifically that:

- People should receive a written warning at the first breach before it is escalated to a sanction, to act as a deterrent and not a punishment.
- The initial letter and explanations of the process to claimants must be improved so that claimants are clear about the requirements on them and the consequences of not meeting them.
- People should have at least 10 working days' notice prior to a sanction being applied and be told of the reason for the sanction.
- Sanctions should be applied appropriately and consistently and with greater levels of discretion and support.



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- The consistent triggering of a stop in housing benefit as a result of a sanction should not happen and can lead to a significant debt developing from even a minor sanction.

Deputy Convener Jamie Hepburn MSP said:

“It is shameful that we are in a position where 9,000 lone parents have been sanctioned in Scotland and had their benefits reduced. That is 9,000 families where the state has made putting food on the table even more challenging than normal. We should be helping people back into work, supporting them to pursue opportunities, not punishing them for failing to tick the right box in a form and forcing them into destitution. All too often this triggers a downward spiral few can break out of. There are case studies both internationally and within the UK of how things can be done differently. We would urge the DWP to look to these for ways of helping the system become one of tough love, not tough luck.”

## Background

Alex Johnstone MSP dissented from the report.

Conditionality and sanctions have been part of the Job Seekers Allowance (JSA) since its introduction in 1996 and for Employment Support Allowance (ESA) claimants in the Work Related Activity Group (WRAG) since October 2008. A revised sanctions regime for JSA came into effect from 22 October 2012, and a revised sanctions regime for ESA came into effect from 3 December 2012. Sanctions also exist in a number of other benefits, but these are not covered in this report.

The new sanction rules are supposed to make the consequences of non-compliance with conditions clearer and impose more proportionate sanctions for claimants who repeatedly fail to meet their responsibilities. The rules, which are broadly aligned with the system that will be in place with Universal Credit (UC) introduced, comprise:

- 3 categories of sanction – ‘higher’, ‘intermediate’ and ‘lower’ – depending on the nature of the offence;
- Different levels of sanction for first, second and third offences
- Changes to the date a sanction starts - Sanctions will be applied more quickly – specifically by the next payment date.

The sanctions process for JSA operates as follows. Individuals claiming JSA are provided with a Jobseekers Agreement which specifies the conditionality of their JSA payments, including activities that must be carried out. From 28th October 2013, new claimants for JSA must complete a Claimant Commitment which replaces the Jobseekers Agreement. Claimants can be directed to undertake a range of specific activities and they have a duty to demonstrate that they have complied by providing evidence and information and by attending interviews with their JobCentre Plus (JCP) personal adviser.

A JobCentre Plus adviser can raise a sanction referral. This referral acts as a statement that, in the opinion of a personal adviser, a claimant may not be fulfilling the conditionality requirements and therefore may not be entitled to a payment of JSA. The referral is passed to a decision maker who will decide if a sanction is to be imposed. Once the claim has gone forward to a decision maker, a claimant may have their benefit suspended pending a decision being made. A decision to apply a sanction is called an adverse decision. A sanction will not be applied if the claimant can show that they had good reason for the action that led to a sanction being considered. For example, a good reason could be if the claimant left their job because they were a victim of bullying or harassment at work.

In general, JSA sanctions can last for a fixed period of 4, 13, or 26 weeks, or 3 years, depending on the level of sanction applied. It also depends on whether it is the first, second or third time that a sanction has been applied. There are special rules about when JobCentre Plus can sanction 16 and 17 year olds.

Under the new regime:

- Higher level sanctions (for example, for leaving a job voluntarily or failing to take part in the Mandatory Work Activity scheme, failing to take on a suitable employment opportunity) will lead to claimants losing all of their JSA for a fixed period of 13 weeks for a first failure (within 52 weeks – but not within 2 weeks - of their last failure).
- Intermediate level sanctions of 4 weeks for a first failure, rising to 13 weeks for a second or subsequent failures (within 52 weeks – but not within 2 weeks - of previous entitlement ceasing) may be applied following a period of disallowance for not actively seeking employment or not being available for work.
- Lower level sanctions (for example, for failing to attend an adviser interview or failure to comply with a Jobseeker Direction) will lead to claimants losing all of their JSA for a fixed period of 4 weeks for the first failure, followed by 13 weeks for subsequent failures (within 52 weeks – but not within 2 weeks - of their last failure).
- ESA claimants in the Work Related Activity Group who fail to comply with the conditions for receiving benefit receive an open ended sanction, followed by a fixed period sanction when they re-comply. The fixed period sanction will be one week for a first failure, two weeks for a second failure and four weeks for a third and subsequent failures in a 52 week period. Claimants who are sanctioned will lose all of their personal allowance, but their work related activity component will not be affected.

A system of hardship payments exists. In order to receive payments the claimant is required to prove they are at risk of hardship. In practice, hardship payments are made if claimants can demonstrate that they cannot buy essential items, including food, clothing, heating and accommodation and so are at risk of severe suffering or privation. Vulnerable groups which include anyone with responsibility for children can access hardship immediately; non-vulnerable groups cannot do so for the first 14 days of a sanction.

Follow the work of the Committee at [@sp\\_welfareref](https://twitter.com/sp_welfareref)

See more at:

<http://www.scottish.parliament.uk/newsandmediacentre/78115.aspx#sthash.m0DNkOJS.dpuf>



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## We are looking for Young Adult Carers!

### Time To Be Heard (TTBH): Electronic Young Adult Carer (E-YAC) consultation group for Scotland

Carers Trust Scotland is recruiting for participants for the Time To Be Heard (TTBH) Electronic Young Adult Carer (E-YAC) consultation group for Scotland. The TTBH campaign is all about getting young adult carers voices heard by the people who can make a real difference to your lives. This opportunity is for all young adult carers aged 16-25 to be consulted on key issues and help shape the direction of TTBH in Scotland.

#### What would you be doing?

- Taking part in electronic surveys, which will help build a clearer picture of the key issues affecting young adult carers in Scotland
- Feeding back through the survey on TTBH work in Scotland
- Help to guide the future direction of Scotland's TTBH work through your survey responses
- Be consulted through the survey on campaign materials, event planning, publicity etc.
- Making a difference to the lives of young adult carers across the UK



### How would you be doing it?

- You will be asked to complete an electronic survey every 4 months. The survey should take you approximately 10 to 15 minutes to complete

### The kind of person are we looking for is...

- Passionate about making positive changes for young adult carers
- Creative
- Dedicated
- Enthusiastic
- Has integrity
- Punctual

### What we can expect of you?

- The TTBH E-YAC Consultation group takes time and resources to set up and monitor, so we need to make sure that participation doesn't drop. It is expected that you tell us if you no longer wish to be part of this group
- You will complete the electronic survey by the set deadline

### What you can expect of us?

- Take what you have to say very seriously and represent the views in the surveys to decision makers and in the development of TTBH in Scotland
- Set the survey deadline to ensure you have at least two weeks to complete the survey
- We will send you an annual response detailing how we have used the information that you have provided to make decisions and shape TTBH in Scotland

### Anything else?

- **As thanks for your participation, after you fully complete each survey your name will be entered into a prize draw. One participant will win a £25 Amazon gift voucher after each survey round**
- If you are keen to be connect with young adult carers online, join Matter (Matter gives young adult carers an online space to connect, share advice and access trusted support. Join Matter here: <https://matter.carers.org/>)

### How to sign up to TTBH E-YAC Consultation group?

We hope that you are still interested in this opportunity. Please join us on the journey of positive change for young adult carers by signing up to the TTBH E-YAC consultation group for Scotland here:

<https://carerstrustscotland.wufoo.com/forms/eyac-consultation-group-scotland-registration/>



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### Annual Report 2013-2014



The Mental Welfare Commission for Scotland has published its 2013-14 annual report highlighting the range of work it undertook to safeguard the rights and welfare of people with mental illness, learning disabilities and related conditions. As part of its work, the Commission visits people receiving care and treatment under the Mental Health Act and the Adults with Incapacity Act. Last year, the Commission reviewed the care and treatment of 2,537 individuals across Scotland, and met with relatives, carers and advocacy workers. The Commission made 339 recommendations following those visits.

Monitoring the use of the Mental Health Act and the Adults with Incapacity Act are also

key activities. The Commission also investigates specific cases, provides information and advice, and seeks to continually improve its own practices.

[News release](#)

[Please find the full report here](#)

[Please find easy read version here](#)

### Visits to young people in secure care settings



We have also published our report on our visits to young people in secure care settings. A significant number of the young people in secure care in Scotland have mental health difficulties, and many have moved home many times before arriving in secure care units.

This new report outlines the challenges this brings, and makes recommendations for local authorities and health service, secure units, and for Scottish Ministers, that could provide a better experience for those young people.

[News release](#)

[Please find the full report here](#)



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### Scottish Human Rights Commission - Annual Report

The Scottish Human Rights Commission publishes its Annual Report for 2013-14. Professor Alan Miller, Chair of the Commission, said:

"2013-14 was a busy year for the Commission's work to promote and protect human rights in Scotland. Scotland's first ever National Action Plan for Human Rights (SNAP) was launched, marking a major step forward in the realisation of human rights, right across Scotland.

The Commission's legal and policy work led to human rights concerns being taken on board by the Scottish Parliament and Scottish Government, on issues ranging from welfare reform to corroboration to mental health legislation.

Our work with survivors of historic child abuse continued, with the publication of a draft Action Plan on Justice for Victims.

And in our role as a bridge between Scotland and the international human rights system, the Commission contributed evidence to meetings of the UN Human Rights Council and reviews of implementation in Scotland of the Convention Against Torture and the Convention on Elimination of Discrimination Against Women.

2014-15 promises to be another year of both opportunity and risk for human rights in Scotland. The Commission looks forward to continuing our work to secure further tangible improvements in the way people's rights are respected, protected and fulfilled in practice."

The Annual Report 2013-14 has been laid before the Scottish Parliament and is available online [here](#).

Read the Annual Report in [Word format](#).

Read the Annual Report in [PDF format](#).

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## Equality Unit Funding 2015-16: Equality Fund and Violence Against Women and Girls Fund now Open for Applications

The Scottish Government's Equality Unit is inviting applications to the Equality Fund and Violence Against Women and Girls Fund for 2015-16. Funding is available for 12 months, from April 2015 to March 2016. Both funds are competitive and will be assessed by the Equality Unit and the Voluntary Action Fund (VAF) with final decisions to be made by Scottish Ministers.

The **Equality Fund** is open to applications from voluntary organisations who are registered with the Office of the Scottish Charity Regulator (OSCR) and who work across the protected characteristics: age, disability, gender reassignment, race, religion, sex and sexual orientation.

The themes for the Equality Fund are:

- Tackling inequalities and poverty, encouraging enterprise
- Strong, resilient and empowered communities
- Improving opportunities for employment, representation and participation in public and democratic life
- Tackling discrimination and hate crime

The **Violence Against Women and Girls (VAWG) Fund** is open to organisations who ascribe to the gender based analysis of violence against women. Applications will be accepted from voluntary sector organisations that are registered with OSCR. Partnerships which include third and public sector bodies can also apply, as can individual public bodies. The themes for the VAWG Fund are:

- Primary Prevention
- Early and Effective Intervention
- Maximising the safety and wellbeing of women, children and young people through access to relevant, effective and integrated services
- Addressing additional risk factors due to multiple discrimination and other vulnerabilities
- Participation by those affected by VAWG in service design and delivery

There is no upper limit set to the level of funding that can be applied for, however, applicants should note that the Equality Unit Budget has remained static from 2014-15 to 2015-16 and it will not be possible to provide significant increases in funding without reducing the number of projects that the Scottish Government can support. As noted in the Scottish Government's Draft Budget 2015-16, the Equality Fund will make awards of up to £3m, and the Violence

Against Women and Girls Fund will make awards of over £3m.



**The deadline for applications is 5pm on the 5 December 2014.**

The Application Forms and Guidance Notes, including full details of eligibility and how to apply for a grant, can be downloaded from the relevant pages on the Voluntary Action Fund website:

Equality Fund Application Forms and Guidance Notes at:

<http://www.voluntaryactionfund.org.uk/funding-and-support/equality-fund/>

VAWG Fund Application Forms and Guidance Notes at:

[www.voluntaryactionfund.org.uk/funding-and-support/violence-against-women/vawfund/](http://www.voluntaryactionfund.org.uk/funding-and-support/violence-against-women/vawfund/)



### **Wrap Around Care at Donaldson's Nursery**

We are pleased to inform you that we currently have places available in our Nursery and would welcome all enquiries from parents who are interested in placing their child in Donaldson's.

Donaldson's Nursery caters for children aged between 2½ and 5 years and offers a happy, stimulating and caring environment which promotes learning, celebrates achievement and enables each child to flourish. At Donaldson's Nursery we believe it is important for working parents to have access to high quality childcare.

This is why we have introduced **extended opening hours** from **08:00 to 18:00 Monday to Friday**.

Our unique bilingual environment ensures that all nursery children have optimum access to a broad and balanced curriculum through a range of activities appropriate to their needs. We believe that all learning and teaching should be active and engaging and we follow the 8 key areas as set out in the 'Curriculum for Excellence'.

To find out more about Donaldson's Nursery and our Wrap Around Care visit our website - [www.donaldsons.org.uk](http://www.donaldsons.org.uk).

"Children in the nursery receive an outstanding level of support. Staff provide a nurturing and supportive environment which makes each child feel special."  
(Education Scotland, December 2013)

## Jobs/Vacancies



### **Community Job Scotland Scheme: ICT Support Worker**

Target Group: 20 – 24 year olds

Time Limited for 26 weeks, 35 hours per week.

**The ONLY way to apply for this job is to contact your local Skills Development Scotland or Jobcentre Plus adviser who will check your eligibility.**

Salary Scale : c Min Wage

Place of Work : SCoD Offices in Glasgow

Main Tasks and Responsibilities:

1. To provide support to the SCoD Team on ICT matters. Developing the shared diary, building shared contacts and suchlike.
2. To contribute to the cleansing and accuracy of SCoD data/ records. Support plans to grow membership and suggest/devise electronic ways to develop the "membership offer" and support the membership engagement, involvement, and participation in SCoD and other planning systems including those on a National and Local basis.
3. To link and liaise with other SCoD team members to ensure good internal and external communications.
4. To assist the team in basic administrative functions, mail, reception etc and organising conferences, open days and other events, including the booking of venues, catering, communication services, etc. as and when required, under supervision.
5. Under supervision, to deal with various enquiries and support the administrative and electronic processes: for example – incoming and outgoing mail, incoming calls, faxes, e-mails, visitors. To contribute to the currency, accuracy and circulation of information.
6. To support the development and compliance of health and safety, HR and other SCoD infrastructure requirements. Contribute to the ICT infrastructure development and ensure policies and procedures are current and relevant.
7. To be a First Aider/Appointed Person at Work.
8. To deliver any agreed workplans, take responsibility for recording work achieved and develop skills, knowledge and experience of practical office based activities.
9. To carry out his/her responsibilities with due regard to SCoD's Equal Opportunities Policy.
10. To carry out any other duties as requested by the Chief Officer, commensurate with the position.



The postholder will be required to be flexible in his/her working hours as some meetings may occur outside office hours and/or involve an overnight stay. The postholder may have to travel around Scotland

The postholder will be expected to undertake training in Deaf Awareness.



### **Deaf Action Youth Worker (35 hours per week – fixed term for 3 years)**

Deaf Action is a deaf-led charity that has been working for an equal and better future for Deaf, deafened, deafblind and hard of hearing people since 1835. This vision remains at the heart of everything we do today and is central to all the services we provide.

We have been successful in securing funding for 3 years from BBC Children in Need

to develop and co-ordinate a youth service to young deaf people, as well as siblings / friends and children of deaf adults, in Edinburgh and Lothian and are now looking for an enthusiastic and skilled worker who can bring energy and vision to the following vacancy based at our Head Office in Edinburgh:

**Youth Worker (35 hours per week – fixed term for 3 years)**

**Salary in the region of £24,467 – £26,686**

Ideally you will have a professional qualification in Youth Work, Community Education or equivalent and at least one year's experience of youth work, preferably with young deaf people. You will also have experience of networking with youth, education and other services, the ability to develop and deliver educational group work programmes and experience of supporting volunteers.

**Closing date for applications: 21st November 2014**

**Interviews will be week beginning 1st December 2014**

Application packs are available from:

Lisa Roy, Deaf Action Head Office  
49 Albany Street,  
Edinburgh  
EH1 3QY  
Tel: 0131 556 3128  
Fax: 0131 557 8283  
Text: 0131 557 0419  
SMS: 07775 620757

Email: [admin@deafaction.org](mailto:admin@deafaction.org) [www.deafaction.org](http://www.deafaction.org)

PVG checks will be requested. Applications welcome from all sections of the community.

We expect you will share our commitment to the core values of Deaf Action. British Sign Language training will be provided if necessary.

Deaf Action is a *Company Limited by Guarantee* and registered in Scotland SC 396876. Scottish Charity Number SCO09898.



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## Events



### **West of Scotland Deaf Children's Society Music Project**

**For:** Anyone between the ages of 12 and 20.

**When:** from 7.00pm to 9.00pm on the 7<sup>th</sup>, 14<sup>th</sup> and 28<sup>th</sup> November, and the 12<sup>th</sup> December 2014.

**Where:** The Arches, Glasgow

**Cost:** Free

The two people running it are very talented musicians Alan Bryden and Anneke Kampman. They are looking forward to working with the children to give them a new experience of trying out musical instruments.

All young people under 16 must be dropped off and picked up by a responsible adult. **Anyone interested** in coming along please **contact the WSDCS** at [wsdcs@btconnect.com](mailto:wsdcs@btconnect.com); telephone (Voice and Text): 0141 243 2958 or fax: 0141 243 2203.



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## **West of Scotland Deaf Children's Society Christmas Events 2014**

Yes, it's that time of year again!! And for our deaf children & young people, WSDCS have booked seats at two fantastic pantomimes and are also organising our much loved 'Winter Party'. We expect these events to be very popular so if you wish to reserve a place, please let us know as soon as possible because **places are limited!**

### **Eric the Elf's Chaotic Christmas**

**Saturday, 13<sup>th</sup> December 2014 at 11.00 am, Citizens Theatre, Glasgow.**

**Suitable for children aged 3 to 10 yrs**

*'It's Eric's first day working in Santa's Grotto and he is about as excited as an Elf can be. But what starts out as a magical day filled with fun soon goes wrong, as Eric is left all on his lonesome with the future of Christmas resting entirely on his rather small shoulders. Thankfully, a whole bunch of his little human pals have shown up, from all over Scotland & beyond. Surely if they work together they can get the job done!?'*

*'A fun filled, interactive, inspiring musical adventure featuring lots of laughs & songs to sing along with.'*

**AND**

### **Cinderella**

**Sunday, 21<sup>st</sup> December 2014 at 1 pm, SECC Clyde Auditorium, Glasgow**

**Suitable for children & young people aged 11 to 20 yrs**

*'Have a ball at Glasgow's biggest family pantomime, starring John Barrowman and The Krankies, who are joined by Glasgow own X-factor star Melanie Masson.... Cinderella is the most magical of all pantomimes and with John Barrowman as Buttons you can be sure of a breath-taking trip to the Ball! With unique special effects and a strong twist of local humour, the traditional rags-to-riches fairy-tale will be brought magically to life on the Clyde Auditorium stage.'*

**AND**

### **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.



### **Hidden Voices: Experiences of Violence for Disabled Women**

Engender, in partnership with Dr Sonali Shah of Strathclyde Centre for Disability Research, Inclusion Scotland, Rape Crisis Scotland and Shakti Women's Aid, is holding an event to consider disabled women's experiences of violence.

**Disabled women and girls are more than twice more likely to experience violence across their life course than non-disabled women. This event will consider the reasons why and:**

- Present results of the UK report 'Access to Services for Disabled Women who Experienced Violence'
- Generate lively discussion between disabled women and service providers
- Consider the support structures needed to protect and support disabled women who experience violence in Scotland
- Provide a forum to discuss vision and mission of a network for disabled women in Scotland



The event will take part during the 16 Days of Activism Against Gender Violence on **Wednesday 26<sup>th</sup> November from 10.30am to 3.30pm at The Hilton Glasgow Grosvenor, 19 Grosvenor Terrace, Glasgow G12 0TA.** Lunch and refreshments will be provided. Travelling expenses for participants can be reimbursed.

The event is for disabled women but will also be attended by service providers and academics. Places can be booked by clicking [here](#), phoning 0131 558 9596 or emailing [info@engender.org.uk](mailto:info@engender.org.uk).

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### **Healthy Deaf Minds Future Deaf Child and Adolescent Mental Health Service in Scotland**

Wed 26<sup>th</sup> Nov from 6.30pm – 8.30pm  
The Art House, Abode Hotel, 129 Bath Street, Glasgow G2 2SZ

Healthy Deaf Minds Scotland invites Dr Nicoletta Gentli to share her work with the Deaf Child and Adolescent Mental Health Service in London.

Everyone (Deaf and hearing) is welcome to attend - BSL/English sign language interpreters and electronic notetakers are provided. There will be a loop in the room. Admission is free and refreshments will be provided.

*Healthy Deaf Minds is able to continue with the generous funding from Edinburgh and Lothians Health Foundation*



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## 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

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## 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>

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Queen Margaret University  
EDINBURGH



A \*special **daytime** lecture\* co-organised by the British Association of Applied Linguistics Corpus SIG:

**'Directionality in British Sign Language is not obligatory: the importance of corpus data when considering "agreement".'**

**Wednesday 12th November**  
**3.00pm – 4.30pm**

**Where:** Lecture Theatre 4, Appleton Tower, 11 Crichton Street, University of Edinburgh, EH8 9LE

**'What is a sign language 'corpus'?'**

**Thursday, 13th November 2014**  
**6.30pm – 8.00pm**

**Where:** Godfrey Thomson Hall, Thomson's Land, Moray House, School of Education, University of Edinburgh, EH8 8DF

On behalf of EdSign Lectures  
<http://sites.google.com/site/edsignlectures>

Follow us on Twitter <http://twitter.com/edsignlectures>  
and Facebook <http://www.facebook.com/edsignlectures>  
Email us on [edsignlectures@gmail.com](mailto:edsignlectures@gmail.com)

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## BSL (British Sign Language) and Deaf Awareness Training in Scotland

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### **BSL Classes at Donaldson's School**

#### **British Sign Language Level 1 (Signature)**

The Signature British Sign Language Level 1 course is ideally designed for students who have completed the Introduction to British Sign Language course or have a basic facility with BSL. The Level 1 Course is fully accredited by Signature and is delivered by a qualified BSL Tutor.

After the course students will be able to communicate with Deaf people and BSL users using simple everyday language over a range of common topics.

You are not required to have any previous experience of BSL, so Level 1 is open to any adult.

#### **Course Dates for 2014/15**

Tuesday 18 November 2014 to 16 June 2015, 6.30pm-8.30pm

Thursday 20 November 2014 to 18 June 2015, 6.30pm-8.30pm

Course Fee: £370 (26 week course) - includes all course and examination fees

Visit: [www.donaldsons.org.uk/training-courses.aspx](http://www.donaldsons.org.uk/training-courses.aspx)

#### **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:** [donaldsons.org.uk/training](http://donaldsons.org.uk/training)





## Deaf Action BSL Classes

### Edinburgh

Introduction to BSL 10 week course  
(Deaf Action accredited)  
Monday 6.00pm – 8.00pm: 12/01/15 - 16/03/15

#### SQA accredited courses

**SQA Introduction to BSL (Access 3)**  
Tuesday 6.00pm - 8.30pm: 13/01/15 - 12/05/15  
Wednesday 6.00pm - 8.30pm: 14/01/15 - 13/05/15

**SQA Level 1 (intermediate 1)**  
Wednesday 6.00pm - 8.30pm: 14/01/15 - 13/05/15  
Thursday 6.00pm - 8.30pm: 15/01/15 - 14/05/15

**SQA Level 2 (intermediate 2)**  
Tuesday 6.00pm - 8.30pm: 13/01/15 - 01/09/15

**SQA Level 3 (Higher)**  
Thursday 6.00pm - 8.30pm: 15/01/15 - 10/12/15

### Dundee

#### SQA accredited courses

**SQA Introduction to BSL (Access 3)**  
Wednesday 10.30am – 1.00pm: 14/01/15 – 13/05/15

**SQA Level 3 (Higher)**  
Wednesday 2.00pm – 4.30pm: 14/01/15 – 9/12/15

For more information, go to

<http://www.deafaction.org.uk/our-services/training-courses/british-sign-language-bsl-courses/>



## British Sign Language 2015

The Academy of BSL has all Levels of certificated BSL Courses starting in January and we are already taking bookings; so find the right course for you and secure your place

We will be offering:

Level 1 Beginner's Classes

Level 2 & 3 Intermediate Classes

Level 6 Advanced Classes for those whose are looking to pursue a career in the Deaf Community or are passionate about the language



**For more information or to book**

**Call on:** 0141 204 4096

**Email:** [info@academyofbsl.co.uk](mailto:info@academyofbsl.co.uk)

**Website:** <http://www.academyofbsl.co.uk>

### **Continuing Professional Development**

**Due to a late cancellation** we have **one** place available at our next CPD event **The Extra Dimension: *the linguistic synergy of BSL's discrete elements*** on Saturday 22nd November 2014 from 10.00 – 16.00.

**The Academy is delighted to announce the training will be delivered by Margo Currie, who is one of the most respected BSL trainers in the UK**

Participants should be prepared to throw themselves into creative practical exercises and lively honest discussions. The whole idea of the day is to analyse features of the language and then to evaluate the level at which we are able to exploit them

Certificates will be provided as evidence of Continuing Professional Development.



**For more information or to book your place, please email:**  
**[info@academyofbsl.co.uk](mailto:info@academyofbsl.co.uk)**

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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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## **Conferences**



**British Academy of Audiology Annual Conference**  
***Today's Vision: Tomorrow's Reality***

20<sup>th</sup> & 21<sup>st</sup> Nov 2014

Bournemouth International Centre, Bournemouth

The British Academy of Audiology is thrilled to be presenting their 11th annual conference. The theme of this year's conference is 'Today's Vision: Tomorrow's Reality' and aims to equip audiology professionals with the skills and knowledge to translate tomorrow's visions for audiology into gold standard clinical practice.

Drawing on the expertise of inspirational presenters from the UK and further afield, the conference will provide delegates with tangible, evidenced-based information which they can learn from, share with colleagues and apply to their clinical practice straight away. This year's scientific programme offers a fantastic opportunity to learn from leading researchers and clinical experts across a huge range of subjects including music, dementia, noise induced hearing loss and aural rehabilitation for adults and paediatrics.

In addition this year's conference will provide:

- A clinical skills workshop to develop practical hands-on clinical skills - brushing up for the rusty or something new for those wishing to acquire additional skills
- Specific hearing, tinnitus, vestibular and paediatric learning tracks
- A dedicated learning track for screeners and Audiology Technical Officers
- A dedicated learning track for students
- A professional affairs track which will highlight issues related to education and the MSC
- Specific sessions looking at management issues within the audiology profession
- A manufacturers' track which will include demonstrations of the latest equipment and instruction on new techniques

This year's Bamford lecture titled 'Today's patient, tomorrow's prime minister: Audiologists intentionally influencing children's language and cognitive development' will be given by Dr Derek Stiles, assistant Professor of Audiology at Rush University, Chicago. In this session Dr Derek Stiles will describe the relationship between language and thought, look at the importance of clarity and consistency in children's language input and implement Audiological practices that promote improved language and cognitive outcomes in children.

In 2013, 44 exhibitors took part in the exhibition and it is expected that this year's will be bigger and better as we invite all manufacturers, suppliers and service providers within the audiology field to attend the conference.

This year's Gala Dinner will be revisiting another age of austerity with a 1940s blitz theme. We encourage fancy dress and look forward to welcoming fighter pilots, land girls and code breakers to enjoy an evening of swing music and we promise plenty of rations to go around! Keep in mind that this year there will be a prize for the best fancy dress outfit! One ticket is included with a two day conference ticket with extras being available at time of booking.

Full programme information, registration, abstract submission and award nominations are now available at [www.eventsforce.net/baaconference2014](http://www.eventsforce.net/baaconference2014)

The British Academy of Audiology is the largest association of professionals in hearing and balance in the UK. Our membership extends internationally and provides services in both the public and private sector.

If you have any questions, please contact the BAA events team at [events@baaudiology.org](mailto:events@baaudiology.org) or phone 01506 292042



## **BDA Conference & AGM: Navigating our Future Together**

Sat 15 November 2014 from 9.00am - 4.00pm

Manchester Conference Centre, Weston Hall of Residence, Sackville Street, M1 3BB.

The Conference will start at 9am and conclude at 1pm.

At the conference, you'll get a chance to hear from our key-note speakers, including **Sue Barry** from the **Deaf Roots Project** in **Northern Ireland**. You'll also hear from **Thomas McWhinney** from **BDAYouth**.

The AGM will start at 2.30pm and will conclude at 4.30pm.

At the AGM, we will welcome our elected Chair, **Dr Terry Riley**, OBE and our newly elected Board of Trustees.

It will be a chance to hear about BDA's finances, membership and other points of discussion.

**Everyone** is welcome to attend!

Visit [www.bda.org.uk](http://www.bda.org.uk), look for 'AGM' and register your free attendance with our online booking system, Eventbrite. It's easy.

Following the Conference and the AGM, **there will be a social that Saturday evening, from 7.30pm**, with a cash bar, entertainment and the chance to network and mingle with other attendees.

- See more at: <http://bda.org.uk/Events/162#sthash.UpQBkHAI.dpuf>

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## Training Events



### Voluntary Action North Lanarkshire (VANL) Training Programme

#### Using Internet & Email

This workshop is intro level and is for those new to using the internet and setting up and using email.

Wednesday 11th November 2014 10am—12pm  
ONC Bellshill

#### Staff Recruitment & Induction

This session is for groups new to recruitment, or those wishing to update their procedures.

Wednesday 19th November 2014 1pm—4.30pm  
Parkinson's Self Help Group Airdrie

#### Budgeting for Funding

Struggle to put the financial part of your funding application together? Then this session is for you!

Thursday 20th November 2014 1pm—4pm  
ONC Bellshill

#### Booking Information

ALL participants must complete and return a course booking form at least two weeks prior to the course to ensure a place is booked. You can request a booking form by contacting our admin team by email [info@vanl.co.uk](mailto:info@vanl.co.uk) or 01236 748011.

In addition a form can be downloaded from our website:

[www.voluntaryactionnorthlanarkshire.org.uk](http://www.voluntaryactionnorthlanarkshire.org.uk)

Forms must be returned to the admin team at our Airdrie office either by email

[info@vanl.co.uk](mailto:info@vanl.co.uk) or post to: Training Bookings, VANL, One Wellwynd, 35 Wellwynd, Airdrie ML6 0BN

### Course Fees

Courses are FREE to our members unless specified, please ensure that your organisation is a member before booking. Non-members will be charged a fee of £30 per person for free courses. Any fees to be paid at time of booking.

### Cancellation

If you wish to cancel a booking, please contact us at least 48 hours prior to the course date (excluding weekends) on 01236 748011. A £20 charge applies to all places cancelled outside this time period, or for nonattendance without prior notice.

VANL is a company limited by guarantee, incorporated in Scotland, registration no. 369302.

## Accessible Theatre: Interpreted



### Aberdeen | Signed

**Barnum**, Thurs 20<sup>th</sup> Nov 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)

**Beauty and the Beast**, Thurs 18<sup>th</sup> Dec at 7pm AND Fri 2<sup>nd</sup> Jan 2015 at 1pm

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**, 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)

### Falkirk | Signed

**Snow White and the Seven Dwarfs**, Weds 10<sup>th</sup> Dec at 7.30pm

FTH, West Bridge Street, Falkirk FK1 5RS

Bookings at the Steeple Box Office, High Street, Falkirk 01324 506850

Interpreter: Yvonne Strain and Catherine King

### Glasgow | Signed

**Miracle on 34 Parnie Street**, Sat 6<sup>th</sup> Dec at 2.30pm

Tron Theatre, 63 Trongate, Glasgow, G1 5HB

Box Office: 0141 552 4267; [www.tron.co.uk](http://www.tron.co.uk)

**A Christmas Carol**, Fri 12<sup>th</sup> Dec at 7pm

Citizens Theatre, 119 Gorbals Street, Glasgow G5 9DS



Box office 0141 429 0022; Email: [info@citz.co.uk](mailto:info@citz.co.uk)

**Peter Pan**, Tues 16<sup>th</sup> Dec at 1pm

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)

**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

**Barnum**, Sat 22<sup>nd</sup> Nov 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)

**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)



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

### Glasgow | Captioned

**Top Hat**, Weds 10<sup>th</sup> Dec at 7.30pm

Theatre Royal, 282 Hope Street, Glasgow G2 3QA  
Web: [www.atgtickets.com](http://www.atgtickets.com); Box Office: Tel/Text 0844 871 7647; for access bookings: 0871 297 5477 Fax: 0141 240 1301 Email: [specialistsales@theambassadors.com](mailto:specialistsales@theambassadors.com)

**A Christmas Carol**, Thurs 18<sup>th</sup> Dec at 7pm

Citizens Theatre, 119 Gorbals Street, Glasgow G5 9DS  
Box office 0141 429 0022; Email: [info@citz.co.uk](mailto:info@citz.co.uk)

**Peter Pan**, Thurs 18<sup>th</sup> Dec at 1pm  
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)

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### 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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Visit [www.scod.org.uk](http://www.scod.org.uk)

Get in touch at any time to update your contact details.

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