



SCoD Bulletin

Mid-March 2018

We CANNOT use information in posters, PDFs, or publisher in the bulletin.

***Please note: at the end of this bulletin is a template. If you want information included in future bulletins, please copy and use this template. If information is not sent to us in the template, we will not include it.**

Thank you.

Scottish Council on Deafness Bulletin | Bi-Monthly Magazine for SCoD Members



SCoD Re-branding

Decisions have been taken to update the SCoD image and methods of working so over time we will be “rebranding” – having a simpler operating name and using technology to inform and improve our services.

We hope to begin the actual changes in Deaf Awareness Week (May) and will tell you more about the branding in the next edition. It will take some months to get all the updating in place so please be patient with our transformation. We want to present a more colourful and inclusive image using more colours, moving away from the stark and slightly governmental image we have at the moment.

The new image is intended to convey “connections” (membership and partnership), joined up working with networks and explain what we do better. The Board of SCoD is very grateful for the large number of responses and involvement in the recent consultation. Whilst the final result will not give everyone their preference we do hope you can all get behind the changes. Our power as a group is far greater than as individual people or organisations.

End of an era – Mandy Reid

Mandy, who was until last June, our Policy and Research Officer and who has been our Business Development Manager since the beginning of July 2017 is leaving SCoD. Her post is being made redundant as the Scottish Government Equality Unit is no longer funding external policy posts.

Mandy has worked for SCoD for over 10 years and is leaving a significant impact behind her. Her first piece of research coming into post in 2007 was to look at making the case for specialist mental health services for deaf people in Scotland. The Scottish Mental Health Service for Deaf People has been based in St John's Hospital in Livingston since 2011.

Her work with NHS 24 led to the online interpreting service which helped to make NHS 24 more accessible to Deaf BSL users and which went on to become contactSCOTLAND-BSL.

Her research into the possibility of a BSL (Scotland) Bill and the paper she delivered to the Cross Party Group on Deafness in March 2008 was the starting point for the BSL (Scotland) Act 2015. She was fortunate enough to work on the Bill with Cathie Craigie MSP, Mark Griffin MSP and members of the Scottish Parliament's Education and Culture Committee all the way through the process of the bill becoming an Act. As a member of the Deaf Sector Partnership, she worked with others to recruit members to the Scottish Government's BSL National Advisory Group and drafted the overarching headlines for what became the BSL National Plan.

Mandy was involved in the ILiS Working Group on Inclusive Communication and has continued to promote Inclusive Communication and Accessible Information throughout her work with SCoD. In the last couple of years, she has carried out a number of workshops and training sessions on Inclusive Communication which will continue after she has gone.

She has put in well over 400 consultation responses and briefings to the Scottish Government, Scottish Parliament and other public bodies and was a member of the DWP Implementation Stakeholder Forum for Personal Independence Payment for over 7 years.

"I am sad to be going although I have known it was a possibility since last July. I have worked with some wonderful people over the years and have enjoyed the challenges that I met almost every day in my work. I can honestly say I loved my policy and research work on behalf of deaf people in Scotland. I wish

SCoD and all its members all the best for the future as deafscotland and am sure I will bump into some of you again.”

SCoD’s “Connect & Collaborate” Conference 2018

We would like to thank everyone who attended our Conference on Thursday 8 March and made it such a special day. The buzz was amazing! It was a challenge to get all the organisation done because of the impact of the very bad weather.

We would appreciate it if those who attended could give us their feedback as this will help us to plan for next year’s “Connect and Communicate 2019” Conference. Its operating title is communication4all

This year the conference feedback and the member’s survey will be merged to streamline out work. As a smaller team it is important to be as efficient as possible. This means a slight delay in the evaluation survey being released but it does not stop you putting your new learning into practice.

AWARENESSbites



Are you looking for deaf awareness training? Why not try our [AWARENESSbites](#) online deaf awareness training. You can find out more in the training part of this bulletin.

BSL version of our news

We have translated our news into BSL. Please use this link to our YouTube page to find the information.

News:

The Signature Annual Awards are back for a 10th anniversary celebration

Signature has announced that this year it will host the 10th anniversary of the Signature Annual Awards.

The Signature Annual Awards are a cornerstone of Signature's work to recognise people who are going above and beyond to improve access for deaf people. For the past nine years, these prestigious awards have been awarded to business leaders, community groups, volunteers, and teachers to name a few.

This year, the awards will be held at the iconic BALTIC Centre for Contemporary Art on the stunning Newcastle Gateshead Quayside on Friday 9th November 2018, and nominations are now open.

Signature wants to know who is doing incredible work to inspire a brighter future for their community. For more information, and to nominate somebody, go to www.signatureannualawards.co.uk.

SCoD Membership

We are starting to engage with our members invoices will be coming out soon!

We have two categories of membership:

- Full members. These are the organisations that have a major interest in deaf issues, make up the National Council and can put forward nominations to the SCoD Board.
- Associate members
 - organisations. These are organisations who are interested in deaf issues but it is not their main work, cannot be full members or do not want the responsibility of full membership.
 - individuals. These are individuals, people who are deaf or have an interest in deafness and want to support our organisation.

We are revising our membership offer and fees this year. Fees have not increased for more than five years and we want to be clearer on the membership offer.

We also want to recruit **new members** to support our work.

- On BSL language development

- Communication barriers and solutions
- General awareness

For more information, contact us on 0141 248 2474 or email at admin@scod.org.uk

If you are a BSL user, you can use [contactSCOTLAND-BSL](#) to contact us.

Disclosure: Protecting Vulnerable Groups (PVG)

If you have staff who will be working with children and/or vulnerable adults they will need to be a member of the PVG Scheme.

Need your PVG forms signed off? Come to SCoD to get them done. Or make an appointment and we will come to you if you have several members of staff needing forms completed.

For more information about booking an appointment or general information, please visit our website: <http://www.scod.org.uk/disclosure-for-working-with-protected-groups/>

Best wishes, Janis & the SCoD Team

GENERAL NEWS

Scottish Government: Progress Reports

Following the Cabinet Meeting with Children and Young People on 28th February 2017 in Bute House, the Scottish Government has now published progress reports on what has been done on the agreed actions.

The purpose of the annual meeting of Cabinet members and children and young people is to support the development of a more coordinated, systematic and sustainable approach to engaging with children and young people, enabling them to lead discussions by raising issues that matter to them and to inform the government's agenda over the coming year.

The progress reports can be accessed through the links below:

[Actions Agreed at the Cabinet Meeting with Children and Young People - 28 February 2017 - Progress Report](#)

[Actions Agreed at the Cabinet Meeting with Children and Young People - 28 February 2017 - Progress Report \(Children and Young People's Summary\)](#)

The Deputy First Minister has also published a post on the [Engage for Education blog](#) about the publications.

Scottish Government

RESEARCH ON IMPACT OF CHILDREN AND YOUNG PEOPLE'S PARTICIPATION ON POLICY MAKING

We sponsored Children in Scotland to carry out research on the impact of children and young people's participation on policy making at national and local levels. This research focussed on six qualitative case studies, illustrating a range of participation and engagement across Scotland. The conclusions and recommendations will help to support the engagement of children and young people in future policy making.

Please see the link to the final report below.

<http://www.gov.scot/Publications/2018/02/7671>

Alzheimer Scotland: Blue Badge scheme permanently extended

The Blue Badge scheme, which helps you to park closer to your destination if you have a disability, has now been permanently extended to include people with dementia.

In April 2016, a pilot project was set up to extend the standard Blue Badge scheme to anyone with a diagnosed mental health condition who receives certain social security benefits and whose lack of awareness of danger from traffic is likely to compromise the safety of the person, or other persons, during journeys. Following the success of this pilot, the extension was made permanent in late 2017.

Our Dementia Advisors, Link Workers and local services have worked hard to promote awareness of this scheme to people with dementia and those who care for them. If you know someone who would benefit from having a Blue Badge please get in touch with the Blue Badge team at your Local Authority, or with your [local Alzheimer Scotland service](#).

Please be aware that there are a number of internet scams charging people up to £50 for a Blue Badge. However, it is free to apply through the [official Government website](#) and, if successful, applicants will only need to pay £10 for their badge.

British Deaf Association Scotland

The British Deaf Association has produced a BSL video about this:

<https://www.facebook.com/BritishDeafAssociation/videos/1889409097788069/>

Glasgow Queen Street

Here are the changes that are being implemented at Glasgow Queen Street from Sunday this week, so you can let your members know:

From Sunday until mid-May, the current entrance to the high-level from Dundas Street will be moved further up the street closer to the Glasgow Subway and low-level entrance. This is to allow for the latest phase of work on the demolition of Consort House.

The new temporary entrance will take customers to the high-level via a walk-way running through the old WH Smith unit. This will take passengers out onto the main high-level concourse.

We are advising customers to consider using the North Hanover Street entrance to access high-level services, and are encouraging people to leave extra time for travelling to and from the station as there may be some congestion.

The passenger assist counter will also move to the main concourse on the station high-level. Customers requiring assistance should report to that counter.

You can see the changes that are being made with the attached graphic, which we have shared on social media. Click on the following link for a video outlining the changes <https://vimeo.com/260260939>

Customers travelling on low-level services will continue to enter and exit via Dundas Street and North Hanover Street.

The new Passenger Assist counter will therefore be moving onto the main concourse and we will still continue to provide accompanied assistance to and from taxis and trains.

Ideas for Ears

New survey research by Ideas for Ears suggests that hostile hearing conditions are making meetings and events inaccessible to large numbers of people across the UK who have hearing loss.

The research also suggests that the difficulties that people are experiencing are typically ordinary in their nature and can, in many instances, be fixed at little or no cost.

The research, carried out in November 2017, reveals that people are feeling frustrated, excluded, stressed and embarrassed by the difficulties they experience. They are missing important information, are not able to contribute as effectively as they could do, and consequently are being put off attending future meetings and events.

The survey was completed by 362 people who have varying degrees of hearing loss and are aged from 18 to 80 plus. The findings have implications for businesses and organisations of all sizes that run meetings and events for staff, customers and other stakeholders.

Read more: <https://www.ideasforears.org.uk/blog/meetings-miss-the-mark-due-to-hostile-hearing-conditions/>

See the data tables: <https://www.ideasforears.org.uk/wp-content/uploads/2018/01/Full-report-meetings-and-events.pdf>

Duty of Candour Procedure Regulations & Duty of Candour E-Learning Module

You may be interested to know that The Duty of Candour Procedure (Scotland) Regulations 2018 have been laid before the Scottish Parliament:

<http://www.legislation.gov.uk/ssi/2018/57/made/data.pdf> arising from enabling powers to do so as outlined in the Act <http://www.legislation.gov.uk/asp/2016/14/part/2>

The e-learning module is available at: <https://learn.nes.nhs.scot/2654/elearning-nmahp/duty-of-candour>

Factsheets and leaflets are also available at: <http://www.knowledge.scot.nhs.uk/making-a-difference.aspx>

We have also set up a dedicated Twitter account @candourdutyscot which will feature details of the new legal requirements in tweets and links over the coming weeks.

I would be grateful if you could circulate across Groups and networks you have links with, noting that any questions about arrangements for implementations support can be directed to dutyofcandour@gov.scot in the first instance.

Disability Adviser appointed Expert environmental panel to include specialist on disability

A disability adviser has been appointed to the Scottish Government's expert panel on dealing with disposable items such as single use cups and plastic straws.

Kate Sang, Professor of Gender and Employment Studies and Disability Co-ordinator at Heriot Watt University, will advise the panel on equalities issues and lived experience, and on the potential implications for disabled people of the group's proposals.

The panel has been formed to consider environmental charging and other measures that could be introduced in Scotland to tackle our throwaway culture.

Professor Sang will bring expertise in equalities issues and lived experience to help shape policy and provide advice on the implications for disabled people of the group's proposals.

Announcing the appointment, Environment Secretary Roseanna Cunningham said:

"I would like to warmly welcome Professor Sang to the role. Her expertise will be vital in shaping our policy and creating environmentally-friendly ways to encourage long-term, sustainable changes in consumer and producer behaviour in Scotland.

"Professor Sang will advise the panel on issues that will or could have an impact on disabled people. One such issue is how we identify ways to reduce plastic waste such as single-use plastic straws, whilst ensuring that people who depend upon them are not disadvantaged. Professor Sang's expertise and experience will be invaluable."

Professor Sang said:

"I am delighted to have the opportunity to support the work of the expert panel.

"I look forward to working with the panel to ensure that disability issues are considered alongside technical matters to sustainable solutions, for example, to the production and use of single use plastics. In addition to my own experiences as a disabled person, I hope to bring my research with disabled people to the recommendations of the panel, ensuring that the work is sensitive the variety of needs of disabled people in a way which supports the aims of the panel."

Ms Cunningham will appoint further members of the panel in coming weeks. Among the first items to be considered will be disposable cups and plastic straws.

Background

The 2017/18 Programme for Government A Nation With Ambition stated that:

"We will appoint an expert panel to advise on the use of charges, similar to the successful plastic bag charge, with the goal of encouraging long-term and sustainable changes in consumer behaviour."

The Single Use Carrier Bag Charge was introduced in October 2014. In its first year, it is estimated that it helped reduce single use bag usage by up to 80%.

British Deaf Association - The next step...local authority plans

Please click below the links regarding BDA Scotland's remit.

<https://bda.org.uk/bsl-scotland-act-2015-the-next-step-local-authority-plans/>

<https://www.facebook.com/groups/1470165406637765/permalink/1976232436031057/>

Scottish Governments Delivery Plan for Scotland's strategy to prevent and eradicate violence against women and girls: Equally Safe

Please see for your information the link below to the Scottish Governments Delivery Plan for Scotland's strategy to prevent and eradicate violence against women and girls.

<http://www.gov.scot/Resource/0052/00528064.pdf>

NSPCC Research: Dealing with Disclosure Survey

The [NSPCC](#) is undertaking a UK-wide research project entitled "Professionals Breaking the Silence". The aim of this is to develop a practical resource that will support professionals working with children to confidently deal with disclosures of abuse and to improve children's experiences of the disclosure process.

As a first step, NSPCC wish to hear directly from individuals about their experiences of dealing with disclosures and a survey has been created to gather the views and opinions of individuals who work both directly and indirectly with children and young people, for example: police officers, sports coaches, teachers, school counselors, school nurses or anyone else who works in a school, youth workers, social workers, GPs, health visitors, foster carers, adoptive parents or anyone involved with children through the family court system.

The survey can be accessed here: bit.ly/2rRWizK and it closes on **Friday 23rd March**.

Chartered Institution of Highway and Transportation - Creating better streets: Inclusive and accessible places

Some of you may already be aware of this but the Chartered Institution of Highway and Transportation has released their 'Creating Better Streets' document, which discusses shared space. The document can be accessed via the link below:

<http://www.ciht.org.uk/en/document-summary/index.cfm/docid/BF28B40D-9855-46D6-B8C19E22B64AA066>

EVENTS

Hippodrome Silent Film Festival 2017 & 2018

Dear Festival Supporter

I recently started working as Producer of Hippodrome Silent Film Festival and it is my great pleasure to share our recently completed film of HippFest 2017 with you.

Many of our performers, staff, supporters and audience members are featured in this film so look out for your starring role! We have a shorter version of the film which you may wish to share on social media - HippFest17 short

Please save a space in your diary for HippFest 2018, which takes place 21-25 March. We announce the programme on 6th February and full details will be available on our website <http://www.falkirkcommunitytrust.org/venues/hippodrome/silent-cinema/>

We look forward to welcoming you to the Hippodrome Silent Film Festival again.

A message from Nicola (Producer: Hippodrome Silent Film Festival)

BDA SCOTLAND - MERCHANT CITY BSL TOUR

BSL Version:

<https://www.facebook.com/BritishDeafAssociation/videos/1919545171441128/>

English Version:

Hello! You might be wondering where I am.

Do you recognise the clock in the background, just over there? Well, this whole area is known as Merchant City and you'll find many of Glasgow's famous old buildings here.

BDA Scotland has organised a BSL tour of the area with an interpreter, so why don't you come and have a look round? The tour will last for around 2 hours and it will be on Sunday 15th April, starting at 2pm.

This is a great chance to learn more about the history of some of these magnificent old buildings and to hear some of the stories associated with this special place. We'll be

meeting up at the corner of Rottenrow Gardens and Montrose Street and will set off from there for our tour.

Why don't you come and have fun? If you want more information about this event, please contact:

Helen at hco.scot@bda.org.uk or SMS/Facetime 07885 367 674

The deadline for booking a place on the tour is Friday 30th March.

West of Scotland Deaf Children's Society

PLEASE SUPPORT WSDCS!!!

We are delighted to announce that West Scotland Deaf Children's Society has been chosen for the next round of the Co-op Local Community Fund. The funding round began on 12 November and will run for 11 months until the 27 October 2018.

Every time a Co-op member shops and chooses selected Co-op branded products both the member and the community benefit!

5% for the Co-op member: paid into membership account which can be spent next time you shop; or saved to spend whenever you want.

AND

1% for your community - 1% of what members spend goes to the Co-op Local Community Fund and you can choose where this money goes from a number of local causes. Members will be able to choose and give their 1% as of **now until the 27th October 2018**. The more you shop, the more raised for the charity. We will also receive, along with the other causes in our community, an equal share of the money raised from sales of carrier bags.

Hippodrome Silent Film Festival

Don't miss HippFest, Scotland's only festival dedicated to silent cinema, for world-class live music, red carpet glamour and rarely-seen silent era films. The Festival kicks off on Wed 21 March in Bo'ness. Four of our events are enhanced through BSL interpretation and electronic note-taking. These include our main event on Thu 22 March – 'Call of the North' which celebrates the work of Scottish filmmaker, botanist and writer Isobel Wylie Hutchison (1889-1982). Hutchison's films are accompanied by a powerful contemporary composition from Atzi Muramatsu and introductions and song settings from award-winning Scottish actress, director and writer Gerda Stevenson (voice) and Rob MacNeacail on (fretless bass guitar).

There are also three cuppa screenings during the day: In Search of Modern Marriage with Prof Pickowicz from the University of California who will be showing fascinating clips of controversial 1920s Chinese films that tackled the issues of arranged marriages head on.

Lost Girls and Goddesses with writer and critic Pamela Hutchinson who will introduce some of the most talented glamorous and notorious women of silent cinema who worked with Austrian Director GW Pabst.

Billie Ritchie introduced by Professor Trevor Griffiths from the University of Edinburgh who traces the little-known story of this world-wide silent film star from Glasgow.

Full programme available at hippfest.co.uk

Hippodrome Silent Film Festival runs from 21st to 25th March 2018

Events enhanced by BSL interpretation plus electronic note-taking: (4 events)

Call of the North 22/3/18 at 19:30 (1 event)

Cuppa Talks: (3 events)

In Search of the Modern Marriage: Chinese Silent Cinema in the 1920s 21/3/18, 14:00

Lost Girls and Goddesses 22/3/18, 14:00

Billie Ritchie: The Man Who Made the World Laugh 23/3/18, 14:00

All cuppa talk tickets cost £6.60 includes tea/coffee and cake

For tickets contact bookings@falkirkcommunitytrust.org

01324 506850

www.hippfest.co.uk

Holyrood Abbey and Palace Gardens

BSL VERSION: <https://vimeo.com/260231240/0861070106>

<https://www.facebook.com/BritishDeafAssociation/videos/1945021485560163/>

Hello. I'm here in Edinburgh at the very place where the Royal Family comes to stay each year, in this building behind me – the Palace of Holyroodhouse. BDA Scotland have arranged a BSL interpreted tour of Holyrood Abbey here, a church which is over 900 years old, as well as the State Apartments where the Royal Family stay during their visits, and the surrounding Palace Gardens.

Why not join us on the tour and learn more about this place and about what the Royal Family do here. If you'd like to come, the tour will be on Wednesday 25th April, starting at 11:30am, here in Edinburgh at the Palace of Holyroodhouse. If you have purchased a ticket for this attraction within the last year, you can get in free using your 1-year pass; otherwise the entry fee is £8.10 per person.

Please take a look at our poster for more information. I hope you will join us for what promises to be an enjoyable tour.

For more information & to book your space please contact Helen at: hco.scot@bda.org.uk

OSCR: Safeguarding and Notifiable Events

The recent reports of abuses connected to some charities working in the international aid sector are deeply troubling and as a regulator we take such matters extremely seriously.

There are two key points that we would like to remind charities of in light of the reports.

- Safeguarding (keeping vulnerable beneficiaries, volunteers and staff safe)
- Notifiable Events

Due to the importance of them both, we are asking charity trustees to make sure that these topics are Agenda Items at the next meeting.

Safeguarding - Keeping vulnerable beneficiaries, volunteers and staff safe

The public is right to expect the highest standards of governance from charity trustees – charity law also requires it. We work very closely with Police Scotland and the justice system where we consider there is any criminal activity or risk to vulnerable people. Charities working with vulnerable beneficiaries or volunteers need a heightened focus on possible abuses of power that might lead to bullying, harassment, or sexual misconduct.

The legal duty of all charity trustees is to act in the best interests of their charity and, in particular, to act with due care and diligence. For all charities, this means trustees should make sure that they create a safe environment for staff, beneficiaries and volunteers. Charities should have the appropriate policies, procedures and practices in place to make sure that everyone is kept safe. It is important to develop a culture that enables anyone to report concerns, whilst making sure that those concerns are dealt with appropriately and in a sensitive manner. They should also ensure that everyone in the organisation understands these policies and that they are reviewed and kept up to date as organisations grow and change.

Remember, charity trustees are the ones who are ultimately accountable when something goes wrong in a charity, and it is up to them to take appropriate action when it is required. If you are a charity trustee, please review your safeguarding policies – and if they are not comprehensive enough, work with your fellow trustees to get them where they need to be as soon as possible.

Later this year, we will be publishing new guidance on safeguarding. If there is anything you would like to see us cover in this guidance, please email info@oscr.org.uk and we will consider your suggestions.

Notifiable events

When problems occur, it is important for trustees to address them vigorously and transparently – we have a [Notifiable Events](#) system which should be used in circumstances like this.

This system was started in April 2016 and it gives us an opportunity to provide guidance to charities when serious incidents occur.

There is no legal requirement to report a Notifiable Event. However, it is an important way for charities to reassure us, and other interested parties, that they are on top of the issues they are facing. Ultimately, we may become concerned if there has been a matter that has not been reported to us; especially if it goes on to have a negative impact on the individual charity or the wider charity sector.

<https://www.oscr.org.uk/news/safeguarding-and-notifiable-events-two-key-points-for-your-next-meeting>

Invitation to Strategic Litigation NGO-Legal Networking Event

Strategic litigation: a method that can bring about significant changes in the law, practice or public awareness via taking, or intervening in, carefully-selected cases in court.

Your organisation may be aware of ongoing issues that affect the lives of many of your service users or stakeholders. Issues where policy or law is negatively impacting lives and where significant change is needed.

These events will provide the setting and space for organisations to bring these strategic issues for discussion with legal professionals around the possibility of using litigation to get change. Organisations can also use these networking spaces to discuss joint work on strategic litigation with other interested NGOs.

Who should attend these networking events?

No particular experience or knowledge is needed!

If you are from an NGO who would welcome exploring use of the law to bring about strategic change, then you are invited to take part. Participants will be asked to come ready to discuss particular strategic issues with the legal professionals present.

Where and when?

- 4-6pm on 28th February, University of Strathclyde Technology and Innovation Centre, Glasgow
- 4-6pm on 22nd March, Hilton Edinburgh Carlton, Edinburgh

If you would be interested in coming along to one/both of the events or simply interested in finding out a bit more, please email: hrcscotland@gmail.com or Telephone: 0131 357 8590.

Vacancies

Board of Director Recruitment Opportunity - Voluntary Position

Disability Equality Scotland is seeking to recruit individuals to join our Board of Directors. By joining Disability Equality Scotland's Board of Directors, you will help to improve accessibility for disabled people in Scotland.

To carry out this role, you will require enthusiasm and commitment for the work of Disability Equality Scotland, and will be a team player with a willingness and appetite to get involved with new activities.

You will be given induction and training on all aspects of this role.

All appropriate materials will be supplied by Disability Equality Scotland.

A dedicated person will be available to give you continuous support, advice and guidance. Other team members will be available for help, support and advice.

Our Board are committed to continuous learning and development and working as a team to share knowledge and experience.

You can download the application pack attached or contact us directly and we can send this to you. If you require any information in an alternative format, please contact us – Tel: 01259 272164 Email: admin@disabilityequality.scot

- Cover Letter
- Role Description
- Application Form
- Disclosure Form
- Equal Opportunities Monitoring Form

The closing date for receipt of applications is **Wednesday 28 March 2018, 12pm**. (Please note: applications received after this deadline will **not** be considered).

The Scottish Government is Recruiting

The Scottish Government is committed to improving the delivery of public services for everyone in society. Therefore we need to have a diverse workforce that will ensure our policies and services reflect the needs and experiences of the people we serve. To achieve our goal we are launching a recruitment campaign to bring in approximately 150 new civil servants in to the Scottish Government. We are looking for people from all walks of life who want to make a real difference. Together we all can achieve more!

We are contacting you to seek your support to help us reach as wide and diverse an audience as possible. Would you be able to promote this opportunity amongst your members / community, or forward this message onto someone who would be able to work in partnership with us? We will follow up later this week with further specific details on the recruitment campaign and further information. In the meantime please let us know if there are additional contacts we can share our information with to raise awareness of the upcoming recruitment campaign by emailing us on sgjobs@gov.scot.

The Scottish Government employs more than 5,000 people, at 79 locations across Scotland. As civil servants our job is to put the Scottish Government's purpose into action - to build a more prosperous nation with a dynamic, sustainable and inclusive economy, with public services that put people's needs first, and where every individual has true equality of opportunity.

We've developed a comprehensive range of rewards, initiatives and policies that recognise your achievements, build on your skills and help you find a healthy work/life balance. From a competitive pension scheme, generous holiday allowance and highly regarded flexible working options, childcare vouchers, season-ticket loans for your travel to work and our Employee Assistance Programme offering advice on a variety of issues, we'll ensure that you're well looked after.

GWT are looking for trustees and a treasurer (voluntary posts)

If you are interested or know someone who is, please let us know. There will be 4-5 meetings per year (usually in Glasgow) and you will serve 3 years initially. More details are here:

<https://generationsworkingtogether.org/news/gwt-recruiting-trustees-and-treasurer-28-02-2018>

Vision and Stroke Research - new PhD opportunities at GCU

Two new PhD opportunities now available at GCU. For the first time we have University-funded studentships **specifically about visual impairment in stroke**.

The projects are:

1. Visual impairment in Stroke Survivors: identifying and addressing unmet needs

This is a collaboration between NMAHP Research Unit at Glasgow Caledonian University and Glasgow University to identify the longer-term needs that stroke survivors with visual impairment face. Using the results of this an intervention, likely based around peer support, will then be developed to help address these.

For more information on this studentship contact me, Dr Christine Hazelton, Christine.hazelton@gcu.ac.uk.

2. Improving the rehabilitation of patients with homonymous visual field loss using eye tracking

Eye movement training is commonly used to help stroke survivors compensate for their visual field loss. In this PhD, the student will work with both the School of Health & Life Sciences and the School of Engineering and Built Environment to develop methods to assess eye movements. They will use these to create a new computer-based training method that can be tailored to an individual stroke survivor's eye movement abilities.

For more information on this studentship contact Dr Dirk Seidel d.seidel@gcu.ac.uk .

Descriptions of both projects are attached. All Glasgow Caledonian University PhDs, as well as the details of how to apply are listed here:

<https://www.gcu.ac.uk/research/researchatglasgowcaledonianuniversity/postgraduateresearchopportunities/fundedstudentships/>. **Application deadline is 28th March**

These projects are open to candidates from a very wide range of clinical and educational backgrounds, and we would encourage anyone who is interested to contact us to find out more.

Training



AWARENESSbites on-line Deaf Awareness course

<http://www.scod.org.uk/scod-training/awarenessbites/>

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

We are offering two packages:

Learn at your own speed – login and logout when suits and restart where you left off

The Package Contents:

Green package – £15 per user

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

Purple package – £28 per user

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

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

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

Deafness, spoken language acquisition and learning English as an additional language (EAL): Tuesday, 1st May, 2018

This course is for all professionals working with deaf young people either in mainstream or specialist provision, and parents and carers.

This one-day course will offer a mixture of lectures and interactive workshops on the following topics:

- Bi/multilingualism and EAL: Sequential bilingual development; Bilingualism and language difficulties.
- EAL and deaf children: Exposure to spoken languages; Hearing speech sounds; First language? Non-verbal communication; Communication and interaction.

- Practical issues for teachers: Supporting families; Supporting EAL pupils; Assessments.
- Resources and references.

There will be time for individual Q&A in a surgery-type format; participants are encouraged to bring some particular questions, or case data, that they may want to discuss.

Presenter: Dr Merle Mahon^[SEP], Language and Cognition Research, Psychology and Language Science, UCL, London

Course fee: £110

Applications are available to download from the following link:

<http://www.ssc.education.ed.ac.uk/courses/deaf/dmay18.html>

The Accidental Counsellor: Supporting Others in Additional Support Needs Work: Monday, 23rd April, 2018

This course will be of interest to all those who work with and support the parents and school staff of children with additional support needs including visual impairment and deafness.

Staff often find themselves cast in the role of the 'accidental counsellor' to colleagues and parents. This can leave staff feeling unsure how best to respond. Course participants will have opportunities to explore and better understand:

- issues underlying parent and staff anxieties and challenges
- options for helpful responding: theory and practice
- how to address the expectations of others.

The course will have a practical focus, including opportunities both to explore typical situations and to practice different approaches. Participants may have had no previous CPD in interpersonal or counselling skills, whilst those who have such experience will have opportunities to share and deepen their skill set.

Participants are expected to undertake some brief pre-course reading which will be available in advance of the course.

Presenter: Richard Hendry, ASN Consultant Trainer - see below for brief biography.

Course fee: £110

Closing date: 2nd April 2018

Applications are available to download from the following link:

<http://www.ssc.education.ed.ac.uk/courses/general/gapr18.html>

Acoustics and Assistive Listening Devices Information Day: Thursday, 7th June 2018

This day will be of interest to all professionals working with deaf children and young people either in mainstream or specialist provision.

This information day will provide you with the opportunity to hear up-to-date information on equipment and resources to support deaf pupils. The day will include presentations from the following organisations and speakers.

Presenters will have an individual presentation time and exhibition stands set up to provide examples.

Richard Vaughan, Connevens

Richard will present and demonstrate a new product called “Babble Guard” and the Aurical HIT hearing aid test box.

Gareth Challis, Frontrow

Gareth will present and demonstrate the Juno Classroom Soundfield System.

Tim Simmons, The Woolly Shepherd - natural acoustic solutions: these products enhance classroom environments by reducing background noise and improving speech intelligibility.

Tony Murphy, Phonak

Tony will provide an update from Phonak and demonstrate the Roger Touchscreen.

Refreshments will be provided; please bring own packed lunch.

Course fee: Free

Closing date: 17th May 2018

Applications are available to download from the following link:

<http://www.ssc.education.ed.ac.uk/courses/deaf/djun18.html>

SUMMARY: TRAINING ON GDPR AND INFORMATION GOVERNANCE

This one-day course is designed to give charities a sound understanding of the detail and impact of the General Data Protection Regulations (GDPR), where that builds on data protection and how to develop their own internal information governance culture and processes to ensure the charity is ready for the implementation of GDPR on 25 May 2018.

Based on practical experience and working through information sharing, discussions and a range of tools, including case studies, the course provides a range of tools to help you understand:

- The value of information to your organisation, and the risks if it is poorly managed
- Personal data – what is it, and what is sensitive personal data
- The approach your organisation needs to take to ensure you are compliant with GDPR and sound information governance practice, including key legislation
- A review of the current data protection principles – where are you now?
- A review of the GDPR principles and how they relate to data protection – where do you need to be?
- What is new with GDPR and what does that mean in practical terms for your organisation – how do you get there?
- Case studies
- Managing risk in information governance
- How to develop data asset audits of both manual and electronic records across your organisation
- How and why you should review your current policies and paperwork, and suggestions on what these should now include
- Data breaches – and how to deal with the ICO
- Culture change – and a range of tools and actions to help you move that forward
- Action planning for GDPR in your charity, including an outline project plan

This is very much a practical, interactive workshop, at the end of which you will have the bones of a project plan to review your current information governance processes and ensure you adopt an approach to GDPR and information governance that meets the needs of your organisation, your clients and your stakeholders, as well as the requirements of the General Data Protection Regulations.

Glasgow Kelvin College - Full Funding Available - NCFE Digital Marketing Course - A Digital Skills Scotland Initiative

We are seeing many people register and complete the course, whether they be a Business Manager who wishes to gain the knowledge in modern marketing techniques to better equip their business in this digital age, or a 16 year old who is wanting to gain another certificate to add to their CV prior to entering the workforce.

The nationally accredited **NCFE Level 2 Digital Promotion for Business** course is fully funded – which means you pay nothing – it is completed through Distance Online Learning of approximately 8 weeks and is available to any Adult in Scotland aged 16 and over.

The course consists of the following units:

- Digital Promotion for Business
- Understanding Search Engine Optimisation for Business

- Coordinating the use of Digital Media for Business
- Coordinating Offline and Digital Media for Business
- Producing Digital Promotional Content for Business
- Data Protection and Digital Media for Business
- Understanding Social Media
- Measuring the Effectiveness of Digital Promotional Activity for Business

The online course is easy to use and simple to follow and learning can take place at your own leisure. So all you need to decide now is whether you are interested in furthering your career, enhancing your job prospects or wish to aid your company in being more profitable.

There are only 2 key requirements in order to be eligible for the full funding of the course:

- Learner must be over 16 years of age &
- Must be a resident of Scotland & resided within any EU country over the last 3 years

To register for the course, it is a simple process. All we require is each learners go ahead and the following details:

Full Name Of Each Learner:

Contact Email Address of Each learner:

Contact Number Of Each Learner:

Once online registration is done, each learner will receive their course login details and password. They will be sent an application form to complete, which will need to be completed, signed and sent back directly from the Funding Manager.

If a company/organisation has got three or more learners that sign up for the course, once they complete the course you can receive the latest mobile marketing solution free of charge. This will be in the form of a Progressive Web App (PWA) – something Google are pushing in a big way at present.

<https://developers.google.com/web/progressive-web-apps/>

CINEMA/THEATRE



This spring: Visible Cinema screens Oscar-winning short [The](#)

[Silent Child](#), part of London Short Film Festival touring shorts

programme [Lives in Sign Languages](#), hosted by deaf programmer, Zoe McWhinney; GFT

celebrates [World Autism Awareness Week](#) with Access Film Club, screening the Oscar-

winning chilean film starring trans actress Daniela Vega, [A Fantastic Woman](#) and GFT's

dementia friendly programme presents a second chance to see the Oscar-winning short [The](#)

[Silent Child](#) as part of Movie Memories. Major new releases [Isle of Dogs](#), [Wonderstruck](#) and [Early Man](#) screen with Audio Description, and with Captions on selected screenings.

PARLIAMENTARY QUESTIONS, MOTIONS AND DEBATES



UK Government Scottish Affairs Committee

The future of working practices in Scotland Inquiry

Technological developments, new business models and changes in consumer behaviour are bringing about huge changes to the ways in which people work, and their relationships with their employers. Many businesses now meet their labour needs in different ways—such as through flexible contracts and digital platforms which rely on self-employed workers. This has created new opportunities in Scotland and across the UK, but there are concerns that it has also led to an increase in low paid and insecure employment and has shifted the relationship between many businesses and their labour force.

In recognition of the challenges arising from changes to business models and the ways in which people work, the Government commissioned Matthew Taylor, Chief Executive of the Royal Society of Arts, to consider how employment practices needed to adapt to keep pace with modern business models. Following publication of the Taylor review's report, *Good work: the Taylor review of modern working practices*, the Business, Energy and Industrial Strategy and Work and Pensions Committees considered its findings and produced a joint Report, *A framework for modern employment*, which looked in detail at the issues considered, and recommendations put forward, by the review. The Government has since published its own response to the Taylor review, which committed to implementing several of Matthew Taylor's recommendations, and launched consultations looking at how other recommendations could most effectively be taken forward.

This Report seeks to build on that work, and examines the particular needs of Scotland and how the devolution settlement affects the way in which the UK and Scottish Governments respond to these challenges; recognising that—while employment law is reserved to the UK Government—both the UK and Scottish Governments have powers which affect the availability and quality of employment opportunities in Scotland, as shown below.

To read the report, go to

<https://publications.parliament.uk/pa/cm201719/cmselect/cmsscotaf/449/44902.htm>

**Universal Credit: Disabled People
903738 Thelma Walker (Colne Valley) (Lab):**

What assessment she has made of the effect of the roll-out of universal credit on the number of disabled people living in poverty.

The Minister for Disabled People, Health and Work (Sarah Newton)

I do not want to see anyone living in poverty, and no Conservative Member of Parliament wants people living in poverty. Disabled people are some of the biggest beneficiaries of universal credit, with around 1 million disabled households having on average around £110 a month more on universal credit than they would have had on the legacy benefits.

Thelma Walker

As disability charity Leonard Cheshire has pointed out, many disabled people do not have internet access, assistive technology or the necessary support to fill in the online form to apply for universal credit. Does the Minister agree that the application process needs to be more accessible, so that disabled people can easily apply for these benefits?

Sarah Newton

The hon. Lady raises a very important point about accessibility of the benefits system for everyone, which is something we all take very seriously. I am grateful for the support that the Leonard Cheshire foundation and a whole range of stakeholders give us in designing the process, to make sure that it is as accessible as possible.

Mr Simon Clarke (Middlesbrough South and East Cleveland) (Con)

Does the Minister agree that it is important that we are absolutely scrupulous in our presentation of the facts about universal credit? As the Secretary of State referred to earlier, I wrote to the UK Statistics Authority to query the shadow Secretary of State's claim that

“40,000 children will wake up in poverty on Christmas Day because the Tories refuse to pause”

the roll-out of universal credit. On Friday, Sir David Norgrove told me:

“It is clearly important that statements by a political party should be fully supported by the statistics and sources on which they rely. We do not believe”

To read the rest of the debate, go to <https://hansard.parliament.uk/commons/2018-02-05/debates/53D4B605-789B-42A0-B7AE-A45CD61EC01D/UniversalCreditDisabledPeople>

[Question S5W-15102: Alex Cole-Hamilton, Edinburgh Western, Scottish Liberal Democrats, Date Lodged: 06/03/2018](#)

To ask the Scottish Government what guidance the NHS issues on the font size and typeface that should be used in communications with people with sight issues.

The link to the question and the response on the Scottish Parliament website is here:

<http://www.parliament.scot/parliamentarybusiness/28877.aspx?SearchType=Advance&ReferenceNumbers=S5W-15102&ResultsPerPage=10>



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 .

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 us at admin@scod.org.uk before you send us the text as there will be an admin charge.

SCoD Disclaimer

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

Information for Inclusion in the SCoD Bulletin

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

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

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

Organisation Name	
Article/News Item/	Maximum 400 words

Important date (s)	
Contact details for the bulletin	
Link(s) in social media – Facebook, Twitter, YouTube	
Organisation's Logo (if you want it included)	