



Glasgow Kelvin College

British Sign Language

Action Plan

2024-2029

Introduction

British Sign Language (BSL) is a recognised language of Scotland, allowing people whose first or preferred language is BSL to access information and services in their language. This plan refers to "BSL users," encompassing all individuals whose first or preferred language is BSL, including those who receive the language in a tactile form due to sight loss.

A BSL version of this plan will be added to the College website following the relevant Board/Committee approval processes. Glasgow Kelvin College's BSL Action Plan supports the BSL National Plan for Scotland 2024-2029. This National Plan has ten priority areas that represent the collective ambition for BSL in Scotland and underpin the Scottish Government's overall aim: to make Scotland the best place in the world for BSL users to live, work, and visit.

The British Sign Language (Scotland) Act 2015 requires listed authorities in Scotland to publish BSL plans every six years, demonstrating how they will promote and support BSL.

The Act aims to:

Promote awareness and use of BSL.

Improve access to services for Deaf and Deaf-blind people.

As a listed authority, Glasgow Kelvin College will outline actions to promote BSL awareness and improve access to education and services for Deaf and Deaf-blind people. In developing this plan, the College aims for consistency with the National Plan and will consider how best to meet BSL users' needs within local contexts and services.

To support the Government's ambitions of ensuring Scotland is the best place in the world for BSL users to live, work, learn, and visit, Glasgow Kelvin College aims to integrate the aspirations outlined in this plan into existing procedures and strategies, ensuring continuous advancement throughout the organisation.

This is the British Sign Language (BSL) Plan for Glasgow Kelvin College, as required by the BSL (Scotland) Act 2015. It sets out the actions we will take over the period 2024-2029, considering local circumstances and how best to respond to BSL users' needs within local communities, organisations, and services.

Throughout the plan, we refer to BSL users, including those who receive the language in a tactile form due to sight loss. We acknowledge that the majority of BSL users are Deaf and Deaf-blind and recognize that there are many Deaf and Deaf-blind individuals who do not use BSL.

[British Sign Language \(BSL\): national plan 2023 to 2029 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/national-plan-2023-to-2029/pages/10-british-sign-language-(bsl)-national-plan-2023-to-2029.aspx)

*Glasgow Kelvin College is committed to ensuring access to British Sign Language (BSL) interpreters for staff, students, and external parties at events and other engagements wherever possible.

While we strive to facilitate this support, there may be instances where, due to a shortage of available interpreters, we are unable to meet this need. In such cases, we will work to provide alternative solutions where suitable and ensure effective communication is maintained.

Summary:

To deliver The Scottish Governments ambition to make Scotland the best place in the world for BSL users to live, work, visit and learn, the Government have developed a number of actions under the following ten priority areas:

1. Delivering the BSL National Plan 2024-2029
2. BSL Accessibility
3. Children, Young People and their Families
4. Access to Employment
5. Health and Wellbeing
6. Celebrating BSL Culture
7. BSL Data
8. Transport
9. Access to Justice
10. Democratic Participation

1. BSL Accessibility

The Scottish Government recognise that for many BSL users, BSL is their first language and services need to be accessible to users. It is our ambition to reduce and remove barriers to vital information, work and education.

Outcome	Actions
Staff and students understand the importance BSL service users' needs.	<p>Offer deaf Awareness/BSL awareness training programme for staff.</p> <p>Monitor and evaluate training effectiveness.</p> <p>Students Association will promote and offer training to any learners who may interested.</p>
Information for BSL staff, students and service users is readily available and accessible to achieve inclusive communication	<p>Promote information for BSL service users using a range of channels and provide translation and accessible formats where appropriate.</p> <p>Revise key documents/ materials for translation when and where appropriate and review based on feedback from BSL users.</p> <p>Coordinate with BSL translators when required for key events and activities.</p> <p>Incorporate lived experience feedback – staff and students.</p> <p>Utilise various platforms to disseminate BSL information.</p> <p>Students Association/ Marketing will communicate with wider student population</p>
Outcome	Actions

<p>Continuous improvement of website accessibility features for BSL users.</p>	<p>Seek feedback from users on website accessibility.</p> <p>Provide BSL videos for key information. Involve external stakeholders when reviewing website design where appropriate</p> <p>Conduct website accessibility audit periodically.</p>
<p>Improve accessibility, employability and service provision through effective consultation and collaboration</p>	<p>Collaborate with internal and external stakeholders to remove barriers to learning or employment.</p> <p>Collaborate with the Student Association to incorporate the needs of BSL learners into aspects of College life.</p> <p>Induction process for Student Presidents, Department, and Class Representatives will include BSL/Deaf Awareness training.</p>
<p>College learning materials meet the needs of BSL students.</p>	<p>As and when required:</p> <ul style="list-style-type: none"> • Include BSL accessibility as part of any review of learning materials • Prepare audio materials with closed captions and/or subtitles where appropriate. • Explore assistive technology and AI to support BSL users.

2. Children, Young People and their Families

Glasgow Kelvin College share the Government’s vision of “Getting it right for every child” (GIRFEC) in supporting children and young people to reach their full potential.

Outcome	Actions
<p>Responsive and holistic services for BSL students.</p>	<p>As and When required:</p> <p>Offer pre-enrolment visit and transition meetings.</p> <p>Continue to review and develop approaches to transition and support BSL users into College based on feedback from BSL students.</p> <p>Discuss transition pathways with external partners in partnership with students who are BSL users when appropriate.</p>
<p>Curriculum materials support inclusion and meet the diverse needs of BSL students.</p>	<p>As and When required:</p> <p>Review schedule for teaching materials should incorporate topics related to mental health, well-being, and resilience.</p> <p>Resources and materials will be accessible and aim to meet the needs of BSL learners. Individual Learning Plan will identify BSL learning needs and reasonable adjustments will be implemented.</p>

	Adjust curriculum based on feedback from students who are BSL users and performance data.
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3. Access to Employment

In conjunction with partners, the College will seek to offer diverse opportunities throughout the academic year for students to interact with employers and acquire the essential skills needed for a successful transition into the workforce.

Outcome	Actions
BSL learners know about and access the employment schemes and work-based learning opportunities.	Incorporate information regarding DYW Scheme and other relevant links into student induction. Work with partners and services to provide details of schemes to support transition beyond College and into work.
Recruitment website will aim to actively attract applications from underrepresented BSL users.	Review recruitment website to encourage BSL applicants. Monitor and review: -recruitment of staff and students; - report recruitment data in PSED report. Adjust recruitment strategies based on data and feedback.

4. Health and Wellbeing

Promote health and wellbeing for BSL Learners

Outcome	Actions
BSL users are aware of the wellbeing support they can access at College.	Deliver health and wellbeing activities that encourage all students Collaborate with BSL interpreters and trainers where appropriate. Promote events to BSL community. Adjust wellbeing programs based on feedback from students and participation data.

5. Celebrating BSL Culture

Culture can improve the life chances of all people. Glasgow Kelvin College recognise that BSL and deaf culture are intertwined.

Outcome	Actions
BSL culture and heritage is shared within the College and wider community.	<p>Collaborate with BSL interpreters and trainers where appropriate.</p> <p>Plan and schedule an event to celebrate Deaf Awareness Week, activities could include BSL poetry readings, storytelling sessions, cultural festivals, and art exhibitions.</p> <p>Collaborate with local BSL-focused organisations, cultural institutions, and Deaf community leaders with the aim of increasing student participation opportunities.</p>
Collaboration with BSL-Focused Organisations improves the lives of BSL staff and learners	<p>Establish partnerships with BSL organisations and leaders.</p> <p>Coordinate and promote joint cultural events and initiatives.</p> <p>Adjust partnership strategies based on feedback and participation data.</p>

6. BSL Data

The long-term goal is to strengthen the evidence and data on the BSL Community in Scotland. This data will help to better inform decision making, service design and delivery.

Outcome	Actions
Staff and student data leads to improved recruitment, retainment and progression strategies, policy and service development/provision, training and development activities to mee needs of BSL users and participative promotional activities.	Provide a report to the Equality and Inclusion Committee annually. Use data to inform policy and service development.
Data supports transitions to/from the College for BSL students.	Track and analyse transition data. Adjust transition strategies based on data and feedback from students who are BSL users.

7. Transport

Government ambitions are for all BSL users to have safe, fair and inclusive access to public transport.

Outcome	Actions
BSL students who commute to the College campuses using public transport are well informed.	Review existing information and update where necessary. Add links to the College website on travel information and incorporate information on transport links and Scotland-wide concessionary travel passes into student recruitment and induction processes.

8. Access to Justice

We will take steps to ensure BSL users will have fair and equal access to the civil, criminal and juvenile justice systems in Scotland. fair and inclusive access to public transport is available to BSL users.

Outcome	Actions
BSL users understand College policies and procedures and know how to raise concerns.	Conduct awareness campaigns. Ensure visibility of the tool on campus and online.
BSL users have information on relevant national organisations, and interpreting services.	Compile and distribute information on relevant services to all students. Create accessible information resources and revise based on feedback.

9. Democratic Participation

The Government's long-term ambition is for BSL users to be fully involved in democratic and public life in Scotland.

Outcome	Actions
BSL users actively and fully participate in College life.	Support BSL users to participate in the Student Association roles including Class Rep and GKCSA officer elections. Ensure feedback and engagement processes are accessible for BSL users. Support BSL users to actively participate in College experiences. Adjust participation strategies based on feedback and participation data from students who are BSL users.

Monitor and Review

Glasgow Kelvin College will monitor progress of the BSL Plan on an ongoing basis to the Equality and Inclusion Committee.

Contact

The lead officer for Glasgow Kelvin College's BSL Action Plan is xxxxxxxxxxxxxxxxxxxx and they can be contacted if there are questions or comments in relation to the Colleges BSL Action Plan.