



# SRLPDC

SCOTTISH REGISTER OF LANGUAGE PROFESSIONALS  
WITH THE DEAF COMMUNITY

## STRATEGIC PLAN 2021-23

### Introduction

The major changes and restructuring across the board in Scotland that have taken place as a result of the BSL Scotland (Act) 2015 have afforded us the opportunity to reflect upon, revise and develop our work. We now have a legislatively backed commitment from parliament, government, local authorities and public bodies that we will indeed all work together to make Scotland *the best place in the world for BSL users to live, work and visit*.

The enhanced profile of BSL in Scottish society, plus increasing and changing language and communication needs across our demography, means that regulation and registration of associated practitioners is increasingly important.

Whilst Scotland embraces the new opportunities given by recent developments, so we must equally embrace the responsibility we hold to endeavour to be highly skilled and accountable in what we do.

It is our intention that, as The Scottish Register of Language Professionals with the Deaf Community (SRLPDC), we will provide a focus and framework to see through these responsibilities and therefore enhance the experience of deaf people, BSL users and those who want to have conversations with them across all areas of society in Scotland.

### Organisational summary

The Scottish Register of Language Professionals with the Deaf Community is a registering body for all language professionals who work with deaf people and the BSL community in Scotland. We are officially known as “The Scottish Register” for short.

Our legal status is confirmed as a company limited by guarantee, the company number being SC359723. We are also registered with OSCR, and our Scottish charity number is SC017305.



We maintain a register of individual practitioners and agencies. All individual registrants must hold appropriate qualifications, have PVG Membership, PII Insurance and submit 30 hours of Continuing Professional Development (CPD) annually. All registered agencies must meet the requirements set out in our guidelines to ensure accessibility and accountability in their work.

SRLPDC holds responsibility for investigating concerns and complaints raised about any registrant, and we retain the right to suspend or remove the registrant from the register if it is in the best interests of those we work to safeguard.

The register and accompanying information is accessible via our website, [www.thescottishregister.co.uk](http://www.thescottishregister.co.uk)

Our primary reason for maintaining such a register is to safeguard service users, stakeholders and the general public by ensuring that standards are met and practitioners are accountable. We have created a set of Principles of Professional Practice (PoPP) that make clear the expectations we hold for individual practitioners, and agencies who supply these practitioners.

These expectations are defined in the context of professional conduct, ethics and business practice.

### Funding Arrangements

SRLPDC relies-solely on the fees paid by our registrants. We have the ability to accept income in other forms, But in order to remain financially viable, we must ensure that any other forms of “income” fit with our purpose and our governing documents.

As part of our aim to consolidate our position in the sector, we have significantly reduced costs to allow for maximum longer term sustainability.

We are keenly aware of our responsibility to our registrants, stakeholders and service users to make the best use of all of our resources, and to apply the principle of best value at all times.

We publish our annual accounts on our website.



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## Vision, mission and values

**Our vision** is for anyone in Scotland who needs to access the services of a language professional, to be able to do so confident in the knowledge that practitioners are safe, qualified, experienced and accountable.

**Our mission** is to work proactively with others to create partnerships and mutual understanding that will underpin our day to day registration and regulation work.

**Our values** focus on equality, respect, openness, accountability and a desire to improve.

## Our aims for the future

Over the next three years, we aim to develop our organisation as a registering body. We intend to achieve this consolidation by:

- Establishing our staff structure and financial reporting.
- We will make sure that our progress and outcomes are shared with deaf people and BSL communities.
- We aim to develop our governance arrangements to bring relevant perspectives to our work. We will advertise across Scotland to bring in a range of people who have the necessary knowledge, experience and expertise to our Board.
- We will develop further categories of registration to better protect those who use language professionals' services, and equally contribute to a structured professional route for career development.
- We seek to establish positive working relationships with relevant bodies and institutions across Scotland so as to contribute to the implementation of the BSL (Scotland) Act 2015 and associated initiatives.



## Key Performance Indicators (KPI's)

- We will recruit our Registrar to coincide with the beginning of the registration year, ie 1 April 2021. We anticipate their induction (including establishment of revised financial reporting) will be complete by the end of the CPD year, ie 30 September 2021.
- We will advertise and seek to engage new Members of the Board of Trustees. In line with point 27 of our Articles of Association, we aim to bring in as broad a range of experience and knowledge as possible, up to a maximum of eleven people in total. We aim to have a first group in place for May 2021.
- We aim to have tailored categories for Deaf practitioners in place for the start of the new registration year in April 2021. We look to consider further relevant categories in subsequent years.
- SRLPDC (The Scottish Register) will have established its role and actively participated in a number of identified fora, including deafscotland, Cross Party Group on Deafness, and EFSLI.