

AGENDA ITEM NO: 5

PR/19/25/KM

Report No:

Report To: Policy and Resources Committee Date: 16 September 2025

Report By: Corporate Director - Education,

Communities and Organisational

Development

Contact Officer: Morna Rae Contact No: 01475 712146

Subject: Corporate Policy and Performance Update: April – August 2025

1.0 PURPOSE AND SUMMARY

1.1 □ For Decision □ For Information/Noting

- 1.2 This report provides the Committee with an update on corporate policy and performance matters relating to:
 - The Local Government Benchmarking Framework (May 2025 data refresh).
 - Participation Reguest Annual Report 2024/25.
 - The Gaelic Language Plan Implementation Report 2023/25 and Scottish Languages Act 2025.
 - Verity House Agreement.
 - Smoke Free Policy.

2.0 RECOMMENDATION

- 2.1 It is recommended that the Committee:
 - Note the latest performance update relating to the Local Government Benchmarking Framework.
 - Note the publication of the Participation Request Annual Report 2024/25.
 - Approve the submission of the Gaelic Language Plan Implementation Report 2023/25 to Bòrd na Gàidhlig, to meet the Council's statutory duty.
 - Note the update on the Verity House Agreement.
 - Agree that a review of the Inverclyde Council Smoke Free Policy be carried out next year, once the Tobacco and Vapes Bill has progressed through Parliament.

Ruth Binks Corporate Director Education, Communities and Organisational Development

3.0 BACKGROUND AND CONTEXT

3.1 A corporate policy and performance update report is considered at every meeting of the Policy and Resources Committee; the last such report was submitted to the meeting of the Committee on 3 June 2025.

3.2 LOCAL GOVERNMENT BENCHMARKING FRAMEWORK

- 3.3 This Committee considered a report on Invercive Council's Local Government Benchmarking Framework 2023/24 performance at its meeting on 3 June 2025. It was noted at that point that data for a small number of measures remained outstanding. The annual LGBF data update carried out in May provides councils with performance information pertaining to Looked After Children and more recently, the three new climate change measures.
- 3.4 Performance data 2023/24 is now available for the following Children's Services measures:
 - Proportion of children meeting developmental milestones.
 - Gross costs of 'children looked after' in residential-based services, per child per week.
 - Gross costs of 'children looked after' in a community setting, per child per week.
 - Proportion of children being looked after in the community.
 - Proportion of child protection re-registrations within 18 months
 - Proportion of Looked After Children with more than one placement in the past year.

Data for the three Climate Change measures, which were added to the framework in 2023, was also published:

- CO₂ emissions from transport per 1,000 population.
- CO₂ emissions from electricity per 1,000 population.
- CO₂ emissions from natural gas per 1,000 population.

Details of performance, including trend and comparator performance information is provided in appendix 1. The key points are summarised below.

3.5 LGBF Performance 2023/24

- 3.6 The gross cost of children looked after in a residential based service, per child per week, increased by 57% between 2022/23 and 2023/23, rising from £4,165 to £6,562, causing Inverclyde's national ranking to move from 11 to 25. The gross cost of children looked after in a community setting, per child per week, also increased but to a lesser degree, from £361 to £391, resulting in a small change in ranking from ninth to tenth position.
- 3.7 The increase relates directly to the exponential annual **increasing costs of care** for children and young people in residential care, specifically those in high-cost independent residential care, not Inverclyde's Children's Houses. These young people are some of our most vulnerable children with extremely complex needs in which we have statutory duties to protect. Members are aware of the HSCP Children's Services strategy to redesign through transformation to 'rebalance' care by safely reducing the numbers of young people entering residential care. The strategy is focused on investment in intensive community family support, evidenced based practice models (Signs of Safety & Healing) and growth in all forms of family-based care, particularly Fostering and Kinship. Our strategy is underpinned by the Promise and UNCRC. Importantly, progress is being made, for example, paragraph 3.7 highlights the increasing numbers of children being looked after in the community, which evidences a shift in

- the 'balance of care'. Transformation of this scale, to safely recalibrate the care system, takes several years to achieve impact.
- 3.8 The proportion of children being looked after in the community increased from 81.2% to 86.8%, which reflects Inverclyde's commitment to supporting children to remain in their community. Our national ranking improved from the quartile four (26) to quartile three (19).
- 3.9 The proportion of child protection re-registrations within 18 months in 2023/24 was 9%, compared to 0% in 2022/23, however it should be noted that performance in 2022/23 appears an outlier compared to previous years.
- 3.10 The proportion of looked after children with more than one placement in the last year increased from 14% to 25%, which is higher than our family group and the Scottish average, 17.7% and 17.5% respectively. This resulted in Inverclyde moving from the second quartile (11) to the fourth quartile (28).
- 3.11 There are a number of reasons why children may have more than one placement within the statutory Looked After Child framework. Children who are 'looked after at home' then become 'looked after away from home' for their care and protection e.g. with Kinship, Foster Carers or Residential Care. Family support achieving reduction in risk and harm, mean that is safe for children to return home with on-going intensive multi-agency support. These moves would be counted as a number of placements.
- 3.12 Additionally, some children are placed, for example, with a Kinship Carer or a Foster Carer in an emergency pending further assessment. If it is not safe for the child to be quickly returned home, longer term kinship or fostering placements are required. In kinship, while some families can care in an emergency, they are unable to care for longer periods, and not all foster cares are long-term carers but specialise in emergency care for children who need urgent care. However, our priority is always stability for the child by limiting placement moves.
- 3.13 A child is 'looked after at home', which counts as one placement, the child is then placed in care, e.g. kinship care, that's two placements and then the child safely returns home, which is counted as the 3rd placement. This is a typical journey in and out of care with the focus being on safety and stability for the child.
- 3.14 The proportion of children meeting developmental milestones improved for the second year in a row, increasing from 75.1% to 79.3%, with performance now close to our family group average 79.8%. In 2023/24 Inverslyde ranked in 28th position.
- 3.15 The Committee should also be made aware that the Improvement Service recently published a revision to one other Children's Services measure, 'the percentage of adults satisfied with local schools'. Performance data for this measure, which covers the reporting period 2021/24, was first considered by the Committee on 3 June 2025. The new data, which is the result of a Scottish Government correction, shows improved performance with a satisfaction score of 72.4%, compared to the 67.7% initially reported. Our national ranking has also been revised from 27 to 19, with performance sitting above our Family Group, 70.7% and the Scottish average, 70.9%, whereas it was previously reported as being lower than both comparators.
- 3.16 Of the three Climate Change measures, one shows improved performance. CO₂ emissions from transport per capita (per 1,000 population) reduced from 14.8 tonnes to 10.6 tonnes and was the third lowest (i.e best) in Scotland.
- 3.17 Emissions for the other two Climate Change measures increased. CO₂ emissions from electricity per capita (per 1,000 population) increased from almost 31 tonnes per capita (per 1,000 population) to 44 tonnes per capita (per 1,000 population). This moved Inverclyde's national

ranking from three to 13. Emissions from natural gas increased by 47%, rising from 61.5 tonnes to 90.5 tonnes, the fifth highest level in Scotland. This increase is attributable to Inverclyde Council taking responsibility for Inverclyde Leisure's gas and electricity charges from 1 April 2023.

3.18 LGBF Performance 2024/25

3.19 Inverclyde's street cleanliness score fell slightly from 94.1% in 2023/24 to 91.1% in 2024/25. Performance was higher than our family group, 88.9%, but lower than the Scottish average, 91.7%. Inverclyde ranked in the third quartile of all authorities, falling in 18th position.

3.20 PARTICIPATION REQUEST ANNUAL REPORT 2024/25

- 3.21 The Community Empowerment (Scotland) Act 2015 introduced participation requests as a way for communities to proactively initiate dialogue with public authorities around improving services. It was not intended to replace existing participation mechanisms but to provide a potential route for community groups to strengthen their involvement in other processes.
- 3.22 Section 32 of the Act requires public service authorities to produce an annual report on their participation request activity and publish this no later than 30 June each year. Our Annual Report 2024/25, is published on the Council website: https://www.inverclyde.gov.uk/community-life-and-leisure/participation-requests. Inverclyde Council did not receive any participation requests in 2024/25, which could indicate that existing informal engagement mechanisms are working well.
- 3.23 Information about Participation Requests is available on Inverclyde Council's website, https://www.inverclyde.gov.uk/community-life-and-leisure/inverclyde-community-empowerment/participation-requests.
 - Guidance is available which is aimed at helping groups who are interested in making a participation request to Inverclyde Council, along with contact details. The guidance provides an overview of the participation requests process and is based on the national guidance produced by the Scottish Government. The website also contains links to Scottish Government Legislation and Guidance.
- 3.24 While we have participation requests processes and guidance in place, the Council aims to have early dialogue with communities on the issues they are interested in which, we believe, minimises the number of formal participation requests received. This is carried out via a range of established mechanisms:
 - Locality Plans are in place, one in each of Inverclyde's six localities. These have been developed with our communities. We carry out Community Conversations and use the CONSUL platform to support community engagement.
 - Public engagement and consultation is carried out to influence the development and delivery of our work as a Council and a Community Planning Partnership, including budget engagement.
 - Listening events continued throughout the year, supported by a facilitator and scribe, allowing each participant the opportunity to have their say.
 - There is a focus on digital inclusion so that our communities have the skills, confidence and equipment to participate online.
 - Youth engagement mechanisms have been established to support more young people being involved in democratic decision-making.
- 3.25 On a related matter, earlier this year the Scottish Government published its review of participation requests nationally. The review found that since the introduction of the legislation

in 2017, 55 of Scotland's 77 public authorities, including Inverclyde, have never received a request. The review also found that many public service authorities believe that participation requests should only be used when other engagement channels have failed. In response to its findings, the Scottish Government intends to carry out further engagement with stakeholders to explore these matters further.

3.26 GAELIC LANGUAGE PLAN IMPLEMENTATION REPORT 2023/25 AND THE SCOTTISH LANGUAGES ACT 2025

- 3.27 The Inverclyde Council Gaelic Language Plan 2023/28 received Ministerial approval on 3 July 2023. Section 6(2) of the Gaelic Language (Scotland) Act 2005 enables Bord na Gàidhlig to require a public authority to submit a report on the extent to which it has implemented the measures set out in its plan.
- 3.28 Bòrd na Gàidhlig has written to Inverclyde Council requesting an Implementation Report on the progress made in the delivery of the Gaelic Language Plan over the period 3 July 2023 3 July 2025. The Committee is asked to note that although the Bòrd has the power to formally request an Implementation Report annually, no such request was received in 2024. The deadline for submission to the Bòrd is 3 October 2025.
- 3.29 The Inverclyde Council Gaelic Language Plan Implementation Report 2023/25 has been approved by the CMT and is attached as appendix 2 and a summary is provided below.
- 3.30 Actions that have been noted as complete include:
 - The establishment of Gaelic Medium Education at a secondary level.
 - A positive message on the website that communication from the public in Gaelic is always welcome.
 - Public exhibitions at the Watt Institution are available bilingually, with priority given to those with the highest potential impact.
 - The Inverclyde Gaelic Language Plan is now included within the Council's induction process.

Actions with an amber status include:

- Gaelic should be embedded into the corporate business of the Council.
- Render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
- Prominent signage will include Gaelic and English as part of any renewal process.
- Corporate publications, produced in Gaelic and English, with priority given to those with the highest potential reach.
- Recognising and respecting Gaelic skills within the recruitment process throughout the public authority with post adverts that include Gaelic as a requirement will be advertised in both Gaelic and English.
- 3.31 The Scottish Languages Bill, which improves support for Scotland's indigenous languages, Gaelic and Scots, became an Act on 31 July 2025. The Act, for the first time, grants both Gaelic and Scots languages official status in Scotland and aims to protect, promote, and support the use of both languages in public life and education.
- 3.32 The Act will move certain powers from Bord na Gaidhlig to the Scottish Government to broaden the Government's and public authorities' obligations in relation to Gaelic. It also introduces a duty on the Scottish Government to develop a 'national Gaelic language strategy'.

- 3.33 Other measures to enhance the status, education, and cultural promotion of these languages across Scotland include:
 - strengthening of parents' rights to ask their Council for a Gaelic school in their area.
 - introducing educational standards for Gaelic and Scots.
 - supporting the creation of areas of linguistic significance in Gaelic communities so that ministers can better target policies to support the language's growth.
 - enabling parents in every part of Scotland to apply for Gaelic nursery and early years places for their children.
 - ensuring that more qualifications are available in Gaelic.
 - introducing targets on the number of people speaking and learning Gaelic.
- 3.34 For the information of the Committee, at the time of Scotland's Census in March 2022, 0.4% (340) of Inverclyde's population aged three and over could speak, read and write Gaelic, whilst 1.4% (1,064) said that they had some skills in Gaelic.
- 3.35 In relation to the Scots language, almost 23% of Inverclyde's population aged three and over said that they could speak, read and write Scots, whilst 42% (32,251) of Inverclyde's population on Census Day said that they had some skills in Scots.

3.36 VERITY HOUSE AGREEMENT

- 3.37 On 30 June 2023 COSLA and the Scottish Government agreed the Verity House Agreement, a partnership document setting out a vision for a more collaborative approach to deliver their shared priorities for the people of Scotland. The agreement is available here https://www.gov.scot/publications/new-deal-local-government-partnership-agreement/. Information on the agreement was previously shared with Committee and there is an outstanding remit to provide an update.
- 3.38 The agreed priorities are to:
 - 1. tackle poverty, particularly child poverty, in recognition of the joint national mission to tackle child poverty
 - 2. transform our economy through a just transition to deliver net zero, recognising climate change as one of the biggest threats to communities across Scotland, and
 - 3. deliver sustainable person-centred public services recognising the fiscal challenges, aging demography and opportunities to innovate.
- 3.39 It states that "to address these shared priorities, we have jointly accepted that changes are required to our relationship the way we work together, how we will approach our shared priorities, and how we engage with each other in a positive and proactive manner."
 - It specifically references tangible outputs that are required to support this reset and, since the signing, COSLA officers have been working with civil servants to progress the required actions. These include developing accountability and assurance arrangements that will set out a monitoring and accountability framework; re-establishing the Local Governance Review with a focus on single authority models; the successful embedding of the European Charter of Local Self-Government into Scots Law; the finalisation and agreement of a Fiscal Framework for Local Government; and a rejuvenation of Community Planning through the role of Place Directors in Scottish Government.
- 3.40 The Verity House Agreement includes a commitment that an annual review or 'stocktake' should be undertaken after the first year of the agreement. COSLA and the Scottish Government

progressed this as a joint exercise; producing a joint paper. This is available at Appendix 3. It includes the following overview:

"The VHA, and the good practice it aims to encourage and support in relation to working collaboratively, builds on existing strong relationships in a number of areas. Those areas of positive joint cooperation have continued, and in some instances been enhanced, while new areas of collaboration have been established and encouraged by the impetus the signing of the VHA has provided. . . A candid stocktake reflects that the VHA has not fully resolved or prevented areas of disagreement. It is on public record that difficulties have arisen for example in relation to the Council Tax Freeze for 2024/25, the policy in respect of maintaining and increasing teacher numbers, and key aspects of the scope of the proposed National Care Service. . .Local Government has formally raised concerns in these three areas not just because of the policy intent, but also because of the way in which the policies have been announced and/or developed. The Scottish Government has maintained that delivering these policy areas is consistent with supporting the three priorities in the VHA and has sought to agree these with Local Government through the appropriate mechanisms."

- 3.41 In 2025 the focus has been on the resolution of the areas of dispute outlined above, and, as part of this, the establishment of an agreed dispute resolution process. This is being progressed, supported by monthly meetings between the COSLA Presidential Team and the Cabinet Secretary for Finance and Local Government.
- 3.42 In May 2025 John Swinney, First Minister addressed COSLA Leaders. He highlighted the importance of collaboration between the Scottish Government and local authorities, the challenges faced in public life and noted considerable progress made between the spheres of Government including positive working relationships through the Verity House Agreement.

3.43 SMOKE FREE POLICY

3.44 The Smoke Free policy is scheduled for review with an updated version to be considered by the Policy and Resources Committee at its meeting in November 2025. The Tobacco and Vapes Bill is currently progressing through the House of Lords. If enacted this would make provision about smoke-free places and vape-free places. In order that the updated Inverclyde Council Smoke Free Policy takes the changing statutory position into account it is proposed that the timeline for its review is pushed back to 2026.

4.0 PROPOSAL

- 4.1 The Committee is asked to note the latest updates in relation to the LGBF; Participation Requests 2024/25 and the Verity House Agreement.
- 4.2 The Committee is asked to note the progress made by Inverclyde Council in delivering its Gaelic Language Plan 2023/28 and approve the submission of the Implementation Report 2023/25 to Bòrd na Gàidhlig by 3 October 2025.
- 4.3 The Committee is also asked to agree that the review of the Smoke Free Policy, originally scheduled for November 2025, be carried out once the Tobacco and Vapes Bill has progressed through Parliament.

5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		Х
Legal/Risk	Χ	
Human Resources		Х
Strategic (Inverclyde Alliance Partnership Plan 2023/33/Council	Χ	
Plan 2023/28)		
Equalities, Fairer Scotland Duty and Children/Young People's		Х
Rights and Wellbeing		
Environmental and Sustainability		Х
Data Protection		X

5.2 Finance

There are no financial implications arising from this report.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/(Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

The Council has a statutory duty to produce a Gaelic Language Plan and provide a report on its progress, if instructed by Bòrd na Gàidhlig. Following a request by the Bòrd, an Implementation Report covering the period 3 July 2023 - 3 July 2025 must be submitted by 3 October 2025.

5.4 Human Resources

There are no direct human resources implications arising from this report.

5.5 Strategic

The matters referred to in this report are of relevance to the following Council Plan 2023/28 Themes.

- People: Our young people have the best start in life through high quality support and education
- Place: Communities are thriving, growing and sustainable.
- Performance: High quality and innovative services are provided, giving value for money.

6.0 CONSULTATION

6.1 None.

7.0 BACKGROUND PAPERS

7.1 None.

LOCAL GOVERNMENT BENCHMARKING FRAMEWORK - INVERCLYDE COUNCIL PERFORMANCE

		F	Performance Scotland		Scotland	Family	Rank			
		2021/22	2022/23	2023/24		Group	2021/22	2022/23	2023/24	
CHILDRE	N'S SERVICES			•						
Ref	Title									
CNH08a	Gross Costs of 'Children Looked After' in residential-based services per child per week	£5,458	£4,165	£6,562	£5,282	£5,822	22	11	25	
CNH08b	Gross Costs of 'Gross Cost of "Children Looked After" in a community setting per child per Week	£244	£361	£391	£475	£391	3	9	10	
CHN09	Proportion of children being looked after in the community	86.3%	81.2%	86.8%	88.8%	87.0%	21	26	19	
CHN17	Proportion of Children meeting developmental milestones	74.3%	75.1%	79.3%	83.3%	79.8%	31	29	28	
CHN22	Proportion of child protection re- registrations within 18 months	10.4%	0.0%	9.0%	5.8%	6.8%	23	1	24	
CHN23	Proportion of Looked After Children with more than 1 placement in the last year	10.0%	14.0%	25.3%	17.5%	17.7%	5	11	28	
CLIMATE	CHANGE							·		
CLIM03	CO ₂ emissions from transport per capita per 1000 population	37.7t	14.79t	10.59t	28.67t	17.96t	29	4	3	
CLIM04	CO ₂ emissions from electricity per capita per 1000 population	37.25t	30.97t	44.12t	48.15t	48.44t	5	3	13	
CLIM05	CO ₂ emissions from natural gas per capita per 1000 population	67.86t	61.52t	90.53t	56.17t	64.50t	22	19	28	

LGBF data 2024/25 has been published for the following Environmental Services KPI:

	Performance			Scotland	Family				
		2022/23	2023/24	2024/25		Group	2022/23	2023/24	2024/25
ENVIRONME	ENVIRONMENTAL SERVICES								
ENV03c	Street Cleanliness Score	83.9%	94.1%	91.1%	91.7%	88.9%	31	12	18



APPENDIX 2

Bòrd na Gàidhlig

Section 6(2) of the Gaelic Language (Scotland) Act 2005 enables Bòrd na Gàidhlig to require a public authority to submit a report on the extent to which it has implemented the measures set out in its plan.

This monitoring report should detail progress on:

- Commitments that have a timescale for completion for each reporting year and;
- Any details on progress on commitments that have been designated as ongoing or throughout the lifetime of the plan.

There is no requirement for public bodies to use this template. Providing evidence is submitted as detailed above, reports can be submitted in a format suitable to individual public authorities.

Name of Organisation:

Inverclyde Council / Comhairle Inbhir Chluaidh

Date of report:

August 2025

Reporting Period (including day/month/year):

03/07/2023 – 03/07/2025. This reflects the period from receipt of Ministerial approval in July 2023. It covers a two-year period as the Bord did not request an Implementation Report in 2024.



Inverclyde Council Gaelic Language Plan 2023/28

Implementation Report 2023/25

This implementation report tracks the progress made by Inverclyde Council in delivering its Gaelic Language Plan 2023/28. An assessment of the progress that has been made over the reporting period July 2023 – July 2025 is provided for each action within the Plan along with an overall status icon for ease of reference.

Icon symbol key:



Complete



Ongoing & on track



Initial target date not achieved



HIGH LEVEL AIMS

INCREASING THE USE OF GAELIC

High Level Aim 1: Increasing the use of Gaelic

Aim 1: Support existing and new Gaelic language and culture groups in the Inverclyde area to help grow the use of Gaelic in the community.

- Offer free online space, training and support for local Gaelic groups to use the CLD learning platform
- Hold 2 cultural celebration evenings per year
- Hold 2 Inverclyde Gaelic meetings per year to make links across the Gaelic language, cultural and social activities.

Progress:



During the reporting period 2023/25, the Inclusive Communities Service (formerly called Community Learning and Development) continued to work alongside the Inverclyde Gaelic Learners Group and to support and promote Gaelic through a range of adult education activities related to Gaelic language and culture. The related priorities of the Inclusive Communities Service are:

- To promote and celebrate Gaelic's contribution to Scottish cultural life.
- To strengthen Gaelic as a language of the family and community.

Gaelic courses, at both beginner and intermediate level, are advertised on a dedicated CLD page as well as on social media. Additional learning resources for Speak Gaelic are also held on the Moodle based CLD Inverclyde website. : Course: FACE to FACE Classes CLD Inclusive Communities

In partnership with the Invercied Gaelic Learners Group, two cultural celebrations and promotion events were held in April and June 2024, with a further event taking place in March 2025, delivered by a local historian on the topic of 'Invercied Gaelic Place Names'.





Screenshot from Inclusive Communities website offering Gaelic classes

<u>High Level Aim 2</u>: Establish Gaelic learning and usage opportunities for Council staff, utilising existing staff skills and resources, with the aim of increasing the use of Gaelic internally.

- Continue to promote the availability of national Gaelic courses to all employees and encourage uptake
- Development of a Gaelic awareness resource for front line employees
- Conduct an internal audit capacity at least once during the lifetime of the plan to establish the level of skills that exist across the authority
- Develop the Council's intranet page promoting Gaelic

Progress:



Where the Council is made aware via the Bord, or any other national network, of Gaelic courses that are available, these are advertised to all employees via both the HR&OD Service and Corporate Communications. All training requests are considered within the context of available resources, which is the case for all training needs identified.

Plans for a second internal capacity audit of employee Gaelic skills are being considered alongside a wider Employee Survey due to be carried out later this year. The rationale for this is that a higher response rate is likely to be achieved than if the Internal Capacity Audit is carried out as a standalone survey. This will provide more robust data on the level of Gaelic skills within the organisation.



Inverclyde Council's employee intranet, ICON, includes a page dedicated to our Gaelic Language Plan, which is published in both languages, and a separate Gaelic Learning Resource intranet page, which provides links to national and local learning opportunities as well as online resources.

The Gaelic teachers continue to be involved in a number of staff development activities and attend CLPL sessions from Education Scotland, Stòrlann Nàiseanta na Gàidhlig and Bòrd na Gàidhlig. 'An t-Alltan' sessions have been accessed online where possible.

As an attainment authority Gaelic staff have participated in detailed literacy and numeracy training and have translated strategies and resources for use within Gaelic medium. SEAL and other numeracy assessments have been translated into Gaelic to support assessment.

The Gaelic nursery staff have been trained in delivering Bookbug sessions and have been undertaking professional learning sessions to develop their Gaelic literacy skill through Newbattle Abbey College in partnership with Ceòlas, South Uist. Funded by Bòrd na Gàidhlig.

Gaelic medium staff are involved in developing resources and topic boxes to support learning in a number of curricular areas.

A member of Gaelic medium staff has been showcased on the Teach in Scotland website as a GME practitioner, encouraging other people into teaching.

INCREASING THE LEARNING OF GAELIC

<u>High Level Aim 3:</u> Increase the numbers of children accessing Gaelic Medium Early Years Education each year.

- Update information on Council website.
- Promote offer at enrolment review communication strategy around admissions with regards Gaelic Medium Education

Progress:



Gaelic medium education is provided in the nursery setting at Whinhill. When registering, Inverclyde Council website includes the option of GME and information on registering for GME is prominent on the Inverclyde GME webpage. Information on the website has been



enhanced, is kept up to date and is provided bilingually. External links to Comann nam Pàrant and Fiosrachadh do Phàrantan have been added to enable parents to easily access a wealth of information.

Gaelic is promoted across all establishment channels to increase awareness of Gaelic Medium Education in Inverclyde. Information aimed at nursery and early years parents encourages the consideration of GME for their children. Whinhill has developed a leaflet encouraging parents to consider Gaelic medium education for their children. This is shared locally and through social media.

Whinhill and education services have worked alongside Bòrd na Gàidhlig to run information evenings in order to promote enrolment.

Inverclyde GME website includes information about Whinhill and links to the establishment's own website. The webpage signposts all things Gaelic across the Inverclyde community and beyond.

Inverclyde Libraries, as part of our Children and Young People offer, distribute Gaelic language Bookbug Bags to families interested in Gaelic. The Gaelic Bookbug Bags contain Gaelic copies of the books in addition to the English language books and associated resources.

High Level Aim 4: Increase the numbers of children accessing Gaelic Medium Education at primary level by at least 15% each year.

- Establish a catchment area for GME provision
- Review and update information on Council website.
- Promote offer at enrolment- review communication strategy around admissions with regards GME

Progress:



Gaelic medium education is provided at Whinhill Primary School. When registering, Inverclyde Council website includes the option of GME and information on registering for GME is prominent on the Inverclyde GME webpage. Information on the website has been enhanced, is kept up to date and is provided bilingually. External links to Comann nam Parant and Fiosrachadh do Pharantan have been added to enable parents to easily access a wealth of information.

Inverclyde GME website includes information about Whinhill and links to the establishment's own website. The webpage signposts all things Gaelic across the Inverclyde community and beyond. In addition, Gaelic is promoted across all establishment channels to increase awareness of Gaelic Medium Education in Inverclyde.

Whinhill and education services have worked alongside Bòrd na Gàidhlig to run information evenings in order to promote enrolment.



The catchment area for Whinhill was established in 2022 and the catchment area for Inverclyde Academy was established in 2024. We now have an offer of Secondary GME within Whinhill catchment secondary school Inverclyde Academy, providing a GME from Early Years through to the end of secondary school.

Whinhill is rigorous in its promotion of Gaelic experiences in the school across many media outlets which also supports an increase in the use of Gaelic in the wider community:

- The school has produced a promotional leaflet which is distributed at outlets in the community.
- Social media (school website, Twitter and YouTube) is used to promote Gaelic within Inverclyde and showcases what is being done as a school. This includes day-to-day classwork, school initiatives and videos.
- Information is tweeted in both English and Gaelic, and video titles and content are bilingual where appropriate.
- The school's name and welcome message on the school website is bilingual and there is a range of detailed information about GME available to all. There are also external links to more information on Gaelic and the benefits of GME.

The number of pupils enrolled in GME in primary and secondary in Inverclyde is shown below.

GME Pupil Numbers	2020	2021	2022	2023	2024
Nursery	10	5	9	6	<5
P1	5	7	<5	9	<5
P2	10	5	<5	<5	9
P3	5	9	5	<5	<5
P4	7	5	9	5	<5
P5	<5	7	<5	9	5
P6	<5	<5	7	<5	9
P7	<5	<5	<5	7	<5
S1	0	0	0	0	<5



High Level Aim 5: Explore opportunities, in partnership with Bòrd na Gàidhlig and with neighbouring authorities, within the first 18 months of the plan and make appropriate recommendations for the development of Gaelic Medium Education provision at secondary level within the Inverclyde Council area.

- Conduct a Parental Consultation
- Discussions with Education Scotland and Bord
- Discussions with neighbouring authorities
- Implementation of agreed actions

Progress:

Neighbouring authorities were consulted prior to authority consultation.

A secondary catchment area for Gaelic education at Inverclyde Academy, beginning academic year 2024 was approved by the Education and Communities Committee on 23rd January 2024.

Gaelic Medium Education

Following a statutory consultation between October – November 2023, which included public meetings, GME provision was established within Inverclyde Academy. It commenced in academic year August 2024, with support from the Bord and Education Scotland. Less than 5 children have taken up a place in the school and a teacher is now in post.

Inclusive Communities supported the partnership discussions around GME secondary provision in Inverciyde. The Service also supported the creation of a promotional video for Secondary Gaelic Medium Education within Inverclyde, working with pupils to share experiences of Gaelic in Inverclyde Academy. This was completed in February 2025.

Inclusive Communities are working to develop a 'Gaelic Basic Phrases' class for a group of teachers within Inverclyde Academy.

Secondary provision will continue to work closely with cluster school Whinhill and will further develop transition with a particular focus on those pupils who are continuing with their Gaelic immersion to ensure continuity and progression. There is planned cluster working.



Secondary provision will begin to develop partnerships with partners including parents, other secondary schools with GME provision, Gaelic organisations, colleges, community learning and development, and others in the wider community including local employers and businesses to assist staff to take forward other contexts of the curriculum.

Secondary provision will establish links with parent groups.

Inverclyde Education Services continue to consult with our Gaelic Advisory Group. Members include Bord, Parents, Council Officers, SLT from Whinhill and Inverclyde Academy.

High Level Aim 6: Increased numbers of children at both primary and secondary level by:

The Council will deliver Gaelic as L2 or L3 in at least 40% of schools by 2028.

Progress:



1+2 languages approach is used in P4-7 in Whinhill Primary School. A Gaelic teacher supports these classes and class teachers pick up words and phrases and encourage their daily use within and out with the classroom. As part of the 1 + 2 Strategy, children in P4-7 pupils are learning Gaelic and are confidently using Gaelic words and phrases in the correct context.

We continue to offer support to other schools to encourage engagement in Gaelic as L2 or L3. All schools have been offered the opportunity to participate in GLPS CLPL and to engage with the L2 online offer from Argyll and Bute/ Highland.

Inverclyde 1+2 Blog continues to be developed where links to helpful resources and information can be found. This resource is being designed around different contexts for learning within second level of Curriculum for Excellence. Training has been offered to all schools. Aspects of social studies and literacy are covered through different topic-based approaches. There are also discrete Gaelic language resources, and a number of support materials. In order to teach specific aspects of language there are also links to a range of resources from Go! Gaelic. Schools are able to access these resources following training.

With our new Secondary teacher now in post, an offer of GLE will be considered for our young people in Inverclyde Academy.



High Level Aim 7: Increase the number of adults learning Gaelic in Inverclyde.

Using the new Speak Gaelic language framework we will deliver A1 and A2 learning provision to 30 learners per year.

- Train staff in Speak Gaelic language framework
- Deliver 1 x A1 Speak Gaelic course per year
- Deliver 1 x A2 Speak Gaelic course per year
- Monitor and evaluate provision
- Support progression to B1 level for learners achieving level A2

Progress:



Inverclyde Council employs 2 Gaelic part time staff to undertake duties relating to a range of Gaelic priority areas in line with the local Gaelic Language plan and priorities as set out by the Scottish Government. The main services on offer include:

- Delivery of A1 Speak Gaelic
- Delivery of Scottish History with Gaelic course
- Support for intermediate learners who have progressed under the previous Gaelic Framework

In 2023/24, the Council's Community Learning and Development Service planned and delivered:

- 4 Gaelic classes, with 21 beginner learners in 2 Speak Gaelic A1 face to face Gaelic Classes. These services started in April -June 2023 and September 2023 to March 2024. Classes have been delivered face to face and also online during December February with agreement from the group to negate weather issues. We have provided support to 9 Gaelic learners at intermediate levels, utilising resources from Speak Gaelic A2 resources via a 2 classes between April 2023– March 24.
- A Scottish History with Gaelic class. 10 learners engaged in our provision which ran April 2023 March 2024.



- The lead worker contributed to the national CLAD Review group for proposed tutor training, standardisation work and family learning week. CLD staff participated in 2 online meetings throughout the year focusing on work such as the constitution of the group and future plans. This work has largely stalled due to staff changes in key local authorities.
- Staff have also promoted Gaelic at 4 local events over the calendar year as well as social media promotion for A1 Speak Gaelic.

In 2024/25:

- One cohort of 18 learners started A1 Speak Gaelic from Sept June 2025.
- One ongoing Gaelic A2 group for existing Gaelic learners from Sept to November with 8 learners attending. One A2+ group of learners were referred to Clann Ghaidhlig due to viability of existing class due to low numbers. We are hopeful to boost these A2 cohorts in the coming years with a stronger group of A1 learners progressing their learning.
- Scottish History with Gaelic took place from Sept 2024 March 2025 with 13 learners attending.
- In total, 39 learners participated in Gaelic based provision with 70 attending cultural events

PROMOTING A POSITIVE IMAGE OF GAELIC

High Level Aim 8: Gaelic becomes embedded into the corporate business of the council.

Progress:



Developments in relation to Gaelic continue to be reported via the Corporate Equalities Group, which is chaired by a Corporate Director and has cross Council membership and the Inverclyde HSCP. National and local updates relating to Gaelic are also reported to the Council's Policy and Resources Committee and the Education and Communities Committee. We recognise that Gaelic is not fully embedded into the corporate business of the Council as yet and continuing to deliver our Corporate Services actions will help to develop this.



CORPORATE SERVICES AIMS

STATUS

Corporate Services Aim 1: Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.

Design the Inverclyde Council logo in Gaelic and incorporate within all corporate documentation, published documents and the Council website

Progress:

The corporate logo has been rendered in Gaelic, however further discussion is required to formalise the approach to its use in corporate documentation.

Corporate Services Aim 2: Prominent signage will include Gaelic and English as part of any renewal process.

- Carry out an audit of existing signage
- Any new/existing road signs to be reviewed and will be considered for bilingual signage
- Other appropriate corporate signage will be considered for bilingual signage when due for refresh
- The new Inverclyde Cruise Centre will have signage in Gaelic

Progress:



A number of new bilingual signs have been installed, including at Inverclyde Academy where internal and external signage has been updated. A new external, bilingual sign was also installed at Whinhill Primary School.

There has been no renewal of corporate signage in the reporting period.



COMMUNICATING WITH THE PUBLIC

Corporate Services Aim 3: Positive message that communication from the public in Gaelic is always welcome.

- Appropriate text to be added to Council's promotional / information literature and leaflets.
- Develop the Council's website pages in relation to Gaelic to indicate that communication from the public in Gaelic is welcome.
- Further develop a page on the Council's intranet with the aim of promoting Gaelic to employees

Progress:



The Inverclyde Council 'Contact Us' webpage has been updated to refer to communication in Gaelic. This is shown in the screenshot below.

Specific Enquiries

If you wish to contact a specific service area online select from our list of online contact forms under Related links on this page.

We welcome correspondence in Gaelic and endeavour to respond in Gaelic, acknowledging receipt within 20

Tha sinn a' cur fàilte air conaltradh sgrìobhte sa Ghàidhlig agus nì sinn ar dìcheall freagairt sa Ghàidhlig, a' leigeil fios gun d' fhuair sinn an conaltradh agaibh taobh a-staigh 20 latha-obrach.

Screenshot from Inverclyde Council's Contact Us page

The Council's employee intranet, called ICON, includes a page dedicated to the Inverciyde Gaelic Language Plan 2023/28, which is published in both languages and also a separate Gaelic Learning Resource page, which provides links to both national and local learning opportunities and online resources.



<u>Corporate Services Aim 4:</u> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.

- The council will procure access to a Gaelic translation service and identify relevant written document which should be produced in Gaelic
- Encourage staff to use a bilingual email signature

Progress:

The Council uses a professional Gaelic translator, and all translated materials are subject to independent proof reading prior to publication.

The Council website 'Contact Us' page (see previous page) invites correspondence in Gaelic and gives the timescale for reply.

The use of a bilingual email signature will be considered as part of the wider discussions on the use of Gaelic branding of the Council logo.

<u>Corporate Services Aim 5:</u> Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.

- Carry out a review of the Council's Translation Services
- Carry out a review of the Council's Interpretation Services
- Development of a Gaelic awareness resource for front line employees
- Customers who speak Gaelic will be able to request translation in the language

Progress:

Some progress has been made in this area, however the review of Translation Services and Interpretation Services has not been carried out as yet due to staff shortages.



Less than 0.7% of Inverclyde's population have Gaelic speaking skills and no requests for a service in Gaelic were received from the public during the reporting period.

The Council's employee intranet, called ICON, includes a page dedicated to our Gaelic Language Plan, which is published in both languages and a separate Gaelic Learning Resource page, which provides links to both national and local learning opportunities and online resources.

Inverclyde Council accepts all forms of communication and if a reply was requested in Gaelic, translation services would be secured to provide this.

Corporate Services Aim 6: Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. The council will procure access to a Gaelic translation service and identify relevant written document which should be produced in Gaelic.

- Where requested and relevant, the Council will ensure that all public meetings are offered in a range of languages, and with 3 weeks' notice source access to an interpreter(s) to support this.
- Where meetings are on Gaelic issues they will be promoted bilingually
- Gaelic events will be notified to Gaelic community groups



Prior to any public meeting, members of the public are requested to notify the Council of any individual requirements and the Council will endeavour to meet these requirements. To date there has been no requests to hold public meeting bilingually.

As there is an well-established partnership with the Gaelic Learner Group, this means that they are kept up to date with events and there are examples of the group being involved in the organising of events.



INFORMATION

<u>Corporate Services Aim 7:</u> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.

- Corporate Communications will engage with Gaelic medium publications / BBC Alba to view preferred receipt of press releases
- Increase joint working across Council services to promote news releases related to Gaelic, helping to ensure a wider reach
- Where a media release is required for a Gaelic event, this will be provided in both languages, subject to a translation service being available within the required timescale

Progress:

There were no high profile news releases relating to Gaelic in the reporting period. Where the Corporate Communications is involved in the promotion of Gaelic events these will be advertised in both languages.

<u>Corporate Services Aim 8:</u> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.

- Review the use of languages other than English issued by the Council on social media
- Increase joint working across Council services to promote Gaelic content via social media, helping to ensure a wider reach
- Events in Gaelic will be shared on social media in both languages, subject to a translation service being available in the required timescale

Progress:

Whinhill uses both Gaelic and English when communicating on social media, and Gaelic is used as appropriate on school correspondence.



Gaelic is used in school newsletters, Whinhill school website, on twitter and in a variety of publications. Visibility of Gaelic around the school has increased, and the language is given equal prominence to English on displays and in assemblies. Where appropriate, communication with parents includes details bilingually.

Inverclyde Academy have started to include Gaelic on social media, engaging in World Gaelic Week and sharing a promotional video for Secondary Gaelic Medium Education.

A social media audit of the Council is being carried out during summer 2025.

Corporate Services Aim 9: Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach. Review the use of languages other than English issued by the Council on social media.

Update GME webpage to ensure that information on Gaelic education is easily accessible and up to date.

Progress:

This action has been delivered. The GME webpage is kept up to date with the most recent information and published bilingually. The page can be found here: Gaelic Medium Education - Inverclyde Council

Corporate Services Aim 10: Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.

- Review the Gaelic web page to identify how it could be developed to encompass a wider range of information, with a view to providing a higher profile of Gaelic in Inverclyde
- Publish details of public consultation on key corporate documents bilingually





According to Scotland's Census 2022, 0.6% of Inverclyde's population can read Gaelic. The Council has not received any requests for web pages to be provided bilingually.

A review of the Gaelic web page has been carried out and the range of information provided expanded to include details of other national websites and resources. A review of the wider web pages has also been undertaken and it was agreed that no further Gaelic content in addition to that already online (Council Plan 2023/28, the Gaelic Language Plan and our Gaelic Education pages) is required at the present time.

No key corporate documents were published in the reporting period (the public consultation on key strategic plans i.e. Council Plan 2023/28 and the Partnership Plan were undertaken in 2022 which falls outwith this reporting period.)

<u>Corporate Services Aim 11:</u> Corporate Publications - Produced in Gaelic and English, with priority given to those with the highest potential reach.

- Carry out a review of the Council's Translation Service
- Carry out a review of the Council's Interpretation Service
- Ensure that all Corporate publications offer a translation service to the public, including the option of Gaelic
- Develop guidelines for staff regarding the availability of translation services
- Information regarding Gaelic Education and Gaelic school activities will be promoted bilingually

Progress:



Some progress has been made in the delivery of this action.

The review of Translation Services and Interpretation Services has not been carried out due to staff shortages.

Information regarding Gaelic Education is available bilingually on the Council website and Gaelic school activity is also promoted bilingually via social media and when appropriate in communications with parents.



<u>Corporate Services Aim 12:</u> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.

• High level of translation services requires to be continued.

Progress:

For all Gaelic translation (outwith of Gaelic education), the Council uses an independent translation service, which includes separate proof reading of all material. This ensures a high level of translation services.

<u>Corporate Services Aim 13:</u> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.

- Bilingual texts for labels and signs will be included as these are replaced
- Incorporate bilingual text into panels and exhibitions planned from 2023 onwards.

Progress:

The Watt Institution currently has two public exhibition spaces which display bilingual descriptors / stories for each exhibition. A related image is provided below.



longnadh - ainmear, faireachdainn de dh'iongantas no de mheas, air adhbharachadh le rudeigin brèagha, sònraichte no air nach eilear eòlach.

This longnadh gu trìc co-cheangailte ri bhith nad phàiste. Am nuair a tha a h-uile rud ùr agus an saoghal lan de rudan nach eil thu air fhaicinn, air faireachdainn no air nach d' fhuair thu eòlae fhathast. Tha cuid de na cuimhneachain as tràithe a th' agan co-cheangailte ri bhith a' tadhal air Talgh-tasgaidh is Gailearaidh Ealain MhicillEathain còmhla r im 'a' tabha, an neach-ealain Seamas Viait. Chùm sinn oirmn a' tighinn an seo gu bliadhna a bhàis, agus e 30 bliadhna a dh'aois.

Fiù 's a-nıs, nuair a bhìos mì a' tadhal air an àite, chi mì fhothast mì fhin mar nighean anns na seòmraichean sin ... a' gabhail iongnadh...

B' urrainn dhomh eiubhaí air feadh an t-saoghaíl an seo. A' faicinn mathain, leómhannan is crogallan, mumaidh Éipheilteach dealain de glaiste fo ghlainne, dealbhan de dhaoine neo-aithnichte agus dùthchannan cèin, agus nas fhaisge air an dachaigh, modaílean de shoilthichean a sheòl air abhainn Chluaidh. Bha an taigh-lasgaidh a' faireachdann mar an cruinne-cè beag aige fhèin, (tha e fhathast) ian charactaran, àiteachan, bheathaichean is nìthean, saoghaí de rudan rin lorg air a tharraing a-steach do dh'aon togalach.

The na h-obraichean ealain a thagh mil a' cur nam chuimhne gu bheil mì air a bhith a' coimhead air dealbhan nas fhaide na tha cuimhne agam. Chan eil e gu diofar an e Cadeil, Boudin no Peplos a bh' sen, bhliodh m' athair a' bruidhinn fum mu sealain ann an dòigh a bha cho fior nàdarra, is nach do cheasnaich mì a-ràmh cho cudromach 's a bha i nam bheatha. Cha bhithinn ann neach-ealain às aonails. Tha mì ag ionndrainn nan còmhraidhean a b' àbhaist a bhith againn agus ag ionndrainn mar a b' àbhaist dhomh thèin a bhith nuair a bha mì còmhla ris. Tha mòran chuimhneachain atna as seòmraichean ain. Is beag a bha fios agam an uair sin gun robh mì air an t-slighe gu bhith nam neach-ealain mar-thà.

Chòrd am MacillEathain ri m' athair mar thoradh air a mhiann do-sheachaidh airson a bhith a' faighinn a-mach mun t-saoghail timcheail air, saoghai a pheantath e. Chùm e a longartas neochiontach tro a bheatha fhada air fad. Bha fios aige, mar a tha fios agam fhèin a-nis, gu bheil thu an dà chuid ned phàiste agus nad inbheach mar neach-ealain.

Nuair a thig mi an eac, the e deconan ge thur nam chulmhn—cho math ris a' bhuaidh cho mòr a thug e al mo bheaths nuair a bha mì òg.

Taisbeanadh air a chur ri chèile le Alison Watt

Wonder - n. a feeling of amazement or admiration, caused by something beautiful, remarkable, or unfamiliar

To have wonder is often associated with being a child. A time when everything is new and the world is full of things you have yet to see, feel or experience. Some of my earliest memories involve visiting the McLean Museum & Art Gallery with my father, the artist James Wett. We continued to come here together until the year he died when he was 90 years old.

Even now, whenever I visit, I can still see myself as a girl in these rooms... wondering ...

I could travel all over the world here. Seeing bears, lions and crocodiles, an Egyptian mammy, butterfiles trapped beneath glass, paintings of unknown people and foreign countries, and closer to horne, models of ships which sailed the river Clyde. The museum fall like its own little universe, (it still does) full of characters, places, animals and objects. A world of discovery distilled into one building.

Ny cholco of works for this exhibition, is a reminder that I have been looking at paintings for longer than I can remember. Whether It be Cadell, Boudin or Peplos, my father would talk to me about art in a way that was one entirely natural, that I never questioned is importance in my life. I wouldn't be an artist without him. I miss the conversations we used to have and the person I used to be when I was with him. These rooms carry many memories for ms. Little did I know back then that my path to being an artist was already set.

The McLean appealed to my father's insatiable appetite for discovering the world around him, a world he painted. He retained his childlike ourlosity throughout his long life. He knew as I now know, that as an artist you are both child and adult.

Coming here will always remind me of him and his great influence on my young life.

An exhibition cureted by Alison Watt



Example of a bilingual descriptor now on display at the Watt Institution.



STAFF

Corporate Services Aim 14: Conduct an internal audit of Gaelic skills and training needs through the life of each plan.

- Carry out a survey of employees to ascertain the number of employees that have knowledge and understanding of Gaelic language every 3 years.
- Review results and identification of potential areas for development

Progress:

The second Gaelic internal audit of employees was originally scheduled for summer 2024, however with plans being developed for a wider Employee Survey in 2025 it was agree that this should be put on hold. The opportunity to include questions on Gaelic skills as part of this wider Employee Survey is currently being reviewed. The rationale for this is that the full employee survey is much more likely to achieve a higher response rate and as such, will provide us with more robust workforce data.

Corporate Services Aim 15: Knowledge of the public authority's Gaelic language plan included in new staff inductions

The Inverclyde Gaelic Language Plan to be included within the Council's induction process.

Progress:

The Gaelic Language Plan is included in the mandatory 'policies' section of the Council's induction course. This means that every new employee should read the Plan as part of their initial induction when joining the Council.

<u>Corporate Services Aim 16:</u> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.



- Work in partnership with partners and other authorities to continue to offer training to GME Early Years and Primary Staff and offer GLE support to all Primary staff.
- Look to extend GLE offer of training to Secondary modern languages practitioners.
- Continue to promote the availability of national courses and encourage employee uptake

Progress:



The Gaelic teachers continue to be involved in a number of staff development activities and attend CLPL sessions from Education Scotland, Stòrlann Nàiseanta na Gàidhlig and Bòrd na Gàidhlig. 'An t-Alltan' sessions have been accessed online where possible.

Whinhill has made links with other Gaelic medium establishments such as West Primary and Sandbank Primary for professional dialogue.

Additional links have been made with other Gaelic medium services in a wider context

Gaelic medium staff have engaged in moderation activities with other GME establishments through the West Partnership.

Nursery staff have been working towards their Fàs qualification.

Gaelic PT and one class teacher have undertaken Streap Gaelic Medium Education Post Graduate Certificate through the University of Aberdeen and Sabhal Mòr Ostaig.

A member of Gaelic medium staff has been showcased on the Teach in Scotland website as a GME practitioner, encouraging other people into teaching.

1+2 languages approach is used in P4-7 in Whinhill Primary School. A Gaelic teacher supports these classes and class teachers pick up words and phrases and encourage their daily use within and out with the classroom. As part of the 1 + 2 Strategy, children in P4-7 pupils are learning Gaelic and are confidently using Gaelic words and phrases in the correct context.

We continue to offer support to other schools to encourage engagement in Gaelic as L2 or L3. All schools have been offered the opportunity to participate in GLPS CLPL and to engage with the L2 online offer from Argyll and Bute/ Highland.

Inverclyde 1+2 Blog continues to be developed where links to helpful resources and information can be found. This resource is being designed around different contexts for learning within second level of Curriculum for Excellence. Training has been offered to all



schools. Aspects of social studies and literacy are covered through different topic-based approaches. There are also discreet Gaelic language resources, and a number of support materials. In order to teach specific aspects of language there are also links to a range of resources from Go! Gaelic. Schools are able to access these resources following training.

With our new Secondary teacher now in post, an offer of GLE will be considered for our young people in Inverclyde Academy.

Our Secondary teacher is supported to complete necessary qualifications which will lead to a full time permanent post with the authority.

Inclusive Communities are working to develop a 'Gaelic Basic Phrases' class for a group of teachers within Inverclyde Academy.

<u>Corporate Services Aim 17:</u> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.

- Review the feedback from the Internal Capacity Audit to inform appropriate actions to develop in this area.
- Investigate whether an appropriate national resource is available (subject to cost)
- Review whether Elected Members' personal development training programme could incorporate Gaelic awareness training
- Further development of Gaelic information on the Council's intranet and or internet to assist in raising awareness of Gaelic to employees
- Promotion of national Gaelic events to employees

Progress:

The feedback received from the Internal Capacity Audit was reviewed as part of the development of the Gaelic Language Plan 2023/28 and actions incorporated into the GLP 2023/28 where appropriate.

Whilst training opportunities are publicised to all employees, Gaelic awareness training sessions have not been carried out separate to this. Discussions with external providers have taken place regarding delivery of awareness training, however no suitable provider could



be found within existing resources. Should external funding become available, this will be revisited. The next internal capacity audit will help to ascertain if employees have an appetite for training of this nature.

The current Elected Member training programme does not include Gaelic awareness training for the same reason.

Where the Council has been made aware of training opportunities in relation to Gaelic language skills these have been advertised to employees by both the HR&OD Service and the Corporate Communications Service. All training requests are considered within resources and the needs of the organisation.

Information on Gaelic resources has been developed and a dedicated page is now available on the Council's intranet, ICON. The page includes links to national and local learning opportunities to progress Gaelic skills.

Corporate Services Aim 18: Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.

Post adverts that include Gaelic as a requirement will be advertised in both Gaelic and English

Progress:



Gaelic is currently specified only in the job / person description where the role has a specific Gaelic function associated with it. Currently job descriptions for posts that include Gaelic skills are only published in English and efforts will be made to ensure that future posts which incorporate Gaelic are advertised bilingually.

<u>Corporate Services Aim 19:</u> Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.

• An additional 3 posts will include Gaelic as desirable within their job description and at least one post will be designated as Gaelic essential by the end of this Plan.





Job profiles are reviewed as a matter of practice when a post becomes vacant, where there is a substantive change in the post/ job description, or as part of a service redesign. Reviews carried out to date have not identified the need to add Gaelic to any additional job descriptions over and above what is already in place.

A new teaching post at Inverclyde Academy, has been created, to support the delivery of GME at secondary level. The overall timescale for the delivery of this action is 2028.

Corporate Services Aim 20: Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.

- All advertisements for Gaelic specific roles will include reference to it being desirable for knowledge and fluency of the language
- Post adverts that include Gaelic as a requirement will be advertised in both Gaelic and English

Progress:



As referred to in action 18, Gaelic is specified in the job / person description where the role has a specific Gaelic function associated with it. Currently, job descriptions for posts that include Gaelic skills are only published in English and efforts will be made to ensure that future adverts for posts which incorporate Gaelic are advertised bilingually.

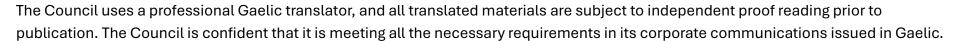


GAELIC LANGUAGE CORPUS

<u>Corporate Services Aim 21:</u> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.

Continue to engage professional translation services for all Gaelic content

Progress:



Corporate Services Aim 22: Place-names

Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.

Any new place names will be introduced with advice from Ainmean-Àite na h-Alba

Progress:

The Council will continue to follow this practice as and when required.

Verity House Agreement – Stocktake One Year On





Verity House Agreement – Stocktake One Year On

1. The Verity House Agreement (VHA) commits that:

By the end of August 2024, we will have jointly considered the first year of implementation of the Verity House Agreement and the Fiscal Framework as a whole, and agreed any alterations or addendums required to ensure the ongoing effectiveness of these two key documents.

While this commitment envisaged that the Fiscal Framework would also be operational and therefore reviewed as part of this process, both parties agree that while work continues to deliver that Framework, a review of the VHA at this juncture is helpful.

This paper has sought views from across the Scottish Government and COSLA, as the representative body for Scottish Local Government, and focuses on the areas most directly linked to the three shared priorities.

The aim of this paper is to draw out and reflect on the successes and challenges related to the operation of the VHA. It identifies the good practice and different ways of working which have supported improved relationships and delivery on our shared priorities, either during this first year or historically. The paper also looks at areas of change which could ensure the ongoing effectiveness of the VHA.

2. Background

The VHA sets out how we will strengthen partnership working to better deliver improved outcomes for Scotland. The Scottish Government and COSLA remain committed to developing and agreeing a fiscal framework for Local Government and developing robust accountability and assurance arrangements as part of the VHA. All these elements are required in order to realise and sustain the aspirations as set out in the New Deal with Local Government and support a mutually respectful and trusting working relationship between Local Government and the Scottish Government.

The VHA focuses on addressing three shared priorities to:

- Tackle poverty, particularly child poverty, in recognition of the joint national mission to tackle child poverty.
- Transform our economy through a just transition to deliver net zero, recognising climate change as one of the biggest threats to communities across Scotland.
- Deliver sustainable person-centred public services recognising the fiscal challenges, ageing demography and opportunities to innovate.

It is noted here that whilst the new First Minister has set out four key priorities these are consistent and do not divert from those of the VHA.

3. Overview of Year One

The VHA, and the good practice it aims to encourage and support in relation to working collaboratively, builds on existing strong relationships in a number of areas. Those areas of positive joint cooperation have continued, and in some instances been enhanced, while new areas of collaboration have been established and encouraged by the impetus the signing of the VHA has provided. In policy areas where there has been disagreement over aims and delivery, or where this has emerged, the VHA has provided a benchmark against which both spheres of government consider their actions and approach.

A candid stocktake reflects that the VHA has not fully resolved or prevented areas of disagreement. It is on public record that difficulties have arisen for example in relation to the Council Tax Freeze for 2024/25, the policy in respect of maintaining and increasing teacher numbers, and key aspects of the scope of the proposed National Care Service. These matters continue to be discussed and raised in portfolio level and strategic engagement between both spheres of government.

Local Government has formally raised concerns in these three areas not just because of the policy intent, but also because of the way in which the policies have been announced and/or developed. The Scottish Government has maintained that delivering these policy areas is consistent with supporting the three priorities in the VHA and has sought to agree these with Local Government through the appropriate mechanisms.

In February 2024, the COSLA Presidential Team, in view of these areas of disagreement, requested the development of a more detailed dispute resolution procedure to support the VHA and create a mutually respectful and trusting relationship. Such a procedure has been discussed, and options developed which are the subject of further consideration.

Notwithstanding the areas of disagreement and challenge, there has been a marked improvement in formal and informal engagement at a senior ministerial/political level, supported by a broadening and deepening of official led collaboration. The principles for ways of working set out in the VHA provide an important guide to those relationships, both public and private, and a focus on the purpose of our joint working to deliver better outcomes for communities.

This works well where there is a recognition that both spheres of government can, and do, bring ideas to the table that support a constructive dialogue about where both national and local approaches each have an important role to play. As accountability and assurance arrangements continue to be developed, the importance of a shared understanding of, and mutual respect for, the democratic mandates held by both ministers and councillors will support effective joint working towards our shared priorities.

3.1 Successes of the VHA

As recognised above there have been notable successes of the VHA which have either come about since its signing or were in train but have been bolstered and enhanced by it. Most significantly the continued constructive and collegiate discussions on Local Government pay. Examples of other successes across the three priorities have been set out below.

Tackling Poverty

Governance and Shared Leadership: We have built, maintained and improved our approach to joint and shared governance, ensuring that our partnership is at the heart of overseeing how we deliver. This includes:

- Positive working relationships are a key feature of the joint work on Child Poverty and the Tackling Child Poverty Programme Board as part of the governance structure in place for delivery of Best Start, Bright Futures (BSBF) and is a strong demonstration of a collective approach.
- Partnership working on outcomes and measurement following on from the Children, Young People and Families Outcomes Framework being endorsed by COSLA's Children and Young People's Board.
- Continued improvement of our shared governance groupings both strategic and operational – to deliver the No One Left Behind (NOLB) policy. The VHA has enabled discussions between officials and officers on increasing flexibility in funding provided by grant offer letters (i.e. not part of LG finance settlement) for the NOLB Employability funding.

Evidence based policy development: In keeping with the VHA we have sought to engage early in key areas of policy assessment and development. That has not always been easy given the nature of some challenging discussions:

- we ensured engagement and involvement with COSLA on the official led Zero Based Review on BSBF in the summer of 2023.
- in education, officials sought to explore options and ways forward to present alternative solutions to an approach of regulating for a minimum number of learning hours.

Delivery and impact: Our shared ambitions need to be underpinned by delivery with impact, while it is early days, we are keeping the focus on how we move to action and measure that impact so that we know we are on track:

- Local Authorities are major delivery partners for our Child Poverty ambitions and for the measures as set out in BSBF, not only because of their statutory requirements under the Child Poverty Scotland Act 2017, but given they deliver in local communities.
- Delivery of the Scottish Recommended Allowance for foster and kinship care in August 2023 through partnership and collaboration.

Transforming our economy through a just transition to deliver net zero

Governance and Shared Leadership: We have built dialogue and relationships in new areas across economy as well as deepening our work together on net zero. Key in the past year has been:

- Open, trusted discussions at senior level, including political leaders, as well as follow up on specifics e.g. small business support and strategic engagement on National Strategy for Economic Transformation (NSET) and the Growth Plan.
- Earlier more direct engagement in the Programme for Government and agreement on the climate delivery framework.

Evidence based policy development: we have drawn on the wide range of experience and expertise across partners in local government and the private sector to support development of policies which can deliver impact but be workable:

- Constructive discussions in relation to the Circular Economy Bill, described by COSLA Environment and Economy Spokesperson as an "excellent and leading example of working in the spirit of and implementing the Verity House Agreement".
- Ongoing constructive engagement and collaboration around the development of the Circular Economy and Waste Route Map to 2030, published for its second consultation in January 2024.

Delivery and impact: Our shared ambitions need to be underpinned by delivery with impact, while it is early days, we are keeping the focus on how we move to action and measure that impact so that we know we are on track:

- The Scottish Government continues to work closely with COSLA and local government, through the governance and oversight of the Recycling Improvement Fund. Now in its fourth year, the Fund has invested over £63 million to date in a range of local authority infrastructure projects to support improvements in recycling.
- In 2023, the Scottish Government and Scotland's councils agreed to provide joint funding to establish the Scottish Climate Intelligence Service (SCIS). The SCIS is a multi-year national programme to deliver a platform that will enable a consistent approach to data collection which consequently may be used to inform positive climate action. The Service will build capability and capacity across Scotland's councils to deliver net zero and realise the wider benefits of effective climate action. The service is match funded by Scottish Government and LAs. This is a positive example of Scottish and Local Government pooling resources/funding to help achieve a shared goal.

Delivering sustainable person-centred public services

Governance and Shared Leadership: Delivering effective public services and better outcomes for people across both spheres of government relies wholly on collective leadership and dialogue, as we work through the challenges we are facing. Key areas of that collective approach in the past year have been:

Positive working relationships, regular engagement, with a shared understanding
of the breadth of the role Local Government has through prevention and
intervention, has led to a truly collaborative approach to developing and
implementing the Suicide Prevention Strategy.

- Development of the collaborative approach taken with COSLA, in leading the delivery of the "Joint Statement of Intent and Next Steps for Adult Social Care".
- Work on Digital Health and Care Strategy and the Data Strategy for Health and Social Care has benefitted from a working relationship which is based on mutual trust and respect, and a recognition of the need for effective and responsible joint leadership as we work on our shared priorities.
- The shared national and local commitment to keep The Promise has been supported by the VHA through the development of the National Promise Progress Framework; connections drawn on governance and reporting; and sharing of information and tripartite working with the Promise Scotland and wider partners.

Evidence based policy development: supporting the transformation of public services in Scotland will require close collaborative working between both spheres of government, and there has been some crucial work delivered in the past year:

- Democracy Matters 2 national engagement process was launched jointly in August 2023 and forms part of the wider Local Governance Review.
- The Scottish Learning and Improvement for Adult Social Care and Community
 Health was developed by a Steering Group, co-chaired by COSLA, SOLACE and
 the Scottish Government. Consensus was reached with COSLA on the preferred
 model for the National Social Work Agency through a joint options appraisal
 exercise. There is agreement that neither national nor local government can
 address these in isolation.
- Led by COSLA and the Strategic Team for Anti-Racism, Directorate for Equality, Inclusion & Human Rights the Gypsy/traveller Action plan is a strong demonstration of working based on mutual trust and respect, and consultation and collaboration at an early stage.

Delivery and impact: Our shared ambitions need to be underpinned by delivery with impact. While the agreement is still in its early days; we are continuing to jointly focus on how we action and measure impact so that we know we are on track:

- The 2023 Programme for Government committed to providing additional funding to enable childcare workers delivering funded Early Learning and Childcare (ELC) in private and third sector services at least £12 per hour from April 2024. Scottish Government and COSLA worked jointly to support delivery of the commitment through local authorities as part of the sustainable rates setting process for 2024-25.
- The ELC Outcomes and Measurement Framework project aims to define and deliver an outcomes and measurement framework for funded ELC in Scotland – which is owned and supported jointly by the Scottish Government, local government, and sector delivery partners.
- Delivery of the Scottish Recommended Allowance for foster and kinship care in August 2023 through partnership and collaboration.

In addition, we have increased the flexibility to local government in funding, baselining almost £1 billion of funding in 2024-25, including £564.1 million of education and ELC funding. This included £521.9 million in ELC expansion funding which was previously ringfenced within the Specific Revenue Grant.

3.2 - Challenges related to the operation of VHA

Both spheres of government have worked to practically embed and use the VHA principles in both new work and existing areas of dialogue and collaboration. That has not been straightforward, particularly where some policies and programmes of activity were already underway and well advanced in both thinking and implementation. This has meant there are areas where work has been reframed around the approach the VHA promotes, to encourage the two spheres of government to work together.

Early, open and regular dialogue and the support of the Local Government Relationship team in the Scottish Government and Corporate Team in COSLA, has helped to navigate some of the challenges that exist. This remains a work in progress. However, as the principles of the VHA are embraced over time and the agreement's principles are adopted and followed from the outset of policy development, these "retrofitting" experiences in some policy areas should become less necessary.

The principles in the VHA are high level and therefore, in the course of their application, will continue to need to be interpreted and applied to different circumstances. The VHA itself states that it is a high-level framework and a statement of intent for how the working relationship and partnership between the spheres of government should operate. It is therefore inevitable that at times each sphere of government, and other stakeholders, will interpret that its provisions should have been applied one way or another to different events. There may not always be absolute agreement on the course of action required.

While there are a number of examples of challenges from the past year which are outlined below, these instances could be more consistently captured in future years through the work of the COSLA Corporate Team and Scottish Government Local Government Relationship team. As we progress, they will seek to play a more central role in supporting engagement through the development of further guidance and supporting a more coherent and consistent approach to partnership working.

Taking the above into consideration the following examples have been highlighted as areas of challenge related directly or indirectly to the operation of the VHA. These are also examples of opportunities to build on the principles of the VHA and understand what is needed to be able to move forward in a positive and proactive way, which enables meaningful and effective delivery of our shared priorities for the benefit of our communities.

Organisational understanding

• There is scope for better organisational understanding of respective structures and ways of working. For example, a need for Local Government to better understand the scale and interconnectedness of Scottish Government directorates and Public Bodies, and a need for Scottish Government to improve their understanding of Local Government, its breadth and scale and the competing demands placed on it by directorates and Public Bodies. There is also a need for Scottish Government to better understand the role of COSLA as the membership body established by Councils to negotiate and represent Local Government on a cross-party consensus-basis.

It may be the case that meaningful compromise cannot or will not always be found on certain issues where there is varied impact across Councils for COSLA to represent an absolute collective view and therefore for the Scottish Government to respond to.

There is also a challenge in addressing the Local Government position in favour of local variation and flexibility, when that can be construed as an automatic barrier against discussing national policy. There is a need to be clear respectively about evidence, to build understanding, and to address openly the opportunities of both local flexibility and national policies or frameworks that enable and empower local systems and partners to implement in a manner that address local challenges with a view to achieving overall national progress and improvement.

Historical Areas of Disagreement verses VHA principles

• The ongoing disagreement about the policy on the maintenance of teacher numbers demonstrates that the VHA has not effectively supported the resolving of historical issues. This is especially the case where there are competing national and local democratic mandates for ministers and councillors to deliver whether they be Programme for Government, manifesto, parliamentary, Council or Locality plan commitments. From a Local Government perspective, the decision to remove Regional Improvement Collaboratives, without having first seen the evidence, added to this challenge as there was no prior consultation or warning. Both spheres of government have statutory duties to deliver improvement in education. This is proving difficult to reconcile as Ministers consider that to drive forward their priorities for improvement and reform requires more than the principles of the VHA. Councils view ministerial actions to ring fence or remove specific funding as a barrier to achieving the aim of improving education by preventing the best use of resources that meet the needs of children, young people and their families determined by local circumstances. The Scottish Government has put forward several proposals and compromise options for an Education Assurance Board, which to date have been rejected by COSLA Leaders. The Scottish Government sees establishing such a forum as critical to making progress on improving outcomes for children and young people. There is agreement that compromise is required but an understanding of the separate, yet shared role and democratic mandates of local and national politicians is required.

Agreement on outcomes measures and an effective Accountability and Assurance arrangement is critical to achieving shared national ambitions through effective local delivery that can be agile and responsive to the needs of the service user.

Resource and Capacity

 We have seen the impact of limited resource and capacity across Scottish Government and COSLA, leading to both the Fiscal Framework and Accountability and Assurance Arrangements work being delayed significantly.

The capacity challenges have also been evidenced in feedback from a range of policy areas. Given the rapidly evolving and broad circular economy policy landscape, there are capacity challenges to ensure ongoing, crucial local government input in many aspects of policy development and delivery. The Scottish Government-Local Government Strategic Steering Group for Circular Economy and Waste is a key joint initiative to manage this challenge, providing shared oversight and ensuring timely, targeted input at the right level in key areas.

Local by default, national by agreement seen as a barrier

 The maxim of local by default, national by agreement is designed to promote early proactive engagement and discussion between Scottish Government and COSLA to consider how best to deliver effective shared national priorities. There is an understanding that local flexibility is important, coupled with an equal understanding that there will be certain approaches that benefit from and are able to be delivered in a consistent way.

The National Care Service is a continued area of challenge, while both spheres of government agree on the need for improvement, there has been a view across Local Government that the approach taken reflects a lack of trust in local systems and a firm belief that the intention is simply to remove duties and services from local democratic control, which fails to recognise the integrated nature of local services and therefore the negative impact on the ability to maintain them, should parts of the workforce be removed. At the same time, the Scottish Government is concerned that without strong shared accountability and transparency and an ability to more actively

support local systems as necessary and appropriate, under the aegis of a National Care Service Board, there cannot be an improvement to the services people see being delivered. As this is being worked through, consistent with the joint framework, there is an absolute agreement by both spheres of government that improvement is required and a willingness to work together on the best solution to deliver which respects both party's democratic roles and mandates and the shared commitment to deliver our priorities.

Transparency and Accountability

There is a challenge for both spheres about the ability to assess progress and deliver transparently, understand how funding has been used for the stated purpose, and hold each other to account. Scottish Government have had this challenge from both Parliament and through stakeholders' groups – e.g. National Advisory Council on Women and Girls. Local Government experiences this challenge from not only Scottish Government but from scrutiny bodies, local communities and Parliament.

Trust is built where there is transparency and scrutiny which supports all parties, including democratically elected individuals in Councils and Parliament, to effectively understand and challenge progress or the lack thereof. Mutual trust is central to the VHA.

3.1 – Learning

Understanding how success has been reached and what works well is imperative to the success of the VHA and overcoming the challenges encountered. Teams from both COSLA and Scottish Government were asked to share examples of good practice and different ways of working which have supported better relationships and delivery. To illustrate these, we have pulled together the key actions and words that were repeated throughout the feedback.

ongoing engagement communities of practice open and supportive compromise local authority networks gress shared knowledge evidence based close working share progress place based actively share good practice welcome feedback working logether community led solutions data modified or streamlined highlight issues constructive and pragmatic challenge variation based on local need shared governance Errust

3.4 – Looking forward

With a focus on continuous improvement and to ensure the ongoing effectiveness of the VHA, the following areas will be a priority focus over the next year:

- Shared governance A key priority for Scottish Government and COSLA over the coming year will be to identify opportunities to improve our partnership approach, both in terms of action and accountability, to fully reflect the shared responsibilities of both the Scottish Government and Scotland's Councils.
- Resolution There is a collective need to come together in spaces such as
 Education and Health and Social Care to reset the relationship approach and
 understand the shared accountability and individual and collective statutory
 responsibilities, so that the public and Parliament are able to hold Councils and
 Ministers to account respectively.
- Engagement How both spheres of government can continue to engage meaningfully and collectively in respect of services or parts of the system which require improvement of the whole system to ensure shared priorities are delivered.

The next focused pieces of work that will support the above at the strategic level are agreement and implementation of the Accountability and Assurance arrangements and further progressing the Fiscal Framework.

3.5 - Strategic Engagement

Building on a pre-existing Engagement Plan, the VHA commits local and national government to regular meaningful forms of strategic engagement to ensure any issues are highlighted and progress is being made towards the three shared priorities. The VHA sets out the following as a guide to engagement for each year:

- Bi-annual First Minister and COSLA President Meeting
- 4 x Political Meeting including Presidential Team, COSLA Leadership Sounding Board and select Cabinet Ministers
- 5 x Strategic Review Group Cabinet Secretary for Finance and Local Government, Minister for Public Finance and COSLA Presidential Team
- Monthly Relationship Meetings membership same as SRG meetings

There have been Ministerial re-shuffles since the Strategic Engagement formalisation in 2021 which has meant Ministerial membership has varied. Engagement is crucial to the success of the relationship and VHA. This stocktake provides an opportunity to review the current range of meetings to ensure the frequency of the meetings supports the desired outcomes and compliments the policy lead engagement of other portfolio Ministers and Spokespeople. We agreed the importance of building on the successful political meeting held earlier this year on the theme of NSET, and plan for two of these a year with a clear theme and purpose that allow for early proactive engagement, with a focus on open and honest dialogue about the delivery both locally and nationally of our shared priorities.



© Crown copyright 2024



This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit **nationalarchives.gov.uk/doc/open-government-licence/version/3** or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: **psi@nationalarchives.gsi.gov.uk**.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.scot

Any enquiries regarding this publication should be sent to us at

The Scottish Government St Andrew's House Edinburgh EH1 3DG

ISBN: 978-1-83601-981-7 (web only)

Published by The Scottish Government, November 2024

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA PPDAS1525150 (11/24)

www.gov.scot