

Report To:	Policy and Resources Committee	Date:	4 February 2014
Report By:	Angela Edwards, Head of Inclusive Education, Culture and Corporate Policy	Report No:	PR/106/14/AH/MM
Contact Officer:	Miriam McKenna, Corporate Policy and Partnership Manager	Contact No:	01475 712042
Subject:	Draft Gaelic Language Plan		

1.0 PURPOSE

1.1 The purpose of this report is to submit the Draft Gaelic Language Plan for Inverclyde Council to the Policy and Resources Committee for consideration.

2.0 SUMMARY

2.1 The Gaelic Language (Scotland) Act 2005 (the Act), passed by the Scottish Parliament, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language.

2.2 Bòrd na Gàidhlig was established as a public body by the Gaelic Language (Scotland) Act 2005 which was commenced on 13th February 2006.

The legislation is designed to promote the use of Scottish Gaelic, secure the status of the language and ensure its long-term future. The Act sets out 3 main aims for Bòrd na Gàidhlig:

- to increase the number of persons who are able to use and understand the Gaelic language;
- to encourage the use and understanding of the Gaelic language; and
- to facilitate access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.

2.3 Bòrd na Gàidhlig can request that a public authority publish a Gaelic Language Plan and they have requested that Inverclyde Council do so.

2.4 There are four core commitments which the Council have to meet which cover identity, communication, publications and staffing.

2.5 Attached at appendix one is a draft Gaelic Language Plan for Inverclyde which Committee are asked to consider. Particular attention is drawn to the actions set out in section 5, to ensure that these are appropriate for the Council to work towards delivering. There are a number of commitments that may require to be funded for example costs of translation, printing, new signage etc.

2.6 The Plan is currently out for public consultation on the Council's website.

3.0 RECOMMENDATIONS

It is recommended that the Policy and Resources Committee:

- a. Considers the attached Draft Gaelic Language Plan

- b. Agrees the actions set out in the plan, subject to any amendments agreed at committee.

Angela Edwards
Head of Inclusive Education, Culture and Corporate Policy

4.0 BACKGROUND

- 4.1 The Gaelic Language (Scotland) Act 2005 (the Act), passed by the Scottish Parliament, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language.
- 4.2 Bòrd na Gàidhlig was set up as a result of the legislation and has the right to request that a public authority publish a Gaelic Language Plan and has requested that Inverclyde Council do so.
- 4.3 The four key Gaelic Language Planning categories that have informed the National Gaelic Language Plan are expected to influence all Gaelic Language Plans, namely:
- **Acquisition:** enabling people to develop speaking, reading and writing skills in Gaelic
 - **Usage:** enabling the use of Gaelic in a range of social, formal and work settings
 - **Status:** expanding visibility, audibility, recognition and respect for Gaelic
 - **Corpus:** developing the quality, consistency and richness of the Gaelic language.
- 4.4 Using guidance from Bòrd na Gàidhlig this Draft Gaelic Language Plan for Inverclyde has been created. It sets out what Gaelic Language provision there is in Inverclyde, and has a series of actions which are intended to help the Council deliver on its requirements under the Gaelic Language (Scotland) Act 2005.
- 4.5 Inverclyde does not have a large number Gaelic users, and does not receive any requests for information or communication in Gaelic, therefore, within the current tight economic situation it does not have any additional resource to deliver any major language training initiatives, or to overhaul its corporate identity.
- 4.6 However, the actions in the Gaelic Language Plan, if agreed, will commit the Council to the development of bilingual signage, publications, a bilingual corporate logo (potentially), the offer of communication whether by telephone, email or mail in Gaelic, forms on offer in Gaelic and the production of guidance on Gaelic for employees, all of which will require to be funded. Other Local Authorities, who already have information and forms available in Gaelic, will be contacted to identify whether they would be willing to share these.

5.0 IMPLICATIONS

5.1 Financial Implications - One off Costs

Translation from English into Scottish Gaelic can cost anywhere from around £9 per 100 words to £50 for 100 words. It will depend on the type of documents we want translated and how many different place names we would require to be translated. At this time it would have to be funded via existing service budgets.

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments
	Repopulation	13/14	TBC		The replacement of entry point signage is taking place as part of the Repopulation Outcome

					Delivery Plan. Gaelic will feature on the signs at entry points to Inverclyde
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- 5.2 Human Resources: The next employee survey should be used to canvas employees on knowledge of Gaelic, whether spoken, written or levels of understanding.
- 5.3 Legal: This Gaelic Language Plan, when agreed will fulfil our requirements under the Gaelic Language (Scotland) Act 2005
- 5.4 Equalities: The promotion and recognition of Gaelic fits with the Council's Equality Outcomes, ensuring that we can provide information and support in a variety of languages where required.
- 5.5 Repopulation: none

6.0 Consultations

- 6.1 ClannGaidhlig were consulted with regard to the Gaelic Language plan, as well as a number of Council services such as Corporate Communications and Education.

The draft plan is on the Council's website for public consultation as required by Bòrd na Gàidhlig.



Comhairle Inbhir Chluaidh

Gaelic Language Plan

Plana na Gàidhlig

2013 – 17

This Gaelic Language Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005.

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1. Foreword by the Chief Executive

This Gaelic Language Plan sets out for Inverclyde Council, how it will seek to promote and support the Gaelic Language, recognising it as an official language of Scotland, according it the same respect as English.

The Council has had Gaelic Medium Education in Early Years and Primary for a number of years, and a high proportion of those in these classes go on to Secondary Education in the Gaelic Medium.

There are annual classes on offer from the Council's Community Learning and Development service, providing opportunities for the wider communities of Inverclyde to learn Gaelic.

Both the community language classes and the early years and primary classes provide a fantastic opportunity to learn Gaelic and to promote and celebrate Gaelic's contribution to Scottish cultural life. Inverclyde Council are delighted to be able to facilitate access to learning different languages and cultures.

This plan sets out the additional action the Council will take to promote the acquisition and usage of Gaelic, as well as developing the status of the language, expanding recognition and respect.

Inverclyde Council is committed to supporting Gaelic and will seek to ensure it supports its development in the area over the life of this plan.



John W Mundell
Chief Executive

2. Introduction

The Gaelic Language (Scotland) Act 2005 (the Act), passed by the Scottish Parliament, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language.

The Act builds on existing measures to support the rights of Gaelic and other minoritised languages, including: the United Nations Declaration on the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities (1992); the Council of Europe's European Charter for Regional or Minority Languages (1992); Framework Convention of the Protection of National Minorities (1995); and clauses relating to Gaelic in education, media, civil courts andcrofting legislation of the UK and Scottish Parliaments. Among other things, the Act requires Bòrd na Gàidhlig to prepare and submit to the Scottish Ministers a National Gaelic Language Plan.

Bòrd na Gàidhlig can request that a public authority publish a Gaelic Language Plan and they have requested that Inverclyde Council do so.

Inverclyde Council recognises Gaelic as an official language of Scotland and accords English and Gaelic equal respect. Where Gaelic and English appear on signage, in publications etc., equal respect for both languages will be shown and where Gaelic services are available, an active offer of those services will be made.

The four key Gaelic Language Planning categories that have informed the National Gaelic Language Plan are expected to influence all Gaelic Language Plans, namely:

- **Acquisition:** enabling people to develop speaking, reading and writing skills in Gaelic
- **Usage:** enabling the use of Gaelic in a range of social, formal and work settings
- **Status:** expanding visibility, audibility, recognition and respect for Gaelic
- **Corpus:** developing the quality, consistency and richness of the Gaelic language.

The National Gaelic Language Plan sets out to achieve the following outcomes, which Inverclyde Council has taken due regard of through the development of this Gaelic Language Plan:

Home and Early Years

- An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic-medium early years education

Education: Schools & Teachers

- An increase in the number of children enrolling in Gaelic-medium education (GME), doubling the current annual intake to 800 by 2017.
- A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools.

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- An expansion in the availability of Gaelic-medium subjects in secondary schools.

Education: Post-school Education

- An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.

Communities

- More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services.

Workplace

- Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.

Arts & Media

- Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.

Heritage & Tourism

- An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.

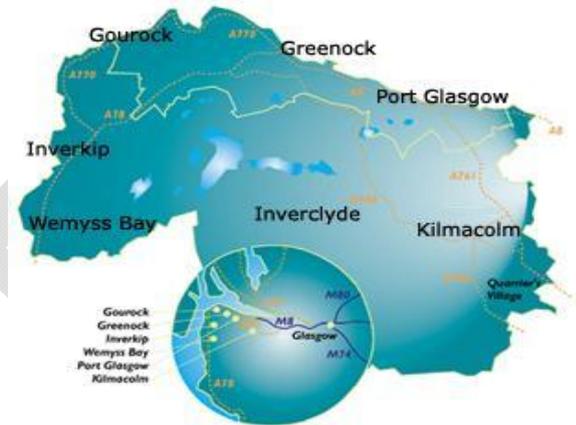
Corpus

- Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

3. Inverclyde Council

Inverclyde is located in West Central Scotland with an estimated population of 81,000 people, covering an area of 61 square miles stretching along the south bank of the River Clyde.

The main towns of Greenock, Port Glasgow and Gourock sit on the Firth of the Clyde. The towns provide a contrast to the coastal settlements of Inverkip and Wemyss Bay which lie to the South West of the area and the picturesque villages of Kilmacolm and Quarriers Village which are located further inland, and offer a further dimension to the area's diversity, particularly in social, economic and physical terms.



Inverclyde Council is the local unitary authority which is responsible for a range of functions including education, libraries and culture, community safety, trading standards, environmental health, social work (including criminal justice, homelessness and community care), strategic housing, planning and building control, waste management, maintenance of public roads (other than trunk roads), economic development and a range of corporate support services.

The Council operates under three Directorates: Education, Communities and Organisational Development; Community Health and Care Partnership (in partnership with the NHS); and Environment, Regeneration and Resources. The organisational structure is set out at appendix one.

The Council has a number of offices located across the authority with the main Municipal Buildings in the centre of Greenock.

The Council has 6 multi member wards, with 20 councillors elected from these, with each ward having three or four members. Currently the Labour Party has the majority of councillors (10), followed by the Scottish National Party (6), the Scottish Liberal Democrats (2), Independent (1) and Conservative (1).

A strong sense of community identity exists within Inverclyde and in local neighbourhoods in particular. Local citizens are rightly proud of their area, and its history which is steeped in centuries of maritime and industrial endeavour.

In the past the dynamic industries of ship building and sugar refining brought many job opportunities to Inverclyde, and with that numbers of migrants and immigrants swelling the Inverclyde population. A large influx of Highlanders came to the area in the aftermath of the battle of Culloden in 1745, Irish and German people came to work in the sugar refineries in the 1800s and more recently Eastern European migrants have come to the area following the expansion of the European Union. Inverclyde has had populations speaking a number of different languages in the past, but is largely English speaking now.

Nurturing Inverclyde

Inverclyde Council, in partnership with the Inverclyde Alliance, has taken The Scottish Government's *Getting it right for Every Child*¹ framework a step further and has made a commitment to get it right for every citizen and community too. Our focus is on making Inverclyde a place which nurtures all its citizens, ensuring that everyone has the opportunity to have a good quality of life and good mental and physical wellbeing. Nurture is about growth and development both emotionally and economically and we want all our children, citizens and communities to be safe, healthy, achieving, nurtured, active, respected, responsible and included.

As part of this nurturing approach, the Council will seek to nurture the Gaelic language across its functions where possible and within restricted resources.

Gaelic and Inverclyde Council's employees

The Council currently does not hold information on the numbers of employees who currently have an understanding of Gaelic. In its next employee survey, the Council will endeavour to ascertain which of its employees can read, write or speak Gaelic and will record this.

The only jobs in the organisation where the use of Gaelic is a designated responsibility are in the Gaelic nursery and primary classes.

There are currently no Gaelic organisations with offices in the Inverclyde area, however the Council advertises any Gaelic Medium job vacancies on www.Gaelicteaching.com.

¹ *Getting it Right for Every Child* is a national approach relevant to every child in Scotland and affects every practitioner working in children and family services in the public and voluntary sectors.

4. Gaelic in Inverclyde

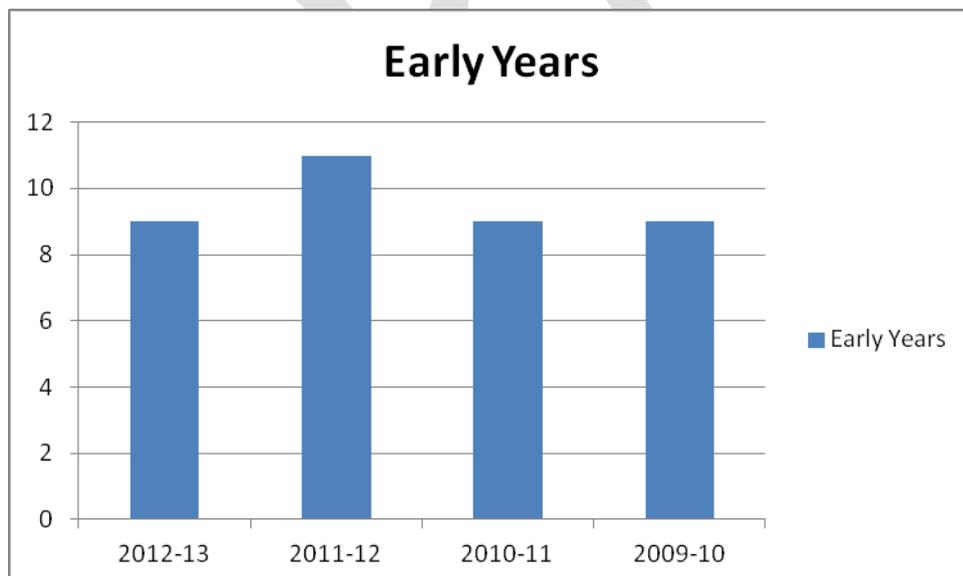
There are 426 Gaelic speakers in the Inverclyde area according to the 2011 Census.

In the 1991 census 496 people (0.6% of Inverclyde's population) indicated that they could speak, read or write Gaelic. In 2001 this had risen slightly to 508 people (0.6% of the population). 648 people claimed to be able to understand Gaelic in 2001.

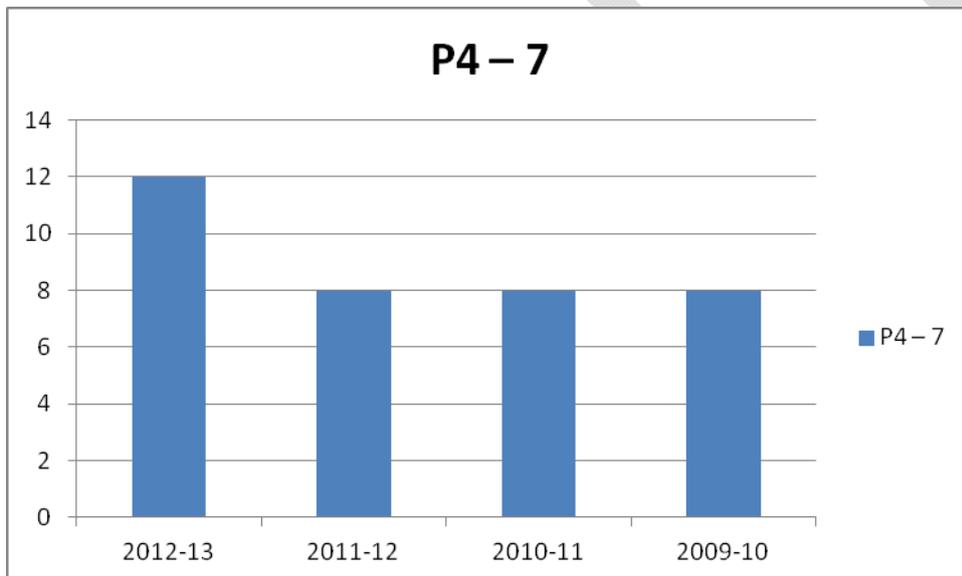
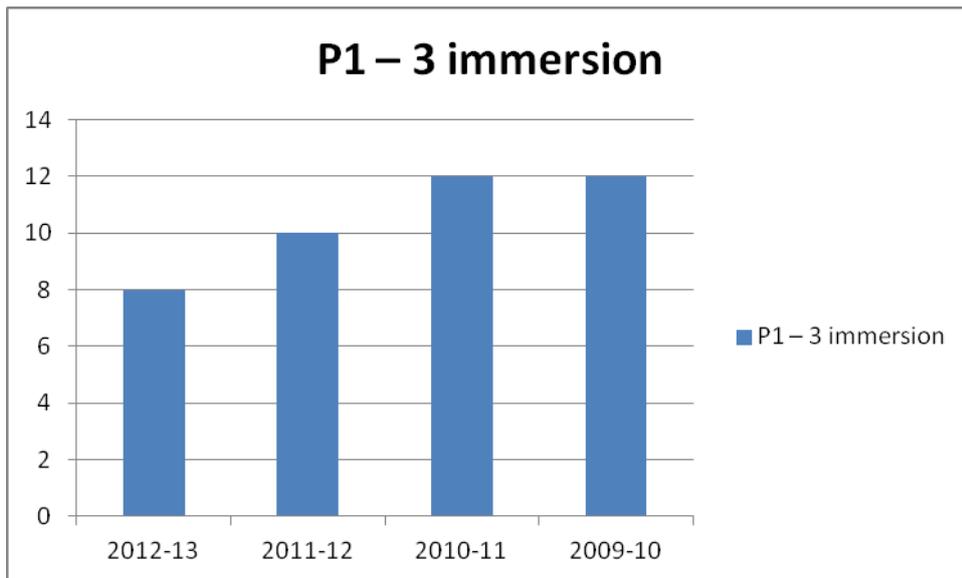
In the 2011 census 667 people were identified as having some knowledge of Gaelic in Inverclyde. In detail, this breaks down to:

- 174 people understand but do not speak, read or write Gaelic (0.22% of the aged over 3yrs population)
- 212 people speak, read and write Gaelic (0.26% of the aged over 3 yrs population)
- 176 people speak but do not read or write Gaelic (0.22% of the aged over 3 yrs population)
- 36 people speak and read but do not write Gaelic (0.04% of the aged over 3 yrs population)
- 49 read but do not speak or write Gaelic (0.06% of the aged over 3 yrs population)
- 20 people have other combinations of skills in Gaelic (0.02% of the aged over 3 yrs population)

Inverclyde introduced Gaelic Medium Education in 1999. Outlined below are the number of children attending the classes since 2009:



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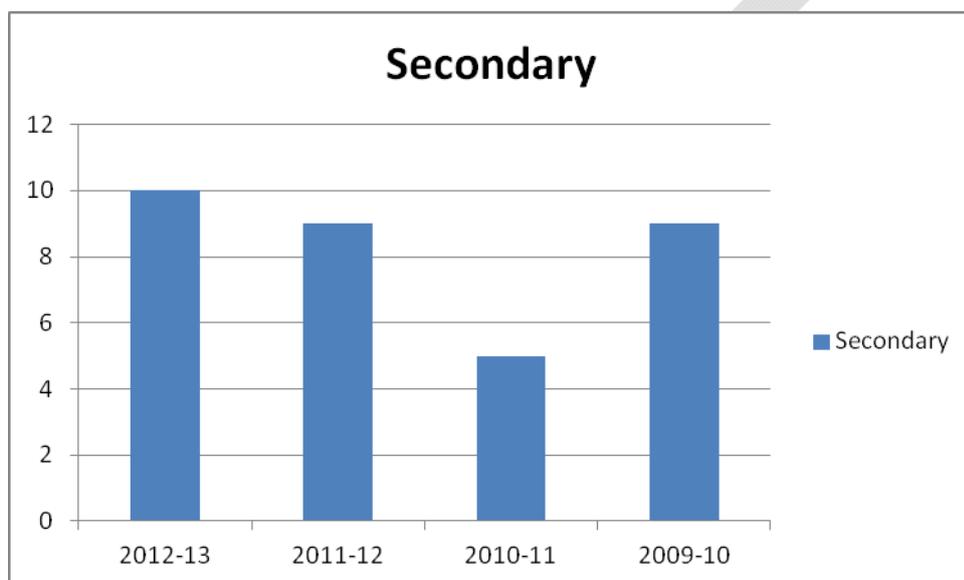


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Inverclyde Council does not provide secondary education in the Gaelic Medium but there are a number of pupils who travel from the Inverclyde area to the Gaelic Secondary School in Glasgow. Inverclyde Council provides this transport for the children.

The Council will be working to develop virtual GME in its secondary schools, in partnership with Sabhal Mòr Ostaig, for those secondary pupils who wish to learn Gaelic. Further information is set out below on page 25.

The numbers of children travelling to the Gaelic Secondary in Glasgow over the last few years are:



There are 3 Gaelic teachers in Inverclyde covering the nursery class, the primary 1-3 class and the primary 4-7 class.

The provision is as follows:

Phase	FTE
Nursery	0.5
Primary 1 – 3	0.8
Primary 4 – 7	1
RCC Cover	1
Total Teaching	3.3
Classroom Assistant	1
Early Years Childcare Officer	1

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Inverclyde's Gaelic Nursery currently has 7 children attending and there are two Gaelic primary classes covering Primary 1-3 and Primary 4-7. There are 8 children in the P1-3 class and 12 in the P4-7 class.

There is a Parent and Toddlers group covering the age range 0-3 years.

Inverclyde Libraries have a number of Gaelic books in its stock and are exploring the demand for Gaelic Bookbug sessions, which have been offered by the Scottish Book Trust.

Inverclyde has access to a Gaelic Development Officer working 30 hours per week across the Cille Conval Partnership areas of Inverclyde, Renfrewshire and East Renfrewshire.

3 Gaelic Language classes are being held in Inverclyde Academy with approximately 35 people engaging. A class on Scottish History and Gaelic has started at South West Library with over 10 learners attending regularly.

The Community Learning and Development service have been bringing together representatives from local Gaelic organisations/groups to discuss forming a Gaelic Forum. The purpose of this forum is to:

- improve communication across the Gaelic Community
- in time co-ordinate Gaelic provision across the area (the first steps have been taken as links have been made between tutors from the various groups into the Gaelic CLAD Review group tutor training which will go some way to providing a framework for learning using the Language Targets)
- look at funding to sustain and if possible increase Gaelic activity (there are a number of ideas regarding use of culture, music and heritage to increase the use of Gaelic language)
- look at opportunities for people to use the language in a meaningful way outside of the classroom and home such as conversation groups, coffee mornings and to link in with the social/cultural activities of ClannGaidhlig

The service have decided that their first task should be initially to raise the profile of Gaelic Adult provision in Inverclyde. There will do this through information stalls in the Oak Mall to allow distribution of information with the aim of:

- increasing the number of people who are aware of Gaelic provision
- attract new learners to the variety of Gaelic groups in Inverclyde
- promoting the Paisley Mod
- engage with people who have learned to speak Gaelic previously or native speakers with the view to re-engaging them in provision

In addition, although not run by CLD, there is an adult class held in the South-west library by a self-funding group. This originated as a class for parents with children at the then Highlanders' Gaelic unit (with CLD funding support) but has evolved and now contains parents and non-parents.

5. Core commitments

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig states that creating the right environment for the use of Gaelic in public life is vital to language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans. These are:

Identity: corporate identity
signage

Communications: reception
telephone
mail and e-mail
forms
public meetings
complaints procedures

Publications: public relations and media
printed material
websites
exhibitions

Staffing: training
language learning
recruitment
advertising

The Council recognises that action in each of these four key areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers and learners to use the language.

Inverclyde does not have a large number Gaelic users, and does not receive any requests for information or communication in Gaelic, therefore, within the current tight economic situation it does not have any additional resource to deliver any major language training initiatives, or to overhaul its corporate identity.

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This section of our Plan details our core commitments, in relation to current demand under these headings above. This first Gaelic Language Plan for Inverclyde can be seen as a starting point for developing our Gaelic provision.

Our core commitments set out the minimum level of Gaelic language provision which we commit to providing from 2013 to 2017.

In considering how to develop our Gaelic provision, we have noted the requirements under the Gaelic Language (Scotland) Act 2005 and Bòrd na Gàidhlig's Guidance on Development of Gaelic Language Plans.

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5.1 Identity

The presence of Gaelic in the corporate identity of a public authority can greatly enhance the visibility of the language, and makes an important statement by a public authority about how Gaelic is valued and how it will be given recognition.

As with corporate identity, the use of Gaelic in signage can greatly enhance the visibility of Gaelic and makes an important statement about the status of the language. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users and contribute to the development of the language.

Inverclyde Council recognises the need to raise the visibility of Gaelic and the creation of a positive image of the language and aims to do the following.

Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
Corporate Identity	Inverclyde Council's Corporate Identity does not include any Gaelic language elements.	The Council's corporate identity has been reviewed and engagement taken place to identify how Gaelic language should be reflected. If/when the Council seeks to rebrand then it will identify whether the corporate logo should be rendered bilingual.	We will carry out engagement with employees, communities and other stakeholders to identify how Gaelic should be reflected in the Council's Corporate identity. We will develop corporate guidelines for the use of Gaelic language in the Council's Corporate Identity	Feedback from engagement has been discussed by CMT and Corporate Communications. Guidelines are in place and disseminated across the organisation.	Organisational Development, HR and Communications (Corporate Communications)
Signage	Very little bilingual signage exists in	Welcome signs at the entry points into	Current provision of signage will be	All signs at entry points into Inverclyde	Environmental and Commercial

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Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
	Inverclyde.	Inverclyde will include welcome in Gaelic, demonstrating equal respect for Gaelic and English.	<p>audited.</p> <p>Any 'welcome' road signs to Inverclyde which could include Gaelic to be identified and Gaelic to be introduced when being renewed.</p> <p>This will be funded from the 'Repopulation' Outcome Funding.</p>	will have welcome in Gaelic included in the text.	Services/Corporate Communications.

5.2 Communication

Reception

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

Telephone

The use of Gaelic in interactions with the authority by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome.

Mail and E-mail

The use of Gaelic in mail and email to and from a public authority enables the use of Gaelic in two important means of communication. Its use in these environments provides opportunities for Gaelic speakers to use Gaelic in a wide range of situations.

Forms

Enabling the use of Gaelic on the forms of public authorities can greatly enhance opportunities for the use of the language. The presence of Gaelic in a wide range of Gaelic forms, or in bilingual forms, can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, will assist in expanding the range of Gaelic terminology and the awareness of the Gaelic speaking public of such terminology, helping the development of the language itself.

Public Meetings

The use of Gaelic in public meetings provides a key means by which Gaelic speakers can express their views in the language of their choice and helps promote the audibility of Gaelic in a wider range of settings.

Complaints Procedure

In addition to creating practical opportunities for the use of Gaelic, the establishment of a complaints procedure that is receptive to the use of Gaelic affirms the authority's commitment to the use of Gaelic and to providing a quality service to those members of the public who prefer to express themselves through Gaelic.

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Inverclyde Council will aim to carry out the following in order to address how the Council and its Gaelic speaking residents can communicate.

Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
Reception	The Council does not currently have any Gaelic provision in reception areas.	Customers coming into reception areas in Inverclyde Council offices will be engaged with appropriately no matter what language they speak.	As part of the Council's approach to engaging with customers whose first language is not English, reception staff in the Customer Service centre are trained in how to meet customer needs, including engaging with those who speak Gaelic.	All customer service officers will have been made aware of who to contact should someone wish to communicate in Gaelic.	Finance Services/ Customer Service Manager
Telephone	The Council does not currently have any provision for telephone call handling in Gaelic	Customers contacting the Council by telephone will be engaged with appropriately no matter what language they speak.	A review of languages used by those contacting the Council by telephone will be undertaken. Information will be given to employees so they are able to deal with customers who do not use English when contacting the Council by telephone.	Review completed and a better understanding of languages spoken by customers is communicated to employees. All customer service officers will be aware of how to access support for communicating in Gaelic.	Finance Services/ Customer Service Manager
Mail and E-mail	The Council does not	Customers	As above – the	Review completed	Finance Services/

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Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
	currently have an agreed policy on how to respond to Gaelic mail and e-mail	contacting the Council by mail and email will be responded to appropriately no matter what language they speak.	review will include identification of languages used by those contacting the Council by email. Using the review information a protocol for dealing with email in Gaelic will be developed.	and a better understanding of languages written by customers is communicated to employees.	Customer Service Manager
Forms	The Council does not currently have any forms in Gaelic	A protocol is place in regard to how the Council will use and enable the use of Gaelic in relation to forms for which it is responsible	Liaise with other local authorities to identify if they have templates of forms in Gaelic, that can be shared. Identify costs and procedure for the translation of forms completed in Gaelic.	A range of basic forms are available in Gaelic in electronic format, should a request be made.	Finance Services/ Customer Service Manager
Public Meetings	The Council does not have a policy on, or the resources for, holding public meetings in Gaelic.	The Council will know whether or not any residents would wish there to be a Gaelic component to public meetings.	The Council will develop a protocol for the use of Gaelic in public meetings, should there be any requests, or if the subject matter is of particular importance to Gaelic speakers.	Protocol in place and distributed across the Council. Protocol available on intranet.	Community Engagement and Capacity Building Network
Complaints	The Council does not	Council employees	The Council will	Guidance available	Corporate

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Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
procedure	currently handle complaints in Gaelic, or have guidance for employees on how to handle a complaint in Gaelic.	know how to handle complaints made in Gaelic.	assess its 'Comments, Compliments and Complaints' procedures and develop guidance for employees should they receive complaints in any language other than English.	for all staff as part of the Council's complaints procedures on how to deal with complaints made in languages other than English, including Gaelic.	Communications
Information for Employees	Little information on Gaelic is available for employees. Advertisements for Gaelic classes feature on the Council intranet and website.	More employees are aware of Gaelic provision and more generally about Gaelic and its place in Scotland.	Information will be made available on ICON (intranet) and the Gaelic Language plan will also be made available there and on the Council website.	Greater uptake in Gaelic language classes by employees of Inverclyde Council. More information available on ICON and the website.	Corporate Policy

5.3 Publications

Public Relations and Media

The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language.

Printed Material

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new, and enhance existing, terminology.

Websites

As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

Exhibitions

The use of Gaelic in exhibitions recognises the authority's commitment to providing information in Gaelic and to extending its use in a wider range of environments.

Inverclyde Council is committed to enhancing the visibility and status of Gaelic where practicable, focussing on subject matter relating to Gaelic issues.

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Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
Public Relations and Media	The Council does not currently have guidelines relating to the use of Gaelic in press releases.	The Council has guidelines around producing bi-lingual press releases relating to Gaelic subject matter.	Corporate Communications will assess the requirements for press releases and other media in Gaelic.	Guidelines set out how the Council will use Gaelic in press releases relating to Gaelic subject matter.	Corporate Communications
Printed Material	The Council does not have a policy in regard to publishing printed material in Gaelic. It does offer to translate any of its documents into Gaelic along with a range of other community languages. There are a number of Gaelic books available in Inverclyde's Libraries.	The Council has formal processes in place should material be requested in Gaelic.	The Council will identify where it will be able to access Gaelic translation on request and set out guidelines for services, should translation be required.	Information is available on the Council's intranet on where to access Gaelic translation services.	Corporate Communications/ Corporate Equality Group
Websites	The Council only has English and British Sign Language available from its website.	Any forms or information in Gaelic about Gaelic subject matter are made available on the website	Any forms made available in Gaelic will be uploaded onto the website. Any press releases	Forms and information in Gaelic are available on the website.	Corporate Communications/ Customer Services

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Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
			or any other information provided on Gaelic issues will be made available on the website		
Exhibitions	The Council does not make any provision for Gaelic in any exhibitions which it holds.	The Council has information available in Gaelic about exhibitions which relate to Gaelic issues, or the target audience indicate that it should contain information in Gaelic, in addition to English	Libraries and Museum service will identify if any information should be provided in Gaelic at exhibitions.	Exhibitions which are about Gaelic subject matter, or has a target Gaelic speaking audience will feature information in Gaelic, with equal respect paid to Gaelic and English.	Libraries and Museums.

5.4 Staffing

Training

In order to deliver services through the medium of Gaelic, public authorities will need to develop the requisite job skills and language skills of their staff.

Language Learning

The provision of language learning for its staff will help promote adult Gaelic learning, and in promoting Gaelic as a useful skill in the workplace.

Recruitment

The creation of jobs in which Gaelic is an essential or desirable skill will contribute greatly to the status of the language, and in identifying it as a positive skill to acquire.

Advertising

The use of Gaelic in advertising helps recognise that Gaelic should be used in public life and that Gaelic speakers have an important role to play within a public authority.

Appendix One

Function	Where are we now?	Where do we want to be?	How will we get there?	How will we know we are getting there?	Who is responsible?
Training	No staff training in the workplace is available in Gaelic, however see below. There is currently no demand for the delivery of services through the medium of Gaelic except in the Gaelic nursery and primary classes.	Staff are aware of the Council's Gaelic language plan and are given contact information should they wish to develop their own learning in Gaelic.	Information will be made available on the Council's intranet, ICON.	Gaelic Language Plan page available on ICON	Organisational Development/HR/Corporate Policy
Language Learning	The Council has free Gaelic Language classes on offer which Council employees can participate in.	Employees are aware of language classes on offer from Community Learning and Development in the Inverclyde area and are encouraged to participate.	Information will be made available on the Council's intranet, ICON and/or Council website. Weblinks to on line Gaelic resources will be placed on the web page.	Information on Gaelic Language classes available on ICON and/or Council website.	Community Learning and Development/Corporate Communications.
Recruitment	The Council has recruited Gaelic teachers.	If a job has Gaelic as a requirement, the job advertisement will be in both English and Gaelic.	Bilingual adverts will appear for any posts which require Gaelic language.	Bilingual advertisements for post requiring Gaelic language appear on myjobscotland and Gaelicteaching.com.	OD/HR
Advertising	There are currently no bilingual adverts by Inverclyde Council	As above	As above	As above	As above

6. Helping to implement the National Gaelic Language Plan

The *National Plan* sets out a vision for Gaelic of a healthy, vibrant language increasingly used, valued and respected in a modern, multicultural and multilingual Scotland. The *National Plan* explains why, in order to achieve that vision, four key concepts of language development must be addressed: how people are enabled to acquire Gaelic; how they are enabled to use Gaelic; how the status of Gaelic can be enhanced; and how the Gaelic corpus can be developed.

The 2005 Act is structured to require public authorities, that have been issued with a statutory notice by the Bòrd to develop a Gaelic Language Plan, to engage with the National Plan.

6.1 Language Acquisition

The National Plan seeks to increase the number of Gaelic speakers by ensuring the language is passed on and by securing effective opportunities for learning Gaelic.

For the Council, its primary role is in the support, promotion and delivery of Gaelic education. The Council promotes Gaelic education through the distribution of leaflets when new classes are being offered; through the inclusion of information in enrolment procedures highlighting the Gaelic nursery and primary classes; information on the Council's website advertising Gaelic Language classes and Gaelic medium education (GME): and liaison between pre-school and primary to highlight the GME primary class.

In addition to the nursery and primary Gaelic classes, the Council is linking with Sabhal Mòr Ostaig to offer Gaelic as a subject in the senior phase of school, starting with 6th year, but expanding this to 4th and 5th years. At present the plan is to have a virtual teaching experience online, linking with the college. The provision will be as a second language rather than immersive. The Council will review this approach once the offer has been rolled out across 4th, 5th and 6th year, to identify how it might be developed in the future.

We will also seek to increase opportunities for teacher training in Gaelic with Bord Na Gaidhlig's assistance.

6.2 Language usage

The National Plan seeks to encourage greater use of Gaelic, to provide opportunities to use the language and to promote access to Gaelic forms of expression.

There is not a large Gaelic speaking community in Inverclyde, but where there are Gaelic speakers the Council will encourage its use, and seek to support them. The provision of Gaelic language classes at beginner, intermediate and advance level is intended to support the use of Gaelic in Inverclyde. The Council is working, through the tackling depopulation outcome in the SOA, to develop its tourism offer, and the National Plan will be used to inform this development.

6.3 Language status

The National Plan seeks to increase the visibility of Gaelic, enhance its recognition and create a positive image for Gaelic in Scottish public life.

In preparing this Gaelic Language Plan Inverclyde Council is helping to raise the profile of the Gaelic language in the Inverclyde area. Recognising the importance of Gaelic, the Council will seek to promote a positive image of Gaelic locally and where practicable and affordable, increase the visibility of Gaelic, for example in new signage.

6.4 Language corpus

The National Plan seeks to strengthen the relevance and consistency of Gaelic and to promote research into the language.

The Council will use information provided by Bòrd na Gàidhlig on quality and accessibility of interpretation and translation, as well as any information which comes from surveys and research on Gaelic to inform the development and delivery of this Gaelic language plan.

7. Monitoring implementation of the plan

Inverclyde Council will monitor the implementation of this plan by reporting annually to the Policy and Resources Committee in January/February each year. These progress reports will then be submitted to Bòrd na Gàidhlig. The actions within the Gaelic Language Plan will be entered into the Council's electronic performance management system, Inverclyde Performs, and updated on an annual basis.

The plan will be publicised on the Council's website and intranet so that employees can be made aware of the Council's duties under the The Gaelic Language (Scotland) Act 2005 and what actions the Council intends to take.

8. Authority contacts

The senior officer with operational responsibility for overseeing the delivery of this Gaelic Language Plan is:

Angela Edwards
Head of Inclusive Education, Culture and Corporate Policy
Inverclyde Council
Education Headquarters
105 Dalrymple Street
Greenock
PA15 1HU

Tel: 01475 712828
Email: angela.edwards@inverclyde.gov.uk

Any queries about the day to day operation of the plan should be addressed to:

Miriam McKenna
Corporate Policy and Partnership Manager
Inverclyde Council
Education Headquarters
105 Dalrymple Street
Greenock
PA15 1HU

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Email: miriam.mckenna@inverclyde.gov.uk

Inverclyde Council Corporate Management Structure

