

## **Equalities Report 2017-21 and Plan 2021-24**

### **Report on 2017-2021 Outcomes**

#### **Outcome 1**

Bòrd na Gàidhlig regularly commissions research that integrates equalities-related objectives where appropriate.

Work with adult learners of Gaelic indicated that 6% of learners consider themselves to have a disability. Using work commissioned by the EHRC, the percentage of adults learning Gaelic that considered themselves disabled was slightly higher than the overall percentage for adults learners with a disability in Scotland, although fell short of the national figure for those that consider themselves disabled within the general population in Scotland, which was reported as being 20% in the 2011 census.

To address an equality of opportunity identified for adult learners, Outcome 1 is to:

**Through strategy and policy formulation, increase the proportion of adult learners of Gaelic that consider themselves to have a disability.**

The measure that will be used to monitor delivery of this outcome is:

i. The number of adult learners that consider themselves to have a disability reported in the annual survey of adult learners.

The target is to:

i. Achieve successive increases in the representation of those that consider themselves to have a disability before the end of the reporting period.

#### **Result: Target Met**

The 2018 and 2019 reports showed an increase in those that considered themselves to have a disability although the 2018 result was a decrease from 2017. Overall, there was an increase during the reporting period.

Summary:

One important point arising from the initial survey in 2014 and repeated in subsequent surveys is that it is likely that people only reported a disability where they felt it impacted their learning. The figures for those who consider themselves disabled is slightly higher than the Scottish percentage for those disabled and participating in a learning activity, but still much lower than the representation in the general population in Scotland (20%).

#### **2017 Report**

26 (7%) of the 390 learners active during the snapshot week told us they consider themselves to be disabled. Of the rest, [redacted] preferred not to say.

#### **2018 Report**

44 (6.1%) of the 726 learners active during the snapshot week told us they consider themselves to be disabled. Of the rest, 16 (2.2%) preferred not to say.

#### **2019 Report:**

52 (9.2%) of the 567 learners active during the snapshot week told us they consider themselves to be disabled. Of the rest, 13 (2.3%) preferred not to say.

## Outcome 2

To address the issue of lack of reliable and accurate information relating to equalities, the NGLP aims to introduce new mechanisms to capture a range of equalities-related information from organisations submitting GLPs. It is intended to gather information that can inform policies and strategies that will primarily advance equality of opportunity and promote positive action, although also aims to identify best practice that can be shared with others.

To enable Bòrd na Gàidhlig to effectively address all aspects of the PSED, and be in a position to identify and address equalities issues affecting those speaking, using and learning Gaelic through future strategy and policy development, Outcome 2 is to:

**Create a map (or equivalent list by area) of equalities issues affecting those speaking, using and learning Gaelic across Scotland, which can be used to inform future outcomes as well as corporate strategies and policies.**

The measures that will be used to monitor delivery of this outcome are:

- i. The number of equalities submissions included with GLPs;
- ii. The geographical coverage of information received.

The targets are to:

- i. Achieve an annual 80% return rate for equalities submissions included with GLP returns by public authorities by the end of the reporting period;
- ii. Capture or gather information on issues with Gaelic-related service provision impacting equalities for at least 50% of local authority areas by the end of the reporting period.

### **Result: Target Met**

#### **Statistics for 2019-2021**

Within this reporting period, we received 75% and 89.1%, (average 82% annually) returns from public bodies with Gaelic Language plans in 2019-2020 and 2020-2021 respectively in relation to equality of opportunity within Gaelic Development.

Currently 93.8% of Local Authorities are engaged with the Gaelic Language Plan process. There are currently 24 local authorities with approved Gaelic plans, 4 local authorities recently approved 1st edition and 2 LA's preparing their first editions.

83% of the local authorities with approved Gaelic Plans have returned information to Bòrd na Gàidhlig through their annual Gaelic language Plan monitoring report form regarding equalities and the Gaelic language. We are awaiting data from the remaining 4 councils who are engaged with the process in 2021-22. We will receive data from the remaining 6 councils in 2021-22/2022-23 after their approval of their plans and the commencement of their reporting obligations under section 6 of the Gaelic Language (Scotland) Act 2005.

The information that has been received covers the following geographical areas by local authority;

Comhairle nan Eilean Siar

Comhairle na Gàidhealtachd / Highland Council

Comhairle Mhoireabh / Moray Council

Comhairle Siorrachd Obar Dheathain / Aberdeenshire Council

Comhairle Baile Obar Dheathain / City of Aberdeen Council

Comhairle Sruighlea / Stirling Council

Comhairle Fìobha / Fife Council

Comhairle Inbhir Chluaidh / Inverclyde Council

Comhairle Rinn Friù / Renfrewshire Council

Comhairle Rinn Friù an Ear / East Renfrewshire Council

Comhairle Baile Ghlaschu / Glasgow City Council

Comhairle Baile Dhùn Èideann / Edinburgh City Council

Comhairle Siorrachd Dhùn Bhreatainn an Iar / Dunbartonshire Council

Comhairle Siorrachd Air an Ear / East Ayrshire Council

Comhairle Baile Dhùn Dè / Dundee City Council

Comhairle Aonghais / Angus Council

Comhairle Dhùn Phrìs is Gall-Ghaidhealaibh / Dumfries and Galloway Council

Comhairle Pheairt is Ceann Rois / Perth and Kinross Council

Comhairle Siorrachd Àir a Deas / South Ayrshire Council

Comhairle Siorrachd Lannraig a Tuath / North Lanarkshire Council

In these reporting years, we received information regarding equalities and the development of the Gaelic language from a large number of national public authorities who have provided information within the national context.

#### Equality of opportunity - Examples

- **Edinburgh City Council 2021-21** -The main challenge has been in securing teaching capacity, to ensure that GME is available across as wide a spectrum of learning as possible. As noted above, we have developed a recruitment strategy to help to address this.

#### Policy, procedures or measure

- **Edinburgh City Council 2020-21** - Pupil Voice groups were set up at TnP in August '19, with a focus on a range of topics, including language and culture. The progress and success of these were cut short by the COVID closure. There are plans to re-establish these groups this session, using a slightly different approach. There will also be an Equalities group, reflecting current priorities at local authority and national level.
- **Aberdeen City Council 2020-21** - Aberdeen City Council has approved an Equality Outcomes and Mainstreaming Report 21-25 which highlights the Council's commitment to supporting the aspirations and objectives in the [National Plan for Gaelic](#) and the [Gaelic Language \(Scotland\) Act 2005](#).
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#### Implementing specific measures

- **Edinburgh City Council 2020-21**- In addition to our focus on closing the attainment gap, staff make every effort to include pupils from all backgrounds in extra-curricular activities. Strategies include budgeting to allow pupils from low-income backgrounds to take part in trips at a reduced cost, or free of charge. This has been key in allowing pupils from varying demographics to have the opportunity to use their Gaelic in a social environment, as well as in the classroom.
- **Aberdeen City Council 2020-21** - To overcome the shortage of GME Early Learning and Childcare staff and the challenges in recruiting fluent Gaelic speakers for ELC expansion, ACC

have put together an innovative training course to support ELC practitioners to learn Gaelic to be able to better support the GME nursery setting. We will continue to advertise for fluent Gaelic-speaking staff, but as an interim measure, this allows us to build capacity amongst our current workforce and work towards meeting the needs of learners. This training will start in Spring 2021.

- **Fife Council 2020-21** - We have extended our plan to fully include the Arm's Length Executive Organisations and with that, extended all relevant training and opportunities. We continue to support the Partnership Group for Gaelic in Fife which allows small vol orgs to sit at the same table as national agencies and help steer the direction of Gaelic in Fife. E-learning is being developed to ensure all Trusts and FC staff have access to basic Gaelic Awareness sessions. A new staff audit is in early development that will capture more accurate numbers of Gaelic usage and levels; within FC we hope to then be able to capture Gaelic use at point of recruitment.
- **Comhairle nan Eilean Siar 2020-21** - Tha libhrigeadh foghlaim tro e-Sgoil a' dèanamh cinnteach gu bheil cothrom aig gach sgoilear sna h-Eileanan air FMG ann an sreath de chuspairean, às bith far a bheil iad, cothrom nach robh aig a h-uile duine ron seo
- **Inverclyde Council 2020-21** – Gaelic Parent classes - Led by two members of GME staff, these classes were offered to parents at Whinhill and provided a place for parents to learn Gaelic to be used at home and to help with school/homework. Parental engagement was high and parents/grandparents enjoyed learning new vocabulary and ways to support their children. An online offering for Gaelic family classes will be offered in the future.

### Outcome 3

The final outcome is based on an outcome from the previous set and looks to advance equality of opportunity. While it has been difficult to obtain data to report on progress, the next census will be conducted in 2021 and therefore progress with strategy and policy implementation can be assessed at that time. Outcome 3 is to:

**Increase the representation of those with some Gaelic ability from non-white ethnic groups in the geographic areas of Scotland where their representation is below that in the general population.**

The measure that will be used to monitor delivery of this outcome is:

i. Census returns in 2021.

The target is to:

- Realise an increase in Gaelic ability from non-white groups in the geographic areas of Scotland where their representation is below that of the general publication.

### Result: Impacted by COVID-19

As a result of the COVID pandemic, the Scottish Census has been delayed to 2022 therefore it is not possible to report on this outcome.

**Actions implemented in 2019-21**

Number of public authorities with a Gaelic Language Plan increased	Increasing understanding and awareness of linguistic and cultural diversity; increased planning and actions implemented to promote inclusion and diversity.
Collaboration with campaign groups which promote diversity and Inclusion	Increased understanding of their research, methodology of increasing understanding and a reverse transfer of knowledge.
Developed and implemented Bòrd na Gàidhlig Gaelic Language Plan	Increased clarity of vision, principles and actions to ensure that the organisation evidences the working practices support diversity and inclusion
Develop organisational values which include respect; and established working practices which embed our values.	Increased communication on the values of respect and support, to support key messages on appropriate behaviours as an organisation and as individuals
Developed our first People Strategy 2019-2023	Increased planning to ensure all staff are treated equally and fairly in the strategy to develop our team
Developed and implemented a Stress Management and Wellbeing Policy	Clearer guidance on how we support our staff to have work/life balance and to ensure consistency of treatment across the organisation
Developed and implemented a Standards of Conduct Policy	Clearer guidance on the standards of behaviour expected of all Bòrd na Gàidhlig employees, representatives, contractors and agency workers of Bòrd na Gàidhlig which are based on organisational values.
Published Pay Statement annually (via our Annual Report and Accounts)	Increased transparency on how our pay policy works.