

Bòrd na Gàidhlig

A' Chomataidh Poileasaidh is Ghoireasan

Coinneamh air Dihaoine 19/08/2022

12.30 – 13.00

Tro Teams

CLÀR-GNOTHAICH

Policy & Resources Committee

Meeting on Friday 19/08/2022

12.30 – 13.00

Via Teams

AGENDA

SEISEAN FOSGAILTE

OPEN SESSION

1.0 CÙISEAN TÒISEACHAIDH

OPENING ITEMS

1.1 Fàilte & Leisgeulan

Welcome & Apologies

1.2 A' Nochdadh Chom-pàirtean

Declaration of Interests

Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca

Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest

1.3 Gnothach Iomchaidh sam Bith Eile –

AOCB -

Bu chòir iarrtas sam bith airson puingeann eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.

Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.

2.0 PLANAICHEAN GÀIDHLIG

GAELIC LANGUAGE PLANS

2.1 Ri Aontachadh

For Decision

PT1 PGR013 E02 Plana Gàidhlig Comhairle Dhùn Phrìs is Gall-Ghàidhealaibh

PT1 PGR013 E02 Gaelic Language Plan for Dumfries and Galloway Council

Airson Fiosrachadh

For Information

PT2 Aithisg air adhartas le Eagrain 1

PT2 Information on implementation of Edition 1

Jim Whannel, Stiùiriche Foghlaim

Jim Whannel, Director of Gaelic Education

Christie NicIleathain, Manaidshear Planaidh

Christie MacLean, Planning Manager

3.0 GNOTHACH IOMCHAIDH SAM BITH EILE

ANY OTHER BUSINESS

Ceann-latha na h-ath choinneimh: 30/08/2022

Date for the next meeting: 30/08/2022

Lèirmheas den choinneimh às dèidh làimh

Post-meeting Review of meeting

Pàipearan Fiosrachaidh

- Tha pàipearan 'Airson Fiosrachadh' airson a bhi a toirt-fa-near dhiubh agus chan eil ùine deasbad no còmhraidh air an cur mun coinneamh sa chlàr gnothaich.
- Far am bheil cothrom ann deasbad is còmhraidh a chumail air pàipearan 'Airson Fiosrachadh', bidh na pàipearan sin air an comharrachadh le rionnag * air a chlàr gnothaich.
- Bidh cothrom aig Buill deasbad iarraidh air pàipearan 'Airson Fiosrachadh' air nach eil rionnag * le bhi a' leigeil fios don Cathraiche na Comataidh co-dhiù latha ron choinneimh.
- Far am bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean neo cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu oifis@gaidhlig.scot co-dhiù dà latha obrach ron choinneamh. Cuiridh an sgioba rianachd a cheist sin air adhart chun oifigear iomchaidh airson am freagairt, agus airson a bhi cothromach thèid am freagairt a' sgaoileadh air na Buill gu lèir airson gum bidh an aon thuigse an uairsin aig a h-uile neach.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	19/08/2022
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.1

Tìotal a' Phàipeir	Planaichean Gàidhlig	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha na Coinneimh	Seòrsachadh na h-Aithris
Sgioba-stiùiridh	08/08/2022	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 - PGR013 EO2 Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh 2022 – 2027 PT2 – PGR013 Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh – Aithris air adhartas a rinneadh ann an E01 2016-2021	
1.0	Adhbhar	
1.1	A' sireadh aonta air aon phlana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	Chaidh measadh a dhèanamh air an dreachd phlana PGR013 EO2 Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh le pannal nam planaichean air 16/05/2022. Thug am pannal sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean gus am plana a neartachadh.	
3.0	Prìomh Aithris/Fiosrachadh	
3.1	Dh'aithris Comhairle Dhùn Phrìs is Ghall-Ghaidhealaibh gun robh eus-aonta ann le moladh co-cheangailte ri fiosrachadh mun cho-chomhairle phoblach is suirbhidh an luchd-obrach agus molaidhean ceangailte ri gealltanasan foghlam.	
3.2	Choinnich oifigearan BnG le oifigearan na Comhairle agus às dèidh sin, ghabh a' Chomhairle ris a' mhòr chuid de na molaidhean aig a' phannal.	
3.3	Tha an eagraan seo a' gealladh gum bi fàs ann am Foghlam do Luchd-ionnsachaidh agus gum bi iad ag obair a dh'ionnsaigh solar Foghlam tro Mheadhan na Gàidhlig le co-chomhairle an toiseach.	
4.0	Moladh	
4.1	Aire a thoirt don fhiosrachadh ann am PT1 agus PT2;	
4.2	Aonta a chur ris an dreachd phlana PGR013 EO2 Comhairle Dhùn Phrìs is Ghall-Ghàidhealaibh.	
5.0	Prìomh Bhuidhean Ro-innleachdach	
5.1	Buidhean air Ionmhas Chan eil buaidh ann.	
5.2	Buidhean air Luchd-obrach Chan eil buaidh ann.	

5.3	Buaidhean air Trèanadh Chan eil buaidh ann.																																						
5.4	Ceanglaichean ri Amasan Ro-innleachadh agus Corporra Tha dlùth cheangal ann eadar am plana reachdail seo agus a' cur air adhart cleachdadh, ionnsachadh agus ìomhaigh na Gàidhlig anns na sgìrean seo. Bidh am plana seo a' cur air adhart nam prìomh amasan anns a' phlana chorporra aig Bòrd na Gàidhlig gu sònraichte mar a leanas:- <i>"A' dèanamh cinnteach gum bi buaidh nas motha aig Planaichean Gàidhlig air cùisean agus a' toirt taic do dh'Ùghdarrasan Poblach gus sanasachd a dhèanamh air an obair a nì iad don Ghàidhlig"</i>																																						
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta <table border="1" data-bbox="355 667 1388 1272"> <thead> <tr> <th colspan="2" data-bbox="355 667 869 705">AR N-ADHBHAR</th> <th colspan="2" data-bbox="869 667 1388 705">AR LUACHAN</th> </tr> </thead> <tbody> <tr> <td data-bbox="355 705 619 920">Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach</td> <td data-bbox="619 705 869 920"></td> <td data-bbox="869 705 1133 920">'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach</td> <td data-bbox="1133 705 1388 920"></td> </tr> <tr> <th colspan="4" data-bbox="355 920 1388 958">AR LUACHAN BUILEAN NÀISEANTA</th> </tr> <tr> <td data-bbox="355 958 619 996">Còraichean daonna</td> <td data-bbox="619 958 869 996"><input checked="" type="checkbox"/></td> <td data-bbox="869 958 1133 996">Clann</td> <td data-bbox="1133 958 1388 996"><input checked="" type="checkbox"/></td> </tr> <tr> <td data-bbox="355 996 619 1034">Cultar</td> <td data-bbox="619 996 869 1034"><input checked="" type="checkbox"/></td> <td data-bbox="869 996 1133 1034">Coimhearsnachdan</td> <td data-bbox="1133 996 1388 1034"><input checked="" type="checkbox"/></td> </tr> <tr> <td data-bbox="355 1034 619 1072">Àrainneachd</td> <td data-bbox="619 1034 869 1072"><input type="checkbox"/></td> <td data-bbox="869 1034 1133 1072">Bochdainn</td> <td data-bbox="1133 1034 1388 1072"><input checked="" type="checkbox"/></td> </tr> <tr> <td data-bbox="355 1072 619 1111">Slàinte</td> <td data-bbox="619 1072 869 1111"><input type="checkbox"/></td> <td data-bbox="869 1072 1133 1111">Eadar-nàiseanta</td> <td data-bbox="1133 1072 1388 1111"><input type="checkbox"/></td> </tr> <tr> <td data-bbox="355 1111 619 1149">Foghlam</td> <td data-bbox="619 1111 869 1149"><input checked="" type="checkbox"/></td> <td data-bbox="869 1111 1133 1149">Eaconamaidh</td> <td data-bbox="1133 1111 1388 1149"><input checked="" type="checkbox"/></td> </tr> <tr> <td data-bbox="355 1149 619 1272">Gnothachasan soirbheachail is ùr-ghnàthach</td> <td data-bbox="619 1149 869 1272"><input checked="" type="checkbox"/></td> <td data-bbox="869 1149 1133 1272"></td> <td data-bbox="1133 1149 1388 1272"></td> </tr> </tbody> </table>			AR N-ADHBHAR		AR LUACHAN		Fòcas air a bhith a' cruthachadh dùthaich nas soirbheachaile le cothroman do dh'Alba air fad soirbheachadh tro bhith a' cur ri sunnd, agus ri fàs eaconamach seasmach agus in-ghabhalach		'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach		AR LUACHAN BUILEAN NÀISEANTA				Còraichean daonna	<input checked="" type="checkbox"/>	Clann	<input checked="" type="checkbox"/>	Cultar	<input checked="" type="checkbox"/>	Coimhearsnachdan	<input checked="" type="checkbox"/>	Àrainneachd	<input type="checkbox"/>	Bochdainn	<input checked="" type="checkbox"/>	Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>	Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input checked="" type="checkbox"/>	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		
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5.6	Buaidhean air Cliù Tha planaichean làidir a' cur ri cliù BnG agus nam buidhnean poblach a tha gan libhrigeadh.																																						
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh ann.																																						
5.8	Buaidhean Laghail Tha planaichean reachdail a' tighinn fo sgèith Achd na Gàidhlig (Alba) 2005.																																						
5.9	Buaidhean air Co-ionannas Chan eil buaidh dhìreach air co-ionannas tron phlana seo ach bidh oifigearan a' Bhùird a' cumail sùil air cùisean co-ionannachd mar phàirt den phròiseas dearcnachaidh ann an co-bhonn leis an ùghdarras seo.																																						
5.10	Buaidhean air an Àrainneachd Cha bhi buaidh ann.																																						

Front Cover

Dumfries and Galloway Council

GAELIC LANGUAGE PLAN

[2022- 2027]

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [\[approval date\]](#)

The Bòrd na Gàidhlig logo should be added to the front cover of the approved plan only and not to any drafts.

Foreword

N.B. will be added by Chair of DGC Communities Committee following approval of the Plan by Bòrd na Gàidhlig.

DRAFT

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1. INTRODUCTION

DESCRIPTION OF DUMFRIES AND GALLOWAY

Dumfries and Galloway Council ambitions and priorities

Our Council's stated aim is to be ambitious for our region, focused on supporting our communities to thrive and prosper and ensuring that we provide quality services which deliver our priorities. Each year we spend £351 million on essential services and invest up to £50 million to ensure this is the best place to live, work and learn. We have a five-year Council plan which sets out the approach we are taking to ensure all our services and activities work together to deliver on our ambitions.

We have five priorities and related commitments which provide a focus for the services we deliver as follows:

Build the local economy

- Improve the level of skills within our communities and workforce
- Support our small and medium sized businesses to be established and grow
- Invest in our key infrastructure
- Provide an attractive location to do business

Provide the best start in life for all our children

- Ensure early intervention, in particular to keep our region's most vulnerable children safe
- Invest in creating schools fit for the 21st century which are at the heart of our communities
- Raise ambition and attainment, in particular to address inequalities
- Support children to be healthy and active

Protect our most vulnerable people

- Tackle the causes and effects of inequality and poverty
- Help older or vulnerable people live healthy and independent lives
- Ensure older or vulnerable people receive the care and support they need
- Keep our communities safe

Be an inclusive council

- Ensure that local people and communities are at the heart of our decision making
- Empower our communities to make the most of their assets
- Increase equality of opportunity

Urgently respond to climate change and transition to a carbon neutral region

- Encourage understanding of how the way we live and work in the region impacts on climate change
- Empower our communities and stakeholders to make significant changes to reduce emissions and adapt to a low carbon approach
- Lead on the transition to cleaner and greener technologies

- Promote and protect our region's natural environment
- Contribute to a greener economy, maximising the region's green energy potential

We are committed to ensuring local communities are at the heart of decision-making and this is embedded within our approach. As an effective and innovative Council we're inclusive and open in all that we do. Through local wards and Elected Members we are working to better understand and respond to changing and often complex, needs and issues. Flexibility and creativity in our approach are now essential when addressing these needs.

Geography and demographics

Dumfries and Galloway is an area of outstanding natural beauty, situated in the South West of Scotland between the Southern Uplands and coastline of the Solway Firth and the Irish Sea. Known around the world as the cradle of Christianity in Scotland, Dumfries and Galloway enjoys the benefits of modern living, as well as tangible links with a colourful and historically significant past.

Dumfries and Galloway is the third largest region in Scotland covering 6,426 sq km - 8.2% of the total land area of Scotland. Our population is 149,670 - 2.8% of the total population of Scotland. The overall population is projected to decline to nearer 141,000 by 2037, a decrease of 6.1%.

Our largest town is Dumfries with a population of 39,240, followed by Stranraer (10,510) and Annan (8,920). Dumfries and Galloway is also one of the most rural areas of Scotland. We are the third highest ranked of the mainland council areas for rurality, with 19.6% of the population living in remote rural locations; and nearly half of all people (45.8%) living in areas classified as rural. Approximately one in five households in the region do not have a car or a van. This means that the services we provide need to be available locally, and accessible to our residents in their communities.

Recent population projections indicate that there will be 3,040 fewer people aged 18 or under living in the region by 2039, a decrease of 10%. The gap between older and younger populations is likely to widen over time. The population aged 65-84 is forecast to increase by 25% by 2037, while the number of children and working age adults is projected to fall. To grow our economy we need to retain and attract young people into the region and develop their skills.

GAELIC WITHIN DUMFRIES AND GALLOWAY

It is thought that Gaelic came to Dumfries and Galloway between the 5th and 9th century when Scots who spoke Gaelic moved across the Irish sea. It was they who named most of the landscape features, especially in the west of this area (Rhins and Machars, but also the Glenkens); these names remain a distinctive feature of our area, even though their spelling has often been altered to suit Scots and English speakers, who no longer understand the meaning of place names that surround them.

Around the 9th century Dumfries and Galloway lay in territory where people spoke a Celtic language thought to be similar to that which has survived in Wales today.

Celtic languages are described as belonging to one of two groups known as “P” or “Q”. The “P” group includes Pictish, Welsh, Cornish and Breton, and the “Q” group Gaelic, Irish and Manx. The languages in each group are related but were sufficiently different even in the 6th century for an interpreter to be required when St Columba met the Pictish King Bruide.

Evidence of the Gaelic in the region comprises place names evidence from everywhere west of the River Annan and a disputed song said to have been written in this area and which mentions Dalry, Carsphairn and Lochinvar. The name Galloway refers to the area’s mixed population of Gaelic-speaking and Norse peoples. Gaelic may have survived as a spoken language in Dumfries and Galloway into the 17th century but was gradually superseded by Scots, particularly in the east of the region. We can see from the survival of many more Gaelic place-names that most of these were coined in more recent centuries. Indeed, there are a great many Gaelic topographical elements in the West of the council area especially baile (Balmaghie, Balmaclellan) and achadh (Auchencairn, Auchenmalg).

The following links provide evidence of Gaelic topographical elements in the place names of Dumfries and Galloway:

Gaelic place names of Scotland website:

[Database \(ainmean-aite.scot\)](http://www.ainmean-aite.scot)

<http://www.scottish.parliament.uk/gd/visitandlearn/40900.aspx>

In more recent times, the 2011 Census identified the following number of Gaelic speakers in the Dumfries and Galloway Council area:

% of Gaelic speakers in 2001 0.9% (740 people)

% of Gaelic speakers in 2011 0.7% (968 people).

N.B. More up to date information and statistics will be available following the 2022 Census.

GAELIC IN SCOTLAND

The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. Ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language.

The location of Gaelic speakers is also important. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country.

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Dumfries and Galloway Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Dumfries and Galloway Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the development of Gaelic Language Plans.

Gaelic Orthographic Conventions – background and explanation

Gaelic Orthographic Conventions (GOC) refers to the spelling associated with Gaelic words. A panel was set up in 1976 to investigate issues related to Gaelic orthography and to create guidance to deal with inconsistencies in spelling and to ensure authoritative orthographic conventions were adopted. The findings were published in 1981 and they have proven to be a valuable foundation for many areas of Gaelic development since then as Gaelic usage has expanded into different domains of public life in Scotland. The need for new terminology has arisen due to the growth of Gaelic Medium Education, the expansion of Gaelic in the media and the increased use of language in public administration. Dumfries and Galloway Council intends to be fully compliant with GOC.

THE NATIONAL GAELIC LANGUAGE PLAN

Dumfries and Galloway Council supports the aim of the National Gaelic Language Plan 2018-23 that “Gaelic is used more often, by more people and in a wider range of situations.”

We are committed to the achieving this aim by focussing our work, on these three key areas:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.

- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

INTERNAL GAELIC CAPACITY AUDIT

An internal Gaelic language skills audit of staff was undertaken between 15 September and the 29 October 2021.

This generated 255 responses across the following Council Directorates:

- Communities Directorate (83)
- Economy & Resources (51)
- Skills, Education & Learning (97)
- Social Work (24)

Key headline messages:

- 107 (42%) were interested in developing their Gaelic Language Skills through further training.
- 6 (2.3%) have had to use Gaelic skills as part of their role within the workplace.
- 20 (7.8%) were aware of the 8 internal Gaelic Language skills modules available online.
- 13 individual modules have been completed by Council staff.
- 58 (23%) would be interested in taking part in Gaelic conversation classes.
- 85 (33%) were interested in Gaelic classes.
- 25 (10%) were interested in Gaelic social activities.
- 21.6% (55) felt that Gaelic was important to the work of D&G Council. 44.5% felt that it was not important with 33.9% of responses being neutral.
- 38 staff were interested in supporting the learning of Gaelic.
- 36% were interested in learning more about the Gaelic Language Act.
- 35.5% were interested in attending a Gaelic Awareness session on understanding the relevance of Dumfries & Galloway Council's Gaelic Language Plan.

A more detailed breakdown of the survey results/findings is attached in Appendix 1.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The citizen consultation on the draft Gaelic Language Plan was undertaken between 15 September and the 29 October 2021. This was promoted via the following:

- Social media (Twitter and Facebook)
- Council website
- Local Press
- Community Newsletter

- Internal and external circulation lists
- A specific Focus Group with Gàidhlig Dumgal was also facilitated

The survey itself was made available in both English and Gaelic via Microsoft Forms and generated 144 formal responses from citizens. A Gaelic version of this Edition of the draft plan was also made available on the Council website.

The Council has an Equality Outcome relating to our material being available in different languages as follows:

https://dumfriesgalloway.moderngov.co.uk/documents/s29347/Equality_Act_2010_Statutory_Reporting_2021_-_2025_Appendix_3_FINAL.pdf

Demographics of those completing the survey:

Male	Female	Transgender	Prefer not to say
48	92	2	2

Age (number of respondents in brackets)

0-15	16-24	25-34	35-44	45-54
(0)	(6)	(16)	(22)	(35)
55-64	65-74	75-84	Over 85	Prefer not to say
(41)	(18)	(3)	(0)	(3)

375 comments were made across the 6 main question areas in relation to the draft plan.

- 167 comments (45%) were constructive comments on the content of the plan or neutral.
- 208 comments (55%) were either negative or unrelated to the actual content of the plan itself.

Gaelic language skills				
	Basic	Intermediate	Fluent	None
Readers	21 (15%)	7 (5%)	4 (3%)	106 (77%)
Writing	16 (18%)	5 (6%)	5 (4%)	64 (72%)
Speakers	22 (24%)	7 (8%)	2 (2%)	59 (66%)
Understanding	19 (21%)	7 (8%)	4 (4%)	60 (67%)

- 52 people (24%) stated that they would be interested in Gaelic conversation classes.
- 42 people (19%) stated that they would be interested in Gaelic classes.
- 35 people (16%) stated that they would be interested in Gaelic Social activities.

A more detailed breakdown of the survey results/findings is attached in Appendix 2.

2. KEY PRINCIPLES

EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

Dumfries and Galloway Council will ensure that where Gaelic is included as part of our operations and services, we will ensure that they are of an equal standard and quality as those that we provide in English.

ACTIVE OFFER

Dumfries and Galloway Council will make an active offer of our Gaelic services to our employees and the public where demand and interest exists. Where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice. Where Gaelic services are available, we will publicise these on our webpage, through social media and other local channels.

We will ensure that our Gaelic language services are as accessible as our English language services.

Dumfries and Galloway Council already offers and promotes 8 Gaelic Language learning modules to our staff via our online training and learning platform. We will actively look to expand our offer, increase uptake and completion of these modules across the timespan of this Edition of our plan.

Third Sector involvement

Dumfries and Galloway is fortunate to have a very active, enthusiastic and dedicated community group, Gàidhlig Dumgal, which delivers the vast majority of Gaelic language learning in the region. Currently, Gàidhlig Dumgal offers 5 Gaelic classes, from beginners to competent, in Eastriggs, Dumfries, Castle Douglas and Wigtown. They also offer two Zoom classes for people who are worried about face to face learning in times of Covid. In session 2019 -2020 there were a total of 78 learners registered with Gàidhlig Dumgal, the highest number they have recorded so far. In addition to Gaelic classes, Gàidhlig Dumgal runs regular Gaelic cultural events such as lectures, poetry readings and musical events. The last Gaelic Burns Supper held in February 2020 attracted 38 participants. Gàidhlig Dumgal has formed a partnership with a local community cinema, the Robert Burns Centre, and has been instrumental in 4 Gaelic films being shown so far with more in the pipeline. They also

run Gaelic Awareness days, to encourage new learners and support a small Gaelic singing group, Na Seinneadairean, as well as the annual Fèis an Iar Dheas. Further information on Gàidhlig Dumgal is available through the following link:

[GàidhligDumgal – Gàidhlig Dumgal helps develop and promote Gaelic culture and learning in SW Scotland \(gaidhligdumgal.org\)](http://gaidhligdumgal.org)

Dumfries and Galloway Council will continue to work with our community partners across the region over the duration of this Edition of our Plan help develop Gaelic learning opportunities.

MAINSTREAMING

Dumfries and Galloway Council will aim to ensure that opportunities for the public and our staff to use Gaelic are normalised where interest and demand exists, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

INCREASING THE USE OF GAELIC

High-level Aim	Support existing and new Gaelic language and culture groups in the DGC area to help grow the profile and use of Gaelic.
Desired Outcome	<ul style="list-style-type: none"> The local authority has developed meaningful links with existing groups and which is helping to increase the profile, use and learning of Gaelic.
Current Practice	<ul style="list-style-type: none"> Informal links with some groups already in place. Gàidhlig Dumgal is already recognised by the local authority as being the main provider and facilitator of Gaelic language learning and associated cultural activities and events in the region.
Actions Required	<ul style="list-style-type: none"> Continue to build and develop positive relationships and a shared understanding with voluntary groups and organisations around this Edition of the Gaelic Language Plan. Identify and agree a minimum of 3 tangible and realistic opportunities of where the local authority can assist. Support opportunities to embrace Gaelic Heritage within our region. Undertake a Gaelic Heritage value study and explore links to tourism. Help to promote Gaelic Film through the Robert Burns theatre and other venues. Apply to the national Gaelic Language Implementation Fund (GLAIF) to support development activity.
Target Date	<ul style="list-style-type: none"> Seek funding to commission a Gaelic Heritage value study by the end of 2022 with a report to be finalised by mid-2023. Agree a minimum of 3 opportunities with voluntary groups by the end of 2022.
Responsibility	<ul style="list-style-type: none"> Council Gaelic Language Implementation Group (in liaison with Gàidhlig Dumgal).

INCREASING THE LEARNING OF GAELIC

High-level Aim	<p>Engage with stakeholders regarding the following:</p> <ul style="list-style-type: none"> • The establishment of Gaelic Medium Education • The potential to increase the provision of Gaelic Learners Education (GLE) at primary and secondary level with the inclusion of E-sgoil facilities at secondary level. • The potential to establish Gaelic Early Years provision and support families and community groups with an interest in developing Gaelic Early Years. • Work with partners to promote and develop Gaelic language learning opportunities within our communities. • Actively promote and facilitate Gaelic language learning opportunities for our workforce, including taking forward the key interest areas identified in the 2021 Gaelic language skills audit.
Proposed Outcome	<ul style="list-style-type: none"> • The local authority has undertaken engagement with stakeholders to identify and assess demand for increasing provision of Gaelic Medium Education within the authority along with an action plan being developed. • The local authority has undertaken engagement with Primary and Secondary Schools regarding GLE and has agreed targets with an accompanying action plan in place. • Options to meet any new demand are assessed with proposals being considered by the Education & Learning Committee where appropriate/required. • The authority has worked with partners to help promote, develop and increase Gaelic language learning opportunities. • The number of Council employees accessing our Gaelic online learning offer has increased by 10% each year from year 1 baseline.
Current Practice	<ul style="list-style-type: none"> • The authority is aware of its statutory obligations as per the Education Scotland Act and Gaelic Language Act. • The Council has a suite of online Gaelic Learning modules in place.

	<ul style="list-style-type: none"> The authority has informal links with local partners.
Actions Required	<p>Gaelic Medium Education (GME)</p> <ul style="list-style-type: none"> Undertake a full engagement exercise with regards to Gaelic Medium Education. Develop an action plan to promote the delivery of GME in the primary sector and/or early-years sector with a view to providing a GME service within the lifetime of the plan. <p>Gaelic Learners Education(GLE) (Primary)</p> <ul style="list-style-type: none"> An audit of all primary schools will be undertaken to establish a baseline for the delivery of Gaelic as an L3 – Year 1. Based on the results of the survey and in partnership with Bòrd na Gàidhlig a target will be established for an increase in L3 provision within primary schools– Target date – Year 2. Based on the results of the survey the Council will create a development plan for the establishment of further L3 provision – Target date Year 2. Within the plan for the delivery of Gaelic as an L3, the Council will ensure that appropriate training is made available for teachers and that the necessary resources are available to enable successful delivery of Gaelic as an L3 language. <p>Gaelic Learners Education(GLE) (Secondary)</p> <ul style="list-style-type: none"> An audit of all secondary schools will be undertaken to establish a baseline for the delivery of Gaelic as a Modern Language within the Council – Year 1. Based on the results of the survey a development plan will be produced for the establishment of further Gaelic learner provision within Secondary Schools with a target agreed with Bòrd na Gàidhlig – Target date year 3. Consideration will be given as to where awareness of Gaelic Language and Culture can be built into IDL delivery in the secondary sector. Consider any implications for the Skills, Education & Learning Directorate in relation to

	<p>options, capacity, resources and costs following the audit of both primary and Secondary Schools.</p> <ul style="list-style-type: none"> • Continue to promote and develop Gaelic learning opportunities for our workforce and look to increase and expand our online learning offer. • Explore the feasibility of facilitating Gaelic learning events/classes at weekends/school holiday periods from local Schools.
Target Date	<ul style="list-style-type: none"> • Undertake an engagement exercise and assessment of options in relation to GLE Learning in schools by the end of Year 1. • Establish targets for the delivery of GLE in partnership with Bòrd na Gàidhlig once the survey/engagement has been completed – Year 2 (Primary Schools) & Year 3 (Secondary Schools). • Continue to develop and promote Gaelic learning opportunities for our workforce on an ongoing basis. • Explore options to utilise the school estate to facilitate Gaelic Learning events/classes at weekends/during school holiday periods including use of GLAIF funding to progress pilot/taster sessions by the end of 2023. • Agree a minimum of 3 opportunities on where the authority can support the development of Gaelic learning with partners by the end of 2022.
Responsibility	<ul style="list-style-type: none"> • Council Gaelic Language Implementation Group (in liaison with Gàidhlig Dumgal) • Education & Learning Directorate • Communities Directorate

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	<p>Engage with stakeholders to increase awareness of Gaelic through musical, cultural and linguistic activities.</p> <p>Establish and maintain a Gaelic Language Plan implementation group with senior representation from all Council directorates.</p>
Proposed Outcome	<ul style="list-style-type: none"> • The authority has worked with partners to identify and develop opportunities to increase awareness of and participation in musical, cultural and linguistic activities.

	<ul style="list-style-type: none"> The existing Gaelic Language Implementation Group is expanded to include representatives from all Council Directorates.
Current Practice	<ul style="list-style-type: none"> The authority has informal links with local partners. The authority has Gaelic related activities ongoing in Primary Schools through the Youth Music Initiative. A small Gaelic Language Plan implementation group is already in place with representation from the Skills, Education & Learning and Communities Directorates.
Actions Required	<ul style="list-style-type: none"> Identify and agree at least 3 meaningful opportunities on where the authority can support and work with partners to develop the learning of Gaelic. Explore opportunities through Dumfries & Galloway Council Youth Music Initiative to increase Gaelic related activities from a Year 1 baseline. Widen involvement in the existing Gaelic Language Plan implementation group to secure representation from all Directorates.
Target Date	<ul style="list-style-type: none"> Agree on meaningful opportunities with partners by end of 2023. Widen involvement in implementation group by end of 2022.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group (in liaison with Gàidhlig Dumgal).

CORPORATE SERVICE AIMS

STATUS

Desired Outcome	<p>Logo and brand</p> <p>Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>
Current Practice	<p>Strapline made bilingual on Council website during early 2021 following agreement at Dumfries and Galloway Full Council meeting.</p> <p>E-mail disclaimers in both Gaelic and Scots have been produced ready to be rolled out.</p>
Actions Required	<ul style="list-style-type: none"> Consider how the brand can be expanded to other areas such as signage.

Target Date	<ul style="list-style-type: none"> • Full assessment, including costs to be reported by the mid point of this Edition of the Plan. • Explore use of the Gaelic Language Act Implementation Fund (GLAIF) to help maintain cost neutrality. • Optional e-mail disclaimers and signatures to be rolled out by the end of 2022/early 2023.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group.

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	<ul style="list-style-type: none"> • Agreement was reached at the Council's Communities Committee in January 2020 to replace "welcome to" signage with dual language signage when signs are due to be replaced.
Actions Required	<ul style="list-style-type: none"> • Audit condition of existing "welcome to" signage to help prioritise replacements. • Continue to monitor how many signs are updated. • Consider requests from the community as they are received. • Consider expansion to signage outwith "welcome to" signage.
Target Date	<ul style="list-style-type: none"> • Full assessment of options, including costs to be reported by the mid point of this Edition of the Plan and explore use of the Gaelic Language Act Implementation Fund (GLAIF) to help maintain cost neutrality.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group. • Communities Directorate.

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	<ul style="list-style-type: none"> • All key officers are aware that communication in Gaelic is welcome.
Actions Required	<ul style="list-style-type: none"> • A positive message that Gaelic communication is welcome will be placed on our website by the end of 2022.
Target Date	<ul style="list-style-type: none"> • Ongoing throughout life of the plan.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group.

Desired Outcome	Written Communication 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.
Current Practice	<ul style="list-style-type: none"> All key officers are aware that communication in Gaelic is welcome and that replies will be provided in Gaelic through internal translation.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and refresh training as required. Ensure that a positive message confirming that written Gaelic communication is welcome is placed on our website.
Target Date	<ul style="list-style-type: none"> Ongoing throughout life of the plan. Update website by the end of 2022.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	<ul style="list-style-type: none"> At the moment there are no Gaelic speaking staff who can provide this service. Customer Services staff have been offered Gaelic Language training.
Actions Required	<ul style="list-style-type: none"> Review how many customer services staff have completed training modules along with assessing any new demand from the public. Aim to have 10% of customer service's staff having received training each year. Investigate whether our telephone translation service could include Gaelic.
Target Date	<ul style="list-style-type: none"> By the end of 2023 and then monitor annually thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	<ul style="list-style-type: none"> Key staff are aware of this requirement, however there has been no opportunities or need identified at the moment.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and assess demand/need for this in conjunction with Gaelic Dumgal and other cultural partners.

Target Date	<ul style="list-style-type: none"> By end of 2023 and then monitor annually thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

INFORMATION

Desired Outcome	<p>News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>
Current Practice	<ul style="list-style-type: none"> Good news stories and opportunities are promoted through our press and social media channels.
Actions Required	<ul style="list-style-type: none"> Continue to monitor opportunities and expand coverage, including regularity/frequency.
Target Date	<ul style="list-style-type: none"> By end of 2022 and then monitor on an ongoing basis thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.

Desired Outcome	<p>Social Media</p> <p>Gaelic content distributed regularly through social media, guided by the level of actual and potential users.</p>
Current Practice	<ul style="list-style-type: none"> Gaelic content features on social media on approximately a quarterly basis at the current time.
Actions Required	<ul style="list-style-type: none"> Continue to monitor opportunities and expand coverage, including regularity. Target a Gaelic related social media post at least once per month.
Target Date	<ul style="list-style-type: none"> By end of 2022 and then monitor/implement on an ongoing basis.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.

Desired Outcome	<p>Website</p> <p>Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>
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Current Practice	<ul style="list-style-type: none"> Gaelic content currently available on the Council Gaelic Language website page which includes translations.
Actions Required	<ul style="list-style-type: none"> Increase and expand Gaelic Language content on the Council's website to include additional information on learning opportunities, new initiatives and Gaelic heritage.
Target Date	<ul style="list-style-type: none"> Increase content by the end of 2022 and continue to expand our offer each year thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.

Desired Outcome	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>
Current Practice	<ul style="list-style-type: none"> The only publication currently available in Gaelic is the Plan itself and the easy read version of the CLD Partners' Plan.
Actions Required	<ul style="list-style-type: none"> Assess other publications which could be made available in Gaelic with priority given initially to translating the Council Plan, Local Outcome Improvement Plan and new Cultural Strategy.
Target Date	<ul style="list-style-type: none"> Assess options by end of 2023. Aim to have translations of initial 3 key Plans available during 2022/23.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.
Desired Outcome	<p>Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>
Current Practice	<ul style="list-style-type: none"> Dumfries & Galloway Council has a Plain English policy in place. Gaelic content only features in a limited number of publications. An internal expert is available to translate certain documents as required. There is limited internal capacity to undertake this on a larger scale basis at the moment.
Actions Required	<ul style="list-style-type: none"> Develop and implement a policy on use of Gaelic in Council documents, on websites, in e-mails and through social media. Assess other publications/information which could be made available in Gaelic.

	<ul style="list-style-type: none"> Assess how capacity can be increased to support this work.
Target Date	<ul style="list-style-type: none"> Develop a new policy by end of 2023 Assess options by end of 2024.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.

Desired Outcome	<p>Exhibitions</p> <p>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.</p>
Current Practice	<ul style="list-style-type: none"> The Council had a presence at the 2019 Wigtown Book Festival to help promote the Gaelic Language Plan. Further opportunities have been curtailed to date due to the Covid Pandemic.
Actions Required	<ul style="list-style-type: none"> Explore new opportunities with partners, particularly to help launch the new plan at cultural based events. (Identify minimum of 2 opportunities) during 2022/23.
Target Date	<ul style="list-style-type: none"> By the end of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

STAFF

Desired Outcome	<p>Internal audit</p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>
Current Practice	<ul style="list-style-type: none"> A full audit has been completed as part of the development of this new Plan with 255 responses being received from staff. Findings of the skills audit have been analysed.
Actions Required	<ul style="list-style-type: none"> Identify staff who may be willing to support Gaelic learning activity including volunteering opportunities. Take forward improvement actions/opportunities to grow Gaelic Learning stemming from the audit to include: <ul style="list-style-type: none"> Expanding available Gaelic learning resources for staff to include e-Sgoil Promote Gaelic conversation classes/social activities already available

	<ul style="list-style-type: none"> - Produce a new e-learning module which covers awareness of Gaelic Language Act
Target Date	<ul style="list-style-type: none"> • Gaelic Learning resources to be expanded and promoted to staff during 2022/23. • New e-learning module to be launched during 2023.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group.

Desired Outcome	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions.</p>
Current Practice	<ul style="list-style-type: none"> • Awareness of Council policies and strategies is covered as part of induction processes.
Actions Required	<ul style="list-style-type: none"> • There is an opportunity to heighten awareness and understanding of the new plan through the development of a new online Gaelic Language awareness module.
Target Date	<ul style="list-style-type: none"> • Develop, launch and promote during 2022/23.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group.

Desired Outcome	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to the implementation of the public authority's Gaelic language plan.</p>
Current Practice	<ul style="list-style-type: none"> • Gaelic language learning modules are already available on our internal online learning platform and have been promoted to all staff.
Actions Required	<ul style="list-style-type: none"> • Continue to promote and expand our online learning offer. • Support staff to complete external accredited Gaelic Language courses. - Expand available Gaelic learning resources for staff to include e-Sgoil. - Promote Gaelic conversation classes/social activities already available. - Produce a new e-learning module which covers awareness of the Gaelic Language Act.

Target Date	<ul style="list-style-type: none"> • Increase offer during 2022/23 and continue to promote through the life of the plan. • Launch a new Gaelic Language Act e-learning module during 2023.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group.

Desired Outcome	<p>Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>
Current Practice	<ul style="list-style-type: none"> • Generic online learning courses are available on an equal basis with a focus on customer services staff.
Actions Required	<ul style="list-style-type: none"> • Encourage wider uptake of our online learning offer through regular promotion. • Develop a new online Gaelic Language Awareness module and promote to staff.
Target Date	<ul style="list-style-type: none"> • Launch a new online Gaelic Language Awareness module during 2023. • Increase our offer by the end of 2023 and continue to promote through the lifetime of the plan.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group. • Corporate Learning & Development unit.

Desired Outcome	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.</p>
Current Practice	<ul style="list-style-type: none"> • At the moment there are no posts within the Council which require Gaelic Language skills as an essential requirement.
Actions Required	<ul style="list-style-type: none"> • Continue to monitor emerging need within Council Services on an ongoing basis.
Target Date	<ul style="list-style-type: none"> • Review on an ongoing basis throughout the lifetime of the plan.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group. • Human Resources & Organisational Development.

Desired Outcome	Recruitment 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.
Current Practice	<ul style="list-style-type: none"> Gaelic does not feature in existing job descriptions/person specifications at the moment but is included within workplans for appropriate officers with a specific remit for the implementation of the Gaelic Language Plan.
Actions Required	<ul style="list-style-type: none"> Review with Human Resources posts which should have Gaelic as a desirable criteria
Target Date	<ul style="list-style-type: none"> End of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Human Resources & Organisational development.

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	<ul style="list-style-type: none"> The authority is aware of this requirement, however no posts have been identified as having Gaelic as an essential skill at the current time.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and review.
Target Date	<ul style="list-style-type: none"> Review on an ongoing basis throughout the life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Human resources & Organisational development.

GAELIC LANGUAGE CORPUS

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	<ul style="list-style-type: none"> The authority comply with this as according to the dictionary.
Actions Required	<ul style="list-style-type: none"> Continue to comply.
Target Date	<ul style="list-style-type: none"> Ongoing throughout the lifetime of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

Desired Outcome	Place-names Gaelic place name advice from Ainmean-Àite na h-
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	Alba is sought and used.
Current Practice	<ul style="list-style-type: none"> Some work around place names has been undertaken by Gàidhlig Dumgal and shared with the Council
Actions Required	<ul style="list-style-type: none"> Work with Ainmean-Àite na h-Alba and Gàidhlig Dumgal to develop and promote Gaelic place names for our region. Develop a D&G map of Gaelic place names and include a map on the Council website. Investigate opportunities to develop and promote Gaelic Place names short videos.
Target Date	<ul style="list-style-type: none"> Develop a map for D&G by end of 2023. Ongoing throughout the lifetime of this plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The commitments outlined in the Gaelic Language plan will help advance the priorities of the National Performance Framework as follows:

Children & Young People – more children & young people having access to Gaelic learning opportunities.

Culture – by increasing Gaelic learning opportunities linked to arts and music along with place names this would help recognise and celebrate Gaelic heritage within the region.

Economy – assessing the potential impact of Gaelic to increase visitors to the region through a Gaelic Heritage value study.

Education – by engaging with stakeholders on Gaelic learning in schools.

Full details of the National Performance Framework can be accessed at <https://nationalperformance.gov.scot/>

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Gaelic Language Plan makes a key contribution to the following key strategies/plans:

D&G Council priorities

Build the local economy

- Improve the level of skills within our communities and workforce

Provide the best start in life for all our children

- Raise ambition and attainment, in particular to address inequalities

Be an inclusive council

- Increase equality of opportunity

Local Outcomes Improvement Plan

- Outcome 2 – Learning opportunities are available to those who need them most.
- Outcome 8 – Individuals and communities are empowered.

CLD Partners' Plan 2021 -2024 (key themes)

- Learning, Skills & Employability
- Inclusion and Equalities

South of Scotland Regional Economic Strategy Priorities

- Skilled and Ambitious People
- Cultural and Creative Excellence

6. PUBLICATION**PUBLISHING AND PUBLICISING THE PLAN****INTERNAL**

Once this Edition of the Plan is approved by Bòrd na Gàidhlig then this will be added to the Council's internal website along with other key Council Plans. Lead officers will ensure that briefings are undertaken and guidance produced to support the wider understanding of the Plan through key Council Services such as Education, Lifelong Learning, Arts & Culture, Customer Services and Communications.

EXTERNAL

This Edition of Dumfries and Galloway Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

- issue a press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

7. RESOURCING THE PLAN

It is anticipated that the majority of actions outlined within this Edition of the Plan will be cost neutral in terms of implementation including use of external funding where available (i.e. Gaelic Language Plan Implementation Fund).

The creation of a Gaelic Language Plan Implementation Group will assist take forward key actions and we will work closely with Gàidhlig Dumgal to help take forward specific actions outlined in our commitments.

Staff interest emerging through the internal Gaelic Language skills audit will be explored, particularly in relation to those interested in volunteering.

8. MONITORING THE PLAN

The on-going monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act.

Dumfries and Galloway Council will make a commitment within this Edition of the Gaelic Language Plan to compile an annual progress report that will be submitted to Bòrd na Gàidhlig and made available to the public.

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

Richard Grieveson, Head of Community Services has overall responsibility for preparation, delivery and monitoring of Dumfries and Galloway Council's Gaelic Language Plan. They can be contacted as follows: -

Richard Grieveson
Head of Community Services
Richard.Grieveson@dumgal.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

Stephen Jack, Lifelong Learning Manager has day-to-day responsibility for the delivery and monitoring of Dumfries & Galloway Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Stephen Jack, Lifelong Learning Manager
Community Services
Stephen.Jack@dumgal.gov.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

An expanded Gaelic Language Implementation Group will be formed to support the implementation of the new plan 2022–2027. This will be formed through representation from the following Directorates:

- Skills, Education & Learning
- Communities
- Economy & Resources

Service representation will include Education, Lifelong Learning, Communications, Corporate Learning & Development, Arts & Culture and Customer Services as a minimum.

ENGAGING WITH STAFF

The Council has consulted with staff as part of the main consultation which was undertaken in relation to this Edition of the Plan. This was promoted to staff via internal electronic communications, staff bulletins and through team meetings.

Key actions will be integrated into respective Service work plans and this will be monitored through monthly meetings and updates reports to Council Committees.

We will take forward staff interest stemming from the internal Gaelic language skills audit and increase our learning offer.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council will work closely with third sector partners such as Gàidhlig Dumgal throughout the lifetime of the plan.

Where any Arms Lengths External Organisations are formed during the lifetime of the existing Plan then they will be required to follow the plan where their service delivery impacts on any commitments in the plan.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

Staff completion across Directorates

● Communities	83
● Economy & Resources	51
● Response, Renew and Recovery	0
● Skills, Education & Learning	97
● Social Work	24



Part time v full time breakdown?

● Part-time	68
● Full-time	182



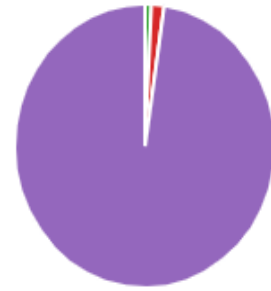
Would you be interested in developing your Gaelic skills through further training?

● Yes	107
● No	142



On average, how often have you had to use Gaelic while carrying out your role in the workplace?

On a daily basis	0
Several times a week	0
Several times a month	2
No more than once a month	4
Not at all	249



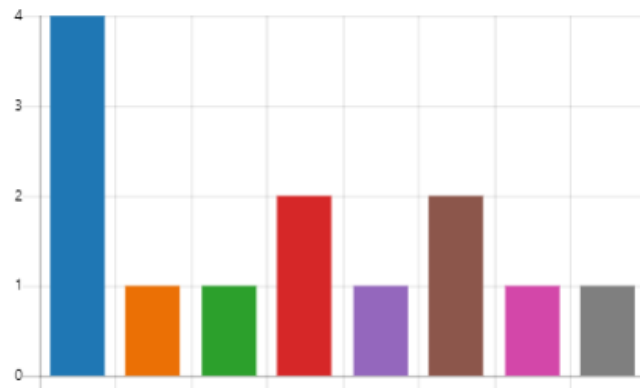
Did you know the Council have 8 Gaelic language Learning modules available through our online learning platform (FLO)?

Yes	20
No	235

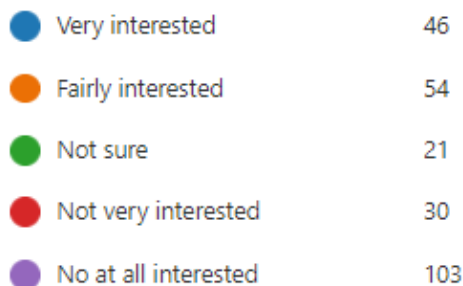


Have you tried or completed any of the FLO modules?

Self	4
Friends, home, routine	1
Hobbies	1
Food & Drink	2
Festivals	1
Family	2
School	1
Animals	1



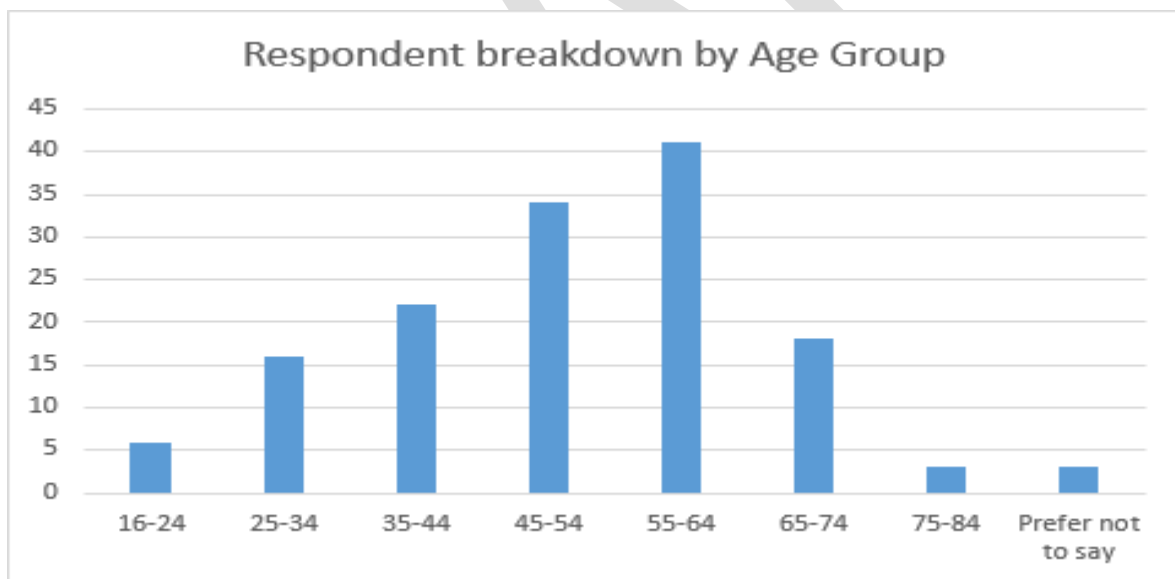
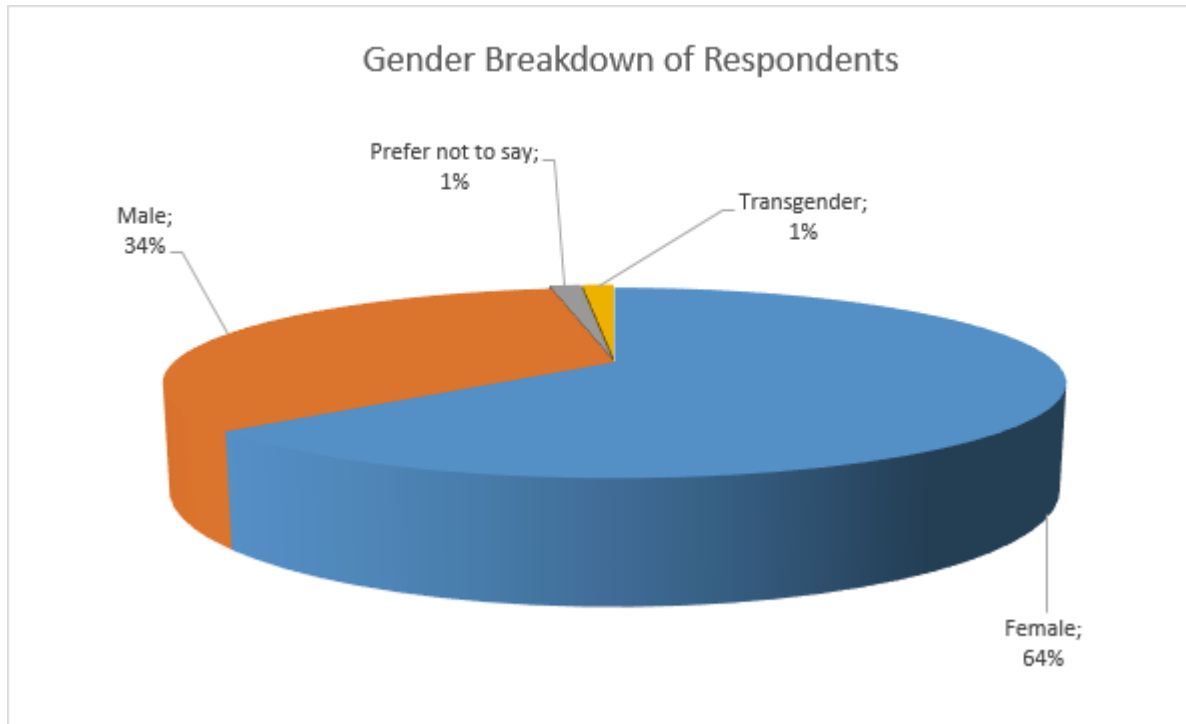
How interested are you in developing your Gaelic language skills?

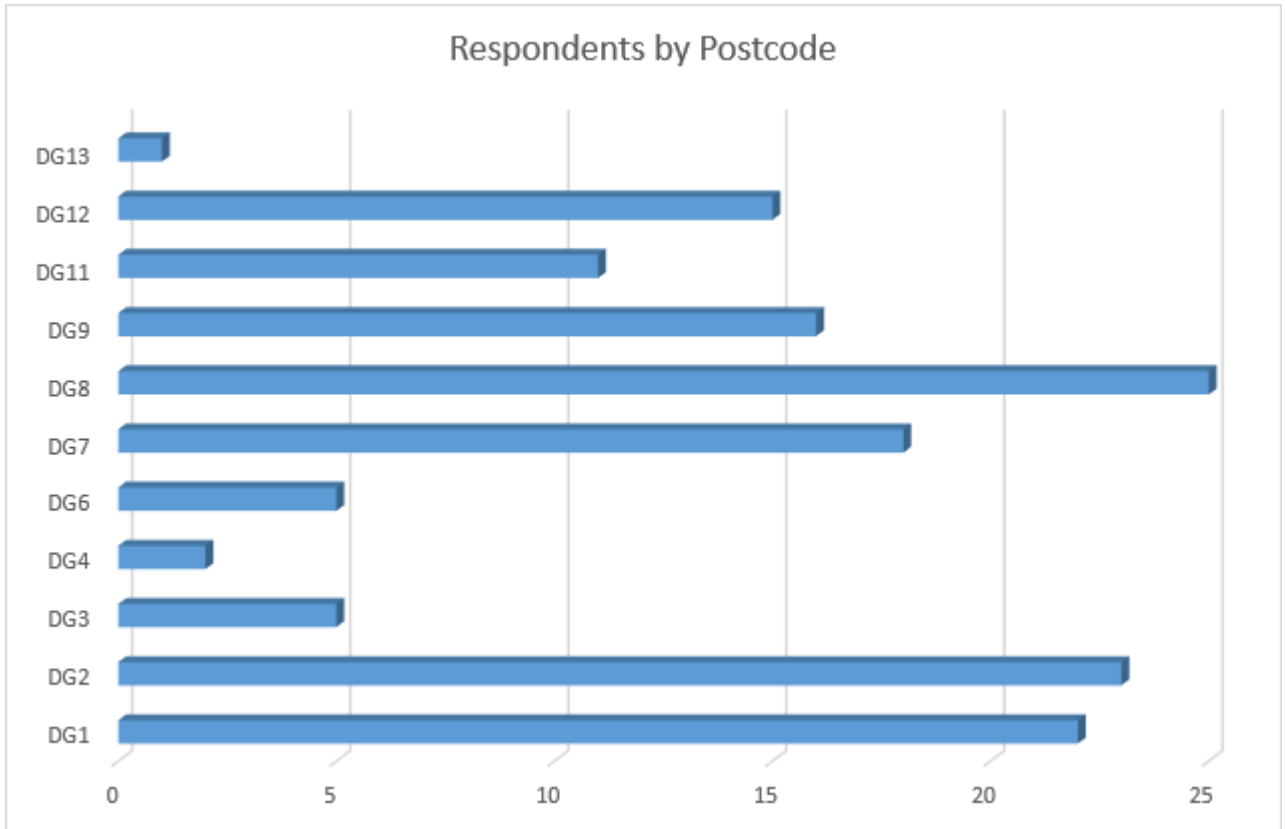


To what extent do you agree with the following statements relating to the use of Gaelic within Dumfries and Galloway Council?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Gaelic is not important to the work of Dumfries & Galloway Council	25.2%	19.3%	33.9%	15.7%	5.9%
It is important that customers can communicate with the organisation	12.5%	32.2%	29.4%	10.6%	15.3%
Gaelic is not relevant to me in my job role	34.1%	25.5%	27.1%	1.4%	2%
I support Dumfries & Galloway Council's efforts to develop Gaelic throughout the organisation	18.4%	25.5%	29.8%	7.1%	19.2%
I understand the role of my Service in the implementation of Dumfries & Galloway Council's Gaelic Language Plan	5.6%	12.3%	39.7%	22.6%	19.8%

APPENDIX 2 – PUBLIC CONSULTATION





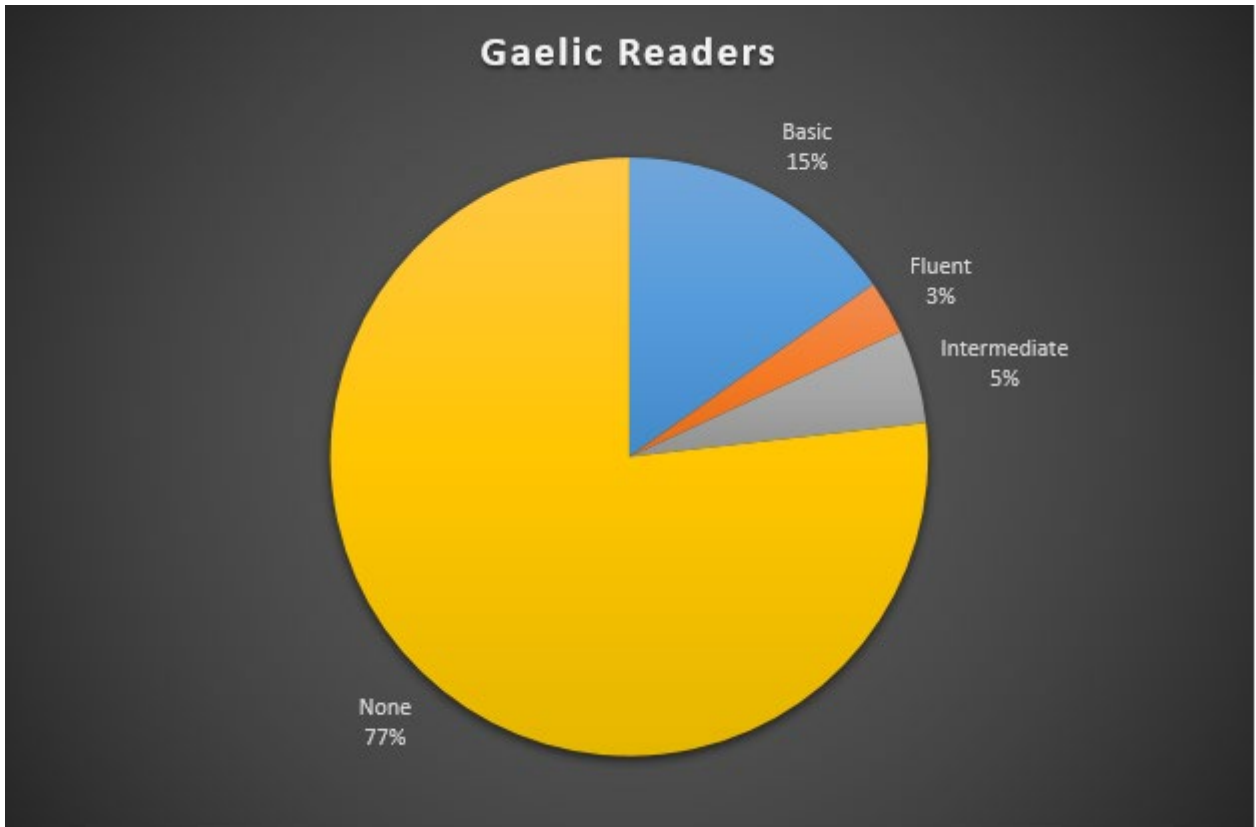
Postcode Breakdown			
DG1	22	DG6	5
DG2	23	DG7	18
DG3	5	DG8	25
DG4	2	DG9	16
DG11	11	DG12	15
DG13	1		

General constructive comments received on the content of the draft plan

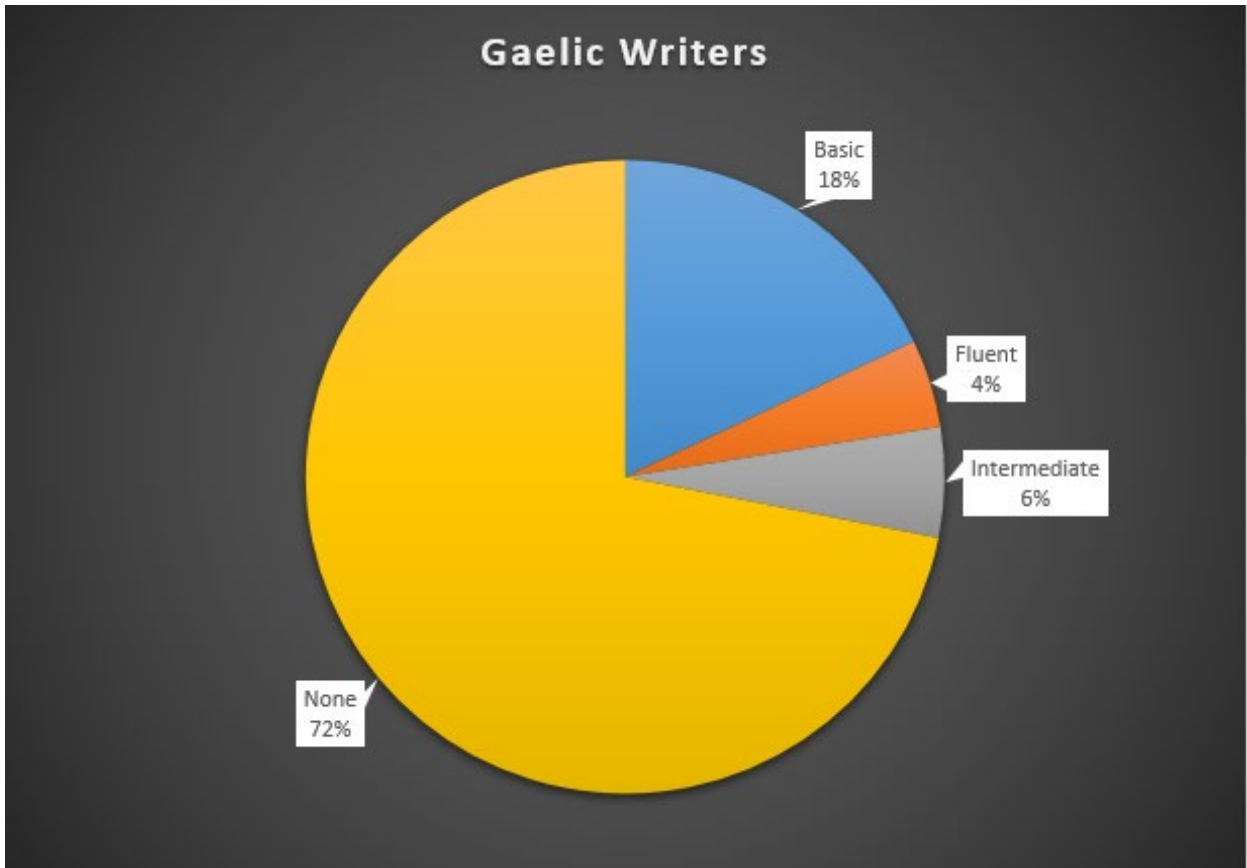
- Narrative in introduction and Gaelic history could be improved/enhanced
- Check accuracy of Gaelic Place names and clarify how these will be used going forward
- Strengthen input/narrative in relation to Gàidhlig Dumgal
- Build upon Gaelic introductions Feis Rois have been providing at Primary level
- Developing Gaelic opportunities would help increase cultural awareness and understanding
- Aims/ambitions need to be more specific/focused and timebound
- Support both for and against Gaelic learning in schools
- Develop an online Gaelic Language Awareness module
- Investigate opportunities around cultural heritage/encouraging visitors to the region
- Commission a Gaelic Heritage value study

- Introduce more Gaelic signage
- Consider Twinning opportunities with other towns

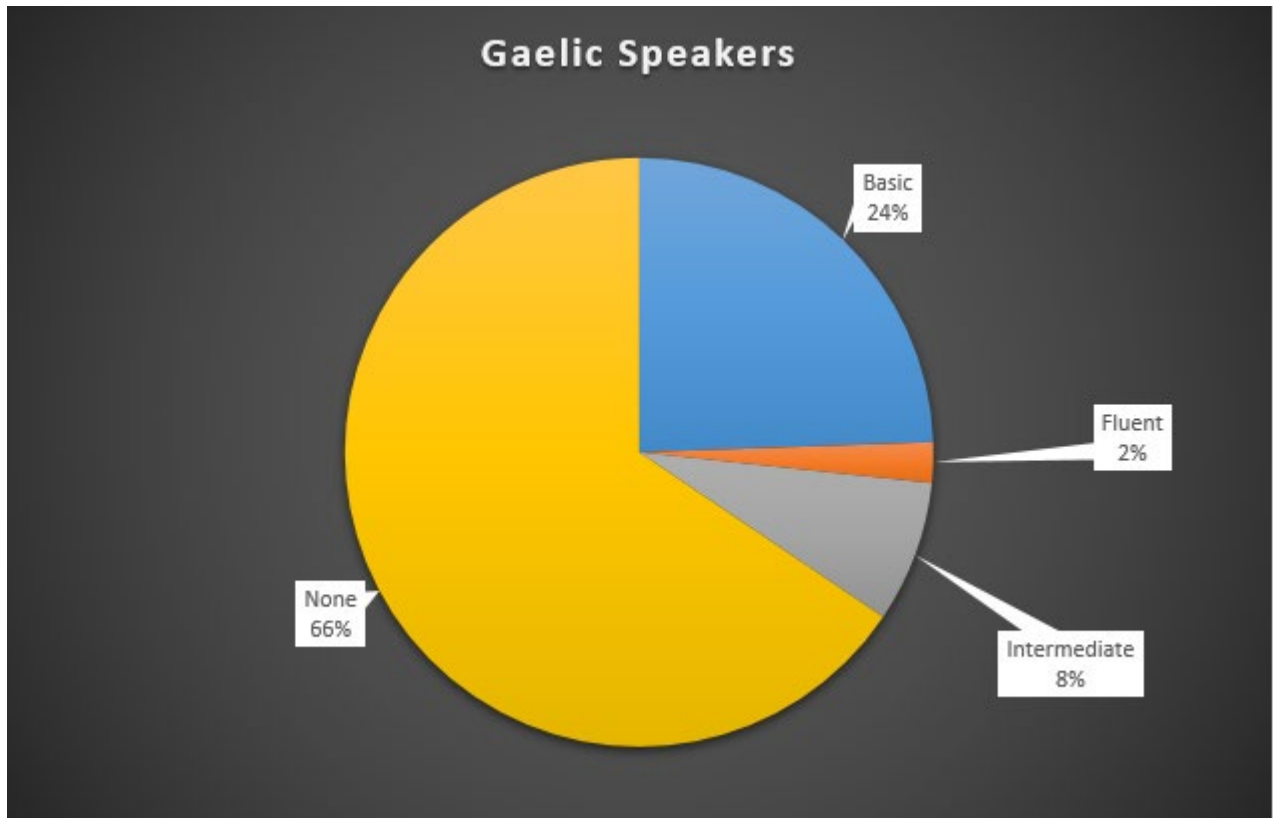
Summary breakdown by number of respondents (Gaelic readers)	
Basic	21
Fluent	4
Intermediate	7
None	106



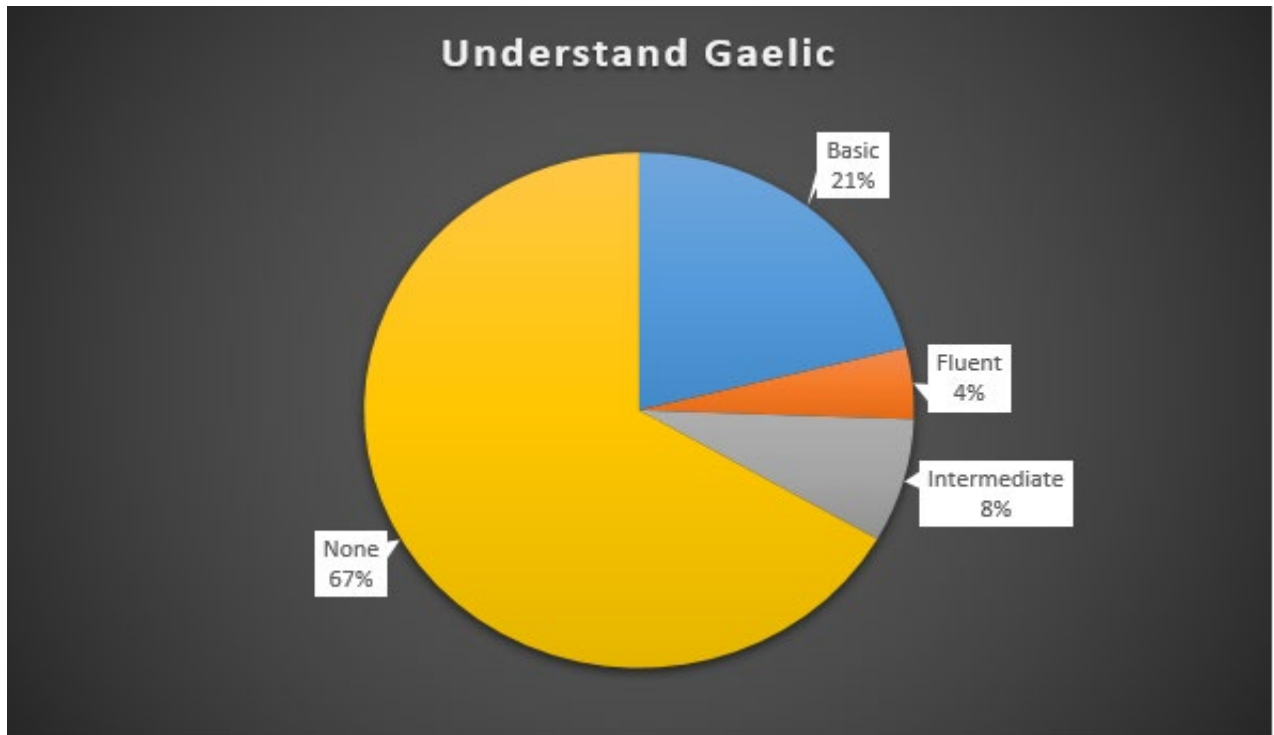
Summary breakdown by number of respondents (Gaelic writers)	
Basic	16
Fluent	4
Intermediate	5
None	64



Summary breakdown by number of respondents (Gaelic speakers)	
Basic	22
Fluent	2
Intermediate	7
None	59



Summary breakdown by number of respondents (understand Gaelic)	
Basic	19
Fluent	4
Intermediate	7
None	60



	Very interested	Fairly interested	Not sure	Not very interested	Not at all interested
An awareness of the history and heritage of Gaelic in Scotland	24.9%	15.5%	2.1%	7.7%	50%
An appreciation and understanding of the relevance of the place of Gaelic in modern day Scotland	25%	13.3%	8.3%	5.8%	47.5%
An understanding of the Gaelic Language (Scotland) Act 2005	18.5%	10.9%	9.2%	10.1%	51.3%
An understanding of the relevance of Dumfries and Galloway Council's Gaelic Language Plan	20.2%	18.5%	6.7%	7.6%	47.1%
An interest in furthering your knowledge of Gaelic	29.2%	15%	2.5%	5%	48.3%

Geàrr-iomradh air Adhartas le Eagran 1 de Phlana Gàidhlig Dhùn Phrìs is Gall-Ghaidhealaibh

- Tha a' Chomhairle, mar phàirt den Iomairt Ciùil Òigridh anns an sgìre, air com-pàirteachas a stèidheachadh le Fèis Rois gus clasaichean a ruith ann am bun-sgoiltean. Tha ionnsachadh na Gàidhlig air a bhith mar phàirt den seo gu cunbhalach.
- Gus cur ri inbhe agus àbhaisteachadh na Gàidhlig, chruthaich a' Chomhairle modalan goirid mar thrèanadh ann am mothachadh Gàidhlig agus trèanadh ann an sgilean Gàidhlig aig ìre bhunaiteach. Tha cothrom aig a' Chomhairle an obair seo a leudachadh san àm ri teachd.
- Chaidh com-pàirteachas a stèidheachadh eadar a' Chomhairle agus buidheann coimhearsnachd Ghàidhlig Dumgal gus barrachd taic a chumail leotha ann a bhith a' neartachadh ionnsachadh agus cleachdadh na Gàidhlig. Bithear ag obair gu dlùth còmhla le bhith a' cur an ath-eagrain an gnìomh anns an sgìre.
- Rinn a' Chomhairle adhartas le poileasaidh airson soidhnichean dà-chànanach a chur an àirde anns an sgìre. Mar chiad cheum, bithear ag ùrachadh soidhnichean fàilteachaidh. Tha cothroman a bharrachd aig a' Chomhairle am pròiseas agus am poileasaidh seo a leasachadh tro chur an gnìomh an ath-eagrain.
- Thathar ag aithneachadh gu bheil Comhairle Dhùn Phrìs is Gall Ghaidhealaibh, leis an fhios a tha ri fhaighinn gu h-àrd agus leis an fhiosrachadh a fhuair bho na h-aithisgean dearcnachaidh airson Eagran 1 den phlana aca air ceumannan a gabhail gus fàs a thoirt air ionnsachadh na Gàidhlig, cleachdadh na Gàidhlig. Thathar cuideachd air ceumannan a gabhail ann a bhith a' cur deagh ìomhaigh air adhart don chànan. Tha cothroman a bharrachd aig a' Chomhairle an obair aca a leudachadh gus àbhaisteachadh a thoirt air cleachdadh agus ionnsachadh na Gàidhlig anns na coimhearsnachdan aca agus cuideachd taobh a-staigh na Comhairle.
- Tha cothroman aig Comhairle Dhùn Phrìs is Gall-Ghaidhealaibh cleachdadh na Gàidhlig a leudachadh aig ìre chorpóra leis an ath-eagrain den phlana aca gu sònraichte le bhith a' cleachdadh na Gàidhlig air na meadhanan sòisealta agus air an làraich-lìn aca agus a bhith a' foillseachadh fiosan-naidheachd gu dà-chànanach.