

Bòrd na Gàidhlig**A' Chomataidh Poileasaidh is Ghoireasan**

Dimairt 25/07/2023

Online via MS Teams

CLÀR-GNOTHAICH

Policy & Resources Committee

Tuesday 25/07/2023

Air loidhne via MS Teams

AGENDA

SEISEAN FOSGAILTE		OPEN SESSION	09.30
1.0	CÙISEAN TÒISEACHAIDH	OPENING ITEMS	
1.1	Fàilte is Leisgeulan	Welcome & Apologies	
1.2	A' nochdadh Chom-pàirtean <i>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.</i>	Declarations of Interest <i>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.</i>	
1.3	GISBE Bu chòir iarrrtas sam bith airson puingeann eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.	AOCB <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
2.0	CLEACHDADH	USAGE	
2.1	Ri Aontachadh PGR053 Eagrain 02 Plana Gàidhlig Poileas Alba	For Decision PGR053 Edition 02 Police Scotland Gaelic Language Plan	d. 2
2.2	Ri Aontachadh PGR041 Eagrain 04 Plana Gàidhlig Iomairt na Gàidhealtachd is nan Eilean	For Decision PGR041 Edition 04 Highlands and Islands Enterprise Gaelic Language Plan	d. 47
2.3	Ri Aontachadh PGR049 Eagrain 04 Oilthigh na Gàidhealtachd is nan Eilean	For Decision PGR049 Edition 04 University of the Highlands and Islands	d. 82
2.4	Ri Aontachadh PGR035 Eagrain 02 Comhairle Siorrachd Obar Dheathain	For Decision PGR035 Edition 02 Aberdeenshire Council	d. 112
2.5	Ri Aontachadh PGR011 Eagrain 02 Comhairle Baile Obar Dheathain	For Decision PGR011 Edition 02 Aberdeen City Council	d. 157
2.6	Ri aontachadh PGR012 Eagrain 01 Comhairle Chrìochan na h-Alba	For Decision PGR012 Edition 01 Scottish Borders Council	d. 222
3.0	GISBE	AOCB	
	Ceann-là na h-ath choinneimh: 17/08/2023 <i>Dùnadh na coinneimh</i> <i>Lèirmheas den choinneimh às dèidh làimh</i>	Date for the next meeting: 17/08/2023 <i>Close of meeting</i> <i>Post-meeting Review of meeting</i>	

Pàipearan Fiosrachaidh

Tha pàipearan 'Airson Fiosrachadh' airson toirt-fa-near agus chan eil ùine deasbaid no còmhraidh air a chur mun coinneamh sa chlàr-ghnothaich.

Far a bheil cothrom ann deasbad is còmhraidh a chumail air pàipearan 'Airson Fiosrachadh', bidh na pàipearan sin air an comharrachadh le rionnag * air a chlàr-ghnothaich.

Bidh cothrom aig Buill deasbad iarraidh air pàipearan 'Airson Fiosrachadh' air nach eil rionnag * le bhith a' leigeil fios do Chathraiche a' Chomataidh co-dhiù latha ron choinneimh.

Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no 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 choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoleadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.**For Information Papers**

'For Information' papers are for noting and time for debate or discussion is not allocated in the agenda.

Where there is an opportunity to debate and discuss 'For Information' papers, these papers will be marked with an asterisk * on the agenda.

Members will have the opportunity to request a discussion on unstarred 'For Information' papers * by notifying the Chair of the Committee at least one day in advance of the meeting.

Where Members have questions related to items such as agendas, policies, plans, or financial matters contained in the papers, they are encouraged to email these questions to oifis@gaidhlig.scot at least two working days in advance of the meeting. The administrative team will forward that question to the appropriate officer for an answer, and in the interests of fairness, the answer will be circulated to all Members so that everyone has the same understanding.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	25/07/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.1

Tìotal a' Phàipeir	PGR053 Eagrain 02 Plana Gàidhlig Poileas Alba		
Moladh do Bhuill	Ri Aontachadh		
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh		
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh	
Stiùiriche Leasachaidh	12/07/2023	Ri Aontachadh	
Pàipear-taice air a cheangal ris	PT1 – PGR053 E02 Poileas Alba		
1.0	Adhbhar		
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005		
2.0	Cùl-fhiosrachadh		
2.1	PGR053 - Gearr iomradh air adhartas le E01		
2.2	Tha Poileas Alba air adhartas a dhèanamh aig ìre corporra. Chaidh suaicheantas aig Poileas Alba a dhèanamh dà-chànanach agus tha seo air an cleachdadh air feadh Poileas Alba.		
2.3	Thathar air adhartas a dhèanamh le bhith àbhaisteachadh faicsinneachd na Gàidhlig. Tha soidhnichean dà-chànanach Police Scotland/Poileas Alba air toglaichean; tha dà-chànanas a chur ri carbadan Poileas Alba nuair a bhios feadhainn ùra a dhìth; agus tha sgrìobhadh dà-chànanach air èididhean Poileas Alba nuair a tha feadhainn ùra a dhìth.		
2.4	Tha Poileas Alba air adhartas a dhèanamh gus dèanamh cinnteach gun urrainn dhaibh conaltradh leis a' phoball nuair a bhios feum air. Tha Gàidhlig na cànan clàraichte anns na cùmhnantan eadar-mhìneachaidh is eadar-theangachaidh aca. Tha a' bhuidheann a' dèanamh cinnteach gun lean gach seirbheis eadar-theangachaidh a thèid a chleachdadh Gnàthachas Litreachaidh na Gàidhlig.		
2.5	Thathar air adhartas a dhèanamh le bhith àbhaisteachadh agus fàs a thoirt air faicsinneachd na Gàidhlig anns a' phròiseas fastaidh. Thug a' bhuidheann teicneòlas E-fastaidh a-steach don phròiseas fastaidh airson luchd-obrach agus oifigearan fhadthar far am faod an làrach fiosrachadh a thaisbeanadh sa Ghàidhlig agus faodar a shìoltadh (filter) ma tha iarrtas sònraichte ann airson an t-susbaint seo a thaisbeanadh.		
2.6	Tha duilgheadasan air a bhith ann le trèanadh Gàidhlig ri linn Covid-19. Mar sin, tha cothroman ann airson goireasan trèanadh Gàidhlig a' cruthachadh agus ga bhrosnachadh don luchd-obrach gus fàs a thoirt air ionnsachadh agus cleachdadh na Gàidhlig san àite-obrach.		

2.7	Tha cothroman ann do Phoileas Alba cleachdadh na Gàidhlig a leasachadh air na meadhanan sòisealta aca. Tha seo cudromach gus fàs a thoirt air faicsinneachd a' chànanain agus gus spèis co-ionnan a thoirt don Ghàidhlig agus don Bheurla.
2.8	Tha cothroman ann do Phoileas Alba a' cruthachadh fiosan naidheachd dà-chànanach, gu h-àraidh nuair a tha an fhiosrachadh ceangailte ri sgìrean Gàidhlig. Ma tha a' bhuidheann a' dèanamh seo san ath eagraan den phlana aca, bidh iad a' toirt spèis cho-ionnan don Ghàidhlig agus don Bheurla agus neartachadh inbhe na Gàidhlig.
3.0	Prìomh Aithris/Fiosrachadh
3.1	Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
3.2	Ghabh Poileas Alba ris a' mhòr cuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riarachichte leis a' bhriathrachas a chleachd iad.
3.3	Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
3.4	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
4.0	Moladh
4.1	Aire a thoirt don fhiosrachadh ann am PT1.
4.2	Aonta a chur ris an dreachd phlana ann am PT1.
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	Buidhean 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 gu nàiseanta. Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta

Seisean Fosgailte

Cuspair 2.1

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 seasmhach 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"/>		
5.6	Buaidhean air Cliù Chan eil buaidh ann.		
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh ann.		
5.8	Buaidhean Laghail Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
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.		

[Poileas Alba | Police Scotland]

Plana Gàidhlig | Gaelic Language Plan

[2023-2028]



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

Gaelic is an important part of communities across Scotland and one of Scotland's official languages.

The consent, support and co-operation of our fellow citizens lies at the heart of the identity and legitimacy of policing in Scotland. It is a moral imperative and an operational necessity that policing represents and reflects the communities we serve.

As always, the safety and wellbeing of the people of Scotland is my priority.

Policing has a role to play in supporting Gaelic ,which has the potential to contribute to social, cultural and economic wellbeing.

This plan, covering the period 2023-2028, sets out how we will contribute to the aspirations and objectives of the National Gaelic Language Plan.

Police Scotland will continue to work with Bòrd na Gàidhlig to increase the visibility, status and use of Gaelic and to ensure we comply with our statutory duties of the Gaelic Language (Scotland) Act 2005.

Sir Iain Livingstone QPM

Chief Constable

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1. INTRODUCTION

DESCRIPTION OF POLICE SCOTLAND

Police of Scotland was formed on the 1st April 2013 under the Police and Fire Reform (Scotland) Act 2012. Police Scotland is responsible for policing across the length and breadth of Scotland, some 28,168 square miles. Police Scotland is the second largest force in the UK after the Metropolitan Police.

The Service is led by a Chief Constable and comprises of police officers, police staff and special constables who are working together to deliver the best possible policing service for the people of Scotland. The Chief Constable is supported by a command team of three Deputy Chief Constables, a Deputy Chief Officer, Assistant Chief Constables and Directors.

Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland. Our focus is on Keeping People Safe which is at the heart of everything that we do.

There are 13 local policing divisions, each headed by a Local Police Commander who ensures that local policing in each area is responsive, accountable and tailored to meet local needs. Each division encompasses response officers, community officers, local crime investigation, road policing, public protection and local intelligence.

Alongside the local policing divisions, there are a number of national specialist divisions. The Partnerships, Prevention and Community Wellbeing (PPCW) division includes the Safer Communities sub-division and the Equality and Diversity unit.

The Operational Support Division provides specialist support functions such as Road Policing, Air Support, Dog Branch, Marine Policing and the Mounted Branch.

Criminal Justice Service Division is responsible for the National functions of Custody and Criminal Justice.

C3 Division covers our National Service Centres, Area Control Rooms and Resolution Teams.

The communities across Scotland have equal access to each of the specialist Divisions assets and resources.

Police Scotland's priorities are outlined in our Annual Police Plan and ensure that we are delivering a service which is focused on Keeping People Safe.

The priorities in our Annual Police Plan are aligned to the strategic police priorities set by the Scottish Government and the strategic objectives outlined by the Scottish Police Authority (SPA) in their three year plan. They are also informed by the local policing plans set at local authority and multi member ward levels. (Available online at www.scotland.police.uk)

The Scottish Police Authority (SPA) was also established under the Police and Fire Reform (Scotland) Act 2012 to maintain policing, promote the policing principles, to promote and support the continuous improvement of policing, and to hold the Chief Constable to account. The SPA and Police Scotland have worked together in producing separate but complementary Gaelic Language Plans.

GAELIC WITHIN POLICE SCOTLAND

Gaelic has been visual within Police Scotland and in legacy forces for many years. The Police Scotland College at Tulliallan conducts basic training for all probationers as well as other aspects of police training. The college crest has the motto of “BI GLIC - BI GLIC” which is the cry of the Oystercatcher which is rendered from Gaelic as “Be Wise, Be Circumspect.”

Given the significant numbers of staff spanning the SPA and Police Scotland, Police Scotland is committed to conducting an internal Gaelic capacity audit early in the lifetime of this plan in conjunction with the SPA to assess the current level of Gaelic skills within both organisations. We will aim to determine:

1. The linguistic profile of Police Scotland, including:
 - a. The number of employees within the SPA and Police Scotland, who speak, read, write or understand Gaelic and the level of their language skills.
 - b. The number of employees undertaking Gaelic language skills training and the number who have expressed an interest in doing so.
 - c. The departments and/or locations those identified employees work.
 - d. The number of posts where Gaelic is a desirable skill.
 - e. Any services or internal processes conducted through the medium of Gaelic.
2. The creation of an inventory of all existing Gaelic and bilingual materials, including publications, stationery, forms, and on-line content.
3. An audit of existing Gaelic and bilingual internal and external signs.
4. An assessment of Police Scotland’s translation and interpretation capacity.

The results of the survey will enable us to consider how to use and enhance the skills of our current staff.

We will also ensure this data is captured on our national SCOPE HR system and commit to audit it every 5-years.

This internal capacity audit is included within the core commitments section of this plan.

GAELIC IN SCOTLAND

Police Scotland's area of operation covers all of Scotland and therefore, all of Scotland's Gaelic users and Gaelic communities.

The 2011 census recorded 87,056 people (1.7% of the Scottish population) as having Gaelic language ability (understanding, speaking, reading or writing) and 57,602 able to speak Gaelic. Although this number has decreased since the previous census, the rate of decline has slowed; the decline in the number of Gaelic speakers between 1991 and 2001 was 11% but the rate of decline between 2001 and 2011 was 1.2%.

Gaelic speakers are spread throughout Scotland. According to the 2011 census the council areas with the highest proportions able to speak Gaelic were found to be in Comhairle nan Eilean Siar (52%), Highland (5%) and Argyll & Bute (4%). There are also a high number of Gaelic speakers living in the urban centres of Aberdeen, Edinburgh, Greater Glasgow and Inverness.

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 Public Authorities 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 Police Scotland'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.

Police Scotland'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.

THE NATIONAL GAELIC LANGUAGE PLAN

Police Scotland 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 two headings:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

INTERNAL GAELIC CAPACITY AUDIT

Police Scotland have officers and staff who possess Gaelic skills. These are recorded in our personnel and establishment coordination system. An internal audit ran from the 29th March to the 31st May 2021 and established 490 respondents with Gaelic skills although in the majority of cases these are basic in nature. These valued members of staff work in various business areas within our organisation and are located throughout Scotland. The range of their skills vary and include speaking, reading, writing and interpreting. The results of this audit are contained in appendix 1.

The nature of Policing is such that officers and staff members are frequently changing role and location. The role any staff member holds within the organisation may offer an opportunity for them assist in delivery of our Gaelic language plan. Equally there will be circumstances where their capacity to assist may be limited due to challenges associated with their daily duties. This, alongside the regular intake of new recruits and new staff members highlights the importance of conducting and maintaining an internal audit of Gaelic capacity. Police Scotland will commit to undertaking such an audit on an annual basis through our internal consultation mechanism alongside audits of bilingual materials, signage and interpreting and translating capacity.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The public consultation on Police Scotland's draft Gaelic Language Plan was launched on the 23rd of July and closed on the 5th September 2021. It was hosted on Police Scotland's Citizen Space website and the launch was promoted via Police Scotland's social media sites. English, Gaelic and BSL versions of the consultation were made available. Owing to safety concerns regarding the ongoing COVID 19 pandemic, no public meeting was held in respect of advertising the consultation. A summary of the consultation is listed below in a 'We asked, You said, We did' format. A more detail analysis of the results can found in appendix 2.

We asked

We wanted to find out what you thought about our draft Gaelic Language Plan. We asked you to rate your level of agreement for each of the plan's core activities and let us know if you thought we were missing anything.

As a public authority, a duty is placed on Police Scotland to publish an updated [Gaelic Language Plan](#) under the Gaelic Language (Scotland) Act 2005.

A total of 6,753 responses were received. This includes:

- 5268 responses to the English language version of the consultation;
- 1485 responses to the British Sign Language (BSL) version; and
- 13 responses were received in Gaelic.

A variety of diversity monitoring information relating to the age, race, gender, disability and long-term conditions of individuals was gathered. This data was used throughout the process to enhance our reach and communications towards stakeholders and population sub-groups.

You said

Around 75% of respondents did not agree that Police Scotland should have a Gaelic Language Plan. Main reasons provided by respondents for this were:

- Government interference and politically driven;
- Not a job for the police with resources better spent on core role;
- Inappropriate due to the small number of Gaelic speakers in Scotland who almost all speak English; and
- Other languages (Polish, Urdu, Doric etc) were more worthy of this focus.

We acknowledge that many people who responded to our consultation disagreed with the premise of having a Gaelic Language Plan. However, legislation requires Police Scotland to have a plan and to take action to adopt and promote Gaelic language in service delivery.

We have set out below the main activities we proposed within our consultation and the analysis of feedback gathered through open text responses.

Gaelic Language Plan Development and Implementation Group

We asked respondents what they thought this group could do to enhance and develop Police Scotland's approach to using Gaelic language. Feedback included:

- Working with schools and Gaelic community groups to increase education provision/community engagement.
- Recruiting more Gaelic speaking officers and staff, focussing efforts solely in geographical areas of Scotland where Gaelic is already commonly spoken.
- Learning from police services in Wales about dual language operations.
- Having a way for Gaelic speakers to identify our officers and staff who speak Gaelic.

Increasing our use of Gaelic language in our community messaging, communications and liaison

We asked respondents what they thought we could do to enhance the profile of Gaelic language in our community messaging. Feedback included:

- Evolve our written communications with all or some being available in English as well as Gaelic.
- Effectively utilising our Gaelic speaking officers and staff and having a way for them to be identified (e.g. a pin badge).
- Bi-lingual posts on social media accounts.
- Focusing community messaging in Gaelic through media already familiar with the Gaelic speaking community, such as BBC Alba and BBC Radio nan Gaidheal.
- Mixed views as to whether community messaging in Gaelic should be a national or more targeted to areas with high concentrations of Gaelic speakers.

Using our policies, procurement and branding to support Gaelic language

We asked respondents about how we should utilise our assets and policies to support and enhance Gaelic language. Feedback included:

- Develop a policy around recruiting Gaelic speakers and deploying them in mostly Gaelic speaking areas.
- More officers to learn Gaelic, supported by Police Scotland as their employer, to do so.
- Develop a greater Police Scotland presence on mainstream Gaelic media and social media.
- Partnership working and committing to attending community events for engagement with the Gaelic speaking community.

Integrating Gaelic language in our campaigns

We asked respondents what their campaign priorities would be for any future campaigns in Gaelic. Feedback included:

- Water safety, road safety, child safety, domestic abuse, rural crime, drink/drug driving, safety outdoors, countryside code, drug use, bike safety.
- Campaigns to improve engagement with schools (Gaelic schools in particular).
- Increased Gaelic content in Police Scotland campaigns will result in many Gaelic words and phrases becoming more familiar to members of the public.
- Some respondents suggested including Gaelic in posters and social media content rather than full campaigns.
- No consensus view on whether Gaelic campaigns should be national or directed where the language is more frequently used.

Any other comments or anything gaps within the proposed plan

We asked respondents for any other feedback about the proposed plan. Feedback included:

- Need for a cost-benefit analysis to understand which parts of the plan derive the best value for money.
- Some said the focus of the plan should be aligned geographically with the concentration of Gaelic speakers.

We did

Police Scotland do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing plan is sufficiently flexible to consider many of the points raised by respondents.

Police Scotland will continue to take on board the feedback we have received in this consultation to improve the accessibility of our services in the future. We work hard to ensure language is not a barrier for anyone who needs us. Alongside this work, we will continue to support the Gaelic language, so that it continues to be visible and audible throughout our organisation and within the diverse communities we serve.

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.

Police Scotland will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English. Our 'Gaelic Champion' will be the Assistant Chief Constable with responsibility for Partnerships, Prevention & Community Wellbeing Division.

ACTIVE OFFER

Police Scotland will make an active offer of communicating in Gaelic with the public to our employees and the public. This will ensure that 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, where practical, their needs will be met if that is their choice.

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

MAINSTREAMING

Police Scotland will ensure that opportunities for the public and our staff to use Gaelic are mainstreamed 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

OVERARCHING AIM

High-level Aim	Police Scotland will establish a Gaelic language plan development and implementation group with representation from across the organisation.
Desired Outcome	<p>The group is empowered to progress aspects of the Gaelic language plan at national level with access to key business infrastructure including corporate communications, fleet, estates and procurement.</p> <p>To support the implementation of key aspects of the Gaelic language plan through a local policing single point of contact in every local policing division in Scotland.</p>
Current Practice	Responsibility for progress of the plan until recently lay with local policing in the Highlands and Islands division with limited national outreach.
Actions Required	<ul style="list-style-type: none"> • Creation of steering group • Single Points of Contact to be established across local policing and key business areas • Regular meeting structure and secretariat established
Target Date	Within the first 3 months
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

USING GAELIC

High-level Aim	Police Scotland will increase community messaging and liaison through the medium of Gaelic.
Proposed Outcome	Police Scotland will, where appropriate, communicate in Gaelic at both local and national level. The opportunity for local interaction through the medium of Gaelic is improved in all policing areas.
Current Practice	Most community messaging and liaison is within the Highlands and Islands division with limited national capability
Actions Required	<ul style="list-style-type: none"> • Internal capacity audit to understand where capabilities lie • Interpreting and translation support to assist with media output

	<ul style="list-style-type: none"> Commitment from local policing divisions to pursue appropriate opportunities in their local area. This will include, for example, visits to schools or education centres.
Target Date	Within the first 12 months
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Police Scotland will seek opportunities to increase the visibility of Gaelic nationally through procurement and branding.
Proposed Outcome	Dual branding becomes an embedded process wherever practical and cost effective to do so. Visibility of Gaelic increases as a result.
Current Practice	Use of bilingual Police Scotland logo on all branded material including letterheads, business cards, and compliments slips. Dual branding in relation to aspects of vehicles and estates on a new and replacement basis is already an embedded process.
Actions Required	<ul style="list-style-type: none"> The embedded process continues with opportunities to extend the scheme considered
Target Date	By year 3 of the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

High-level Aim	Police Scotland will integrate Gaelic into a range of campaigns.
Proposed Outcome	Police Scotland will produce Gaelic language assets for campaigns run at local and/or national level.
Current Practice	None
Actions Required	<ul style="list-style-type: none"> Corporate Communications to develop / examine how to integrate Gaelic into selected campaigns Translation support to be provided
Target Date	Within the first year of the plan and each year thereafter
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

CORPORATE SERVICE AIMS

STATUS

Desired Outcome	Logo and brand Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
Current Practice	The bilingual Police Scotland logo will continue to be used as standard across Police Scotland, demonstrating equal respect for Gaelic and English and introduced on a new and replacement programme. Police Scotland uniforms to have bilingual markings with agreed brand of Poileas Alba on a replacement basis.
Actions Required	<ul style="list-style-type: none"> The process is already embedded and will be regularly reviewed to ensure it is being implemented effectively. Police Scotland will seek to adapt our logo at the first opportunity to demonstrate equal respect (same font size and visibility).
Target Date	By year 3 of the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Signage To show equal respect prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Standard Police Scotland Vehicles have bi Lingual markings on a replacement basis. Signage at all police stations Welcome/Failte signs as part of our replacement processes.
Actions Required	<ul style="list-style-type: none"> The process is embedded and regularly reviewed to ensure it is being implemented effectively.
Target Date	By year 3 of the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Opportunities to communicate in Gaelic are highlighted on Police Scotland's website

	When publishing in Gaelic we ensure a message is included so people understand communication in Gaelic is welcome.
Actions Required	<ul style="list-style-type: none"> Review of key existing key documents which can be considered for publishing in Gaelic.
Target Date	Within the first year of the plan and reviewed annually
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	<p>Written Communication</p> <p>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.</p>
Current Practice	<p>Advice and encouragement has been provided for staff on the use of a bilingual email signature</p> <p>Where practical, mail and emails received in Gaelic receive a response in Gaelic, facilitated through staff identified in the Gaelic Capacity Audit or through translation services. Police Scotland do not normally reply to social media content.</p>
Actions Required	<ul style="list-style-type: none"> A review of procedure in the processing of Gaelic correspondence across the organisation incorporating the results of the internal capacity audit to understand how to best utilise resource
Target Date	Within year 2
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

INFORMATION

Desired Outcome	<p>News releases</p> <p>Where it is appropriate and practical to do so, high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>
Current Practice	New releases circulated in Gaelic on a limited basis
Actions Required	<ul style="list-style-type: none"> An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Social Media Promote Gaelic content on social media
Current Practice	Content circulated in Gaelic on a limited basis
Actions Required	<ul style="list-style-type: none"> An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Website Gaelic content will be available on Police Scotland’s website where the content is about the Gaelic language and where Gaelic content has been produced i.e. a quote/news release or campaign materials.
Current Practice	Information on the Gaelic Language plan and signposting to Gaelic information on Police Scotland Website
Actions Required	<ul style="list-style-type: none"> An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland
Target Date	Within year 2
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those of national significance or specific to areas with a high Gaelic speaking community.
Current Practice	Relevant Corporate publications are published bilingually. All publications with high status, reach and usage pertaining to the Gaelic community will contain bilingual executive summaries.
Actions Required	<ul style="list-style-type: none"> A strategy will be developed regarding the release of bilingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those where the target audience is especially
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	relevant, such as young people in Gaelic-medium schools and Colleges of the University of the Highlands & Islands, or at relevant cultural events such as Hebridean Celtic Festival, Blas and The National Mod.
Current Practice	Police Scotland currently facilitates recruitment and community events on an ad hoc basis based on local requirements Police Scotland display/promotional materials have the bilingual logo.
Actions Required	<ul style="list-style-type: none"> • A record kept of all such events attended • Funding opportunities to be explored • As further display/promotional materials become available, these will be considered for translation.
Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

STAFF

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	An internal capacity audit has been undertaken
Actions Required	<ul style="list-style-type: none"> • Gaelic Capacity Audit of staff and officers to be carried out in conjunction with SPA to build an accurate picture of Gaelic skills and interest in training. Process to be repeated on an annual basis.
Target Date	Within the first 3 months
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Awareness Senior leaders briefed on our responsibilities to the The Gaelic Language (Scotland) Act 2005
Current Practice	None
Actions Required	CPD event arranged with external speakers providing greater insight into the Gaelic Language (Scotland) Act 2005

Target Date	Within year 2
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current Practice	The Gaelic language plan is published on the internal Police Scotland intranet
Actions Required	<ul style="list-style-type: none"> Develop an informative module which can be accessed by Police Scotland staff and officers via the Police Scotland on-line learning platform.
Target Date	Within year 4
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	Gaelic acknowledged on an ad hoc basis
Actions Required	<ul style="list-style-type: none"> Tailored recruitment activity in current Gaelic speaking areas and communities to encourage applicants to become Officers, Special Constables, Police Staff or Police Scotland Youth Volunteers.
Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Recruitment Gaelic named as a 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	Not presently undertaken
Actions Required	<ul style="list-style-type: none"> Appointment policy recognises languages and in particular Gaelic as a desirable job skill.
Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

GAEIC 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	Police Scotland adhere to Corporate Gaelic Orthographic Conventions.
Actions Required	<ul style="list-style-type: none"> • Police Scotland will continue to adhere to Corporate Gaelic Orthographic Conventions. • High level of translation standards maintained by ensuring that all translation services used are in line with industry standards.
Target Date	By year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Police Scotland's Gaelic Language Plan is seen as contributing towards the following outcomes of the National Performance Framework:

• **people grow up loved, safe and respected so that they realise their full potential**

The plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speakers this translates to respect for their culture, heritage, language and community.

• **people live in communities that are inclusive, empowered, resilient and safe**

The plan sets out an ambitious programme for community messaging to reach Gaelic communities across Scotland alongside the provision for further engagement at a local level. This will contribute towards inclusivity and empowerment of Gaelic communities.

5. POLICE SCOTLAND PERFORMANCE FRAMEWORK

The Gaelic Language Plan focuses on better serving the Gaelic speaking community in Scotland. It also affords an opportunity for Gaelic speaking officers and staff from Police Scotland to become involved. This correlates to the delivery of the following Police Scotland strategic outcomes :

- The needs of local communities are addressed through effective service delivery.
- Public and communities are engaged, involved and have confidence in policing.
- Our people are supported through a positive working environment enabling them to serve the public.
- Police Scotland is sustainable, adaptable and prepared for future challenges.

6. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

Police Scotland's Gaelic Language Plan will be published in Gaelic and in English and be available to all our staff via Police Scotland's internal intranet. Further details will be available on a microsite within the PPCW department.

Communication regarding the plan will be sent to all staff nationally via official memo.

Each local policing divisions will identify single points of contact who will have a responsibility for promoting the plan on a local level.

EXTERNAL

Police Scotland's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual 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

Police Scotland will incorporate the delivery of the Gaelic Language into the PPCW portfolio who will take on responsibility for service delivery and coordination. There will be significant actions for corporate communications also. All local policing divisions will contribute with the appointment of SPOCS.

To a significant extent the costs associated with the plan will be mainstreamed within existing budgets and / or as part of on-going renewal processes.

8. MONITORING THE PLAN

Police Scotland commitments to produce an annual progress report in relation to the implementation of the Gaelic language plan and provide same to Bòrd na Gàidhlig and the public via Police Scotland's website.

9. THE GAELIC LANGUAGE PLAN IN POLICE SCOTLAND

OVERALL RESPONSIBILITY FOR THE PLAN

The Assistant Chief Constable, Partnerships, Prevention and Community Wellbeing has overall responsibility for preparation, delivery and monitoring of Police Scotland's Gaelic Language Plan. They can be contacted as follows: -

*ASSISTANT CHIEF CONSTABLE
PARTNERSHIPS, PREVENTION AND COMMUNITY WELLBEING
POLICE SERVICE OF SCOTLAND*

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Chief Superintendent, Partnerships, Prevention and Community Wellbeing, has day-to-day responsibility for the delivery and monitoring of Police Scotland's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

*CHIEF SUPERINTENDENT
PARTNERSHIPS, PREVENTION AND COMMUNITY WELLBEING*

*POLICE SERVICE OF SCOTLAND***GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP**

Police Scotland will establish a Gaelic language plan implementation and monitoring group. This group will be managed by officers from the PPCW division and will include representatives from every local policing division and key specialist departments including estates, procurement and corporate communications.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications with all staff members with regard to their duties.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

Introduction

Police Scotland have conducted an internal Gaelic capacity audit. The audit took the form of a questionnaire hosted on Police Scotland's Citizen Space website and the launch was promoted via Police Scotland's intranet and internal briefings. The consultation ran from the 29th March to the 31st May 2021, could be completed anonymously and attracted 2923 response.

The audit consisted of 12 questions which examined the interest, skill and location of Gaelic speakers within the organisation.

Questions and Results

The questions set out in the Internal Capacity Audit are contained below alongside the results. Question 10 is excluded as it contained non-disclosable information.

1: Please check the box next to the statement which best describes your ability to understand spoken Gaelic. (2917 responses)	Option	Total	Responses as %
	I do not yet understand any Gaelic.	2427	83.03%
	I can understand simple greetings when someone is speaking slowly and clearly.	314	10.74%
	I can pick up the general meaning of simple conversations if someone is speaking slowly and clearly.	118	4.04%
	I can understand fluent Gaelic speakers talking about every-day subjects at normal speed.	22	0.75%
	I can understand most normal, daily conversations if someone is speaking slowly and clearly.	17	0.58%
	I would be able to understand fluent Gaelic speakers in meetings talking about specialised subjects connected to my work.	19	0.65%
	Not Answered	6	0.21%
2: Please check the box next to the statement which best	Option	Total	Percent
	I do not yet write anything in Gaelic.	2666	91.21%

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describes your Gaelic writing ability. (2914 responses)	I can write a simple greeting in a thank-you or birthday card.	91	3.11%
	I can write a few simple sentences in an email to a friend with the help of a dictionary.	121	4.14%
	I can understand fluent Gaelic speakers talking about every-day subjects at normal speed.	14	0.48%
	I can understand most normal, daily conversations if someone is speaking slowly and clearly.	13	0.44%
	I would be able to understand fluent Gaelic speakers in meetings talking about specialised subjects connected to my work.	9	0.31%
	Not Answered	9	0.31%
3: Please check the box next to the statement which best describes your Gaelic speaking ability. (2907 responses)	Option	Total	Percent
	I do not yet speak any Gaelic.	2473	84.60%
	I can exchange simple greetings in Gaelic.	295	10.09%
	I can take part in basic conversations about every-day subjects if I fill the gaps in my Gaelic with some English words.	99	3.39%
	I can take part in daily conversations on most subjects if I take my time.	14	0.48%
	I can comfortably take part in daily conversations with fluent Gaelic speakers at normal speed.	15	0.51%
	I would be able to comfortably discuss specialised subjects connected to my work in meetings with fluent Gaelic speakers.	11	0.38%
	Not Answered	16	0.55%
4: Can you read Gaelic? (2913 responses)	Option	Total	Percent
	I cannot yet read any Gaelic.	2452	83.89%
	I can understand a few words on signs or notices, particularly if there is a diagram or picture to help with the meaning.	293	10.02%
	I can understand Gaelic children's books with the help of the pictures.	115	3.93%
	I can understand Gaelic novels aimed at teenagers with the help of a dictionary.	30	1.03%

	<p>I can understand and comfortably read Gaelic books or articles aimed at adult readers.</p>	17	0.58%																					
	<p>I would be able to understand technical writing in Gaelic on specialised subjects connected to my work.</p>	6	0.21%																					
	Not Answered	10	0.34%																					
<p>5: Please mark on the scale how often you carry out the following activities in Gaelic.</p> <p>(2917 responses)</p>	<p>Staff were asked to grade their frequency of use in the following areas:</p> <ul style="list-style-type: none"> • I speak Gaelic with members of the public • Members of the public initiate conversations on the phone in Gaelic • I initiate conversations on the phone in Gaelic • I reply to members of the public on the phone in Gaelic • I receive written correspondence by email in Gaelic from members of the public • I speak Gaelic informally with colleagues at work • I use Gaelic with colleagues at meetings • I speak Gaelic with my manager • I speak Gaelic with staff whom I manage • I write internal emails in Gaelic <p>Between 80% and 90% of respondents indicated that their frequency of use was 'never' for each of the categories above.</p>																							
<p>6: If you have Gaelic, how would you describe your current speaking confidence?</p> <p>(2832 responses)</p>	<table border="1"> <thead> <tr> <th>Option</th> <th>Total</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>I do not speak any Gaelic.</td> <td>2518</td> <td>86.14%</td> </tr> <tr> <td>I have some Gaelic but I lack the confidence to use it at all.</td> <td>188</td> <td>6.43%</td> </tr> <tr> <td>I have some Gaelic but I often lack the confidence to use it.</td> <td>86</td> <td>2.94%</td> </tr> <tr> <td>I will hold a conversation in Gaelic if someone else starts out in Gaelic.</td> <td>22</td> <td>0.75%</td> </tr> <tr> <td>I will start conversations in Gaelic with other Gaelic speakers.</td> <td>18</td> <td>0.62%</td> </tr> <tr> <td>Not Answered</td> <td>91</td> <td>3.11%</td> </tr> </tbody> </table>	Option	Total	Percent	I do not speak any Gaelic.	2518	86.14%	I have some Gaelic but I lack the confidence to use it at all.	188	6.43%	I have some Gaelic but I often lack the confidence to use it.	86	2.94%	I will hold a conversation in Gaelic if someone else starts out in Gaelic.	22	0.75%	I will start conversations in Gaelic with other Gaelic speakers.	18	0.62%	Not Answered	91	3.11%		
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<p>7: If you have Gaelic, how would you describe your confidence in writing in Gaelic?</p> <p>(2830 responses)</p>	<table border="1"> <thead> <tr> <th>Option</th> <th>Total</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>I do not speak/cannot write any Gaelic.</td> <td>2662</td> <td>91.07%</td> </tr> <tr> <td>I write in Gaelic informally to my friends and family.</td> <td>141</td> <td>4.82%</td> </tr> <tr> <td>I often write emails in Gaelic in a more formal context.</td> <td>2</td> <td>0.07%</td> </tr> <tr> <td>I am confident in writing Gaelic formally, and have a good understanding of the SQA's Gaelic Orthographic Conventions.</td> <td>3</td> <td>0.10%</td> </tr> </tbody> </table>	Option	Total	Percent	I do not speak/cannot write any Gaelic.	2662	91.07%	I write in Gaelic informally to my friends and family.	141	4.82%	I often write emails in Gaelic in a more formal context.	2	0.07%	I am confident in writing Gaelic formally, and have a good understanding of the SQA's Gaelic Orthographic Conventions.	3	0.10%								
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	I have written formal documents in Gaelic in the past as part of a Gaelic language qualification such as a Higher or degree.	22	0.75%
	Not Answered	93	3.18%
8: We are looking to identify Gaelic speaking employees located throughout the country to assist in the delivery of the Gaelic Language Plan. Would this be something you would be interested in? (2923 responses)	Option	Total	Percent
	Yes	140	4.79%
	No	2783	95.21%
	Not Answered	0	0.00%
9: In which of the following areas would you like to assist? (109 responses)	Option	Total	Percent
	Delivering inputs in Gaelic at community and educational establishments	32	1.09%
	Assisting with social media messaging in Gaelic (Facebook, Twitter etc.)	39	1.33%
	Assisting with mainstream media messaging in Gaelic (TV, radio etc.)	18	0.62%
	Other	57	1.95%
	Not Answered	2814	96.27%
11: In what capacity are you answering this survey?	Option	Total	Percent
	I am a member of Police Staff	867	29.66%
	I am a Police Officer	2027	69.35%
	I am a Special Constable or other Volunteer	8	0.27%
	Not Answered	21	0.72%

(2902 responses)			
12: Which Police Scotland Division do you work in? (2908 responses)	Option	Total	Percent
	A Division	174	5.95%
	C Division	82	2.81%
	D Division	125	4.28%
	E Division	171	5.85%
	G Division	218	7.46%
	J Division	109	3.73%
	K Division	57	1.95%
	L Division	65	2.22%
	M Division	15	0.51%
	N Division	172	5.88%
	P Division	88	3.01%
	Q Division	79	2.70%
	U Division	64	2.19%
	V Division	46	1.57%
	Contact Command Control Division	201	6.88%
	Corporate Services Division	385	13.17%
	Custody Division	86	2.94%
	Operation Support Division	287	9.82%
	Scottish Police Authority	138	4.72%
Specialist Crime Division	408	13.96%	
Not Answered	15	0.51%	

Analysis

The results of question one indicate that around 490 respondents can understand Gaelic to some extent. Of these most are able understand, speak, read and write simple greetings but few appear fluent in the use of the language or lack confidence in their ability.

Over 80 % of respondents have never spoken to members of the public in Gaelic either in person or on the phone or have received correspondence in Gaelic via e-mail and there is little evidence of Gaelic being used in the workplace.

140 respondents expressed an interest in assisting with the delivery of Police Scotland's Gaelic Language Plan and this included community inputs, social media messaging and mainstream media messaging.

The previous internal capacity audit from 2019 listed just 46 Gaelic speakers within the organisation. This increase in Gaelic speakers and an increased willingness to support the

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delivery of Police Scotland's Gaelic Language Plan will allow greater flexibility to utilise officers and staff with Gaelic skills.

APPENDIX 2 – PUBLIC CONSULTATION

Introduction

The public consultation on Police Scotland’s draft Gaelic Language Plan was launched on the 23rd of July and closed on the 5th September 2021. It was hosted on Police Scotland’s Citizen Space website and the launch was promoted via Police Scotland’s social media sites. English, Gaelic and BSL versions of the consultation were made available. Owing to safety concerns regarding the ongoing COVID 19 pandemic, no public meeting was held in respect of advertising the consultation.

The consultation consisted of 20 questions, half of which related directly to the plan itself the other half related to the diversity statistics of the respondents. The questions relating directly to the plan included a mix of quantitative and qualitative set around aspects of the plan, along with the opportunity to contribute suggestions to the refreshed plan.

Methodology

The survey was available to the public, stakeholders and other organisations. Hosted via Police Scotland’s Citizen Space Online [Engagement Hub](#) to ensure accessibility and user-friendly design as standard. British Sign Language (BSL), Gaelic and Easy Read formats of the consultation were all available. The design of the consultation was led by Police Scotland’s Research and Insight team, with guidance provided by Partnership, Prevention and Community Wellbeing Division. This ensures industry standard in research and public engagement methods, as well as ethical considerations, were maintained throughout the consultation process. For these reasons, all questions were optional.

Responses were analysed and qualitative responses were coded and separated into themes. The identification of the themes was subjective, involving analysts reviewing the responses and establishing appropriate topics which responses could be grouped into. The coding of each response involved the analyst reading and interpreting the response and aligning it to a theme (in some cases the response covered multiple themes).

Due to the volume of responses, the analysis was completed on a question-by-question basis as opposed to an entire response at a time. Keywords were utilised to ensure the process was as efficient as possibly, whilst maintaining quality throughout the process.

It was also noted that respondents took the opportunity to make comments which were not aligned to the parameters of our legislative requirements. These comments were reviewed and collated, however did not influence our legislative responsibilities.

High level results

Overall Responses

A total of 6,753 responses were received. This includes 5268 responses to the English language version of the consultation, 1485 responses to the British Sign Language (BSL) version and 13 responses were received in Gaelic. Not every respondent answered every question.

A variety of diversity monitoring information relating to the age, race, gender, disability and long-term conditions of individuals was gathered (as is standard procedure in such public consultations to ensure we are reaching all of Scotland's diverse communities). These can be provided upon request. These data were used throughout the process to enhance our reach and communications towards stakeholders and population sub-groups.

Responses to each question

The consultation's question set grouped questions into four pairs on particular topics within the draft Gaelic Language Plan. The first question in each pair was a multiple choice quantitative question (with an additional free text space for comments), followed by a qualitative question to seek the views of the respondent on that specific element of the plan. Finally, the last two questions (Q9 and Q10) invited more general feedback on the draft Gaelic Language Plan.

The analysis of responses received is presented as follows:

Q1	Q1 - To what extent do you agree or disagree that Police Scotland should establish a Gaelic language plan development and implementation group with representation from across the organisation? <i>6753 responses (4321 left comments)</i>
Q2	Q2 - What would you suggest this group could do to improve our use of Gaelic language in the future? <i>5481 responses</i>
Analysis	Around 76% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes. Of the remaining responses the most common themes included: working with schools and Gaelic community groups to increase education provision/community engagement, recruiting more Gaelic speaking officers

	<p>and staff, focussing efforts solely in geographical areas of Scotland where Gaelic is already commonly spoken.</p> <p>Several responses praised the work already done in terms of branding and social media output. There was a desire to see more of this in the future, perhaps having a fully accessible website for language translation or hard copy forms available in Gaelic as standard practice.</p> <p>References were made to the progress made by Welsh Police forces and it was suggested learning could be taken from there. Several respondents highlighted the availability of online translation services such as ‘Duolingo’ and several suggested advertising existing Gaelic speaking officers with some form of visible representation on their uniform, allowing Gaelic speaking members of the public to engage them in conversation in Gaelic rather than English.</p>																
<p>Results Q1</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>13.4%</td> </tr> <tr> <td>Agree</td> <td>2.4%</td> </tr> <tr> <td>Neither agree nor disagree</td> <td>0.7%</td> </tr> <tr> <td>Disagree</td> <td>8.1%</td> </tr> <tr> <td>Strongly disagree</td> <td>75.0%</td> </tr> <tr> <td>Not Answered</td> <td>0.3%</td> </tr> </tbody> </table>	Response	Percentage	Strongly agree	13.4%	Agree	2.4%	Neither agree nor disagree	0.7%	Disagree	8.1%	Strongly disagree	75.0%	Not Answered	0.3%		
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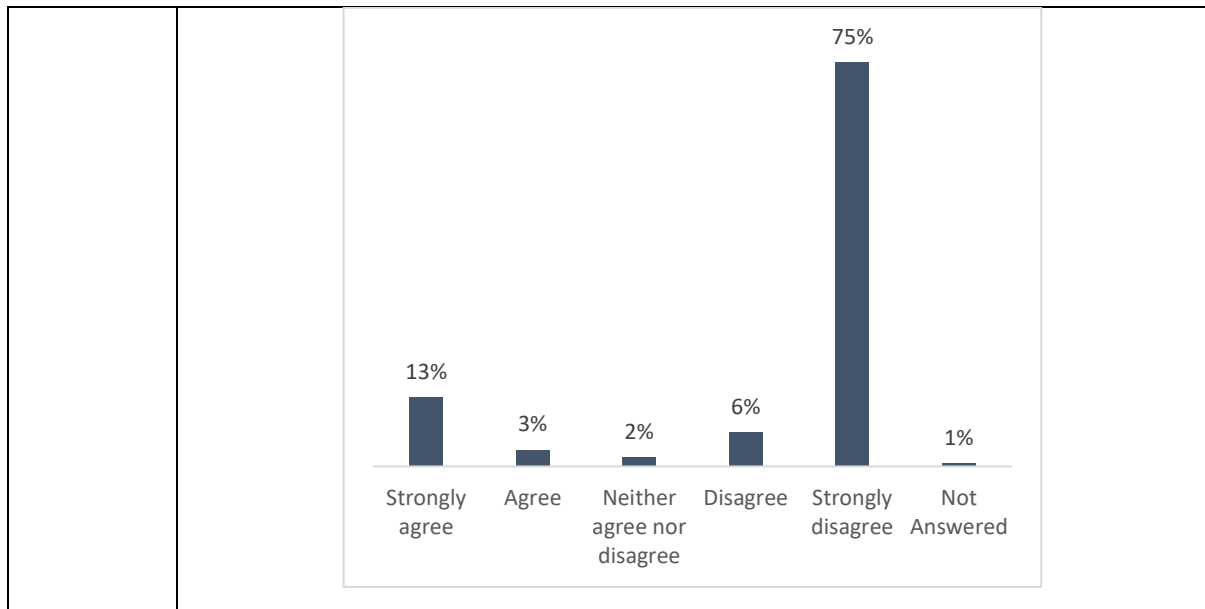
Q3	<p>Q3 - To what extent do you agree or disagree that Police Scotland should increase community messaging and liaison through the medium of Gaelic?</p> <p><i>6753 responses (3513 left comments)</i></p>
Q4	<p>Q4 - What are your suggestions about the methods of communication we can use to increase the use of Gaelic in our interactions with the public?</p> <p><i>4996 responses</i></p>
Analysis	<p>Around 74% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes</p> <p>Of the remaining responses, written communication emerged as a theme with a split between respondents wishing all communications to be bi-lingual versus targeted bi-lingual content. Effective use of Gaelic speaking officers was also highlighted alongside suggestions such as a translation app and Gaelic speaking officers identifying themselves with a pin badge.</p> <p>Social Media proved a popular theme with requests for Police Scotland to have either separate English / Gaelic social media accounts or at least have bi-lingual posts within the main social media channels. There were suggestions for more Police Scotland focus on media channels which Gaelic speakers normally use (i.e. BBC Alba and BBC Radio nan Gaidheal).</p> <p>There were mixed views as to whether community messaging in Gaelic should be a national or more targeted to areas with high concentrations of Gaelic speakers. In such areas, there was more support for school visits or similar.</p>

Results Q3	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>12.5%</td> </tr> <tr> <td>Agree</td> <td>3.3%</td> </tr> <tr> <td>Neither agree nor disagree</td> <td>1.6%</td> </tr> <tr> <td>Disagree</td> <td>7.5%</td> </tr> <tr> <td>Strongly disagree</td> <td>74.3%</td> </tr> <tr> <td>Not Answered</td> <td>0.9%</td> </tr> </tbody> </table>		Response	Percentage	Strongly agree	12.5%	Agree	3.3%	Neither agree nor disagree	1.6%	Disagree	7.5%	Strongly disagree	74.3%	Not Answered	0.9%		
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Q5	<p>Q5 - To what extent do you agree or disagree that Police Scotland should seek opportunities to increase the visibility of Gaelic nationally through procurement and branding?</p> <p><i>6753 responses (3591 left comments)</i></p>																	
Q6	<p>Q6 - What are your suggestions about other ways we could use our policies to support the use of Gaelic language in Scotland?</p> <p><i>6295 responses</i></p>																	

<p>Analysis</p>	<p>Around 76% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes.</p> <p>There several responses relating to developing a policy around recruiting Gaelic speakers and deploying same in mostly Gaelic speaking areas.</p> <p>Some respondents expressed a view for more officers to learn Gaelic - supported by Police Scotland. There were also suggestions around developing a greater Police Scotland presence on mainstream Gaelic media and social media.</p> <p>There were some suggestions relating to partnership working and committing to community events and engagement with the Gaelic speaking community. There was more support for this to be aligned to geographical areas of concentrated Gaelic speakers.</p>															
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Q7	<p>Q7 - To what extent do you agree or disagree that Police Scotland should integrate Gaelic into a range of campaigns?</p> <p><i>6753 responses (3074 left comments)</i></p>
Q8	<p>Q8 - What are your suggestions about any future campaigns, with a focus on safety and wellbeing, which may benefit from using Gaelic language?</p> <p><i>4133 responses</i></p>
Analysis	<p>Around 75% of respondents did not favour Gaelic being integrated into any campaigns with Some responders stated they already speak Gaelic and don't believe this is something police should be promoting.</p> <p>Popular campaign topics included:</p> <p>Water Safety, Road Safety Campaigns, Child Safety, Domestic Abuse, Rural Crimes, Drink Driving, Safety Outdoors/Countryside Code, Drug Use, Bike safety.</p> <p>Further, several responses related to campaigns to improve engagement with schools (Gaelic schools in particular) with the belief it will form better relationships and encourage use of the language.</p> <p>There were several comments emphasising that increased Gaelic content in Police Scotland campaigns / social media will result in many Gaelic words and phrases becoming more familiar to members of the public. Some respondents suggested including Gaelic in posters and social media content rather than full campaigns.</p> <p>There was a divide between respondents who believe campaigns translated into Gaelic should be national or directed where the language is more frequently used.</p>
Results Q7	



Results Q8	Themes identified and percentage responses aligned to each theme	
	annoyed / ambivalent	76%
	blank / otherwise not in code	14%
	Gaelic media output	2%
	Dual branding	2%
	Geographical need	5%

Q9	<p>Q9 - Is there anything you think we have missed in this draft version of our Gaelic Language Plan that you think is important?</p> <p><i>4003 responses</i></p>
Analysis	<p>A large number of respondents appeared to be re-iterating views around general opposition to the plan.</p> <p>Around 19% of responses could not be coded as they were either left blank or referred to earlier responses i.e. “see above”. This is a consequence of analysing the response on a question by question basis as opposed to each response in turn.</p> <p>Some respondents stressed the need for a cost-benefit analysis to understand which parts of the plan derive the best value for money.</p>
Results Q9	Themes identified and percentage responses aligned to each theme

	annoyed / ambivalent	75%
	blank / otherwise not in code	19%
	other	3%

Q10	Q10 - Is there anything you think we have missed in this draft version of our Gaelic Language Plan that you think is important? <i>3908 responses</i>	
Analysis	A large number of respondents prepared to be re-iterating views around general opposition to the plan for a variety of reasons. Around 18% of responses could not be coded as they were either left blank or simply responded “no” (or similar).	
Results Q10	Themes identified and percentage responses aligned to each theme	
	annoyed / ambivalent	75%
	blank / otherwise not in code	18%
	other	2%

Summary of Key Themes

The most notable feature of the consultation was a significant number (approx. 75%) of respondents who displayed an annoyance or general ambivalence towards the concept as whole. The main reasons given for opposing the plan were:

- Government interference and politically driven
- Not a job for the police with resources better spent on core role
- Inappropriate due to the small number of Gaelic speakers in Scotland who almost all speak English
- Other languages (Polish, Urdu, Doric etc) were more worthy of this focus

Analysis of the remaining responses were categorised in the following key themes. A summary of each theme and the position of the present draft edition of Police Scotland’s revised plan is presented below.

Theme	Summary of Responses (across all questions)	Police Scotland's Draft GLP
Recruitment / use of Gaelic speakers	<p>Consistent theme emerged of matching Gaelic language skills with geographic communities with a high proportion of Gaelic speakers. This included best use of existing staff with Gaelic skills, recruitment of Gaelic speakers to these areas and better community engagement using Gaelic in such areas.</p> <p>There were several requests to benchmark against Welsh Police forces</p>	<p>Police Scotland's proposed plan commits to recognising Gaelic as a desirable job skill and recognising and respecting Gaelic skills within the recruitment process. In particular tailored recruitment activity in current Gaelic speaking areas and communities to encourage applicants to become Officers, Special Constables, Police Staff or Police Scotland Youth Volunteers.</p>
Teaching & education	<p>There was some support for offering staff the opportunity to learn Gaelic but there were also many responses that indicated this should be outwith working time on a voluntary basis.</p> <p>There was strong support for the deployment of Gaelic speaking officers to Gaelic schools for visits and inputs.</p>	<p>Police Scotland's plan offers no commitment to teaching officers Gaelic.</p> <p>There is a commitment to develop an informative module on Gaelic which can be accessed by via the 'moodle' on-line learning platform.</p>
Gaelic media output and campaigns	<p>This theme attracted a range of responses with a split between focusing media output and campaigns in areas with a high concentration of Gaelic speakers versus a national approach.</p>	<p>Police Scotland's plan commits to developing an appropriate strategy regarding the release of bilingual content by Police Scotland including social media, new releases, websites,</p>

	<p>There was support for increased dual language media output – particularly social media and websites. There were mixed views on whether Gaelic content should feature on Police Scotland’s main social media channels alongside the English equivalent or if a separate Gaelic-only channel should be maintained.</p> <p>Whilst some advocated the wholesale output of bilingual content, many respondents appeared satisfied with smaller scale bilingual output including posters and social media.</p>	<p>corporate publications. This is a flexible approach which can be developed taking cognisance of the results of the public consultation alongside national corporate communications output.</p> <p>This underpins two high-level aims around increasing community messaging through the medium of Gaelic and integrating Gaelic into a range of campaigns.</p>
Dual branding	<p>Existing dual branding (vehicles, signage, uniforms etc) was generally viewed as a success and should continue wherever possible.</p> <p>There were several suggestions for a pin on an officer’s uniform to identify them as a Gaelic speaking officer.</p>	<p>Police Scotland’s plan commits to seek opportunities to increase the visibility of Gaelic nationally through procurement and branding – the badge to identify a Gaelic speaking officer presents such an opportunity.</p> <p>There are already embedded processes in place regarding dual language signage and branding on vehicles and uniform</p>
Focus on geographical need	<p>Some respondents who were against the general concept of a plan were more supportive if the plan was focussed geographically in areas with a high concentration of Gaelic speakers. Whilst, those who were</p>	<p>Ownership of the plan was moved from N division to PPCW to permit a national approach and mainstreaming. There is no specific focus on geographical need.</p>

	generally supportive of the plan preferred a national approach.	Individual elements within the plan refer to local initiatives and the creation of an implementation group with representation from each division. This permits a degree of local variability allowing aspects of the plan to be delivered nationally with additional focus locally where desired.
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Implications for Plan

Expressions of dissatisfaction with Police Scotland’s proposed Gaelic Language Plan referred mostly to the general concept of Gaelic Language Plans and their relevance to policing. Police Scotland recognises it’s legal obligations under the Gaelic Language Act 2005 and does not consider that it should apply for any form of exemption.

With regard to the remaining responses, a number key themes were identified and the implications for the plan as follows:

- Recruitment / use of Gaelic speakers – Police Scotland’s plan offers the commitment to targeted recruitment and recognition of Gaelic as a language skill as identified by respondents to the public consultation.
- Teaching and Education – Whilst some respondents were keen to see Police Scotland afford staff the opportunity to become educated in Gaelic, Police Scotland are not a primary education provider and do not see this a core function of policing. Teaching staff Gaelic is not one of Police Scotland’s agreed high level aims.
- Gaelic Media output and campaigns – Respondents were quite varied on the type of media output and campaigns they would like to see with both national and local exposure considered. With no single view dominating this theme, Police Scotland’s commitment to develop an appropriate strategy for the release of bilingual content alongside existing corporate communications commitments appears appropriate and the feedback from this consultation will assist with that strategy.
- Dual branding - Police Scotland’s plan offers the commitment to increase visibility through procurement and branding as identified by a number of respondents.
- Focus on Geographical need – respondents were split between national and locally targeted need. Police Scotland’s plan offers national oversight combined with the opportunity for local focus.

Seisean Fosgailte
Cuspair 2.1 PT1

In conclusion, Police Scotland do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing plan is sufficiently flexible to consider many of the points raised by respondents.



A' freagairt ri	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-latha na Coinneimh	25/07/2023
Àite:	Air-loidhne
Nì a' Chlàir-ghnothaich	2.2

Tìotal a' Phàipeir	PGR041 Eagrain 4 Plana Gàidhlig Iomairt na Gàidhealtachd is nan Eilean	
Moladh do Bhuill	Ri Aontachadh	
Neach-labhairt:	Christie NicIleathain, Manaidsear Planaidh	
Cùrsa Riaghlachais airson na h-Aithris	Ceann-latha an Aonta	Seòrsachadh co-dhùnadh
Stiùiriche Leasachaidh	12/07/2023	Ri Aontachadh
Pàipear-taice air a cheangal ris	PT1 – PGR041 E04 Iomairt na Gàidhealtachd is nan Eilean	
1.0	Adhbhar	
1.1	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
2.0	Cùl-fhiosrachadh	
2.1	PGR041 - Geàrr iomradh air adhartas le E03	
2.2	Thathar air adhartas a dhèanamh le bhith a' toirt taic do bhuidhnean no iomairtean Gàidhlig. Gu h-àraidh às dèidh a' ghlaisidh-sluaigh oir bha aire shònraichte air sùbailteachd agus ath-shlànachadh. Thathar gu sònraichte air taic a chumail ri pròiseactan mar a leanas: Cultarlann Inbhir Nis, Cnoc Soilleir, Ionad Thròndairnis, Ceòlas Uibhist, Bith-chruinne Taobh Siar Rois, Urras Coimhearsnachd Stafainn, Taigh-staile Eilean Bharraigh, Taigh-staile Uibhist agus Ionad Ath-fhiadhachaidh Chraobhan Fad-beatha. Tha e cudromach gun lean a' bhuidheann air adhart le bhith a' toirt taic do bhuidhnean is iomairtean Gàidhlig san ath-eagrain gus a' Ghàidhlig a' bhrosnachadh agus inbhe na Gàidhlig a neartachadh.	
2.3	Tha Iomairt na Gàidhealtachd 's nan Eilean air adhartas a dhèanamh le bhith a' cleachdadh Gàidhlig san àite-obrach. Bidh a' bhuidheann a' cleachdadh Gàidhlig san obair làitheil aca le Gàidhlig ga bruidhinn ann an cuid de na h-àiteachan-obrach/coinneamhan air-loidhne aca bho abairtean sìmplidh gu coinneamhan gu tur sa Ghàidhlig. Cuideachd, tha a' bhuidheann air adhartas a dhèanamh le bhith a' sgaoileadh susbaint inntinneach agus co-cheangailte ri Gàidhlig tro an t-sianail mheadhanan sòisealta aca (Yammer) agus thathar air an duilleag eadra-lìon aca ath-leasachadh.	
2.4	Tha Iomairt na Gàidhealtachd 's nan Eilean air Manaidsear Leasachaidh Ceumnaiche (Gàidhlig) fhadthad, bidh an dreuchd seo a' cur gu mòr ris an obair a thathar a' dèanamh le bhith a cumail taic ri buidhnean a tha a' cleachdadh na Gàidhlig sna gnìomhachasan no iomairtean sòisealta.	

Seisean Fosgailte

Cuspair 2.2

2.5	Mar phàirt den phrògram bhliadhnail XpoNorth, thathar air cothrom a bharrachd a thoirt do gnìomhachasan agus daoine fa leth sgilean agus eòlas a thogail mun Ghàidhlig. Ann an 2019, chùm MG Alba seisean mu dheidhinn mion-chànainean san roinn chruthachail. Chaidh seisean trèanaidh sa Ghàidhlig a thabhann aig an tachartas ann an 2020 agus an uair sin ann an 2022 chaidh seisean ‘Seallaidhean Co-roinnte: Stiùireadh cultar tro àite’ a chumail far an robhar a’ togail dàimh eadar cànan, cultar agus àite anns na gnìomhachasan cruthachail. Tha seo na dheagh eisimpleir air mar tha HIE a cumail taic agus a’ toirt cothrom do gnìomhachasan fiosrachadh agus eòlas a cho-roinn eatarra gus Gàidhlig a cleachdadh agus a neartachadh san obair aca fhèin.
2.6	Thathar air adhartas a dhèanamh le bhith a’ toirt seachad cothrom gus Gàidhlig a chleachdadh sa phròiseas fastaidh. Tha aithris an lùib thagraidhean obrach uile a tha a’ dol tro HR gu làithreach gun gabh a’ buidheann ri tagraidhean air an lìonadh ann an Gàidhlig agus gur e sgil ion-mhiannaichte a th’ ann an Gàidhlig ann an tuairisgeulan obrach. Bidh iad a’ tabhann agallamhan ann an Gàidhlig far a bheil sin buntainneach agus far an gabh e dèanamh.
2.7	Tha lomairt na Gàidhealtachd ‘s nan Eilean air adhartas a dhèanamh le bhith a’ sgaoileadh fios don phoball sa Ghàidhlig. Thathar air susbaint Ghàidhlig a mheudachadh air na meadhanan sòisealta agus thathar a’ sgaoileadh brathan-naidheachd sa Ghàidhlig.
2.8	Tha cothroman ann do dh’lomairt na Gàidhealtachd ‘s nan Eilean barrachd adhartas a dhèanamh san ath-eagrain le bhith a’ cruthachadh susbaint dà-chànanach no sa Ghàidhlig air an làraich-lìn aca.
3.0	Prìomh Aithris/Fiosrachadh
3.1	Chaidh measadh a dhèanamh air an dreachd phlana seo le pannal nam planaichean. Thug am pannal sùil mhionaideach air a’ phlana agus mhol iad atharrachaidhean.
3.2	Ghabh lomairt na Gàidhealtachd is nan Eilean ris a’ mhòr-chuid de na molaidhean aig a’ phannal agus far nach do ghabh, tha oifigearan a’ Bhùird riarachta leis a’ bhriathrachas a chleachd iad.
3.3	Thug oifigearan a’ Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
3.4	Thathas a’ moladh gun tèid aontachadh ris a’ phlana seo.
4.0	Moladh
4.1	Aire a thoirt don fhiosrachadh ann am PT1.
4.2	Aonta a chur ris an dreachd phlana ann am PT1.
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	Buidhean air Trèanadh

	Chan eil buaidh ann.	
5.4	<p>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 gu nàiseanta.</p> <p>Bidh am plana seo a' cur air adhart na trì amasan anns a' Phlana Chorporra aig Bòrd na Gàidhlig.</p>	
5.5	Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta	
	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 seasmhach 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
	Cultar	<input checked="" type="checkbox"/> Coimhearsnachdan
	Àrainneachd	<input type="checkbox"/> Bochdainn
	Slàinte	<input type="checkbox"/> Eadar-nàiseanta
	Foghlam	<input checked="" type="checkbox"/> Eaconamaidh
	Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>
5.6	Buaidhean air Cliù Chan eil buaidh ann.	
5.7	Buaidhean air Slàinte is Sàbhailteachd Chan eil buaidh ann.	
5.8	Buaidhean Laghail Tha am pròiseas seo stèidhichte air na dleasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.	
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.	

Highlands and Islands Enterprise

Gaelic Language Plan 2023 – 2028

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



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean

Foreword

The social significance of Gaelic as a key component of Scotland's culture and national identity would be hard to overstate. In economic terms as well, recent research by Highlands and Islands Enterprise and others has confirmed that the language is an important asset, capable of being used in many different ways to add value to businesses and organisations across the country.

Over several decades, Highlands and Islands Enterprise has established a strong track record of recognising and supporting the cultural and commercial value of Gaelic through a broad range of activities. This has included providing substantial funding for organisations that have led the development and delivery of programmes that promote and celebrate the language and encourage its use.

At the same time, it is clearly important that we take action to ensure Gaelic is respected and practised within our own organisation, in our relationships with partner bodies and in our dealings with clients. That is what we are seeking to do with this, our latest Gaelic plan, which again sets out clear goals and measurable targets that we will use to track delivery and ensure we make progress over the coming years.

This plan is founded on three key principles that underpin all our actions in support of Gaelic:

- We have **equal respect** for Gaelic and English as official languages of Scotland.
- HIE staff and customers will receive an **active offer** of our Gaelic services.
- Opportunities for our staff and customers to use Gaelic will be made **mainstream** in how we conduct business.

Each of these is explained in the pages ahead, along with details of how and when we will measure and sustain progress.

Our commitment to Gaelic is enduring, and for the long term, will continue to be guided by strategic initiatives including national plans from the Scottish Government and Bòrd na Gàidhlig. We look forward to working with our partner organisations across the Gàidhealtachd and further afield to deliver the actions detailed in this Gaelic Plan.

Stuart Black

Chief Executive

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1. INTRODUCTION

DESCRIPTION OF HIGHLANDS AND ISLANDS ENTERPRISE (HIE)

HIE is a Non-Departmental Public Body, funded by and answerable to the Scottish Parliament and Scottish Government. The Agency was created by an Act of Parliament in 1990 with the function of ‘preparing, concerting, promoting, assisting and undertaking measures for the economic and social development of the Highlands and Islands’. We work as a multi-functional regional development agency serving the population of the Highlands and Islands of Scotland with a core remit which integrates economic and community development. To deliver our aspirations, HIE has some 290 highly experienced employees and an annual budget c £70 million.

We are currently structured through seven Directorates and eight Area Teams. We have our largest office on the Inverness Campus (Làrach Inbhir Nis) and offices across our region: Stornoway, Lionacleit, Golspie, Thurso, Inverness, Forres, Kirkwall, Lerwick, Lochgilphead, Fort William, Auchtertyre and Portree. We also have an office presence in Edinburgh and Glasgow. Many of these locations are shared facilities with public sector partners and colleagues who may or may not have their own Gaelic Plans in place.

The audiences to whom we provide services, and therefore to whom this Gaelic Plan directly relates include, external private, third and social enterprise, community and wider public sectors and partners, as well as our internal audiences of own staff and prospective job applicants. By working with all of these audiences to promote and support the realisation of Gaelic as an asset, as well as providing services, information, resources and opportunities within HIE in Gaelic, we will proactively and overtly facilitate, enable and influence use of Gaelic as an asset. This will provide economic, social, cultural and linguistic catalysts for Gaelic use by others.

Gaelic, as an integral component of regional identity, and HIE’s focus on place-based development and realising the value of Gaelic, will contribute significantly to promoting a confident, ambitious, empowered and vibrant Highlands and Islands society. HIE’s 2018 study on Young People and the Highlands and Islands: Maximising Opportunity found that while pride and affinity for their home communities tended to be high among our young people, this was higher still among young people with Gaelic. The Highlands and Islands region offers high quality human capital and an unparalleled setting for attracting highly skilled and creative individuals, giving the area a competitive advantage within the global economic context. In promoting the diversity of our rich linguistic landscape, we aim to contribute to our vision of a region which is an attractive place to live, work, study and invest.

As well as helping to shape confident, diverse communities, Gaelic contributes to the economy of the Highlands and Islands. Previous research explored the role that Gaelic plays in contributing to the regional economy. At this time of economic transformation, it is important to better understand how language, culture and heritage can help unlock economic potential and support population attraction and retention initiatives.

HIE recognises the statutory requirement for the development of a Gaelic Plan. We also believe that each edition of our Gaelic Plan provides us with an opportunity to renew awareness and to refocus our Gaelic Plan within the constantly changing organisational environment. Increased self-confidence and self-esteem amongst individuals, communities and our young people can increase the region’s sense of cultural and creative vibrancy and distinctiveness; boost motivation for skills development, academic achievement and innovation; and promote fairness and equity for different peoples and cultures.

GAELIC WITHIN HIE

Supporting Gaelic is at the heart of our remit for economic and social development in the Highlands and Islands. An important element of our Gaelic Plan is to build on how the language is being used to add economic and social value in a wide variety of circumstances, as demonstrated in the historic HIE-led research report, *Ar Stòras Gàidhlig* (2014).

This plan will run concurrently with the new five-year strategy which will refresh our vision for the region and our contribution to delivering the ambitions set out in the National Strategy for Economic Transformation. Economic and social conditions remain challenging, as is the fiscal environment. Whilst this will inevitably require choices to be made, it is important that our strategy development looks out to the middle distance to guide our activities and priorities over the coming years, whilst appreciating the need to respond to current conditions.

HIE's draft strategy highlights that we will build community and economic opportunity from our unique Gaelic language and heritage. It also recognises that maximising the role of the Gaelic language is a key regional opportunity with its contribution to authenticity, provenance and heritage. Partnership working and collaboration have long been a hallmark of the region's history and will be vital in realising regional ambitions and fundamental to establishing and delivering our new strategy. Similarly, we are committed to working collaboratively with partners to deliver the best opportunities for Gaelic for the National Strategy for Economic Transformation against the new National Gaelic Plan.

We have a significant legacy of support that has helped create and sustain the impact of numerous organisations which enables Gaelic to flourish - from partner agencies such as Comunn na Gàidhlig and An Comunn Gàidhealach, to the University of the Highlands and Islands, Sabhal Mòr Ostaig, Fèisean nan Gàidheal and others.

Our focus is firmly on working with businesses, social enterprises and community organisations that can demonstrate adding economic and social value through using Gaelic as an asset and working with our partners to do so. This edition of our Gaelic Plan aims to further develop and enhance the role that Gaelic identity and culture plays in creating vibrant, resilient communities and sustainable economic growth.

Corporately, we value Gaelic and promote its use within the organisation. By providing our services, information, resources and opportunities in the medium of Gaelic, we serve our Gaelic-speaking customers in their own language, if that's the individuals' preference. HIE is committed to continued local, regional and national partnership working which will optimise the realisation of the identified potential.

We support a virtuous cycle, where our organisation's core strengths, complemented by those of our partners, drive the realisation of the value of Gaelic as an asset, in turn attracting and motivating new and existing speakers and enhancing the vitality of the language.

GAELIC IN SCOTLAND

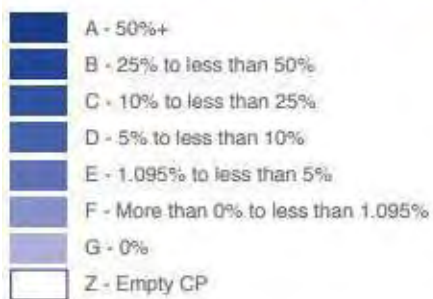
The map below is compiled using the data from the 2011 Census, for the whole of Scotland, as we recognise this as informative in terms of the market for services and product specifically aimed at Gaelic speakers. Of the 57,600 Gaelic speakers in Scotland, more than half (53%, 30,300) live within the Highlands and Islands.

Areas such as the Outer Hebrides (52% of the population aged 3+ are Gaelic speakers) and Skye and Lochalsh (26%) have the largest concentrations of Gaelic speakers across Scotland and present the most significant opportunities for the delivery of HIE services in Gaelic. Wester Ross (12%) and Lochaber (8%) also have pockets with relatively high levels of Gaelic speakers and in Argyll and its Islands, they have also retained a number of such areas (5%). On islands such as Tiree and Islay, Gaelic is spoken widely in the community and retains local dialects and vocabulary. The Inner Moray Firth area includes considerable numbers of Gaelic speakers (around 5,700, 4% of the population aged 3+) within conurbations with significant numbers of pupils in Gaelic medium education.

There are significant numbers of Gaelic speakers in the rest of Scotland, particularly concentrated in Glasgow (5,900 Gaelic speakers) and Edinburgh (3,200) that do not show up at this Civil Parish level of mapping. As well as these Gaelic communities and markets in the rest of Scotland, we recognise that there are international markets for Gaelic goods and services, particularly in the Scottish diaspora. And we should emphasise that the markets for Gaelic goods and services are, of course, not restricted to those with Gaelic Skills. HIE recognises the rich Gaelic culture and potential for development that exists across most of the region, but also that our Gaelic Plan should allow for some geographical flexibility.

We recognise that these figures are now quite dated, however, it is the most contemporary official picture of the whole of Scotland currently available. More recent research, reported through 'The Gaelic Crisis in the Vernacular Community, also uses the 2011 Census and then more recent survey work on communities in the Outer Hebrides, North Skye and Tiree. <https://www.uhi.ac.uk/en/research-enterprise/res-themes/humanities-and-arts/language-sciences-institute/publications/the-gaelic-crisis-in-the-vernacular-community/>.

% of all people within CP who can speak Gaelic



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Gaelic was historically spoken as the primary language across all of HIE’s area, with the exception of Orkney and Shetland, and Gaelic culture continues to be central to the identity of the region today. The 2011 census shows that those with any Gaelic skills (those who can understand, speak, read or write Gaelic) made up around 9% of the population aged 3 and over in the Highlands and Islands compared to only 1% across the rest of Scotland.

The absolute numbers of those with Gaelic skills is a far more positive story of stabilisation and growth. There were 16,489 (16,049 in 2001) people with active Gaelic skills reported in Eilean Siar, 16,596 (13,585 in 2001) in Highland and 5,050 (4,618 in 2001) in Argyll and Bute. We will have to wait for the analysis of the most recent Census to understand if these positive trends have prevailed.

Across Scotland, the number of people aged 3 and over with any Gaelic language skills declined by 5.8% between 2001 and 2011, from 92,400 to 87,100. The number of Gaelic speakers also declined by 1.8% (from 59,000 to 58,000). We will have to wait for the analysis of the next Census (2022) to understand if this trend has prevailed.

The Guidance on Gaelic Language Plans ‘recognises that Gaelic language plans will differ depending on the functions of individual public authorities and where they operate in Scotland and that Gaelic language plans are reasonable and proportionate according to individual circumstances.’ We also recognise the benefits of an integrated approach, working with partners to achieve and deliver a collective aim and approach.

This Plan in no way diminishes the importance and indeed the future sustainability of other elements of Scotland’s linguistic and cultural heritage. The Highlands and Islands of Scotland has historically enjoyed a rich and diverse culture of languages, dialects and people. The Scots dialects of each area such as Orkney, Shetland, Moray and Caithness, alongside the Gaelic dialects of the North-West Highlands, Lochaber, Argyll and the myriad dialects of the Hebrides ensure that our region continues to enjoy a rich linguistic diversity. We also recognise that the Highlands and Islands is a multilingual region out with traditional languages. It is hoped that an increased use and awareness of Gaelic will act as a focal point and catalyst engendering respect for the other languages and dialects of our region as we normalise, promote and develop the distinctive asset that we have in Gaelic. To this end we have also promoted our Gaelic Innovation Investments as being equally available for realising the economic or social value of using the other indigenous languages and dialects of our region.

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 Highlands and Islands Enterprise’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.

Highlands and Islands Enterprise’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.

THE NATIONAL GAELIC LANGUAGE PLAN

Highlands and Islands Enterprise 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 focusing our work, on these three headings: -

- 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 AND SURVEY

Our internal Gaelic capacity monitoring has been integrated into HIE’s HR staff review and profile platform. This both maintains a record of Staff Gaelic skills and also people’s aspirations and interest in developing their skills. As part of the work leading up to this edition of our Plan, we asked all staff to update their profiles. As a result of that work, from those who responded, we know that we currently have 50 colleagues with some level of Gaelic language skills, of those 29 are beginners, 12 intermediate, 3 advanced and 6 fluent.

For the level of interest in Gaelic development there are 63 fairly interested, 40 very interested, 11 interested but have no capacity at the moment, 66 not very interested and 46 that are not interested.

Our Plan is also built on a recent survey of all staff and their expressions of support, highlighting five key areas: leadership, skills and learning, internal and external communication and tools, targeted approaches and wider overall development context.

It should be noted that while these figures reflect the current capabilities, Gaelic Plan delivery rests with the whole organisation as part of delivering our economic and social remit.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic language plan, before submitting it to Bòrd na Gàidhlig.

Our public consultation ran from the 6th December 2021 to the 11th of February 2022. The consultation was bilingually publicised through a multi strand approach, including:

- Public consultation – initially using a bilingual press release, our website with promotional banners on the front page, our social media channels encouraging participation.
- Targeted communications via e-mail from our Chief Executive to proactively highlight our draft Plan and invite key stakeholders to comment and as part of client communications
- Other Networks/ Sectoral Groups – including GMor, other fora and Community Land Outer Hebrides,

As the consultation period closed on the 11th of February 2022, we had gratefully received nine (9) feedback responses.

We reflected on the feedback received and have satisfied ourselves that the Plan’s commitments, as now presented, give us the scope to collaborate with relevant stakeholders and deliver our aspirations for Gaelic in the region and therefore necessitated no changes.

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.

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

ACTIVE OFFER

HIE will make an active offer of our Gaelic services to our employees and the public. This will ensure that 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.

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

MAINSTREAMING

HIE will ensure that opportunities for the public and our staff to use Gaelic are normalised, 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	In recognition that for Gaelic to thrive it needs thriving communities, HIE will strengthen collaborative working in key communities, aiming to make those more attractive and resilient in terms of youth/population retention and growth and employment.
Desired Outcome	More effective place-based working which optimises stakeholder collaboration, the views, and priorities of those in the place, the assets available, the taking of opportunities and responses to challenges, all leading to greater attractiveness and resilience.
Current Practice	<p>Supporting the development of social enterprises and businesses demonstrating a viable business model associated with the provision of services encouraging the growth of Gaelic as a social and economic asset, with the very welcome consequent attraction of people, particularly the young and economically active, to the language.</p> <p>Promote and ensure that appropriate consideration is given to Gaelic development opportunities within the plans produced by engaged communities.</p> <p>Provide support and information to community organisations and social enterprises using Gaelic as an asset through our strengthening communities and fragile areas work.</p> <p>We will continue to seek to incorporate targets relating to the Plan, as appropriate within Community Planning Partnership Local Outcome Improvement Plans with our public sector partners.</p> <p>Capture in our sector plans, particularly in the Creative Industries, Food and Drink, Tourism sectors, actions which support realisation of the value of Gaelic.</p>
Actions Required	<p>We will continue to deliver our place-based approach to development, heightening awareness of considerations and opportunities relating to inclusion, net zero, population retention and attraction, culture and Gaelic language, which support economic and social sustainability and wellbeing. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>Confirm priority locations where Gaelic is a significant element of the assets which our place-based working will support, with reference to the COHI repopulation zones, including Uist and Tiree and Coll.</p> <p>*Continue to develop opportunities to deliver elements of our Creative Industries support programme in Gaelic, to introduce Gaelic to international networks, and to promote the opportunities that Gaelic offers commercially. Introduce content on non-Gaelic themes,</p>

	<p>in Gaelic.</p> <p>**Work with partners to collate available resources which support entrepreneurialism with Gaelic into an easily accessible toolkit and widely publicise its availability. Identify any gaps in provision or new opportunities and work with partners to address these. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>**Engage Internationally with other complementary organisations to explore good practice in areas, such as place based, community plans and language as part of economic regeneration</p>
Target Date	We will continue to consider Gaelic as part of our place-based approach to community development and as an opportunity to provide focussed opportunities for key sectors on a proactive basis. / + By end June 2024
Responsibility	Area Managers / *Head of Creative Industries / **Buidheann a' Phlana Gàidhlig

High-level Aim	HIE will continue to collaborate on delivery of the National Gaelic Language Plan through its active involvement with the Faster Rate of Progress initiative.
Desired Outcome	HIE is an effective and influential partner in realising a 'Faster Rate of Progress' and the next National Gaelic Plan.
Current Practice	<p>HIE contributes to a National Partnership developing a strategy for supporting the use of Gaelic in the labour market in the HIE region in cooperation with other public and private bodies.</p> <p>Working with partners, in particular the Private Sector, Local Authorities, Skills Development Scotland and Bòrd na Gàidhlig, to support the awareness of career opportunities using Gaelic and the Development of the Young Workforce Strategy.</p>
Actions Required	<p>Ensure through HIE involvement that Gaelic is considered as we engage with different stakeholders and strategy groups.</p> <p>Effectively lead where appropriate, and contribute to the national A Faster Rate of Progress Workstreams:</p> <ul style="list-style-type: none"> • Community Engagement • Economy and Labour Market • Digital media participation and innovation • Tourism and Culture workstream. <p>Support and inform the development of the next National Gaelic Plan</p>
Target Date	We will continue to collaborate on delivery of the National Gaelic Language Plan and associated initiatives through life of this Plan and beyond.
Responsibility	Head of Planning and Partnerships/ Innse Gall Area Manager

High-level Aim	Gaelic conditions will be included wherever possible in relation to HIE financial support. Most likely to be in certain sectors such as creative industries, food and drink and tourism.
Desired Outcome	Where appropriate, leverage greater uptake of the use of Gaelic through the use of conditions in HIE's legal undertakings and in awards of third party contracts.
Current Practice	Where appropriate, when HIE is tendering work, we will encourage third party contractors to give consideration to the use of Gaelic and how they can contribute to the future health of the language, through the community benefit clause mechanism.
Actions Required	<p>We shall incorporate Gaelic conditionality for all interventions which contribute to our measure, 'No of projects supporting the Gaelic Economy'.</p> <p>We will include Gaelic as a theme that can be selected for relevant projects within our Project Management System.</p> <p>Where HIE is funding community development officers within Gaelic communities (as assessed by HIE) appropriate Gaelic conditions will be put in place, including Gaelic being meaningfully incorporated within the community's plan.</p>
Target Date	Progressively through the life of the Plan
Responsibility	Relevant project officers and delegated authorities

High-level Aim	Encouragement and support will be given for using Gaelic as an asset to benefit businesses, particularly in the tourism, creative industries and food and drink sectors.
Proposed Outcome	More effective place-based working which optimises stakeholder collaboration, the views and priorities of those in the place, the assets available, the taking of opportunities and responses to challenges, all leading to greater attractiveness and resilience.
Current Practice	<p>Supporting the development of social enterprises and businesses demonstrating a viable business model associated with the provision of services encouraging the growth of Gaelic as a social and economic asset, with the very welcome consequent attraction of people, particularly the young and economically active, to the language.</p> <p>Lead partnership work with our national partners, to realise the value of Gaelic as an economic and social asset.</p> <p>Use the analysis of the research findings and evolving examples of best practice to encourage clients to consider, in conjunction with relevant Sector Growth Team Heads, how Gaelic can most effectively be applied in their operations to create new opportunities and benefits, particularly in the Creative Industries, Food and Drink, Tourism sectors.</p>
Actions Required	<p>Develop archive of new content that:</p> <p>a) provides business related articles/video/blogs etc in Gaelic but relating to business or development related topics – e.g. How augmented reality is being used to promote galleries and museums,</p>

	<p>The impact of Netflix and the streaming ecosystem.</p> <p>b) outside industry explaining where they can see commercial opportunities for Gaelic e.g. synchronisation - provision of Gaelic music and song for (Gaelic and non-Gaelic) tv, film, adverts, games etc.</p> <p>c) current usage of Gaelic as a commercial asset e.g. the online customer engagement work developed by Julie Fowlis and the opportunity created by patronage platforms like Patreon.</p> <p>d) Gaelic related news items.</p> <p>Work with partners to collate available resources which support entrepreneurialism with Gaelic into an easily accessible toolkit and widely publicise its availability. Identify any gaps in provision or new opportunities and work with partners to address these. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p>
Target Date	Reviewed Annually
Responsibility	Head of Creative Industries and Buidheann a' Phlana Gàidhlig

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	HIE will develop and promote a strategic commitment which highlights the contribution of growing Gaelic usage in island and rural communities as a support for economic and social sustainability and wellbeing.
Desired Outcome	Gaelic is recognised as a significant contributor to the effectiveness of place-based economic and social resilience, sustainability and wellbeing in appropriate places
Current Practice	Continuing to play an active and supportive role in efforts to increase Gaelic's contribution to our national arts, recognising the value of normalising Gaelic content in the mainstream arts sector.
Actions Required	<p>Ensure the opportunities through Gaelic as an economic and social asset are included in our strategic and significant investments where possible, including infrastructure and Growth Deal developments.</p> <p>We will continue to deliver our place-based approach to development, heightening awareness of considerations and opportunities relating to inclusion, net zero, population retention and attraction, culture and Gaelic language which support economic and social sustainability and wellbeing. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>Participation and meaningful participation – we enable clients to create participation activities both in person and virtual with the evolution of business and service delivery models post COVID and with Net Zero influencing travel and participation.</p>
Target Date	March 2024
Responsibility	Head of Planning and Partnerships