

	seo san ath eagraan den phlana aca, bidh iad a' toirt spèis cho-ionnan don Ghàidhlig agus don Bheurla agus a' toirt fàs air faicsinneachd na Gàidhlig.
<b>2.7</b>	Cuideachd, tha cothroman ann airson Comhairle Baile Obar Dheathain a bhith a' brosnachadh trèanadh sgilean Gàidhlig don luchd-obrach. Tha e cudromach gus am bi a' Chomhairle a' toirt fàs air ionnsachadh na Gàidhlig san àite-obrach.
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>
<b>3.1</b>	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.
<b>3.2</b>	Ghabh Comhairle Baile Obar Dheathain ris a' mhòr cuid de na molaidhean aig a' phannal agus far nach do ghabh, tha oifigearan a' Bhùird riarachta leis a' bhriathrachas a chleachd iad.
<b>3.3</b>	Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhith air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
<b>3.4</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
<b>4.0</b>	<b>Moladh</b>
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.
<b>4.2</b>	Aonta a chur ris an dreachd phlana ann am PT1.
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corporra</b> 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.
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanaidh Nàiseanta</b>

## Seisean Fosgailte

## Cuspair 2.5

<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
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	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
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"/>		
<b>5.6</b>	<b>Buaidhean air Cliù</b> Chan eil buaidh ann.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.		
<b>5.8</b>	<b>Buaidhean Laghail</b> Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> 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.		
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh ann.		



# Aberdeen City Council

## 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 Chief Executive only and not to any drafts.

## Foreword

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I am proud to present Aberdeen City Council's Gaelic Language Plan 2023-28.

This Plan sets out our commitments for continued support of the Gaelic language, and the contribution we can make to the aims and objectives of the Gaelic Language (Scotland) Act 2005 and the National Gaelic Language Plan 2018-23.

This is the Council's second Gaelic Language Plan and reflects the progress we have made in recent years, whilst confirming our continued commitment to encourage and enable more people to use Gaelic more often and in a wider range of situations in line with the aims of the National Gaelic Plan.

Recognising the importance of Gaelic as an integral part of Scotland's heritage, national identity, and cultural life we have made a series of commitments that we intend to achieve over the next 5 years, focusing on:

- 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.

I hope you will share our ambition to give equal respect to the Gaelic language in recognition of its status as one of Scotland's national languages as well as its rich contribution to Scottish culture and our nation's heritage.

Angela Scott  
Chief Executive

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## 1. INTRODUCTION

### 1.1 Description of Aberdeen City Council

Aberdeen City Council is a local authority established under the Local Government (Scotland) Act 1994 and is one of 32 all-purpose councils in Scotland. It has the 8th largest local authority population in Scotland and is made up of 37 neighbourhoods. It is the main provider of services to the City's 228,000 residents as well as those who work, visit and do business in the city.

**'Our purpose is to ensure the People and Place of Aberdeen prosper and to protect the People and Place from harm.'**

The [Local Outcome Improvement Plan 2016 – 2026](#) (LOIP) identifies how Aberdeen City Council, together with our [Community Planning Partners](#), will tackle the key issues facing our city to ensure Aberdeen is a place where all people prosper. The LOIP sets out our shared promises to the people of Aberdeen:

- **Prosperous Economy** - Aberdeen has a flourishing, thriving and successful local economy.
- **Prosperous People** - People in Aberdeen are happy, healthy and enjoy positive life outcomes.
- **Prosperous Place** - People experience Aberdeen as the best place to invest, live and visit.
- **Enabling Technology** - Innovative, integrated and transformed public services.

To deliver our promises to the city of Aberdeen, our focus is on:

- Empowering staff to meet priority outcomes.
- Empowering the communities, we serve, to be self-sufficient.
- Early intervention and prevention of harm to the people, place, and economy of Aberdeen.

- Connecting with citizens, customers, and partners through our use of digital technology.
- Using data and information to help us understand the demand on the Council and how we can better meet our outcomes.
- Being entrepreneurial - creative and innovative in how we do our business.

The [Council Delivery Plan](#) identifies how we meet commitments and requirements.

We count on our 8,155 employees to be enthusiastic and proactive public servants, who are committed to our purpose and motivated to make a positive and lasting difference to the city and its people.

Aberdeen City Council is arranged into functions with each function divided into clusters, and within each cluster are service areas or teams:

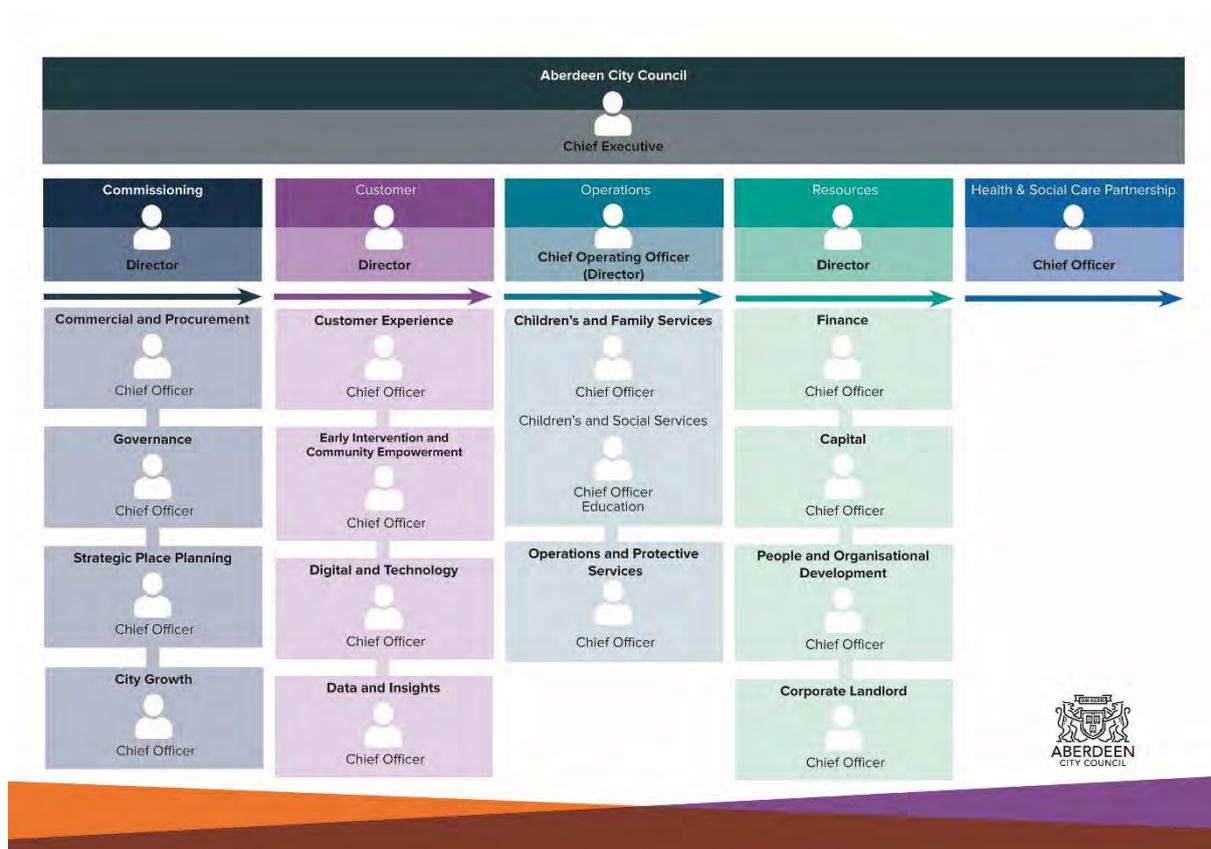


Figure 1 ACC Structure

### **1.1.1 Commissioning Function**

This function is responsible for the allocation of resources from budget to deliver on the Council's contribution to the Local Outcome Improvement Plan (LOIP). This includes our Commercial and Procurement Cluster and Business Intelligence and Performance Management Cluster.

### **1.1.2 Customer Function**

This function is responsible for the management of the Aberdeen City Council's customer 'platform', consolidated customer functions and has the duty of dealing with the first point of enquiry, assessment, managing demand and interfacing with operations where this is necessary. The function is focused on helping individuals and communities to help themselves, where appropriate, as part of the whole system overview of demand which the Council is facing. This function includes:

- Customer Experience Cluster
- Digital and Technology Cluster
- Early Intervention and Community Empowerment Cluster
- External Communications Cluster

### **1.1.3 Operations Function**

This function brings together the leadership of the ACC "in house" delivery functions. It is deliberately aimed at the removal of service specific silos and behaviours, and charged with joining up our service delivery, adapting to meet demand and continuous operational improvement. This function includes:

- Integrated Children's and Family Services Cluster
- Operations and Protective Services Cluster

### **1.1.4 Resources Function**

This function is responsible for our people management, financial management and our information management. It also has responsibility for the Council owned assets and, separately, the delivery of the Council Capital Programme. This function includes:

- Finance Cluster
- Capital Cluster

- People and Organisation Cluster
- Corporate Landlord Cluster

### **1.1.5 Governance Function**

This function is responsible for supporting the organisation to manage its corporate governance activity, embedding governance principles, ensuring the systems of assurance are effective and overseeing the management of corporate risk. This function includes:

- Governance Cluster

### **1.1.6 Place Function**

This function leads on the direction and delivery of economic, social and physical strategies for the continuous development of Aberdeen as a globally competitive city. It works in partnership with organisations and agencies in the development and growth of Aberdeen's economy to deliver the Regional Economic Strategy. This function includes:

- City Growth Cluster
- Strategic Place Planning Cluster

In 2019/20, we received income of £457 million, comprising £262 million and £123 million raised locally through non-domestic rates and council tax respectively, whilst £72 million was received from government grants.

Aberdeen City Council's headquarters are located at Marischal College in the city centre of Aberdeen, with additional customer contact points, including schools, libraries and locality offices comprising housing and community services, located across the city, including:

- Altens East
- Spring Garden
- Kincorth Area Office

- Kittybrewster Depot
- Mastrick Area Office
- Mastrick Housing Office
- Town House
- Tillydrone Community Campus

## 1.2 Gaelic Within Aberdeen City Council

Aberdeen City Council recognises the importance of Gaelic as an integral part of Scotland's heritage, national identity, and cultural life. We are committed to the aims and objectives set out in the National Gaelic Language Plan 2023-2028.

### 1.2.1 The Linguistic Make-up of Aberdeen

Aberdeen is a linguistically rich city with higher than the national average rates of bilingualism. 14.5% of Aberdeen's population use a language other than English at home compared to the national 7.4%. In addition to English, Gaelic and Scots are the other two national languages of Scotland, spoken in Aberdeen city.

The latest Census in 2011 counts 3,197 out of a population of 215,597 (1.48% of the city's resident population) having some competence in Gaelic. The number of Gaelic speakers in the census results will not take into account the large number of students and workers in the city who speak the language and lived here for a substantial amount of time but whose permanent residence is elsewhere.

Scots is spoken by a higher percentage of the city's residents than is spoken nationally with 35.5% of the population with spoken ability in Scots (30.1% nationally). Doric (Mid Northern Scots) is the dialect of Scots used in the North East. Other minority languages are also spoken, for instance, 2.9% of Aberdeen's residents speak Polish at home.

There is evidence that interest in learning Gaelic has increased in recent years. The introduction of Gaelic to the language learning App [Duolingo](#) in 2020 was extremely

successful with over 560,000 learners signing up. In addition, local community Gaelic classes run by Aberdeen Gaelic Club continued to run successfully during the pandemic through Zoom and in session 20/21, 76 participants learned Gaelic through the Club.

### **1.2.2 Gaelic within the Authority's area of operation**

Like much of the north-east of Scotland, the maximum extent of Gaelic in the Aberdeen city area was in the twelfth century, when it was spoken up to the coast. It was probably not long after this that Gaelic ceased to be the dominant language in the town.

Place names such as Ruthrieston and Gilcomstoun are names of Scots origin but contain Gaelic personal names, Ruairidh and GilleCaluim in modern form. These persons date from the twelfth century, showing us that while Gaelic was likely still spoken in Aberdeen, Scot's placenames were beginning to be formed. Later, Gaelic continued to be used by speakers who migrated into the city from the countryside, and a popular and exclusively Gaelic chapel is on record in the 18th Century. Although Scottish Gaelic has not recently been a primary language on the Northeast Coast, the language is attested by Gaelic place names in the region:

- Cults - A' Chùilt, from Coilltean, the Scottish Gaelic word for "Woods"
- Kincorth - a corruption of the Scottish Gaelic "Ceann Coirthe", which probably refers to an old pillar or standing stone, coirthe.
- Kittybrewster - Cuidhe Briste, a Celtic derivation from Cuitan Briste, meaning "broken fold."
- Peterculter – Cultair, the latter part of the name is said to come from the Gaelic compound word "Cul-tir", which signifies the "back part" of the country.
- Tillydrone - Tulach Droighne, the name is a corruption of the Scottish Gaelic "Tulach Droighne", meaning a knoll with thorn trees growing on it.

### **1.2.3 Gaelic Activity in Aberdeen**

Gaelic medium education is available for young people aged 3-18 in Aberdeen City, with Gaelic medium primary education first being established at Gilcomstoun School in 1991. Gaelic medium pre-school and primary education are offered at the school, where young people follow the full curriculum through the medium of Gaelic.

Hazlehead Academy is the designated secondary school within Aberdeen City where provision is made for pupils to continue studying Gaelic Language. Gaelic medium pupils are offered Gàidhlig as a subject at all stages. Gaelic is also promoted as an additional language as part of 1+2 Modern Languages within primary schools and at Hazlehead Academy.

There are a range of benefits from learning Gaelic through an immersion approach. Children and young people will:

- Have a deeper understanding of language and their ability to learn other languages is enhanced.
- Benefit cognitively from being bilingual, which can lead to an academic advantage.
- Develop a wider knowledge and appreciation of Scottish culture.

In addition, it is recognised that being bilingual can be good for your brain, strengthening memory skills and helping to protect against Alzheimer's Disease.

There are several local Gaelic groups that promote and support the learning and use of Gaelic in Aberdeen City (see Appendix 3):

- Club Gàidhlig Obar Dheathain/Aberdeen Gaelic Club organise evening and weekend Gaelic classes for local City and Shire residents, as well as hosting coffee afternoons and Gaelic related events.
- Fèis Obar Dheathain/The Aberden Fèis are part of the Fèisean nan Gàidheal network and organise Gaelic arts and music tuition and events for young people in the North East.

- Còisir Ghàidhlig Obar Dheathain/Aberdeen Gaelic Choir is a successful local choir that performs annually at the Royal National Mòd.
- Comann nam Pàrant Obar Dheathain and Sradagan are local parent-run groups that support parents who have children in Gaelic medium education and provide Gaelic related events to support young people's Gaelic language.
- Pàrant is Pàiste is a local parent and child group that meets weekly to provide Gaelic speaking parents, and parents interested in Gaelic or Gaelic medium education with a supportive Gaelic environment.

In addition, The University of Aberdeen has a long and prestigious history of teaching Gaelic. The University has been teaching Scottish Gaelic and culture for a hundred years, led by teachers and researchers whose work directly influences Scottish policy on maintaining a vibrant, sustainable, and respected Gaelic community in Scotland today.

#### **1.2.4 Gaelic Language Skill Survey**

As part of the development of this second edition of the Gaelic Language Plan, Aberdeen City Council carried out a survey of its workers, collecting information on Gaelic language skills, experiences, and ideas for Gaelic development. This was distributed digitally via a range of internal communication tools.

In total, 72 members of staff completed the survey.

Of those surveyed 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

Most respondents either agreed or strongly agreed that Gaelic should be developed throughout the organisation, thus endorsing our commitments in this Plan to:

- 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.

The results of the survey can be seen in the Gaelic Skills Audit, Appendix 1.

### **1.2.5 Progress towards Aberdeen City Council's Gaelic Language Plan 2016-21**

Our new Gaelic Language Plan will span the five-year period from 2023-2028 and builds upon progress made in the previous plan. The following progress was made during the lifetime of the 2016-2021 Plan:

- An e-learning module on the online Interactive Learning site raises awareness of Gaelic language and signposts employees to additional resources. This is available for all employees.
- All applications for Gaelic Medium Education (GME) were successful.
- Gaelic Medium Education continues to be promoted across the city and the Pàrant is Pàiste group is promoted alongside GME. The 3-18 pathway for GME is promoted, and the continuation of GME from Gilcomstoun Primary School to Hazlehead Academy is promoted to both parents and pupils.
- To overcome the shortage of GME Early Learning and Childcare staff and the challenges in recruiting fluent Gaelic speakers for expansion, we have put together an innovative training plan to support ELC practitioners to learn Gaelic to be able to better support the GME nursery setting. This training provision was created and delivered by central teams and officers and consists of professional

learning in the pedagogy related to GME and Gaelic language learning in the early years setting. This training started in April 2021.

- Plans are in place to expand upon the number of subjects taught through the medium of Gaelic at Hazlehead Academy from August 2021; 4 additional periods will be taught through the medium of Gaelic in S1. In addition, Gàidhlig will be offered from August 2021 as an online additional subject to any Gaelic medium pupils in Broad General Education attending a secondary school other than Hazlehead Academy, to ensure that it is possible for all Gaelic medium pupils to continue their Gaelic education after primary school.
- Gaelic Learner certificate courses are available for senior pupils across the city through the City Campus.
- We work alongside the other local authorities in the Northern Alliance to support Gaelic education and the Scottish Government's plans for the growth of Gaelic.
- Professional learning opportunities are created annually for primary and secondary teachers to learn Gaelic for the delivery of Gaelic within 1+2 Modern Languages.
- With support from Bòrd na Gàidhlig GLAIF funding, two bilingual welcome banners have been placed in each of the GME schools and two bilingual outdoor signs at Hazlehead Academy.
- A bilingual sign was installed outside Gilcomstoun School.
- More webpages related to Gaelic are now presented bilingually. ACC's general information related to [Gaelic and Gaelic education](#) are now presented bilingually, as are the pages relating to Gaelic education on [Hazlehead Academy's](#) website. Gilcomstoun School is currently constructing a new website and information will be presented bilingually on the new website.
- At the start of 2020, a Gaelic Education Leadership Group was established. This group meets regularly and is made up of members of the GME school leadership and central officers with the aim of improving Gaelic medium education provision.
- All Gaelic related posts are advertised bilingually and are shared locally with Gaelic groups and nationally through Bòrd na Gàidhlig, Obraichean Gàidhlig and Thig a Theagasg. Gaelic is essential for 9 posts within education.

- An officer from Aberdeen City Council works with local groups to support Gaelic in the community, including Club Gàidhlig Obar Dheathain and Fèis Obar Dheathain. We are delighted to see how the numbers of children attending the fèis has increased since it restarted in 2016.
- [Gaelic in the community and in Early Years](#) is promoted through ACC's pages relating to Gaelic.
- Gaelic language and Gaelic Medium Education are promoted through Bookbug and joint Gaelic/English Bookbug sessions which will continue again in the future. In the meantime, Leugh le Linda and other online events/resources have been shared through networks.
- We continue to support Club Gàidhlig Obar Dheathain/[Aberdeen Gaelic Club](#) and have applied for and received GLAIF funding to support the co-ordination and promotion of adult Gaelic community night classes and weekend classes. The Gaelic community classes are promoted to staff, local community, and parents with children in Gaelic Medium Education.
- Gaelic related events including [Fèis Obar Dheathain](#) and [Fèisean nan Gàidheal](#) events are promoted to parents through both Gaelic schools and general parent networks, as these events provide young people with high quality opportunities to learn Gaelic or develop their Gaelic skills.
- With funding from Bòrd na Gàidhlig, we have worked alongside other local authorities (Angus, Dundee, Fife, Perth and Kinross and Aberdeenshire) to develop a project that focuses on the historical, present day and future use of Gaelic in these areas. [Gaelic on the East Coast of Scotland/A' Ghàidhlig air Taobh an Ear na h-Alba](#)

### 1.3 Gaelic in Scotland

Gaelic is one of the national languages of Scotland and has a rich heritage of music, folklore, and culture. The historical influence of the language can be seen in many place names across Scotland and through the names of numerous landmarks such as mountains and lochs.

At the time of the most recent 2011 census, 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills.

Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic, that is: could understand, speak, read, and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read, or write it.

Bòrd na Gàidhlig is the principal public body in Scotland responsible for promoting Gaelic development, including providing advice to Scottish Ministers on Gaelic issues. Their aim is that Gaelic is seen and heard daily across Scotland, such that it is widely recognised as an integral part of Scottish life and a national cultural and economic asset.

#### **1.4 The Gaelic Language (Scotland) Act 2005**

A Gaelic Language Plan is a legal requirement following from the Gaelic Language (Scotland) Act 2005, which was passed unanimously by the Scottish Parliament in August 2005. The Gaelic Language (Scotland) Act 2005 was passed 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.

Aberdeen City Council endorses the commitments in the Gaelic Language (Scotland) Act 2005 to:

- increasing the number of persons who can use and understand the Gaelic language,
- encouraging the use and understanding of the Gaelic language, and
- facilitating access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.

This document is Aberdeen City Council's second 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.

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

## **1.5 The National Gaelic Language Plan**

Aberdeen City Council supports the aim of the National Gaelic Language Plan 2023-28 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focussing our work under 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.

Aberdeen City Council is committed to raising the visibility and profile of Gaelic and providing greater opportunities for Gaelic speakers and learners of the language.

## **1.6 Internal Gaelic Capacity Audit**

As part of our internal Gaelic skills audit, a survey was published to all staff to gain their views and skills in relation to the Gaelic language. This was distributed digitally via a range of internal communication tools.

In total, 72 members of staff completed the survey so the results may not be representative of all Council employees.

Of those surveyed 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

In terms of Gaelic use in the workplace only a small number (9%) said they ever used Gaelic while working and even fewer used it regularly. 3 members of staff chose not to respond.

The full results from the audit can be seen in Appendix 1.

## **1.7 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.

Due to lockdown restrictions because of the COVID-19 pandemic, public consultation on the Plan was carried out online, with interested groups and individuals invited to submit comments.

The consultation process was initiated with a briefing session held for Elected Members, to provide an opportunity for full discussion and comment with the authors

of the report. All Councillors received a copy of the draft Plan, both in English and Gaelic.

Following this session, the draft Plan was issued for consultation to the public through Aberdeen City Council's Citizen Space as well as being sent directly to the Gaelic interest groups across the city. In addition, two social media campaigns were carried out (19<sup>th</sup> July and 4<sup>th</sup> August) to seek as many views as possible. The consultation was also promoted through internal channels. Comments were received from 29 members of the public.

The majority of comments received through the public consultation support the development and promotion of Gaelic in Aberdeen.

There was support for the learning of Gaelic and the positive cultural benefits of learning Gaelic:

*'I think these plans for Gaelic language are a great first step toward making Gaelic accessible by more Scots.'*

There was also recognition of the historical place of Gaelic in the linguistic history of the North- East and the importance of the Gaelic language nationally:

*'Gaelic is a huge part of the cultural heritage of Scotland.'*

There was a desire to increase the visibility and awareness of Gaelic language and heritage, to:

*'Create physical evidence of Gaelic in Aberdeen eg roadsigns, placenames, sites of ancient significance with noticeboards in Gaelic, being the language of that time'*

A number of comments queried the validity of promoting and developing the provision for Gaelic in the North East. Some comments focussed on the belief that Gaelic was being promoted at the expense of Scots and Doric, with a desire to also promote those languages.

There was also support for more focus on intergenerational projects, and a feeling that this was not reflected in the Plan, with some commentators supporting the development of further links across generations. The Plan has been amended to reflect the support for inter-generational work.

## 2. KEY PRINCIPLES

### 2.1 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.

Aberdeen City Council 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.

### 2.2 Active Offer

Aberdeen City Council will make an active offer of our Gaelic language 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.

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

## 2.3 Mainstreaming

Aberdeen City Council will ensure that opportunities for the public and our staff to use Gaelic are normalised. In support of the National Gaelic Language Plan 2023-28, we will aim that Gaelic is used more often, by more people and in a wider range of situations so it becomes part of the day-to-day fabric of modern Scottish life.

## 3.1 High-Level Aims

Aberdeen City Council has agreed a set of High-Level Aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

The High-Level Aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2023-2028, and framed around the three National Gaelic Language Plan headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

### 3.1.1 Increasing the Use of Gaelic

High-level Aim	Support the development of regular opportunities for Gaelic speakers in Aberdeen City to meet and support each other in using Gaelic in conversation.
Proposed Outcome	Increased opportunities for young people to use Gaelic out with school and for adults to meet and use Gaelic in conversation.

Current Practice	<p>ACC work with local Gaelic groups such as Fèis Obar Dheathain and Club Gàidhlig Obar Dheathain to organise and promote inter-generational Gaelic related music and arts-based events for young people and adults.</p> <p>A group of young people successfully completed the Gaelic John Muir Award in 2017/18. Some Gaelic related events are promoted internally to ACC employees.</p> <p>A lunchtime conversational Gaelic group ran once a month at Marischal College for Council employees prior to lockdown restrictions.</p>
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• Re-establish a Gaelic John Muir Award or similar extra-curricular group commencing in session 2023 – 24 .</li> <li>• Create opportunities for pupils to participate in Film-G, the Mòd and the National Debate commencing in session 2023-24.</li> <li>• Plan and deliver Gaelic related events to support Developing the Young Workforce (DYW) for primary and secondary pupils commencing in session 2024 - 25.</li> <li>• Work in partnership with Fèis Obar Dheathain to organise music and arts-based events for young people and families commencing in session 2024 - 25.</li> <li>• Work in partnership with Comann nam Pàrant Obar Dheathain to support the promotion of Sradagan and family events commencing in session 2023 - 24.</li> </ul>

	<ul style="list-style-type: none"> <li>• Work in partnership with Club Gàidhlig Obar Dheathain to organise Gaelic related inter-generational events for Gaelic speakers and learners commencing in session 2024 - 25.</li> <li>• Promote Gaelic related events internally to employees commencing session 2023 – 24 and ongoing during the lifetime of the plan.</li> <li>• Re-establish the monthly lunchtime conversational Gaelic group for employees commencing session 2026 - 27.</li> </ul>
Target Date	Across the lifetime of the plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

High-level Aim	Increase Gaelic's presence in arts and culture events and resources.
Proposed Outcome	Programming in Gaelic Language, events and performances as part of the Aberdeen Archives, Gallery and Museums public programme for a range of audiences. This would include developing inter-generational events in connection with Gaelic education.
Current Practice	There is currently limited Gaelic presence in Arts and Culture events and resources.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• We will deliver 1 bilingual event in Years 1 and 2 of this edition of the plan and this will be increased to 2 annual events in years 3-5.</li> <li>• Implement Gaelic language interpretation to the exhibitions and displays during 2024/25.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	City Archivist

	Head of Public Programmes
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### 3.1.2 Increasing the Learning of Gaelic

High-level Aim	Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to ACC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Proposed Outcome	Promote Gaelic Medium Education and increase the number of young people attending Gaelic Medium Education in nursery, primary and secondary education in line with the Statutory Guidance for Gaelic Education. This will be in accordance with the National Improvement Framework with clear reporting and progress reports shared as appropriate.
Current Practice	GME is available to young people aged 3-18 and is promoted annually across the city and to parents attending Pàrant is Pàiste.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• Adhere to the Education Scotland Act (2016) and the Statutory Guidance on Gaelic Education. Aberdeen City Council will continue to aim to maintain and resource both Gilcomstoun School and Hazelhead Academy as hubs for GME from August 2023 and ongoing through the lifetime of the plan.</li> <li>• Deliver Gaelic Medium Education from age 3-18.</li> </ul>

	<p>All transitions from early years through to the senior phase will be monitored and supported to encourage pupils to continue their Gaelic Medium Education as far as possible.</p> <ul style="list-style-type: none"> <li>• A consultation to extend the catchment area for GME at Gilcomstoun and Hazlehead, to be city wide, which will also support the transportation of children to school. It is proposed that the revised zoning will take effect from August 2023.</li> <li>• Increase the number of children accessing Early Learning and Childcare provision in GME at Gilcomstoun School commencing in session 2023 – 24 and throughout the lifetime of the plan.</li> <li>• Continue to promote GME through social media, posters, sharing of leaflets and media adverts and consider ways to reach a wider audience commencing session 2023 - 2028.</li> <li>• Support Pàrant is Pàiste Obar Dheathain to develop and promote 0-3 provision within the City from Session 2023 and ongoing through the lifetime of the plan.</li> <li>• Target support for S1 transition to increase the number of young people following secondary GME commencing in session 2023-24 and ongoing through the lifetime of the plan.</li> <li>• ACC to continue to offer face to face teaching at Hazelhead Academy in Gaelic to pupils enrolled at the school and also Citywide via ABZ Campus in session 2023-24 and ongoing through the lifetime of the plan.</li> </ul>
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	<ul style="list-style-type: none"> <li>• ACC to continue to offer opportunities for regular online teaching to those pupils who cannot attend in person in session 2023-24 and ongoing through the lifetime of the plan</li> <li>• Gaelic teacher to continue to extend learning in Gaelic to pupils at Hazelhead Academy through the context of Inter Disciplinary Learning at BGE level in session 2023-24 and ongoing through the lifetime of the plan.</li> <li>• ACCs GME provision promoted to parents annually via ACC website and social media channels</li> <li>• ACC will work in partnership with local Gaelic groups to direct interested residents to relevant Gaelic learning opportunities annually</li> <li>• ESO with responsibility for Gaelic to organise and chair regular meetings with a cross sectoral GME Parent Forum to ensure effective communication annually and across the lifetime of the plan</li> <li>• Across the lifetime of the plan, increase the numbers enrolled in Gaelic Medium Education at secondary level and the range of Gaelic medium subjects taught.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Increase the availability of GME in secondary and subjects taught through the medium of Gaelic.
Current Practice	Gàidhlig is currently available as a subject for S1-S6 at Hazlehead Academy. No other secondary subjects are available through the medium of Gaelic.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• Continue, from session 2023 – 24 and for the lifetime of the plan, the delivery of online Gàidhlig Broad General Education (BGE) courses for all S1-S3 GME pupils across the city. This will ensure that all GME pupils who choose not to attend Hazlehead Academy, the designated Gaelic secondary school, will have access to Gàidhlig courses.</li> <li>• Access to Senior Phase Gàidhlig courses will be available through the ABZ Campus for pupils who complete the BGE in Gàidhlig from session 2023 - 24 and ongoing through the lifetime of the plan .</li> <li>• From session 2024 - 2025, introduce the delivery of additional subjects through the medium of Gaelic for secondary pupils.</li> <li>• From session 2023 - 24, make Gaelic medium extracurricular music instruction available to all Gaelic medium pupils in Gilcomstoun School and Hazlehead Academy. These will enhance the BGE curriculum for children in both Primary and Secondary GME and support those young people who chose to complete Music examinations in the Senior Phase.</li> </ul>
Target Date	Session 2023 – 24 and across the lifetime of the plan

Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education
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Proposed Outcome	Develop and improve Gaelic medium 3-18 provision in the City.
Current Practice	Gaelic Medium Education is available for young people aged 3-18. Professional learning is provided annually for GME staff, and a Gaelic Education Leadership Group was established in 2020 to drive forward improvement in GME provision.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• Support, with time for learning and review, the professional learning of staff and teachers involved in Gaelic Medium Education. This will include opportunities for collaborative working with other GME staff within the Northern Alliance from Session 2023 – 24 and throughout the lifetime of the plan.</li> <li>• Support will be identified for the professional learning of staff or teachers who wish to move into Gaelic Medium Education. Staff will be signposted to nationally available Immersion Training should they meet the criteria and wish to obtain a relevant teaching qualification in session 2023 – 24 and throughout the lifetime of the plan.</li> <li>• Provide a Gaelic language course for Early Years Practitioners to enable them to learn Gaelic to support GME learners in session 2024 – 25 and throughout the lifetime of the plan.</li> </ul>

	<ul style="list-style-type: none"> <li>Focus on improvement in Gaelic Medium Education through our Gaelic Education Leadership Group. The group will meet once per term and will annually evaluate provision and practice and set out aims in relation to Education Scotland's Advice on Gaelic Education (2015). This will commence in session 2023 – 24 and continue throughout the lifetime of the plan.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Support GME parents to learn Gaelic to support young people's Gaelic literacy.
Current Practice	Promotional materials for local community Gaelic classes, information about local Gaelic groups and online resources are shared with GME parents.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>Work with Club Gàidhlig Obar Dheathain to create opportunities for GME parents to learn Gaelic or to develop their existing Gaelic skills from Session 2023 – 24 and throughout the lifetime of the plan.</li> <li>Continue to work with Comann nam Pàrant Obar Dheathain in supporting parents to learn Gaelic from Session 2023 – 24 and throughout the lifetime of the plan.</li> <li>Share information about local Gaelic groups, events, and online resources to support parents</li> </ul>

	from Session 2023 – 24 and throughout the lifetime of the plan.
Target Date	Across the lifetime of the plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Build capacity to deliver Gaelic as an L3 in the primary school and increase pathways for Gaelic Learners at secondary.
Current Practice	Gaelic is promoted as an L3 option and ACC run an annual Gaelic Beginner course for teachers wishing to teach Gaelic as an L3. Resources are shared with practitioners. Whilst our aspiration is that Gaelic is promoted as an L3 option, we were unable to achieve this in Session 22-23 due to staffing levels. Through robust efforts to recruit and fill our vacancies, we aim to be able to offer and expand this over the lifetime of the plan. Current practice would be that Gaelic is an L3 language at Gilcomstoun School. Next session, 2023-24, two GME teachers are joining Gilcomstoun School who will be able to support L3 Gaelic at the school in partnership with a newly appointed Principal Teacher of GME 3-18.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• In partnership with the Northern Alliance, provide professional learning opportunities (suitable for beginners and intermediate learners) and resources to teachers to support the delivery of Gaelic as an L3 at primary and secondary</li> </ul>

	<p>(currently at Gilcomston) in session 2025 – 26 and throughout the lifetime of the plan. The Education Support Officer and Principal Teacher of Gaelic will liaise with partners in the Northern Alliance to secure engagement with GME practitioners in Northern Alliance Local Authorities with a view to sharing and enhancing practice, particularly in the area of moderation. Two probationers are joining Gilcomstoun School who will be teaching immersion Gaelic</p> <ul style="list-style-type: none"> <li>• Offer Gaelic Learner routes from S1 – S6 at the designated Gaelic medium secondary school, Hazlehead Academy in session 2023-24 and throughout the lifetime of the plan..</li> <li>• Offer Gaelic Learner qualifications to all S4 to S6 pupils in the city through the ABZ Campus in session 2023-24 and throughout the lifetime of the plan.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

### 3.1.3 Promoting A Positive Image of Gaelic

High-level Aim	Increase the visibility of Gaelic in heritage trails and within the tourism sector.
Proposed Outcome	Customers are more aware of Gaelic language and have increased cultural understanding.
Current Practice	There is currently no visibility of Gaelic in heritage trails and within the tourism sector.
Actions Required	We will

	<ul style="list-style-type: none"> <li>• Provide Gaelic language promotion for two events or exhibitions and projects per annum that are part of the Public Programme of learning, performances, and special exhibitions on a variety of platforms including social media, as well as working with partners to improve the visibility of Gaelic in heritage trails and tourism sector.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Communications and Marketing Manager Programme Delivery Manager Links with Visit Aberdeenshire

## 3.2 Corporate Service Aims

Aberdeen City Council is fully committed to achieving the following corporate service aims and has identified specific actions to support our achievement of these aims.

### 3.2 1 Status

Desired Outcome	<b>Logo and brand</b> Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	No bilingual logo currently being used.
Actions Required	<ul style="list-style-type: none"> <li>• Introduce a bilingual logo for use with Gaelic Education.</li> <li>• We will introduce Gaelic in ACC logo/branding at the the next refresh is planned.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Communications and Marketing Manager

Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	During sessions 2019/20 & 2020/21, ACC replaced the signage outside our two Gaelic schools (Gilcomstoun School and Hazlehead Academy) to bilingual signage.
Actions Required	We will <ul style="list-style-type: none"> <li>• Add in three languages wording (English, Gaelic and Doric) to the “Welcome” entry signs which are currently located on the main access routes into the city. These will be updated when any require replacement or when new welcome entry signs are created.</li> <li>• When a new Housing development is planned within an area with Gaelic connotation, identified through checking with University of Aberdeen and other research, create name signs using bilingual wording by 2028.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Operations and Protective Services – Team Leader, Road Safety and Traffic Management Building Standards Manager within “Place”

### 3.2.2. Communicating With the Public

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Any communications received in Gaelic are responded to in Gaelic.
Actions Required	We will

	<ul style="list-style-type: none"> <li>Respond in Gaelic to communications received in Gaelic.</li> <li>Actively promote positive Gaelic messaging to the public through our website by 2024/25.</li> </ul>
Target Date	March 2025
Responsibility	Customer Experience Team Communications and Marketing Manager (social media)

Desired Outcome	<p><b>Written Communication</b></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 corporate policy.</p>
Current Practice	The above outcome is current practice
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>Continue current practice in ensuring that written communication in Gaelic is always accepted and that replies will be provided in Gaelic.</li> </ul>
Target Date	March 2024
Responsibility	Customer Experience Communications and Marketing Manager Facilities Team dealing with postal mail

Desired Outcome	<p><b>Reception and phone</b></p> <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>
Current Practice	Use of phone interpreters when needed
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>Complete a focussed skills audit to identify staff with the ability to support and welcome</li> </ul>

	<p>conversations and encourage staff to consider Gaelic language training, which is available to all, and monitor the uptake by 2024/25.</p> <ul style="list-style-type: none"> <li>We will roll out the Cleachdi initiative to ensure language badging to ensure Gaelic speaking staff can be identified by customers, subject to budget, by 2025/26</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Customer Experience Team

Desired Outcome	<p><b>Public meetings</b></p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>
Current Practice	If appropriate, meetings relating to education can be held in Gaelic.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>In meetings related to education, ensure that two meetings per annum are held in Gaelic if required, or bilingually if attendees are not fluent in Gaelic.</li> <li>Promote the opportunity for public meetings to be held bilingually by 2026-27.</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education Chief Officers

### 3.2.3 Information

Desired Outcome	<p><b>News releases</b></p> <p>High profile press releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>
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Current Practice	No press releases are currently issued in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> <li>• Ensure that two press releases are published bilingually annually relating to Gaelic language/education as well as high profile news releases.</li> </ul>
Target Date	March 2024
Responsibility	Officers requesting Press releases Communications and Marketing Manager

Desired Outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Current Practice	Very few social media posts are currently issued in Gaelic or bilingually.
Actions Required	We will <ul style="list-style-type: none"> <li>• Share social media posts from recognised Gaelic Groups in the area via the council's official accounts.</li> <li>• Ensure social media messaging regarding the Gaelic language/education is issued bilingually with equal respect to both languages, with a target of 25 posts per annum from 2023/24.</li> </ul>
Target Date	March 2024
Responsibility	Communications and Marketing Manager

Desired Outcome	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
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Current Practice	Information relating to Gaelic education and Gaelic in the community is available bilingually.
Actions Required	We will <ul style="list-style-type: none"> <li>• Highlight Scottish Gaelic as an option available when accessing the ACC website.</li> <li>• Continue to ensure that information relating to Gaelic in education, or the community are available in both English and Gaelic.</li> <li>• Ensure additional information requested in Gaelic is provided following a request from 2023/24.</li> </ul>
Target Date	March 2024
Responsibility	Communication and Marketing Manager Programme Delivery Manager

Desired Outcome	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	Corporate publications are not currently produced in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> <li>• Ensure 2 high level publications per annum are promoted and published in Gaelic or bilingually with equal respect shown to both languages.</li> <li>• Make sure the translation information panel is published on council documents which have a wide- reaching audience, giving people the option to request a copy in Gaelic during 2023/24</li> </ul>
Target Date	March 2024
Responsibility	Communication and Marketing Manager All Service Managers

Desired Outcome	<b>Language utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Trained interpreters who follow the Gaelic Orthographic Conventions are used.
Actions Required	We will <ul style="list-style-type: none"> <li>Continue to make use of trained interpreters who follow the Gaelic Orthographic Conventions.</li> </ul>
Target Date	March 2024
Responsibility	Business Support Services InterTrans

Desired Outcome	<b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	There are currently limited opportunities to deliver public exhibitions bilingually.
Actions Required	We will <ul style="list-style-type: none"> <li>We will deliver 1 online or public display in Years 1 and 2 of this edition of the plan and this will be increased to 2 annual online or public displays in years 3-5</li> </ul>
Target Date	Across the lifetime of The Plan
Responsibility	Cultural Team City Growth

**3.2.4 Staff**

Desired Outcome	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	Previous audit postponed due to Covid
Actions Required	We will <ul style="list-style-type: none"> <li>• Carry out a skills audit survey</li> </ul>
Target Date	Completed
Responsibility	People and Organisational Development

Desired Outcome	<b>Induction</b> Knowledge of the public authority's Gaelic Language Plan included in new staff inductions
Current Practice	The Gaelic Language Plan is not currently included in Corporate Induction.
Actions Required	We will <ul style="list-style-type: none"> <li>• Ensure a slide is added to Corporate Induction to the Council's Gaelic Language Plan so that people are aware of it and where they can learn more.</li> <li>• Translate the welcome slide at Corporate Induction which says, "Welcome to Corporate Induction". This will be translated so it is in both English and Gaelic. The induction will include information about the 'Learn Gaelic – Beginners Course' that is available to all staff through our ACC Learn online learning platform by 2023/24</li> </ul>
Target Date	March 2024

Responsibility	People and Organisation Development Equalities Team
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Desired Outcome	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	Gaelic language skills training is currently offered to staff.
Actions Required	We will <ul style="list-style-type: none"> <li>Information about the 'Learn Gaelic – Beginners Course', that is available to all staff through our ACC Learn online learning platform, will be promoted and uptake monitored by the Equalities Team.</li> </ul>
Target Date	March 2024
Responsibility	People and Organisational Development Equalities Team

Desired Outcome	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current Practice	The Gaelic Plan is highlighted as part of the training offer from the Equalities Team
Actions Required	We will <ul style="list-style-type: none"> <li>Information about the 'Learn Gaelic – Beginners Course', that is available to all staff through our ACC Learn online learning platform, will be promoted to all staff. Information on the Gaelic Language Plan will be promoted to all staff</li> </ul>
Target Date	March 2024

Responsibility	People and Organisational Development Education Equalities Team
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Desired Outcome	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	No recognition in recruitment adverts about Gaelic skills
Actions Required	We will <ul style="list-style-type: none"> <li>Ensure the following statement is translated into Gaelic and included on all job adverts:</li> </ul> <p><i>“We welcome applications from Gaelic speakers. Aberdeen City Council has a Gaelic Language Plan. For more information, please visit &lt;LINK&gt;.”</i></p>
Target Date	March 2024
Responsibility	People and Organisational Development

Desired Outcome	<b>Recruitment</b> Gaelic named as an essential and / or desirable skill in job descriptions to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Gaelic is currently named as essential in certain roles such as Gaelic Medium Education (GME) roles.
Actions Required	We will <ul style="list-style-type: none"> <li>Continue this practice and ensure that any vacancies for new roles other than GME roles, which have a direct impact on the Gaelic</li> </ul>

	<p>Language Plan, have Gaelic as an essential or desirable skill.</p> <ul style="list-style-type: none"> <li>the addition of Gaelic skills as an essential criterion to one post in non-education services will be achieved within the lifetime of this plan</li> </ul>
Target Date	Across the lifetime of the plan
Responsibility	People and Organisational Development

Desired Outcome	<p><b>Recruitment</b></p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>
Current Practice	Job adverts for vacancies within GME schools are bilingual.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>Continue this practice and ensure that any vacancies for new roles other than GME roles, which have a direct impact on the Gaelic Language Plan, are also bilingual.</li> </ul>
Target Date	Across the lifetime of the plan
Responsibility	People and Organisational Development

### 3.2.5 Gaelic Language Corpus

Desired Outcome	<p><b>Gaelic Orthographic Conventions</b></p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>
Current Practice	The Gaelic Orthographic Conventions are followed in relation to all written materials.
Actions Required	We will

	<ul style="list-style-type: none"> <li>• Ensure the Gaelic Orthographic Conventions continue to be followed in relation to all written materials produced by the public authority.</li> </ul>
Target Date	March 2024
Responsibility	InterTrans

Desired Outcome	<p><b>Place Names</b></p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>
Current Practice	Information or interpretation boards are used by various departments to highlight places of interest and historical information / specific to an area.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> <li>• Create five Gaelic bilingual Information Boards to refer to areas with Gaelic connotation/history in Aberdeen. It is proposed that these will be: <ul style="list-style-type: none"> <li>▪ Cults - A' Chùilt, from Coilltean, the Scottish Gaelic word for "Woods"</li> <li>▪ Kincorth - Ceann Coirthe, "end-place of standing stones"</li> <li>▪ Tillydrone - Tulach an Droighinn, "the mound of the brambles"</li> <li>▪ Kittybrewster - Cuidhe Briste, meaning "broken fold".</li> <li>▪ Balnagask - Baile a' Ghaisg, "the settlement of the tail of land"</li> </ul> </li> </ul>
Target Date	Across the lifetime of the Plan
Responsibility	Joint responsibility across three teams – Graphics, Media and Roads

## 4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The commitments in this Gaelic Language Plan will help advance the following priorities of the National Performance Framework:

**Human Rights** – As a public service, we will continue to treat people with dignity and respect and encourage their participation using Gaelic mediums in civic, social, and domestic settings.

**Culture** – Our plan will support and develop the use of Gaelic through our cultural and heritage initiatives, which will be undertaken as we develop our activities.

**Environment** – supporting the use of signage in Gaelic will encourage visits outdoors and historical sights.

**Education** – developing more ways to support the educational attainment of young people using Gaelic, developing extracurricular activities that support Gaelic mediums and upskilling children with more language skills for filling vacancies and specialist roles. Support to parents of Gaelic learners.

**Children** – an integral part of all our functions, our plan will support the social development of young people through increased use of their Gaelic language skills, hearing their voices and developing resources to meet their needs.

**Communities** – as an organisation we work to make Aberdeen a place where everyone feels safe and welcomed. By having additional cultural activities specifically in Gaelic, we will achieve this by reducing loneliness and encouraging participation.

**Economy and International:** A thriving city where culture is celebrated, tourism is welcomed, and the cultural heritage of Gaelic will be celebrated.

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

## 5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Community Planning Aberdeen (CPA) is the strategic partnership for public services in the City, working to deliver the [Aberdeen City Local Outcome Improvement Plan](#) (LOIP). The LOIP incorporates the strategic and operational priorities of the organisation along with the improvement priorities and sets out the measures and actions required to deliver and monitor the Council's priorities for 2016-26. The Partnership is focussed on the priority issues for the City to achieve the vision of Aberdeen as 'A place where all people can prosper'.

By ensuring that all people in Aberdeen can prosper, we promote the wellbeing and equity of our citizens. The ultimate expression of this is our commitment to invest in our children and young people. Our status as the first Scottish City to be accepted onto UNICEF's Child Friendly Partners Programme reflects our ambition for Aberdeen to be a place where all children and young people can reach their potential regardless of their background and circumstances.

The commitments in our Gaelic Language Plan for the provision of Gaelic Medium Education and Gaelic community support groups to young learners, reflects our approach of investing in our children and young people and contributes towards the stretch outcome 'Aberdeen is a Child Friendly City which supports all children to prosper and engage actively with their communities by 2026'.

As a City of Learning, Aberdeen is committed to enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions so they can participate more fully in their own lives and in the life of the city to help their families and communities prosper.

The commitments in our Gaelic Language Plan to increase the use and learning of Gaelic supports this ambition - by empowering people and communities to put lifelong learning at the heart of their civic and cultural identities we can support the building of a prosperous economy.

The Council's [Equality Outcomes and Mainstreaming Plan](#) (2021- 2025) will also be used to align our commitments in the Gaelic Language Plan to ensure more communities will have increased access to information and opportunities in Gaelic.

Gaelic plays a unique role in Scottish culture and a 2014 study by [Highlands and Islands Enterprise](#) found that businesses and organisations across Scotland found Gaelic to be an asset in a range of fields, particularly the sectors of creative industries; food and drink; education and learning; nature- based heritage and tourism. Therefore, further work will be done during the life of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to increase the use, learning and promotion of Gaelic as an economic asset to the region.

## 6. PUBLICATION

### 6.1 Publishing and Publicising the Plan

This section of the plan sets out how Aberdeen City Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

#### 6.1.1 Internal

---

The Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist for them to use their Gaelic and/or develop their skills. This will be done by:

- publishing information on our staff intranet including the Leadership Forum, Yammer, and the Equality Ambassador Network
- positive references in the Chief Executive's blog
- including Gaelic in employee induction and development reviews.

### **6.1.2 External**

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Aberdeen City Council'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

The first year of the implementation of the plan will be accommodated within existing budgets which includes funding from external sources. Further expansion within GME and GLE will require to be costed and appropriate funding will be sought to support this both internally and externally. We will work towards normalising the costs associated with implementing our corporate commitments as we have set out in the plan, subject to budget allocations.

This may include accessing [GLAIF](#) funding from Bòrd na Gàidhlig, which was established to help public authorities in the delivery of commitments in their Gaelic Language Plans, as well as the [Scottish Government's Gaelic Education Specific Grant](#) to support Gaelic education.

## 8. MONITORING THE PLAN

The Gaelic Language (Scotland) Act stipulates the on-going monitoring of approved Gaelic Language Plans. In accordance with Bòrd na Gàidhlig requirements, Aberdeen City Council is committed to and will produce an annual progress report. The next monitoring report will be provided to Bòrd na Gàidhlig and made available to the public annually following publication of this edition of the plan.

## 9.THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### 9.1 Overall Responsibility for The Plan

The Chief Officer, Early Intervention and Community Empowerment has overall responsibility for preparation, delivery and monitoring of Aberdeen City Council's Gaelic Language Plan. The Chief Officer can be contacted as follows: -

Name	Derek McGowan
Position	Chief Officer
Department	Early Intervention and Community Empowerment
Name Of Organisation	Aberdeen City Council
Address	Marischal College 2 <sup>nd</sup> Floor West, Hub 11 Broad Street, Aberdeen AB10 1AB
Telephone Number	01224 522226
E-Mail Address	DeMcGowan@aberdeencity.gov.uk

### 9.2 Day-To-Day Responsibility for The Plan

The Priority Families Manager has day-to-day responsibility for the delivery and monitoring of Aberdeen City Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Name	Paul Tytler
Position	Locality Inclusion Manager
Department	Early Intervention and Community Empowerment
Name of Organisation	Aberdeen City Council
Address	Marischal College

Lower Ground Floor, North  
Broad Street, Aberdeen  
AB10 1AB

Telephone Number 01224 067879  
E-Mail Address [ptytler@aberdeencity.gov.uk](mailto:ptytler@aberdeencity.gov.uk)

### 9.3 Gaelic Language Plan Implementation and Monitoring Group

Aberdeen City Council is wholly committed to the delivery of this second edition of its Gaelic Language Plan.

To ensure its full implementation, we will establish a Gaelic Language Plan Implementation and Monitoring Group which will meet to review progress. This Group will be a sub-group of our Strategic Equalities Partnership Group.

The Group will be chaired by the Chief Officer, Early Intervention and Community Empowerment and will comprise staff from across the Council with responsibility for developing, implementing, and monitoring different aspects of the plan, including:

- Education
- Equalities Team
- Communications and Marketing
- Customer Experience
- People and Organisational Development
- Culture
- Roads

The group will meet on a quarterly basis with officers reporting on the progress of the plan and required actions and outcomes.

## 9.4 Engaging with Staff.

Following an official launch through our Leadership Forum and a staff webinar, the Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring, as follows:

- Through the Gaelic Language Plan Implementation and Monitoring Group described above
- Through staff performance reviews
- Through communication on the staff intranet and the Chief Executive's blog
- Through the Equalities Ambassadors Network

## 9.5 Arm's Length Organisations and Third Parties

We are committed to working in collaboration with stakeholders and partners across Aberdeen to achieve our ambition of encouraging the increased use of Gaelic, promoting the acquisition and learning of Gaelic and promoting a positive image of Gaelic. As a public authority we commission several organisations to deliver services on our behalf and support us in the delivery of our Equality Outcomes. Therefore, it is critical that our Arm's Length Organisations and Third Parties are both aware and supportive of this commitment. We ensure this by:

- Consulting with our commissioned partners in the development of our Gaelic Language Plan and
- Reflecting this commitment in our Service Level Agreements

## APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

We carried out an internal Gaelic language audit to gain an understanding of staff views and skills in relation to Gaelic. This was distributed digitally via a range of internal communication tools to attract the greatest number of responses.

In total, 72 members of staff completed the survey so the results may not be representative of all Council employees.

Of those surveyed, 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

In terms of Gaelic use in the workplace only a small number (9%) said they ever used Gaelic while working and even fewer used it regularly. Three members of staff chose not to respond.



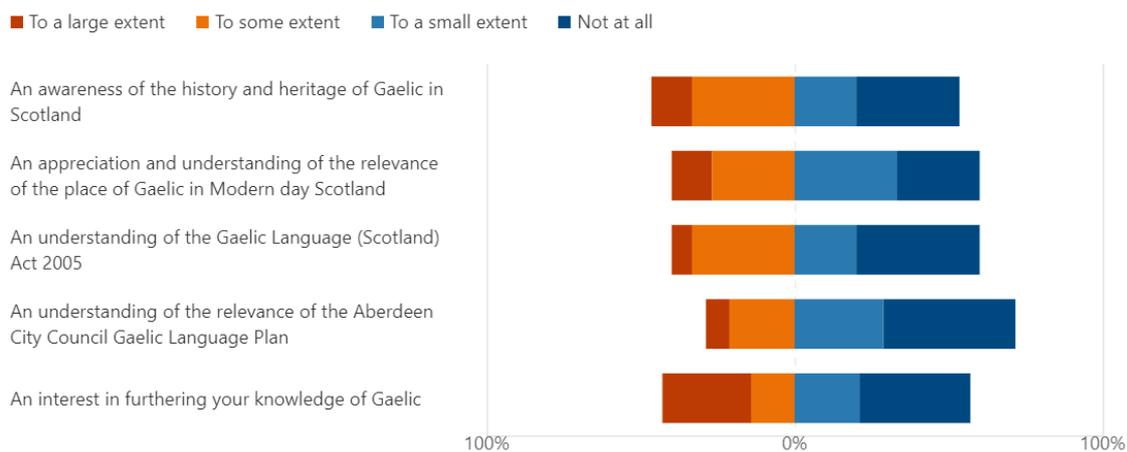
While there was a low level of usage from those who responded, there was an appetite to develop Gaelic language skills, with 62% of respondents expressing at least some interest in developing their skills. One person chose not to respond to this question.



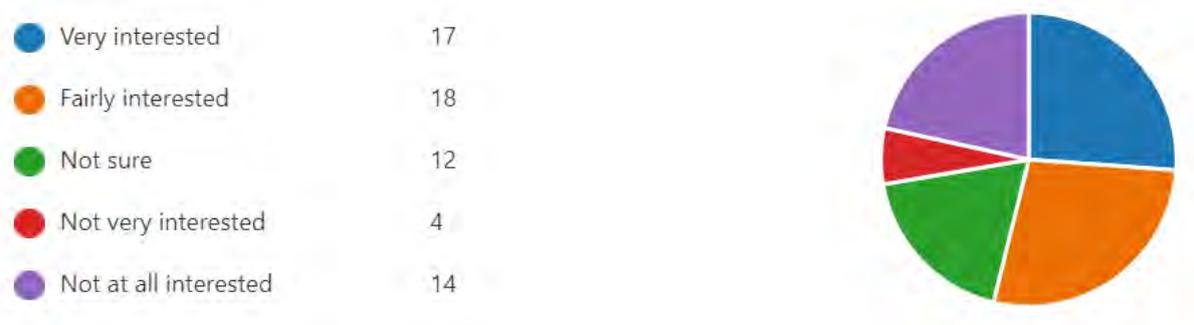
The most requested type of development was around both Gaelic conversation and general Gaelic classes with 60% responding positively to this question.

Additionally, of those who responded, 8% have previously attended some sort of Gaelic awareness session previously.

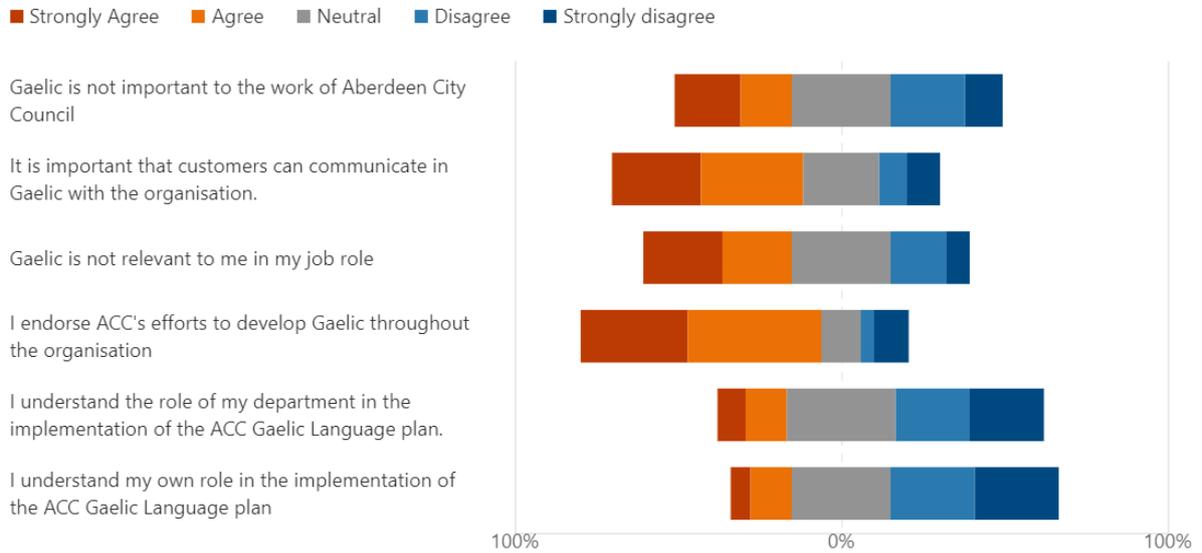
Of the 8% who attended, a breakdown of the impact of the sessions can be found below:



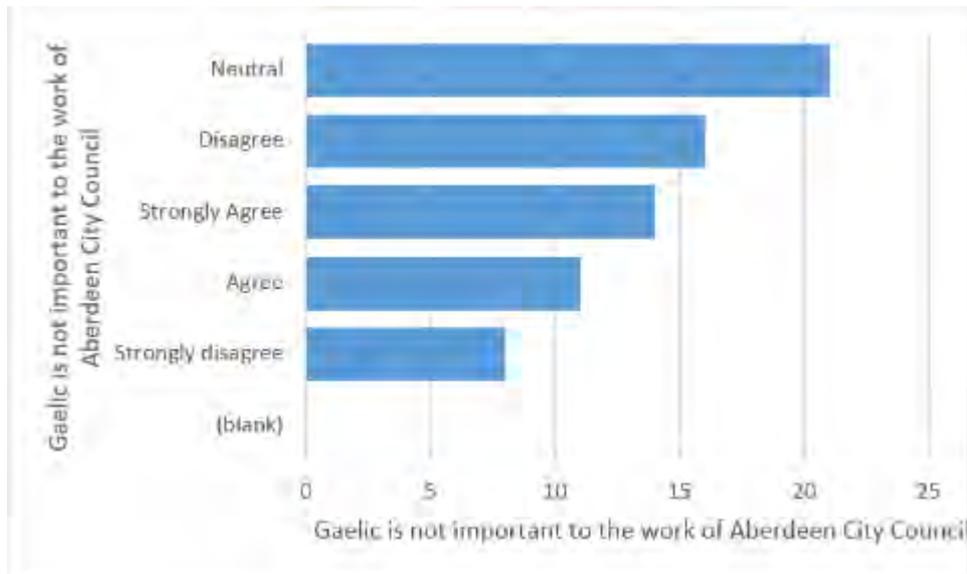
Meanwhile of those who indicated they had not attended some form of event previously, 53% of those answering this question said they were very interested or fairly interested in doing so in the future.



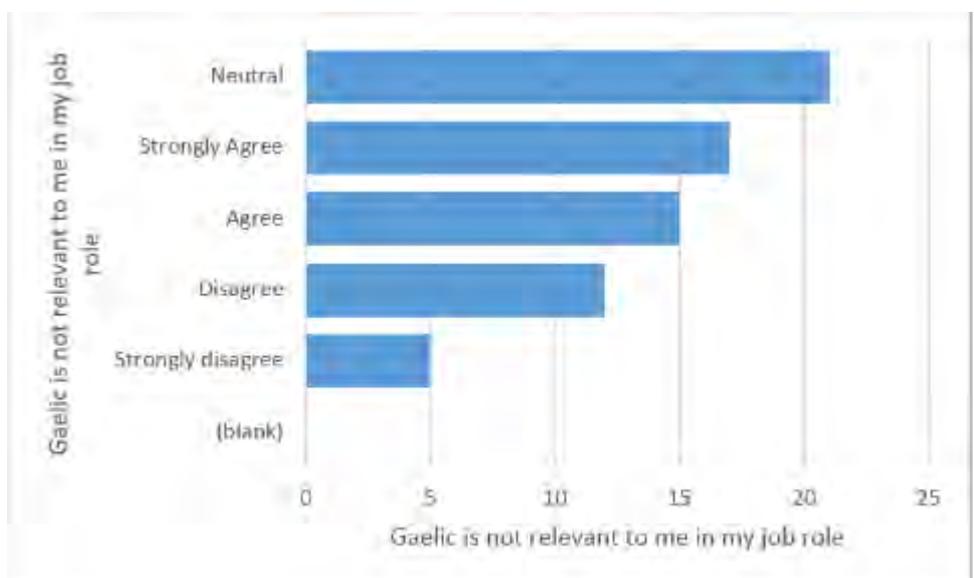
The chart below evidences a strong understanding from staff of our commitment and ambition to develop and enhance the role of the Gaelic language throughout the organisation and supports our efforts to move this agenda forward.



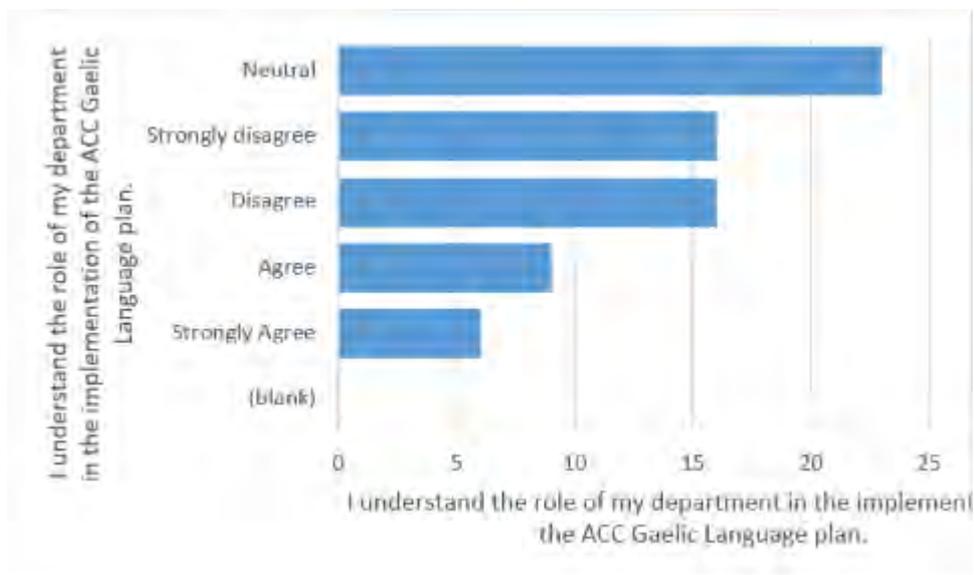
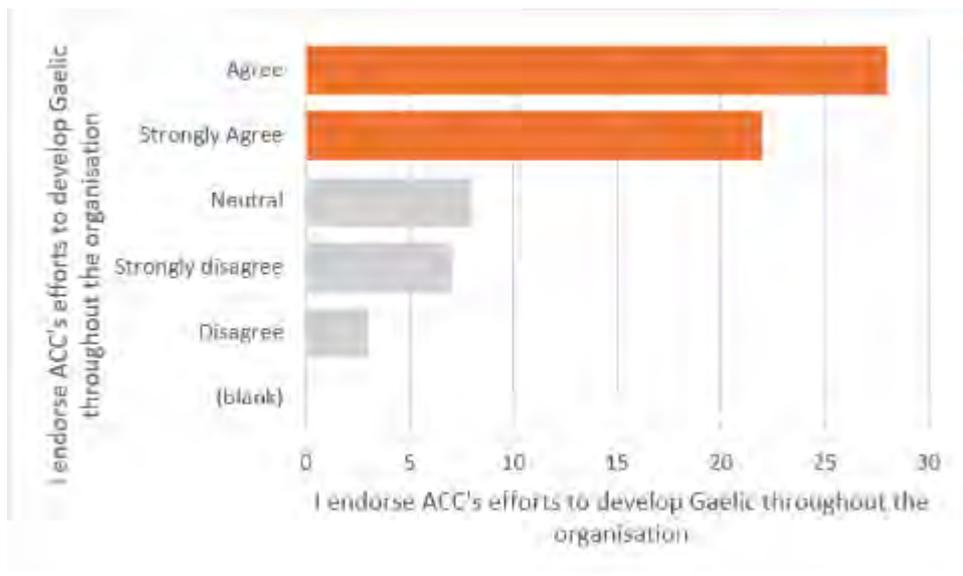
A breakdown of each of the above questions with responses is below:

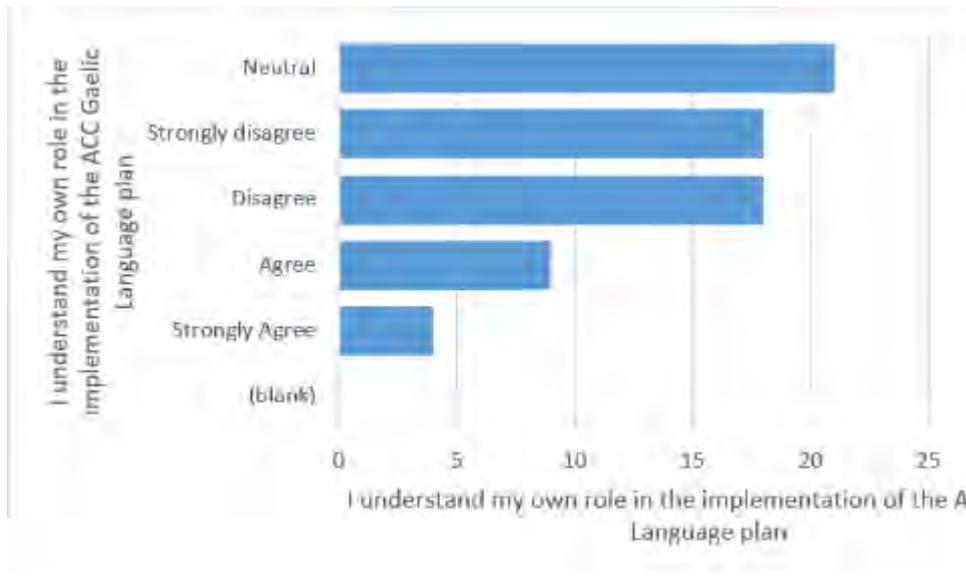


Seisean Fosgailte  
Cuspair 2.5 PT1



Seisean Fosgailte  
Cuspair 2.5 PT1





## APPENDIX 2 – GAELIC GROUPS IN ABERDEEN



### Gàidhlig ann an Obar Dheathain

### Gaelic in Aberdeen

Buidhnean Gàidhlig ann an Obar Dheathain - Gaelic Groups in Aberdeen

[www.aberdeencity.gov.uk/gaelic](http://www.aberdeencity.gov.uk/gaelic)

<p><b>Club Gàidhlig Obar Dheathain – Am Baile agus an Sgìre</b> Feasgar cofaidh gach mìos, tachartasan Gàidhlig, clasaichean oidhche agus cùrsaichean làitheil Gàidhlig airson inbhich.</p> <p><b>Aberdeen Gaelic Club – The City and Shire</b> Monthly coffee afternoons, Gaelic events and community Gaelic night classes and day courses.</p>	<p><a href="https://www.facebook.com/clubgaidhlig/?locale=en_GB">https://www.facebook.com/clubgaidhlig/?locale=en_GB</a> <a href="mailto:clubgaidhlig@googlemail.com">clubgaidhlig@googlemail.com</a></p> <p><b>Facebook:</b> Club Gàidhlig Obar Dheathain <b>Twitter:</b> Club Gaidhlig OD</p>
<p><b>Coisir Ghàidhlig Obar Dheathain</b> Tha Coisir Obar Dheathain a' tighinn ri chèile gach Dimàirt agus cuiridh iad fàilte air luchd fileanta agus luchd ionnsachaidh na Gàidhlig.</p> <p><b>Aberdeen Gaelic Choir</b> The choir meets every Tuesday and welcomes Gaelic speakers and non-Gaelic speakers.</p>	<p><a href="http://www.aberdeengaelichoir.com">http://www.aberdeengaelichoir.com</a> <a href="mailto:aberdeengaelichoir@gmail.com">aberdeengaelichoir@gmail.com</a></p> <p><b>Facebook:</b> Aberdeen Gaelic Choir</p>
<p><b>Fèis Obar Dheathain</b> Tachartasan ciùil agus ealain do chloinn agus inbhich.</p> <p><b>Aberdeen Fèis</b> Gaelic music and arts events for children and adults.</p>	<p><a href="mailto:feisobardheathain@feisean.org">feisobardheathain@feisean.org</a></p> <p><b>Facebook:</b> Fèis Obar Dheathain <b>Twitter:</b> FeisObarDheathain</p>
<p><b>Sradagan</b> Buidheann Gàidhlig airson clann P1 gu P7.</p> <p><b>Sradagan</b> Gaelic Children's Club for children in P1 to P7.</p> <p>Sradagan meets during term time on a Thursday evening.</p>	<p><a href="mailto:cnpgilc@gmail.com">cnpgilc@gmail.com</a></p> <p><b>Facebook:</b> Sradagan Obar Dheathain</p>
<p><b>Pàrant is Pàiste Obar Dheathain</b></p>	<p><a href="mailto:seopipod@gmail.com">seopipod@gmail.com</a></p>

<p>Seiseanan Pàrant agus Pàiste airson aois 0-5.</p> <p><b>Aberdeen Gaelic Parent and Child Group</b> Gaelic parent and child group for ages 0-5.</p> <p>No Gaelic required, come and learn along with your child on a Wednesday and Friday morning.</p>	<p><b>Facebook:</b> Parant is Paiste Obar Dheathain <a href="mailto:seopipod@gmail.com">seopipod@gmail.com</a></p> <p><b>Facebook:</b> Parant is Paiste Obar Dheathain</p>
<p><b>Bun Sgoil Ghilcomstoun</b> Foghlam tro mheadhan na Gàidhlig bho sgoil-àraich gu P7.</p> <p><b>Gilcomstoun Primary School</b> Gaelic medium education from nursery to P7.</p>	<p><a href="mailto:Gilcomstoun@aberdeencity.gov.uk">Gilcomstoun@aberdeencity.gov.uk</a></p> <p>01224 642722</p> <p><b>Twitter:</b> Gilcomstoun School</p>
<p><b>Acadamaidh Hazlehead</b> Foghlam tro mheadhan na Gàidhlig bho S1 gu S6.</p> <p><b>Hazlehead Academy</b> Gaelic medium education from S1 to S6.</p>	<p><a href="mailto:HazleheadAcademy@aberdeencity.gov.uk">HazleheadAcademy@aberdeencity.gov.uk</a></p> <p>01224 310184</p> <p><b>Twitter:</b> Hazlehead Academy</p>
<p><b>Comann nam Pàrant Obar Dheathain</b> Buidheann taic airson pàrantan aig a bheil clann ann an foghlam tro mheadhan na Gàidhlig ann an Obar Dheathain.</p> <p><b>Aberdeen Gaelic Medium Education Parents' Group</b> A support group for parents whose children attend Gaelic medium education in Aberdeen.</p>	<p><a href="mailto:cnpgilc@gmail.com">cnpgilc@gmail.com</a></p> <p><a href="https://aberdeengaelic.wordpress.com/">https://aberdeengaelic.wordpress.com/</a></p> <p><b>Facebook:</b> Gaelic Aberdeen</p>
<p><b>Comhairle Obar Dheathain</b> Oifigear Taic Foghlaim (le uallach airson foghlam Gàidhlig)</p>	<p>Anne Thirkell <a href="mailto:athirkell@aberdeencity.gov.uk">athirkell@aberdeencity.gov.uk</a></p> <p>01224 522849</p>

Seisean Fosgailte  
Cuspair 2.5 PT1

<b>Aberdeen City Council</b> Education Support Officer (with responsibility for Gaelic education)	
<b>Oilthigh Obar Dheathain: Roinn na Gàidhlig</b>  <b>University of Aberdeen: Gaelic Department</b>	<a href="http://www.abdn.ac.uk/gaelic">www.abdn.ac.uk/gaelic</a>  <a href="mailto:langlit.school@abdn.ac.uk">langlit.school@abdn.ac.uk</a>
<b>Oilthigh Obar Dheathain: An Comunn Cèltich</b>  <b>University of Aberdeen: The Celtic Society</b>	<a href="http://homepages.abdn.ac.uk/celtic">http://homepages.abdn.ac.uk/celtic</a>  <a href="mailto:aucelticsociety@googlemail.com">aucelticsociety@googlemail.com</a>



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	25/07/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.6

<b>Tìotal a' Phàipeir</b>	PGR012 Eagrain 1 Plana Gàidhlig Comhairle Chrìochan na h-Alba	
<b>Moladh do Bhuill</b>	Ri Aontachadh	
<b>Neach-labhairt:</b>	Christie NicIleathain, Manaidsear Planaidh	
<b>Cùrsa Riaghlachais airson na h-Aithris</b>	<b>Ceann-latha an Aonta</b>	<b>Seòrsachadh co-dhùnadh</b>
Stuiriche Leasachaidh	12/07/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR012 E01 Comhairle Chrìochan na h-Alba	
<b>1.0</b>	<b>Adhbhar</b>	
<b>1.1</b>	A' sireadh aonta air plana reachdail fo Achd na Gàidhlig (Alba) 2005	
<b>2.0</b>	<b>Cùl-fhiosrachadh</b>	
<b>2.1</b>	Seo a' chiad eagrain de phlana Gàidhlig Comhairle Chrìochan na h-Alba.	
<b>2.2</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo leis an Sgioba-stiùiridh. Thug iad sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	
<b>2.3</b>	'S e an dàrna measadh a bha seo air dreachd phlana Comhairle Chrìochan na h-Alba.	
<b>2.4</b>	Chaidh a' chiad mheasadh a dhèanamh air dreachd Eagran 01 de Phlana Gàidhlig Comhairle Chrìochan na h-Alba agus chaidh am measadh a chur air adhart don Chomhairle air 03 Gearran 2022 cuide ri litir a mhìnich dleastanasan na Comhairle fon Achd.	
<b>2.5</b>	Anns a' mheasadh, mhol Bòrd na Gàidhlig atharrachaidhean agus sgrìobh oifigear Comhairle Chrìochan na h-Alba do dh'oifigear Bòrd na Gàidhlig gum biodh a' Chomhairle a' gabhail ris na h-atharrachaidhean seo. Anns an litir, dhearbhadh am Bòrd gum feumadh a' Chomhairle an ath dhreachd den phlana aca, às dèidh aire a thoirt air na h-atharrachaidhean, a chur chun a' Bhùird ro 03 Ògmhios 2022, ann an co-rèir ri 5(3)(b) den Achd.	
<b>2.6</b>	Chùm oifigearan Bòrd na Gàidhlig coinneamhan leis a' Chomhairle agus thug iad taic is comhairle dhaibh tron phròiseas air fad. Ge-tà, cha do nochd an ath dhreachd den phlana aca air 03 Ògmhios mar bu chòir.	
<b>2.7</b>	Chaidh coinneamh a chumail eadar oifigearan a' Bhùird agus oifigearan na Comhairle air 26 Giblean 2022 far an deach innse do dh'oifigearan a' Bhùird nach robh a' Chomhairle deònach na molaidhean bhon mheasadh a ghabhail a-steach anns a' phlana ged a chaidh aontachadh riutha roimhe.	

<b>2.8</b>	Leis nach tàinig am plana a-steach don Bhòrd taobh a-staigh a' chlàr-ama ainmichte leis na molaidhean aontaichte uile air an gabhail a-steach, bha Comhairle Chrìochan na h-Alba a' briseadh na h-Achd agus chaidh a thar-chur do Mhinistearan na h-Alba gus am b' urrainn dhaibh beachdachadh air dè na ceumannan eile a dh'fhaodar a ghabhail airson dèanamh cinnteach gun robh Comhairle Chrìochan na h-Alba a' cumail ri dleasan na h-Achd.
<b>2.9</b>	Fon Achd, tha suas ri 6 mìosan aig Ministearan na h-Alba airson freagairt a chur air adhart don Bhòrd mu thar-chur air dreachd phlana Gàidhlig. Fhuair Bòrd na Gàidhlig freagairt bho Mhinistearan na h-Alba air 13 Faoilleach 2023.
<b>2.10</b>	Fhuair stùireadh bho Mhinistearan na h-Alba ag iarraidh oirnn a dhol air ais gu pàirt 5(1) den Achd agus an cumhachd a chleachdadh às ùr gus am plana mar a thàinig e a-steach aontachadh air no molaidhean a dhèanamh air an dreachd phlana às ùr.
<b>2.11</b>	Chaidh an dàrna measadh a chur gu Comhairle Chrìochan na h-Alba air 7 Ògmhios 2023 agus ghabh a' Chomhairle ri molaidhean a' Bhùird.
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>
<b>3.1</b>	Chaidh an dàrna measadh a dhèanamh air an dreachd phlana seo leis an Sgioba-stiùiridh. Thug iad sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.
<b>3.2</b>	Ghabh Comhairle Chrìochan na h-Alba ris na h-atharraichidhean a mhol an Sgioba-stiùiridh. Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dh'fheumadh air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.
<b>3.3</b>	Thathas a' moladh gun tèid aontachadh ris a' phlana seo.
<b>4.0</b>	<b>Moladh</b>
<b>4.1</b>	Aire a thoirt don fhiosrachadh ann am PT1.
<b>4.2</b>	Aonta a chur ris an dreachd phlana ann am PT1.
<b>5.0</b>	<b>Prìomh Bhuidhean Ro-innleachdach</b>
<b>5.1</b>	<b>Buidhean air Ionmhas</b> Chan eil buaidh ann.
<b>5.2</b>	<b>Buidhean air Luchd-obrach</b> Chan eil buaidh ann.
<b>5.3</b>	<b>Buidhean air Trèanadh</b> Chan eil buaidh ann.
<b>5.4</b>	<b>Ceanglaichean ri Amasan Ro-innleachadh agus Corpóra</b> 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 nan trì amasan anns a' Phlana Chorpóra aig Bòrd na Gàidhlig.
<b>5.5</b>	<b>Ceanglaichean ris an Fhrèam-obrach Coileanadh Nàiseanta</b>

<b>AR N-ADHBHAR</b>		<b>AR LUACHAN</b>	
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	
<b>AR LUACHAN BUILEAN NÀISEANTA</b>			
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"/>		
<b>5.6</b>	<b>Buaidhean air Cliù</b> Chan eil buaidh ann.		
<b>5.7</b>	<b>Buaidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.		
<b>5.8</b>	<b>Buaidhean Laghail</b> Tha am pròiseas seo stèidhichte air na dleastanasan reachdail aig Bòrd na Gàidhlig gus Achd na Gàidhlig (Alba) 2005 a chur an gnìomh.		
<b>5.9</b>	<b>Buaidhean air Co-ionannas</b> 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.		
<b>5.10</b>	<b>Buaidhean air an Àrainneachd</b> Cha bhi buaidh ann.		

# Scottish Borders Council

## GAELIC LANGUAGE PLAN

### Timeframe of the 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 [\[approval date\]](#)

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## Foreword

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*It is essential that steps are taken to create a sustainable future for Gaelic in Scotland. Scottish Borders Council recognises it has a duty to assist with this process under legislation enacted by the Scottish Government and to prepare a Gaelic Language Plans for the Region.*

*This is Scottish Borders first Gaelic Plan. It sets out the Council's aims for the next 5 years, from 2023 to 2028, with respect to the promotion of the Gaelic language.*

*The plan also supports implementation of the Scottish Government's National Outcome '**We take pride in a strong, fair and inclusive national identity**'. Our aim in doing so is to encourage the use of the Gaelic language and promoting opportunities for our communities to communicate in Gaelic in a proportionate way.*

*We will demonstrate equal respect for Gaelic and English regarding any bilingual services and resources.*

*The Council wants to make a positive contribution to supporting the Gaelic language. We also recognise however that the Scottish Borders is an extensive rural lowland region with a dispersed settlement pattern, no single large urban centre, and a range of small towns. The Scottish Borders does not have a tradition of Gaelic speaking, nor a strong indigenous Gaelic culture, and we are therefore starting from a low base in promoting the language in our local schools and communities.*

*Our commitments within this Plan set out what we will do to raise the status of Gaelic in the Scottish Borders and in doing so help meet the aspirations and objectives included in the National Gaelic Plan.*

Councillor Euan Jardine

David Robertson  
Chief Executive

## Summary

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

Scottish Borders Council recognises that Gaelic is an integral part of Scottish heritage and the Council is committed to the objectives set out in the National Gaelic Language Plan. We will work toward putting in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

In partnership with colleagues at Ainmean Àite na h-Alba, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language. This is shown at Appendix A.

## Structure of the Gaelic Plan

Scottish Borders Council supports the aim of the National Gaelic Language Plan 2023-28 that “Gaelic is used more often, by more people and in a wider range of situations.”

We are committed to achieving this aim by focussing 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

The plan is set out as follows:

### **Introduction**

This section provides the background and context to the Council’s Gaelic Plan under the 2005 Act and provides some background to the history of Gaelic in the Scottish Borders.

### **Core Commitments**

This part sets out how the Council will use, and facilitate the use of, Gaelic in relation the services we provide as a Council. This will also include areas such as corporate identity, signage, communication with the public and the use of Gaelic on our website.

### **Policy Implications for Gaelic: implementing the National Gaelic Language Plan**

This segment sets out how Scottish Borders Council will implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in the planning and delivery of our services, as appropriate.

### **Implementation and Monitoring**

This element sets out how the implementation of our Gaelic Language Plan will be delivered, and how implementation and outcomes will be monitored.

## 1. Introduction

### **Setting the Context for Developing Gaelic Language Plans**

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

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.

This document is Scottish Borders Councils' 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.

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

### **Consultation on a draft Gaelic Plan**

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Scottish Borders Council consulted on the draft of its Gaelic Language Plan from 12<sup>th</sup> April to 23<sup>rd</sup> May 2021 and has taken into account representations made to it during the consultation process.

### **Approval of Scottish Borders Council Gaelic Language Plan**

Scottish Borders Council's Gaelic Plan was approved by Bòrd na Gàidhlig on (date to be confirmed).

## 2. Scottish Borders

Gaelic is one of the Celtic group of languages and one of the oldest written languages in Europe, thought to have come to Scotland from Ireland around 500 AD, but may have arrived before then, when it would have been part of a number of different languages spoken in Scotland.

In the late 18th century, it was heavily suppressed during the infamous Highland Clearances, following the turbulent Jacobite uprisings. Although, speakers of the language were persecuted over the centuries.

Since the second half of the twentieth century, there has been a sustained effort to support and revitalise the Gaelic language, in which the advances made in Gaelic education at all levels, and the establishing of Gaelic radio and television stations have been important milestones, along with the Gaelic Language (Scotland) Act of 2005. Major 20<sup>th</sup> century poets, such as Sorley MacLean and Iain Crichton Smith, writing in Gaelic and English, and contemporary groups such as Runrig and Capercaillie have increased awareness and appreciation of the language internationally, and the Arts in general are a particularly vibrant area in Gaelic culture today, drawing on a rich seam of poetry and music in Gaelic tradition.

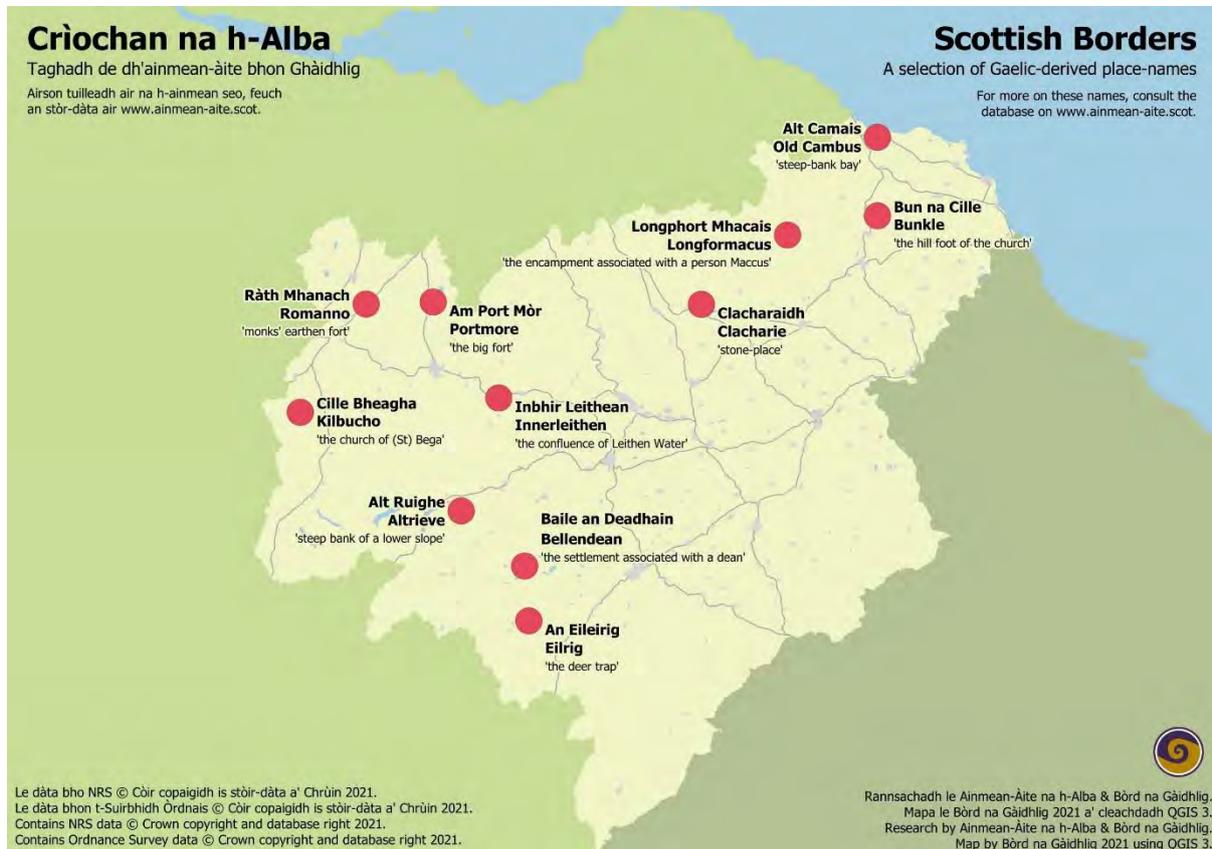
Gaelic today is spoken in all walks of life, there are employment opportunities for young people within the language, and it is attracting new speakers from many different language communities, Gaelic is still spoken today by around 60,000 Scots.

There are people in the Scottish Borders who speak Gaelic. Mostly these are people who have come to settle in Scottish Borders. A number of these Gaelic speakers are long-time residents of the Scottish Borders having come initially for work in the Textile Industry (connections with Harris Tweed) and in local hotels.

The total number of people recorded as being able to speak and/or read and/or write and/or understand Gaelic in the 2011 Census was 771 (0.7% of the Scottish Borders population, compared to 1.7% for the whole of Scotland). Of these, the total number of people who could speak Gaelic was 375 (0.34% of the Scottish Borders population compared to 1.1% of the Scottish population).

While the present population of Gaelic-speakers in the Borders is small, there is increasing interest in learning the language, a number of people resident in the Borders are taking advantage of on-line learning opportunities to an advanced level, and there is a wider community within the population of Border who are engaging with the language through its music and song.

Ainmean Àite na h-Alba and Bòrd na Gàidhlig have developed the following map of Gaelic place-names of the Scottish Borders area, highlighting the Gaelic heritage of the area.



### 3. The Scottish Borders Contribution

Three areas where a significant contribution can be made which relate to each other are:

#### 3.1 Information and Awareness

As an official language of Scotland and as a contribution to a better understanding of Scotland's history and identity, it is important that the population of the Scottish Borders is exposed to and given some awareness and understanding of the Gaelic language.

The main body promoting awareness of Gaelic in the Scottish Borders is the Gaelic singing group who perform across the region at music events, they have also run Gaelic song workshops which have attracted considerable interest. In addition to this, they organise a programme of meetings throughout the year to promote Gaelic language and culture. These events include lectures, musical and poetry recitals and ceilidhs events are publicised on Facebook

Scottish Borders Council has in the past sponsored some Gaelic events organised in the Borders to encourage a wider awareness of the language, and has funded events and classes for Gaelic learners. For example Gaelic workshops for children and singing performances

BBC Radio nan Gàidheal is a Scottish Gaelic language radio station owned and operated by the BBC. The station was launched in 1985 and broadcasts Gaelic-language programming with the simulcast of BBC Radio Scotland. In addition there is the digital TV channel BBC ALBA that broadcasts Gaelic programmes, which include, news, Scottish sport, music, factual and children's programmes daily

## 3.2 Education

Language and Literacy is a core curricular area within Curriculum for Excellence. Gaelic education should be a consideration for all schools as part of their curriculum planning from 3-18 and Scottish Borders Council Education Services are committed to supporting the development of Gaelic culture through this plan and any subsequent development plans.

### 3.2.1 Gaelic in an Education Setting

Scottish Borders Council recognises and values and importance of Gaelic language as part of strategic planning and development of language learning and of the rights of our young people to access education in Scotland's indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

*“Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.”* Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows:

GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects

- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

### 3.2.2 Gaelic Medium Education in Scottish Borders Council

Scottish Borders Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by Scottish Borders Council and local partners with local demand being monitored as part of ongoing future planning. This provision is supported by Scottish Borders Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the Scottish Borders Gaelic Language Plan and is included in the actions listed below.

In 2022/2023 no Scottish Borders children and young people attended the City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), or the secondary GME provision at James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city. More information is available via Cròileagan Dhùn Èideann's website: <http://www.gaelicplaygroup.com/>

Scottish Borders Council Lead Officers support the ongoing development of effective partnership working across the South-East Improvement Collaborative (SEIC) and lead support for schools in developing Gaelic learning.

### 3.2.3 Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: "In English medium education, Gaelic language learning is part of children's and young people's

entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision.” ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across Scottish Borders Council schools. GLE is an area which is currently undeveloped in Scottish Borders schools, but is planned through the Gaelic Language Planning process. This will include seeking opportunities to promote the use of the Stòrlann 1+2 Languages website and resources, Go Gaelic (<https://go-gaelic.scot/>). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, regional local authorities, higher and further education establishments, schools and parents.

A regional Gaelic Education Steering group has been established to support the strategic development of Gaelic language in schools and includes key local authority officers, primary and secondary teachers, parents and local partners. Key local partners include Newbattle Abbey College, which offers professional development and engagement opportunities for schools, parents and learners. Teachers who have experience or an interest in Gaelic learning will be identified and local training opportunities are being developed and offered.

Scottish Borders Council is working with schools in neighbouring areas where GLE is currently being delivered (James Gillespie’s High School, City of Edinburgh) and offering opportunities through digital solutions to open up Gaelic learning to learners across the region.

Online learning in Gaelic can be accessed via a number of free websites including [JLearn Gaelic](#) and [Speak Gaelic](#). Opportunities to learn Gaelic online or in person are also available through Sabhal Mòr Ostaig, the national Gaelic college on the Isle of Skye. Regional courses for teachers have been developed and offered in partnership with a local provider, Togi Gaelic.

There are Also a number of online courses available to learn Gaelic, for instance, the Council’s SB Learn programme, a Tessello Learning Management System which is designed to help Scottish Borders Council employees with a programme of online learning that include several languages including Gaelic and information about opportunities to learn Gaelic will be made available on the Council’s webpage.

### 3.2.4 Gaelic in a non-education setting

Scottish Borders Council Library services are able to provide Bookbug bags in Gaelic at each of the following stages:

- Baby (gifted by the health visitor at around 6 weeks)
- Toddler (gifted by the health visitor at around 18 months)
- Explorer (gifted by nurseries at 3)
- Family Bag (gifted through schools in P1)

A limited stock of Gaelic language books is available at Library Headquarters and items are available in children's collections across Scottish Borders libraries. Requests for Gaelic items are infrequent; however, this may be due to a lack of awareness and has been identified as an area for development. Also no bookbug sessions in Gaelic are being run currently

In terms of community learning, the following is currently in place:

- There is a beginners Gaelic App, Go Gaelic which is now available and free and aimed at primary school children
- There is also Duolingo, a free App and another resource for people wishing to learn a language online
- There is also SpeakGaelic, an online resource that can also provide face to face classes for complete beginners or people less confident in speaking Gaelic. For more information #contact SpeakGaelic. Scot
- A Gaelic singing group Turas who receive a small grant from the council annually
- Gaelic Education events for adults, children and young people have been held in the Scottish Borders – these events are publicised on Facebook and the Council's Yammer page for staff. Peat and Diesel a 3 piece band from Stomoway, Western Isles are appearing at the Edge Fest at Lilliardsedge in September 2023
- Funding for Gaelic education provision which is specific grant supported and can be used for any Gaelic related activity as appropriate.
- Scottish Borders Council offers an interpretation and translation service
- Stòrlann have also developed their website for schools,

### 3.3 Culture and Arts

There is a strong Gaelic current in Scottish Folk music. Over the past decade the Scottish Borders has developed a strong folk music tradition amongst children, young people and adults and Gaelic music has been an important influence and medium within this.

Many folk music festivals and concerts held in the Scottish Borders have included Gaelic music artists which has increased awareness and interest in the Gaelic language and culture

1. Folk Music is a key way of increasing awareness of Gaelic culture
2. There are Gaelic poets and academics who stay in the Scottish Borders
3. Some of the Arts events in the Scottish Borders have included Highland plays reflecting aspects of Gaelic culture

4. Borders based music artists and film producers are benefiting from Gaelic TV and other media through exposure and contracts
5. The Melrose Book Festival presents an opportunity to raise the awareness of Gaelic books and language

## 4. Plan Commitments

### 4.1 Approved High Level Aims

<b>Increasing the Use of Gaelic</b>	
High-level Aim	Work with Fèisean nan Gàidheal (organisation that supports the development of community based art tuition festivals throughout Scotland) and other key partners in order to establish a Fèis (festival of music and dance) in the Scottish Borders Council area
Current position	The Council has not engaged with Fèisean nan Gàidheal or other key partners for the establishment of a Fèis
Desired Outcome / Indicator	Establishment of or plans for the establishment of a Fèis
Actions Required	Work in with collaboration with Fèisean nan Gàidheal and other key partners to develop plans for a Fèis and implement these plans.
Target Date	April 2026
Responsibility	Scottish Borders Council

High-level Aim	Work with An Comunn Gàidhealach (organisers of Royal National Mod) and other key partners in order to establish a Provincial Mòd (opportunities to take part in Gaelic events) within the Scottish Borders Council area
Current position	The Council has not engaged with An Comunn Gàidhealach for the establishment of a Provincial Mòd
Desired Outcome / Indicator	Establishment of or plans for the establishment of a Provincial Mòd
Actions Required	Work in with collaboration with An Comunn Gàidhealach and other key partners to develop plans for a Provincial Mòd and implement these plans.
Target Date	April 2026
Responsibility	Scottish Borders Council and Live Borders

High-level Aim	Undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks
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	<p>appropriate, the potential provision for Gaelic medium and Gaelic learner education to Scottish Borders Council residents and the opportunity which exists under this Act for parents to request the establishment of Gaelic Medium Education</p>
Current position	<p><u>GME</u>  Gaelic medium education provision is currently delivered through partnership agreement with City of Edinburgh Council  Regional strategic steering group has been convened to support ongoing planning and development  GME learner data is being gathered  Contact with parents is underway to support collaborative planning</p> <p><u>GLE</u>  There is currently no GLE in Scottish Borders Council  Interested teachers to be identified  Teacher introduction to Gaelic courses took place during 2021/22  Exploring opportunities for interested teachers to attend Sabhal Mòr Ostaig courses  Language resources to support an introduction to primary Gaelic across the curriculum are in development with Newbattle Abbey College</p> <p>There is a full resource pack designed to support schools with developing Gaelic as an L3 (primary or secondary). This includes PPTs and audio files which introduce the language as well as aspects of Gaelic culture. These are available on Schoolhouse and have been shared with schools. The resources are designed to link to Go Gaelic, the national primary language learning website for primary schools. This is also linked in the same resource area as the Gaelic PPTs.</p>
Desired Outcome / Indicator	<p><u>GME</u>  Data on numbers of children attending GME  To support and sustain expand current provision arrangements  To ensure clear information is available regarding SBC GME provision in line with the Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016  To increase uptake of GME in line with local and national plans</p> <p><u>GLE</u></p>

	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools</p>
Actions Required	<p><u>GME</u></p> <p>Track and monitor uptake of GME</p> <p>Evaluate council information regarding GME provision</p> <p>Promote GME through communications channels &amp; networks</p> <p>Work in partnership with City of Edinburgh to support and sustain current arrangements and to align planning around GME.</p> <p>Promote and support pre-school and school age GME through existing partnership provision</p> <p>Families: Support pack for families; review website information; engage with parents.</p> <p>The Council will undertake a feasibility study on establishing Gaelic Medium Education.</p> <p><u>GLE</u></p> <p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (Newbattle Abbey College, the E-Sgoil or schools in Edinburgh).</p> <p>To undertake an audit to establish a baseline of current Gaelic provision within 1+2 in order to effectively monitor increase</p> <p>Identify opportunities to promote use of the Stòrlann Go Gaelic website to support teacher development in basic Gaelic language skills</p>
Target Date	February 2024 – thereafter annually
Responsibility	SBC Quality Improvement Officer and the Gaelic Strategic Group
High-level Aim	Continue to support Gaelic language learning opportunities in the community, and seek to expand this where demand is evident.
Current position	One Gaelic class is currently is being offered. Partnership opportunities are available and are starting to be promoted locally

Desired Outcome / Indicator	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community
Actions Required	Identify and assess further opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic and promote SpeakGaelic  Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language
Target Date	April 2025
Responsibility	SBC Quality Improvement Officer /Gaelic Strategic Group

High-level Aim	Investigate a potential partnership arrangement with Newbattle Abbey College, with the aim of identifying or developing Gaelic tutors for the Scottish Borders Council area.
Current position	Work has commenced but is subject to covid-19 restrictions
Desired Outcome / Indicator	Partnership arrangement with Newbattle Abbey College  Increased number of Gaelic language tutors and teachers in SBC area.
Actions Required	Liaise with Newbattle Abbey College to develop a plan Implement plan.
Target Date	April 2025
Responsibility	Scottish Borders Council

High-level Aim	Establish a dialogue with the Gaelic Learning in the Primary School (GLPS) consortium, with a view to establishing Gaelic learner education within the council area during the lifetime of the plan.
Current position	No current provision
Desired Outcome / Indicator	Gaelic learner education available in SBC schools
Actions Required	Liaise with GLPS with the aim of establishing GLE
Target Date	April 2025
Responsibility	Scottish Borders Council Quality Improvement Officer

High-level Aim	Support and encourage families and groups of families wishing to establish Gaelic early years and/or primary school provision within the Scottish Borders Council area
Current position	No current practice.

Desired Outcome / Indicator	Families with an interest in Gaelic education supported  Increase in Gaelic early years provision within the Council area
Actions Required	Support families with an interest in Gaelic education  Establish Gaelic early years education if demand is sufficient.( this will be monitored through information gathered at enrolment  Liaise with Gaelic early years groups
Target Date	April 2024 annually thereafter
Responsibility	Scottish Borders Council

<b>Promoting a Positive Image of Gaelic</b>	
High-level Aim	Work with Live Borders and other key partners to include a Gaelic drama and music element into the curriculum, in a relevant school cluster, as a pilot, with the aim of attracting more young people into learning about Gaelic language and culture
Current position	No current provision
Desired Outcome / Indicator	Pilot of Gaelic drama and music within the curriculum of school cluster carried out.
Actions Required	Identify relevant school cluster  Work with Live Borders and other key partners to include a Gaelic drama and music element into the curriculum  Feedback from children and teachers
Target Date	April 2024, annually thereafter
Responsibility	Scottish Borders Council

High-level Aim	Investigate the potential for partnership working with VisitScotland as part of the Gaelic tourism strategy development
Current position	No current provision
Desired Outcome / Indicator	Engagement with the Gaelic tourism strategy and VisitScotland  Increase in the Gaelic tourism sector in SBC.
Actions Required	Work with VisitScotland
Target Date	April 2025

Responsibility	Scottish Borders Council
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## 4.2 Staff Audit

As part of the Council's remit to consult staff, to determine what other languages staff could speak and to ask if any member of staff was interested in learning Gaelic, a form was pulled together and posted on Yammer for staff to access a copy of the consultation is attached at Appendix B

## 4.3 Gaelic Language Acquisition and Usage

Scottish Borders Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scottish Borders.

<b><u>Training and Language Learning</u></b>	
<b>Current position</b>	No staff training is available in Gaelic as there has been no demand for this to date.  Training is being developed for teachers to support learning & teaching in Gaelic in schools
<b>Proposed Action</b>	Explore and assess demand for Gaelic learning for staff Identify possible training models and approaches (e.g. Gaelic awareness, language learning etc.) Work with local partners to promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College).
<b>Proposed Outcome/ Indicator</b>	Improved staff engagement in and awareness of Gaelic language
<b>Lead service officer</b>	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
<b>Timescale</b>	April 2026

<b><u>Adult Learning</u></b>	
<b>Current position</b>	One Gaelic class is currently is being offered. Partnership opportunities are available and are starting to be promoted locally
<b>Proposed action</b>	Identify and assess further opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic

	Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language
<b>Proposed Outcome/ Indicator</b>	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community
<b>Lead service officer</b>	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
<b>Timescale</b>	April 2026

### **Gaelic in Communities, Partnerships and networks**

<b>Current position</b>	Engagement and partnership working underway with local Gaelic language partners Partnership representation on the Council's Gaelic strategic group. Scottish Borders Council is represented by lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)
<b>Proposed action</b>	Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development. Identify key local partners (business, tourism etc.) Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development for example encouraging a Gaelic / Scots / English poetry reading at a Borders Book Festival. Develop a page on the Council's website for Gaelic news and events etc.
<b>Proposed Outcome/ Indicator</b>	Enhanced provision of Gaelic learning and development Increased engagement with and awareness of Gaelic language
<b>Lead service officer</b>	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
<b>Timescale</b>	April 2026

### **Gaelic in the Arts**

<b>Current position</b>	The Council has not made any provision for Gaelic in arts, heritage and recreation
<b>Proposed action</b>	The council's arts service will review its policies and where relevant make provision for Gaelic arts activities
<b>Proposed outcome/</b>	The arts service's policies will make provision for Gaelic arts activities

<b>indicator</b>	
<b>Lead service officer</b>	Service Manager Connected Communities and Arts Manager
<b>Timescale</b>	April 2026

## 5. Consultation on the draft Gaelic Language Plan

- 5.1 The plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and required public authorities to consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.
- 5.2 **The Council's Gaelic Language Plan** was circulated for public consultation from 12<sup>th</sup> April to 23<sup>rd</sup> May 2021 and the results of the consultation are shown in Appendix C

## 6. Monitoring the plan

Scottish Borders Council is committed to monitoring the Gaelic Language Plan and will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

## 7. The Gaelic Language Plan in the public authority

### Overall responsibility for the plan

The Chief Executive will be responsible ultimately for ensuring that Scottish Borders Council delivers on the commitments set out in this Plan over the five-year period of 2023-2028. The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Scottish Borders Council Gaelic Language Plan is:

POSITION: Quality Improvement Officer  
 DEPARTMENT: Education and Lifelong Learning  
 NAME OF ORGANISATION: Scottish Borders Council  
 ADDRESS: Council Headquarters, Newtown St Boswells, Melrose TD6 0SA  
 TELEPHONE NUMBER: 0300 100 1800  
 E-MAIL ADDRESS: HQOperations@scotborders.gov.uk

### Day-to-day responsibility for the plan

The Senior Business Services Officer has day-to-day responsibility for the delivery and monitoring of Scottish Borders Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

POSITION: Senior Business Support Officer  
 DEPARTMENT: Corporate Transformation and Service Director  
 NAME OF ORGANISATION: Scottish Borders Council  
 ADDRESS: Council Headquarters, Newtown St Boswells, Melrose TD6 0SA  
 TELEPHONE NUMBER: 0300 100 1800  
 E-MAIL ADDRESS: [research@scotborders.gov.uk](mailto:research@scotborders.gov.uk)

## 8. Gaelic Language plan implementation and monitoring group

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the public authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff from across the public authority with responsibility for developing, implementing and monitoring different aspects of the plan.

The group will be responsible for monitoring the Gaelic Plan and ensuring the actions are implemented. The group will meet a minimum of twice a year (more if required).

## 9. Publication

### Internal

Scottish Borders Council'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
- make hard copies available on request

### External

The Council will also: -

- 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

## Appendix A



## Appendix B

### Staff Audit

#### Consultation for Scottish Borders Council Gaelic Language Plan

As part of the Council's remit to consult staff, to determine what other languages staff could speak and to ask if any member of staff was interested in learning Gaelic, a form was pulled together and posted on Yammer for staff to access and the post was as follows:

☞ **A bheil duine sam bith an seo aig a bheil Gàidhlig?** ☞

If you've been able to translate the sentence above, you'll know that we're looking to find out if there's anyone in SBC who speaks Gaelic. We're also interested in hearing from anyone who's looking to learn the language, or further develop their existing knowledge.

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 and commanding equal respect to the English language.

As part of the Act, all Council's in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan to include:

- 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

#### **Take part in our survey**

We're undertaking a staff survey to see how many employees can either speak or understand Gaelic or who would be interested in learning more. If that's you, we really want to hear from you.

- The survey was made available 9<sup>th</sup> November 2021 online at:  
<https://forms.office.com/r/PFaFvR4DLv>
- The closing date was 21<sup>st</sup> December 2021

Results

A total of 30 responses were received and the questions and responses are as follows:

No	Question	Yes	No	Comment
Q1	Can you understand/speak Gaelic	4	26	
Q2	Gaelic Speakers only			
	Understand Gaelic	3		
	Speak Gaelic	2		
	Read or write Gaelic	2		
	Sing Gaelic	2		
	Other	1		
Q3	How often do you use Gaelic			
	Daily	2		
	Weekly/monthly	0		
	Occasionally	2		
	Never	1		
Q4	Other than English can you speak another language	11	19	
Q5	Can you speak any of the following languages			
	French	7		
	Spanish	2		
	British Sign Language	2		
	Scots	3		
	Other	6		
Q6	What other language can you speak ?			
	German	3		
	Afrikaans	1		
	Nepali	1		
	Cantonese			
Q7	Would you be interested in learning or improving your Gaelic	24	5	
Q8	Would any of the following options interest you?			

Seisean Fosgailte  
Cuspair 2.6 PT1

	Gaelic awareness	16		
	Gaelic conversation	21		
	Join a Gaelic choir	8		

Respondents were asked what other Gaelic activities would interest you and the comments are included in the table below

Chance to pass on my knowledge to people at early stages of learning Gaelic
Learn to speak Gaelic
I have been learning for just under a year but my vocabulary and speaking opportunities are still limited. Any activity that allows me to increase both would be hugely beneficial.
Any lessons or language learning workshops or opportunities
Learning the language
Social events with Gaelic speakers or Gaelic learners; joint events with Gaelic speakers in other local authorities (i.e. Edinburgh, Midlothian, East Lothian)

Due to the interest in learning more about Gaelic and interest in Gaelic social events, the Council will ensure that these events are promoted and opportunities are made available for all residents of the Scottish Borders.

## Appendix C

### Report on the outcome of the consultation of Scottish Borders Council's Gaelic Language Plan

#### 1 Introduction

- 1.1 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 and commanding equal respect to the English language.
- 1.2 All Councils in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan in accordance with the Gaelic language (Scotland) Act 2005.
- 1.3 Gaelic Language Plans are seen as a key part in delivering the National Gaelic Plan to secure the status of Gaelic in Scotland. This report is about the outcome of the public consultation. Thereafter the Gaelic Language Plan will be submitted to the Bòrd na Gàidhlig for approval and will include a copy of this report.

#### 2. The draft Gaelic Language Plan

- 2.1 There are 3 parts to the Gaelic Language Plan and these are as follows:

- 2.1.1 Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us

- 2.1.2 Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations

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

#### 3. The consultation on the draft Gaelic Language Plan

Seisean Fosgailte  
Cuspair 2.6 PT1

- 3.1 The plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and required public authorities to consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.
- 3.2 **The Council's Gaelic Language Plan was circulated** for public consultation on 12<sup>th</sup> April to 23<sup>rd</sup> May 2021 and the results of the consultation are shown in the following table.

Table showing results of public consultation

Question	Yes	No	Unsure	Not answered
Can you speak Gaelic?	5	19		
Can you read Gaelic?	4	20		
Can you understand Gaelic?	5	19		
Can you sing Gaelic?	5	19		
Can you write Gaelic?	4	20		
Do you think the Scottish Borders Gaelic Plan incorporates the 3 goals for Gaelic? -	13	5	5	1
Would you be interested in learning Gaelic?	6	15	2	1
Would you be interested in learning to sing in Gaelic?	4	17	3	
Would you be interested in attending Gaelic events?	6	15	3	

- 3.3 A number of positive and negative comments were received from the general public but no changes were made to the Council's Gaelic Language Plan.
- 4 Conclusion

The consultation is now completed and the draft Gaelic Language Plan will be submitted to the Bòrd na Gàidhlig for their consideration and approval. Thereafter, the plan will be translated into Gaelic and published on the **Council's webpage, along with a copy of the plan in English.**

Name	Designation and Contact Number
Sylvia Mendham	Senior Business Services Officer, 01835 826595

Seisean Fosgailte

Cuspair 2.6 PT1

Janice Robertson	Strategic Planning & Policy Manager, 01835 824000