

## Bòrd na Gàidhlig

### A' Chomataidh Poileasaidh is Ghoireasan

Diardaoin 17/08/2023 09.30-10.30

Tro MS Teams

#### CLÀR-GNOTHAICH

	<b>SEISEAN FOSGAILTE</b>
<b>1.0</b>	<b>CÙISEAN TÒISEACHAIDH</b>
1.1	<b>Fàilte is Leisgeulan</b>
1.2	<b>A' nochdadh Chom-pàirtean</b> <i>Bu chòir do Bhuill com-pàirt ionmhasail no neo-ionmhasail a th' aca ann an cùis sam bith air am bithear a' beachdachadh a chlàradh, le bhith a' comharrachadh na puinge buntainniche agus an t-seòrsa com-pàirt a th' aca.</i>
1.3	<b>GISBE</b> Bu chòir iarrtas sam bith airson puingean eile a chur fo GISBE a chur gu Cathraiche na Comataidh ron choinneimh.
<b>2.0</b>	<b>CLEACHDADH</b>
<b>2.1</b>	<b>Ri Aontachadh</b> Planaichean Gàidhlig PT1 PGR001 E03 spòrsalba
<b>2.2</b>	<i>Christie NiclIleathain, Manaidsear Planaidh</i> <b>Ri Aontachadh</b> Plana Gàidhlig PT1 PGR010 E04 Comhairle Baile Ghlaschu <i>Christie NiclIleathain, Manaidsear Planaidh</i>
<b>2.3</b>	<b>Ri Aontachadh</b> Plana Gàidhlig PT1 PGR061 E03 Taighean-Tasgaidh Nàiseanta Alba <i>Christie NiclIleathain, Manaidsear Planaidh</i>
<b>2.4</b>	<b>Ri Aontachadh</b> <i>Plana Gàidhlig</i> <i>PT1 PGR001 E03 Alba Chruthachail</i> <i>Christie NiclIleathain, Manaidsear Planaidh</i>
<b>2.5</b>	<b>Ri Aontachadh</b> Prìomhachasan Ro-innleachdail PT1 PGR042 E03 Leabharlann Nàiseanta na h-Alba <i>Christie NiclIleathain, Manaidsear Planaidh</i>
<b>2.6</b>	<b>Ri Aontachadh</b> Prìomhachasan Ro-innleachdail PT1 PGR031 E02 Comhairle Siorrachd Dhùn Bhreatainn an Ear <i>Christie NiclIleathain, Manaidsear Planaidh</i>
<b>3.0</b>	<b>GISBE</b>
	<b>SEISEAN DÙINTE</b>
	Ceann-là na h-ath choinneimh: 05/09/2023 Dùnadh na coinneimh Lèirmheas den choinneimh às dèidh làimh

### Policy & Resources Committee

Thursday 17/08/2023 09.30-10.30

Via MS Teams

#### AGENDA

	<b>OPEN SESSION</b>	<b>09.30</b>
	<b>OPENING ITEMS</b>	
	<b>Welcome &amp; Apologies</b>	
	<b>Declarations of Interest</b> <i>Members should declare any financial and non-financial interest they have in the items of business for consideration, identifying the relevant agenda item, and the nature of their interest.</i>	
	<b>AOCB</b> <i>Any items for AOCB should be sent for consideration to the Committee Chair prior to the meeting.</i>	
	<b>USAGE</b>	
	<b>For Decision</b>	<b>d. 3</b>
	Gaelic Language Plans PT1 PGR001 E03 sportscotland <i>Christie MacLean, Planning Manager</i>	
	<b>For Decision</b>	<b>d.34</b>
	Gaelic Language Plan PT1 PGR010 E04 Glasgow City Council <i>Christie MacLean, Planning Manager</i>	
	<b>For Decision</b>	<b>d. 108</b>
	Gaelic Language Plan PT1 PGR061 E03 National Museums Scotland <i>Christie MacLean, Planning Manager</i>	
	<b>For Decision</b>	<b>d. 142</b>
	Gaelic Language Plan PT1 PGR001 Creative Scotland E03 <i>Christie MacLean, Planning Manager</i>	
	<b>For Decision</b>	<b>d. 165</b>
	Strategic Priorities PT1 PGR042 E03 National Library of Scotland <i>Christie MacLean, Planning Manager</i>	
	<b>For Decision</b>	<b>d. 169</b>
	Strategic Priorities PT1 PGR031 E02 East Dunbartonshire Council <i>Christie MacLean, Planning Manager</i>	
	<b>AOCB</b>	
	<b>CLOSED SESSION</b>	
	Date for the next meeting: 05/09/2023 <i>Close of meeting</i> <i>Post-meeting Review of meeting</i>	

### **Pàipearan Fiosrachaidh**

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

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

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

Far a bheil ceistean aig Buill co-cheangailte ri leithid clàr-ghnìomhan, poileasaidhean, planaichean no cùisean ionmhais a th' anns na pàipearan, thathar gam brosnachadh gus na ceistean sin a chur air post-d gu [oifis@gaidhlig.scot](mailto:oifis@gaidhlig.scot) co-dhiù dà latha obrach ron choinneimh. Cuiridh an sgioba rianachd a' cheist sin air adhart chun an oifigeir iomchaidh airson freagairt, agus airson a bhith cothromach thèid an fhreagairt a' sgaoileadh air na Buill gu lèir gus am bi an aon thuigse an uair sin aig a h-uile neach.

### **For Information Papers**

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

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

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

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



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	17/08/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.1

<b>Tìotal a' Phàipeir</b>	PGR059 Eagrain 02 Plana Gàidhlig spòrsalba	
<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>
Sgioba Stiùiridh	04/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR059 E03 spòrsalba	
<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>	PGR059 - Geàrr iomradh air adhartas le E02	
<b>2.2</b>	Tha <b>spòrsalba</b> air adhartas a dhèanamh aig ìre chorporra. Thathar air suaicheantas dà-chànanach a' chleachdadh gu tric agus tha cothroman ann do <b>spòrsalba</b> airson barrachd a dhèanamh a thaobh seo.	
<b>2.3</b>	Tha <b>spòrsalba</b> air adhartas a dhèanamh le bhith ag obair an am com-pàirteachas le buidhnean mar Comunn na Gàidhlig agus Spòrs Gàidhlig gus cur-seachadan a' bhàr a-muigh a' libhrigeadh airson na h-òigridh sa Ghàidhlig no gu dà-chànanach.	
<b>2.4</b>	Thathar air adhartas a dhèanamh le bhith a' foillseachadh oillseachain chorporra gu dà-chànanach. Mar eisimpleir, bidh a' bhuidheann a' foillseachadh an lèirmheas bliadhna aca sa Ghàidhlig gach bliadhna.	
<b>2.5</b>	Tha <b>spòrsalba</b> air adhartas a dhèanamh le bhith a' tabhann trèanadh sgilean Gàidhlig don luchd-obrach. Eadar 2021-2022, ann am com-pàirteachas le Glaschu Beò, bha a' bhuidheann a' tabhann sia seiseanan 'taster' Gàidhlig don luchd-obrach. Bidh iad a' brosnachadh ionnsachadh na Gàidhlig air-loidhne tro LearnGaelic don luchd-obrach.	
<b>2.6</b>	Thathar air adhartas a dhèanamh le bhith a' cumail taic ri comhairlean tro ve Schools gus na seiseanan agus cùrsaichean aca a' libhrigeadh sa Ghàidhlig no gu dà-chànanach.	
<b>2.7</b>	Tha cothroman ann do <b>spòrsalba</b> susbaint Gàidhlig a leasachadh air an làrach-lìn aca. Tha seo cudromach gus fàs a thoirt air faicsinneachd a' chànan agus gus àbhaisteachadh Gàidhlig.	
<b>2.8</b>	Tha cothroman ann do <b>spòrsalba</b> adhartas a dhèanamh a thaobh a' gabhail a-steach Gàidhlig don phròiseas fastaidh aca.	

<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug am an Sgioba Stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	
<b>3.2</b>	Ghabh Spòrsalba ris na molaidhean aig an Sgioba Stiùiridh.	
<b>3.3</b>	Thug oifigearan a' Bhùird taic seachad far an robh soilleireachadh a bharrachd a dhìth air cuid de na molaidhean agus chaidh rèiteachadh a dhèanamh orra.	
<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>	
	<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 seasmach agus in-ghabhalach	'S e comann-sòisealta a th' annainn a tha a' dèiligeadh ri ar sluagh le caoimhneas, urram agus co-fhaireachdainn, a' toirt spèis do riaghladh an lagha, agus a tha ag obair ann an dòigh a tha fosgailte agus follaiseach
	<b>AR LUACHAN BUILEAN NÀISEANTA</b>	
	Còraichean daonna	<input checked="" type="checkbox"/> Clann
	Cultar	<input checked="" type="checkbox"/> Coimhearsnachdan
	Àrainneachd	<input type="checkbox"/> Bochdainn
	Slàinte	<input type="checkbox"/> Eadar-nàiseanta
	Foghlam	<input checked="" type="checkbox"/> Eaconamaidh
	Gnothachasan soirbheachail is ùr-ghnàthach	<input type="checkbox"/>
<b>5.6</b>	<b>Buidhean air Cliù</b> Chan eil buaidh ann.	
<b>5.7</b>	<b>Buidhean air Slàinte is Sàbhailteachd</b> Chan eil buaidh ann.	
<b>5.8</b>	<b>Buidhean Laghail</b>	

## Seisean Fosgailte

## Cuspair 2.1

	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>Buidhean 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>Buidhean air an Àrainneachd</b> Cha bhi buaidh ann.



## **DRAFT GAELIC LANGUAGE PLAN**

**2023-2028**

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

## FOREWORD

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As the new Chief Executive of **sportscotland**, I am pleased to introduce the second edition of our Gaelic Language Plan.

Our corporate strategy, Sport for Life, set out a vision for an active Scotland where everyone benefits from sport. It outlines our commitment to inclusion underpinning everything we do. In this commitment, we can identify a clear parallel with the work of Bòrd na Gàidhlig. The Gaelic language is a vital part of our national identity. As such, it demands equal respect, more opportunities and greater accessibility.

With the second edition of our plan, we have developed a clear, co-ordinated strategic response that continues to build on our achievements from 2017-2022. It strengthens and emphasises **sportscotland**'s commitment to support the aims of the National Gaelic Language Plan 2018-23.

The plan sets out the context for how our work supports Gaelic and will enable us to communicate positive messages and facilitate opportunity for Gaelic development throughout **sportscotland** networks and the wider Scottish sporting community.

Forbes Dunlop – Chief Executive of **sportscotland**

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## INTRODUCTION

### OVERVIEW OF **SPORTSCOTLAND**

#### **Who we are**

**sportscotland** is the national agency for sport in Scotland. We are a non-departmental public body, responsible through ministers to the Scottish Parliament. We are also a National Lottery Fund distributor, governed by National Lottery distribution rules.

#### **About us**

Our vision is an active Scotland where everyone benefits from sport. Our mission is to help the people of Scotland get the most from the sporting system.

As the national agency for sport our role is to make sure sport plays its part in a thriving Scotland. We do this by influencing, informing, and investing in the organisations and people who deliver sport and physical activity.

We have an important part to play alongside our partners and other agencies to deliver the Scottish Government's vision of a Scotland where more people are more active more often, and the Active Scotland Outcomes Framework<sup>1</sup>.

#### **Our organisation**

**sportscotland** has three directorates - sports development, high performance and corporate services. We employ over 350 staff. We have a wide range of partnerships running the length and breadth of the country.

We deliver from bases across Scotland, including our headquarters in Glasgow, the **sportscotland** institute of sport in Stirling and our regional bases in Aberdeen, Dundee, Edinburgh, Falkirk and Inverness.

The **sportscotland** Trust Company operates two national training centres at Inverclyde and Glenmore Lodge. Our national training centres provide quality, affordable and appropriate residential and sporting facilities for people to develop in sport.

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<sup>1</sup> [Active Scotland Outcomes Framework](#)

## Gaelic Within SportScotland

As a result of our first Gaelic Language Plan, **sportscotland** has:

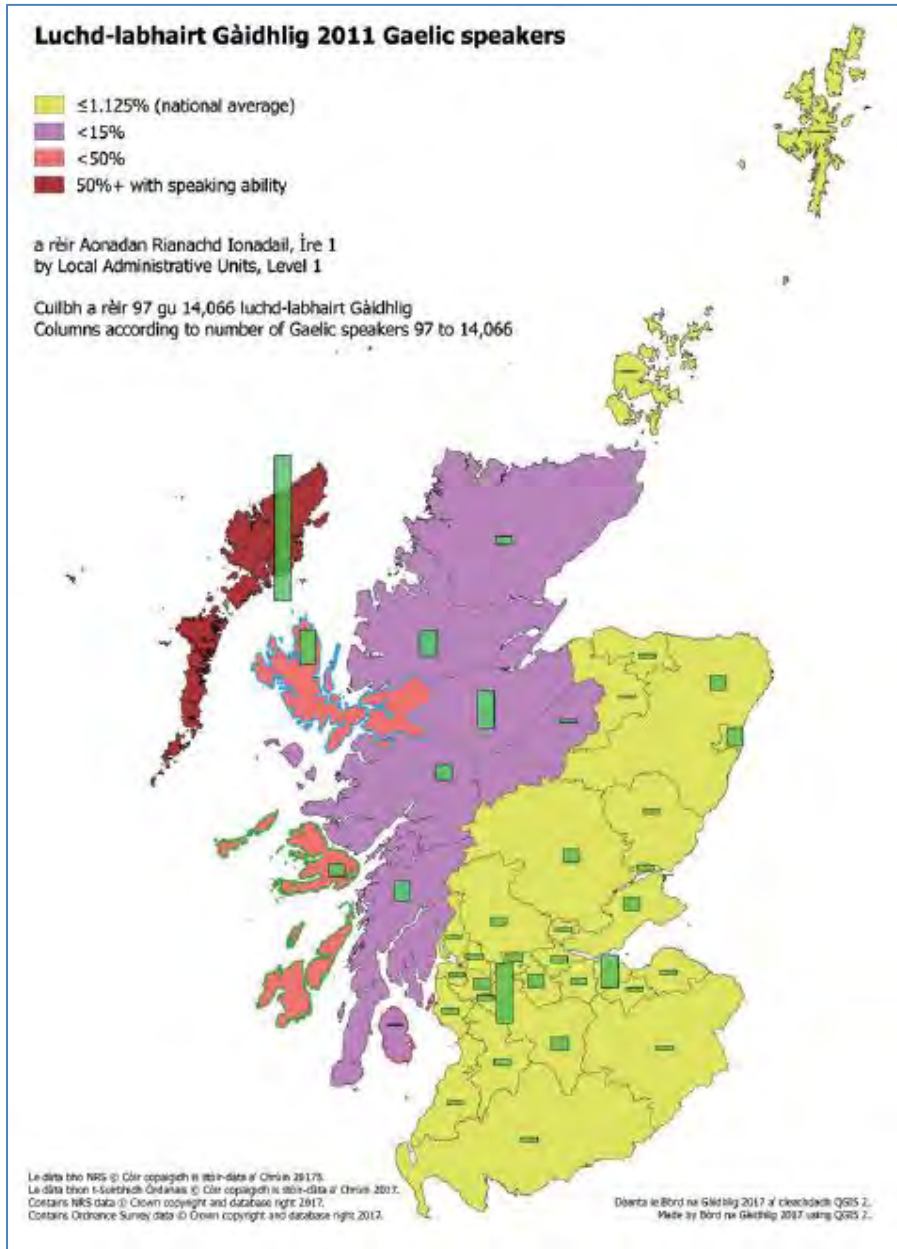
1. developed and implemented dual language branding and signage across our sites.
2. mainstreamed translation of key corporate publications.
3. provided Gaelic awareness and language training to staff.
4. worked with local partners to support the delivery of leadership residentials for young people in Gaelic, through Active Schools.
5. enabled the delivery of outdoor activity training and activities for young people, both through Gaelic language and bilingually.
6. launched a new campaign and toolkit in Gaelic, to share the benefits of physical activity and sport.

We are committed to delivering the second edition of our Plan over the next four years. We will also take forward any outstanding or ongoing actions that are detailed in the first Plan.

**Gaelic in Scotland**

Gaelic has shown a remarkable resilience in the face of challenges set against it historically, In the modern era, it is showing encouraging signs of renewal in certain demographics. According to the 2011 Census, there are 57,375 Gaelic speakers in Scotland (approximately 1.1% of the population). Approximately 87,000 individuals claimed to have ‘some knowledge of Gaelic’ in 2011.

Figure 1: 2011 Gaelic speakers



There is virtually an even split between the Highlands and the Lowlands. The Highlands shows significant urbanisation of Gaelic speakers with large numbers living in Inverness, Fort William, and Oban. By far the highest percentage of Gaelic speakers within the local population are in the Outer Hebrides, followed by Skye and Lochalsh, the offshore islands of

Argyll and Bute and specific areas in other authorities. Due to a long-term shift towards urban areas, there are now in the region of 10,000 speakers of Gaelic in the greater Glasgow area, and likewise a substantial number in the Edinburgh area (almost 6,000).

### **Young people and Gaelic**

The Young Scot Engaging with Gaelic Online survey reached over 1,100 young people from across Scotland, with varying levels of fluency. Findings from this consultation showed:

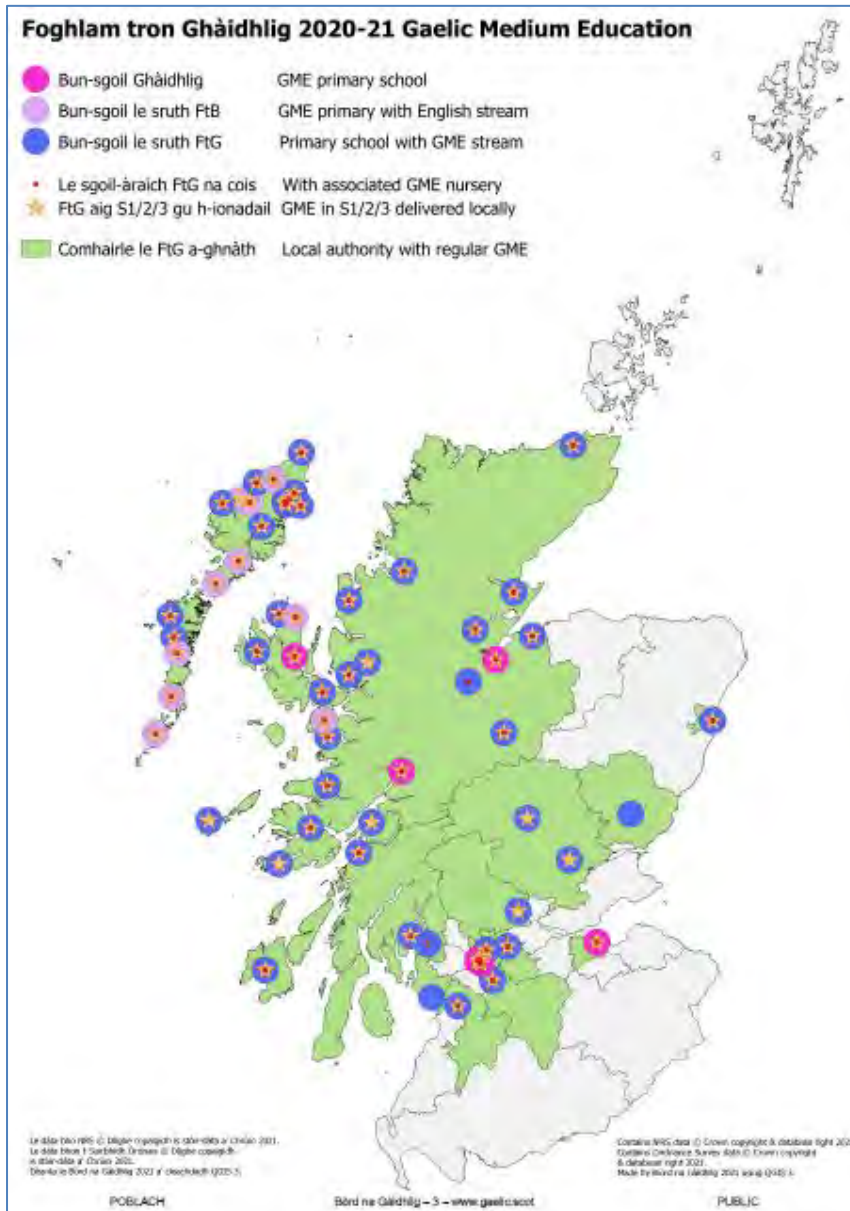
1. More than half of the young people who could not speak Gaelic stated that they were interested in learning (59.2%) – a 10% increase since 2020.
2. Two-thirds of young people who are learning Gaelic are doing so as it's an important part of Scottish culture and national identity.
3. Over half of young people stated that they do not see or use Gaelic online. Almost three-quarters of young people stated that they would like to see more Gaelic content online and on social media.
4. When asked what type of information fluent speakers would like to be able to find, or find more easily, in Gaelic, the most selected options were opportunities for young people and culture, music and art.
5. Fluent young people were asked to describe what online Gaelic resources they would like to be created. The most common suggestions were for resources around Gaelic-related interests such as culture, history and news. There was also interest in dedicated Gaelic social media channels as well as resources to help improve young people's Gaelic.

Source: [A bhith an sàs le Ghàidhlig Air-loidhne 2022 / Engaging with Gaelic Online 2022 - Young Scot Corporate](#)

### **Gaelic Education**

In relation to Gaelic education, Bòrd na Gàidhlig highlights the significant provision being made for Gaelic medium education and Gaelic Learner education throughout Scotland. 16 local authorities were providing Gaelic medium education for 5,277 pupils in 2020-21. Source: [Dàta Foghlaim Ghàidhlig 2020-21 / Gaelic Education Data 2020-21](#).

Figure 2: 2020-21 Gaelic Medium Education



More information on Gaelic learning opportunities or adults can be found at [www.learnghaelic.net](http://www.learnghaelic.net).

### Attitudes to Gaelic

There is a substantial feeling of goodwill towards Gaelic shown by the majority of the Scottish people as expressed in public attitude surveys. Source: [Scottish Social Attitudes Survey 2021 - Public Attitudes to Gaelic in Scotland](#).

Overall, in the last decade there has been an increase in the proportion of adults in Scotland with some knowledge of the Gaelic language and in exposure to Gaelic public signage. The proportion of adults reporting exposure to Gaelic during childhood and recently in the media/online has remained stable since 2012, as has level of comfort with hearing the

language spoken, views on bilingual signage and perceptions of the importance of Gaelic to the heritage of Scotland and the Highlands and Islands.

There has been a shift towards more positive attitudes regarding the language in a range of areas, including views on Gaelic education, the importance of Gaelic to one's own cultural heritage, public spending on Gaelic, and the future of Gaelic.

The survey identified three key factors associated with positive attitudes towards Gaelic – younger people, those with greater knowledge of Gaelic and those who have experienced greater exposure to the language are all more likely to hold positive views.

Having Gaelic language skills is beneficial as it is part of family and community life in Scotland. It is also a benefit in helping to decode Scotland's past and in general the benefits of bilingualism within Scottish society are also being increasingly acknowledged.

Gaelic Language Plans are now allowing local approaches to Gaelic to be discussed although much still remains to be done in terms of developing and implementing successful strategies regarding capacity building.

Comunn na Gàidhlig, the national Gaelic development agency, works with communities and businesses to increase and promote Gaelic usage. There are also a number of Gaelic arts and culture agencies, such as Fèisean nan Gàidheal, An Comunn Gàidhealach and Tobar an Dualchais.

## THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

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

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

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

## THE NATIONAL GAELIC LANGUAGE PLAN

**sportscotland's** supports the aim of the National Gaelic Language Plan 2018-23. We are committed to the achieving this aim by focussing our work on the overall aims of the National Gaelic Language Plan:-

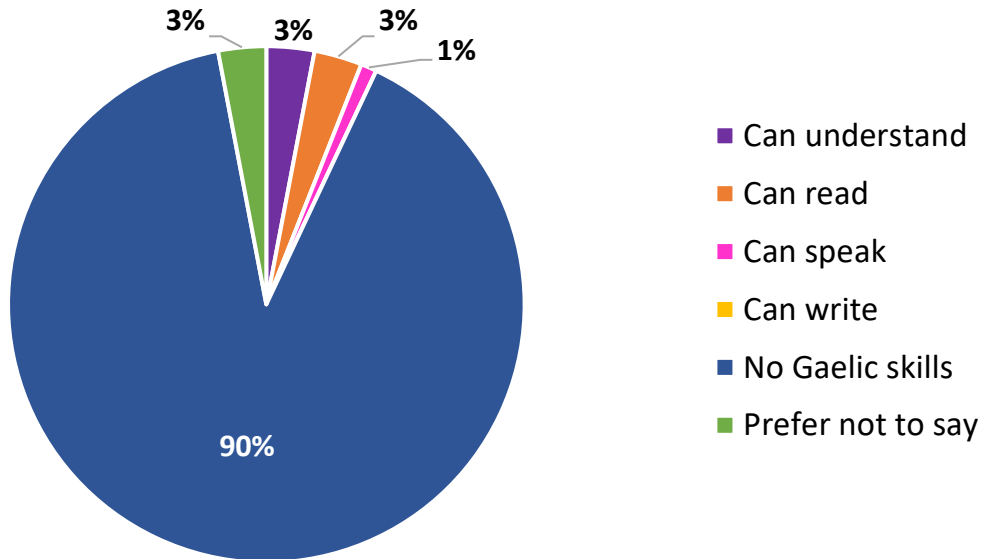
6. Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.
7. Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.
8. Promoting a positive image of Gaelic whenever we can as part of our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

## INTERNAL GAELIC CAPACITY AUDIT

**sportscotland** is required to produce a Gaelic Language Plan under the Gaelic Language Plan (Scotland) Act 2005. As such, we were keen to understand the Gaelic Language Skills of our staff.

In 2023, we completed our third Gaelic language audit to report progress on our employees learning of Gaelic. 268 staff provided a response to an internal survey, with the results shown in Figure 3 below. 90% of staff stated they had no Gaelic skills. This is a decrease from 2021 of 95% (231 respondents). In 2017, this figure was 97% (226 respondents).

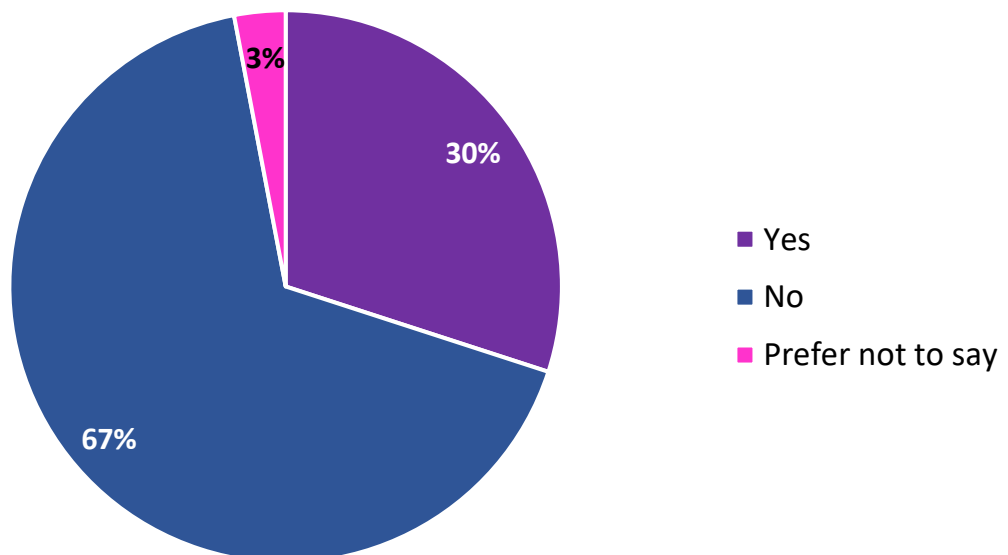
Figure 3: **sportscotland** Gaelic Language skills 2021



Total response (n=268)

In 2023 we surveyed staff to ask whether they would be interested in learning Gaelic. The responses are shown in Figure 4. 30% staff said yes, they would be interested in Gaelic. This is a decrease from 39% in 2021.

Figure 4: **sportscotland** staff interested in learning Gaelic

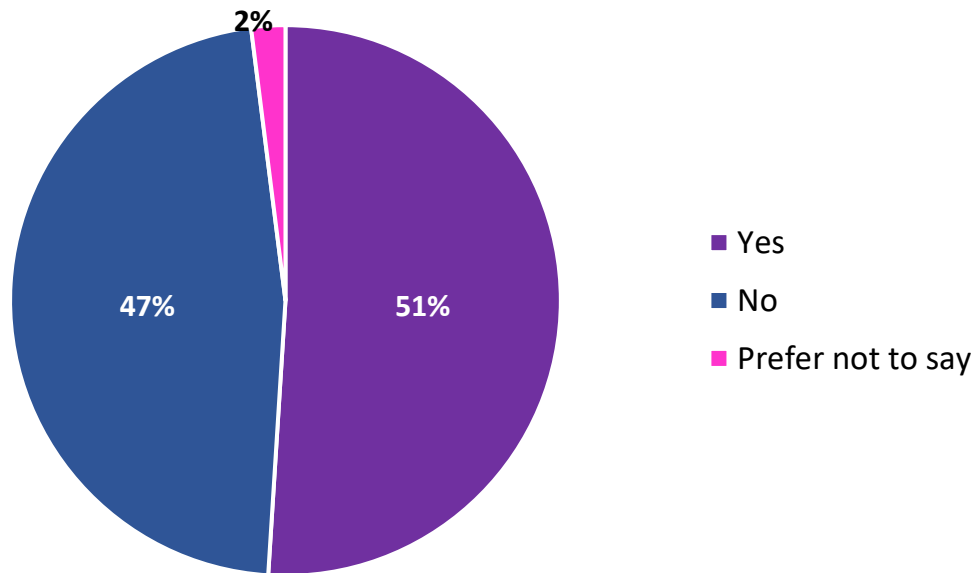


Total response (n=231)

In 2023, we asked staff if they were aware of **sportscotland**'s Gaelic language plan. A slight majority of staff (51%) stated that they were aware, while 47% stated they were not aware.

Figure 5: Are you aware of **sportscotland**'s Gaelic Language Plan?





## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The Gaelic Language (Scotland) 2005 Act requires public authorities to bring the preparation of their Gaelic Language Plans to the attention of all interested parties. **sportscotland** opened a six week public consultation on the draft of our Gaelic Language Plan from 24 June 2022 to 5 August 2022.

We conducted the public consultation using an online survey form. We published the draft plan and online consultation survey in both Gaelic and in English. We advertised this via our website, our internal and external digital communication channels, social media, and through our partner networks.

We considered the comments received during the consultation process and reviewed the draft plan to incorporate any changes we deem appropriate. We have highlighted changes to our actions below:

### Corporate service aims – Information – Social media

We propose an additional action in response to the request that our plan should be made available through social media links. This is highlighted below:

- I. We will continue to raise awareness of our Gaelic Language Plan by promoting this through our social media channels.

Rationale for the change: Our plan is the cornerstone of **sportscotland's** commitment to the Gaelic Language. Greater visibility and awareness of our plan will provide a clear statement that the use of Gaelic is valued and promoted.

A full consultation report is included in appendix one for reference.

## KEY PRINCIPLES

**sportscotland** is committed to the following key principles and will apply these across the delivery of plan and throughout the organisation

### EQUAL RESPECT

**sportscotland** will ensure that where Gaelic is included as part of our operations and services, it is of an equal standard and quality as those that we provide in English.

### ACTIVE OFFER

**sportscotland** will make an active offer of our Gaelic services to our employees and the public. We will ensure that our Gaelic language services are as accessible as our English language services, and Gaelic users are made aware of their existence, and are actively encouraged to use them.

### NORMALISING

**sportscotland** will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

## OUR COMMITMENTS

### HIGH LEVEL AIMS

The National Gaelic Language Plan has three main aims, all of which have a vital contribution to make to increasing the numbers of people learning, using and speaking Gaelic in Scotland. Key development outcomes have been identified for each by the Bòrd na Gàidhlig.

Key aim	Development outcomes
<b>Encourage the use of the Gaelic Language</b>	An increase in the use of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives. This includes speakers and learners increasing their use of the language. It involves developing more situations where Gaelic can be used. It involves using Gaelic in situations where it has not been used previously and the increased use of Gaelic in daily life.

	The increased use of Gaelic strengthens the community of speakers and contributes to its confidence. This expands opportunities for Gaelic and Gaelic users. It helps to increase awareness and the profile of the language.
<b>Support the learning of the Gaelic Language</b>	<p>An increase in the learning of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives.</p> <p>This includes promoting, supporting and expanding Gaelic learning at all levels and in all sectors. The benefits from this are clear: as progress is made it will increase the number of those who understand, speak, read and write Gaelic and their ability to use Gaelic with confidence.</p>
<b>Promote the Gaelic Language</b>	<p>A positive image of Gaelic will be promoted. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives.</p> <p>Ensuring a positive image of Gaelic is promoted and strengthened depends on a number of initiatives. It is also ensuring that Gaelic is valued and that its important contribution to the social, cultural and economic life of the nation is recognised.</p> <p>The promotion of a positive image of Gaelic is critical to strengthening the appeal and status of Gaelic in Scotland and abroad. This depends on users and non-users alike.</p>

sportscotland is committed to ensuring the National Gaelic Language Plan is implemented. In this section, we have identified our contribution to each of the key aims.

## ENCOURAGE THE USE OF THE GAELIC LANGUAGE

<b>Proposed Outcome</b>	To increase the use of Gaelic throughout the sporting system in Scotland.
<b>Current Practice</b>	<p>We work closely with Active Schools teams across the country to support the delivery of opportunities and activities to young people in the medium of Gaelic. This includes examples such as:</p> <p>High Life Highland</p> <ul style="list-style-type: none"> <li>• Delivery of dance in Gaelic</li> <li>• Young leaders in Gaelic</li> <li>• Shinty opportunities delivered in Gaelic</li> </ul>

	<p>Comhairle nan Eilean Siar (CnES)</p> <ul style="list-style-type: none"> <li>• Employing an outdoor learning instructor to deliver outdoor activities in Gaelic for all levels of experience.</li> <li>• On-line support for primary school pupils, including virtual activities in Gaelic.</li> <li>• Young leaders in Gaelic</li> </ul> <p>Through the <b>sportscotland</b> national training centre Glenmore Lodge, we have worked with Comunn na Gàidhlig (CnaG) and Spòrs Gàidhlig to boost the delivery of outdoor activity training and provide activities for young people, both through Gaelic language and bilingually.</p>	
<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p>We will work with our local authority and leisure trust partners and existing Gaelic sporting organisations to encourage and support the use of Gaelic in sport. This will focus on areas with Gaelic medium education facilities or where 20% or more of the local population have Gaelic skills. This will include:</p> <ul style="list-style-type: none"> <li>• Working with local partners and Active Schools teams to support the delivery of sporting opportunities to young people in the medium of Gaelic.</li> <li>• Working with local partners and Active Schools teams to support the delivery of leadership development opportunities to young people in the medium of Gaelic.</li> <li>• Supporting outdoor activity training and activities for young people, both through Gaelic language and bilingually.</li> </ul>	<p>Every Year 2023-2028</p>	<p>Head of School and Community Sport.</p> <p>Principle of Glenmore Lodge National Centre</p>
<p>We will research, develop and test an e-learning approach for using Gaelic in coaching, in both Gaelic medium and bilingual environments, through our digital learning and development platform.</p>	<p>31 March 2026</p>	<p>Head of Coaching and volunteering</p>
<p>We will promote the use of the Cleachdi initiative to staff and partners: <a href="#">#cleachdi Initiative</a></p>	<p>Every Year 2023-2028</p>	<p>Head of Communications</p>

**SUPPORT THE LEARNING OF THE GAELIC LANGUAGE**

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<b>Proposed Outcome</b>	To increase the learning of Gaelic throughout the sporting system in Scotland.		
<b>Current Practice</b>	<p>We continue to promote Gaelic e-learning via the Learn Gaelic website which staff can access through our internal learning and development resource. Members of our communication team completed a Gaelic Language course to inform how we promote a positive image of Gaelic.</p> <p>Through Active Schools, we continue to work with the Highland Council Gaelic team and High Life Highland to deliver a Sports Leaders UK residential leadership course in Gaelic at Sabhal Mòr Ostaig, the National Centre for Gaelic Language and Culture. This provides opportunities for young leaders in the Highlands to learn in Gaelic.</p>		
<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>	
<p>We will promote the learning of Gaelic through the context of sport and well-being. This will include:</p> <ul style="list-style-type: none"> <li>• supporting opportunities for young people to learn in Gaelic through sport.</li> <li>• promoting case studies on staff and or partners in the sporting system who have learned Gaelic and how they have applied this to their role.</li> <li>• promoting the <a href="#">LearnGaelic</a> resource to staff and partners.</li> </ul>	Every Year from 31 March 2024	<p>Heads of Sports Development.</p> <p>Head of Communications.</p>	

**PROMOTE THE GAELIC LANGUAGE**

<b>Proposed Outcome</b>	To increase the profile of the Gaelic language in the sport system in Scotland.		
<b>Current Practice</b>	<p>We develop and promote our key corporate publications, information, and content into Gaelic language across the lifetime of our previous plan. This includes our corporate strategy, annual reports, case studies, research information and infographics, key communication campaigns and social media promotions.</p> <p>We use bilingual promotional material at national and regional events.</p> <p>We encourage the option of bilingual signage to applicants who receive our sports facilities fund investment.</p>		

Actions Required	Target Date	Responsibility
We will work with local partners to support and encourage the use of bilingual promotional material, particularly for events which take place in areas where the local population have Gaelic skills and/or events with regional, national or international importance.	Every Year 2023-2028	Head of Communications
We will look to incorporate the use of <b>Alba</b> and other appropriate Gaelic words and phrases on National Centre and <b>sportscotland</b> institute of sport uniforms, and encourage Scottish governing bodies of sport to do the same, where applicable.	31 March 2028	Principles of the National Centres  Head of SGBs and Pathways  Director of Performance

## CORPORATE SERVICE AIMS

## STATUS

<b>Desired Outcome</b>	<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.
<b>Current Practice</b>	<b>sportscotland</b> corporate logo and branding is represented in English and Gaelic, including the Gaelic translation spòrsalba.
<b>Actions Required</b>	We will continue to position the <b>sportscotland</b> / <b>spòrsalba</b> logo prominently on all social media homepages including Twitter, Facebook and LinkedIn.  We will work with colleagues to ensure corporate presentations include the <b>spòrsalba</b> logo.
<b>Target Date</b>	Every Year 2023-2028
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Signage</b> Signage will include Gaelic and English as part of any renewal process.
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<b>Current Practice</b>	<p>We adopted bi-lingual signage at the <b>sportscotland</b> national training centres in Inverclyde and Glenmore.</p> <p>Glenmore Lodge has signage which includes Scots language, a Gaelic welcome sign and a feature wall about the Cairngorms which translates the mountain names.</p> <p>We created a new bilingual signage template for Gaelic and English. We updated the terms and conditions for our investment into sport facilities, so that applicants can choose to use the new bilingual signs.</p>
<b>Actions Required</b>	<p>We will adopt bilingual signage and branding at key corporate sites as part of any renewal process.</p> <p>As signs in existing facilities are gradually replaced across their lifespan, they will be replaced by bilingual signs as part of any renewal process.</p> <p>We will continue to promote bilingual signage to applicants in receipt of our sport facility fund investment.</p>
<b>Target Date</b>	Every Year 2023-2028
<b>Responsibility</b>	Head of Communications; Head of Facilities

## COMMUNICATING WITH THE PUBLIC

<b>Desired Outcome</b>	<b>Promotion</b> Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
<b>Current Practice</b>	We are not proactive in raising awareness that communication in Gaelic is welcome.
<b>Actions Required</b>	We will use the #Cleachdi initiative (happy to use Gaelic) resources, as well as opportunities through our communications and social media channels, to reiterate that communication from the public in Gaelic is welcome.
<b>Target Date</b>	Every Year 2023-2028
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
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<b>Current Practice</b>	<p>While we accept all forms of written communication in Gaelic from the public, and aim to provide a response in Gaelic, we are not proactive about this message.</p> <p>No written communication has been received in Gaelic in the last 3 years.</p>
<b>Actions Required</b>	<p>We will update key pages on our website with a message explaining that all forms of written communication in Gaelic from the public are welcome and replies will be provided in Gaelic.</p> <p>We will make staff aware of the requirement to provide responses in Gaelic, where a written communication in Gaelic has been received.</p>
<b>Target Date</b>	From 31 March 2024 and each year thereafter
<b>Responsibility</b>	Head of Communications, Head of HR

<b>Desired Outcome</b>	<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. If there are not staff available to deliver this, capacity will be built through training and recruitment.</p>
<b>Current Practice</b>	<p><b>sportscotland</b> has three receptions, in Glasgow, Edinburgh and Stirling. We have no Gaelic speaking staff available to work on reception.</p> <p>We developed a process and guidance to help our reception staff to respond to enquires made in Gaelic. The implementation of this was impacted by the pandemic forcing office closures.</p> <p>There is no information in Gaelic on our answerphone for times when the office is closed.</p>
<b>Actions Required</b>	<p>We will continue to implement the guidance to help our reception staff to respond to enquires made in Gaelic.</p> <p>We will create a recorded message for our office answer phone in Gaelic. Once complete, we will promote this on our website.</p> <p>We will indicate that Gaelic is available by using the #Cleachdi initiative (happy to use Gaelic) resources.</p>
<b>Target Date</b>	From 31 March 2024 and each year thereafter
<b>Responsibility</b>	Head of Human Resources



**INFORMATION**

<b>Desired Outcome</b>	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
<b>Current Practice</b>	We ensure that news items are translated where 20% or more of the population speak Gaelic, or where a news item relates to specifically Gaelic issues.  We produce a Gaelic version of our Editor's note to be included in all press releases.
<b>Actions Required</b>	We will engage internally to plan and circulate high-profile news releases in Gaelic and English
<b>Target Date</b>	Every Year 2023-2028.
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Social Media</b> Gaelic content distributed regularly through social media, working towards fully bilingual social media.
<b>Current Practice</b>	We provide translations of selected social media posts relating to key corporate activity.  We provide a translation where stories are focused on areas where Gaelic is spoken by more than 20% of the population.  We position the <b>sportscotland / spòrsalba</b> logo prominently on all social media homepages including Twitter, Facebook and LinkedIn.
<b>Actions Required</b>	We will continue the actions outlined previously.  We will raise awareness of our Gaelic Language Plan by promoting this through our social media channels.  We will distribute at least 20 Gaelic only or bilingual posts on social media each year.
<b>Target Date</b>	From 31 March 2025 and each year thereafter
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Website</b>
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	Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach, working towards fully bilingual website. In those geographical locations in which the percentages or numbers of Gaelic speakers in the community is greater, this will be expected as standard.
<b>Current Practice</b>	<p>We replaced all <b>sportscotland</b> logos on our website and digital content with the new bilingual <b>spòrsalba</b> logo.</p> <p>We ensure our website is more easily translatable into Gaelic by online translation services such as Google Translate however, we do not promote this function.</p> <p>The home page / contact us section of our website contains limited key information in Gaelic.</p>
<b>Actions Required</b>	<p>We will update the home page / contact us section of our website to include key information in Gaelic.</p> <p>We will redevelop our Gaelic Language Plan landing page, ensuring this is bilingual.</p> <p>We will continue to explore opportunities to include key information on Gaelic matters on our website where appropriate and make Gaelic more visible online through relevant bilingual content and ease of translation.</p>
<b>Target Date</b>	From 31 March 2024 and each year thereafter
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
<b>Current Practice</b>	<p>We mainstream translation of key corporate publications, ensuring priority is given to those with the highest potential reach and impact. Examples include our corporate strategy, annual report and case studies and research information and infographics.</p> <p>We provide a translation where specific publications are focused on areas where Gaelic is spoken by more than 20% of the population.</p>
<b>Actions Required</b>	We will ensure a formal process is in place that includes consideration of Gaelic from the outset, prioritising key corporate publications.

	We will continue to explore additional opportunities to translate corporate publications as and when appropriate.
<b>Target Date</b>	Every Year 2023-2028
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Language</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
<b>Current Practice</b>	We ensure all our corporate information is professionally translated into Gaelic and is of the same quality and accessibility of English.
<b>Actions Required</b>	We will develop organisational accessibility guidance and ensure Gaelic Translation is included within this.
<b>Target Date</b>	From 31 March 2024 and each year thereafter
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<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.
<b>Current Practice</b>	We ensure that bilingual logo is used on display materials at events.  We produce Gaelic language or bilingual versions of materials for events in areas where 20% or more of the population speak Gaelic.  No events were delivered in the last 3 years in areas where 20% or more of the population speak Gaelic or where children in Gaelic education will be present however we will continue to evaluate whether Gaelic translators are required at such key events going forwards.
<b>Actions Required</b>	We will review the range of exhibition materials, stands etc to include Gaelic.
<b>Target Date</b>	From 31 March 2025 and each year thereafter.
<b>Responsibility</b>	Head of Communications

**STAFF**

<b>Desired Outcome</b>	<b>Internal audit</b>
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	Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.
<b>Current Practice</b>	We conducted an internal audit of Gaelic skills and training needs in 2021. This helped our understanding of the abilities and fluency levels in Gaelic among our staff.
<b>Actions Required</b>	We will repeat the internal audit of Gaelic skills and training needs as part of our internal employee equality monitoring process. This will take place at least every two years.
<b>Target Date</b>	31 March 2027.
<b>Responsibility</b>	Head of Strategic Planning; Head of HR

<b>Desired Outcome</b>	<b>Induction</b> Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff inductions.
<b>Current Practice</b>	We incorporated awareness of our Gaelic Language Plan into staff induction process and induction guidance for managers.
<b>Actions Required</b>	We will signpost existing colleagues to our Gaelic Language Plan and Gaelic Language Plan progress report on an annual basis.
<b>Target Date</b>	From 31 March 2024 and each year thereafter.
<b>Responsibility</b>	Head of Human Resources

<b>Desired Outcome</b>	<b>Language training</b> Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan. <b>Awareness training</b> Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public. <b>Using Gaelic</b> Staff are encouraged to use Gaelic in their work.
<b>Current Practice</b>	We are familiar with the abilities and fluency levels in Gaelic among our staff however our understanding on staff appetite for further training opportunities is limited.  We offer a Gaelic language e-learning to all staff.  We provide Gaelic language learning and awareness opportunities to staff and promote this through our internal communications channels/corporate L&D platform.

	Examples of prioritisation for training delivery include our human resources and communications teams.
<b>Actions Required</b>	<p>We will analyse training needs following our internal audit of Gaelic skills and training needs.</p> <p>We will explore further development opportunities for staff to undertake Gaelic language learning and encourage them to use Gaelic in their work.</p> <p>We will promote the SpeakGaelic learning courses and materials to all staff.</p>
<b>Target Date</b>	From 31 March 2024 and each year thereafter.
<b>Responsibility</b>	Head of Human Resources

<b>Desired Outcome</b>	<p><b>Recruitment</b></p> <p>Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</p> <p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>
<b>Current Practice</b>	Vacancies are advertised in English only.
<b>Actions Required</b>	<p>We will review where Gaelic should be an essential and/or desirable skill in relevant job descriptions, in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>We will advertise vacancies where Gaelic is an essential and/or desirable skill using bilingual or Gaelic only job adverts. This will include considering the Gaelic language skills required when advertising for roles in our national centres and areas where Gaelic is spoken by more than 20% of the population.</p> <p>We will provide appropriate language support throughout the recruitment process, where this is appropriate.</p>
<b>Target Date</b>	From 31 March 2024 and each year thereafter.
<b>Responsibility</b>	Head of Human Resources

## GAELIC LANGUAGE CORPUS

<b>Desired Outcome</b>	<p><b>Gaelic Orthographic Conventions</b></p> <p>The most recent Gaelic Orthographic Conventions will be</p>
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	followed in relation to all written materials produced by the public authority.
<b>Current Practice</b>	We adopt and adhere to the most recent Gaelic Orthographic Conventions when producing written materials.
<b>Actions Required</b>	We will continue to ensure the translation services we use adhere to the most recent Gaelic Orthographic Conventions.
<b>Target Date</b>	From 31 March 2024 and each year thereafter.
<b>Responsibility</b>	Head of Communications

<b>Desired Outcome</b>	<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
<b>Current Practice</b>	We do not currently seek advice on Gaelic place names.
<b>Actions Required</b>	We will adopt the advice on place names from Ainmean-Àite na h-Alba when developing appropriate resources.
<b>Target Date</b>	From 31 March 2024 and each year thereafter.
<b>Responsibility</b>	Head of Communications; Head of Strategic Planning

## PUBLICATION

### EXTERNAL

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

1. issue a bilingual press release announcing the plan
2. publicise the plan through our social media platforms
3. promote it through our digital magazine 'Sport First'
4. distribute digital copies of the plan to relevant partners and stakeholders
5. distribute digital copies of the plan to relevant Gaelic organisations and other interested bodies
6. make hard copies available on request.

### INTERNAL

In the addition to external promotion above, we will communicate **sportscotland's** Gaelic Language Plan direct to all staff through Inside Track, our internal communications newsletter. We will continue to include information on our Gaelic Language Plan in our corporate induction.

We will continue to keep all staff updated on opportunities that exist for them to use their Gaelic and / or develop their skills through our internal learning and development promotion.

## RESOURCING THE PLAN

The Plan is based on **sportscotland's** current resources and mainstreamed within existing budgets. If our current resources change, we will make adequate provision and amendments to reflect the ongoing delivery of the Plan.

## MONITORING THE PLAN

We will use our corporate performance management system to review progress against actions identified in the plan on a quarterly basis. We will provide Bòrd na Gàidhlig with an annual report on our progress against the commitments in this plan.

## THE GAELIC LANGUAGE PLAN IN SPORTSCOTLAND

**OVERALL RESPONSIBILITY FOR THE PLAN**

The Director of Operations has overall responsibility for preparation, delivery and monitoring of **sportscotland**'s Gaelic Language Plan. This role is currently being recruited. As an interim, the Chief Executive Officer has overall responsibility.

Forbes Dunlop

Chief Executive Officer

Corporate Services

sportscotland

Doges | Templeton on the Green | 62 Templeton Street | Glasgow | G40 1DA

[forbes.dunlop@sportscotland.org.uk](mailto:forbes.dunlop@sportscotland.org.uk)

**DAY-TO-DAY RESPONSIBILITY FOR THE PLAN**

The Planning and Improvement Manager has day-to-day responsibility for the monitoring of **sportscotland**'s Gaelic Language Plan.

Darren McKay

Corporate Planning and Improvement Manager

Strategic Planning

sportscotland

Doges | Templeton on the Green | 62 Templeton Street | Glasgow | G40 1DA

[darren.mckay@sportscotland.org.uk](mailto:darren.mckay@sportscotland.org.uk)

**Gaelic Language Plan Implementation and Monitoring Group**

We will create a cross-organisational implementation and monitoring group to ensure our Gaelic language plan is embedded. The group will meet at least twice a year to ensure progress against the commitments in this plan.

**Engaging with Staff**

We will communicate our annual progress report against the commitments in this plan to staff once approved by Bòrd na Gàidhlig. We will actively seek feedback on the implementation of the plan.

**Arm's Length Organisations and Third Parties**

**sportscotland** does not have any arm's length organisations. We will identify ways of promoting our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their scope of delivery.



## APPENDIX 1 – CONSULTATION

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. We will have included a link to the full report on the consultation findings: [2022-26 Gaelic Language Plan - Consultation Report – Word docx](#)



<b>A' freagairt ri</b>	A' Chomataidh Poileasaidh is Ghoireasan
<b>Ceann-latha na Coinneimh</b>	17/08/2023
<b>Àite:</b>	Air-loidhne
<b>Nì a' Chlàir-ghnothaich</b>	2.2

<b>Tìotal a' Phàipeir</b>	PGR010 Eagrain 04 Plana Gàidhlig Comhairle Baile Ghlaschu	
<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>
Sgioba Stiùiridh	04/08/2023	Ri Aontachadh
<b>Pàipear-taice air a cheangal ris</b>	PT1 – PGR010 E04 Comhairle Baile Ghlaschu	
<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>	PGR010 - Geàrr iomradh air adhartas le E03	
<b>2.2</b>	Tha Comhairle Baile Ghlaschu air adhartas a dhèanamh le bhith a' fastadh oi gear ionnsachaidh teaghlaich ùr. Bidh an t-oi ear seo ag obair còmhla ri pàrantan gus barrachd cleachdaidh agus tuigse air a' Ghàidhlig a bhrosnachadh.	
<b>2.3</b>	Thathar air adhartas a dhèanamh le bhith a' toirt taic do luchd-obrach agus don phoball gus Gàidhlig ionnsachadh. Thathar air Fèisean na Gàidheal aighinn a-steach gus trèanadh Gàidhlig a thoirt don luchd-obrach aca agus tha Glaschu Beò air a bhith a libhrigeadh clasaichean don choimhearsnachd.	
<b>2.4</b>	Tha Comhairle Baile Ghlaschu air adhartas a dhèanamh a thaobh solar foghlaim is ionnsachaidh Gàidhlig sna sgoiltean aca. Thathar air treas bun-sgoil tro Mheadhan na Gàidhlig osgladh. Tha na h-àireamhan air a bhith a' fàs aig ìre na bun-sgoile agus na na h-àrd-sgoile gach bliadhna tro bheatha an treas eagrain.	
<b>2.5</b>	Tha cothroman a bharrachd aig Comhairle Baile Ghlaschu tro chur an gnìomh an ath-eagrain gus fàs a thoirt air solar luchd-ionnsachaidh aig ìre nam bun-sgoiltean agus àrd-sgoiltean anns an sgìre.	
<b>2.6</b>	Tha cothroman ann do Chomhairle Baile Ghlaschu barrachd adhartais a dhèanamh le bhith a' taisbeanadh gu bheil a' Ghàidhlig a' faotainn spèis cho-ionann ri Beurla taobh a-staigh seirbheisean na comhairle.	
<b>2.7</b>	Tha cothroman ann do Chomhairle Baile Ghlaschu a bhith a' cruthachadh barrachd susbaint Ghàidhlig no dà-chànanach air an làraich-lìn aca gus fàs a thoirt air faicsinneachd a' chànan.	
<b>3.0</b>	<b>Prìomh Aithris/Fiosrachadh</b>	
<b>3.1</b>	Chaidh measadh a dhèanamh air an dreachd phlana seo le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air a' phlana agus mhol iad atharrachaidhean.	

<b>3.2</b>	Ghabh Comhairle Baile Ghlaschu ri molaidhean aig an Sgioba-stiùiridh.																																				
<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 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 Coileanaidh Nàiseanta</b>																																				
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<b>5.8</b>	<b>Buidhean 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.																																				

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<b>5.9</b>	<b>Buidhean 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>Buidhean air an Àrainneachd</b> Cha bhi buaidh ann.

# **GLASGOW CITY COUNCIL**

## **GAELIC LANGUAGE PLAN**

**2023 to 2028**

**OFFICIAL**

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# 1. FOREWORD

This is Glasgow City Council's fourth Gaelic Language Plan and it flows from the previous three. Two key themes in this plan are ambition and success. By 2028 Gaelic will be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world. Gaelic is a language for all.

It is one of many languages spoken within our city, adding to our rich diversity. Our ambition is that Gaelic is recognised and celebrated as a modern language open to all, used every day, not just in our schools or media but also in other social and work settings. We want more people learning and using the language naturally and confidently in their everyday lives.

Gaelic is not competing with the English language or any other language. We want Gaelic to have equal respect with English in the planning and delivery of a wider range of public and private services. To do this we want the council, its partners and other stakeholders working together to create an encouraging environment and improved infrastructure for Gaelic to flourish.

Gaelic belongs to our city and has been an intrinsic part of our rich culture and heritage. We want Gaelic to be universally recognised as a unique asset and a positive driver of progress and success in Glasgow. We want an increased understanding and strengthening of the historical connections that bind Gaelic in the city, the glens, the islands and overseas.

The implementation of this plan requires leadership at all levels. It requires an increase in resources allocated to the promotion and awareness of the language, a positive investment for the future of our language and city. This is a detailed plan, a live plan. It belongs to all Glaswegians. It is your plan. Please engage with it.

**Feargal Dalton**  
**Councillor**

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## 2. INTRODUCTION

### THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

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

### GAELIC IN SCOTLAND

At the last census in 2011, the total number of people aged 3 and over with Gaelic skills (speak/read/write/understand Gaelic) was 87,100. Of those, 57,375 stated that they were Gaelic speakers. This was a small decline from 2001 when there were 58,652 speakers.

The 2011 census also revealed a 10% increase in Gaelic speakers below the age of 15, a positive number for Gaelic revival. That, along with increased numbers learning Gaelic, increased demand for Gaelic Medium Education, and a growth in the use of Gaelic in creative sectors are all encouraging factors.

The launch of Gaelic on the Duolingo app in 2020 sparked positive headlines, with more than 500,000 learners across the world signing up. This equates to more than nine times the number of Gaelic speakers in Scotland. In response to Covid-19 many Gaelic learning providers have adapted their service to online delivery which has opened further opportunities for individuals to learn the language.

The influence of Gaelic in our placenames cannot be underestimated and [this map](#), produced by Bòrd na





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Gàidhlig and Ainmean Àite na h-Alba, highlights the widespread influence of the language.

**SCOTTISH SOCIAL ATTITUDES SURVEY 2021**

In 2021, the Scottish Social Attitudes survey included questions on Gaelic for the first time since 2012. This allowed ScotCen Social Research to analyse changes in attitudes over the decade.

They found an increase in the proportion of adults in Scotland who:

- Are in favour of children in Scotland being taught Gaelic as a school subject for an hour or two a week
- Believe Gaelic to be important to their own cultural heritage
- Believe that too little public money is currently being spent on Gaelic every year
- Would like there to be more Gaelic speakers in 50 years time

Nearly two thirds of the survey panel (a total of 1,365 aged 18 and over across Scotland) said they would like to speak Gaelic better than they do now. Seven in ten agree that learning Gaelic gives someone a sense of achievement. From a list of seven languages, 37% placed Gaelic in the top two languages they feel are most important for children in Scotland to learn, making Gaelic the third most popular language after Spanish (53%) and French (51%).

44% of people said they were comfortable with hearing Gaelic spoken, whereas 5% were uncomfortable. 47% of those surveyed were in favour of bilingual signage across Scotland and 15% in favour of English only.

Exposure to Gaelic in childhood or recently in the media is associated with more supportive attitudes. Those with more frequent recent exposure to Gaelic road and public signs hold more positive attitudes towards bilingual signs, which suggests that increased visibility of Gaelic is important for the preservation of the language.

**THE NATIONAL GAELIC LANGUAGE PLANS - 2018-23 AND 2023-28**

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

We are committed to the achieving this aim by focussing our work, on these three 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**

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

Bòrd na Gàidhlig's National Gaelic Language Plan for 2023-28 completed its public consultation phase in July 2022 and is expected to be approved and published in 2023.

That Plan sets out a vision for Gaelic as part of the heritage of Scotland and that it belongs to everyone. It creates benefits, both social and economic, and increase wellbeing for Gaelic users, learners and supporters across Scotland and internationally. It envisages that the Plan will increase those benefits and more people can engage with the language.

The Plan underpins the Scottish Government's ambition to see an increase in the numbers of people speaking, learning and using Gaelic in Scotland.

**GLASGOW CITY COUNCIL'S GAELIC LANGUAGE PLAN**

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

Glasgow 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.

Since 2009 Glasgow City Council has committed to the development of the Gaelic language through the publication and delivery of Gaelic Language Plans. Three Plans have been produced and this fourth one consolidates our commitment to Gaelic and its enhancement within the council and the city of Glasgow.

The draft of the Gaelic Language Plan 2023 to 2028 was made available for public consultation between 6 May 2022 and 22 July 2022. The Plan and a questionnaire were produced in bilingual format (Gaelic and English) and published on the council's Consultation Hub [www.glasgow.gov.uk/consultations](http://www.glasgow.gov.uk/consultations) and also on the Gaelic page of the council's website [www.glasgow.gov.uk/index.aspx?articleid=29268](http://www.glasgow.gov.uk/index.aspx?articleid=29268)

The consultation was extensively and regularly promoted through the Council's social media channels on Twitter and Facebook. It sought the views of the general public and stakeholders and encouraged feedback by completion of an online survey or by email or post.

774 survey responses were received and analysed. A report on the findings of that analysis is attached as Appendix 4.

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### 3. GAELIC IN GLASGOW - PAST AND PRESENT

Glasgow is Scotland's largest city with a growing population of more than 633,000 residents. Many thousands more visit, work and do business in the centre of the biggest economic region in Scotland. The city is home to three major universities as well as some of Scotland's most popular cultural and sporting organisations and venues. Outside of London, Glasgow's retail sector leads the way in the UK and the city's financial district continues to flourish.

Among many other unheralded glories, Glasgow also has a notable Gaelic story that permeates its history from medieval times to the present day.

#### Place-names

Glasgow's connection to Gaelic goes back more than a thousand years to the days when the place known as Glaschu was largely rural, made up of farms and open countryside. This is documented in a detailed account of Gaelic's influence on the area, *Glasgow's Gaelic Place-names* by University of Glasgow academics, Alasdair C Whyte, Katherine Forsyth and Simon Taylor.

Gaelic was the dominant, prestige language in Glasgow from the 9<sup>th</sup> century but that began to change towards the end of the 12<sup>th</sup> century. The King gave Scots speaking merchants the right to hold a market every week around the settlement at Glasgow Cathedral. Soon, Scots became associated with commerce and education and Gaelic began to lose its status. However, the Gaelic influence remained strong in placenames and to this day the Gaelic connection is evident in many areas.

Numerous examples of places with a Gaelic name still exist, including those illustrated on this [map](#) of Glasgow's Gaelic place-names from [Ainmean Àite na h-Alba \(AAA\)](#).

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## Present day

Even though present day Glaschu is a very different place to that of medieval times, the Gaelic community is stronger than ever and continues making a unique contribution to the place known as Baile Mòr nan Gàidheal, City of the Gaels.

Glasgow is the urban heartland for Gaelic speakers in Scotland. The Gaelic community is more diverse and inclusive, vibrant and exciting. The language thrives in education, the creative industries, the media, arts, music and literature. The community continues to grow as more and more individuals come forward to help promote the language. All are welcome. Demand for education through the medium of Gaelic continues to grow year on year; promotion of the language at large scale music events such as Celtic Connections, Piping Live and the World Pipe Band Championships is important; hundreds enroll in Gaelic community learning courses and in degree level Gaelic studies in the city.

The social scene is a mix of the modern and traditional with Celtic music going from strength to strength. Important cultural festivals like Celtic Connections were created from Gaelic roots and that in turn helped create a healthy Gaelic music scene full of exciting and internationally renowned performers.

Traditional gatherings and events continue through the Highland Associations and choirs like the GGs (Glasgow Gaelic Musical Association), the oldest Gaelic choir in Scotland. In 2019, the Royal National Mod returned to Glasgow to popular acclaim as the best Mod ever. Some 12,000 visitors helped contribute around £4m of economic value to the city.

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**Demographics**

The 2011 census showed that 9,469 people aged 3 and over had some Gaelic language ability, 1.7% of the city's population. Most of those were aged 16-49 so the number of speakers is anticipated to increase. The growth in Gaelic education and community learning, the popularity of the Gaelic learning app from Duolingo, the success of BBC ALBA, the introduction of a new learning programme, Speak Gaelic, and increased levels of Gaelic arts and cultural activities will help increase Gaelic skills in Glasgow and beyond.

Census 2011	Glasgow City Council	% Glasgow	% Scotland
<b>With any Gaelic skill (age 3+) speak, read, write, understand</b>	9,469	1.7	1.7
<b>People who can speak Gaelic</b>	5,907	1.0	1.1
<b>Age of people with any Gaelic skill</b>		<b>% of people with Gaelic skills</b>	
Age 3-15	854	9.0	11.1
Age 16-24	1,898	20.0	11.1
Age 25-34	2,012	21.3	12.5
Age 35-49	2,033	21.5	22.0
Age 50-64	1,404	14.8	21.8
Age 65+	1,268	13.4	21.5

Census 2001	Glasgow City Council	% change to 2011 in Glasgow	% change to 2011 in Scotland
<b>With any Gaelic skill (age 3+) – speak, read, write, understand</b>	9,941	-4.8	-5.8
<b>People who can speak Gaelic</b>	5,731	+3.1	-1.8

## **4. THE COUNCIL'S GAELIC AMBITION, ACTIVITY AND SERVICES**

### **OUR AMBITION FOR GAELIC IN GLASGOW**

By 2028 Gaelic will be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world.

Gaelic for you, Gaelic for all!

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Success will be:

- More people learning and using the language naturally and more confidently in their everyday lives
- The council, its partners and other stakeholders working together to create an encouraging environment and improved infrastructure for Gaelic to flourish
- Gaelic having equal respect with English in the planning and delivery of a wider range of public and private services
- Gaelic being recognised and celebrated as a modern language open to all, habitually used not just in education and learning but also in other social and work situations
- A progressive change in the attitude of people currently neutral or against the use of the language
- An increase in resources allocated to the promotion and awareness of the language
- An increased understanding and strengthening of the historical connections that bind Gaelic in the city, the glens, the islands and overseas
- Gaelic impacts being equally considered in the planning and delivery of all services
- Gaelic's contribution to the educational, social, cultural and economic success of the city being measured, publicised and celebrated in the council's annual performance report
- Gaelic being universally recognised as a unique asset and a positive driver of progress and success in Glasgow

**Corporate annual performance report**

For the first time, some of our recent Gaelic outputs have been included, in a bilingual format, in the council's corporate annual performance report. Those included:

- Increasing numbers of children enrolled in Gaelic Medium Education (GME) (from 451 in 2009 to 1440 in 2022)
- A new GME partnership nursery at Govan Gaelic Primary School
- A fourth GME Primary School in the Calton area to open in 2025
- Delivery of more learning opportunities for staff
- Increasing demand for Glasgow Life's Gaelic adult and community learning
- Gaelic featured in the Creative Communities Artist-in-Residence programme, at Aye Write and in Celtic Connections
- A Gaelic learning programme for older people produced with the social enterprise, Lingo Flamingo
- A Gaelic Climate Literacy project introduced with colleagues in GCC Neighbourhoods, Regeneration and Sustainability (NRS)

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**GAELIC ACTIVITY AND SERVICES**

Gaelic language and cultural services have been provided by Glasgow City Council and its predecessor Strathclyde Regional Council for more than 40 years. The council and its Arms' Length External Organisations (ALEOs), in particular Glasgow Life, have encouraged a growth in Gaelic language services in education, adult learning, the arts, community development and the wider promotion of the language in the city with other public and community organisations.

**Education**

Glasgow is home to the third largest number of children and young people in Gaelic Medium Education (GME) in Scotland. In 2020, only the Highlands (1,822) and Western Isles (1,414) had higher numbers than Glasgow (1,306).

Demand for GME has increased year on year since the first unit in Scotland was opened in 1985 at Sir John Maxwell's Primary School in Pollokshaws. Now, we have three nurseries at the Glasgow Gaelic School's Berkeley Street campus (Anderston), Lyoncross (Pollok) and Rowena (Knightswood) along with private provision at Seudan Beaga and Òganan Ghlaschu. Between them, in 2022, they provided early years Gaelic learning for 144 children.

The council also operates four Primary schools – Bun-sgoil Ghàidhlig Ghlaschu, Bun-sgoil Ghàidhlig Ghleann Dail, Bun-sgoil Ghàidhlig Bhaile a' Ghobhainn and Bun-sgoil Ghàidhlig a' Challtainn. The first cohort of children for the Calton school, 39 in total, will be based at North Kelvinside Primary School while the former St James' Primary building is extensively renovated for re-opening in 2025. In total, 851 children were enrolled in Glasgow's Gaelic Medium Primary Schools in 2022.

The city also has a Gaelic Medium Secondary School at the Berkeley Street campus. 445 young people were enrolled there in 2022. In anticipation of the campus being dedicated solely to Secondary School provision by 2028, planning for a replacement GME primary school at another site in the west end has started.

In total for the 2022-23 school year, 1440 children and young people were enrolled across GME nursery, primary and secondary provision in Glasgow. The demand for GME in the city continues to show year on year growth and with that comes significant challenges, for example teacher recruitment. These are matters the local authority will tackle with the Scottish Government and public and community organisations over the duration of this Plan.

More data on GME rolls can be found in Appendix 1.

**Corporate**

The council's corporate governance activity is managed within the Chief Executive's Department. That includes the Gaelic unit where the Gaelic Development Officer plans, delivers, monitors and reviews Gaelic services provided at a corporate and service level.

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This Plan was produced in conjunction with the Gaelic Officers' Group (Implementation Group). Members of that group include colleagues from Chief Executive's Department, from Education Services who are responsible for delivery and development of GME, and from Glasgow Life who provide Gaelic services in learning, the arts, libraries, museums and sport. All other departments and services also have a responsibility to support the promotion of the Gaelic language but are currently not represented on the Officers' Group.

The council is committed to the promotion of Gaelic throughout the city and the audibility and visibility of the language in everyday services. The 2020 council family's new Corporate Brand Guidance addresses some of this in a section on the application and use of Gaelic throughout our business. The guide sets out how and when all staff and elected members should use the language in our day to day activity.

This Plan also addresses a number of other corporate service aims/outcomes related to the status of the language, communication with the public, information, staff and Gaelic language corpus. More detail can be seen in Section 4 of this Plan.

**2022 Gaelic skills audit/survey**

A key element of a Gaelic language plan is to understand the Gaelic skills which exists within an organisation.

Bòrd na Gàidhlig recommends that we conduct an internal Gaelic capacity audit/survey as part of the preparation of a Gaelic language plan, so that the commitments in the plan can be matched to existing skills and highlight where additional recruitment and / or training is required.

The audit/survey also provides an opportunity to register for Gaelic classes. Gaelic learning and awareness sessions are offered to all council and arm's length organisations' (ALEO) staff. The results of the 2022 Gaelic skills audit/survey are attached in Appendix 3.

**Research**

Part of the remit is to review progress and promote success. It has long been considered that there was a significant value in, and a demand for, Gaelic services in the city but also that there was a shortage of evidence to support that proposition.

In 2021, Glasgow City Council, with funding support from Bòrd na Gàidhlig, commissioned two major research studies. One was to estimate the economic value of Gaelic in Glasgow, also to show the growth in its use and to illustrate how the language and culture impacted on the wellbeing of Glasgow. A second study, jointly with the University of Glasgow, set out to identify demand, opportunities and priorities for Gaelic in the community.

- **Economic and wellbeing**

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The 'Gaelic Economy in Glasgow' research showed that more than 700 full-time equivalent jobs can be attributed to Gaelic. Those 700 jobs provide around £21.6m per annum gross value added (GVA) to the Glasgow economy. Education and learning accounts for the largest proportion of jobs (58% of the total) followed by Creative Industries (23%) and then Tourism and Events (16%). The Creative Industries, especially jobs related to the media, provide a higher rate of GVA and they account for 56% of the £21.6m annual total. The economic impact of Gaelic on events such as Celtic Connections, FilmG, World Pipe Band Championships and the Scottish Gaelic Awards is around £7.2m annually.

The impact of Gaelic on individual wellbeing was also strong. Respondents felt Gaelic increased their pride and interest in Scotland and their local community, gave them a greater sense of their own identity, improved their mental health and wellbeing, increased their happiness and self-esteem/self-confidence/self-worth, increased their participation in cultural events and enhanced their individual creativity.

The key issues and recommendations were:

1. More and better cooperation between agencies in Glasgow
2. Make Gaelic more visible in the life and economy of Glasgow
3. Support the application and use of Gaelic in business, social and community activities across Glasgow
4. Improve the Gaelic labour market structure and information
5. Promote Gaelic learning and language facilities and development

- **Partnership work / Aon Ghlaschu**

In the council's 2018 to 2022 Gaelic Language Plan, we committed to the development of an Aon Ghlaschu (One Glasgow) partnership approach to Gaelic development in the city. The success of Mòd Ghlaschu 2019 gave us an opportunity to put the idea into practice and in so doing help deliver a legacy promise of a sustainable future for Gaelic in Glasgow.

An Aon Ghlaschu steering group was formed and an officer employed to coordinate its work. Representatives came from organisations and individuals with a strategic or operational interest in Gaelic development in the city.

A key action from that group was a community research project, 'Gaelic in Glasgow', led by the council and the University of Glasgow on behalf of Aon Ghlaschu. We surveyed the wider community to identify their main social and community issues and priorities. The recently completed research study identified a number of key issues, including:

1. Lack of opportunities for informal Gaelic usage
2. Lack of physical space for Gaelic activity
3. Need for further awareness and promotion of Gaelic services
4. Need for greater physical visibility of Gaelic in Glasgow

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Other than those specifics, improved communication between organisations and the wider community was a central theme. The need for a website and social media channels, more content on Gaelic events and learning opportunities were supported. The Aon Ghlaschu officer and a partnership group of organisations and individuals will be considering all the research's findings and will create an action plan. With the support of Bòrd na Gàidhlig, the University of Glasgow and other Aon Ghlaschu partners, Glasgow City Council will aim to support the development of Aon Ghlaschu throughout the lifetime of this Plan.

**Glasgow Life – learning, the arts, museums, libraries, sport and events**

Glasgow Life has been an Arms' Length External Organisation of Glasgow City Council since its incorporation in 2006. It has a pivotal role in the development and promotion of Gaelic throughout Glasgow. Staff offer vital opportunities for Gaelic learning for adults and young people, Gaelic arts collaborations across a range of disciplines and major festivals, Gaelic resources in libraries, museums and sport. This work is monitored by Glasgow Life's internal Gaelic Forum which also feeds into the council's main Gaelic Implementation / Officers' Group.

Around a thousand people have accessed **Gaelic learning** opportunities with Glasgow Life over the last 5 years.

They provide Gaelic learning for adults, including weekly sessions of the newly introduced Speak Gaelic initiative, along with conversation and additional support sessions aimed at those wishing to practice their Gaelic skills online in a relaxed, informal setting. Glasgow Life also caters for the younger generation, with a host of Bookbug sessions aimed at 5 and under along with Clann is Cluich for primary aged children. This service has developed into online learning in response to Covid-19 and attracted attendance from as far afield as the United States.

The success of the Gaelic schools have helped Glasgow Life develop wider community interest in Gaelic learning and culture. It's hoped that the new GME school in the Calton may encourage new learners and that it might even spark a Gaelic revival in part of the neighbouring Bridgeton area. This was where a Gaelic-speaking community (named after Glengarry in Lochaber from where they were evicted during the Highland Clearances) was established in the late 18<sup>th</sup> century. Apart from creating the first Catholic community in Glasgow since the Reformation, the new Glasgow Gaels were noted for their work in the cotton factories of the industrialist David Dale, also owner of mills at New Lanark.

Glasgow Life's **Gaelic Arts** work is also very important to the language's development. The 2018-2022 Gaelic Arts Strategy continues to be the organisation's main corporate publication for Gaelic in the arts. It sets out a number of creative opportunities involving events, projects, workshops, funding opportunities and partnerships across Glasgow and beyond.

Its five strategic aims provided a broad framework for the Gaelic arts to thrive in Glasgow. They included:

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- An incubator programme, GUIR (in partnership with National Theatre of Scotland, Royal Conservatoire of Scotland and Sabhal Mòr Ostaig);
- The glaschu.net website in partnership with the University of Glasgow;
- An annual cultural symposium;
- A focus on young people up to the age of 25;
- Gaelic content development in major festivals and events including Celtic Connections, Aye Write, Merchant City Festival, Mela and Glasgow International.

The Strategy will be extended to 2024 to incorporate legacy projects from Mòd Ghlaschu 2019, development across citywide arts initiatives and future cultural events in the city but those general areas of activity will remain.

**Glasgow Life's Museums and Libraries** teams are taking a more active role in the development and promotion of Gaelic, hosting events, workshops, exhibitions and collaborating with the wider community on Gaelic related projects. They also manage a range of Gaelic book collections and museum resources and are keen to develop the range and scope of their Gaelic collections and exhibitions. Those future plans involve increased engagement with, and the support of, parents and children who attend Gaelic Medium Education schools.

**Gaelic through Sport** encourages higher use and development of the language and is also a healthy way of socialising with friends and family. The continued development of shinty clubs for all ages, primary, secondary and university, has been a notable achievement. Glasgow Life offers some courses in English for Gaelic-speaking parents who volunteer as sport coaches but in the main it is parents who tend to lead on Gaelic initiatives. A good example is Spòrs Ghlaschu, a parent-led initiative from the council's first Gaelic Language Plan 2009-12. They help to promote Gaelic use through coaching and sport sessions for Primary school children especially at Fèis Spòrs, an annual sporting day held at the end of the school year. Spòrs Ghlaschu also organised the highly enjoyable and very successful multi-sport Là Mòr Spòrs held at Glasgow Green during Mòd Ghlaschu 2019 attended by about 1000 adults and children.

### **Gaelic provision from other providers in Glasgow and the city region**

The creative industries is a particularly vibrant sector for Gaelic in Glasgow. MG ALBA, BBC ALBA and a host of independent Gaelic media companies are based in Glasgow and contribute hugely to jobs and economic value for the city. MG ALBA's corporate publication "Lèirsinn: a route map for Gaelic media" sets out a positive vision and pivotal role for Gaelic media. Through BBC ALBA and Radio nan Gàidheal, Gaelic is brought into people's homes on a daily basis. The Glasgow based Gaelic singers, musicians, writers, artist and actors contribute significantly to the diversity of talent and skills in the local economy.

Comunn nam Pàrant, Theatre gu Leòr, Comhairle nan Leabhraichean, Comunn na Gàidhlig, An Lòchran and Ceòl 's Craic are just six of the Gaelic organisations who make an important contribution to Glasgow's educational, dramatic, literary, youth,

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creative and cultural landscape. We will aim to strengthen our connections with them all through initiatives like Aon Ghlaschu.

In the Further and Higher Education sector, Gaelic is a popular degree subject at the University of Glasgow. It also offers a unique residency scheme, Taigh na Gàidhlig, so that Gaelic-speaking students have the opportunity to live together on campus in a Gaelic environment for the academic year. The University of Strathclyde is the country's leading provider of Gaelic and Gaelic medium teacher education and Glasgow Kelvin College also offers Gaelic courses for adults.

Glasgow is home to a number of public sector agencies with a Gaelic Language Plan, among them Education Scotland, Scottish Enterprise, Scottish Fire and Rescue Service, Scottish Qualifications Authority (SQA), Skills Development Scotland and Sport Scotland.

In the Glasgow City Region, apart from Glasgow City Council, another seven local authorities have Gaelic Language Plans. They are: East Dunbartonshire Council, East Renfrewshire Council, Inverclyde Council, North Lanarkshire Council, South Lanarkshire Council, Renfrewshire Council and West Dunbartonshire Council.

**Political governance**

Glasgow City Council is one of 32 Councils across Scotland, Like all local authorities, Glasgow is governed by locally elected members who represent the priorities of each area and the city's wider interests. Currently Glasgow has 85 elected members (councillors) each representing an electoral ward of the city. There are 23 electoral wards, each one with 3 or 4 councillors. The current political make up is shown below.

<b>Party / Group</b>	<b>Number of elected members</b>
Scottish National Party	37
Scottish Labour	36
Scottish Green	10
Scottish Conservative and Unionist	2
<b>TOTAL</b>	<b>85</b>

Full council meetings are held every month and are chaired by the Lord Provost. Members from all political groups are involved in a range of Committees. The Council leader convenes the City Administration Committee.

**Corporate Leadership**

Responsibility for corporate leadership of the council rests with our Corporate Management Team (CMT). Led by the Chief Executive, Annemarie O'Donnell, the CMT consists of fourteen members made up of Executive Directors, Chief Executives of Arm's Length External Organisations (ALEOs) and Senior Strategic Advisers from across the full council family.

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Meeting monthly, our CMT has a key leadership role to shape and steer the council on key strategic and statutory duties. They also have day to day responsibility for all staff and the management of the council's budget. Around 33,000 staff (28,000 FTE) work for Glasgow City Council and associated organisations like Glasgow Life. The council is one of Glasgow's largest employers, with a Service Revenue Budget of £1.665 billion, and an important leadership role in the promotion and development of Gaelic in Glasgow.

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## 5. PRINCIPLES, AIMS, ACTIONS, OUTCOMES

### 5.1 KEY PRINCIPLES

Three key principles apply to all Gaelic Language Plans. They are also fundamental to how Glasgow City Council must act in relation to the application and delivery of this Plan.

- **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.

Glasgow 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.

- **Active offer**

Glasgow City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

Glasgow City Council will ensure that our Gaelic language services are as accessible as our English language services.

- **Mainstreaming**

Glasgow 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 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

### 5.2 OVER-ARCHING AIMS AND ACTIONS

Bòrd na Gàidhlig and Glasgow City Council have agreed two Over-arching Aims for the council's Gaelic services.

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1. Demonstrate that Gaelic speaking customers have been considered and provided for in the planning and delivery of everyday activity, projects, products and services
2. Increase the use, learning, promotion and awareness of Gaelic within each Service team and department of Glasgow City Council, Glasgow Life and other Glasgow Family companies

The actions, target dates and delivery responsibilities for each aim will be as follows.

<b>OVER-ARCHING AIMS (OAA)</b>		
<b>OAA1 Demonstrate that Gaelic speaking customers have been considered and provided for in the planning and delivery of everyday activity, projects, products and services</b>		
<b>Actions Required</b>	<b>Target date</b>	<b>Responsibility</b>
OAA1.1 Prepare an annual survey and report of Gaelic-speaking customers' satisfaction with the council's and Glasgow Family companies' Gaelic activity, projects, products and services	2024-28	Chief Executive's Department with all Services and Glasgow Family companies
OAA1.2 Present annual evidence from each Service that Gaelic-speaking customers were considered and provided for in the planning and delivery of everyday activity, projects, products and services	2024-28	Chief Executive's Department with all Services and Glasgow Family companies
<b>OAA2 Increase the use, learning, promotion and awareness of Gaelic within each Service team/department of Glasgow City Council, Glasgow Life and other Glasgow Family companies</b>		
<b>Actions Required</b>	<b>Target date</b>	<b>Responsibility</b>
OAA2.1 Expand the Gaelic Officers' Group with the recruitment of more Gaelic champions from under-represented Services.	2024-28	Chief Executive's Department with all Services and Glasgow Family companies
OAA2.2 Prepare a staff guide for each Service champion outlining their role and responsibility to help increase the use, learning, and awareness of Gaelic across their Service area	2024-25	Chief Executive's Department
OAA2.3 Publish a bilingual annual performance update in the	2023-28	Chief Executive's Department

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Council's Annual Performance Report and provide an annual performance report to Bòrd na Gàidhlig		
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**5.3 HIGH LEVEL AIMS AND ACTIONS**

In April 2021, Bòrd na Gàidhlig presented Glasgow City Council with a series of High Level Aims that aligned with at least one of the aims of the 2018-23 National Gaelic Language Plan (NGLP) – 1. increasing the use of Gaelic 2. increasing the learning of Gaelic 3. promoting a positive image of Gaelic.

The High Level Aims (HLA) were formally agreed in December 2021, as follows.

1. Encourage the use of Cleachdi, Bòrd na Gàidhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life
2. Increase opportunities to use Gaelic more often in daily life in the wider community
3. Continue to 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 Glasgow City Council residents
4. Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage
5. Open the 4th Gaelic primary school in Glasgow
6. Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow
7. Strengthen Gaelic community learning pathways and partnerships
8. Establish and maintain a Gaelic language plan implementation group with representation from all Council departments
9. Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors
10. Work with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment
11. Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life

The High Level Aims are also underpinned by a series of outcomes, actions, target dates and delivery responsibility as detailed in each of the tables below.

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<b>NGLP AIM 1 - INCREASING THE USE OF GAELIC</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 1:</b>				
<b>Encourage the use of Cleachdi, B rd na G idhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life</b>				
HLA1.1 Wider use of Gaelic in the daily life of staff in all council Services and across Glasgow Life	Voluntary use of Gaelic in correspondence and meetings involving Gaelic staff. Annual opportunities to learn Gaelic are provided but there is no organised training course or initiative like Cleachdi to encourage use of Gaelic in normal daily life of officers or elected members.	Promote Gaelic awareness and the Cleachdi initiative across all GCC Services and Glasgow Life  Increase the visibility and use of Gaelic across all GCC Services and Glasgow Life	2024-28  2024-28	Chief Executive's Department, All Services and Glasgow Life
<b>High Level Aim (HLA) 2:</b>				
<b>Increase opportunities to use Gaelic more often in daily life in the wider community</b>				
HLA2.1 Researched evidence of the value and demand for Gaelic	Gaelic in the Community research and the Gaelic	Prepare an action plan to deliver the social and economic priorities	2024-28	Chief Executive's Department with University of Glasgow,

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use in the community and the economy	Economy in Glasgow research completed	and recommendations of the two research reports  Produce a further report on the relationship between Gaelic and wellbeing	2025-27	Aon Ghlaschu, private sector and community representatives
HLA2.2 A more engaged, inclusive and connected community	Spòrs Ghlaschu and Fèis Ghlaschu events delivered pre-COVID	Form a group to develop and support an annual Gaelic Gathering (a festival of music, culture, arts, sport, education and learning)	2024-28	Chief Executive's Department and Glasgow Life with Aon Ghlaschu, GME parent groups, community organisations, An Lòchran and private sector/business community
HLA2.3 Improved intergenerational connections, understanding and use of Gaelic between younger and older speakers	Lack of structured connection between young people in GME schools, adult learners and older, more fluent speakers from traditional Gaelic backgrounds	Form a group to develop intergenerational initiatives and/or community exchanges between young people in GME, adult learners and fluent speakers in Glasgow and traditional Gaelic-speaking communities	2026-28	Chief Executive's Department and Education Services with Glasgow Life, Comunn nam Pàrant, Aon Ghlaschu, Ceòlas, Comhairle nan Leabhraichean, An Comunn Gàidhealach, other local authorities

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HLA2.4 Increased awareness and use of Gaelic in sport and leisure	Limited use and awareness of Gaelic in sport and leisure	Produce a Gaelic in Sport and Leisure plan to encourage the learning, use and promotion of Gaelic in sport and leisure activities	2024-26	Chief Executive's Department with Glasgow Life, FC Sonas, Gàidheil Ghlaschu, Glasgow Gaels, other community groups
HLA2.5 Increased awareness and use of Gaelic in business	Limited use and awareness of Gaelic in business	Produce a Gaelic in Business plan to encourage the learning, use and promotion of Gaelic in business / private sector such as creative industries, tourism, culture, events, hospitality	2024-26	Chief Executive's Department with Glasgow Business Club, Glasgow Chambers of Commerce, Glasgow Life, Glasgow Economic Forum, MG ALBA, VisitScotland, EventScotland

**NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC**

<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 3:</b>				
<b>Continue to 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 Glasgow City Council residents</b>				
HLA3.1 Continue to provide high quality Gaelic Medium Education (GME) and expand Gaelic Learner Education (GLE)	GME established with Gaelic Learning in the Primary School (GLPS) in a number of schools	Ongoing review of GME  Expansion of GLE with increased numbers of teachers trained in GLPS and Gaelic Learners offered as a subject in Broad General Education (BGE/Senior Phase) in	2023-28  2024	Education Services

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		<p>session 23/24 (teachers currently undertaking ATQ – 22-24)</p> <p>30 primary schools for GLPS as L3 with an increase to 40 by 2028 (approx. 25% of all primary schools)</p> <p>3 Secondary Schools offering Gaelic as an L3 in BGE and senior phase</p> <p>Provide hub arrangements from ASGG for young people to access Gaelic in senior phase</p>	<p>2023-28</p> <p>2023-28</p> <p>2023-28</p>	
<p><b>High Level Aim (HLA) 4:</b></p> <p><b>Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage</b></p>				
HLA4.1 Expand current service levels to deliver 1140 hours in Gaelic at early years	1 x GME Nursery class 2 x GME provisions within English Medium Education (EME) nursery	Increase staffing to maintain high quality GME provision and increased provision both in early years to meet the 1140 hours commitment as well as increasing curriculum offer in secondary.	2023-28	Education Services

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<b>NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC (cont)</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 5:</b>				
<b>Open the 4th Gaelic primary school in Glasgow</b>				
HLA5.1 New GME Primary at St. James Site (Calton) in 2025	Annex at North Kelvinside for children within new catchment area in August 2022	Ongoing engagement with staff, parents, carers and the community. School officially open "off site" in an annexe with building completion expected in 2025	2025	Education Services
<b>High Level Aim (HLA) 6:</b>				
<b>Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow</b>				
HLA6.1 Strategic plans formulated to take into account an expansion at all sectors	No expansion possible due to physical spacing and staffing requirements	New site required for Primary School currently at Berkeley Street. Establish a working group comprising of parents, staff and elected members to further explore expansion both in terms of physical premises and staffing requirements. This would include all budgetary considerations as well as work force planning. Particular focus would be on recruitment, retention and numbers of children and young people in school.	2023-28	Education Services
<b>High Level Aim (HLA) 7:</b>				
<b>Strengthen Gaelic community learning pathways and partnerships</b>				

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HLA7.1 Established pathways for adult learners, developed jointly with Aon Ghlaschu members	Delivery through the Gaelic Adult Learning Forum	Attend Aon Ghlaschu meetings	2024-28	Glasgow Life (Learning)
		Audit current Gaelic community learning within the Glasgow area	2024	
		Establish learning pathways	2025-28	
		Promote Speak Gaelic	2023-28	

<b>NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 8:</b>				
<b>Establish and maintain a Gaelic language plan implementation group with representation from all Council departments</b>				
HLA8.1 Increased representation across all Services and ALEOs	The Council's Gaelic Officers Group was established in 2010 and continues to oversee the delivery of the Gaelic Plan	Expand the remit and ambition of the Gaelic Officers Group (Gaelic Plan Implementation Group)	2023-24	Chief Executive's Department with all Services and Glasgow Life
		All Services to nominate a Gaelic champion to become a member of the Gaelic Officers Group	2023-26	All Services

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<b>NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC (cont)</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 9:</b>				
<b>Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors</b>				
HLA9.1 Improved strategic collaboration and shared delivery of priority actions involving all Gaelic partner organisations in the city	Aon Ghlaschu group established. Officer tasked to develop the partnership group further. Gaelic in the Community research completed.	Relaunch Aon Ghlaschu to encourage wider engagement with individuals and organisations in the community	2024	Chief Executive's Department with Aon Ghlaschu
		Review the community research findings, identify priority actions, establish project/ thematic delivery groups to plan and deliver community priorities	2024-26	Chief Executive's Department with Aon Ghlaschu
HLA9.2 Strengthened links to Universities and Colleges	Very good working links with the University of Glasgow (community research) and with the University of Strathclyde (teacher education)	Set up a Gaelic forum with the city's universities and colleges to support, research and develop key commitments in this Plan	2023-28	Chief Executive's Department and Education Services with Universities and Colleges
HLA9.3 Improved work between local authorities with a Gaelic Language Plan	Some collaboration in education and	Set up a City Region Gaelic Plan Group with representatives from the city region's local authorities and other public bodies with a Gaelic Plan	2025-26	Chief Executive's Department

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	learning developments			
HLA9.4 Improved links and city collaborations with indigenous language communities internationally	Connections through Bòrd na Gàidhlig and Scottish Government to national language bodies in Wales and Ireland	Create new connections and identify examples of best practice in indigenous language planning and language development in cities across the world	2026	Chief Executive's Department
<b>High Level Aim (HLA) 10:</b>				
<b>Work with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment</b>				
HLA10.1 Strengthened impact and visibility for Gaelic arts in Glasgow, including the discovery of new Gaelic voices and the development of new models of working	Implement the Gaelic Arts Strategy (GAS) 2018-2022	Monitor, evaluate and review activity arising from the current Gaelic Arts Strategy and prepare the next iteration of the Gaelic Arts Strategy  Develop sustainability strategies with Fèis Ghàidhlig Ghlaschu and Ceòl is Craic  Collaborate and participate with Aon Ghlaschu in the strategic development of Gaelic Arts across the city  Contribute to local and national strategies in relation to the aims of the national plan for Gaelic Arts	2023-28	Glasgow Life (Arts) with community organisations

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		Support Glasgow Life's arts programme including the Artist in Residence programme National Residency Programme		
HLA10.2 Increased awareness of Gaelic through high profile events	Mòd Ghlaschu 2019 delivered with a high level of social, economic and linguistic impact	With An Comunn Gàidhealach, consider the feasibility of hosting the Royal National Mod	2026-28	Chief Executive's Department with An Comunn Gàidhealach (ACG), Glasgow Life and Glasgow branch of ACG
<b>NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC (cont)</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>High Level Aim (HLA) 11:</b>				
<b>Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life</b>				
HLA11.1 Increased recognition for the Gaelic Language Plan among elected members, across all Glasgow City Council and Glasgow Life Services	Gaelic Language Plan published on the council's and Glasgow Life's website and promoted on social media channels at publication time	Produce a video package of our key commitments, actions and targets, for key stakeholders such as the Council Leader and Chief Executives of Glasgow City Council and Glasgow Life	2024-25	Chief Executive's Department with Council Leader, Glasgow City Council Chief Executive and Glasgow Life Chief Executive

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HLA11.2 Increased visibility of Gaelic in signage and in key publications (online and hard copy)	There is some bilingual use of Gaelic and English in Gaelic-focused corporate publications, on some bilingual signage (internal and external) across the City Chambers buildings, on most bilingual signs internally and externally at Gaelic Medium Education buildings, and at a few English Medium schools	Promote and enhance the Gaelic visibility commitments already in place since 2009, especially the requirement for bilingual signage across all Services and Glasgow Family companies when signage is renewed or replaced at buildings, venues and locations across the city, and also with increased use and visibility in key corporate publications  Complete an audit of existing bilingual signage provision with the estates team and prepare a wider bilingual signage expansion and implementation plan across the wider council and Glasgow Family companies' estate	2024-28  2024-28	Chief Executive's Department and Property and Land Services  Chief Executive's Department and Property and Land Services
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
HLA11.3 Increased use of Gaelic brand guidelines and their application across all Services and Glasgow Life	Corporate guidelines revised in 2020 to include commitments to the use of Gaelic	Increase awareness of the Gaelic commitment in the corporate guidelines and monitor its application with the council's Service Communications forum	2024-28	Chief Executive's Department with All Services
HLA11.4 Continued Gaelic visibility in the council's annual performance report	Summary of Gaelic service performance and a Gaelic translation in the 2019-20 annual performance report	Ensure there is a bilingual Gaelic service performance summary in every annual performance report	2023-28	Chief Executive's Department with All Services

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HLA11.5 Increased use and awareness of Gaelic resources in libraries along with increased level of engagement with Gaelic Medium Education schools, with education, music and literature providers like the Gaelic Books Council, and with Gaelic learners and native speakers	Some engagement with local community schools and with Gaelic Books council	Increase contact between Glasgow Life Library Services, Gaelic Medium schools and the Gaelic Books Council to provide a wider range of suitable resources, create junior collections in communities close to the Gaelic Medium schools, and plan class visits to support language development and bi-lingual reading.  Support parents in early years of Gaelic learning and development  Provide Gaelic Bookbug in some area libraries	2023-28	Glasgow Life (Libraries) with Comhairle nan Leabhraichean
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
HLA11.6 Increased visibility of Gaelic language events in Glasgow Life's Libraries Reading Calendar, including the festival programme and Mitchell exhibitions and stock promotion	Glasgow Life (Libraries) include some Gaelic content in the core collection at Partick Library, in Aye Write, and Wee write and in exhibitions that support specific projects such as a Gaelic Arts project for COP26	Deliver existing commitments to events such as Aye Write and Wee Write and plan and promote other Gaelic language events to be embedded into Glasgow Life's Libraries Reading Calendar, including the festival programme, Mitchell exhibitions and stock promotions	2023-28	Glasgow Life (Libraries)

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HLA11.7 Increased use of Gaelic information technology resources in Services and ALEOs	No standard approach across the council or ALEOs	Produce a Gaelic information technology toolkit for staff in GME or other Gaelic roles, elected members, parents and young people	2024	Chief Executive's Department with All Services, CGI, Gaelic community
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## 4.5 CORPORATE OUTCOMES

Glasgow City Council was issued with a set of standardised Corporate Outcomes as part of the formal notice to prepare this Plan.

These outcomes are based on Bòrd na Gàidhlig's experience of approved Gaelic language plans to date.

### What are Corporate Outcomes?

Corporate Outcomes describe current practice, actions needed to achieve the outcome, timescales and which team will have responsibility for progressing the actions.

Where an outcome has been achieved and is being delivered, the plan should state this under current practice. Where the outcome hasn't been achieved, the plan should state how and when this will happen, even if it is beyond the lifetime of the current plan and / or as part of future renewal processes.

Progress towards the delivery of the Corporate Outcomes will form a key part of the Bòrd's Annual Monitoring requirements.

**All public authorities, including Glasgow City Council and its arms-length organisations in the Glasgow Family companies, are expected to address all of the Corporate Outcomes in their Gaelic Plans.**

### Over-arching principles

There is also a set of principles that authorities including Glasgow City Council are expected to adhere to. They are:

- **Equal Respect**  
Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- **Active Offer**  
Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.
- **Third Parties**  
Ensure that Arm's Length External Organisations and other contractors help with the delivery of the public authority Gaelic language plan.
- **Normalisation**  
Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.

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- **Corporate Parenting**

That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.

## 5.5 CORPORATE ACTIONS

The tables below show the Corporate Actions that Bòrd na Gàidhlig expects Glasgow City Council to deliver in support of a standardised, corporate approach to Gaelic services across the public sector. Attention must be given to Gaelic's status across the organisation, that we communicate with the public in Gaelic, that we provide information in Gaelic, that staff can learn and use Gaelic, and that we respect and provide excellent standards of Gaelic in all Services.

Each Corporate Action (CA) has a target date and an organisation or Service responsibility. They will show how we will deliver the five Corporate Outcomes (CO).

### 1. Enhanced Status of Gaelic

1.1 Logo

1.2 Signage

### 2. Increased Communication in Gaelic with the Public

2.1 Promotion

2.2 Written communication

2.3 Reception and phone

2.4 Public meetings

### 3. Increased Visibility and Use of Gaelic in Information

3.1 News releases

3.2 Social media

3.3 Website

3.4 Corporate publications

3.5 Exhibitions

### 4. More Gaelic Aware and Gaelic Skilled Staff

4.1 Internal audit

4.2 Induction

4.3 Language training

4.4 Awareness training

4.5 Recruitment

### 5. More Expression of Gaelic Language Corpus

5.1 Gaelic Orthographic Conventions

5.2 Place-names

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<b>CO1. Enhanced Status of Gaelic</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>CA1.1 Logo</b></p> <p>Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process</p>	<p>A monolingual (English) logo is in use across all Services</p>	<p>We will introduce a bilingual logo (English and Gaelic) at the first available opportunity for the corporate logo to be changed</p> <p>We will encourage the promoters of council supported major events to use Gaelic in their logos, brands, marketing material and media communications</p> <p>We will audit the visible use of Gaelic in all Services and Glasgow Family companies annually; and we will remind them biannually of their responsibility to deliver on the commitment to the use of Gaelic in this Plan and the council's Corporate Brand Guidelines</p>	<p>As soon as practicable</p> <p>2024-28</p> <p>2024-28</p>	<p>Chief Executive's Department with Glasgow Life and all Glasgow Family companies</p>
<p><b>CA1.2 Signage</b></p> <p>Prominent signage will include Gaelic and English as part of any renewal process</p>	<p>Bilingual signage is already in place in and around some City Chambers buildings. Bilingual signs are also displayed across all Gaelic Medium schools and education facilities, internally and externally</p>	<p>When signage is to be replaced or new signage installed by any of the Council's Services or arms-length organisations, all signage will be bilingual (English and Gaelic)</p> <p>We will do an audit of Gaelic and bilingual (Gaelic and English) signage across the council estate</p>	<p>2023-28</p> <p>2024</p>	<p>Chief Executive's Department and Property and Land Services with all Services and Glasgow Family companies</p>

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<b>CO2. Increased Communication in Gaelic with the Public</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>CA2.1. Promotion</b></p> <p>Positive message that communication from the public in Gaelic is always welcome</p>	<p>Gaelic speaking staff communicate in verbal and written form in Gaelic or English. Some non-Gaelic speaking staff and elected members use bilingual email footers, out of office messages and basic words of greeting</p>	<p>We will continue with current practice but encourage more staff and elected members to adopt bilingual email footer messages for all staff and elected members that “Gaelic is spoken and welcomed in Glasgow”</p>	<p>2023-28</p>	<p>All services and Glasgow Family companies</p>
<p><b>CA2.2 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 general policy</p>	<p>Our current policy is to accept and reply in Gaelic to any communication received in Gaelic. When there is no one with Gaelic skills available at the Service level, such communications are transferred for a response to the Gaelic Development Officer or another member of staff with Gaelic-skills.</p>	<p>We will continue with the present policy but also increase promotion and awareness of measures to ensure this and other Gaelic corporate aims are better understood across all Services and actioned accordingly.</p> <p>We will produce, on request, email headers and footers for all staff and elected members and/or bilingual voicemail messages. The option for elected members to receive and reply to correspondence in Gaelic will be supported and encouraged.</p>	<p>2023-28</p> <p>2024-28</p>	<p>All Services with the Chief Executive’s Department</p> <p>Elected members and all Services and Glasgow Family companies with the Chief Executive’s Department</p>

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<p><b>CA2.3. Reception and phone</b></p> <p>Where Gaelic speaking staff are capable of providing a Gaelic reception and phone service, they are supported to do so and the service is promoted to the public</p>	<p>All Gaelic Medium schools provide a Gaelic speaker on reception and phone duties.</p>	<p>We will continue with existing arrangements but also add information to recruitment packs that Gaelic is an essential skill for Gaelic-speaking roles and would be a desirable skill in other customer-facing roles.</p>	<p>2023-28</p>	<p>All Services and Glasgow Life</p>
<p><b>CA2.4 Public meetings</b></p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted</p>	<p>Gaelic is the language used for public meetings when the audience is predominantly Gaelic-speaking. When the audience is predominantly monolingual English-speaking, meetings are largely conducted in English. However, in other public meetings at the City Chambers, a simultaneous interpretation service is provided.</p>	<p>We will continue with our existing policy.</p>	<p>2023-28</p>	<p>All Services and Glasgow Life</p>

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<b>CO3. Increased Visibility and Use of Gaelic in Information</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>CA3.1 News releases</b></p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English</p>	<p>News releases on Gaelic matters, often referring to Education, are bilingual. A Gaelic-speaking officer is also nominated to speak with the media as and when required.</p>	<p>We will continue with our existing policy.</p>	<p>2023-28</p>	<p>Chief Executive's Department and Education Services and Glasgow Life (Arts)</p>
<p><b>CA3.2 Social Media</b></p> <p>Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>General social media posts in or about Gaelic are infrequent in the council's main social media channels. The @GlasgowLangs twitter account is used more often for Gaelic tweets and retweets.</p>	<p>We will publish at least 50 posts in Gaelic or in Gaelic and English (bilingual) each year on the main Council social media channels across a range of platforms.</p> <p>We will create a social media plan of future Gaelic events, news and community information and, funding and staff dependent, aim to create a YouTube Gaelic channel.</p>	<p>2024-28</p> <p>2024-28</p>	<p>Chief Executive's Department</p>
<p><b>CA3.3 Website</b></p>	<p>For the duration of the previous Plan, content was limited to one</p>	<p>We will revamp and expand the council's Gaelic page and</p>	<p>2024-28</p>	<p>Chief Executive's</p>

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<p>Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach</p>	<p>page on the Council website and similarly on Glasgow Life's website. Gaelic content was not reviewed or maintained on a regular basis but there now appears to be more scope to increase the quantity and quality of content.</p>	<p>introduce more video content. We will ensure content is refreshed on a regular basis.</p> <p>We will produce a website for the Aon Ghlaschu initiative.</p>	<p>2024-25</p>	<p>Department with Aon Ghlaschu</p>
<p><b>CA3.4 Corporate Publications</b></p> <p>Produced in Gaelic and English, with priority given to those with the highest potential reach</p>	<p>The council's Gaelic Language Plan was until recently the only corporate document to be produced fully bilingually. However, the 2020-21 Annual Performance Report included a bilingual page in Gaelic about the council's performance in delivering Gaelic services.</p>	<p>We will identify, with corporate policy colleagues, publications that would be suitable for Gaelic language editions, either in full or summary form.</p>	<p>2025-28</p>	<p>Chief Executive's Department</p>
<p><b>CA3.5 Exhibitions</b></p>				

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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	Sessions were delivered to create content, for example an online exhibition which had been developed in collaboration with families and communities on South Uist and a connection to two artists represented in Glasgow Museums collections.	We will produce guidelines for the use of Gaelic in exhibitions where Gaelic is a prominent subject matter.	2024-25	Glasgow Life (Museums)
	Content was created for a community display at the Kelvin Hall during the 2019 Royal National Mod	We will provide a new community display of Gaelic at the Kelvin Hall, working with the Gaelic schools and the wider Gaelic community	2024-28	Glasgow Life (Museums)
	Workshops were delivered in Gaelic to support the painting of Mungo Murray with the support of the Glasgow Life Gaelic conversation group	We will explore the potential for a new Gaelic-related exhibition and promotion around Glasgow's 850 <sup>th</sup> celebration in 2025	2025	Glasgow Life (Museums) and Glasgow Life (Gaelic Forum)

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<b>CO4. More Gaelic Aware and Gaelic Skilled Staff</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>CA4.1 Internal audit</b></p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each plan</p>	<p>A Gaelic skills audit has been completed every two to three years throughout the last decade. It has been useful to combine the audit with a survey to identify staff's learning needs to allow us to provide customer-focused training</p>	<p>The results of the 2022 skills audit will help us provide more appropriate learning opportunities for staff. We will produce annual Gaelic skill and learning needs surveys for the duration of this Plan</p>	<p>2024-28</p>	<p>Chief Executive's Department</p>
<p><b>CA4.2 Induction</b></p> <p>Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Apart from Gaelic Medium Education posts, Gaelic does not form part of the wider staff induction process</p>	<p>We will include information about Gaelic in recruitment and induction materials for all new staff, not just for Gaelic Medium Education staff. Gaelic Development Officer will attend induction meetings for new staff as and when requested</p>	<p>2024-28</p>	<p>All Services (HR)</p>

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<p><b>CA4.3 Language training</b></p> <p>Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan</p>	<p>Gaelic language skills training, learning opportunities, tasters and classes, have been made available to staff since 2010. During the Covid pandemic, learning moved online and take-up was high.</p>	<p>We will provide new opportunities for staff to learn Gaelic using the new national course, Speak Gaelic and also will promote Cleachdi</p> <p>We will increase our promotion of Gaelic learning through our internal communication channels</p> <p>We will work with learning and development colleagues to include a Gaelic learning course on our staff learning and development platform, GOLD</p>	<p>2023-28</p> <p>2024-28</p> <p>2024-28</p>	<p>Chief Executive's Department with Glasgow Life, All Services</p>
<p><b>CA4.4 Awareness training</b></p> <p>Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public</p>	<p>We have not been able to deliver Gaelic Awareness sessions as often as planned due to COVID19 restrictions, lower levels of demand, other staff needs and pressures.</p>	<p>We will offer Gaelic Awareness sessions with an external provider online via Teams to staff with computer access until the majority of staff have returned to work premises. We will provide new in-person Gaelic Awareness sessions when the majority of staff have returned to work premises</p>	<p>2024-28</p>	<p>Chief Executive's Department</p>

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		We will provide a new Gaelic awareness course for staff using the learning and development platform, GOLD	2025	
<b>CA4.5 Recruitment</b>				
Recognising and respecting Gaelic skills within the recruitment process	The wider benefits of recruiting staff with Gaelic (or other) language skills are not recognised in the recruitment process. Recognition for Gaelic skills is only given for Gaelic-specific posts.	We will provide information to all applicants about our responsibilities as a local authority to recognise and respect the Gaelic language and the Gaelic skills of applicants, regardless of the post applied for.	2024-28	All Services (HR)
Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice	Gaelic is named as an essential or desirable skill only in Gaelic-specific posts.	We will apply Bòrd na Gàidhlig recruitment guidance for Gaelic staff recruitment (as stated in the <a href="#">link here</a> )	2024-28	
Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill	All job adverts for Gaelic as an essential skill posts are published bilingually	We will promote Gaelic-essential and Gaelic-desirable posts bilingually	2024-28	
		Service HR departments will ensure our recruitment policy for Gaelic essential or Gaelic desirable posts is universally promoted and adopted	2024-28	

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<b>CO5. More Expression of Gaelic Language Corpus</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>CA5.1 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>	<p>We follow the most recent Gaelic Orthographic Conventions in our publications</p>	<p>We will continue to follow the most recent Gaelic Orthographic Conventions in our publications</p> <p>We will provide a short guide to the Gaelic Orthographic Conventions on the Gaelic section of the council's main website</p>	<p>2024-28</p> <p>2024-25</p>	<p>Chief Executive's Department, Education Services, Glasgow Life</p>
<p><b>CA5.2 Place names</b></p> <p>Gaelic place name advice from Ainmean- ite na h-Alba is sought and used</p>	<p>We commissioned Ainmean- ite na h-Alba to produce a guide to Partick street names for an early iteration of this Plan and are aware of the high standard of work they produce.</p>	<p>We will support the University of Glasgow to promote <i>Glasgow's Gaelic Place-names</i> and with the University and Ainmean- ite na h-Alba on other associated projects</p>	<p>2024-28</p>	<p>Chief Executive's Department</p>

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## 6. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The National Performance Framework is for all of Scotland and aims to:

- create a more successful country
- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress

The framework sets out national outcomes that reflect the values and aspirations of the people of Scotland, are aligned with the United Nations Sustainable Development Goal and help to track progress in reducing inequality.

The national outcomes are that people:

- grow up loved, safe and respected so that they realise their full potential
- live in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely
- have a globally competitive, entrepreneurial, inclusive and sustainable economy
- are well educated, skilled and able to contribute to society
- value, enjoy, protect and enhance their environment
- have thriving and innovative businesses, with quality jobs and fair work for everyone
- are healthy and active
- respect, protect and fulfil human rights and live free from discrimination
- are open, connected and make a positive contribution international
- tackle poverty by sharing opportunities, wealth and power more equally

The framework measures Scotland's progress through National Indicators for Children and Young People, Communities, Culture, Economy, Education, Environment, Fair work & Business, Health, Human Rights, International and Poverty.

More detailed tracking and measurement is required on how the commitments in this Gaelic Language Plan can help advance the national outcomes and national indicators. However, from the Gaelic Economy in Glasgow research we can see some of the ways in which Glasgow City Council's Gaelic work contributes to the National Performance Framework.

- Gaelic schools are loving, safe and respectful environments for children and young people to realise their full potential
- Gaelic education, learning and cultural activities are inclusive, diverse and attractive to all
- The performance of school leavers from the Glasgow Gaelic Secondary School is better than comparative schools across Scotland and the level of positive destinations for leavers is very high
- Higher levels of qualifications and skills from people with Gaelic contribute significantly to quality work, enterprise and community wealth building
- Gaelic media, education, cultural activities support a growing range of quality, sustainable jobs and enterprises
- Events with a Gaelic connection including Celtic Connections, Piping Live, World Pipe Band Championships and other Gaelic festivals and events attract international visitors to Glasgow
- Many people reported that Gaelic was a key element for many international visitors and that Gaelic enhanced their visit
- Active citizens' interest and enjoyment of the natural environment is enhanced through learning Gaelic placenames
- There are higher rates of activity in sports, music, arts and cultural performances at school and in the media and cultural work
- High numbers report major/moderate impacts of Gaelic on their improved mental health and wellbeing and on increased happiness
- GME and adult learning is delivered in and across areas of deprivation, for BAME communities, and other demographics
- GME and many cultural and heritage opportunities and assets are accessible to all across Glasgow regardless of income
- Gaelic events and festivals generate home and international interest in a cosmopolitan, inclusive, creative city
- Very high numbers report major/moderate impacts of Gaelic on an increased interest and pride in Scotland and a greater sense of their own identity

## 7.LINKS TO THE COUNCIL'S STRATEGIC PLAN 2022 TO 2027

The Council's Strategic Plan 2022 to 2027 reflects the political priorities and challenges for Glasgow over the next five years.

Four Grand Challenges have been identified:

1. Reduce poverty and inequality in our communities
2. Increase opportunity and prosperity for all our citizens
3. Fight the climate emergency in a just transition to a net zero Glasgow
4. Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities

For each Grand Challenge there are Missions and Commitments. The Strategic Plan states that "Missions are initiatives which seek to address the Grand Challenges by putting forward concrete solutions; while also maintaining a clear, measurable, time-bound and realistic direction. The Commitments will form part of the performance management framework developed by the Operational Performance and Delivery Scrutiny Committee".

Mission 4 (Support Glasgow to be a city that is active and culturally vibrant) of Grand Challenge One (Reduce poverty and inequality in our Communities) refers directly to the council's Gaelic Language Plan with a Commitment to "Agree and implement the Plana Gàidhlig 2023-2028".

Over the timescale of this Plan, we will undertake to deliver on that Commitment and to map our Gaelic services and their impact to the performance management framework.

## 8.PUBLICATION

### Publishing and publicising the Plan

#### INTERNAL

The draft (consultation) and approval versions of this Plan will be published bilingually on the council's and Glasgow Life's website and also through the council's and Glasgow Life's social media platforms. Opportunities to learn Gaelic and to use Gaelic skills, also information on the annual staff skills audit and staff classes, will be promoted via internal staff announcements.

#### EXTERNAL

Glasgow City Council's 2023 to 2028 Gaelic Language Plan will be published in Gaelic and in English on the council's website and also on Glasgow Life's 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

## 9. RESOURCING THE PLAN

Glasgow City Council will meet the staff and financial resource requirements for this Plan from our existing budgets. If any additional support is required, we will make funding applications to external funders as and when required.

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## 10. MONITORING THE PLAN

The Plan will be monitored and reviewed on a quarterly basis by the Gaelic Officers Group / Gaelic Plan Implementation Group. We will provide an annual report to the Corporate Management Team and to elected members, and we will provide an annual progress report to Bòrd na Gàidhlig. We will publish Bòrd na Gàidhlig's report on the council's website and we will continue to include the work of the Glasgow Life Gaelic Forum within the remit of the Gaelic Officers Group.

## 11. GAELIC LANGUAGE PLAN RESPONSIBILITIES

### Overall responsibility for the plan

The Chief Executive has overall responsibility for preparation, delivery and monitoring of Glasgow City Council's Gaelic Language Plan and can be contacted as follows: -

Annemarie O' Donnell  
Chief Executive  
Glasgow City Council  
City Chambers, George Square, Glasgow G2 1DU  
[annemarie.odonnell@glasgow.gov.uk](mailto:annemarie.odonnell@glasgow.gov.uk)

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

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

Donald MacPhee  
Gaelic Development Officer  
Chief Executive's Department  
Glasgow City Council  
City Chambers, George Square,  
Glasgow G2 1DU  
Tel: 0141 287 5940  
[donald.macphee@glasgow.gov.uk](mailto:donald.macphee@glasgow.gov.uk)

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**Other contacts for the Plan:**

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Cuspair 2.2 PT1**Gaelic Language Plan implementation and monitoring group**

The Gaelic Officers' Group, chaired by the Gaelic Development Officer, has existed since 2009. It been responsible for the development, implementation and monitoring of all three previous Gaelic Language Plans from Glasgow City Council. The Chief Executive's Department, Education Services and Glasgow Life have always been represented. Current membership also includes representatives from Neighbourhoods, Regeneration and Sustainability Services and the Glasgow Health and Social Care Partnership. For the duration of this Plan, we will seek new members from under-represented Services, departments and teams.

**Engaging with staff**

The Gaelic Officers' Group will engage with colleagues within their respective service areas as part of their responsibility for the monitoring of delivery. Likewise, they will inform them of other developments and opportunities to be involved in Gaelic developments, such as staff skills audit and Gaelic learning classes. The approved Plan will be publicised on the council's website and promoted through internal communication channels.

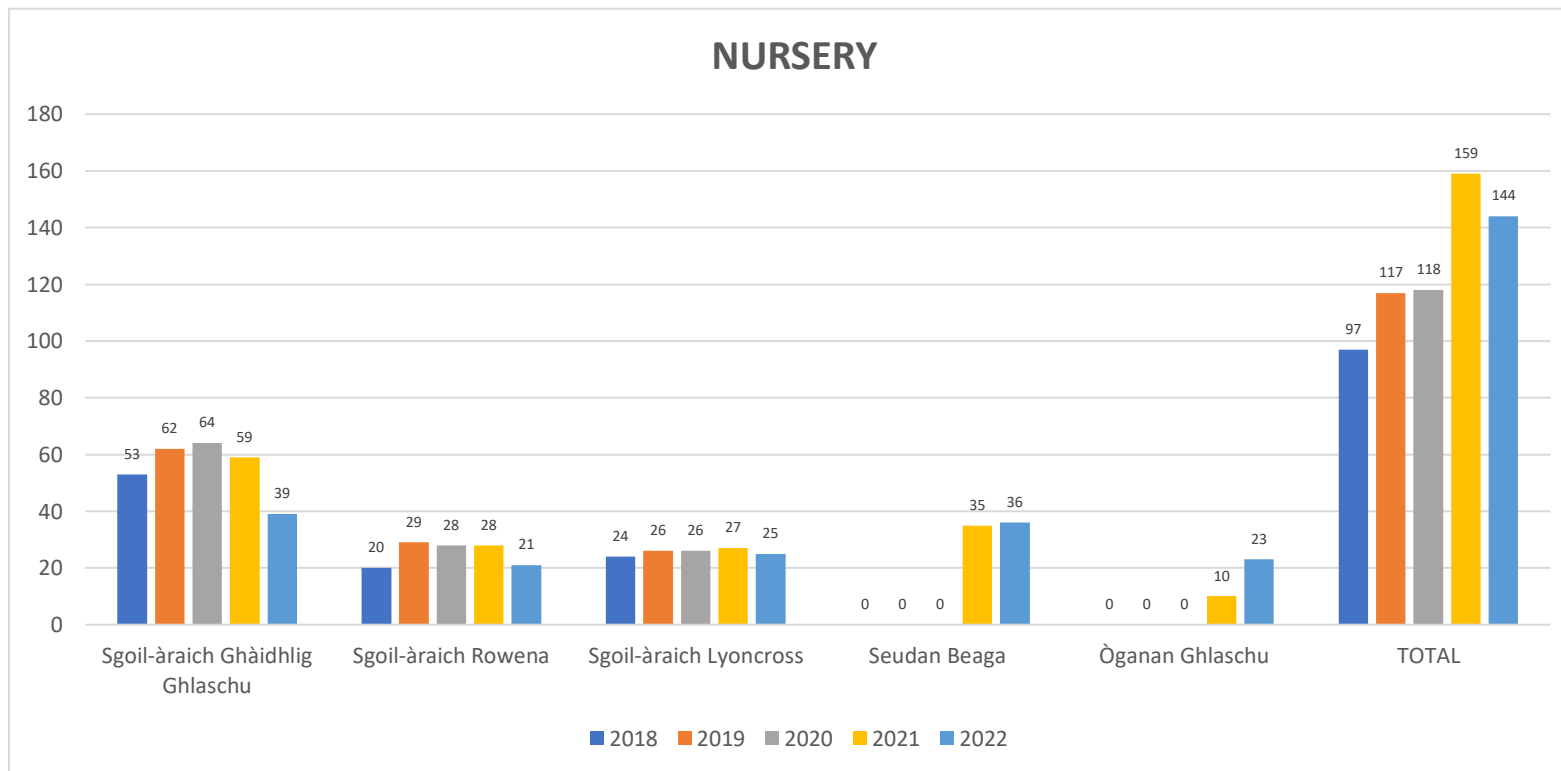
**Arm's length organisations and third parties**

The council's largest arm's length organisation Glasgow Life is already engaged in the development and delivery of Gaelic services and that will continue throughout the duration of the next Plan. We will identify ways of promoting our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their scope of delivery.

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APPENDIX 1

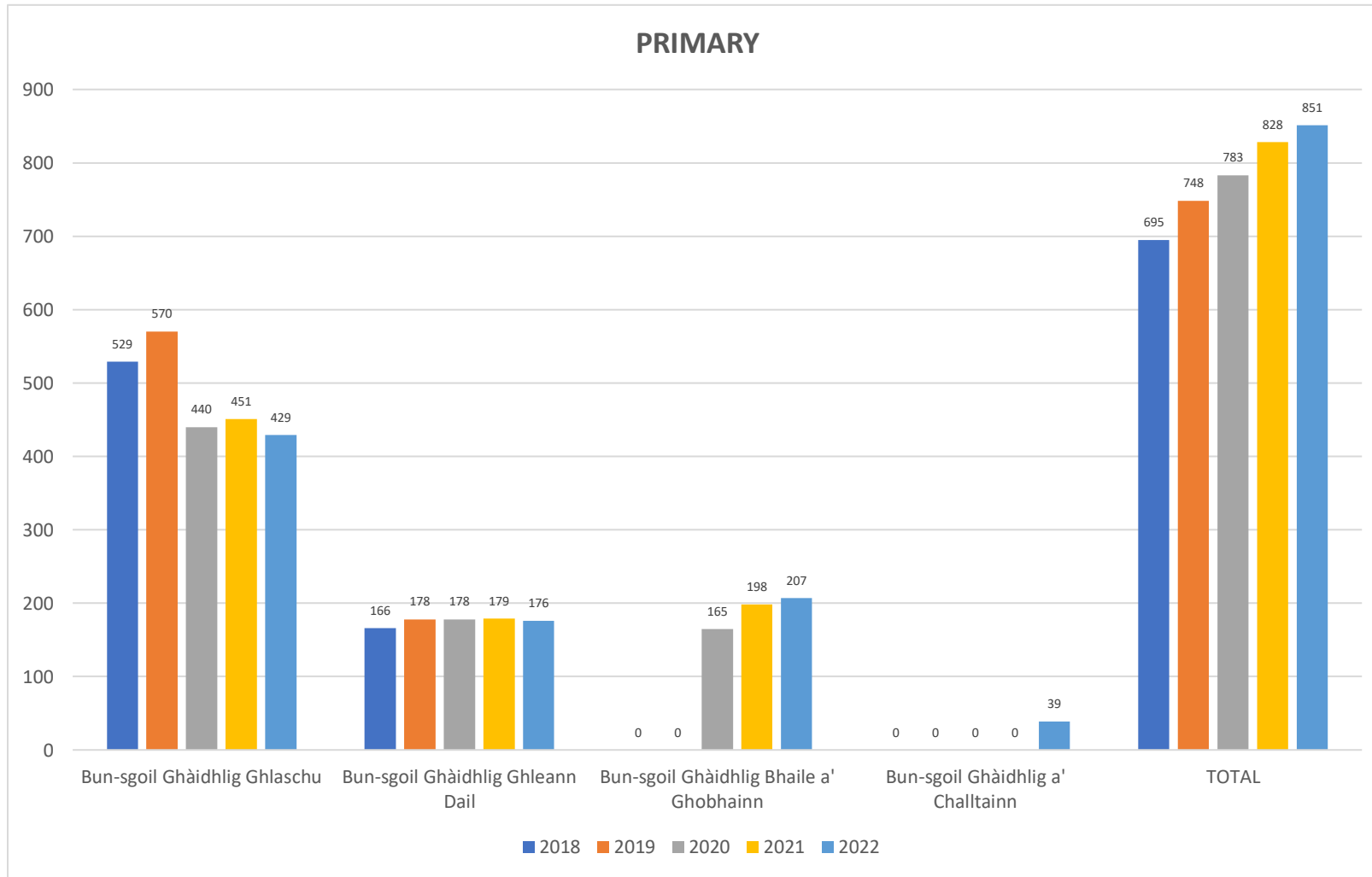
SCHOOL ROLLS - GLASGOW GAELIC MEDIUM EDUCATION





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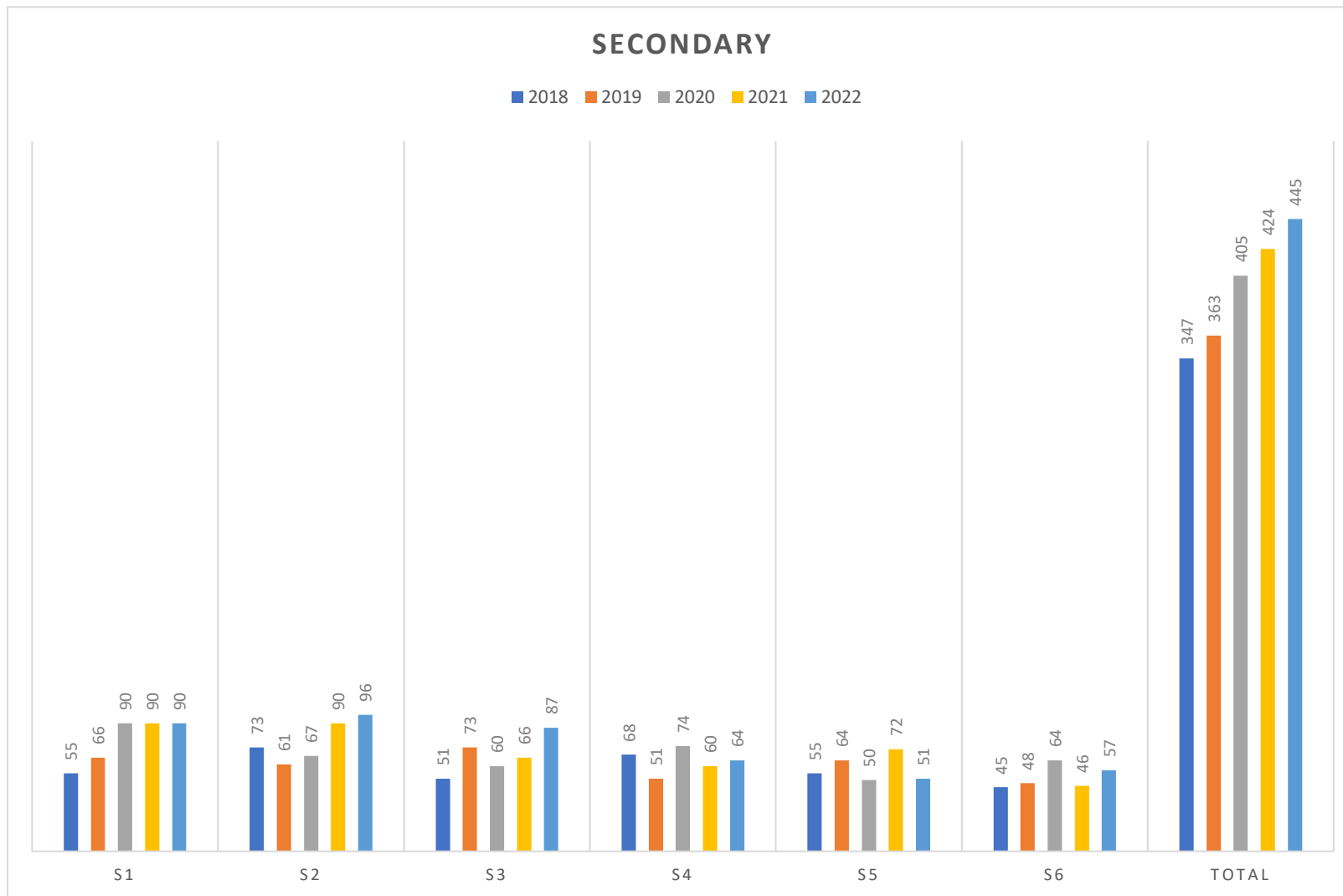
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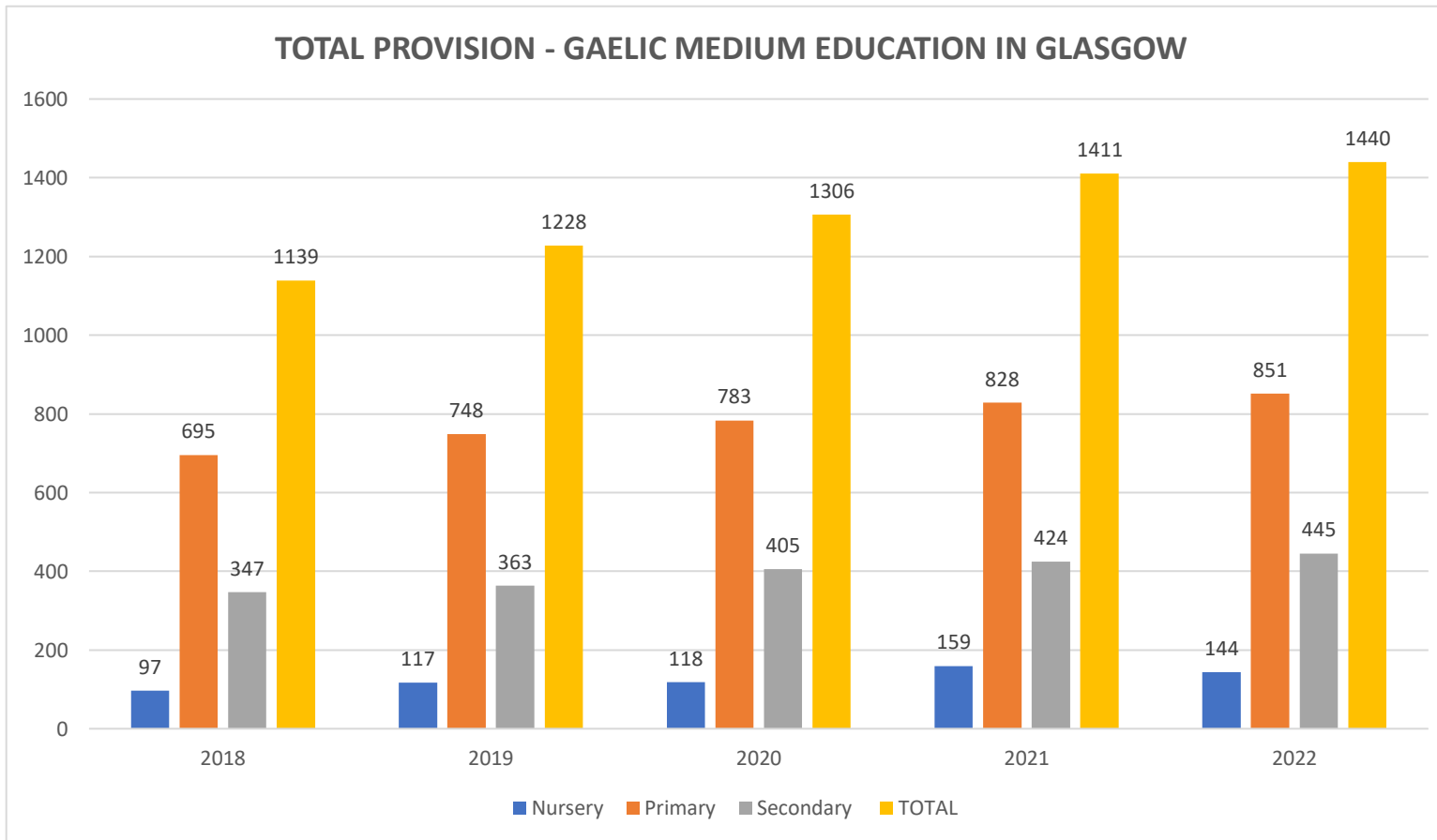
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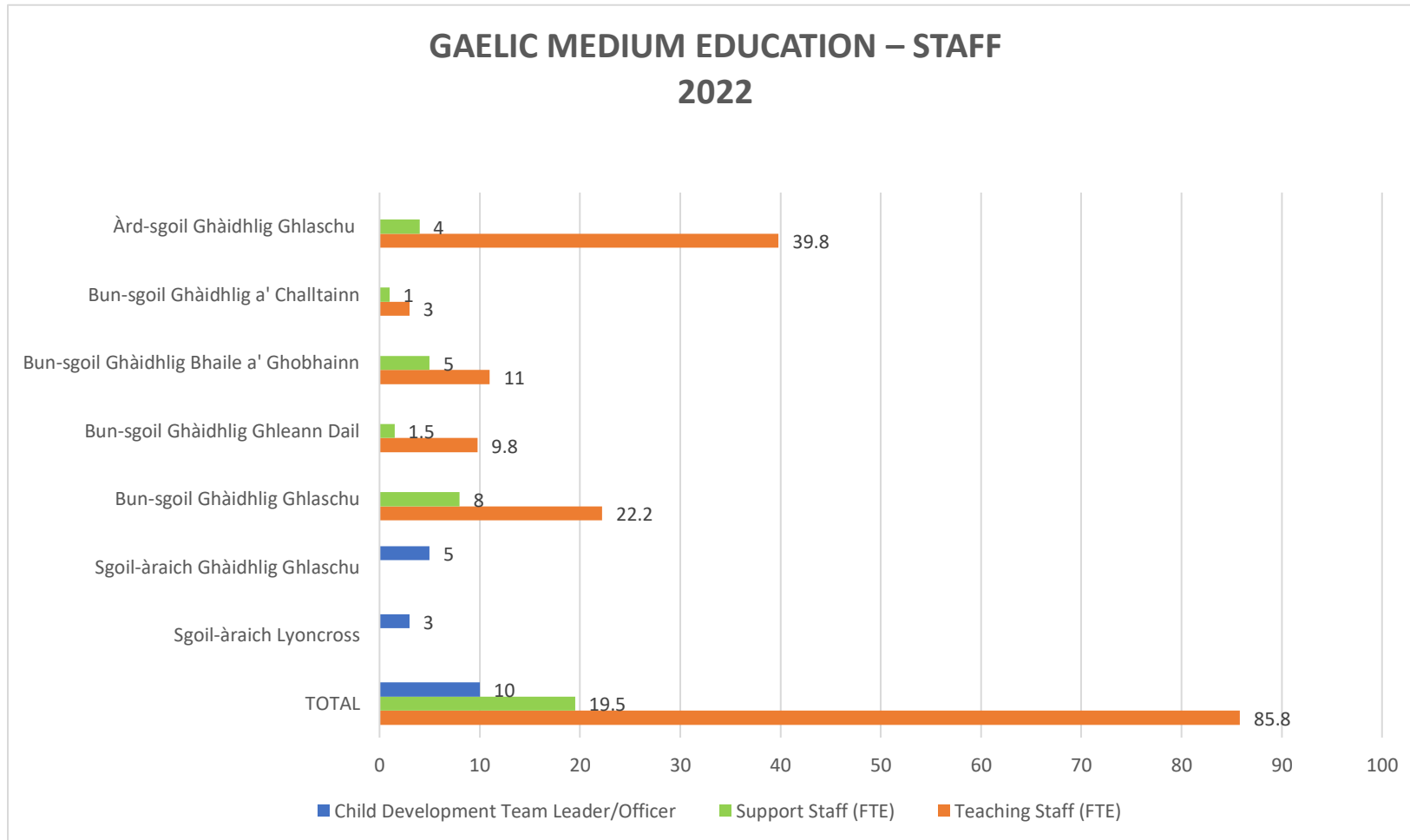
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Organisations involved in some form of Gaelic service delivery / support in Glasgow

- Glasgow Life – various services including community learning for adults and young people, the Gaelic Arts Strategy, Gaelic services in museums, libraries and sport, and Celtic Connections
- University of Glasgow – Gaelic degree level courses
- University of Strathclyde - Gaelic teacher training
- Glasgow Kelvin College – Gaelic learning courses to SCQF level 5
- An Lòchran – Promotion of Gaelic arts and culture
- Theatre gu Leòr – Contemporary Gaelic theatre company
- Comhairle Nan Leabhraichean - The lead organisation for Gaelic literature in Scotland
- Comunn na Gàidhlig – Creating opportunities for young people
- An Comunn Gàidhealach / Mòd Ghlaschu Committee – Organiser of Glasgow’s Local Mod
- Fèis Ghàidhlig Ghlaschu – Delivery of Gaelic music and arts workshops
- MG ALBA / Film G - Gaelic film making competition – awards ceremony hosted on Glasgow
- Ceòl is Craic – Social hub for Gaelic culture
- An Comunn Oiseanach – Glasgow University’s Gaelic society
- Taigh na Gàidhlig – Gaelic student residential programme
- Spòrs Ghlaschu – Promotion of sport through the medium of Gaelic
- Scottish Government
- Bòrd na Gàidhlig
- Scottish Qualifications Authority
- Education Scotland
- NatureScot / Scottish Natural Heritage
- Skills Development Scotland
- Visitscotland
- National Library of Scotland
- Scottish Enterprise

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