

Report

Report to:	Executive Committee
Date of Meeting:	13 February 2019
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Gaelic Language Plan submission to Bòrd na Gàidhlig
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the proposed Gaelic Language Plan, which meets our statutory duty

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted.

3. Background

- 3.1. The Gaelic Language (Scotland) Act was passed in 2005 with the aim of reversing the declining use of the Gaelic language. As part of the Act, Bòrd na Gàidhlig was created to develop and oversee the National Plan for Gaelic which sets out a strategy to increase the occasions and circumstances in which Gaelic can be used with equality to English. It also aims to promote acquisition of the language and participation in its culture by all who wish to do so.
- 3.2. As part of Bòrd na Gàidhlig's statutory remit they have to identify public authorities which can assist in delivering the aims of the plan. The Bòrd has made its initial selection on the basis of the potential impact these bodies could deliver to the vitality of Gaelic in the community and home and education at all levels.
- 3.3. As part of this, South Lanarkshire Council, as well as all local authorities, has been identified to draw up a Gaelic Language Plan (GLP). This sets out how members of its community who speak Gaelic can access public services more often in their own tongue, as well as encouraging others to use the language.

- 3.4. The Council, therefore, now has a statutory duty to develop a GLP that acknowledges the National Plan and outlines its commitment to encouraging and developing opportunities to use Gaelic in its workforce and community.

4. Proposal

- 4.1. The plan being proposed, see appendix 1, is a proportionate continuing response to the statutory duty that the Council has, acknowledging both the size of our Gaelic speaking community and working within the financial climate that currently exists.
- 4.2. The plan reconfirms the work of Education Resources in delivering Gaelic Medium Education and commits the Council to better understanding the use of the language with its workforce and potential for delivering services in a bilingual way.
- 4.3. The plan also sets out an approach to reviewing current practice in relation to the corporate identity of the Council and the publications it produces, to identify opportunities to use and promote the Gaelic language.
- 4.4. As per the Council's Equality and Diversity Strategy, the document includes actions identified as the shared responsibility of all Resources. These actions will be monitored and reviewed on an annual basis to ensure that our work in this area progressed. Reports will be submitted to the Equal Opportunities Forum on an annual basis.
- 4.5. It is proposed that the plan and its associated actions are submitted to Bòrd na Gàidhlig for consideration and formal approval before the end of December 2018. Once the Bòrd has approved the plan, it will come into effect.

5. Employee Implications

- 5.1. A core brief will be developed to communicate the Plan and the document will be available on the intranet. Representatives from the Equality and Diversity Working Group will ensure that actions contained in the strategy are delivered. The Draft Resource Actions supporting the plan are shown at appendix 2.

6. Financial Implications

- 6.1. Costs will be met from existing resources and appropriate bids will be made to Bòrd na Gàidhlig Gaelic Language Act Implementation Fund (GLAIF).

7. Other Implications

- 7.1. None

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. An equality impact assessment has been carried out on the recommendations contained in this report. The assessment concludes that the proposals do not have any adverse impact on any part of the community covered by equalities legislation, or on community relations. Consultation on the plan's commitments has taken place during November 2018 and all comments provided will be considered before final submission to Bòrd na Gàidhlig.

Paul Manning
Executive Director (Finance and Corporate Resources)

13 December 2018

Link(s) to Council Objectives

- ◆ Fair and open
- ◆ Accountable effective and efficient
- ◆ Committed to tackling disadvantage and deprivation
- ◆ Determined to act in a responsible and sustainable way

Previous References

- ◆ Standing order section 36 (c) report dated 25 June 2012

List of Background Papers

- ◆ Gaelic Language Plan 2013-18

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Comhairle Shiorrachd Lannraig a Deas Plana Gàidhlig 2018-23

South Lanarkshire Council Gaelic Language Plan 2018 - 23

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on xx/xx/xxxx.

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Foreword

South Lanarkshire Council has developed its second Gaelic Language Plan in line with the requirements of the Gaelic Language (Scotland) Act 2005. The plan outlines how we will take forward the work that was started in 2013 to raise awareness of the language amongst both our employees and community.

South Lanarkshire Council recognises that Gaelic is an integral part of Scotland's heritage and national identity. We acknowledge the challenge that exists to raise the profile and use of Gaelic in our communities and daily lives.

As a Council we will continue our commitment to working with Bòrd na Gàidhlig, our community planning partners and others to help safeguard the Gaelic language for future generations.

We welcome the opportunity to raise awareness and help secure, promote and develop the Gaelic language, heritage and culture for our current and future generations through our second Gaelic Language Plan covering the period 2018-2023. The plan sets out how we will take forward the progress made over the last five years to raise the profile and visibility of Gaelic in a way that is both proportionate and relevant to the South Lanarkshire community.

The Plan details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet our obligations in an outcome focussed way that ensures our communities, our community planning partners and other stakeholders can see how we are continuing to promote and use Gaelic.

The Council's Gaelic Language Plan will contribute to raise the profile and visibility of Gaelic by sharing good practice and creating opportunities for those who are interested in Gaelic to use the language in their daily lives, In doing so we show our support for the objectives of the National Gaelic Language Plan and aspirations of the Gaelic Language (Scotland) Act 2005 in ensuring that Gaelic remains a living language and distinctive aspect of our country's cultural heritage

We recognise the valuable contribution of the language already in the provision of Gaelic medium education and have seen the benefits to our area of encouraging and attracting arts and cultural activities. These are activities that we commit to maintaining and developing over the years ahead so that the part we play in helping to deliver the national plan will be one that will have a lasting effect.

Summary

South Lanarkshire Council recognises the important role of Gaelic as a part of Scotland's heritage, national identity and cultural life. Therefore the Council is committed to the objectives set out in the National Gaelic Language Plan and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

The Council recognises the fragile position of Gaelic and that, for it to be revitalised as a living language in Scotland, then a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required. Together we can:

- promote a positive image of Gaelic
- enhance the status of Gaelic;
- promote and encourage the acquisition and learning of Gaelic;
- encourage the increased use of Gaelic

South Lanarkshire Council's Gaelic Language Plan has been prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the delivery of our services, how we will enable the use of Gaelic when communicating with the public and partners, and how we will promote and develop Gaelic in our area.

The plan is 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.

Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Section 1 – Introduction

This section provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of South Lanarkshire Council's main areas of operation. It also provides a summary of the demography of the Gaelic language.

Section 2 – Core Commitments

This section sets out how the Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Section 3 – Policy Implications for Gaelic: implementing the National Gaelic Language Plan

This section sets out how South Lanarkshire Council will help implement the National Gaelic Language Plan. It also shows how we intend promoting the use of Gaelic in service planning and delivery of our services as appropriate.

Section 4 – Implementation and Monitoring

This section sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

Section 5 – Next Steps

Ensuring the Gaelic Language Plan is making a difference to the lives of the community in South Lanarkshire. Our long-term goals and what we will do by 2023.

Section 1 - Introduction

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.

The Act

- Established a statutory non-departmental public body, Bòrd na Gàidhlig
- Required Bòrd na Gàidhlig to produce a National Gaelic Language Plan
- Authorises Bòrd na Gàidhlig to issue statutory notices to Scottish public authorities requiring them to produce Gaelic Language Plans that “will enable the use of Gaelic within the operation of its relevant functions”

With the publication of the 2018-23 National Gaelic Language Plan, Bòrd na Gàidhlig set out its aim that “*Gaelic is used more often, by more people and in a wider range of situations*. They aim to achieve this “*by focusing on increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of Gaelic*.”

In carrying out one of the key features of the Act to ask public authorities to prepare plans Bòrd na Gàidhlig is ensuring that the public sector in Scotland plays its part in creating a sustainable future for Gaelic. It is asking authorities to understand the place of Gaelic in their communities and then in a way that is proportionate to this, help raise its status and profile by creating practical opportunities for its use.

The 2005 Act requires public authorities to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. As such this plan has been consulted upon publicly and has taken into account the views expressed during the process.

Approval of South Lanarkshire Council’s first Gaelic Language Plan:

South Lanarkshire Council’s first Gaelic Plan was approved in December 2015 by Bòrd na Gàidhlig; this second draft plan will be submitted for approval to Bòrd na Gàidhlig by the end of November 2018.

About Us

South Lanarkshire Council

South Lanarkshire is the fifth largest of Scotland's Councils with a population of 317,100 (National Records of Scotland 2016) living in an area of 700 square miles. It is a varied area, with heavily populated towns and extensive rural areas. South Lanarkshire has a good record of attracting high quality jobs; enjoys unspoilt areas of environmental beauty, and compares well with the rest of Scotland in a range of ways. The Council has a revenue budget of £673 million (2017-2018), and is responsible for delivering a range of services including education, housing, social work, roads, planning, environmental health, consumer and trading standards, libraries and community learning, arts and museum services, and country parks.

All Council services are delivered through one of the five Resources listed below and further information is available on the Council's website at

www.southlanarkshire.gov.uk.

Community and Enterprise Resources is responsible for a number of frontline services that play a key role in the health, social, economic and environmental wellbeing of the Council's citizens and its countryside, towns and villages, providing environmental health services dealing with food safety, infectious diseases, pollution, contamination, nuisance and waste management, and consumer and trading standards. The Resource has responsibility for land services, country parks, horticulture, cemeteries, cleansing, refuse collection, school crossing patrollers, janitors, catering, including conference and banqueting facilities, halls and public toilets. Another core purpose of the Resource is to improve South Lanarkshire through developing its economy, environment and infrastructure. Individual projects vary year on year but contribute towards: improving our roads and public transport network, improving the fabric of our town and village centres, improving business performance, promoting area renewal and regeneration and implementing improvement.

Finance and Corporate Resources is responsible for a range of services including the corporate personnel service setting the strategic direction for the Council's personnel and employee development functions, the provision of the core legal service, the district courts, licensing and registration services, corporate communications and design, information management, overseeing and co-ordinating arrangements for consultation and corporate complaints. The Resource also provides the support service for elected members, administers the Council committee processes and organises elections to the Scottish, Westminster and European Parliaments. As well as this the Resource is responsible for the management of all the Council's finances and looks after the Council's information communications technology systems, the Council's Q and A offices, benefits advice,

money matters advice. This remit includes the payment of employees, managing grants from central government and providing a risk and audit service. It also plays an important role in best value – making sure that services are delivered in the most cost effective way. It provides financial management information for all Resources and continues to develop the information and communications network.

Education Resources is responsible for all schools, early years' establishments and youth, family, and, community learning service. In South Lanarkshire over 53,000 children attend around 130 early years establishments including partner providers, 125 primary schools, 17 secondary schools, 7 Additional Support Needs schools and 26 supported provisions in mainstream primary and secondary schools, meeting additional support needs. Other services include the provision of Gaelic medium education from nursery to secondary age, specialist services for pupils with additional support needs, the psychological service, and services to support English as an additional language and bilingualism. Education Resources advisory service has a number of advisors and seconded teachers specialising in areas such as citizenship, equal opportunities, education for enterprise and personal, social and health development.

Housing and Technical Resources is responsible for managing the Council's housing stock together with a range of associated services. Through new housing partnerships it provides affordable homes to buy in the areas where they are most needed. It is responsible for the housing modernisation programme 'Home Happening', maintenance of civic buildings and the achievement of energy efficiency savings throughout the Council. Other responsibilities include the collection of Council tax and rents, and the mediation service. Housing and Technical Resources also support the community through its network of community wardens and the anti-social behaviour investigation team.

Social Work Resources is committed to providing a wide range of services which are accessible, appropriate and relevant to meet the needs of service users and their carers. Services, for example home care and day care, are either delivered directly by Social Work Resources or purchased through independent and voluntary organisations. There are key values and principles that underpin this work which aims to support and work with a number of client groups including children, young people and their families, older people, carers, and people with mental health issues.

Gaelic within South Lanarkshire

There is a history of Gaelic in the South Lanarkshire area that dates back to as early as the 12th century when there was a sizeable proportion of the population who were Gaelic speakers. This remains today in the history of some of our town names such as Blantyre and Lesmahagow. However, today the numbers speaking, writing and reading the language are much smaller. The 2011 census shows currently that

1,358 (0.45%) of the South Lanarkshire population have such skills whilst 2,106 (0.69%) have a knowledge of Gaelic.

Gaelic medium education

Currently South Lanarkshire Council provides Gaelic medium education in Mount Cameron primary school and Calderglen High school.

Total immersion in Gaelic is provided for nursery years and the first three years of primary school. Thereafter the curriculum is delivered bi-lingually in both English and Gaelic and at secondary stages is offered as part of the curriculum.

In the secondary school sector, Calderglen High School teaches Gaelic language as part of the curriculum

The policy is based on the Curriculum for Excellence guidelines for Gaelic. Gaelic-medium education is part of the Scottish education system and is available to both Gaelic speaking and non-Gaelic speaking families. Families interested in Gaelic-medium education will find more information on the South Lanarkshire Council website.

As part of our Community Learning Home School Partnership Service two Gaelic language classes, funded by SLC, are available; in addition there is one further class that is well established that is now constituted and self-funding. All classes are operating waiting lists.

As part of our plan we will continue to provide an opportunity for employees and community to advise us if they speak Gaelic, to what level they speak the language and to provide greater opportunity for its use and encourage active community participation.

South Lanarkshire borders Glasgow where there is a thriving Gaelic community and cultural scene that attracts many members of our community to share and enjoy the language's rich history. In South Lanarkshire there has been a community held mini-Mod for a number of years and at Mount Cameron Primary they have held a Gaelic cultural day to engage young people in poetry, music, dance and sports.

Progress since first plan

Some of the achievements since our previous plan was published include:

- Support to undertake appropriate and relevant continuous professional development activity is provided to all staff within education to ensure they can deliver their service to the highest standards. This includes development of their language skills.
- Staff are regularly involved in Gaelic education to enhance their language skills. For example, two members of Mount Cameron Primary School are currently learning Gaelic to ensure Gaelic is as much as possible used in the Gaelic nursery. Both have been attending weekly Gaelic classes.
- A member of staff within SLC has successfully completed the Gaelic Immersion course (GIfT) at Strathclyde University and is now working fulltime in Gaelic Medium Education within the council
- High quality resources to support the development of Gaelic Education have been developed, this has been achieved through partnership working at a local and national level
- Information about Gaelic Medium Education is available on the South Lanarkshire Council's website and relevant school website
- Through the support of the Scottish Government, a significant capital project was completed to develop a South Lanarkshire Gaelic 'Hub' within Mount Cameron Primary School. This linked two Gaelic playgroups (Clann Trang Croileagan and Gaelic Toddler Group) more seamlessly with the nursery and primary provision already present. Significant adaptations took place to provide suitable facilities within accommodation in Mount Cameron Primary School to provide a stimulating and appropriately accessible and inclusive environment for the two playgroups to thrive within the vibrant Gaelic provision already well-established in Mount Cameron. The numbers of children attending the Clann Trang 2-3 group and the weekly Parent and child session have continued to increase. Clann Trang (0-3 early years playgroup and parent and toddler group) re-located to a room in Mount Cameron Primary School. This is further extending effective transition and a wider continuum of Gaelic Medium Education. Clann Trang included in some whole school Gaelic initiatives for example Leugh le Linda (Read with Linda). Data collated from parents attending Clann Trang to ascertain their commitment to continuing with Gaelic Medium Education at the 3-5 years phase. Clann trang promoting Gaelic Medium Education starts at the initial stage of the Gaelic Medium Education journey.
- Comann nam Pàrant (local branch and national development officer) and Bòrd na Gàidhlig collaborated to promote Gaelic-medium education through Gaelic Bookbug sessions and Thig a Chluich (Come and Play). Mount Cameron Primary provided support for planning and delivery of the activities.

- Comann nam Pàrant (local branch and national development officer) and Bòrd na Gàidhlig have collaborated to promote Gaelic-medium education through Gaelic Bookbug sessions and Thig a Chluich (Come and Play). Mount Cameron Primary provided support for planning and delivery of the activities.
- Facilities within Mount Cameron have been enhanced by significantly upgrading the available IT facilities. This has allowed increased opportunities for Gaelic projects to be undertaken and to link with Gaelic providers and education institutions throughout the country to undertake joint learning projects.
- Staff in our schools continue to access appropriate continuing professional learning relating to GME both locally and nationally, including joint moderation activities with schools in other authorities.
- We have extended the use of the development of on-line facilities, including GLOW and Scholar, to support Continuous Professional Development and learning opportunities for staff and pupils.
- A partnership with Bòrd na Gàidhlig provides support for Gaelic classes for parents of children in Gaelic nursery and primary. The class runs on a weekly basis and is taught by the primary 1 Gaelic medium teacher. The class content covers language to support parents with homework and beginner Gaelic.
- Weekly Gaelic language classes are provided for parents/carers of children in Gaelic-medium nursery and primary education.
- Work is ongoing to improve the awareness of CLD Gaelic provision, including adult learning, music, culture and sport activities by posting information in council building and on council web-sites.
- Mount Cameron Primary school continues to work in partnership with An Comunn Gaidhealach to promote Gaelic language and culture through the East Kilbride MOD. Schools from North Lanarkshire also participated in this South Lanarkshire event.
- BBC Alba was represented at the Careers Day event at Mount Cameron to promote careers in Gaelic media.

Policy implications for Gaelic: implementation of the National Gaelic Language Plan

South Lanarkshire Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. South Lanarkshire Council will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. This development corresponds with the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, South Lanarkshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

The National Gaelic Language Plan

The National Gaelic Language Plan focuses on initiatives that will increase the number of speakers of Gaelic in Scotland and expand the range of situations in which Gaelic is used.

The outcomes set out by the national plan are summarised below.

Development Area	National Outcome
Home and Early Years	An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic-medium early years education.
Education - Schools and Teachers	<p>An increase in the number of children enrolling in Gaelic-medium education (GME), doubling the current annual intake to 800 by 2017</p> <p>A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools</p>

An expansion in the availability of Gaelic-medium subjects in secondary schools.

Education: Post-School Education	An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.
Communities	More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services
Workplace	Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.
Arts and Media	Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.
Heritage and Tourism	An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.
Corpus	Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

Developing the Plan

We have focused our actions and initiatives within a local context to ensure that our plan supports the aims and outcomes of the National Gaelic Language Plan, outlined above, to increase the number of speakers of Gaelic in Scotland and expand the range of situations in which Gaelic is used.

South Lanarkshire Council is committed to ensuring that the aims of the National Plan are implemented, and in this section we set out how we will achieve that aim.

Next Steps

In line with the Gaelic Language (Scotland) Act 2005 and the Guidance on Developing Gaelic Language Plans we will undertake the following:

- All commitments from the first edition of South Lanarkshire Council's Gaelic Language Plan which remain within its remit are carried forward and included.
- All Gaelic services and resources demonstrate equal respect for Gaelic and English.
- All Gaelic services and facilities are actively offered and promoted.
- Uptake of Gaelic facilities and services is monitored and promotion is increased where this is low.

In addition to the above we will work with our Community Planning partners to deliver our Plan's objectives and work proactively with partners to assist in the development of their own plans.

The implementation of the Plan will be the subject of regular reports to our respective Council Elected Members and Bord na Gàidhlig.

Actions

Our proposed actions and developments are shown on the following pages.

Across all our services:

By 2023, we will:

- increase in the amount of Gaelic communications that South Lanarkshire Council have with the public, including the Council website, social media, news releases and printed materials
- at the first rebranding opportunity, fully adopt a bilingual corporate logo which demonstrates equal respect for Gaelic and English
- support elected members to use Gaelic if they wish to do so

Home and Early Years

We share the long-term goal set out in the National Gaelic Language Plan, which is:

An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic-medium early years education.

By 2023, we will:

- engage with parents in order to gauge present and future demand for childcare and early years' Gaelic provision
- explore the opportunities that may arise as a result of the increased Early Learning and Childcare hours, and how this will impact on Gaelic staffing and training
- tackle poverty by increasing employability through early development of 'soft skills' through bilingualism (with Gaelic as one of the languages)

Education – schools and teachers

We share the long-term goal set out in the National Gaelic Language Plan, which is:

- *An increase in the number of children enrolling in Gaelic-medium education (GME), doubling the current annual intake to 800 by 2017*
- *A year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools*
- *An expansion in the availability of Gaelic-medium subjects in secondary schools.*

By 2024, we will:

- engage with parents in order to grow present and future demand for Gaelic medium educational provision at primary and secondary levels within the Council area
- working with parents to promote the benefits of bilingualism including promoting the benefits for GME at secondary level
- work with Bord na Gaidhlig and the Scottish Government to increase its provision of Gaelic medium education if demand exists; and to grow Gaelic learner provision at primary and secondary level in South Lanarshire.
- consider the implications of the Education Scotland Act (2016) and the subsequent Statutory Guidance on Gaelic Education, including the duty to promote and support Gaelic Medium Education and Learning
- raise awareness of our duties as a corporate parent in offering young people with Gaelic and under their care, services through the medium of Gaelic
- ensure that all parents are made aware of the availability of Gaelic Medium education at the registration stage
- continue to publicise the option of GME in all Early Years establishments and other public venues
- to support appropriate continuing professional development relating to GME both locally and nationally, including joint moderation activities with schools in other authorities
- continue, through our schools, to provide opportunities for both adults and families to use Gaelic in informal settings

Education: Post-School Education

We share the long-term goal for post school education set out in the National Gaelic Language Plan, which is:

An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.

By 2024, we will:

- where demand is identified through employee and community surveys opportunities to expand adult learners' provision will be developed
- improve awareness of adult learner Gaelic provision through improved internal and external advertising and use of online and traditional communication methods
- continue contact with local groups involved in Gaelic language development to maintain links and provide support where appropriate
- continue existing Gaelic class provision for adult learners and expand provision to new areas through employee and community surveys
- improve usage of Community Learning Development (CLD) Gaelic provision, including adult learning, music, culture and sport activities by posting information in our council buildings and web-sites

Communities

We share the long-term goal set out in the National Gaelic Language Plan for communities, which is:

More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services

By 2024, we will:

- signpost pupils and students to a wide range of information, advice and guidance in Gaelic about their career and learning choices and the transition process
- work with the community to support and develop opportunities to use, learn and promote the Gaelic language within the South Lanarkshire area
- produce our Gaelic Language Plan and all related materials such as relevant web pages and summary versions of the plan in a bilingual format demonstrating equal respect for Gaelic and English

Workplace

We share the long-term goal for the workplace set out in the National Gaelic Language Plan, which is:

Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language

By 2024, we will:

- increase staff capacity to deliver its Gaelic language plan commitments through recruitment, training and workforce planning
- support employees to use Gaelic in the workplace
- offer Gaelic awareness training and language training to Council staff, Council members, and senior managers
- reply in Gaelic to members of the public where they contact us using Gaelic and do so in line with standard response times

Arts and Media

We share the long-term goal for Arts and Media set out in the National Gaelic Language Plan, which is:

Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.

By 2023, we will:

- take the opportunities to work in partnership with the Gaelic Arts and Culture Officer from Bord na Gaidhlig/Creative Scotland to increase the profile of Gaelic in arts and culture events in the area
- raise awareness of Countryside Rangers to enable them to provide information on the Gaelic language and Gaelic heritage in the Council area, for example place names
- publish all Gaelic related information on our website
- continue to include Gaelic specific news articles to the Council website

Heritage and Tourism

We share the long-term goal for heritage and tourism set out in the National Gaelic Language Plan, which is:

An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.

By 2023, we will:

- promote the economic benefits of Gaelic language and culture as part of its general economic development initiatives, including the economic benefits of Gaelic-related events held within the South Lanarkshire area
- explore opportunities to engage with Gaelic tourism through delivery of the present South Lanarkshire Council Tourism Action Plan and any future tourism strategies, for example encourage involvement with the VisitScotland Gaelic Tourism Strategy
- promote the breadth of careers options and opportunities that speaking Gaelic provides
- encourage and support Gaelic language users to consider a career in culture and the arts
- increase information in Gaelic about culture and the arts on relevant websites and at venues
- work in partnership with providers of cultural events and activities across Lanarkshire to increase availability of Gaelic performances
- explore the use of technology to enhance the experience of Gaelic language users when visiting exhibitions or accessing museum collections

Corpus (relates to developing the 'body' of the language)

We share the long-term goal set out in the National Gaelic Language Plan, which is:

Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

By 2024, we will:

- conduct an audit of key Council documentation and introduce Gaelic on an incremental basis for example equality policy to consider the inclusion of Gaelic where appropriate
- continue to make available a high standard of translation services
- continue to work with our Citizens panel and other identified community groups and representatives to carry out relevant survey work in relation to the use and development of Gaelic in the South Lanarkshire area and to track the success of our plan
- carry out a staff survey to establish competence and interest in Gaelic and future learning opportunities

Contact Information

We welcome your comments and complaints at any time. By telling us what you think and letting us know when things go wrong, you can help us to improve our services to you.

You can do this:

- by writing to – the Employee Development and Diversity Manager, Corporate Resources, South Lanarkshire Council, 3rd Floor, Council Headquarters, Alameda Street, Hamilton, ML3 0AA
- by phoning 0303 123 1015
- by emailing equalities@southlanarkshire.gov.uk
- by visiting any of our offices, addresses can be found on our website www.southlanarkshire.gov.uk

If you need this information in a different format or language, please contact us to discuss how we can best meet your needs. Phone 0303 123 1015, email equalities@southlanarkshire.gov.uk or visit our website www.southlanarkshire.gov.uk

Gaelic Language Plan – Draft Resource Actions supporting the plan

Resources	Actions	Responsible Officer	Review date/ progress
All Resources	<ul style="list-style-type: none"> reply in Gaelic to members of the public where they contact us using Gaelic and do so in line with standard response times support employees to use Gaelic in the workplace 	Executive Directors all Resources	
Finance & Corporate Resources	<ul style="list-style-type: none"> increase in the amount of Gaelic communications that South Lanarkshire Council have with the public, including the Council website, social media, news releases and printed materials increase information in Gaelic about culture and the arts on relevant websites and at venues at the first rebranding opportunity, fully adopt a bilingual corporate logo which demonstrates equal respect for Gaelic and English publish all Gaelic related information on our website continue to include Gaelic specific news articles to the Council website 	Head of Corporate Communications	
	<ul style="list-style-type: none"> support elected members to use Gaelic if they wish to do so provide beginners Gaelic language self-study on the Councils Learn on Line Platform increase staff capacity to deliver the Gaelic language plan commitments through recruitment, training and workforce planning offer Gaelic awareness training and language training to Council staff, Council members, and senior managers 	Head of Personnel Services	

	<ul style="list-style-type: none"> • conduct an audit of key Council documentation and introduce Gaelic on an incremental basis for example equality policy to consider the inclusion of Gaelic where appropriate • continue to make available a high standard of translation services • continue to work with our Citizens panel and other identified community groups and representatives to carry out relevant survey work in relation to the use and development of Gaelic in the South Lanarkshire area and to track the success of our plan • carry out a staff survey to establish competence and interest in Gaelic and future learning opportunities • produce our Gaelic Language Plan and all related materials such as relevant web pages and summary versions of the plan in a bilingual format demonstrating equal respect for Gaelic and English 		
Community & Enterprise	<ul style="list-style-type: none"> • promote the economic benefits of Gaelic language and culture as part of its general economic development initiatives, including the economic benefits of Gaelic-related events held within the South Lanarkshire area • explore opportunities to engage with Gaelic tourism through delivery of the present South Lanarkshire Council Tourism Action Plan and any future tourism strategies, for example encourage involvement with the VisitScotland Gaelic Tourism Strategy • raise awareness of Countryside Rangers to enable them to provide information on the Gaelic language and Gaelic heritage in the Council area, for example place names • promote the economic benefits of Gaelic language and 	Head of Planning and Economic Development	

	<p>culture as part of its general economic development initiatives, including the economic benefits of Gaelic-related events held within the South Lanarkshire area</p> <ul style="list-style-type: none"> • explore opportunities to engage with Gaelic tourism through delivery of the present South Lanarkshire Council Tourism Action Plan and any future tourism strategies, for example encourage involvement with the VisitScotland Gaelic Tourism Strategy 		
Education	<ul style="list-style-type: none"> • engage with parents in order to grow present and future demand for Gaelic medium educational provision at primary and secondary levels within the Council area • working with parents to promote the benefits of bilingualism including promoting the benefits for GME at secondary level • work with Bord na Gaidhlig and the Scottish Government to increase its provision of Gaelic medium education if demand exists; and to grow Gaelic learner provision at primary and secondary level in South Lanarkshire • consider the implications of the Education Scotland Act (2016) and the subsequent Statutory Guidance on Gaelic Education, including the duty to promote and support Gaelic Medium Education and Learning • raise awareness of our duties as a corporate parent in offering young people with Gaelic and under their care, services through the medium of Gaelic • ensure that all parents are made aware of the availability of Gaelic Medium education at the registration stage • continue to publicise the option of GME in all Early Years establishments and other public venues • to support appropriate continuing professional development relating to GME both locally and nationally, 	Executive Director Education Resources	

	<p>include joint moderation activities with schools in other authorities</p> <ul style="list-style-type: none"> • continue, through our schools, to provide opportunities for both adults and families to use Gaelic in informal settings • where demand is identified through employee and community surveys provide opportunities to expand adult learners' provision will be developed • improve awareness of adult learner Gaelic provision through improved internal and external advertising and use of online and traditional communication methods • continue contact with local groups involved in Gaelic language development to maintain links and provide support where appropriate • continue existing Gaelic class provision for adult learners and expand provision to new areas through employee and community surveys • improve usage of Community Learning Development (CLD) Gaelic provision, including adult learning, music, culture and sport activities by posting information in our council buildings and web-sites • signpost pupils and students to a wide range of information, advice and guidance in Gaelic about their career and learning choices and the transition process • work with the community to support and develop opportunities to use, learn and promote the Gaelic language within the South Lanarkshire area • promote the breadth of careers options and opportunities that speaking Gaelic provides 		
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SLLC	<ul style="list-style-type: none"> • increase information in Gaelic about culture and the arts on relevant websites and at venues • work in partnership with providers of cultural events and activities across Lanarkshire to increase availability of Gaelic performances • explore the use of technology to enhance the experience of Gaelic language users when visiting exhibitions or accessing museum collections 	General Manager SLLC	
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