



Gaelic Language Plan 2019 - 24

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 21 April 2020.

Foreword

South Lanarkshire Council (SLC) has developed the second edition of its Gaelic Language Plan in line with the requirements of the Gaelic Language (Scotland) Act 2005. The plan outlines how we will take forward, and expand on, 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 work 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 the second edition of our Gaelic Language Plan covering the period 2019-2024.

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. Although the progress of our first edition has not advanced as well as we would like, we are committed to carrying forward the actions from our first plan as well as adding further actions that support the National Gaelic Language Plan.

The Plan details how the Council will work to support the National Gaelic Language Plan objectives 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 raising 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 aspirations and objectives included in the National Gaelic Language Plan and 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.

Cleland Sneddon
Chief Executive Officer
South Lanarkshire Council

1 Introduction

1.1 About us

South Lanarkshire is home to more than 316,000 people and is one of the largest and most diverse areas of Scotland. The council covers 180,000 hectares of land stretching from close to the centre of Glasgow to near the Scottish Borders. The area has a mix of urban, rural and former mining environments, almost 80% is classed as agricultural but 70% of the population live in the major settlements in the north.

There are four towns in South Lanarkshire with a population of more than 20,000 (East Kilbride, Hamilton, Rutherglen and Cambuslang) and a further 23 towns and settlements with a population of more than 1000.

The Council Headquarters building is located on Almada Street, Hamilton with local offices based in the four main geographical areas of South Lanarkshire, Hamilton, East Kilbride, Rutherglen/Cambuslang and Clydesdale.

The Council employs approximately 14,500 employees, has a revenue budget of £644 million (2018-2019), 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. South Lanarkshire Council comprises 64 councillors, each representing one of 20 multi-member electoral wards. Each ward has 3 or 4 councillors.

Further information about the council and its services is available on the [Council's website](#).

1.2 The Gaelic Language (Scotland) Act 2005 and the Issuing of Notice

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

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 the second edition of South Lanarkshire 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.

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

1.3 Approval of South Lanarkshire Council's Gaelic Language Plan

South Lanarkshire's draft Gaelic language plan was originally submitted to Bòrd na Gàidhlig for assessment on 18 December 2018

1.4 Consultation on the Draft Gaelic Language Plan

The 2005 Act requires public authorities to bring the preparation of their Gaelic language plans to the attention of all interested parties. South Lanarkshire Council has consulted publicly on the draft of our Gaelic language plan and has taken into account representations on the draft plan's content made to us during the consultation process.

The public consultation was conducted using an online survey form, it was advertised using social media and the council's website. The results of the survey are summarised at appendix 2.

1.5 Summary of Gaelic in Scotland

South Lanarkshire recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. South Lanarkshire 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.

South Lanarkshire recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic
- promote the acquisition and learning of Gaelic
- encourage the increased use of Gaelic

The total number of people recorded as being able to speak, read, write and/or understand Gaelic in the 2011 census was 87,000. Of these, the total number of people who speak Gaelic was 58,000. The data shows that the rate of decline has slowed significantly in comparison to earlier censuses.

The data shows an increase of 10 per cent in the number of Gaelic speakers below the age of 15, and a 15 per cent increase in the 16 to 29 age group.

1.6 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 (Blantaidhr) and Lesmahagow (Lios MoFhèige). However, today the numbers speaking, writing and reading the language are much smaller. The 2011 census data shows that 1,358 (0.45%) of the South Lanarkshire population have these skills whilst 2,106 (0.69%) have a knowledge of Gaelic.

There is a growing interest from community groups to establish Gaelic learning for children and adults. Within South Lanarkshire there is a group for toddlers aged 2-3 called Clann Trang who meet in East Kilbride 3 mornings a week during term time. There is also a Clann Trang Parent and Toddler group (0-5) one morning a week during term time. They take place at Mount Cameron Primary School. The council will offer practical support to these groups, including advertising any activities and where appropriate signposting to funding opportunities.

1.7 Gaelic Medium Education

South Lanarkshire Council provides Gaelic medium education in Mount Cameron primary school. The Gaelic catchment area is the whole of South Lanarkshire Council's area.

Total immersion in Gaelic is provided for nursery years and the first three years of primary school. Thereafter English is gradually introduced, with Gaelic remaining the predominant language of the classroom. 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](#). In 2018-19 there were 19 nursery age children attending Mount Cameron, a further 69 pupils in primary 1 through to 7 and a total of 18 young people maintaining and developing their language skills at Calderglen High School. At present South Lanarkshire Council does not deliver GLPS (Gaelic Language learning at primary school) or Gaelic (Learners) at secondary school.

As part of our Youth, Family and Community Learning (YFCL) two Gaelic language classes, funded by SLC, are available. One of these is an evening class learning at beginner level and the other one takes place in the afternoon and is delivered at a more advanced level; both of these classes are aimed at adult learners. There is another class, where learning is delivered at an advanced level. This is well established, is now constituted and is self-funding. All classes are based in East Kilbride and are operating waiting lists.

In addition to the established community groups there are new community groups that are forming within South Lanarkshire, for example there have been some Gaelic Bookbug sessions and adult Gaelic classes at Carluke. There have also been adult Gaelic classes at Lanark. These are driven by the community and are self-supporting. The council will offer practical support and funding to the groups

As part of our plan we will continue to provide an opportunity for employees and the community to tell us what Gaelic skills they have. We will do this to find out the numbers of employees with Gaelic Language skills and also to find out how often this is used in their working day by including a question in our employee survey exercises. We will also ask the same question, without asking about how often it is used in their working day, as part of our equalities monitoring. This will create the opportunity to raise awareness of Gaelic language and to let people know that South Lanarkshire Council supports the development of the language and encourages 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 Mount Cameron Primary hold a Gaelic cultural day to engage young people in poetry, music, dance and sports.

1.8 Internal Gaelic Capacity Audit

In 2016 we asked, as part of our employee survey, for the numbers of employees who had Gaelic Language skills. The response rate for the survey was 35% which is a typical response for this type of survey and is in line with the expected rate of

response for employee surveys. The responses showed that 0.1% of the survey respondents were able to speak, read, or both read and speak Gaelic.

Due to number of surveys for different topics issued to employees there was no specific audit done in relation to developing this second plan. However as outlined in section 1.7 above we will include questions in relation to the Gaelic Language skills in our next Employee Survey. Due to the very low numbers involved, less than 10 employees, no further information is included in this report.

In addition to the asking the questions outlined in the paragraph above we will also gather, at the early stages of the life-span of this edition of the plan, the number of staff who are Gaelic learners and the numbers of staff who have expressed a desire to learn Gaelic.

The only jobs in the council where Gaelic is an essential skill is in relation to GME teachers.

While the council does not directly employ an interpreter, telephone interpretation services and face to face interpretation will be arranged where this is required for Gaelic; information on this is included in all council publications. Removing the barriers that customers can face because of language or disability is a core commitment of the Council's Equal Opportunities policy. This helps to ensure that everyone in the community is able to access our services in a way that best suits their needs. It also helps to combat the effects of racism, social exclusion and to remove other discriminatory barriers.

2 The Gaelic Language Plan in the Corporate Structure

This plan is the policy of South Lanarkshire Council and has been endorsed both by our senior management team and Council members.

2.1 Position with operational responsibility over the plan

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of South Lanarkshire Council's Gaelic Language Plan is:

Position: Chief Executive Officer
Name of organisation: South Lanarkshire Council,
Council HQ,
Almada Street,
Hamilton,
ML3 0AA
Telephone: 01698 454208
E-mail address: pach.exec@southlanarkshire.gov.uk

2.2 Day-to-day responsibility over the plan

Questions about the day-to-day operation of the plan should be addressed to the:

Position: Employee Development and Diversity Manager
Department: Finance and Corporate Resources
Name of organisation: South Lanarkshire Council,
Council HQ,
Almada Street,
Hamilton,
ML3 0AA
Telephone: 0303 123 1015
E-mail address: equalities@southlanarkshire.gov.uk

In person by visiting any of our offices, addresses can be found on [South Lanarkshire Council's](#) website

2.3 Group overseeing development, implementation and monitoring of the plan

A sub-group of the Corporate Equalities Group, with membership from across all Resources will oversee the actions and commitments included in the Plan, this will be the GLP Steering Group.

The group will:

- monitor the implementation of the plan
- ensure that actions relevant to their Resource/Service are completed
- feedback any comments including delays, challenges and successes to the Corporate Management Team

2.4 Notifying employees:

Employees will be advised of the Plan and its actions via the employee intranet and via briefing sessions, notes and newsletters. Information relating to the Gaelic Language Plan will be included in the next update of the online induction course.

Services Delivered by Third Parties and Arm's Length Organisations:

All Third Parties and Arm's Length Organisations are required to abide by and adhere to council policies and practices, this will include the Gaelic Language Plan.

3 Planning and Policy Implications for Gaelic

3.1 Overarching Principles

Mainstreaming Gaelic

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. We see this development as corresponding to 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 consider the commitments made in this Gaelic language plan and ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Equal Respect for Gaelic and English

All South Lanarkshire Council Gaelic services and resources will demonstrate equal respect for Gaelic and English

Active Offer and Promotion

All SLC Gaelic services and facilities will be actively offered and promoted. Uptake of services will be monitored and promotion increased where this is low.

Transparency and Progress

This is the second edition of SLC's Gaelic language plan and all commitments from the first edition which remain within our remit have been carried forward and included

3.2 The National Gaelic Language Plan

The National Gaelic Language Plan focuses on three key aims, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland, and identifies key development outcomes within each:

Development Area	Key Outcomes
Using Gaelic	<p>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 and programmes. 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.</p> <p>The increased use of Gaelic strengthens the community of speakers and contributes to its confidence. This expands opportunities for Gaelic and Gaelic users and helps to increase awareness and the profile of the language.</p>
Learning Gaelic	<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 and programmes.</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 with this, it will increase the number of those who understand, speak, read and write Gaelic and their ability to use Gaelic with confidence.</p>
Promoting Gaelic	<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 and programmes.</p> <p>Ensuring that a positive image of Gaelic is promoted and strengthened depends on a number of initiatives. It also includes 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>

3.3 Commitment to the Objectives of the National Gaelic Language Plan

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

3.4 Home and Early Years

South Lanarkshire Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home and early years as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in the home and early years in Scotland.

- raise awareness of the importance of the home for acquiring Gaelic and encouraging more parents to choose Gaelic education for their children and engage with parents to gauge present and future demand for childcare and early years' provision
- ensure practical support, resources and advice are available for passing Gaelic on to children in the home and in Gaelic early years education
- ensure links are strengthened between the use of Gaelic in the home and Gaelic early years provision
- improve the quality and availability of voluntary-led Gaelic pre-school activities and statutory early year's education
- the council will facilitate Bookbug sessions through providing premises

Information relating to the provision of nursery/early year's Gaelic education provision is available on [South Lanarkshire Council's website](#).

3.5 Education

The Council recognises that creating a sustainable future for Gaelic requires increasing the number of people able to speak the language. We recognise the importance of education, training and life-long learning to achieve this goal.

To continue to support and help create a supportive environment for growing the number of Gaelic speakers in Scotland we will, in addition to the actions outlined in section 3.4:

- SLC will work with Bòrd na Gàidhlig and the Scottish Government to increase its provision of Gaelic medium education if demand exists
- SLC will maintain awareness of our duties as a corporate parent to offer services through the medium of Gaelic to young people with Gaelic under our care, increase initiatives to promote, establish and expand both GME and GLE at primary and secondary levels
- ensure adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers
- provide a wide range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use
- ensure that all steps are taken to secure the quality of both GME and GLE through National Guidance and other means
- extend access to, and participation in, a wide range of Gaelic learning opportunities for adults and increasing the numbers progressing to fluency (links to Community and Workplace)
- ensure opportunities for the continuity and progression of literacy and other language skills for adults learning Gaelic and for fluent speakers (links to Community and Workplace)
- ensure good resources are available to support adults learning Gaelic (links to Community and Workplace)

We will take account of requirements under 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.

We will promote and support Gaelic Medium Education and Learning and also engage with parents in order to grow present and future demand for Gaelic medium educational provision at primary and secondary levels

The Council's Education Resources team is developing an action plan showing how we will deliver on these educational commitments. The plan will be made accessible to the public alongside this Gaelic language plan once agreed and delivery begins.

3.6 Community

South Lanarkshire Council recognises that the status of a language is affected by its use in the daily environment and the extent to which it is valued and perceived to be valued by those institutions which play an important role in our daily lives. We also recognise that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal method of communication in an increasingly wide range of daily activities. To help create a supportive environment for increasing Gaelic usage in our community we will:

- increase the profile and use of Gaelic through the availability of a range of Gaelic medium services
- ensure support for initiatives that promote the use of Gaelic among all kinds of communities of speakers
- support initiatives that make use of the skills and abilities of Gaelic speakers in community activities
- create situations in which Gaelic can be used informally by young people and adult learners

3.7 The Workplace

The Council recognises that Gaelic is an important skill adding value to our workforce and that formal and open recognition of Gaelic skills will have a positive impact on the Gaelic labour market more widely. We will take the following steps to increase our Gaelic capacity and the use of Gaelic as a workplace language:

- create a positive attitude to Gaelic in the workplace through awareness-raising and signage
- reply in Gaelic to members of the public where they contact us using Gaelic
- increase staff capacity to deliver our Gaelic language plan commitments through recruitment, training and workforce planning
- support employees to use Gaelic in the workplace
- promote opportunities for staff to learn Gaelic and for speakers to develop their language skills
- offer employees, and Elected Members the opportunity to undertake Gaelic awareness training via our online learning platform and will signpost them to further language training opportunities

3.8 Media and Arts; Heritage and Tourism

South Lanarkshire Council recognises the central role played by the media, arts, heritage and tourism industries in sustaining and growing engagement and

increased use of Gaelic across Scotland. We also recognise the significant contribution that these areas make to the Scottish economy. We will take the following steps to help create a supportive environment for the growth of Gaelic media, arts, heritage and tourism in Scotland and internationally:

- support opportunities for the arts and media to showcase the Gaelic language
- promote the visibility and audibility of Gaelic as a unique part of Scotland's heritage
- increase the use of Gaelic in heritage and tourism venues where appropriate, including signage and interpretive materials
- ensure that appropriate recognition is given to Gaelic and that Gaelic is used in places of special interest and in promoting national events
- ensure that the importance of Gaelic to Scotland's history and its relevance today features in the tourism experience
- SLC Countryside Rangers will receive information and training to raise awareness to enable them to provide information on the Gaelic language and Gaelic heritage in the Council area, for example place names as per the high level aims
- take opportunities to work in partnership with the Partnerships Manager from Bòrd na Gàidhlig to increase the profile of Gaelic in arts and culture events in the area

3.9 Corpus

South Lanarkshire Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating quality translation services and to promote research into the language. We will take the following steps to strengthen Gaelic corpus in Scotland:

- support initiatives that strengthen the relevance and consistency of Gaelic
- ensure appropriate translation and interpretation support is available where required
- provide information and support relating to developments and research into the use of the Gaelic language
- follow the most recent Gaelic Orthographic Conventions in relation to all written Gaelic materials we produce
- seek and follow advice from Ainmean-Àite na h-Alba on Gaelic place names displayed/published by the Council

3.10 Local Government Priorities

We will ensure that actions and commitments in our Gaelic language plan are reflected in the Community Planning Partnership plan and the Regional Improvement Collaboratives, ensuring that SLC's Gaelic language plan contributes in a practical way to local government priorities.

3.11 Scottish Government National Priorities

South Lanarkshire Council is committed to supporting the achievement of the Strategic Objectives agreed by The Scottish Government.

1. Wealthier and Fairer
2. Smarter
3. Healthier
4. Safer and Stronger; and

5. Greener

For more information on Scotland's Strategic Objectives, visit the [Scottish Government's website](#).

Scotland's sixteen National Outcomes shows how the Government aims to achieve its strategic objectives and describe what the Government strives to achieve in the future.

For more information on Scotland's National Outcomes, visit the [Scottish Government's website](#).

4 Plan Commitments

4.1 High-level aims

The following are the high-level aims sent to South Lanarkshire Council by Bòrd na Gàidhlig. We will deliver on these aims through delivery of the National Gaelic Language Plan and service level commitments in the following sections. We have cross referenced in the right-hand column to the relevant commitments.

Where	What	Section
Throughout the plan	<p>In line with the Gaelic Language (Scotland) Act 2005 and the Guidance on Developing Gaelic Language Plans we would like the following:</p> <p>that all commitments from the first edition of SLC's Gaelic Language Plan which remain within its remit are carried forward and included</p> <p>that all Gaelic services and resources demonstrate equal respect for Gaelic and English</p> <p>that all Gaelic services and facilities are actively offered and promoted</p> <p>that uptake of Gaelic facilities and services is monitored, and promotion is increased where this is low</p>	3.1
Public Services	<p>To further increase the visibility and status of Gaelic we would like the following</p> <p>an increase in the amount of Gaelic communications that SLC have with the public, including the Council website, social media, news releases and printed materials.</p> <p>that at the first rebranding opportunity, SLC fully adopts a bilingual corporate logo which demonstrates equal respect for Gaelic and English</p> <p>that elected members are supported to use Gaelic if they wish to do so</p>	4.2.1, 4.2.2, 4.2.3
Home and Early Years	<p>We would like the following:</p> <p>that SLC engages with parents in order to gauge present and future demand for childcare and early years' Gaelic provision</p> <p>that SLC explores 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</p> <p>that SLC tackles poverty by increasing employability through early development of 'soft skills' through bilingualism (with Gaelic as one of the languages)</p>	3.4
Education	<p>We would like the following:</p> <p>that SLC engages with parents in order to grow present and future demand for Gaelic medium educational</p>	3.5

	<p>provision at primary and secondary levels within the Council area</p> <p>that SLC works with Bòrd na Gàidhlig 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 the SLC area</p> <p>We advise that South Lanarkshire Council 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</p> <p>that SLC are aware of their duties as a corporate parent in offering young people with Gaelic and under their care, services through the medium of Gaelic</p>	
Community	We would like SLC to work with the community to support and develop opportunities to use, learn and promote the Gaelic language within the SLC area	3.6
Workplace	<p>We would like the following:</p> <p>that SLC increases its staff capacity to deliver its Gaelic language plan commitments through recruitment, training and workforce planning</p> <p>that staff are supported to use Gaelic in the workplace</p> <p>that Gaelic awareness training and language training is offered to Councillors and senior managers</p>	3.7, 4.2.4
Arts, Culture & Heritage	<p>We welcome partnership working with the Gaelic Arts and Culture Officer from Bòrd na Gàidhlig/Creative Scotland to increase the profile of Gaelic in arts and culture events in the area.</p> <p>We would like SLC Countryside Rangers to receive training to enable them to provide information on the Gaelic language and Gaelic heritage in the Council area e.g. place-names</p>	3.8
Economy	<p>We would like the following:</p> <p>that SLC promotes 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 SLC area</p> <p>that SLC explores opportunities to engage with Gaelic tourism through delivery of the present SLC Tourism Action Plan and any future tourism strategies, for example, we encourage involvement with the Visit Scotland Gaelic Tourism Strategy</p>	4.2.5

that SLC promotes the breadth of careers options and opportunities that speaking Gaelic provides

4.2 Corporate Service Commitments

4.2.1 Status

South Lanarkshire Council recognises the importance of extending the visibility of Gaelic and enhancing its status.

This commitment was included in the first edition of our Gaelic Language Plan; there has not been the progress we estimated in relation to this commitment however we have carried this forward into the second edition and will at the first opportunity make the Gaelic language more visible on our website.

Development Function	Corporate logo
Proposed Outcome	SLC fully adopts a bilingual corporate logo which demonstrates equal respect for Gaelic and English
Current Practice	SLC logo is in English only
Actions Required	At the first rebranding opportunity, the council will fully adopt a bilingual corporate logo which demonstrates equal respect for Gaelic and English
Target Date	By 2024
Responsible Officer	Head of Communications and Strategy

Development Function	Signage
Proposed Outcome	Develop and introduce a signage/naming policy for the Council area that demonstrates equal respect for Gaelic and English. This policy will include threshold road signs.
Current Practice	Road sign across South Lanarkshire are in English only.
Actions Required	When replacing or installing new signage the Council will introduce Gaelic incrementally into signage, in addition to the bilingual logo demonstrating equal respect for Gaelic and English. There are likely to be additional costs incurred however this will be for the cost of translation and not directly linked to the provisions of the signage.
Target Date	This will be ongoing throughout the life of the plan.
Responsible Officer	Executive Director Community and Enterprise Resources

4.2.2 Communicating with the Public

South Lanarkshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

It is recognised that a proportion of the South Lanarkshire community have and use Gaelic Language skills. The council will continue to offer and provide translation and interpreting services where this is required.

Taking account of the current interest expressed by community groups for opportunities to learn Gaelic we will develop and provide more information on our employee intranet and council website in Gaelic.

Development Function	Email/written communication and response
Proposed Outcome	<p>Convey the message, via our website, social media and press releases, that communication from the public in Gaelic is always welcome.</p> <p>Anyone who contacts the council by email or letter using Gaelic will receive a response in Gaelic</p>
Current Practice	<p>No information is currently available on the council website</p> <p>In the last year two emails have been received in Gaelic via the equalities email address. Responses in Gaelic were issued.</p> <p>The practice across the whole of the council is not known.</p>
Actions Required	<p>Develop an appropriate form of words to use prominently on the council website to demonstrate that the council welcomes communication in Gaelic</p> <p>Find out current practice across council Resources</p> <p>Develop an email acknowledgement to allow an immediate response to email received</p> <p>Encourage and support Resources to respond in Gaelic to all enquiries received</p>
Target Date	<p>By Mar 2020</p> <p>By Sept 2020</p> <p>By Mar 2020</p> <p>Ongoing</p>
Responsible Officer	Executive Directors all Resources
Development Function	Corporate signature
Proposed Outcome	SLC fully adopts a bilingual corporate email signature which demonstrates equal respect for Gaelic and English

Current Practice	SLC email signature is in English only for the majority of staff
Actions Required	Email signatures for teachers/employees involved in the delivery of GME will adopt a bilingual email signature which demonstrates equal respect for Gaelic and English All other council employees will adopt a bilingual email signature which demonstrates equal respect for Gaelic and English
Target Date	By 2021 By 2024
Responsible Officer	Head of Personnel Services
Development Function	Reception and phone
Proposed Outcome	Support Gaelic speaking staff who can provide this service Where available promote this service to the public
Current Practice	Given the low numbers of employees who advised, via the employee survey, that they had Gaelic language skills this is likely at present to be available via teachers/employees involved in the delivery of GME.
Actions Required	We will continue to monitor Gaelic language skills Encourage and support people with the required skills to respond and welcome to those who wish to use Gaelic demonstrating equal respect for Gaelic and English Indicate that Gaelic is available by using #cleachdi initiative (happy to use Gaelic) resources (including lanyards and badges)
Target Date	Ongoing Ongoing Ongoing
Responsible Officer	Head of Personnel Services
Development Function	Public Meetings
Proposed Outcome	SLC will identify opportunities to hold public meetings bilingually or in Gaelic Where these are available, they will be promoted.
Current Practice	Only opportunities within the GME schools have been identified
Actions Required	We will actively identify opportunities

	<p>We will promote any events that are delivered bi-lingually or in Gaelic</p> <p>We will continue to monitor Gaelic public meetings</p>
Target Date	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Responsible Officer	Head of Personnel Services
Development Function	Gaelic is used on the Council website and employee intranet
Proposed Outcome	An increase in the visibility of Gaelic in web publications and where appropriate in the use of place names.
Current Practice	<p>Mount Cameron and Calderglen schools have Gaelic language visible in their information displayed in the school.</p> <p>We make a high standard of translation services available</p> <p>Council website can be viewed in Gaelic using the 'other languages' facility.</p> <p>This commitment was included in the first Gaelic Language Plan; there has not been the progress we estimated in relation to this commitment however we have carried this forward into our second plan and will at the first opportunity make the Gaelic language more visible on our website and where appropriate with places names and council branding.</p>
Actions Required	<p>Introduce Gaelic content to the Council website with priority given to the council home page and employee intranet, ensuring that any content is professionally translated and demonstrates equal respect to English and Gaelic.</p> <p>For example, by sharing news stories in Gaelic where this is relevant</p> <p>Develop a Gaelic web page where information can be shared</p> <p>Find out the number of people in the community who use Gaelic</p> <p>Work with our Citizens panel and other community groups and representatives to carry out relevant survey work in relation to the use and development of Gaelic in the South Lanarkshire area</p>

increase information in Gaelic about culture and the arts
on relevant websites and at venues

Target Date By March 2020
By March 2020
By March 2021
By March 2021

Responsible Officer Head of Communications and Strategy
Head of Personnel Services

4.2.3 Information

South Lanarkshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

This commitment was included in the first edition of our Gaelic Language Plan; there has not been the progress we estimated in relation to this commitment however we have carried this forward into the second edition and will at the first opportunity make the Gaelic language more visible on our website and where appropriate with places names and council branding.

Development Function	More information is available in Gaelic, including prominent press releases, on social media, the council website, and digital versions of plans and key documents. We will provide information bilingually or in Gaelic for Gaelic related exhibitions. When designing new or changing/replacing exhibition resources we will include positive messaging in Gaelic.
Proposed Outcome	Increase the availability of information in Gaelic in digital and print formats.
Current Practice	Limited information is available via press releases, social media and online via the council website. Any public exhibitions are delivered in English Customers are invited to contact us to discuss their requirements and documents are translated on request
Actions Required	Monitor translation requests Provide printed Gaelic versions of documents on request. The council operates a 'digital first' method of communication to take account of sustainability and cost and also the ways that people prefer to use to get council information this means we no longer hold print copies of plans/reports etc. Make digital versions of plans, key documents, and information more widely available in Gaelic. Provide information in Gaelic at Public events
Target Date	From 2020 Ongoing From 2020 From 2020
Responsible Officer	Head of Communications and Strategy

4.2.4 Workplace (Staffing)

South Lanarkshire Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. We also recognise the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Development Function	Offer Gaelic awareness training and language training to Council staff, elected members, and senior managers Raise awareness of Gaelic language and the GLP Support employees to use Gaelic in the workplace
Proposed Outcome	<p>Include on the employee 'learn on line' platform a Gaelic awareness module, this will be available to all employees and also elected members as part of the induction process and available to all staff regardless of when they joined the council.</p> <p>The online learning will highlight and signpost employees to the council GLP.</p> <p>Whilst the Council is not able to offer other Gaelic language training directly, it will continue to support employees to develop and enhance their language Gaelic skills.</p> <p>In addition, we will publish information regarding Gaelic language learning opportunities on the employee intranet and the council website and social media sites.</p>
Current Practice	<p>No Gaelic awareness module available on the 'learn online' platform.</p> <p>Staff within education are supported to undertake appropriate and relevant continuous professional development activity to ensure they can deliver services to the highest standards. This includes development of their language skills.</p> <p>Employees in education are regularly involved in GME 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.</p> <p>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.</p>
Actions Required	teachers and employees within GME to be kept informed of opportunities for CPD

	<p>information to be gathered in relation to learning opportunities</p> <p>liaise with the digital communications team to ensure that the information is published</p> <p>employees to be signposted to the information via team briefs, newsletters, personnel circulars; Information to be cascaded via managers to those without intranet access</p> <p>increase staff capacity to deliver our Gaelic language plan commitments through recruitment, training and workforce planning</p> <p>support employees to use Gaelic in the workplace</p> <p>promote opportunities for staff to learn Gaelic and for speakers to develop their language skills</p>
Target Date	Dec 2020
Responsible Officer	Executive Directors all Resources
Development Function	Internal employee survey
Proposed Outcome	Continue to monitor Gaelic language skills and interest in Gaelic learning among our employees via the regular employee surveys
Current Practice	Employees are asked to self-identity their abilities in relation to Gaelic language skills, this currently includes their ability to read, write, speak Gaelic or a combination of these
Actions Required	<p>Continue to monitor language skills of employees</p> <p>promote opportunities for staff to learn Gaelic and for speakers to develop their language skills</p> <p>include question to determine the number of staff who are Gaelic learners and the numbers of staff who express a desire to learn Gaelic</p>
Target Date	<p>Dec 2021 and every 2 years thereafter</p> <p>From 2020 and throughout the life of the plan</p> <p>From 2020 and throughout the life of the plan</p>
Responsible Officer	Head of personnel services
Development Function	Recognise and respect Gaelic skills within the recruitment process
Proposed Outcome	Gaelic is named as an essential and/or desirable skill in relevant job descriptions in accordance with the Bòrd na Gàidhlig recruitment advice available on their website .

	where Gaelic is an essential skill advertise these vacancies using bilingual or Gaelic only job adverts
Current Practice	Vacancies are advertised in English only
Actions Required	advertise vacancies where Gaelic is essential and/or desirable using bi-lingual or Gaelic only adverts provide appropriate language support throughout the recruitment process where this is appropriate
Target Date	Ongoing from 2020 Ongoing from 2020
Responsible Officer	Head of personnel services

4.2.5 Economy

South Lanarkshire Council recognises 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 SLC area.

We also recognise the significant contribution that this makes to the Scottish economy. We will help create a supportive environment for the growth of Gaelic media, arts, heritage and tourism in Scotland.

Development Function	Take opportunities to work in partnership with the Bòrd na Gàidhlig Partnerships Manager to increase the profile of Gaelic in arts and culture events.
Proposed Outcome	Awareness of Gaelic in culture and the arts is increased
Current Practice	This is an area where little or no activity has taken place.
Actions Required	<p>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</p> <p>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 Scotland's first Gaelic Tourism Strategy</p> <p>promote the breadth of careers options and opportunities that speaking Gaelic provides, including Gaelic education</p> <p>publicise opportunities for Gaelic language users, to consider a career in culture and the arts</p>
Target Date	By 2022
Responsible Officer(s)	Head of Planning and Economic Development General Manager SLLC

5 Implementation and Monitoring

5.1 Timetable

This Gaelic language plan will formally remain in force for 5 years from the date it was approved by Bòrd na Gàidhlig. Before the end of the five years we will review the plan, make amendments as necessary and submit it to the Bòrd for approval.

5.2 Publishing the Plan

Once the plan has been formally approved by Bòrd na Gàidhlig we will publish it making sure that it has all the required information on the cover as outlined in the Guidance on the Development of Gaelic Language Plans and in the formal letter of approval from the Bòrd.

5.3 Publicising the Plan

The Council's Gaelic Language Plan will be published bilingually on the [South Lanarkshire Council website](#). The council operates a 'digital first' method of communication to take account of sustainability and also the ways that people prefer to use to get council information. This means that hard-copy versions will not be available as standard. We will tell people and other interested bodies about the Plan by:

- issuing a bilingual press release announcing the plan
- putting a bilingual article in [South Lanarkshire View](#) on the Council website to announce it
- raise awareness of the plan through the social media on publication and regularly thereafter
- making the plan and the actions known to employees/Elected Members via the intranet, personnel bulletins, team briefs and newsletters
- considering requests for different formats of the Plan as outlined in section 4.2.4 above

5.4 Resourcing the Plan

Costs will be met from existing resources. In addition, we will seek additional external funding to support this.

5.5 Monitoring the Plan

Progress on the Plan will be submitted to the Council's Corporate Management Team and Corporate Resources Committee on a bi-annual basis and on an annual basis to Bòrd na Gàidhlig.

Progress towards meeting the aims and the actions contained in the Plan will be published on the [South Lanarkshire website](#) and included in the [South Lanarkshire View](#).

Evidence on the impact of the plan will be collected by:

- inviting employees, citizen's panel members, local community groups and other interested parties to take part in surveys
- taking account of requests for Gaelic translations
- taking account of feedback received from:
 - members of the community
 - employees involved in delivering the actions contained in the Plan

6 Contact details

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 – Employee Development and Diversity Manager, Corporate Resources, South Lanarkshire Council, 3rd Floor, Council Headquarters, Almada Street, Hamilton, ML3 0AA
- by phoning – at the number given below
- by emailing or by using our comments and complaints form - at the addresses given in the “Contact us” button on the front page of the Council’s website at [South Lanarkshire Council website](#)
- by visiting any of our offices - at any of the addresses given on the same web page listed above

For more information, or if you need this information in another format or language, please contact us to discuss how we can best meet your needs. Phone 0303 123 1015 or email equalities@southlanarkshire.gov.uk.

Appendix 1 – Internal Gaelic Capacity Audit

Since we published the first Plan, we asked our employees to tell us about their Gaelic Language skills, this was done as part of our 2016 employee survey. The responses to the survey showed that 0.1% of council employees are able to speak, read, or both read and speak Gaelic. We will continue to monitor the understanding and use of Gaelic across the Council and use our employee surveys as a tool to gather this information.

Due to number of surveys for different topics issued to employees there was no specific audit done in relation to developing this second edition. However as outlined in section 1.7 above we will include questions, if approved by the Corporate Management Team, in our next and future Employee Surveys in relation to the Gaelic Language skills and also ask people whether they are interested in upskilling and, if so, what form of training would suit their needs.

Due to the very low numbers involved, less than 10 employees, no further information is included in this report.

Appendix 2 – Outcomes of Consultation

When preparing the South Lanarkshire Gaelic language plan, we consulted with the public using an on-line survey. The consultation was advertised via the council's website and social media.

Publishing the plan and consulting has led to people contacting us to enquire about developing and delivering community-based Gaelic learning.

Some negative comments received, the majority of these not directly related to the content of the plan. Despite these comments South Lanarkshire Council will continue to implement and promote the Gaelic Language Plan.

75% of the comments noted as neutral referred to the adult learning provision, these were passed on to and addressed by the Youth, Family, and Community Learning Service.

The main themes emerging from the consultation were:

- raised awareness of the Plan in the community
- increased the contact from the public in relation to Gaelic Language Provision in the community