



Gaelic Language Plan 2013-18

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 18 December 2013.

Foreword

South Lanarkshire Council recognises the challenge that exists to raise the profile and use of Gaelic in our communities and daily lives. As a Council we are committed to working with Bòrd na Gàidhlig, our community planning partners and others to help safeguard the language for future generations.

Our plan sets out our vision of how we will promote and use the language in the delivery of our services. It makes clear the steps we will take over the next five years to raise awareness of the language amongst both our employees and community.

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.

Chief Executive
South Lanarkshire Council

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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:

- enhance the status of Gaelic;
- promote 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 Bòrd na Gàidhlig's National Gaelic Language Plan. It also shows how we intend promoting the use of Gaelic in service planning and delivery.

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 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 National Gaelic Language Plan 2012-17, Bòrd na Gàidhlig set out its vision of creating “a healthy, vibrant language increasingly used, valued and respected in a modern, multicultural and multilingual Scotland”.

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 in 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.

South Lanarkshire Council

South Lanarkshire is the fifth largest of Scotland's Councils with a population of 303,470 (2011 census) 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 £718 million, 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 services such as 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. 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 and community learning services. In South Lanarkshire over 53,000 children attend around 130 early year's establishments including partner providers, 124 primary schools, 19 secondary schools, nine special schools and 22 supported provisions in main stream primary and secondary schools, meeting additional support needs. Other services include the provision of Gaelic medium education from nursery to secondary age, the home school partnership service, specialist services for pupils with additional support needs, the psychological service, and services to support English as an additional language and bilingualism, youth learning service, community learning service and the integrated children's service strategy team. 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, the Council's Q and A offices, benefits advice, money matters advice 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 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.

We have through our Gaelic medium education in Mount Cameron primary school and Calderglen secondary school provided for nursery years and the first three years of primary school, total immersion in Gaelic. Thereafter the curriculum is delivered bi-lingually in both English and Gaelic and at secondary stages is offered 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 2013-14 there were 20 nursery age children attending Mount Cameron, a further 68 pupils in primary 1 through to 7 and a total of 14 young people maintaining and developing their language skills 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 Community Learning and Development (CLD) programme we offer a range of Gaelic activities for adult learners. Information on Gaelic Adult education classes can be found on the South Lanarkshire Council website and on LearnGaelic.net the one-stop web resource for learning Scottish Gaelic. As part of our plan we will be seeking to further identify the numbers in both our workforce and community who 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 languages 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.

Section 2 – Core Commitments

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:-

Identity:	corporate identity signage
Communications:	reception telephone mail and e-mail forms public meetings complaints procedures
Publications:	public relations and media printed material websites exhibitions
Staffing:	training language learning recruitment advertising

We recognise the importance of these four functions in raising the profile of the language across the council and in the work that it does. We set out how we work across them to achieve the aims of the Act and the National Plan and how equal respect for Gaelic and English will be an integral feature of all Gaelic services offered. In addition we will make an active offer for all bilingual (Gaelic/English) services and resources.

Identity

Rationale:

The presence of Gaelic in the corporate identity of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development. The Council will ensure that the language will be given equal respect by being displayed in the same font and type size as information presented in English. This will in turn present an active offer to encourage the use of the language.

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

Development Function	Actions	Lead Service	Timescale
Identity:			
Current practice	There is currently no South Lanarkshire Council Gaelic corporate identity policy		
Key areas of development	Render the corporate logo bilingual demonstrating equal respect for the languages and use accordingly on vehicles, campaigns and events.	Corporate Resources	Year one
	Develop a policy on the use of Gaelic in the corporate identity of the Council	Corporate	Year one
	Introduce the use of bilingual mail and email signatures	Corporate	Year one
	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.	Enterprise/ Housing and Technical	Ongoing

	Ensure all Council premises have appropriate bilingual welcome signage at times of refurbishment or rebuilding	Housing and Technical	Year one and ongoing
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Section 2 – Communications

Rationale:

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority. The Council will ensure that the language will be given equal respect by being displayed in the same font and type size as information presented in English. An active offer will be made for Gaelic services and resources to encourage the use of the language.

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

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.

Development Function	Actions	Lead Service	Timescale
Communication:			
Current practice	South Lanarkshire promotes and provides translations services to meet individuals needs		

Conduct an audit of key Council documentation and introduce Gaelic on an incremental basis e.g. equality policy to consider the inclusion of Gaelic where appropriate	Corporate	Year one
Raise awareness of and maintain commitment to supplying forms in Gaelic as and when requested by customers such as the Council complaints form	All resources	Year one
Make an active offer of and maintain commitment to providing Gaelic translation services at public events and customer services points of access by giving staff opportunities to increase their Gaelic language skills.	All resources	Ongoing
Reply in Gaelic to members of the public where they contact us using Gaelic and do so in line with standard response times	All resources	Ongoing
As part of an employee audit on use of Gaelic and in line with current practice for BSL introduce name plates indicating the ability of staff members to converse in Gaelic so as to encourage its use.	Corporate	Year one

	In addition to the links with English media, establish links with Gaelic media to ensure Council activity is being reported to all sections of the community	Corporate	Year one
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Section 3 – Publications

Rationale:

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

The Council will ensure that the language will be given equal respect by being displayed in the same font and type size as information presented in English. An active offer will be made for Gaelic Services and facilities.

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.

Development Function	Actions	Lead Service	Timescale
Publications and media:			
Current practice	South Lanarkshire does not currently have a Gaelic specific policy in relation to publications and media		
Key areas of development	Our Gaelic Language Plan and all related materials such as relevant web pages and summary versions of the plan will be produced in a bilingual format demonstrating equal respect for Gaelic and English	Corporate	Year one and ongoing

Introduce Gaelic specific news articles to the Council website and printed publications such as the South Lanarkshire View, South Lanarkshire Reporter and the internal employee magazine "the Works"	Corporate	Year two
Introduce bilingual advertising of our Gaelic medium education and any associated materials	All resources	Year two
Publish all Gaelic related information on our website	All resources	Year two and ongoing
Review and develop library stock to provide access to Gaelic publications and related history	South Lanarkshire Leisure and Cultural Trust (SLLC)	Year two
Develop and maintain links with local Gaelic organisations and community groups to develop and attract arts and culture activities to showcase the use and heritage of Gaelic	SLLC	Year two and ongoing

Section 4 – Staffing

Rationale:

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

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. South Lanarkshire Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Development Function	Actions	Lead Service	Timescale
Staff:			
Current practice	South Lanarkshire promotes and provides translations services to meet individuals needs		
Key areas of development	Carry out a staff survey to establish competence and interest in Gaelic and future learning opportunities The staff survey will be repeated at least once within the timeframe of this Plan in order to maintain viable data	Corporate	Year one
	We will provide training in Gaelic Awareness to all Council staff and Council members		

Highlight the availability as part of online learning appropriate Gaelic medium courses	Corporate	Year two
In line with recruitment policy reviews formalise the recruitment procedures for Gaelic essential or desirable posts and advertising for such that will demonstrate equal respect for Gaelic and English.	Corporate/ Education	Year three
Encourage staff to use Gaelic in service delivery by actively offering training opportunities for staff to learn the lanaguage	All resources	Ongoing
We will provide ongoing training for staff involved in Gaelic education to enhance their language skills on an incremental basis and to the wider workforce as appropriate to their role.	Education	Ongoing

Section 3 – Policy implications for Gaelic: implementation of the National Gaelic Language Plan

Policy implications for 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 ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Overview of the National Plan for Gaelic

The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas:

1. Language Acquisition

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic, through:

- increasing the use and transmission of Gaelic in the home
- increasing the number of children acquiring Gaelic in the school
- increasing the uptake and availability of Gaelic-medium education
- increasing the number of adult Gaelic learners progressing to fluency

2. Language Usage

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:

- increasing the use of Gaelic in communities
- increasing the use of Gaelic in tertiary education and places of work
- increasing the presence of Gaelic in the media
- increasing the promotion of Gaelic in the arts
- increasing the profile of Gaelic in the tourism, heritage and recreation sectors

3. Language Status

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life.

4. Language Corpus

Strengthening the relevance and consistency of Gaelic through:

- increasing the relevance and consistency of the Gaelic language
- increasing the quality and accessibility of Gaelic translations
- increasing the availability of accurate research information

Commitment to the Objectives of the National Gaelic Language Plan

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

1. Language Acquisition

Rationale:

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, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

Development Function	Actions	Lead Service	Timescale
Home, Education and Adult Learning:			
Key areas of development	Review our school admission procedures to ensure that all parents are made aware of the availability of Gaelic Medium education at the registration stage.	Education	Year two and ongoing
	Provide additional publicity on option of GME in all Early Years establishments and other public venues.		Year one
	Monitor projections for GME uptake with a view to increasing to ensure SLC are contributing to the national aim of doubling the number of children enrolling in GME.		Ongoing

	Devise plan to expand the delivery of secondary school subjects through Gaelic, in Calderglen High School.	Education	Year three
	Increase the number of GME primary pupils continuing onto Calderglen High School through school newsletters and contact with senior pupils, and through transition arrangements and other in school activities, working with parents to promote the benefits of bilingualism including promoting the benefits for GME at secondary level.		Year four and ongoing
	Provide assistance with transport arrangements for young people accessing Gaelic Medium Education in the Glasgow Gaelic School and where this reaches capacity by working with other local authorities to maximise opportunities for our young people.	Education	Year two and ongoing
Continue to prioritise recruitment of GME teachers and support staff.	Education	Ongoing	

	<p>Staff in our schools will continue to access appropriate continuing professional development relating to GME both locally and nationally, including joint moderation activities with schools in other authorities.</p> <p>Further the development of on-line facilities, including GLOW and Scholar, to support CPD and learning opportunities for staff and pupils. Highlight the availability of http://www.storlann.co.uk/ as a source of educational materials.</p>	Education	<p>Ongoing</p> <p>Year two</p>
	<p>Schools will continue to provide opportunities for both adults and families to use Gaelic in informal settings Investigate potential use of Gaelic speakers as volunteers in GME. Continue the opportunities for Gaelic pupils to participate in wider educational, cultural and sporting activities in Gaelic, under the auspices of both the school and CLD.</p>	Education	Year one and ongoing
	<p>Investigate with other authorities and Lanarkshire NHS means of providing specialist support (e.g. support from psychologists for assessment) for children with additional support needs in GME.</p>	Education	Year three

	Seek ways to sustain funding for the Gaelic class for parents of children in the Gaelic provision in Mount Cameron, which is currently funded through a specific Gaelic grant from Scottish Government.	Education	Year two
	Continue existing Gaelic class provision for adult learners and expand provision to new areas through employee and community survey's.	Education	Year three
	Improve usage of Community Learning Development (CLD Gaelic provision, including adult learning, music, culture and sport activities by posting information in council building and on council web-sites.	Education	Year two and ongoing
	Continue with our links with other Gaelic authorities and Irish partners. E.g. public speaking competitions, Parasite Project linking with Belfast,	Education	Ongoing
	Libraries – new P1 – Gaelic books	Education	Year two
	Review the provision made for Gaelic and Celtic resources in our libraries and museums, enhance the materials where possible and enable on-line searches for resources.	Education/ SLLC	Year two

2. Language Usage

Rationale:

South Lanarkshire Council recognises 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 mode of communication in an increasingly wide range of daily activities.

Development Function	Actions	Lead Service	Timescale
Community, workplace, media, arts and tourism			
Key areas of development	Where demand is identified through employee and community survey's opportunities to expand adult learners' provision will be developed.	Corporate/ Education	Year one and ongoing
	We will improve awareness of adult learner Gaelic provision through improved internal and external advertising and use of online and traditional communication methods	Corporate/ Education	Year two
	We will review arts and cultural activities to support existing and to develop new community events	SLLC	Year one
	We will review arts and cultural exhibition archives to develop introduce Gaelic specific events for local communities	SLLC	Year two
	We will carry out an	Corporate	Year one

	information gathering exercise to identify local groups involved in Gaelic language development to develop links and provide support where appropriate		
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3. Language Status

Rationale:

South Lanarkshire recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

Development Function	Actions	Lead Service	Timescale
Status:			
Key areas of development	We will ensure our Gaelic language plan is accessible and open to all members of our community	Corporate	Year one
	We will promote and seek support for our plan through our Community Planning Partnership	Corporate	Year one
	We will work with our Community Planning partners to deliver our plans objectives and work proactively with partners to assist in the development of their own plans.	Corporate	Ongoing

4. Language Corpus

Rationale:

South Lanarkshire recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language. In all written materials the Council will adhere to advice from Ainmean-Àit na h-Alba (the Gaelic place names partnership) and will adhere to guidance in “Gaelic orthographic conventions” (GOC),

Development Function	Actions	Lead Service	Timescale
Communication:			
Key areas of development	We make available a high standard of translation services	Corporate	Year one
	We will 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	Corporate	Year one and ongoing

Section 4 – Implementation and monitoring

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date it is approved by the Bòrd or until a new plan has been put in place. The Council will seek commitment from third parties delivering goods and services that they will adhere to the principles of the plan. In section 2 – Core Commitments and section 3 – Policy Implications for Gaelic, we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

South Lanarkshire Council's Gaelic Language Plan will be published bilingually on South Lanarkshire Council's website. In addition, we shall:

- issue a press release announcing the Plan;
- make copies of the Plan available in our public offices and reception areas,
- make the Plan known to employees via our intranet
- distribute copies of the Plan to local Gaelic organisations;
- distribute copies of the Plan to other interested bodies; and
- make copies available on request.

On receiving Council approval this Plan will be formal policy of South Lanarkshire Council and action will be taken to monitor its implementation and to inform local and partner organisations of the plan and encourage them to operate in the spirit of the activities outlined herein.

The Chief Executive will have overall responsibility for ensuring that the Council delivers on the commitments set out in this Plan over the five year period of 2013-2018.

Progress on the Plan will be submitted to the Council Corporate Management Team and Corporate Resources Committee on a bi-annual basis and on an annual basis to Bòrd na Gàidhlig. Evidence will be gathered by surveys conducted with employees, our citizen's panel, local Gaelic organisations and other interested parties.

South Lanarkshire will meet the resource requirements for the Plan from existing budgets and Scottish Government Gaelic specific grant funding.

SECTION 5

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 numbers 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 www.southlanarkshire.gov.uk
- **by visiting any of our offices** - at any of the addresses given on the same web page listed above

If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone 0303 123 1015 or email equalities@southlanarkshire.gov.uk