

Environment

Business

Families

Culture

Education

Cleansing

Recycling

Benefits

Licensing

Planning

# Gàidhlig

Housing and Regulatory

Transport

Comhairle Earra Ghàidheal  
agus Bhòid  
Plana Gàidhlig  
2018 - 2022

Argyll and Bute Council  
Gaelic Language Plan  
2018 – 2022

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

## TABLE OF CONTENTS

1	INTRODUCTION .....	5
2	ARGYLL AND BUTE COUNCIL .....	6
3	Gaelic Language (Scotland) Act 2005 and the Issuing of a Notice .....	7
	3.1 <i>The Act</i> .....	7

13 ACTION PLAN .....

## 1 Introduction

- 1.1 Our Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way.
- 1.2 Our vision is 'Choose Argyll and Bute live, learn, work and do business and this is underpinned by our new Gaelic Language Plan priorities, which are shared with the Scottish Government:
  - (a) Promoting a positive image of Gaelic
  - (b) Increasing the learning of Gaelic
  - (c) Increasing the use of Gaelic
- 1.3 We recognise the role Gaelic has played in the history of Argyll and Bute and we continue to promote the language and its culture to our communities and afford Gaelic equal respect.
- 1.4 We are committed to ensuring that the Council complies with its duties under the Gaelic Language Act and the Gaelic Education Act and, in order to do this, we will continue to make appropriate Gaelic services available to the public in the authority's area.
- 1.5 We are proud to be one of the local authorities which regularly host The Royal National Mod. The very first Gaelic Mod was held in Oban in 1892 and has since grown to be a major annual festival attracting visitors from across Scotland and the world. The economic benefits realised from holding such a high profile event in Argyll and Bute are welcomed by our communities and continue to emphasise the strong relationship which Argyll and Bute has with the Gaelic language, culture and history.
- 1.6 We recognise the importance of Gaelic in (6 (on)10 (aln)10 (aln)1 i)6 (n (6 (on)10c6d B)0.9 (ut)1

## 2 Argyll and Bute Council

- 2.1 Argyll and Bute Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, waste management, transportation, planning

## 3 Gaelic Language (Scotland) Act 2005 and the Issuing of a Notice

### 3.1 The Act

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 Argyll and Bute 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.

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

Argyll and Bute's Gaelic Language Plan will be submitted to Bòrd na Gàidhlig following consultation and by the end of April 2018.

#### Consultation on a draft Gaelic Language Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Argyll and Bute Council have consulted publicly on the draft of its Gaelic Language Plan and the plan takes into account representations made during the consultation process.

#### Summary of Gaelic in Scotland

Argyll and Bute Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Argyll and Bute 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 support the objective that Gaelic has a sustainable future in Scotland.

Argyll and Bute Council recognises that the position of Gaelic is 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:





## 4.4 Gaelic in Employment

4.4.1 Argyll and Bute Council has a number of posts where Gaelic is essential or desirable. The majority of these posts are within the Education service and specifically in our schools. Posts where Gaelic is essential as a skill include Gaelic Childcare and Education Worker, Gaelic Language Auxiliary, Teacher of Gaelic Medium, Principal Teacher of Gaelic Medium, Teacher of Gaelic (secondary schools), Education Officer – Gaelic. Posts for which Gaelic is desirable include Head Teacher of Gaelic Medium, Principal Teachers of Languages in Secondary School and Head Teachers of Secondary Schools. Additionally there are pre-five workers employed in Gaelic Medium pre-five units. Gaelic language classes are offered to the wider staff group to support their understanding of the language and to improve customer service where knowledge of Gaelic can be a benefit.

4.4.2 The Council has a Gaelic Centre in Oban called 'Furan'. The Centre has an Administrator who is a fluent Gaelic speaker and the Centre is a Hub for learning the language as part of structured classes for adults, for parents and for children, but also as an informal drop-in Centre for visitors to find out about the language and learn a few words and phrases. The Furan Centre delivers a number of Gaelic sessions which include:

- Bookbug - Approximately 16 families attend weekly.
- Fealla-dha Furan – A 45 minute family session with songs, rhymes and stories, hosted by Pidheid, the Gaelic-speaking parrot.
- Leugh Leabhar - Book club aimed at children in Gaelic medium education.
- Furan Conversation Group – A free and informal group for people of all levels and fluency in Gaelic.
- Gaelic for Parents – Aimed at parents with children in Gaelic Medium Education to learn different words and phrases suitable for conversation with their children at home.
- Speaking our Language Group – A mix of relaxed and informal conversation with up to 5 adults, followed by more structured learning using the "Speaking our Language" resources.

There are also other Gaelic sessions delivered out-with the Centre by the Furan Administrator, these include:

- Stramash Outdoor Nursery – Session includes teaching simple words and phrases, singing Gaelic songs and a story. Proves very popular with children attending the nursery.

- Support for schools – Works with the Gaelic teaching staff and pupils in the Gaelic Medium sector and where Gaelic is Language 2 and taught to English Medium pupils from P1.
- Lynn Court Cèilidh – Fortnightly Cèilidh provided to the senior citizens within the care home which proves to be very popular.
- There are also a number of Fèis events throughout the year.

The Centre has been shortlisted for National Gaelic Awards and is growing in success and influence. In particular, following the erection of a sign outside Furan, there has been an increase in the number of visitors to Oban dropping in to find out about the language and to pick up a few words and phrases.

## 4.5 Gaelic in our Schools

### 4.5.1 There are Tw 11.-5 n2g.1

4.5.5 A new Gaelic class at Bunessan Primary School is currently being developed as a result of consultation in response to the Education (Scotland) Act 2016 – Gaelic provisions.

## 5.0 Internal Gaelic Capacity Audit

Argyll and Bute Council conducted an assessment of existing internal Gaelic capacity as part of the preparation of this Gaelic Language Plan and wider employee engagement. The results of this audit were taken in to consideration when developing commitments in the Plan.

The following results were recorded:

- 13% of respondents to the survey said they can communicate in Gaelic.
- 48% of respondents felt that Gaelic could be increased within Argyll and Bute Council.
- 31% of respondents would like to learn Gaelic or improve their Gaelic.
- 3% are happy with their current level of fluency.
- 21% are interested to learn Gaelic greetings or simple phrases to use with customers
- 12% would like to gain spoken fluency or improve their confidence in conversational Gaelic
- 10% would like to learn or improve reading and writing in Gaelic.

The Provision of language learning classes is available to Council employees and is also being extended to partner organisations. During session 2016/17 there were 49 Council employees learning Gaelic. For session 2017/18 this figure is 16; however it's anticipated that this figure will rise. The class participants are throughout all Council Departments and locations and are delivered remotely using Skype from Islay.

Individual Officers and Elected Members where appropriate have bi-lingual email addresses and business cards. Council meetings are always opened by the Provost in Gaelic.

Argyll and Bute Council's position on all external signage is to replace these bi-lingual.

The Council holds a Gaelic Policy Lead Group quarterly and Gaelic is reported to the Community Services Committee on a regular basis.

The Council uses external providers for their translation services.

## 6 Gaelic Language Policy

### 6.1 Scope

- a) This plan applies to all employees and elected members of Argyll and Bute Council. The overall intention is to create a working environment where the Gaelic language and culture is visible and promoted both inside the council and externally throughout our communities. The Plan builds on the work that the Council has undertaken in the past in implementing our previous Gaelic Language Plans, promoting Gaelic Education and recognises the benefits of bilingual learning.

### 6.2 Policy Statement

- b) Argyll and Bute Council's policy is to promote the range of Gaelic services and resources which are available to our service users.
- c) We will also ensure that the principle, introduced by the National Gaelic Language Plan that the Gaelic and English languages will be accorded equal respect, is adhered to across all of our services.
- d) We are committed to the promotion of Gaelic education, language, cultural and economic activities through continued awareness raising and language learning opportunities for children, employees





## Education

### Rationale:

Argyll and Bute 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.

- Carrying out initiatives to promote, establish and expand both GME and GLE at primary and secondary levels
- Ensuring adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers
- Providing a range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use
- Ensuring that all steps are taken to secure the quality of both GME and GLE through National Guidance and other means.
- Supporting access to, and participation in, a range of Gaelic learning opportunities for adults
- Accessing resources to support adults learning Gaelic

## Community

### Rationale:

Argyll and Bute Council] 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.

- Encouraging support for initiatives that promote the use of Gaelic

## The Workplace

### Rationale:

Argyll and Bute Council recognises the need to strengthen the relevance and consistency of Gaelic and the importance of facilitating translation.

- Supporting a positive attitude to Gaelic in the workplace through awareness-raising and signage
- Accessing funding to enable opportunities for staff to learn Gaelic and for speakers to develop their language skills

## Media & Arts; Heritage & Tourism

### Rationale:

Argyll and Bute Council recognises the need to strengthen the relevance and consistency of Gaelic.

- Encouraging the promotion of the visibility and audibility of Gaelic as a unique part of Scotland's heritage
- Encouraging an increase in the use of Gaelic in heritage and tourism sectors.
- Encouraging appropriate recognition of Gaelic and its use in places of special interest and in promoting national events.



## 8.0 Scottish Government National Priorities

Bòrd na Gàidhlig is committed to achieving the Strategic Objectives as established by The Scottish Government, and has identified the ways in which the National Gaelic Language Plan aims to address the Scotland's National Outcomes.

### # National Outcome Statement

## 9.0 Local Government Priorities

Argyll and Bute Council works closely in partnership with the Argyll and Bute Community Planning Partnership to deliver on the overall Argyll and Bute Outcome Improvement Plan (ABOIP) objective:

Argyll and Bute's Economic Success is Built on a Growing Population

There are 6 joint outcomes, which are also core to the Council's Corporate Plan:

- The economy is diverse and thriving
- We have infrastructure that supports sustainable growth
- Education, skills and training maximises opportunities for all
- Children and young people have the best possible start
- People live active, healthier and independent lives
- People live in safer and stronger communities

The Gaelic Language Plan directly aligns to delivery on these outcomes.

## 10 Review and Monitoring

The plan will be monitored regularly by the Community Services Committee.

It is important to acknowledge that the language plan remains adaptable and flexible to the priorities set out by the Council, particularly when circumstances may change.

### 10.1 The Gaelic Language Plan in the Corporate Structure

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

#### Position with operational responsibility over the Plan

The senior officer with operational responsibility for overseeing preparation and monitoring of Argyll and Bute Council's Gaelic Language Plan is:

Jane Fowler

Tel: a2 7 -1.15 Td15 Td15 T9er 511.34C -22.51 -1.15 T

10.1.1 Overall responsibility for the Plan lies with the Chief Executive and the Policy Lead for Policy Lead for Communities, Housing, Islands and Gaelic.

10.1.2 The senior officer with operational responsibility for overseeing preparation and monitoring of the plan is the Head of Improvement and HR. Delivery of the individual actions in the plan is the responsibility of the designated officer.

- 12.2 Externally, the plan will be promoted through the website, the use of social media sites e.g. Facebook, Twitter and the 'Furan' Gaelic Centre in Oban.
- 12.3 The Council will retain and continue to host and facilitate the online Gaelic forum. This will be a key mechanism for promoting the plan to community planning partners and Gaelic organisations and individuals operating across and out-with

## 13 Action Plan





**1.5** Include Gaelic in the CHArts (Culture Heritage and the Arts) initiative

Include the role of Gaelic culture in the final CHArts documents

Gaelic included

By 2020

Head of EDST



1.21	Ensure the bilingual welcome for Council Reception staff is standard	Customer Service Centre		
1.22	Open Committee meetings with a Gaelic greeting	Governance & Law		
1.23	Include Gaelic media organisations in the distribution of all council press releases	IHR		
1.24	Increase the general community's knowledge and understanding of the benefits and aims of Gaelic/the Gaelic Plan in Argyll and Bute through the Gaelic Forum Facebook Page, other social media and Gaelic Medium units.	IHR/Education		
<b>2</b>	<b>Increasing the Learning of Gaelic</b>			
	<b>We will:</b>	<b>Target</b>	<b>Success Measure</b>	<b>Timescale</b>
2.1	Work in partnership with serin partnershi			





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<b>2.8</b>	Work in partnership with Ionad				









