

WEST DUNBARTONSHIRE COUNCIL**Report by Chief Education Officer****West Dunbartonshire Council: 26 June 2019**

Subject: West Dunbartonshire's Gaelic Language Plan**1. Purpose**

- 1.1** The purpose of this report is to submit to Council for the consideration West Dunbartonshire Gaelic Plan 2019-2024 and to seek approval for the draft plan for submission to Bòrd na Gàidhlig for approval.

2. Recommendations

- 2.1** It is recommended that Council :

- i. note the contents of the report and the aims of West Dunbartonshire Gaelic Language Plan 2019-2024
- ii. approve West Dunbartonshire Gaelic Language Plan for submission to Bòrd na Gàidhlig for approval nationally

3. Background

- 3.1** The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with the aim to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. Bòrd na Gàidhlig requires each Local Authority to prepare a Gaelic Language Plan in order to create a sustainable future for Gaelic. A Gaelic Language Plan raises Gaelic's status and profile and creates opportunities for its use across every authority.

- 3.2** The 2005 Act has clear statutory guidance that must be taken into account by Local Authorities when preparing Gaelic Language Plans. Bòrd na Gàidhlig has published statutory guidance under Section 8 of the 2005 Act. This provides advice on how Gaelic Language Plans should be structured and gives guidance on the content which public authorities should consider including in their Plans. The Act states that a Gaelic Language Plan must set out measures to be taken by the relevant public authority in relation to the use of Gaelic language in connection with the exercise of the authority's functions. It must specify the date in which the measures are to be taken, and contain other information as prescribed in regulations.

- 3.3** A Gaelic language plan must also have regard to:

- i. the most recent national Gaelic language plan published;

- ii. the extent to which the persons in relation to whom the authority's functions are exercisable use the Gaelic language;
- iii. the potential for developing the use of the Gaelic Language in connection with the exercise of those functions and;
- iv. any representations made to the authority in relation to the use of the Gaelic language in connection with the exercise of those functions.

3.4 The National Plan for Gaelic

The National Plan for Gaelic is a statutory document produced by Bòrd na Gàidhlig under Section 2 of the 2005 Act. The National Plan offers a holistic overview of Gaelic development needs, covering language acquisition, language usage, language status and language corpus issues. It sets out priorities for Gaelic development and identifies bodies which can contribute to achieving them.

3.5 The principle of equal respect.

The principle of equal respect was incorporated into the 2005 Act by the Scottish Parliament as a positive statement about the value and worth of Gaelic. In recognition of the fact that users of Gaelic aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that the language should not suffer from any lack of respect either at an individual or corporate level. Bòrd Na Gàidhlig's guidance states that giving Gaelic equal respect does not automatically mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, it encourages public bodies to endeavour, whatever the particular linguistic landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent that is appropriate to their individual circumstances.

4. Main Issues

- 4.1** In producing West Dunbartonshire's Gaelic Language Plan 2019-2024, the Authority is committed to ensuring the aims of the Gaelic Language Act 2005 are reflected. The Plan includes ongoing commitment from council service areas responsible such as; educational programmes, council communication, roads and signage.
- 4.2** Whilst reflecting the aims of the Gaelic language Act 2005, West Dunbartonshire's Gaelic language Plan 2019-2024 is cognisant of:
 - i. the existing usage of Gaelic within the authority;
 - ii. the council's strategic priorities; and
 - iii. the current economic climate.
- 4.3** The plan identifies key areas which will be developed over its 5 year lifespan, including actions, timescales and lead services. Actions identified within West

Dunbartonshire's 2019-2024 Gaelic Language Plan include: Gaelic Bookbug, Pàrant is Pàiste/Parent and Toddler Session, enhanced partnership opportunities with Fèis Dhùn Bhreatainn an Iar, Gaelic Family Learning Session, Saltire Award Volunteering Opportunities, targeted bilingual signage on council buildings and roads, support for learning for all ages and development of Gaelic resources linked to the Curriculum for Excellence. Gaelic language collections will be expanded across libraries in West Dunbartonshire. Equity and equality of access as well as Inclusion are key drivers in this plan.

- 4.4** In developing this plan, all Strategic Leads have been consulted and have contributed. Public consultation has taken place through social media platforms and two public meetings have taken place as part of the process.

5. People Implications

- 5.1** There are no people implications arising from this report.

6. Financial and Procurement Implications

- 6.1** Costs relating to the actions within West Dunbartonshire's Gaelic language Plan will be met by annual applications to Bòrd na Gàidhlig's Early Years Fund, GLAIF (Gaelic Language Act Implementation Fund) and the Scottish Government's Gaelic Specific Grant. Funds of up to £35,000 can be sought for each project accounting for up to 80% of any specific project.
- 6.2** The cost of the Gaelic Language Plan is detailed in the table below. Strategic Leads may wish to apply for a grant to progress their actions and support is available for this.

Lead Service	Action	Approximate Costs	Grants available
Education	<u>Staffing</u> ➤ Gaelic Development Officer	£17,180.81 0.2 (FTE per annum)	<ul style="list-style-type: none"> • GLAIF • Gaelic Specific Grant • Early Years Education Grants
	➤ Gaelic Teacher	£20,424.64 0.4 (FTE per annum)	
	➤ Gaelic Bookbug Sessional Leader	£ 1,920 per annum	
	➤ Pàrant is Pàiste Gaelic Sessional Leader	£ 1,920 per annum	
	➤ Peant agus Patter Gaelic/Art Family Learning Sessional Leader	£ 1,920 per annum	
	<u>WDC Gaelic Plan</u> • Publication of WDC Gaelic plan	£1000 Translation costs £ 500 Printing costs	
	<u>Corporate Identity</u> • Translations for WDC logo, email straplines etc.	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	
	<u>Signage</u> Provide Gaelic translations for any signage as part of the replacement programme	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	

	<u>Communications</u> <ul style="list-style-type: none"> • Provide Gaelic translations for any signage as part of the replacement programme • Production of posters, promotion of Gaelic language and cultural learning opportunities, promotion of assessment guidelines for GME etc. • Provide Automated welcome service in Gaelic • Telephone dialogue in Gaelic • Provide Gaelic translations for job titles and email signatures for staff that have Gaelic in their remit • Provide Gaelic translations of key forms upon request • Provide a Gaelic interpreter upon request • Promote and publicise Known Gaelic events 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	
	<u>Training</u> <ul style="list-style-type: none"> • Professional Learning opportunities for WDC employees to learn Gaelic Language. 	£4,657.56	<ul style="list-style-type: none"> • GLAIF • Gaelic Specific Grant
	<ul style="list-style-type: none"> • Gaelic Teacher and Sessional worker to be trained in Gaelic Bookbug 	Nil – costs covered by Bòrd na Gàidhlig	

Lead Service	Actions	Approximate Cost	Grants available
REG	<u>Identity</u> <ul style="list-style-type: none"> As part of the replacement programme bilingual signs will be put up at new schools, authority buildings, libraries and leisure centres. 	Aurora House – £250 New Clydebank Leisure Centre - £250	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant
	<ul style="list-style-type: none"> As part of the replacement programme all authority buildings and street name plates where Gaelic is taught will have bilingual signs. For example, Gavinburn Primary School and Dumbarton Rd. 	Dumbarton Road Replacement Signage - £ 75 Faifley Road Replacement Signage - £ 75	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant
	<u>Reception</u> <ul style="list-style-type: none"> As part of the replacement programme welcome signs within new council buildings will have bilingual signs 	£ 75 per sign as part of the replacement programme over the life-time of WDC's Gaelic Plan	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant
Lead Service	Action	Approximate Costs	Grants Available
CCC	<u>Communication</u> <ul style="list-style-type: none"> Display Gaelic Posters on Noticeboards providing Gaelic Language and cultural opportunities 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher. Posters will be designed by the Gaelic Team.	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant Early Years Education Grants
	<ul style="list-style-type: none"> Promotion of GME assessment guidelines on WDC Official webpage 	Nil	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant Early Years Education Grants

	<u>Public meetings</u> <ul style="list-style-type: none"> To provide a Gaelic interpreter upon request 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant Early Years Education Grants
	<ul style="list-style-type: none"> Any Gaelic Language and cultural events to be publicised 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant Early Years Education Grants
	<u>Complaints</u> <ul style="list-style-type: none"> Any complaints received in Gaelic will be recorded and responded to in Gaelic 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant
	<u>Printed Materials</u> <ul style="list-style-type: none"> Provide translations of key documents upon request 	Nil - covered by the employment of Gaelic Development Officer and Gaelic Teacher	<ul style="list-style-type: none"> GLAIF Gaelic Specific Grant
Lead Service	<u>Action</u>	<u>Approximate Costs</u>	<u>Grants available</u>
HR	<u>Recruitment</u> <ul style="list-style-type: none"> Relevant job profiles will define requirements for Gaelic as essential/ desirable. For example; Gaelic Development Officer, Gaelic Teacher 	Nil	

7. Risk Analysis

- 7.1** A West Dunbartonshire Gaelic language Plan is a statutory provision under the Gaelic Language (Scotland) Act 2005. If the plan is not approved there is a risk the Council would not be compliant with statutory requirements.

8. Equalities Impact Assessment (EIA)

- 8.1** A full Equalities Impact screening was carried out in developing this Gaelic Language Plan. No negative issues were identified in the screening of this plan.

9. Consultation

- 9.1** In developing this plan, consultation was held with Strategic Leads from all service areas within West Dunbartonshire Council. The draft plan was subject to a 5 week online public consultation through social media and West Dunbartonshire Council's own webpage. Bòrd Na Gàidhlig also contributed to the consultation by sharing the live link to all Gaelic social media platforms. Two public meeting were held in local libraries.

10 Strategic Assessment

- 10.1** At its meeting on 25 October 2017, the Council agreed its five main strategic priorities for 2017 – 2022. West Dunbartonshire's Gaelic Language Plan supports the Councils strategic priorities:

- A Strong local economy and improved employment opportunities.
- Supported individuals, families and carers living independently and with dignity.
- Meaningful community engagement with active empowered and informed citizens who feel safe and engaged.
- Open, accountable and accessible local government.
- Efficient and effective frontline services that improve the everyday lives of residents.

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May 2019

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Appendices: The Gaelic Language Plan 2019-2024

Background Papers: Equalities Impact Screening

Wards Affected: All wards