



# **West Dunbartonshire Council**

## **Comhairle Siorrachd Dhùn Bhreatann an Iar**

### **GAELIC LANGUAGE PLAN**

**2019 - 2024**

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on **[insert date]** 2019.

# FOREWORD

The Gaelic Language (Scotland) Act 2005 requires public bodies throughout Scotland to develop a Gaelic Language Plan, outlining how they will promote and use Gaelic throughout the area.

In producing this Gaelic Language Plan West Dunbartonshire Council is committed to ensuring that the aims of the act are reflected. The plan is proportionate and cognisant of the existing economic climate and identifies key areas which will be developed over the 5 year lifespan of the Plan.

Through the lifetime of this plan 2019 – 2023, West Dunbartonshire Council will take forward work to actively support the objectives of the National Plan for Gaelic and the objectives of the Education (Scotland) Act 2016.

The Council will include Gaelic in its signage for new Council Buildings in addition to bilingual gateway signs into the Authority. Equality of access and inclusion is key to this plan and will be supported through the establishment of Gaelic language collections in every public library and in mobile libraries. Opportunities for Gaelic language learners and Gaelic language speakers within West Dunbartonshire will be advertised on public noticeboards.

Learning for all ages is also reflected in the Plan. West Dunbartonshire Council will continue to support access to community based Gaelic language classes for adults and for family learning. Gaelic language (GLPS) is established in two Primary Schools and West Dunbartonshire Council will support its further development whilst encouraging more Primary Schools to adopt Gaelic as part of their 1 + 2 Languages. New learning resources will be developed for primary pupils linking language and culture to the Curriculum for Excellence.

The Council's public libraries will celebrate Gaelic language and culture and promote online access to Gaelic resources, activities and events. We believe that the actions identified in this Gaelic Plan will ensure that Gaelic is promoted to the broader West Dunbartonshire Community and will establish good practice on which to build upon in the future.

West Dunbartonshire Council's Coat of Arms signifies "Strength Through Community" and this reflects the Council's vision for Gaelic.

Jonathan McColl  
Leader of the Council  
West Dunbartonshire Council

Joyce White  
Chief Executive  
West Dunbartonshire Council

# Contents

## Summary

### Chapter 1 Introduction

- Description of the public authority
- Gaelic in the authority's area of operation
- Approval of our Gaelic Language Plan

### Chapter 2 Core Commitments

- Identity
- Communications
- Publications
- Staffing

### Chapter 3 Policy Implications for Gaelic: Implementing the National Plan for Gaelic

- Language Acquisition
- Language Usage
- Language Status
- Language Corpus

### Chapter 4 Implementation and Monitoring

### Contact Details

## Summary

West Dunbartonshire Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. 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. In line with the National Gaelic Plan, West Dunbartonshire's Gaelic Plan encourages people to use Gaelic more often. Furthermore, the Council will ensure opportunities are made available for people to have access to learn Gaelic language.

West Dunbartonshire Council 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.**

This document is West Dunbartonshire 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.

West Dunbartonshire 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.

## Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

### Chapter 1 – Introduction

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

### Chapter 2 – Core Commitments

This chapter sets out how West Dunbartonshire 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.

### Chapter 3 – Policy Implications for Gaelic: Implementing the National Gaelic Language Plan

This chapter sets out how West Dunbartonshire Council will help implement the National Gaelic Language Plan. It also shows how we intend promoting the use of Gaelic in service planning and delivery, particularly in policy areas, such as education and cultural services.

### Chapter 4 – Implementation and Monitoring

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

# **CHAPTER 1 - INTRODUCTION**

## **Setting the Context for Developing Gaelic Language Plans**

The Gaelic Language (Scotland) Act 2005 and the issuing of a 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 public bodies to prepare Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. West Dunbartonshire Council has consulted publicly on the draft of its Gaelic Language Plan between February and March 2019 and has taken into account representations made to it during the consultation process.

Approval of West Dunbartonshire Council's Gaelic Language Plan:

West Dunbartonshire Council's Gaelic Plan will be submitted to Bòrd na Gàidhlig for approval in June 2019.

# Overview of the functions of West Dunbartonshire Council and the use of Gaelic within our area of operation

## 1. West Dunbartonshire Area

West Dunbartonshire lies to the west of the City of Glasgow bounded by the River Clyde, Kilpatrick Hills and Loch Lomond, covering an area of 98 square miles. Bordering Argyll and Bute, East Dunbartonshire, Renfrewshire and Stirling, West Dunbartonshire Authority is a significant location for economic and environmental development between the City of Glasgow and the Gateway to the Highlands through Loch Lomond National Park. West Dunbartonshire includes sites of natural beauty and heritage with good transport links in close proximity to Glasgow and its airport. The area boasts a rich heritage shaped by world famous shipyards along the Clyde with many visitor attractions including; The Titan Crane, Dumbarton Castle (Dumbarton Castle being the medieval capital of the region), Dumbarton Rock, Whisky Distilleries, Loch Lomond and The Trossachs National Park.

With a population of 89,610 ([2017 Estimate](#)) West Dunbartonshire is one of Scotland's mid-ranked Authorities in terms of population and area size. West Dunbartonshire Authority is a mix of urban and rural communities with Clydebank, Dumbarton and Alexandria being its key towns. Other towns and villages include Duntocher, Old Kilpatrick, Milton, Bowling, Gartocharn and Balloch.

West Dunbartonshire includes significant pockets of social and economic deprivation; 22% of the population are income deprived (Scotland 16%) [2017/2018 Figures](#) and the percentage of economically active residents at a working age is 76% (Scotland 77.6%), [Oct 2017-Sep 2018 Figures](#). West Dunbartonshire Council remains the biggest employer in the area.

## 2. West Dunbartonshire Council

West Dunbartonshire Council is one of 32 unitary authorities in Scotland. It is responsible for a broad range of services including: education, social work, housing, environmental health, planning, economic development, employment and financial support, Roads and Transportation, Contact Centres and One Stop Shops based in Council Headquarters, Clydebank and Alexandria. West Dunbartonshire Authority has one of the best established Community Planning Partnerships in Scotland and was one of the first Authorities to set up a Community Health and Care Partnership with the NHS.

West Dunbartonshire comprises 22 locally elected Councillors covering 6 multi-member wards. The Council is the governing body for West Dunbartonshire's decision making and is the source of all delegated powers to strategic Committees.

West Dunbartonshire Council has a 2017/18 net expenditure of £ 212.5m, with 5,500 employees.

### 3. Gaelic in West Dunbartonshire

In the 2011 Census, 0.58% of West Dunbartonshire's population over the age of 3 years could speak Gaelic. 0.98% of the population had knowledge of Gaelic Language and 0.31% of the population could speak, read and write Gaelic. West Dunbartonshire is therefore in the lower third nationally, in terms of understanding Gaelic. However, West Dunbartonshire Council has many strategies in place to develop and expand its Gaelic Speaking community.

The table below exemplifies 2011 Census Findings.

<b>Knowledge of Gaelic in West Dunbartonshire*</b>	
All People, aged 3+	87,590
Understands spoken Gaelic but cannot speak, read or write aged 3+	289
Speaks, reads and writes Gaelic aged 3+	275
Speaks but neither reads nor writes Gaelic, aged 3+	190
Speaks and reads but cannot write Gaelic, aged 3+	45
Reads but neither speaks nor writes Gaelic, aged 3+	41
Other combination of skills in Gaelic, aged 3+	23
No knowledge of Gaelic, aged 3+	86,727
Gaelic used at home, aged 3+	110

\*Census 2011, provided by General Register for Scotland

West Dunbartonshire Authority recognises Gaelic to be equal to English. To provide further opportunities and increase Gaelic speakers, in partnership with Bòrd Na Gàidhlig, a Gaelic Development Officer and Gaelic Teacher have been appointed. Furthermore, Online Gaelic language tuition is available to West Dunbartonshire employees in partnership with e-Sgoil. Many opportunities for West Dunbartonshire residents exist including Gaelic Bookbug, GLPS, Senior Phase Gaelic language and cultural Saltire Award, Gaelic language classes and cultural experiences ran by Fèis Dhun Breatainn an Iar.

<b>Knowledge of Gaelic within West Dunbartonshire Employees</b>	
Number of Gaelic speaking staff within the Authority	6*
Number of staff who are Gaelic learners	10*
Number of staff who have expressed a desire to learn Gaelic	2*
Number of staff who can speak, read and write in Gaelic	6*

\* **Accurate** figures not currently held

In the first year of West Dunbartonshire's Gaelic Plan an authority wide audit will take place to determine accurate figures of Gaelic speakers within the workplace.



#### **4. Gaelic Development in West Dunbartonshire**

Education Services is the main provider of Gaelic Development within West Dunbartonshire. Gaelic Language in the Primary School (GLPS) has been taught in Edinbarnet Primary School for a number of years. This is a non-denominational school located in Faifley, Clydebank and the school roll is 246. Edinbarnet Primary sits within a redesigned secondary school building and comprises a primary education facility which includes Faifley Library – where Gaelic books and media have been in place since 2014.

Gaelic Learning within Edinbarnet Primary School was initially a 3 year pilot project but has been continued to be funded yearly owing to its success. Edinbarnet Primary School currently has two teachers teaching Gaelic within their establishment. This good practice has been mirrored and Gaelic is now being taught in Gavinburn Primary School. Stòrlann and Bòrd Na Gàidhlig's 'GO GAELIC!' resource is currently used by our GLPS trained primary teaching staff.

Gaelic language books and media collections have been in public libraries since 2014. The range of Gaelic books available continues to increase and Gaelic materials are prominently placed to show equal respect. Gaelic Bookbug sessions were established in West Dunbartonshire Council in 2017. The interest and sign up for Gaelic Bookbug has increased each block session. Information on Gaelic language and cultural learning opportunities are displayed throughout public libraries.

Gaelic signage will continue to be placed in refurbished council establishments building on road-signs placed at the A82 entrance to West Dunbartonshire, commanding strategic position for both tourists and community alike.

West Dunbartonshire Council supports Gaelic Medium Education and currently funds transport for 18 pupils to attend Sgoil Ghàidhlig Ghlaschu. In line with the Gaelic Language (Scotland) Act 2005 and the Education (Scotland) Act 2016, West Dunbartonshire Council promotes current Gaelic language learning provisions. There is detailed information on the rights of parents to request GME on the official webpage with clear links to the assessment process:

<https://www.west-dunbarton.gov.uk/schools-and-learning/schools/gaelic-education>

Fèis Dhùn Bhreatainn an Iar is a Community Organisation that runs weekly Gaelic classes and musical instrument tuition in Dumbarton's Concord Centre. The Fèis coordinates Gaelic cultural events and receives support towards its aims from West Dunbartonshire Council. This valuable asset to Gaelic within the Authority is supported by various financial contributions.

## **Language Skills within the Public Authority:**

At present there are five positions where Gaelic is the designated responsibility:

- Gaelic Development Officer
- Gaelic Teacher
- Gaelic Bookbug Sessional Worker
- Pàrant 's Pàiste Sessional Worker
- Peant agus Patter Sessional Worker

Within the first year of this Gaelic Plan, West Dunbartonshire aims to undertake a new employee survey to determine Staff's current language skills and interest in pursuing Gaelic learning.

## **Gaelic Medium Education within West Dunbartonshire:**

There is currently no provision for Gaelic Medium Education within West Dunbartonshire Council. Currently requests for Gaelic Medium Education are met by providing transport to Glasgow City Council's Sgoil Ghàidhlig Ghlaschu. Any new requests for Gaelic Medium Education will be assessed in accordance with the Education (Scotland) Act 2016 and the Statutory Guidelines on Gaelic Education 2017. Information can be found on:











<https://www.west-dunbarton.gov.uk/schools-and-learning/schools/gaelic-education>

## **School Based Learning:**

West Dunbartonshire is committed to continuing Gaelic development and recognises that Early Years is paramount to the beginning of this journey. In 2018 nineteen babies and infants attended Gaelic Bookbug. Through close links between parents and the Authority's Gaelic Development Officer, plans are in place to commence a weekly Pàrant 's Pàiste session in the 2019-2020 Academic Year.

West Dunbartonshire Council is steeped in Gaelic history. Throughout the lifetime of the Gaelic plan, Gaelic language and culture will become embedded in the curriculum from Early Years to Senior Phase education. This promotes perfectly the transferrable skills of language learning and the opportunity to engage in the world of work. Partnership with Glasgow City Council has ensured that young people have gained experience in Gaelic Medium Early Years establishments. The demand for Senior Phase Gaelic learning has increased significantly.

Curriculum for Excellence in West Dunbartonshire is the basis for improving the attainment, achievement and life chances of all children and young people. In West Dunbartonshire, education performance levels continue to improve at a steady rate does positive destinations, as the table overleaf demonstrates.

West Dunbartonshire		Outcome of the cohort of young people completing the Senior Phase of Curriculum for Excellence, 2015 – 2018
Pupils achieved the following levels of attainment:		These enable the following post-school destinations:
	99.8% of pupils achieved units at SCQF Level 1 or above	Accredited achievement which evidences personal skills needed for a range of Modern Apprenticeships and employment opportunities
	90.9% of pupils achieved Literacy at SCQF Level 4 or above	
	89.8% of pupils achieved 3 or more National 4s or better	Qualified for more selective Modern Apprenticeships (e.g. administration)
	74.3% of pupils achieved Numeracy at SCQF Level 4 or above	Accredited achievement in numeracy skills, enabling a wider range of opportunities
	68.6% of pupils achieved 3 or more National 5s or better	Qualified for the most selective Modern Apprenticeships (e.g. finance, engineering)
	59.1% of pupils achieved 1 or more Highers	Qualified to progress to study an HNC
	38.5% of pupils achieved 3 or more Highers	Qualified for a range of Higher Education opportunities
	19.9% of pupils achieved 4 or more Highers at Grades A or B	Qualified for more selective degree courses (e.g. science, etc.)
	14.6% of pupils achieved 1 or more Advanced Higher	Better qualified for more selective degree courses
	6.6% of pupils achieved 4 or more Highers at Grade A	Qualified for the most selective degree courses (e.g. veterinary science, medicine)

In order to continue to encourage Gaelic awareness within local Authority Schools, West Dunbartonshire Council plan to increase Gaelic music and singing opportunities. Gavinburn Primary is developing a Gaelic Choir and West Dunbartonshire Council will work closely with the children and teacher to encourage participation in the local Mòd and Glasgow's National Mòd 2019.

An online resource is currently being developed by the Authority's Gaelic Development Officer and is available to all Authority Staff via Google Classrooms. The online resource contains useful everyday sayings, phrases and topics to promote Gaelic language learning. This will be made public via the Authority's public website, Twitter and Facebook in the 2019–2020 Academic Year.

## **Community Based Learning:**

Intergenerational links will be developed through a planned Là Spòrs which will bring Fèis Dhùn Bhreatainn an Iar, Gavinburn Gaelic Choir and Gaelic Sports together, showcasing Gaelic language and Gaelic culture at the Annual Book Festival. Other Gaelic agencies will be invited to participate. Fèis Dhùn Breatainn an Iar classes are as follows:

Music - full capacity  
Gaelic language beginners - 6  
Gaelic Language advanced level - full capacity  
Gaelic singing – full capacity (making occasional performances)

*\*Figures correct March 2018 (Capacity set at 10-12)*

## **Gaelic in the Community:**

West Dunbartonshire Council recognises and respects that Gaelic is a special language within the community languages. Gaelic interpretation and translation services will be available upon request.

## **Gaelic in the Council:**

### **Library Services–**

West Dunbartonshire Council promotes Gaelic for all ages. There are currently weekly Gaelic Bookbug sessions in Dalmuir Library which are well attended and continue to grow in numbers. West Dunbartonshire's Gaelic Development Officer and Gaelic Teacher visit regularly to engage with parents and children and to promote Gaelic language learning pathways.

West Dunbartonshire Libraries are successful in providing community based resources and Gaelic books are prominently displayed. Gaelic BookBug is successfully implemented in Dalmuir Library with a view to extending this service to other Libraries.

Posters providing information on Gaelic Services have been placed on notice boards within Libraries and Gaelic learning opportunities for all ages. Promotion of GME and the assessment guidelines will also be displayed in all WDC Libraries.

It is intended through the lifetime of this plan to develop Gaelic cultural and heritage opportunities including:

- Là Spòrs/Gaelic Open Day
- Mòd 2019
- Pàrant 's Pàiste
- Further develop partnership with Fèis Dhùn Bhreatainn an Iar

## **Employees –**

The Gaelic Development Officer has been in post since 2016. Gaelic provision was further expanded in 2018 with employment of a Gaelic speaking teacher. These successful appointments will ensure that West Dunbartonshire Council is maintaining Gaelic's equal status with English.

Gaelic learning opportunities are available to all West Dunbartonshire employees through Professional Development sessions in partnership with e-Sgoil.

Furthermore, all West Dunbartonshire teachers are given the opportunity to attend GLPS training. Following from this success one GLPS Teacher has continued her Gaelic language learning by beginning An Cùrsa Inntrigidh in partnership with Sabhal Mòr Ostaig.

During the lifetime of this plan another Employee Survey will be undertaken to establish levels of knowledge and understanding of Gaelic.

## **Citizen Services –**

West Dunbartonshire delivers high quality customer services and is committed to developing Gaelic as part of this. All comments and complaints are valued and information used to help improve our services. Any comment or complaint will be responded to in Gaelic upon request.

## **Gaelic and Key Partners –**

West Dunbartonshire Council will ensure that existing resources are fully utilised to develop Gaelic language and culture. Key partners of the Authority are:

- WDC Community planning partnership
- Fèis Dhùn Bhreatainn an Iar
- Glasgow City Council
- East Dunbartonshire Council
- NHS
- Poileas Alba/Police Scotland
- Scottish Fire and Rescue
- West College Scotland
- Visit Scotland
- Pàirc Nàiseanta Loch Laomainn & nan Tròsaichean/  
Loch Lomond & The Trossachs National Park

## CHAPTER 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:-

<b>Identity</b>	<b>Communications</b>	<b>Publications</b>	<b>Staffing</b>
Corporate identity Signage	Reception Telephone Mail and Email Forms Public Meetings Complaints Procedures	Public Relations and Media Printed Material Websites Exhibitions	Training Language learning Recruitment Advertising

## Section 1 - Identity

### Rationale:

The presence of Gaelic in the corporate identity and signs 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.

**West Dunbartonshire recognises the importance of extending the visibility of Gaelic and increasing its status.**

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Corporate Identity:</b>					
<b>Current practice</b>	West Dunbartonshire does not have an agreed policy for the use of Gaelic in its corporate identity.				
<b>Key areas of development</b>	WDC will develop a policy for the use of Gaelic in corporate identity including bilingual logos which will incorporate any renewal strategies.	Policy document approved by council	Approved policy document available in public domain.	Education	2020
	WDC will introduce Gaelic in email straplines to ensure equal respect of Gaelic and English.	Email templates to be developed with Gaelic strapline	Gaelic strapline in use.	Education	2019

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Signage (internal and external):</b>					
<b>Current practice</b>	West Dunbartonshire provides bilingual signs within our Authority.				
	As part of the replacement programme WDC will ensure bilingual signage of new schools, leisure centres and CHCP Properties. Equal respect will be given to Gaelic and English.	Policy document approved by Council	Approved policy document and will be available on the public domain.	REG	Ongoing
	WDC will continue the replacement signage programme at all authority buildings and street names in areas where Gaelic language is taught.	To complete replacement signage programme	Gaelic signs in place in all Council buildings. Gaelic street signs present in all areas where Gaelic is taught.	REG	2023
	WDC will ensure bilingual 'Gateway' road signs entering West Dunbartonshire.	To erect bilingual road signs.	Road signs in place.	REG	2018



## 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 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.

**West Dunbartonshire 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	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Reception:</b>					
<b>Current practice</b>	West Dunbartonshire uses Gaelic Language within Reception Areas.				
<b>Key areas of development</b>	In line with the signage replacement programme welcome signs within educational establishments, libraries and Council HQ will be amended to ensure equal respect for Gaelic and English.	To complete replacement signage programme	Gaelic signs in place in all Council buildings. Gaelic street signs present in all areas where Gaelic is taught.	REG	2023

	WDC will display Gaelic Information posters on all Council noticeboards providing Gaelic language and cultural learning opportunities.	To ensure promotional posters are displayed on all Noticeboards.	Gaelic Posters displayed and public informed. Increased numbers of Gaelic learners within WDC Authority.	CCC	2020
	Promotion of GME and the assessment guidelines will be displayed on WDC's official webpage. Paper copies of assessment guidelines will be provided on request.	To ensure promotional information is displayed effectively.	Gaelic Posters displayed and Public informed. Increased numbers of Gaelic learners within WDC Authority.	CCC	2020

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Telephone:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not currently include Gaelic in Telephone correspondence.				
<b>Key areas of development</b>	WDC will provide a Gaelic automated welcome service to show equal respect to Gaelic and English.	To record Gaelic automated welcome service.	Gaelic automated service in use.	Education	by 2023
	Telephone dialogue in Gaelic will be available on request.	To promote Gaelic service availability.	Public knowledge of Gaelic service availability.	Education	Ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Mail and E-mail:</b>					
<b>Current practice</b>	West Dunbartonshire Council includes Gaelic within its alternative languages arrangements, where correspondence will be translated upon request within mail and email.				
<b>Key areas of development</b>	WDC will ensure the use of bilingual job titles and email signatures for staff with Gaelic in their remit.	Gaelic and English to be given equal respect in Job titles and email signatures.	Gaelic and English in signatures and job titles.	Education	2023

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Forms:</b>					
<b>Current practice</b>	West Dunbartonshire Council includes Gaelic within its alternative languages arrangements, where forms will be translated upon request.				
<b>Key areas of development</b>	WDC will provide Gaelic translations of key forms upon request. This will be detailed on the West Dunbartonshire official webpage.	As requested.	All translation requests are met.	Education	Ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Public Meetings:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not routinely make available provision for all languages at Public Meetings but where requested provision will be made.				
<b>Key areas of development</b>	WDC will provide a Gaelic interpreter upon request. This will be detailed on WDC's official webpage.	Gaelic interpreter available upon request.	Gaelic interpreter requests met.	CCC	Ongoing
	Any Gaelic language and cultural events will be publicised to known Gaelic community groups as well as WDC wider community.	WDC wider Gaelic language and cultural events.	Success and increased participation in Gaelic language and cultural Events.	CCC	Ongoing
	WDC will publicise Gaelic language and cultural events through social media platforms such as Twitter and Facebook and through Gaelic media, i.e. BBC Alba and Radio nan Gàidheal.	WDC wider Gaelic language and cultural events.	Success and increased participation in Gaelic language and cultural events.	CCC	Ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Complaints Procedure:</b>					
<b>Current practice</b>	West Dunbartonshire will provide the opportunity to contact and receive a response in Gaelic upon request.				
<b>Key areas of development</b>	Any complaints received in Gaelic will be recorded to inform our Specific Equality Duty – to gather information and use to ensure better service delivery.	All responses to complaints made in Gaelic will be answered in Gaelic.	Number of responses to complaints made in Gaelic.	CCC	Ongoing

## 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.

**West Dunbartonshire 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	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Public Relations and Media:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not have a policy on providing Press Releases in Gaelic.				
<b>Key areas of development</b>	WDC will provide Gaelic language opportunities to access GME and cultural information through publicising current Gaelic events including: education, arts and culture, community life and Fèis Dhùn Bhreatainn an Iar.	Publicised materials made available on Council website, Intranet, Twitter and local library noticeboards.	Increased awareness and interest in Gaelic language and cultural experiences.	Education CCC	Ongoing

	WDC will publicise Gaelic Medium Education in line with the Education (Scotland) Act 2016.		Increased awareness and interest in Gaelic language and cultural experiences.	Education CCC	2019
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Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Printed Material:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not have a policy on publishing printed material in Gaelic.				
<b>Key areas of development</b>	WDC will continue to provide translations of documents which will be promoted on West Dunbartonshire Council's official webpage.	Translations of documents to be completed upon request.	All requests met.	CCC	Ongoing
	WDC will promote a positive public image of Gaelic language through a promotion campaign which will be displayed by social media and any other relevant public buildings such as; schools providing Gaelic language learning, libraries and council offices.	Increased awareness and uptake of Gaelic language and cultural opportunities.	Increased numbers of Gaelic learners throughout the Authority.	Education CCC	Ongoing

	WDC will consult annually on the Council's Gaelic plan, its aims and publish a progress report.	Regular meetings with key personnel.	Gaelic Plan targets achieved.	Education	Ongoing
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Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Websites:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not have a policy on publishing information in Gaelic on its website.				
<b>Key areas of development</b>	WDC will develop a Gaelic social media platform such as Facebook and Twitter.	Gaelic social media platforms will be created.	Facebook and Twitter feedback/followers.	Education	Ongoing
	WDC Intranet Gaelic resources will be shared on the public domain.	Gaelic resources will be created and shared.	Gaelic resources shared on WDC public domain.	Education	Ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Exhibitions:</b>					
<b>Current practice</b>	West Dunbartonshire Council does not have a policy on providing Gaelic within its Exhibitions.				
<b>Key areas of development</b>	WDC will introduce provision of Gaelic within arts & culture.	Gaelic labels and descriptors to be available in relevant exhibitions.	Public feedback.	CCC	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.

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

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Language Learning:</b>					
<b>Current practice</b>	West Dunbartonshire Council currently offer Gaelic learning sessions to all employees in partnership with GLPS and e-Sgoil.				
<b>Key areas of development</b>	WDC will carry out an audit to ascertain the employees that have knowledge and understanding of Gaelic language.	Complete audit.	Data ascertaining staff with knowledge of Gaelic.	Education	2019

Professional Learning opportunities will be available to any WDC Employee wishing to develop their Gaelic language.	Increased numbers of Employees learning Gaelic language.	Increased numbers of Gaelic learners.	Education	2019 - ongoing
WDC will provide information on all Gaelic language e-learning forums such as 1 + 2 Language, Go Gaelic! And Learn Gaelic sites.	Increase footfall on WDC Intranet.	Increased numbers of Gaelic speaking employees.	Education	2019 - ongoing
WDC will support employees involved in provision of Gaelic services and education to develop their language skills.	WDC employees are supported in their Gaelic language learning pathway.	Increased numbers of Gaelic speaking employees.	Education	2019 - ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Training:</b>					
<b>Current practice</b>	West Dunbartonshire Council encourage Education Employees to develop Gaelic Language skills.				
<b>Key areas of development</b>	WDC will support employees involved in provision of Gaelic training and education to develop their language skills in partnership with e-Sgoil.	Increased numbers for Gaelic language training.	Increased numbers of Gaelic speaking Employees.	Education	Ongoing
	WDC employees will undergo training to deliver Gaelic Bookbug.	Two WDC employees trained and competent in delivering Gaelic Bookbug.	Increased numbers of children attending Gaelic Bookbug sessions and	CCC	Ongoing
		Bookbug.	increased numbers of Gaelic Bookbug sessions available within WDC authority.		

	WDC will support employees to attend GLPS training and continue pathways to Gaelic fluency through <i>An Cùrsa Inntrigidh</i> in partnership with SMO.	Increased number of Gaelic speaking WDC teachers.	Increased numbers of WDC Gaelic speaking employees. Increased numbers of young people learning Gaelic as an additional language.	Education	Ongoing
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Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Recruitment:</b>					
<b>Current practice</b>	West Dunbartonshire Council has three posts where Gaelic is essential/desirable within its Job description.				
<b>Key areas of development</b>	Within WDC relevant job profiles will define requirements for Gaelic as essential/desirable.	Job profiles will be adapted as required.	Increased number of job profiles where Gaelic is essential/desirable.	HR	Ongoing
	Relevant roles within WDC will continue to be assessed as Gaelic essential/desirable.	Job profiles will be adapted as required.	Increased number of job profiles where Gaelic is essential/desirable.	HR	Ongoing
	WDC job advertisements for Gaelic specific roles will provide information on the level of Gaelic fluency.	Job advertisements will be adapted as required.	Increased number of job advertisements where Gaelic is essential/desirable.	HR	Ongoing

Development Function	Actions	Outcomes	Performance Indicators	Lead Service	Timescale
<b>Advertising:</b>					
<b>Current practice</b>	West Dunbartonshire Council has three posts that require Gaelic Language skills.				
<b>Key areas of development</b>	Job advertisements for Gaelic specific jobs/roles will provide information on the need for fluency in Gaelic language.	To amend job applications as required.	Positions requiring Gaelic language skills are appointed.	HR	Ongoing

# Chapter 3 – POLICY IMPLICATIONS FOR GAELIC: Implementation of the National Gaelic Language Plan

## Policy implications for Gaelic

**West Dunbartonshire 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.

**West Dunbartonshire 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, **West Dunbartonshire Council** will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

## Overview of the National Gaelic Language Plan.

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, through:

- increasing the number of bodies preparing Gaelic Language Plans
- increasing the profile and prestige of Gaelic
- increasing the visibility and recognition of Gaelic

### **4. Language Corpus**

Strengthening the relevance and consistency of Gaelic and promoting research into the language, 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

**West Dunbartonshire 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:

**West Dunbartonshire 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.

#### Gaelic in the Home –

West Dunbartonshire Council recognises that numerous strategies must be implemented and sustained at each age and stage, in order to increase the Gaelic speaking community.

Action	Timescale	Lead Directorate
WDC will provide a collection of Gaelic books and media in all public libraries.	2019/20	CCC
WDC will provide Gaelic Bookbug sessions.	2019 and thereafter	CCC
WDC will establish a Pàrant 's Pàiste within one of the Local Authority Early Years Establishments.	2019 and thereafter	Education
WDC will develop online Gaelic resources through various mediums, i.e. WDC public domain webpage, Facebook and Twitter.	2019 and thereafter	Education
WDC will plan and implement a Là Spòrs/Gaelic Open Day.	2019 and thereafter	Education
WDC will plan and implement a Buidheann Disathairne.	2019 and thereafter	Education
WDC's Gaelic Development Officer will work in partnership with Gaelic Bookbug to meet parents and children with Gaelic learning aspirations.	2019 and thereafter	Education

WDC's Gaelic Development Officer will work in partnership with Fèis Dhùn Bhreatainn an Iar to support and promote Gaelic language and cultural opportunities within the Authority.	2019 and thereafter	Education
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### **Gaelic in Education –**

West Dunbartonshire Council recognises that creating a sustainable future for Gaelic requires increasing the opportunities to learn Gaelic language and culture.

<b>Action</b>	<b>Timescale</b>	<b>Lead Service</b>
<b>Early Years –</b> <ul style="list-style-type: none"> <li>• WDC will provide Gaelic Bookbug sessions.</li> <li>• WDC will establish a Pàrant 's Pàiste within one of the Local Authority Early Years Establishments.</li> <li>• WDC will provide training in partnership with GLPS for Early Years Practitioners.</li> </ul>	2019 and thereafter	Education
<b>Broad General Education –</b> <ul style="list-style-type: none"> <li>• WDC will provide transport for 17 GME young people attending Sgoil Ghàidhlig Ghlaschu.</li> <li>• WDC will provide opportunities for primary teachers to access GLPS training.</li> <li>• WDC will develop resources to improve Learning and Teaching of Gaelic language and culture.</li> <li>• WDC will provide Professional Development opportunities in Gaelic language.</li> <li>• WDC will plan and implement a Là Spòrs/Gaelic Open Day.</li> <li>• WDC will plan and implement a Buidheann Disathairne.</li> <li>• WDC will establish a primary school Gaelic choir.</li> <li>• WDC will establish a Gaelic family learning after school club in two primary schools in order to bring Gaelic into the homes of pupils learning Gaelic.</li> <li>• WDC will explore links with e-Sgoil to establish new Gaelic language learning opportunities.</li> </ul>	2019 and thereafter	Education



<b>Senior Phase –</b> <ul style="list-style-type: none"> <li>WDC will develop two Senior Phase courses that have a Gaelic element.</li> <li>In partnership with neighbouring Authorities, WDC's young people will experience Gaelic within the workplace as part of their Senior Phase course.</li> <li>WDC will explore links with e-Sgoil to establish new Gaelic language learning opportunities.</li> </ul>	2019 and thereafter	Education
<b>Adult Learning –</b> <ul style="list-style-type: none"> <li>WDC will provide Gaelic library books and media within all libraries.</li> <li>WDC will work in partnership Fèis Dhùn Bhreatainn an Iar to support and promote Gaelic language and cultural opportunities within the Authority.</li> </ul>	2019 and thereafter	Education CCC

## 2. Language Usage

### ationale:

**West Dunbartonshire 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.

- Gaelic in Communities
- Gaelic in the Workplace
- Gaelic in the Media
- Gaelic in the Arts
- Gaelic in Tourism, Heritage and Recreation

Action	Timescale	Lead Service
<b>Gaelic in Communities –</b> <ul style="list-style-type: none"> <li>WDC will make Gaelic language resources available in public libraries and school libraries.</li> </ul>	2019	CCC

<p><b>Gaelic in the Workplace –</b></p> <ul style="list-style-type: none"> <li>WDC will provide opportunities for all employees to learn Gaelic language and culture.</li> </ul>	<p>2019 and thereafter</p>	<p>Education</p>
<p><b>Gaelic in the Media –</b></p> <ul style="list-style-type: none"> <li>WDC will work in partnership with local media to celebrate positive Gaelic language and cultural events.</li> <li>WDC will work in partnership with national media, i.e. BBCAlba and Radio nan Gàidheal, to celebrate positive Gaelic language and cultural events.</li> <li>WDC will develop Gaelic resources via a public Gaelic webpage, Facebook page and Twitter.</li> <li>WDC will report significant events in Gaelic and English language to show equal status.</li> <li>WDC will promote Gaelic partners such as: Bòrd na Gàidhlig, Comann nam Pàrant and Fèisean nan Gaidheal.</li> </ul>	<p>2019 and thereafter</p>	<p>Education</p>
<p><b>Gaelic in Arts, Tourism, Heritage and Recreation –</b></p> <ul style="list-style-type: none"> <li>WDC will ensure that Gaelic language collections in public libraries are free, inclusive and fully accessible to members of the public.</li> <li>WDC will work in partnership Fèis Dhùn Bhreatainn an Iar to support and promote Gaelic language and cultural opportunities within the Authority.</li> <li>Through the replacement programme WDC will ensure bilingual external signage in new council buildings.</li> <li>WDC will provide bilingual Gaelic 'Gateway' road signage entering West Dunbartonshire.</li> <li>WDC will ensure Gaelic language and culture features annually in West Dunbartonshire's 'BOOKED' Festival of Words.</li> <li>WDC will work with local and national partners to investigate the use of Gaelic to promote tourism and cultural development.</li> </ul>	<p>2019 and thereafter</p>	<p>CCC</p> <p>Education</p>

### 3. Language Status

#### Rationale:

**West Dunbartonshire 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.

- Preparation of Gaelic Language Plan
- Creating a Positive Image for Gaelic
- Increase Visibility of Gaelic

Action	Timescale	Lead Directorate
<b>Preparation of Gaelic Language –</b> <ul style="list-style-type: none"> <li>• WDC will research and develop plan.</li> <li>• WDC Gaelic Plan will be open to public consultation.</li> <li>• WDC will amend Gaelic Plan in line with public response.</li> <li>• WDC Gaelic Plan will be passed by Council.</li> <li>• WDC Gaelic Plan will be approved by Bòrd na Gàidhlig.</li> </ul>	2019	Education
<b>Creating a Positive Image for Gaelic –</b> <ul style="list-style-type: none"> <li>• WDC will ensure Gaelic language successes are celebrated through;               <ul style="list-style-type: none"> <li>- WDC webpage</li> <li>- Facebook</li> <li>- Twitter</li> <li>- Local Newspapers</li> <li>- Radio</li> <li>- Council Communication Forums, such as Newsletters.</li> </ul> </li> </ul>	2019 and thereafter	Education CCC
<b>Increase Visibility of Gaelic –</b> <ul style="list-style-type: none"> <li>• WDC will develop a Gaelic webpage, Facebook and Twitter with Gaelic Partners 'latest' news incorporated into feed.</li> </ul>	2019	Education CCC

#### 4. Language Corpus

##### Rationale:

**West Dunbartonshire Council** recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

- Gaelic Orthographic, Terminological and Place-name Development
- Gaelic Translation and Interpretation
- Gaelic in Surveys and Research

Action	Timescale	Lead Directorate
<b>Gaelic Orthographic, Terminological and Place-names Development –</b> <ul style="list-style-type: none"><li>• WDC will work in partnership with Bòrd na Gàidhlig and other appropriate bodies in order to strengthen the relevance and consistency of Gaelic in place name development.</li><li>• WDC will commit to using the Gaelic Orthographic Conventions and Ainmean Àite na h-Alba for place names advice.</li></ul>	Ongoing	Education
<b>Gaelic Translation and Interpretation –</b> <ul style="list-style-type: none"><li>• WDC will provide translation and interpretation services on request.</li></ul>	Ongoing	Education
<b>Gaelic in Surveys and Research –</b> <ul style="list-style-type: none"><li>• WDC will examine the extent to which Gaelic is relevant to surveys and research carried out in West Dunbartonshire Council.</li></ul>	Ongoing	Education

# CHAPTER 4 – IMPLEMENTATION AND MONITORING

## Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

## Publicising the Plan

West Dunbartonshire's Gaelic Language Plan will be published bilingually on West Dunbartonshire'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 West Dunbartonshire's Intranet;
- distribute copies of the plan to non-departmental public bodies and agencies, agents and contractors;
- distribute copies of the plan to Gaelic organisations;
- distribute copies of the plan to other interested bodies; and
- make copies available on request.

## Administrative Arrangements for Implementing the Gaelic Language Plan

This plan is the policy of West Dunbartonshire's Council and has been endorsed both by our senior management team and Council members.

### Overall Responsibility:

West Dunbartonshire Council will be responsible ultimately for ensuring that the Council delivers on the commitments set out in this Plan.

### Individual Staff Members:

All employees will be provided with information on the content of this plan. Some officers will have particular responsibilities, as set out in the plan. Annual improvement plans, and progress reports will be submitted to the Council's Educational Services Committee.

### **Services delivered by third parties:**

All third party organisations which deliver services on behalf of West Dunbartonshire Council will be advised of the commitments within this Gaelic Language Plan.

### **Informing other organisations of the Plan**

Information on the content of this plan will be provided to all Community Planning Partners across West Dunbartonshire Council. It will also be made available to all Community Councils, equality groups, and other organisation as appropriate.

### **Resourcing the Plan**

All activities in this plan will be resourced through existing budgets relevant to the responsible service. Additional funding for specific projects will be accessed through external funding bodies as appropriate.

### **Monitoring the Implementation of the Plan**

The plan will be monitored on an annual basis by way of a report on progress to the Education Services Committee and Bòrd na Gàidhlig. Thereafter the report will be made available to the public on the council website.

## Contact details

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

Laura Mason  
Chief Education Officer Department of Education  
West Dunbartonshire Council  
16 Church St.  
Dumbarton  
West Dunbartonshire  
G82 1QL

Tel: 013897377304

Email: [laura.mason@west-dunbarton.gov.uk](mailto:laura.mason@west-dunbarton.gov.uk)

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

Mhairi McCarte  
Gaelic Development Officer  
West Dunbartonshire Council  
St. Peter the Apostle High school  
Kirkoswald Dr.  
Drumry  
Clydebank  
West Dunbartonshire  
G812DB

Tel: 0141 533 3100

Email: [mhairi.mccarte@west-dunbarton.gov.uk](mailto:mhairi.mccarte@west-dunbarton.gov.uk)

**This document is also available in other languages, large print and audio format on request.**

### **Gàidhlig**

Tha am fiosrachadh seo ri fhaighinn ann an Gàidhlig.

### **Arabic**

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

### **Hindi**

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

### **Punjabi**

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

### **Urdu**

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

### **Chinese (Cantonese)**

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

### **Polish**

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formie audio.

### **British Sign Language**

BSL users can contact us via [contactSCOTLAND-BSL](mailto:contactSCOTLAND-BSL), the on-line British Sign Language interpreting service.

Find out more on the [contactSCOTLAND](http://www.contactSCOTLAND.org.uk) website

☎ 01389 737527

✉ **West Dunbartonshire Council, Council Offices, Garshake Road, Dumbarton, G82 3PU**

💻 [communications@west-dunbarton.gov.uk](mailto:communications@west-dunbarton.gov.uk)