
Report to: CLACKMANNANSHIRE COUNCIL

Date of Meeting: 25 June 2015

Subject: Clackmannanshire Gaelic Language Plan 2015-2020

Report by: Head of Education and Head of Strategy & Customer Services

1.0 Purpose

- 1.1. The purpose of this report is to present to Council, Clackmannanshire's Gaelic Language Plan 2015-2020. This plan sets out how Clackmannanshire Council will support the development of Gaelic culture and language under the Gaelic Language (Scotland) Act 2005.

2.0 Recommendations

- 2.1. It is recommended that Council approves Clackmannanshire's Gaelic Language Plan 2015-2020.

3.0 Considerations

- 3.1. The Bord na Gaidhlig have issued a statutory notice to the Council under section three of the Gaelic Language (Scotland) Act 2005. This statutory notice obliges the Council to prepare and implement a Gaelic Language Plan and to have regard to guidance on the preparation of the plan. The guidance under which this plan has been developed, has specified areas of Gaelic language service delivery, internal processes and policy development which the Council is required to consider for inclusion in the plan. In addition the statutory notice to prepare the plan also includes high level aims which the Council must incorporate and set out measures which it will take to achieve these.
- 3.2. The Gaelic Language Plan for Clackmannanshire sets out the measures to be taken over the period 2015-2020. These include high level aims; Language Acquisition, Language useage, Language Status and Language Corpus and Core Commitments to incorporate Gaelic within our core corporate functions, namely;
- Identity
 - Communications
 - Publications

- Staffing

- 3.3 There are resourcing implications associated with the Plan, however, implementation will be progressed pragmatically and within current or future budgetary constraints, working on a zero budget growth principle. For instance, signage or significant publications will only be updated when due to be replaced, or if new signage is being considered. Learning and development implications will be considered within the context of corporate workforce planning priorities. Such an approach, whilst pragmatic in order to deliver on a statutory requirement, will inevitably create opportunity costs, in that it may, from time to time displace resources from other areas of business.

Consultation

- 3.4 Between the 11 March and 10 April 2015 the Gaelic Language Plan was made available to the public for consultation. This was done through the online Citizen Space consultation database, and two consultation events. These events were held with parents of Gaelic children at Riverside Primary School and Wallace High School and with the Clackmannanshire Gaelic Language Group at the Ben Cleuch Centre in Tillicoultry.
- 3.5 The consultation was promoted via Clacksweb and social media in Clackmannanshire which generated a high awareness of the Gaelic Language Plan. Despite significant comments on wider social media, a modest 41 responses were received through the formal consultation. Of those responses 63% agreed that the plan reflects the right priorities for Gaelic in Clackmannanshire.

Conclusions

- 3.6 This Gaelic Language Plan consolidates Clackmannanshire Council's approach to Gaelic whilst meeting its statutory obligations under the Gaelic Language (Scotland) Act 2005.

4.0 Resource Implications

4.1. Financial Details

- 4.2. Financial implications of the recommendations are set out in the report.
Yes

- 4.3. Finance have been consulted and have agreed the financial implications as set out in paragraph 3.3 of the report.
Yes

4.4. Staffing

There are no direct staffing implications arising from this report.

5.0 Exempt Reports

5.1. Is this report exempt? Yes (please detail the reasons for exemption below) No

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

- | | |
|--|-------------------------------------|
| The area has a positive image and attracts people and businesses | <input type="checkbox"/> |
| Our communities are more cohesive and inclusive | <input type="checkbox"/> |
| People are better skilled, trained and ready for learning and employment | <input checked="" type="checkbox"/> |
| Our communities are safer | <input type="checkbox"/> |
| Vulnerable people and families are supported | <input type="checkbox"/> |
| Substance misuse and its effects are reduced | <input type="checkbox"/> |
| Health is improving and health inequalities are reducing | <input type="checkbox"/> |
| The environment is protected and enhanced for all | <input type="checkbox"/> |
| The Council is effective, efficient and recognised for excellence | <input type="checkbox"/> |

(2) **Council Policies** (Please detail)

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes No

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1 - Clackmannanshire Gaelic Language Plan 2015/20.

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes (please list the documents below) No

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
David Leng	Head of Education	Signed: D Leng
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CLACKMANNANSHIRE COUNCIL GAELIC LANGUAGE PLAN 2015/20

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

FOREWORD

Clackmannanshire Council, is committed to the use and promotion of the Gaelic language in recognition of its status as one of Scotland's national languages and its unique contribution to the Scotland diverse culture. In taking forward the implementation of this plan we recognise that our contribution will help to sustain and develop the Gaelic language and its place as an integral part of Scotland's heritage. This plan sets out the practical steps which Clackmannanshire Council will take to support Gaelic language.

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Summary

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

This document is Clackmannanshire's Gaelic Language Plan and has been 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.

This 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 Clackmannanshire Councils 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 Clackmannanshire Council will use, and enable the use of Gaelic. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website.

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

This chapter sets out how Clackmannanshire Council will help implement the *National Gaelic Language Plan*.

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 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 authorities 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.

Clackmannanshire Council has consulted publicly on the draft of its Gaelic Language Plan in 2014/15 and has taken into account representations made to it during the consultation process.

Clackmannanshire Councils Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval in July 2015.

Overview of the functions and the use of Gaelic within Clackmannanshire.

Background Information about the public authority

Clackmannanshire Council is Scotland's smallest mainland Council and is bordered by Falkirk, Perth and Kinross, Fife and Stirling Councils. Clackmannanshire has a population of approximately 51,000 residents and covers an area of 61 square miles.

Clackmannanshire Council's main Headquarters are based in heart of Alloa. The Council has in the region of 2700 employees making it the largest employer in the area with a total expenditure of £144 million per year. There are 18 Councillors and 5 multi member wards each represented by 3 or 4 elected members. Political make up is 8 SNP, 8 Lab, 1 Independent and 1 Conservative.

Further information can be found by visiting our webpages on;
www.clacksweb.org.uk/council/wards

Corporate Priorities

Clackmannanshire Council has identified a number of Corporate Priorities which are reflected in our Single Outcome Agreement for 2013/23 and in our Corporate Plan 2012/17. These are:

- Clackmannanshire has a positive image and attract business and people;
- Communities are more inclusive and cohesive;
- People are better skills, trained and ready for learning and employment;
- Communities are and feel safer;
- Vulnerable people and families are supported;
- Substance misuse and its effects are reduced;
- Health is improving;
- Our environment is protected and enhanced;
- Our public services are improving

Clackmannanshire Council has strong local communities and a strong culture of working in partnership to deliver outcomes for our residents. A key element of our ambitions in Clackmannanshire is to channel and nurture these assets in achieving the long terms vision for Clackmannanshire established through our Single Outcome Agreement, Corporate Plan and Community Plan *Working Together for Clackmannanshire*

Over recent years Clackmannanshire has seen significant investment and regeneration in particularly in Alloa and neighbouring communities with 3 new secondary schools built in 2009 and a new Community Campus College built in Alloa in 2011. Development of a number of local industrial heritage sites have very recently been completed with the Council's new Headquarters and Council Chambers sited in the former Kilncraigs and Paton's Buildings, and the former Speirs Centre being developed into Clackmannanshire's new Heritage Centre.

Our analysis of demographic change suggests both opportunities and challenges for Clackmannanshire. In the last ten years the population of Clackmannanshire has grown by approximately 6%, almost twice as quickly as the population of Scotland. Current projections suggest that by 2035 Clackmannanshire's population will grow by 13.8% from 50,630 people to 57,629. The most significant change will be in pensionable groups - by 2033 every fourth person in Clackmannanshire will be 65 years old or more, and overall dependency ratio for the elderly will almost double meaning that there will only be two people aged 15 - 64 for every person over 65 years old. This puts both financial and societal pressures on the council to put appropriate actions in place over the coming years.

Clackmannanshire, reflecting the national picture, will see structural change to households by 2035 with almost half of all households being a home to a single adult. The number of larger households (two adults with more than one child) is expected to decline by over 10% by 2035. Over the next 25 years, the demand for single households will be 30% higher than it currently is.

Clackmannanshire has rising trends, and higher than average levels of unemployment, youth unemployment and benefits dependency, particularly in our most vulnerable communities. At present, in comparative terms at least, we perform more poorly than any other local authority area in relation to positive destinations for school leavers. The local economy reflects the unprecedented context of the national economy, which remains in a period of very poor economic growth. The key challenges identified for Clackmannanshire are:

- Low aspirations for young school leavers.
- School leavers insufficiently equipped and skilled to take advantage of what opportunities there are in local job market.
- Low job density in Clackmannanshire and barriers to accessing jobs in neighbouring areas.
- Fewer jobs and more people seeking employment as a result of welfare reform
- Local businesses impacted by reduction in local spending

Gaelic within the authority's area of operation.

Clackmannanshire does not have a large Gaelic speaking community. The 2011 Census showed only 180 persons of the Clackmannanshire population understand but do not speak, read or write Gaelic, whilst 134 persons speak, read and write Gaelic.

In our shared education service with Stirling Council, we provide 71 places in Gaelic Education. They are based across these following locations:

- Riverside Primary School provides Gaelic Medium Education (GME), learning and teaching in Gaelic across all subject areas, with the catchment area available across Stirling and Clackmannanshire. There are currently 50 pupils enrolled in GME at Riverside.
- At Wallace High School, Gaelic is available both as a course for fluent speakers, and as a modern Language for all students. Currently there are 21 pupils, with some working towards Higher and National 5 qualifications

Within Clackmannanshire there are two Gaelic organisations situated in Clackmannanshire. Croileagan Clach Mhanainn is a Gaelic Medium pre-school group for children aged 0-5. Croileagan Clach Mhanainn is based in Menstrie and led by a Gaelic speaking play leader from Barra. Children are introduced to the Gaelic language through the medium of song and play. There is also a multi-level Gaelic Language class which runs term time at the Ben Cleuch Centre in Tillicoultry on Tuesdays from 1.30-3.30pm. The class supports beginners to intermediate language levels and is taught using small groups and whole class approaches so that learners can not only learn from the tutor, but from the support of others.

CHAPTER 2 - CORE COMMITMENTS

This Plan identifies a number of priorities for Clackmannanshire in implementing the Gaelic Language (Scotland) Act 2005 and delivering the National Gaelic Language Plan for Scotland. Bord na Gaidhlig has proposed a number of high level aims for Clackmannanshire and these have been agreed by the Scottish Minister for Learning, Science and Scotlands Languages.

The High-Level Aims identified in this plan are broadly reflected in four Core Commitments identified by the Bord na Gaidhlig as essential components in Gaelic language regeneration. These commitments are;

- Identity
- Communications
- Publications
- Staffing

These broad commitments and high level aims are identified below and dealt with in more detail under Section 1 of this Gaelic Language Plan 2015/20.

CHAPTER 2 - CORE COMMITMENTS

Section 1 - Identity

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.

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

Objectives	Current Status	Actions Gnìomhan	Target Date Ceann-latha Targaid	Lead Stiùireadh
Render the corporate logo bilingual (Gaelic and English) at the earliest opportunity, demonstrating equal respect for the languages and roll-out accordingly across the authority, on a new or replacement basis.	Clackmannanshire Council is in the process of revising its corporate logo.	<ul style="list-style-type: none"> Clackmannanshire Council will render our Corporate Logo bilingual demonstrating equal respect for languages. This will include initial rollout of logo and use of brand and extend to all uses of corporate logo (ie on all printed materials) on a new or replacement basis. 	Dec 2015	Communications and Marketing Team
Demonstrate how Clackmannanshire will contribute to the status of Gaelic in Scotland through bilingual (Gaelic and English, demonstrating equal respect) signage, in co-operation with Transport Scotland where appropriate, on a new or replacement basis.	Clackmannanshire Council has made some early progress with signage for newly renovated public building incorporating Gaelic translation.	<ul style="list-style-type: none"> We will identify key high-profile signs on a new/replacement basis and render them bilingual demonstrating equal respect in terms of style and format. 	Over the lifespan of the plan	Roads Service / Communications and Marketing Team

Section 2 - Communications

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 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.

Clackmannanshire 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.

Objectives	Current Status	Actions Gnìomhan	Target Date Ceann-latha Targaid	Lead Stiùireadh
Establish a mechanism to allow Gaelic speakers to engage with Clackmannanshire Council through the medium of Gaelic if they choose to do so, based on the principle of active offer and equal respect (for Gaelic and English).	Clackmannanshire Council currently does not provide services to enable Gaelic speakers to engage with the Council through the medium of Gaelic.	<ul style="list-style-type: none"> We will offer a translation service (where reasonable warning is given) for attendance at public meetings or meetings with Council services. We will actively promote this service. We will provide Gaelic awareness training to reception and contact centre staff. We will identify key customer leaflets and render bilingual demonstrating equal respect for languages. 	Dec 2015 Dec 2015 Dec 2015 Over lifetime of plan	Strategy and Customer Services
Increase in the profile of the Gaelic language in Clackmannanshire's communications.	Clackmannanshire Council does not currently provide communications which include a Gaelic element	<ul style="list-style-type: none"> We will ensure that all automatic email signatures/footers are rendered bilingual demonstrating equal respect for languages. 	Dec 2015	Communications and Marketing Team

		<ul style="list-style-type: none"> • We will identify key forms which will be rendered bilingual, demonstrating equal respect for languages • We will ensure that information on how to make a complaint to Clackmannanshire Council is rendered bilingual demonstrating equal respect for languages. • We will communicate to all customer facing services that customers contacting the Council and wishing a response in Gaelic must be provided a response in Gaelic. • Create a specific area on Clackweb which will include information on Gaelic education, learning and Gaelic developments in Clackmannanshire and across the Council. 	<p>Dec 2015 Over lifetime of plan Dec 2015</p> <p>Dec 2015</p> <p>Dec 2015</p>	<p>Customer Services</p> <p>Customer Services</p> <p>Communications and Marketing Team</p>
Comply with the rules of Gaelic Orthographic Conventions and utilise the services of Ainmean-aite na h-Alba as standard across all services	Clackmannanshire Council does not currently engage specific Gaelic translation services.	<ul style="list-style-type: none"> • Clackmannanshire Council will adhere to the Gaelic Orthographics Convention in all translations undertaken to demonstrate equal respect for languages 	Over lifetime of plan	Strategy and Quality Development Team

Section 3 - Publications

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.

Clackmannanshire 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.

Objectives	Current Status	Actions Gnìomhan	Target Date Ceann-latha Targaid	Lead Stiùireadh
Increase the profile of the Gaelic language in Clackmannanshire through its printed media/material.	Clackmannanshire Council does not have a policy on publishing material in Gaelic.	<ul style="list-style-type: none"> • We will develop guidelines for publishing material in Gaelic in line with our existing interpretation and translation guidelines. • We will identify key printed publications and produce these bilingually, demonstrating equal respect for languages. • We will identify key web pages and ensure that Gaelic is included in our Corporate website demonstrating equal respect for languages. • We will endeavour to provide appropriate public relations and media relations in Gaelic through use of translation services or trained staff where possible. • On a new or replacement basis appropriate printed materials for the purpose of media/PR (such as displays) will be rendered bilingual demonstrating equal respect for languages. 	<p>Dec 2015</p> <p>March 2016 Over lifetime of plan</p> <p>March 2016 Over lifetime of plan</p> <p>Over lifetime of plan.</p> <p>Over lifetime of plan.</p>	Communications and Marketing Team

Comply with the rules of Gaelic Orthographic Conventions and utilise the services of Ainmean-aite na h-Alba as standard across all services.		<ul style="list-style-type: none"> Clackmannanshire Council will adhere to the Gaelic Orthographics Convention in all translations undertaken to demonstrate equal respect for languages. 	Over the lifetime of the plan.	All services
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Section 4 - Staffing

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.

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

Objectives	Current Status	Actions Gnìomhan	Target Date Ceann-latha Targaid	Lead Stiùireadh
Carry out a survey of Gaelic language skills and interest in training amongst Clackmannanshire employees as part of the plan or within	Clackmannanshire Council has undertaken an initial staff audit exercise.	<ul style="list-style-type: none"> Undertake audit on a 2-yearly basis. Use iTrent system to record information on language skills. 	March 2016	Strategy and Quality Development/HR

the first year of the plan.				
Support employees of the local authority to undertake Gaelic language training as part of Clackmannanshire's personal development programme.	No policy currently in place for all staff across all services Clackmannanshire Council makes provision for staff training in Gaelic for GLPS staff.	<ul style="list-style-type: none"> • Offer Gaelic taster sessions for Council staff. • Implement programme of training through Councils L&D Programme approach. • Raise awareness among employees via Connect of opportunities available to undertake Gaelic Language training. • We will continue to provide opportunities for staff and communities to learn Gaelic in partnership with Stirling Council. This currently provides 2 places per year 	March 2016 Over lifetime of the plan March 2016 Over lifetime of the plan	Strategy and Quality Development /Comms Education Service
Provide Gaelic awareness training to senior staff and councillors as part of the implementation of the plan, to be rolled out to other staff engaged with the Gaelic Language Plan delivery.	No policy currently in place	<ul style="list-style-type: none"> • Offer Gaelic awareness taster sessions for senior staff and elected members. • Implement programme of training for elected members through members training approach. • Implement programme of training through Councils L&D Programme approach. • Raise awareness among employees via Connect of opportunities available to undertake Gaelic Language training. 	July 2016 March 2017 Over lifetime of the plan March 2016	Strategy and Quality Development/Business Support

Chapter 3 – POLICY IMPLICATIONS FOR GAELIC

Implementation of the National Gaelic Language Plan

Clackmannanshire 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. Clackmannanshire 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, Clackmannanshire 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. These are broadly;

- Language Acquisition - Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic
- Language Usage - Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression.
- Language Status - Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life.
- Language Corpus - Strengthening the relevance and consistency of Gaelic and promoting research into the language.

Clackmannanshire Council has identified a number of key areas for development over the lifetime of the Gaelic Language plans. These are:

- Language Acquisition - Increasing the number of children engaging in Gaelic Language through nursery, primary and secondary school education;
- Language Usage - Raising awareness and increasing the opportunities for adult and community based learning in Gaelic language;
- Language Usage - Ensuring that Clackmannanshire Council increase access to Gaelic Language training in the workplace for all employees, GLPS staff, senior officers and elected members.
- Language Status - Increasing the visibility and status of Gaelic language through heritage, culture and the arts.
- Language Corpus - strengthening Gaelic language through promotion of the language, strengthened corporate identity in relation to Gaelic language and undertaking of research to understand the needs and demands.

Clackmannanshire's commitment to national objectives and identified areas for development are shown below;

Implementation of the National Gaelic Language Plan

National Priority	Objective Ceann-uidhe	Actions Gnìomhan	Target Date Ceann-latha Targaid	Lead Service/Partner Sheirbheis/com-pairtichean
Language Acquisition	<ul style="list-style-type: none"> ▪ Work in Partnership with the Gaelic Community in the area, including the early years network, to establish demand for a Gaelic medium early years service in Clackmannanshire; 	<ul style="list-style-type: none"> ▪ Hold more Gaelic Open Mornings at Riverside Primary to promote and raise awareness of GME and widely advertise these in the community e.g. libraries, schools etc. ▪ Work with the <i>Croileagan Clach Mhanainn</i> to identify opportunities to provide learning opportunities. ▪ Strengthen early years links between Riverside Primary and Menstrie Cròileagan ▪ Raise awareness of GME provision at Riverside within early years network ▪ Seek opportunities to share this information more widely and earlier on in the year e.g. open mornings, 	<p>Over life time of plan</p> <p>Over life span of the plan</p> <p>Over life span of the plan</p> <p>January 2017</p> <p>Over life span of the plan</p>	<p>Riverside Primary Head Teacher</p>

	<ul style="list-style-type: none"> ▪ Actively support the development of Gaelic medium early years education provision with Clackmannanshire; 	<ul style="list-style-type: none"> ▪ nursery visits, parent and toddler groups ▪ Audit existing Gaelic resources in nursery and school setting ▪ Strengthen Early Years Links between Riverside and other ▪ pre-school provisions ▪ Increase group time activities between GME classes and Nursery. ▪ Arrange for prospective GME parents and children to visit the Gaelic classes at Riverside Primary ▪ Riverside Senior Sevens GM children to actively promote Gaelic language and culture and links with the early years. 	<p>January 2017</p> <p>January 2016</p> <p>January 2017</p> <p>Over life span of the plan</p> <p>January 2017</p>	<p>Riverside Primary Head Teacher</p> <p>Riverside Primary Head Teacher</p>
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	<ul style="list-style-type: none"> ▪ Increase the number of children enrolling in primary GME early years services per annum. 	<ul style="list-style-type: none"> ▪ Display current SIP priorities in GME for current parents and new parents and children. ▪ Invite more Riverside GME (current) parents to events in order to share the benefits of GME ▪ Hold more Gaelic Open Mornings and widely advertise in the community ▪ Promotion of the benefits of GME by displaying posters provided by Bord na Gaidhlig and providing Fios is Freagairt packs. ▪ Increase awareness of GME provision at Riverside Nursery, Primary and Wallace High School. ▪ Trial a whole school GM class fortnightly 'sharing our learning' opportunity ▪ Use Riverside school website including school blog page to record and promote GME learning in Riverside more widely. 	<p>Over life span of the plan</p> <p>Over life span of the plan</p> <p>Over life span of the plan</p> <p>August 2015</p> <p>June 2020</p> <p>January 2016</p> <p>January 2020</p>	<p>Riverside Primary Head Teacher and Wallace High School Faculty Manager English and Gaelic</p>
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	<ul style="list-style-type: none"> ▪ Provide pro-active support to 100% of pupils transferring from GM primary to associated GM secondary. 	<p>Promote GME learning on Clacksweb and Bord na Gaidhlig website</p> <ul style="list-style-type: none"> ▪ Continue to strengthen Gaelic transition links between Riverside Primary and Wallace High School ▪ Invite Gaelic Teacher, a member of SMT from Wallace High and GM secondary pupils to Riverside Open Mornings for prospective GME parents. ▪ Invite Gaelic Teacher from Wallace High School to attend 'meet the teacher' for upper primary pupils' parents at the start of 2014/15 session ▪ Pilot digital learning in both sectors in order to share quality learning and teaching for pupils and staff. ▪ Organise a community event for GM primary pupils and GM secondary pupils 	<p>January 2017</p> <p>January 2017</p> <p>January 2017</p> <p>June 2020</p>	
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Language Usage	<ul style="list-style-type: none"> ▪ Actively support and develop Gaelic learning opportunities for adults across Clackmannanshire; ▪ Increase the numbers of Gaelic speakers within the Clackmannanshire areas through support to classes for learners 	<ul style="list-style-type: none"> ▪ Establish a regular cycle of meetings for the Gaelic forum which supports the profile and development of Gaelic locally. ▪ increase participation at Beginners Gaelic level ▪ Support the progression of learners to post beginners Gaelic levels ▪ Support parental participation in learning which supports their children's learning ▪ Engage families in the new Growing Gaelic Families project. 	<p>January 2016</p> <p>January 2016</p>	<p>Adult Learning</p> <p>Adult Learning</p>
Language Status	<ul style="list-style-type: none"> ▪ Work in partnership with the Gaelic community in the area to establish a programme of events throughout the year that promotes the status and use of Gaelic. ▪ Actively support existing and new Gaelic language and cultural community groups and initiatives within Clackmannanshire to help 	<ul style="list-style-type: none"> ▪ Develop marketing and awareness events and material with the aim of promoting bilingualism through Gaelic. ▪ Develop a programme of culture and heritage 	<p>January 2016</p>	<p>Adult Learning / Heritage / Sports Development</p>

	<p>grow the profile of the language, increase usage and encourage new learners.</p> <ul style="list-style-type: none"> ▪ Establish a link with the work of communities and arts, culture and heritage activities in order to promote the status and use of Gaelic. 	<p>activities in Clacks/Stirling to promote Gaelic language.</p> <ul style="list-style-type: none"> ▪ Work in partnership with a range of community groups to provide Gaelic language taster/awareness sessions. ▪ Work with colleagues in Sports Development to provide taster sessions in relevant sporting activities (ie Gaelic football and shinty) in Clacks/Stirling. 		
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CHAPTER 4 – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in place for 2015-2020. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to the Bòrd for approval. 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.

As part of the Councils suite of Corporate Plans, the Gaelic Language Plan 2015/20 will be monitored with the same scrutiny as other corporate plans. We will publish our projected annual targets on our website and prepare and publish;

- Annual performance reports for scrutiny by appropriate committee;
- Annual implementation reports for the Bòrd na Gàidhlig.

Publishing the Plan

Once formally approved, this Gaelic Language Plan will be made available on the Councils Website and shall be publicised bilingually. In addition Clackmannanshire Council will undertake a range of actions to widely publicise the plan to our employees, customers, partners and other interested bodies.

Contact details

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

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