
Report to: Clackmannanshire Council

Date of Meeting: 5 March 2020

Subject: Clackmannanshire Gaelic Language Plan 2020/25

Report by: Senior Manager Partnership and Transformation

1.0 Purpose

- 1.1. This report presents the Gaelic Language Plan for Clackmannanshire for 2020/25. This plan is required under the Gaelic Language (Scotland) Act 2005 and replaces the Council previous plan which was developed jointly with Stirling Council in 2015.

2.0 Recommendations

- 2.1. It is recommended that:
- 2.2. Council approve Clackmannanshire's Gaelic Language Plan and note that the plan will be considered by the Bord na Gaidhlig at an upcoming meeting.

3.0 Considerations

- 3.1. Gaelic Language Plans are a key component in implementing the Gaelic Language (Scotland) Act 2005 and in delivering the National Gaelic Language Plan to secure the status of Gaelic in Scotland. Guidance on the Development of Gaelic Language Plans was published by the Bord na Gaidhlig that contained high level aims that were required to be reflected in all local authority Gaelic plans.
- 3.2. Clackmannanshire's Gaelic Language Plan 2020/25 sets out the actions that we will take under the following broad high level aims:
- Core Commitments: Identity; Communications; Publications and Staffing
 - Policy Developments: Language acquisition; Usage; Status and Corpus
- 3.3. Each of these core commitments and policy development areas, and the actions we will take to implement them, are set out in detail in the Gaelic Language Plan 2020/25. We have already made progress against a number of areas under the four core commitments. These include:

- Rendering the corporate logo bilingual to reflect equal respect for Gaelic language and ensuring that the bilingual logo is used in all corporate publications and materials;
 - Key high profile signage updated on a new/replacement basis to demonstrate equal respect of English and Gaelic language, including on Council vehicles and fleet;
 - Offering translation and interpretation services linked with Mainstreaming Equality and Diversity in Clackmannanshire 2017/21;
 - Increasing the profile of Gaelic language in our communications through bilingual email signatures and footers;
 - Development of specific web pages to promote information on Gaelic language and activities in Clackmannanshire.
- 3.4. The Gaelic Language Plan 2020/25 aims to build on these areas of progress, and to set out the actions that we will take with a focus on the policy development areas around the use of Gaelic in Clackmannanshire.

4.0 Sustainability Implications

- 4.1. There are no sustainability implications arising from this report.

5.0 Resource Implications

- 5.1. There are no financial or staffing implications arising from this report.

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No **X**

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 ☒)

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all ☐
 Our families; children and young people will have the best possible start in life ☐
 Women and girls will be confident and aspirational, and achieve their full potential ☐
 Our communities will be resilient and empowered so that they can thrive and flourish ☒

(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 2020/25

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 ☒

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Approved by

NAME	DESIGNATION	SIGNATURE
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Gaelic Language Plan

Plana Cànanain Gàidhlig

2020/2025

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.

Ellen Forson
Council Leader
Clackmannanshire Council

Nikki Bridle
Chief Executive
Clackmannanshire 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 Gaelic Language Plan

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

Chapter 4

Implementation and Monitoring

Contact Details

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 in Clackmannanshire

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.

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 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 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 previously consulted on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

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 51,400 residents and covers an area of 61 square miles. Alloa is the largest settlement area in the County with a population of around 21,000.

Clackmannanshire Council's main Headquarters are based in heart of Alloa. The Council has in the region of 2500 employees making it one of the largest employers in the County. There are 18 Councillors and 5 multi member wards each represented by 3 or 4 elected members.

Further information on the Council and Clackmannanshire can be found here <https://www.clacks.gov.uk/council/factsandfigures/>

Corporate Priorities

Along with our partners Clackmannanshire Council has agreed 4 long term strategic outcomes and these are reflected in our Local Outcome Improvement Plan 2017/27. <https://www.clacks.gov.uk/document/5633.pdf>

In support of these long term outcomes the Council has agreed a 5 year Corporate Plan. Our vision Be the Future is that 'we will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire'.

The plan sets out the 6 priorities we will take to focus our efforts on. These are:

- Inclusive Growth, Jobs and Employability
- Reducing Child Poverty
- Raising Attainment
- Sustainable Health and Social Care
- Empowering Families and Communities
- Organisational Transformation

Gaelic within the authority's area of operation.

Current evidence indicates that Clackmannanshire does not have a large Gaelic speaking community. The 2011 Census highlighted 180 people in Clackmannanshire who understand but do not speak, read or write Gaelic, with 134 people who speak, read and write Gaelic. The Census in 2021 clearly brings an opportunity to update our understanding of the Clackmannanshire population who do converse in Gaelic.

Despite relatively low use of Gaelic in Clackmannanshire, there are clear indications of Gaelic origins in the County. The names Clackmannanshire, Coalsnaughton, Tillicoultry and Muckhart all have Gaelic origin with Muckhart Primary Schools badge showing a boars head image reflecting the translation of 'pig height' of the settlement name.

Currently a small number of pupils attend Gaelic Education from Clackmannanshire. These pupils currently attend Riverside Primary in Stirling.

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. 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. 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

Clackmannanshire Council has already made progress against a number of these commitments. We have revised our Corporate logo and branding to reflect both Gaelic and English languages and have replaced a number of key signs and fleet vehicles to incorporate Gaelic translation on a new/replacement basis. We have created webpages on our Council website to provide information on Gaelic education and learning provision and opportunities available in Clackmannanshire. We have also ensured that all external emails footers from Clackmannanshire Council demonstrate equal respect for languages.

The following pages set out the actions that we will take under each of the high level aims over the course of this Gaelic Language Plan 2020/25.

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 has developed a new logo and branding which reflects both English and Gaelic language. This logo is printed on all corporate documents and plans.	We will continue to promote the use of the logo as part of our brand management approaches, and will keep under review in line with corporate branding reviews.	Dec 2020	Partnership and Transformation.
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 good progress with signage for Council buildings and other signage incorporating Gaelic translation.	We will continue to renew our signage on a new/replace basis that demonstrates both English and Gaelic language.	Over the lifespan of the plan	Place

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 Stiùiridh
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 provides limited services to enable Gaelic speakers to engage with the Council, however we will further develop opportunities for our customers.	<p>We will offer a translation service (where reasonable warning is given) for attendance at public meetings or meetings with Council services.</p> <p>We will provide Gaelic awareness training to reception and contact centre staff.</p> <p>We will identify key customer leaflets and render bilingual demonstrating equal respect for languages.</p>	<p>Dec 2020</p> <p>March 2021</p> <p>Over lifetime of plan</p>	Partnership and Transformation
Increase in the profile of the Gaelic language in Clackmannanshire's communications.	Clackmannanshire Council currently provides some communications which include a Gaelic element, however we will develop this further.	<p>We will identify key forms which will be rendered bilingual, demonstrating equal respect for languages</p> <p>We will ensure that information on how to make a complaint to Clackmannanshire Council is rendered bilingual demonstrating equal respect for languages.</p>	<p>Over lifetime of plan</p> <p>October 2021</p>	Partnership and Transformation

		<p>We will communicate to all customer facing services that people contacting the Council and wishing a response in Gaelic must be provided a response in Gaelic.</p> <p>We will further develop our webpages on Gaelic education and learning opportunities.</p>	<p>December 2020</p> <p>July 2020</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.	Clackmannanshire Council will adhere to the Gaelic Orthographics Convention in all translations undertaken to demonstrate equal respect for languages	Over lifetime of plan	Partnership and Transformation

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 currently have a policy on publishing material in Gaelic.	<p>We will develop guidance on accessing written translation and interpretation in line with our corporate translation service.</p> <p>We will provide a translated version of this plan following its approval. This will be made available on our website.</p> <p>We will identify key web pages and ensure that Gaelic is included in our Corporate website demonstrating equal respect for languages.</p> <p>On a new or replacement basis appropriate printed materials for the purpose of media/PR (such as displays and posters) will be rendered bilingual demonstrating equal respect for languages.</p>	<p>Dec 2020</p> <p>July 2020</p> <p>Dec 2020</p> <p>Over lifetime of plan.</p>	Partnership and Transformation
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 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

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 the first year of the plan.	Clackmannanshire Council has previously undertaken an initial staff audit exercise to identify % of people interested in Gaelic skills training. This identified a small group of staff interested in developing their skills.	Identify suitable taster/learning training providers and opportunities for learning for staff as part of wider learning and development planning. Raise awareness among employees via Connect of opportunities available to undertake Gaelic Language training We will repeat this audit every 3 years.	March 2021 March 2021	Partnership and Transformation
Provide Gaelic awareness training to senior staff and councillors as part of the implementation of the plan, to be rolled	No policy or provision for training for senior staff and elected members is currently in place.	Identify suitable taster/learning training providers and opportunities for learning for senior managers and elected members as part of wider learning and development planning. Raise awareness among elected members of	March 2021 March 2021	Partnership and Transformation

out to other staff engaged with the Gaelic Language Plan delivery.		opportunities available to undertake Gaelic Language training.		
Apply a consistent planned approach to recruiting and advertising Gaelic employment posts where it is appropriate	No policy currently in place	We will adhere to guidance on Gaelic Employment Skills published by the Bord na Gaidhlig in December 2018 in relation to advertising Gaelic employment posts.	Over the life time of the plan	Partnership and Transformation.

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 plan. These are:

Language Acquisition

Provide local opportunities for children and families in Clackmannanshire to develop their use of Gaelic language.

Language Usage

Continue to provide opportunities for Gaelic medium education and making families and communities aware of local opportunities and services.

Provide opportunities for Council employees and elected members to participate in Gaelic language training and CPD where appropriate.

Language Status

Promote the visibility and status of Gaelic language through heritage, culture and the arts.

Language Corpus

Strengthen 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 of local people in Clackmannanshire.

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	<p>Work in Partnership with the Gaelic Community in Clackmannanshire to promote Gaelic in early years learning.</p> <p>Actively support and promote the development of Gaelic medium education provision with Clackmannanshire;</p>	<p>Work with the <i>Croileagan Clach Mhanainn</i> to identify opportunities to provide learning opportunities.</p> <p>Support early years links between Riverside Primary and Menstrie Cròileagan</p> <p>Raise awareness of GME provision at Riverside within early years network</p> <p>Arrange for prospective GME parents and children to visit the Gaelic classes at Riverside Primary</p> <p>Hold Gaelic Open Mornings and widely advertise in the community</p> <p>Increase awareness of GME provision to families and communities in Clackmannanshire.</p> <p>Explore options to develop virtual learning opportunities on Gaelic Medium Education for Clackmannanshire families.</p>		Education
Language Usage	<p>Actively support and develop Gaelic learning opportunities for adults across Clackmannanshire;</p> <p>Increase the numbers of Gaelic</p>	<p>Support local Gaelic communities to offer learning opportunities for adults and to support the progression of learners to post beginner Gaelic levels.</p>		Education

	speakers within the Clackmannanshire areas through support to classes for learners			Education
Language Status	<p>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.</p> <p>Actively support existing and new Gaelic language and cultural community groups and initiatives within Clackmannanshire to help grow the profile of the language, increase usage and encourage new learners.</p>	<p>Establish links with Gaelic Community groups to support the development of communications materials and events with the aim of promoting bilingualism through Gaelic.</p> <p>Work in partnership with a range of community groups to provide Gaelic language taster/awareness sessions.</p>		<p>Education</p> <p>Education</p>

CHAPTER 4 – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in place for 2020/25. By no later than the end of this period we will review the plan, make such amendments as necessary and submit the revised plan to the Bòrd for approval.

Scrutiny of the plan will be achieved through regular monitoring of progress set out in the Corporate Plan and Business Plans and through regular updates to Council Committees. Additionally progress reports on implementation of this plan will be prepared and published in line with requirements set out by the Bord na Gaidhlig.

