

FALKIRK COUNCIL

Subject: FALKIRK COUNCIL GAELIC LANGUAGE PLAN
Meeting: FALKIRK COUNCIL
Date: 26 September 2012
Author: CHIEF EXECUTIVE

1. PURPOSE

- 1.1 To seek approval from Council to present to Bòrd na Gàidhlig a Gaelic Language Plan as required under section 3 of the Gaelic Language (Scotland) Act 2005.

2. BACKGROUND

- 2.1 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. Section 3 of the 2005 Act confers a power on Bòrd na Gàidhlig to require any relevant public authority to prepare and implement a Gaelic Language Plan which will set out how that public authority will use the Gaelic language in the exercise of its functions.
- 2.2 As a public body, Falkirk Council is required to raise the status and profile of Gaelic, and to create practical opportunities for its use. The authority's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the *National Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plan*.
- 2.3 A first draft of Falkirk's Gaelic Language Plan was submitted to Bòrd na Gàidhlig in January, 2012. Representatives of the Bòrd advised that the Plan did not meet the criteria laid out in the Act and amendments were sought, prior to re-submission.
- 2.4 The updated Gaelic Language Plan appended to this report sets out how the authority will use Gaelic in the operation of its functions and how it will promote and develop Gaelic through a pragmatic approach which recognises the area's traditions and use of the language today. Within this approach there is a requirement on the authority to commit to pro-actively developing demand and interest, rather than simply meeting the current demand.
- 2.5 Following a request for an extension to the deadline of 31 August, 2012, the authority is required to submit copies of the Plan in Gaelic and English to Bòrd na Gàidhlig by 30 September 2012.

3. REQUIREMENTS

3.1 The National Plan for Gaelic identifies the following interlinking aspects of language development:

- (i) Language Acquisition, ie increasing the number of Gaelic speakers.
- (ii) Language Usage, ie encouraging and providing opportunities for the use of Gaelic/promoting access to Gaelic forms of expression.
- (iii) Language Status, ie increasing the visibility and audibility of Gaelic/creating a positive image for Gaelic in Scottish public life.
- (iv) Language Corpus, ie strengthening the relevance and consistency of Gaelic/promoting research into the language.

Presently 0.67% of the population of Falkirk are able to read, write and speak Gaelic.

3.2 In order to meet the requirements of Bòrd na Gàidhlig, a number of commitments are required to be demonstrated by the authority. These relate to raising the profile of the Gaelic language and to enhance Gaelic provision through Falkirk Council's following provision:

- (i) Corporate identity - eg the corporate logo, threshold road signs, vehicle livery.
- (ii) Communications - eg mail/e-mail, telephone/reception services, key forms, public meeting interpretation service.
- (iii) Publications - eg website, printed material, exhibitions, press releases.
- (iv) Staffing - eg Gaelic awareness raising training/language learning opportunities, advertising/recruitment procedures.

4. PROCEDURES FOR SUBMISSION AND ASSESSMENT

4.1 At this stage the requirement is for Falkirk Council to develop the content of the Plan in line with the statutory guidance and expectations for high-level commitments as sent by the Bòrd, with the statutory notification, and according to guidance provided by the Bòrd's Gaelic Plans Team. Once this is achieved, the Plan will be submitted to Comataidh Cleachdadh Gàidhlig (Gaelic Usage Committee) for formal assessment.

4.2 The next stages in the statutory process are as follows:

- (i) Formal assessment by the Comataidh Cleachdadh Gàidhlig (CCG) with an assessment document sent to the Council following this. The CCG will advise recommended/suggested changes to the Plan's content if necessary. If no necessary changes are identified CCG will recommend the draft Plan to the full Bòrd for approval.
- (ii) If there are recommended/suggested changes that the authority wishes to discuss, it will need to inform the Bòrd within one month after receiving the assessment document.

5. FUNDING

5.1 Funding to support implementation of the Gaelic Language Plan was sought from Bòrd na Gàidhlig in May, 2011 for the following:

- translation of the Gaelic Plan
- summaries of a range of key Falkirk Council policies

- web design
- stationery and printing
- signs for welcoming the public at public access points
- resources for GME and GLPS pupils
- support for GLPS teachers
- operating and set up costs for beginner and intermediate classes in Gaelic.

5.2 One off funding of £14,000 was agreed with the Bòrd na Gàidhlig on the basis of a 20% contribution from the council (£2,800) resulting in a grant of £11,200 by Bòrd na Gàidhlig on 17 August 2011. To date, a payment of £8,960 has been made to Falkirk Council, representing 80% of the total grant for session 2011-12. This grant award is made on condition of a progress note, including a written statement of income and expenditure being submitted to Bòrd na Gàidhlig. The second and final payment can only be claimed after completion of the project, along with a final report. To date, the sum of £411 has been spent, to translate the first draft of Falkirk's Gaelic Language Plan. Any additional spend on priorities within the plan would require to be funded within the council's financial processes and external funding would be sought by the council's Gaelic Monitoring Group.

5.3 In addition to the funding above, Falkirk Council received last session £15,000 funding to transport 13 pupils to full time Gaelic education at Condorrat Primary School and Wallace High School. Education Services' requirement is to fund 20% of the total cost which was a nominal £3,750. .

5.4 In addition to transporting children a number of primary staff are trained in the 'Gaelic language in the primary school programme'. Falkirk Council Trust also provides support in developing Gaelic song and traditional music as part of the Youth Music Initiative.

6. CONCLUSIONS

6.1 The revised Gaelic Language Plan with a set of recommended actions for all services in Falkirk Council is attached as Appendix 1.

7. RECOMMENDATIONS

7.1 **Falkirk Council approves the draft Gaelic Language Plan and instructs the Chief Executive to present it to the Bòrd na Gàidhlig for approval before 30 September 2012.**

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Chief Executive

Date:

Contact Officer: Nigel Fletcher, ext 6686

LIST OF BACKGROUND PAPERS

NIL



Falkirk Council

Comhairle na h-Eaglaise Brice



Falkirk Council GAELIC LANGUAGE PLAN

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

This plan will run from 2012 until 2017

FOREWORD

Falkirk 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 richness and diversity of Scottish culture today. In taking this forward we recognise that our contribution will help to sustain and develop the Gaelic language and its place as an integral part of the Scottish way of life and within the nation's heritage.

Although the Falkirk Council area has not been one of Scotland's traditional Gaelic speaking areas or has a large number of people who speak Gaelic today, the Council will pursue a pragmatic approach in its drive to help the Gaelic language. This will include proposals to enhance the status of Gaelic across the area, promote the acquisition and learning of the language as well as encourage its increased use.

Mary Pitcaithly
Chief Executive



Mary Pitcaithly OBE

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Summary

Falkirk Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Falkirk Council is committed to the objectives set out in the *National Plan for Gaelic* and will play its part in supporting a sustainable future for Gaelic in Scotland.

Falkirk Council recognises that the position of Gaelic is fragile and if it is to be reinvigorated 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 Falkirk 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 and how we will promote and develop Gaelic through taking a pragmatic approach which recognises the area's tradition and use of the language today.

Falkirk 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 Plan for Gaelic* 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 Falkirk 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 Falkirk 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 Plan for Gaelic

This chapter sets out how Falkirk Council will help implement the *National Plan for Gaelic*. It also shows how we intend promoting the use of Gaelic in service planning and delivery.

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.

Consultation on a draft Gaelic Plan:

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

Approval of Falkirk Council's Gaelic Language Plan:

Falkirk Council's Gaelic Plan will be submitted to Bòrd na Gàidhlig for approval on 30 September, 2012

Overview of the functions of Falkirk Council and the use of Gaelic within our area of operation

Falkirk Council is a unitary authority which provides all local government services for the Falkirk Council area. Covering 112 square miles, it has a population of 152,480 (2009) and extends from Banknock in the west to Blackness in the east and from South Alloa in the North as far as Limerigg in the south.

The Council Headquarters are located in Falkirk but there are many service points throughout the area. The Council has in the region of 7,000 employees making it the largest employer in the area with an expenditure of £473 million. There are 32 Councillors in 9 wards of 3 or 4 members each in Falkirk Council.

Falkirk Council's aim is to improve the quality of life for local people by working with all communities, sectors and groups to deliver high quality services which are accessible, accountable, responsive and provide value for money.

The Council is developing an effective policy of decentralisation and is committed to consultation and partnership with the community to ensure that high standards of service delivery are achieved and maintained.

Falkirk Council's goals are to:

- Further develop a thriving, sustainable and vibrant economy;
- Continue to improve the health, safety and wellbeing of our citizens and communities;
- Increase our efforts to tackle disadvantage and discrimination in all its forms; and
- Enhance and sustain an environment in which people want to work, live and visit.

In addition, the Corporate Plan recognises the need to ensure we work in a manner that underpins the values of the Council i.e. Partnership, Public Service and Performance. We also confirm our commitment to stimulating partnership working amongst agencies, organisations, citizens and communities. We also are working toward achieving the vision for our area as set out in our strategic community plan.

Our aspirations for the area remain high with our vision being:

- The legacy of our past and the potential of our future are protected.
- Our area is at the centre of Scottish life.
- Our future is one of the most culturally diverse and distinct areas in Scotland.
- Our future has investment in jobs, learning, homes and leisure for all.
- Our area is the place to be in the third Millennium.

The Council has recently approved a community participation strategy and is committed to consultation and partnership with the community to ensure that high standards of service delivery are achieved and maintained.

The Falkirk Council area has strong local communities, each with their own distinctive landmarks, industries, events, achievements and heritage. We had to channel these assets

into a cohesive vision, while recognising the individual communities that make up the area. Along with our partners, we agreed that all our activities should have a clear link with and make a positive contribution to promoting and achieving this long-term vision which is captured within the priorities described in our Strategic Community Plan.

A commitment to sustainability, equality of opportunity and social inclusion and cohesion is central to our vision. We want to make sure everyone in the area feels part of it, especially those who are most disadvantaged or socially marginalised. Engaging young people positively is one of our top priorities. The Falkirk Council area is home to more young people than in most areas in Scotland. They are the future of our area and we want to equip them with the skills, ambition and self belief to realise their potential.

Equally we recognise that in order to have healthy and vibrant communities, we must make sure people of all ages feel part of our vision and our future. This includes our youngest and oldest citizens.

The Council already has a strong track record in establishing innovative and effective partnerships, linked to our strategic priorities, across a range of sectors. We work closely with other public organisations as well as the private sector, involving key stakeholders and the community through initiatives such as the Business Panel and *My Future's in Falkirk* and we will enhance this partnership working in the coming years.

We have a firm foundation to build on. The Falkirk Council area is one of the country's fastest growing: more houses being built; crime rates among the lowest in the UK; clear-up rates are high and we are one of the best connected places in Scotland, with major motorways, excellent rail connections and expanding port facilities at Grangemouth.

Gaelic within the Authority's area of operation

Our area does not have a large Gaelic speaking community. The 2001 Census showed only 0.67% of the Falkirk population able to either, write, read or speak Gaelic. However Gaelic awareness has been raised as part of Falkirk hosting the Royal National Mod in 2008, which has then developed Gaelic organisations such as Fòram Gàidhlig na h-Eaglaise Brice (Falkirk Gaelic Forum) and Fèis Fhoirt (Forth Festival). Over the past two years partnerships with local Gaelic organisations and the Council have developed in order to raise awareness of Gaelic language and culture as well as increased support and opportunities for Gaelic learners.

Currently, Falkirk Council provides financial support for children who attend Gaelic Medium Education outwith the council area. In addition to this, children in five of the authority's Primary schools have the opportunity to develop skills in Gaelic language, by working with teachers who have undertaken the *Gaelic Language in the Primary School* programme. Falkirk Community Trust provides support in developing Gaelic song and traditional music as part of the Youth Music Initiative, taking place in educational establishments across the authority.

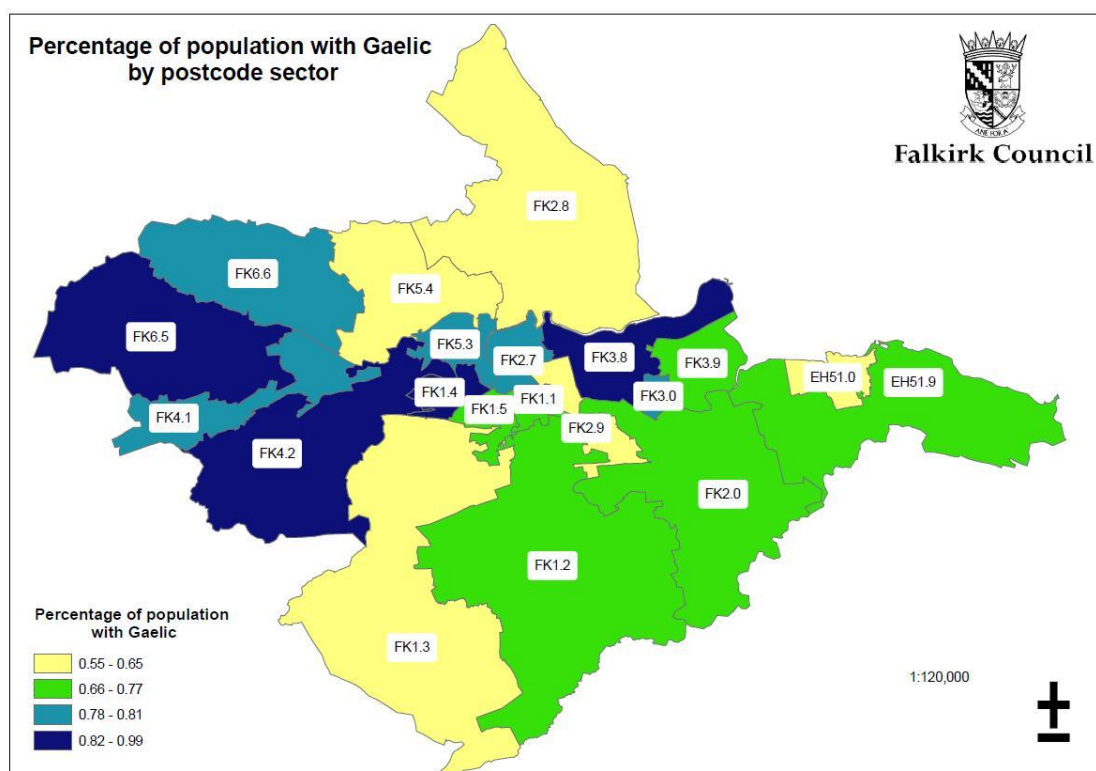
As part of our commitment to promoting and further developing Gaelic in Falkirk Council, we will commit to carrying out an audit of staff's Gaelic language skills within the first year of the plan, and will repeat the audit on a bi-annual basis.

In Session 2011/12, thirteen children living in the Falkirk area attend Gaelic Medium Education outside the authority with two at Wallace High (Stirling Council) and eleven at Condorrat Gaelic Medium Unit (North Lanarkshire). We have a commitment to Gaelic Learners in the Primary School (GLPS). This is used to promote the acquisition of Gaelic Language. Adult provision is provided through a voluntary organisation offering Gaelic learning opportunities for adults who meet weekly developing their oral and written skills.

Within Falkirk there are five Gaelic organisations:

- Fòram Gàidhlig na h-Eaglaise Brice (Falkirk Gaelic Forum): The aims of the forum are to support Gaelic Language and culture and to help secure the long term future for Gaelic language development in Falkirk district. As well as providing support where it can to other local Gaelic groups, the forum's primary focus is on pre-school Gaelic language development and Gaelic Medium Education, which they hope will ultimately lead to the establishment of Gaelic medium toddler groups, nurseries and mainstream Gaelic Medium Education (GME) up to secondary level within Falkirk district. The forum organises Gaelic Summer schools and Gaelic language classes for children.
- An Comunn Gàidhealach (The Highland Society): An Comunn Gàidhealach has long been a leading light in the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music and art. Through the organisation and running of the Am Mòd Maiseanta Rìoghail (The Royal National Mòd), and grass roots community development work, An Comunn Gàidhealach continues to further its aim of supporting and developing all aspects of the Gaelic language, culture, history and heritage at local, national and international levels. The Falkirk branch organises regular cèilidhs and supports local competitors attending the Mòd.
- Fèis Fhoirt: Gaelic cultural group, offering classes and festivals for 8 – 18 year olds within the Falkirk, Stirling and Clackmannanshire area. They also run instrumental classes, masterclasses and Gaelic language support in some schools.
- Falkirk Junior Choir: meet weekly developing children's Gaelic singing and regularly compete in the Royal National Mod. An Clas Gàidhlig (Falkirk Gaelic Class): language class for adults looking to develop Gaelic language and cultural skills.

Figure 1: Distribution of population with knowledge of Gaelic in the Council area (2001 Census).



CHAPTER 2 - CORE COMMITMENTS



Section 1 - Identity

Rationale

The presence of Gaelic in the corporate identity and signs of a public authority can enhance the visibility of the language, increase its status and make 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.

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

Current Practice	Actions	Target Date	Lead
Corporate Identity Falkirk Council currently does not have an agreed policy for the use of Gaelic in its corporate identity	<i>We will render the corporate logo bilingual, demonstrating equal respect for the languages, and use accordingly.</i>	End of 2012	Corporate & Neighbourhood Services
Signage Falkirk Council does not have a policy for use of Gaelic in its signage	<i>We will identify key high-profile signs on a renewal or replacement basis. We will render them bilingually, demonstrating equal respect, i.e. equal font size, style and status.</i>	Over the lifetime of the plan	All Services, led by Roads Service

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.

Falkirk 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 as resources allow and where there is an identified need.

Current Practice	Actions	Target Date	Lead
Complaints procedure The Council does not at present use Gaelic in its complaints procedures	We will implement the SPSO's model Complaints Handling Procedure. A Gaelic translation of those complaints procedures will be made and will be available on request.	Beginning of 2013	Corporate and Neighbourhood Services
Reception Falkirk Council does not at present provide a Gaelic element to its reception service.	Training in Gaelic language skills will be offered to key staff on an incremental basis. Where Gaelic language skills are available, an active offer will be made of this service.	Over the lifetime of the plan	Human Resources (Employee Development Team)
Telephone Falkirk Council does not at present provide a Gaelic element to its telephone service.	Training in Gaelic language skills will be offered to key staff on an incremental basis. Where Gaelic language	Over the lifetime of the plan	Human Resources (Employee Development Team)

	skills are available, an active offer will be made of this service.		
Mail and E-mail Falkirk Council does not at present provide a Gaelic element to e-mail correspondence.	Automatic e-mail signatures will be rendered bilingual, demonstrating equal respect for the languages.	Beginning of 2013	Communications and Participation
Forms Falkirk Council does not at present provide a Gaelic element to forms.	We will identify key forms, which will be rendered bilingual, demonstrating equal respect for the languages.	Beginning of 2013	Communications and Participation
Public meetings Falkirk Council does not at present provide interpretation services at meetings.	Following a request for a bilingual meeting, where reasonable warning is given, we will provide a interpreter. We will make an active offer of this service.	Over the lifetime of the plan	Communications and Participation

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 the medium of Gaelic, as well as enhancing the visibility and status of the language.

Falkirk Council is committed to increasing the use of Gaelic in those areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Current Practice	Actions	Target Date	Lead
Printed material Falkirk Council does not have a policy on publishing material in Gaelic	Guidelines will be developed 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 the languages. The Falkirk Council corporate letterhead will be rendered bilingual, demonstrating equal respect for English and Gaelic. This will be used as standard, replacing any previous corporate letterheads.	End of 2014	Communications and Participation
Websites At present there is no Gaelic provision within the Falkirk Council website.	Our services will identify as appropriate information they wish to provide in Gaelic through our website. We will ensure that Gaelic begins to be included on our website, by identifying high profile areas. We will	Over the lifetime of the plan End of 2012	Communications and Participation

	demonstrate equal respect for English and Gaelic.		
Public Relations and the Media At present, Falkirk Council does not have an identified member of staff.	As part of the skills audit, we will identify if we have a member of staff who would be able to deal with high profile press releases. We will provide appropriate training, if necessary.	From end of 2012	Communications and Participation Human Resources (Employee Development Team)
Exhibitions Falkirk Council does not at present provide a Gaelic element to exhibition materials.	On a new or replacement basis, materials will be rendered bilingual, demonstrating equal respect for English and Gaelic.	Over the lifetime of the plan	Communications and Participation

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.

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

Current Practice	Actions	Target Date	Lead
Training Falkirk Council does not currently have information regarding levels of Gaelic language skills amongst staff.	We will carry out an audit of staff's Gaelic language skills within the first year of the plan, and will repeat the audit on a bi-annual basis.	In year 1 of the of the plan, thereafter biannually	Human Resources (Employee Development Team)
Falkirk Council makes provision for staff training in Gaelic for GLPS staff	We will continue to provide opportunities for staff and communities to learn Gaelic in order to further increase the number of trained teachers: <ul style="list-style-type: none"> Gaelic Language in the Primary School (currently, the council is meeting the demands identified by primary school staff) At present, this is two places per year We will be active in seeking opportunities for increased GLPS provision, including via the GLPS consortium 	Over the lifetime of the plan	Education Services

Falkirk Council currently does not offer Gaelic awareness training opportunities for staff across all services	<ul style="list-style-type: none"> We will provide Gaelic awareness training for senior staff across all services, and for Elected Members 	In year 1 of the plan.	Human Resources (Employee Development Team)
Language Learning Falkirk Council currently does not offer language learning opportunities for staff across all services	We will make an active offer of Gaelic language learning opportunities to reception and telephone staff, providing a Gaelic toolkit as a facility for staff.	Over the lifetime of the plan	Human Resources (Employee Development Team)
Advertising Falkirk Council does not make provision at present for the use of Gaelic in advertisements	Where the post requires Gaelic, the advert will be created in both Gaelic and English We will develop a policy, regarding Gaelic-essential and desirable posts.	Over the lifetime of the plan	Human Resources Human Resources
Recruitment Falkirk Council does not make provision at present for the use of Gaelic in recruitment procedures	We will include as standard in all appropriate person specifications that Gaelic language skills are desirable. Where Gaelic skills are essential, this will be reflected in documentation.	Over the lifetime of the plan	Human Resources

Chapter 3 – POLICY IMPLICATIONS FOR GAELIC



Implementation of the National Plan for Gaelic

Policy implications for Gaelic

Falkirk Council recognises that the various priority areas identified in the National Plan for Gaelic will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures.

In the formation, renewal and monitoring of policies, Falkirk Council will ensure that the impact on Gaelic will be in line with the National Plan for Gaelic. This will be measured and included in yearly implementation reports to Bòrd na Gàidhlig.

Overview of the National Plan for Gaelic

The National Plan for Gaelic identifies the following interlinking aspects of language development

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.

2. *Language Usage*

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression.

3. *Language Status*

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life.

4. *Language Corpus*

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

Falkirk Council has identified the following areas for development:

- increasing the number of children acquiring Gaelic in school via Gaelic Language in the Primary School
- increasing the number of adult Gaelic learners (beginners' class/access to Glow)
- increasing the use of Gaelic in communities (beginner class)
- increasing the visibility and recognition of Gaelic (signs at public access points)
- increasing the accessibility of Gaelic translations (summaries of key council policies)
- Promoting the benefits of Gaelic medium education and the benefits of bilingualism
- Carrying out research into the demand for GME at primary school level

Commitment to the Objectives of the National Plan for Gaelic

Falkirk Council is committed to supporting the implementation of the National Plan and in this section we set out how we will achieve that aim.

1. Language Acquisition

Falkirk 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. These steps are complementary to the training commitments contained in Section 4 of this plan.

Objective	Action	Target Date	Lead Service / partners
1. Gaelic in the home	<ul style="list-style-type: none">• Offer support to pupils and parents who attend GME• We will continue to provide, meeting the required demands:<ul style="list-style-type: none">• information to parents• financial support in terms of transport for pupils attending Gaelic Medium Education outwith Falkirk Council.• distribution of a leaflet which promotes GME and the benefits of bilingualism	Over the lifetime of the plan In year 1 of the plan and ongoing through the life of the plan	Education Services
2. Gaelic in Education	<ul style="list-style-type: none">• We will continue to offer places for teachers to develop Gaelic language through the Gaelic Learners' Provision in Primary Schools (GLPS), thereby increasing the total	Over the lifetime of the plan	Education Services

	<p>number of trained teachers in Falkirk Council.</p> <ul style="list-style-type: none"> • We will provide 2 places each year. Evidence relating to the number of applications received demonstrates that this is sufficient to meet the current demand in Falkirk Primary schools • We will be active in seeking opportunities for increased GLPS provision, including via the GLPS consortium • Develop online communities through Glow for staff, pupils and parents to access, with the intention of increasing bilingual content. • Research demand for GME in the council area, with a report. Carry out scoping exercise into the feasibility of establishing a GME unit in the council area at primary school level • Further develop Gaelic song and traditional music as part of the Youth Music Initiative, taking place in educational establishments across the authority. This will be increased 	<p>Staff page set up by the end of 2011, pupils and parents by end of 2012</p> <p>In the second year of the plan</p> <p>During the lifetime of the plan</p>	<p>Education Services</p> <p>Education Services</p> <p>Education Services Falkirk Community Trust</p>
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	<p>through staff training in Gaelic song and traditional music, also by the development/use of resource packs.</p> <ul style="list-style-type: none"> • Further support is also given through Fèis Fhoirt. 		
3. Gaelic in Adult Learning	<ul style="list-style-type: none"> • Provide financial support in terms of a contribution towards accommodation and tutor costs for An Clas Gàidhlig. 	Over the lifetime of the plan	Education Services

2. Language Usage

Falkirk 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.

Objective	Action	Target Date	Lead Service / partners
1. Gaelic in Communities	<ul style="list-style-type: none"> Continue to support the local Gaelic organisations to provide and develop Gaelic language and culture, by advising and helping develop organisations to grow and meet the needs of the community. This advice relates to Council progress with the training of teachers in the GLPS programme, external funding opportunities and cultural programmes & activities in the Council and Trust. 	Over the lifetime of the plan	Education Services Falkirk Community Trust
2. Gaelic in the Workplace	<ul style="list-style-type: none"> Provide press releases and job adverts in Gaelic where there is an identified need. A policy and guidance will be introduced, which will include provision of the timescale regarding introduction. Provide a range of information in Gaelic on the Council website, demonstrating equal respect for the languages. 	Over the lifetime of the plan	Human Resources
3. Gaelic in the Arts.	<ul style="list-style-type: none"> Increase production of Gaelic information for exhibitions and events Increase 	Over the lifetime of the plan	All Services Falkirk Community Trust

	development of Gaelic and traditional music as part of the Youth Music Initiative		
4. Gaelic in Tourism, Heritage and Recreation	<ul style="list-style-type: none"> When hosting Gaelic events, produce welcome signs and event information in Gaelic, demonstrating equal respect for both languages 	Over the lifetime of the plan	All Services

3. Language Status

Falkirk 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.

The Gaelic Language Plan has been prepared in partnership with services across the Council as well as local Gaelic organisations. We have also received input through our public consultation process.

Objective	Action	Target Date	Lead Service / partners
1. Publication and Delivery of Gaelic Language Plan	<ul style="list-style-type: none">Liaise with all services to produce and deliver plan	From the date the plan is agreed with Bòrd na Gàidhlig	All Services
2. Increase visibility of Gaelic	<ul style="list-style-type: none">Provide bilingual signage at public access points, demonstrating equal respect for English and Gaelic	From beginning of delivery of the plan	All Services

3. Language Corpus

Falkirk 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.

Objective	Action	Target Date	Lead Service / partners
1. Gaelic translation and interpretation	<ul style="list-style-type: none">Translate summaries of a range of key council policiesFalkirk Council will adhere to Gaelic orthographic conventions and guidance from Ainmean-Àite na h-Alba (Gaelic place names)	From beginning of delivery of the plan	Corporate & Neighbourhood Services

	<p>organisation)</p> <ul style="list-style-type: none"> Falkirk Council will use translators with a proven track record 		
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CHAPTER 4 – IMPLEMENTATION AND MONITORING



Timetable

This plan is a 5 year plan. The timetable for actions is noted throughout the plan. We will review the overall plan within the next five years.

Publicising the Plan

Falkirk Council's Gaelic Language Plan will be published bilingually on Falkirk Council's website. In addition, we shall:

- make copies of the plan available in our public offices and reception areas;
- make the plan known to employees via Falkirk Council'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 Falkirk Council and has been endorsed both by our senior management team and Council members.

Overall Responsibility:

The *Chief Executive* will be responsible ultimately for ensuring that the Falkirk Council delivers on the commitments set out in this Plan.

Resourcing the Plan

The commitments will be delivered through normal council financial processes. In addition, the council will actively seek external funding opportunities.

Monitoring the Implementation of the Plan

A monitoring group will be established, with representatives from a range of services within Falkirk Council, including Corporate Services, Human Resources, Communications, Education Services. The group, which will meet on a quarterly basis, will be led by Nigel Fletcher, senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Falkirk Council's Gaelic Language Plan. Monitoring will be reported on an annual basis to Falkirk Council.

A copy of the report will be sent to Bòrd na Gàidhlig.

Third parties working with the council will be expected to adhere to the principles of the plan in carrying out their duties.

We will gather quantitative data to evidence:

- the number of staff attending professional learning opportunities via
 - the GLPS programme
 - Sabhal Mor Ostaig partnership
- the number of children accessing
 - GME
 - Gaelic learning via GLPS
- the number of people who attend:
 - An Clas Gàidhlig

We will gather qualitative data to evidence the experience of:

- children who access GME and Gaelic learning via GLPS
- staff who participate in professional learning opportunities via
 - Sabhal Mor Ostaig partnership
 - GLPS programme

We will gather feedback from local Gaelic organisations on:

- the awareness of Falkirk Council's Gaelic corporate identity
- the accessibility of translated Falkirk Council policies

Contact details

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

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

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