

The background of the slide features a large, light blue coat of arms. At the top is a crown with four thistles. The shield is divided into four quarters: top-left shows a saltire (X-shaped cross), top-right shows a stag's head, bottom-left shows a sailing ship on waves, and bottom-right shows an eagle with spread wings. A banner at the bottom contains the Gaelic motto 'A'NE FOR A'.'

# **AGENDA ITEM**

**8**

## **Gaelic Language Plan**

**Falkirk Council**

**Title:** Gaelic Language Plan  
**Meeting:** Executive Committee  
**Date:** 13 February 2018  
**Submitted By:** Director of Children's Services

**1. Purpose of Report**

- 1.1. Approval of the second iteration of Falkirk's draft Gaelic Language Plan (Appendix 2) for submission to Bòrd na Gàidhlig prior to public consultation.

**2. Recommendation(s)**

- 2.1. **The Executive is asked to agree:-**

**(1) Falkirk's draft Gaelic Language Plan** (Appendix 2).

**3. Background**

- 3.1. All local authorities and public bodies are legally required to create a Gaelic Language Plan. This should be reviewed every 5 years and a new plan created outlining how organisations will support and increase Gaelic language and culture. Falkirk's first plan was implemented in March 2013 and the new plan is due for approval by Bòrd na Gàidhlig on 5<sup>th</sup> March 2018.
- 3.2. Attached to this report is a briefing note for members to aid their consideration of the draft plan (Appendix 1).

**4. Considerations**

- 4.1. This is a legal requirement as set out in the Gaelic (Scotland) Act 2005. A framework has been set by Bòrd na Gàidhlig outlining the statutory criteria for each plan, which has been followed for the second iteration. The Education (Scotland) Act 2016, Gaelic Provisions sets out further legal requirements by every local authority with regards to support and development of Gaelic Medium Education which this plan complies with.

**5. Consultation**

- 5.1. Once the draft has been approved by the Executive and Bòrd na Gàidhlig the plan will go out for a 6 week public consultation.

## **6. Implications**

### **Financial**

- 6.1 All tasks can be completed within existing budget and with support from existing funds such as Scottish Government Gaelic Grant and One Plus Two for the education transport and programmes. For additional programmes and tasks we can apply to Bòrd na Gàidhlig for annual funding.

Travel costs for Falkirk Council pupils attending Gaelic Medium Education in North Lanarkshire and Stirling currently costs £38,000. Falkirk Council receives a Gaelic Grant from Scottish Government annually to the amount of £14,000. The remaining £24,000 is paid for through Falkirk Council funds.

### **Resources**

- 6.2 Services have duties to carry out to implement the plan which will require staff time. Time is also required to monitor the plan and ensure deadlines are being met. Each service should appoint a member of staff who will be responsible for the implementation of the plan. An officer implementation group will meet four times per year to monitor the progress of the plan. Members for this group will be nominated by each service.

### **Legal**

- 6.3 This is a legal requirement as set out in the Gaelic (Scotland) Act 2005, our new plan must be submitted to Bòrd na Gàidhlig no later than 5<sup>th</sup> March 2018.

### **Risk**

- 6.4 Increase staff time required to implement and monitor the plan.

### **Equalities**

- 6.5 No requirement for an Equality and Poverty Impact assessment.

### **Sustainability/Environmental Impact**

- 6.6 No sustainability assessment has been completed as part this plan.

## **7. Conclusions**

- 7.1 We are legally required to have the second iteration of our plan submitted to Bòrd na Gàidhlig by 5<sup>th</sup> March 2018.

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Date: 15<sup>th</sup> January 2018

## **Appendices**

1. Current Gaelic Activity & High Level Aims
2. Falkirk's draft Gaelic Language Plan 2018 – 2023

## **List of Background Papers:**

The following papers were relied on in the preparation of this report in terms of the Local Government (Scotland) Act 1973:

- None

## Current Falkirk Gaelic Activity

Objective	Development
Signage	Carrongrange High has an external bilingual sign incorporated into the new build in 2017.
Gaelic staff training	Gaelic Awareness training offered to all staff as part of council wide training programme.
Gaelic webpage	Gaelic information page created on council website with information on the plan, Gaelic Medium Education and local Gaelic Groups
Identify staff Gaelic skills	<p>An audit was carried out to identify any staff with Gaelic and those interested in developing Gaelic language skills. No fluent Gaelic members of staff were identified.</p> <p>Provide training to increase:</p> <ul style="list-style-type: none"> <li>GLPS</li> <li>Gaelic awareness for senior staff and elected members</li> </ul>
Recruitment	<p>A temporary Gaelic Development Officer was employed for 6 months in partnership with Falkirk Gaelic Forum. The post advert was bilingual and recruitment involved Gaelic language. The post was funded externally and was short lived due to personnel issues.</p> <p>All new personal specifications list Gaelic as desirable</p>
Gaelic in Education	<p>17 pupils currently receive free to attend Gaelic Medium Education (GME) in Condorrat Primary, Riverside Primary, Greenfaulds High and Wallace High.</p> <p>Gaelic language development through GLPS (Gaelic Language Primary School) programme, continues to offer Falkirk two free teacher places per year. This allows teachers across Falkirk to deliver Gaelic learning in primary schools. To date we have 22 teachers trained delivering across 12 primary schools.</p> <p>Nursery and Primary schools working in partnership with Fèisean nan Gàidheal to deliver the Fèisgoil programme, developing Gaelic language and culture for nursery and primary children.</p> <p>Gaelic song and music training delivered to Instrumental Music Instructors and Youth Music Initiative tutors, to include Gaelic repertoire delivery in nursery, primary and secondary schools.</p> <p>Falkirk's Youth Music Initiative has a trad project, offering free traditional music lessons after school for 8 – 18 years olds. Repertoire includes Gaelic and Scots music.</p>
Gaelic in Adult Learning	Financial support provided for An Clas Gàidhlig to support the costs of a Gaelic tutor. An An Clas Gàidhlig offer two Gaelic classes per week for adults at Camelon Education Centre.
Gaelic in Communities	<p>Support from Education Support Officer has been continually offered to all local Gaelic organisations.</p> <p>Fèis Fhoirt run two fèiseans per year; one in Stirling and one in Falkirk. Falkirk provide free use of facilities for the fèis, which takes place at Camelon Education Centre every September for 8 – 18 year olds. The fèis offers children and young people access to Gaelic music and the opportunity to learn a traditional instrument. Weekly instruments lessons are also offered. Fèis Fhoirt also run an annual Ceilidh Trail, supporting young musicians.</p> <p>Falkirk Gaelic Forum is a voluntary group with the aim to develop Gaelic language and culture in the Falkirk area.</p>

Objective	Development
	Falkirk Gaelic Junior Choir meet weekly, working with children and young people, teaching Gaelic songs and competing in the Mod.
Monitoring of the plan	In addition to the Officers Monitoring Group a Community Implementation Group was created, inviting membership from all local Gaelic organisations. This allows local groups to have a voice and monitor the plan.

### **High Level Aims**

Each local authority are set high level aims from Bòrd na Gàidhlig, which have been approved from the Scottish Government and should be included in their Gaelic Language Plan. The aims set for Falkirk for the second iteration are:

Throughout the plan	<p>In line with the Gaelic Language (Scotland) Act 2005 and the Guidance on Developing Gaelic Language Plans we would like the following:</p> <ul style="list-style-type: none"> <li>• That all commitments from the first iteration of Falkirk Council's (FC) Gaelic Language Plan which remain within its remit are carried forward and included.</li> <li>• That Gaelic services and resources demonstrate equal respect for Gaelic and English</li> <li>• That Gaelic services and facilities are actively offered and promoted.</li> <li>• That uptake of Gaelic facilities and services is monitored and promotion is increased where this is low.</li> </ul>
Public Services	<p>To further increase the visibility and status of Gaelic we would like the following:</p> <ul style="list-style-type: none"> <li>• The incremental introduction of Gaelic signage (internal and external) across the Council area.</li> <li>• The incremental introduction of Gaelic content on the Council website.</li> <li>• That it is ensure that those who wish to communicate with the Council in Gaelic are able to do so</li> <li>• That information in Gaelic and about Gaelic is introduced into key Council documents with priority given to increasing the status and visibility of the language, and to Gaelic education.</li> <li>• That at the first rebranding opportunity, FC adopts its bilingual corporate logo which demonstrates equal respect for Gaelic and English</li> </ul>
Home and Early Years	<p>We would like the following:</p> <ul style="list-style-type: none"> <li>• That FC engages with parents in order to gauge present and future demand for childcare and early years' Gaelic provision</li> <li>• That FC actively promotes Gaelic childcare and early years' provision to parents and the community</li> </ul>
Education	<p>We would like the following:</p> <ul style="list-style-type: none"> <li>• That FC engages with parents in order to gauge present and future demand for Gaelic medium educational provision at primary and secondary levels throughout the Council area.</li> <li>• That FC works with Bòrd na Gàidhlig and the Scottish Government to develop Gaelic medium education if demand exists, and continues to grow Gaelic learner provision at primary and secondary level in the FC area.</li> <li>•</li> </ul>

Community	We would like FC to work with the community to ensure opportunities to use Gaelic out with formal education are supported.
Workplace	<p>We would like the following:</p> <ul style="list-style-type: none"> <li>• That FC increased its capacity to deliver its Gaelic language plan commitment through recruitment, training and workforce planning</li> <li>• That staff are made aware of the FC Gaelic language plan and that they are provided with opportunities for further Gaelic awareness training and Gaelic language training</li> </ul>
Arts, Culture & Heritage	<p>We would like the following:</p> <ul style="list-style-type: none"> <li>• That FC officers work collaboratively with the Bòrd na Gàidhlig / Creative Scotland Gaelic Arts and Culture Officer in order to advance and enhance Gaelic arts and culture within the Council area</li> <li>• That FC continues to support the Fèisgoil and other Gaelic learning and arts community initiatives in the council area.</li> </ul>
Economy	<p>We would like the following:</p> <ul style="list-style-type: none"> <li>• That FC promotes the economic benefits of Gaelic language and culture as part of its general economic development initiatives and tourism strategies, including the economic benefits of Gaelic-related events held within the FC area.</li> <li>• That FC promotes the breadth of careers options and opportunities that speaking Gaelic provides.</li> </ul>

# Falkirk Council

## DRAFT GAELIC LANGUAGE PLAN

APPENDIX 2



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on *[insert date]* 2018.



## FOREWORD

Falkirk Council recognises the importance of preserving and supporting the expansion of Gaelic language across the authority as well as supporting the development of Gaelic at a national level. Our 2018- 2022 plan outlines our areas of development over the next five years and our commitment to promote and support Gaelic, recognising it as an official language of Scotland.

Whilst our local Gaelic community is relatively small, we have several active Gaelic organisations that we support to enhance Gaelic culture and language across the Falkirk area. Organisations such as Fèis Fhoirt offer our communities access to high quality Gaelic music and culture, through the learning of Gaelic song and traditional instruments. The work of our community organisations along with Gaelic learning in our schools offers quality experiences and opportunities for all to learn and participate in Gaelic programmes.

Over the next five years we will strive to enhance the status of Gaelic, promote the acquisition and learning of Gaelic and encourage the increased use of Gaelic. This will be delivered in partnership with our local Gaelic organisations and supported by our national partners.

*Mary Pitcaithly*  
*Chief Executive*

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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 has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

Falkirk Council recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- *enhance the status of Gaelic;*
- *promote the acquisition and learning of Gaelic;*
- *encourage the increased use of Gaelic.*

This document is 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, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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 in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out *the basic minimum level* of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

### *Chapter 3 – Policy Implications for Gaelic: implementing the National 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. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

### *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 in XXXXXXX 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 5<sup>th</sup> March 2018.

## **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 158,460 (2016) 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.

Our Corporate plan sets out what the Council and our services will seek to achieve for our area and communities over the coming five years. Our priorities are:

### **People**

- Raising aspiration and ambition
- Reducing the impact of poverty on children and their families

### **Place**

- Growing our economy
- Improving the neighbourhoods we live in
- Promoting vibrant town centres

### **Partnership**

- Working with communities to deliver better services
- Empowering and enabling people to be self-reliant
- Promoting stronger, more self-reliant communities.

The vision for our area has given the Council and our partners a real focus to change the area for the better over the last 15 years. Over that time the area has grown significantly, with more people living in the area, more people visiting the area and more people in the area in work. The Council is ambitious for our area and aspires to improve the lives of all its citizens. We know that our area has incredible potential - as do our communities and citizens. We will continue our focus on growth while making sure everyone has the opportunity to benefit from this. We will support the most vulnerable in our area and make sure that we provide support and assistance where it is needed most. Our ambition is for everyone, but as a Council we have a particular responsibility for those who are disadvantaged or excluded.

Our corporate plan guides what we will do as a Council for the next five years. This is a period of significant change with further public sector reform, different expectations of how services should be delivered alongside further significant reductions in budgets. As such, we must balance aspiration and ambition with our ability to achieve.

The Council will be focused on improving the lives of our citizens and communities. Our commitment is to:

- Be focused on our citizens and communities and understand their needs and expectations.
- Work with partners to provide excellent services that meet people's needs.
- Be ambitious for our area and in particular for the children in our area.
- Ensure all our Services work together to deliver on our priorities and recognise that we are one
- Council with clear priorities and ambitions.
- Work with partners including the 3rd sector, private sector and other key stakeholders to focus on the needs and expectations of our citizens.
- Be innovative, responsive and trusted.
- Seek to actively engage people in our area so that they can influence what, how and to whom we deliver our services and achieve our priorities.
- Modernise and be flexible in all that we do.
- Ensure our resources are targeted and used to meet our priorities.

### Gaelic within the Authority's area of operation

Our area does not have a large Gaelic speaking community. The 2011 Census showed only 0.2% 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 few 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.

Gaelic	No.	%	Scotland %
Understand but does not speak, read or write	408	0.3	0.5
Speaks, reads and writes	291	0.2	0.6
Other combination of skills	464	0.3	0.6
No skills in Gaelic	149,177	99.2	98.3
Total	150,340	100	100

*2011 Census Profile Falkirk Council*

Currently, Falkirk Council provides financial support for children who attend Gaelic Medium Education outwith the council area. In addition to this, children in twelve 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, an audit is carried out every two years to determine staff's Gaelic language skills throughout the plan.

In Session 2017/18 seventeen children living in the Falkirk area attend Gaelic Medium Education outside the authority with three at Riverside Primary (Stirling Council), 12 at Condorrat Primary Schools and two at Greenfaulds High (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 An Clas Gaelic who are a voluntary organisation offering Gaelic learning opportunities for adults who meet weekly developing their oral and written skills. There are two classes; an intermediate and a beginners group. Both are open to anyone to join and are taught through informal learning by Gaelic tutors. The groups meet weekly at Camelon Education Centre.

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.
- 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.
- 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 the ceilidh trail.
- Falkirk Junior Gaelic 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.



## 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, 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.

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

#### CORPORATE IDENTITY

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council are in the process of creating a bilingual logo giving equal respect to Gaelic and English.	Bilingual logo approved by council	Approved bilingual logo	Corporate & Housing Services	End of 2019
Key areas of development	Once the design is complete and the logo has been agreed it will be incorporated in to any new publications and new online material relating to Gaelic language or culture.	Bilingual logo disseminated to all services for appropriate use.	Bilingual logo in use		
Relevant Strategic objectives assisted	Wealthier & Fairer Greener				

## SIGNAGE

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	<p>Falkirk Council will create bilingual road signage to main entrant points into Falkirk on a renewal or replacement basis.</p> <p>Key profile signs for buildings will be bilingual on a renewal or replacement basis.</p>	As required	Gaelic included in road and building signage	All Services, led by Development Services	Over the lifetime of the plan
Key areas of development	We will continue to 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.				
Relevant Strategic objectives assisted	Wealthier & Fairer Greener				

## Section 2 – Communication

### 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***

### RECEPTION

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council offers Gaelic language training for staff and are in the process of creating a Gaelic awareness toolkit for reception staff.	Annual training offered and toolkit completed.	Annual training available for staff.	Corporate & Housing Services	Over the lifetime of the plan
Key areas of development	Training in Gaelic language skills are offered to key staff on an annual basis. We will work in partnership with Gaelic organisations to develop a Gaelic awareness toolkit and make this available for staff.		Toolkit available for all staff.		
Relevant Strategic objectives assisted	Wealthier & Fairer Greener Smarter Safer & Stronger				

## TELEPHONE

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council offers Gaelic language training for staff and are in the process of creating a Gaelic awareness toolkit for staff.	Annual training offered and toolkit completed.	Annual training available for staff.	Corporate & Housing Services	Over the lifetime of the plan
Key areas of development	Training in Gaelic language skills are offered to key staff on an annual basis. We will work in partnership with Gaelic organisations to develop a Gaelic awareness toolkit and make this available for staff.		Toolkit available for all staff.		
Relevant Strategic objectives assisted	Wealthier & Fairer Greener Smarter Safer & Stronger				

## MAIL & EMAIL

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council is developing a bilingual strap line for the bottom of emails which will be made available for staff to use.	Strapline agreed and translated	Strapline available for staff to use.	Corporate & Housing Services	End of 2019
Key areas of development	A bilingual email strap line will be made available for staff to use.				
Relevant Strategic objectives assisted	Wealthier & Fairer Greener				

## FORMS

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council will create bilingual forms on request.	As requested	Bilingual forms on request. Services to refer to Falkirk Council translation section <a href="http://inside.falkirk.gov.uk/policy/equality/interpretation-translation.aspx">http://inside.falkirk.gov.uk/policy/equality/interpretation-translation.aspx</a>	All services	Over the lifetime of the plan
Key areas of development	Any request for forms will be rendered bilingual, demonstrating equal respect for the languages.				
Relevant Strategic objectives assisted	Wealthier & Fairer Greener Safer & Stronger				

## PUBLIC MEETINGS

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council will provide Gaelic interpreters on request for public meetings, where it is appropriate and possible.	As requested	Interpreters in place on request. Services to refer to the translation section on the intranet.	All services	Over the lifetime of the plan
Key areas of development	Following a request for a bilingual meeting, where reasonable warning is given, we will provide an interpreter. We will make an active offer of this service.				
Relevant Strategic objectives assisted	Wealthier & Fairer Smarter Safer & Stronger				

## COMPLAINTS PROCEDURE

Development Function	Actions	Targets	Performance Indicators	Lead Service	Timescale
Current Practice	Falkirk Council adheres to the SPSO’s model of Complaints Handling Procedure. As a national policy the translation of the document is not the responsibility of the local authority.	Translation of document	Bilingual document available for use on the Falkirk Council website	Corporate & Housing Services	By 2019
Key areas of development	Translate Falkirk Council’s complaints procedure and make available on the Falkirk Council website.				
Relevant Strategic objectives assisted	Wealthier & Fairer Greener Smarter Safer & Stronger				

## 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
<b>Public Relations and the Media</b> Falkirk Council has a media and PR team that will deal with all media including Gaelic.	We will provide the media team with Gaelic awareness training.	End of 2018	Corporate & Housing Services
<b>Printed material</b> Falkirk Council will translate printed materials on request, where it is appropriate and possible.	Materials requested will be rendered bilingual, demonstrating equal respect for the languages.	Over the lifetime of the plan	All services
<b>Websites</b> Falkirk Council has a Gaelic page on their council website. At present this is in English.	We will translate key sections of our Gaelic page.	Start of 2019	Children's Services
<b>Exhibitions</b> Falkirk Council will provide Gaelic text for any exhibitions relating to Gaelic language and culture.	Any materials relating to the Gaelic exhibition will be rendered bilingual, demonstrating equal respect for the languages.	Over the lifetime of the plan	Corporate & Housing Services

## Section 4 – Staffing

### Rationale

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

***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
<b>Training</b> Falkirk Council offers annual Gaelic awareness training for staff.  Falkirk Council makes provision for staff training in Gaelic for GLPS staff.	We will continue to carry out an audit of staff's Gaelic language skills every two years.  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"><li>Gaelic Language in the Primary School. At present, this is two places per year.</li></ul>	Over the lifetime of the plan  Over the lifetime of the plan	Corporate & Housing Services  Children's Services
<b>Language Learning</b> Falkirk Council offers annual Gaelic awareness training for staff.	We will continue to offer Gaelic language awareness for staff and are working with partners to provide a Gaelic toolkit.	Over the lifetime of the plan	Corporate & Housing Services
<b>Recruitment</b> Falkirk Council has created a standard for all person specifications with Gaelic language skills as desirable for	We will continue to retain Gaelic language skills as desirable on all person specifications. Where Gaelic is essential we will reflect this in documentation.	Over the lifetime of the plan	Corporate & Housing Services



all posts. Where Gaelic is essential this will be reflected in the documentation.			
<b>Advertising</b> Falkirk Council makes provision for Gaelic advertising when the post requires Gaelic language skills.	Where the post requires Gaelic, the advert will be created in both Gaelic and English	Over the lifetime of the plan	Corporate & Housing Services

## 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.

Falkirk Council will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Plan for Gaelic 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, Falkirk Council will ensure that the impacts on Gaelic will be in line with the National Plan for Gaelic.

### Commitment to the Objectives of the National Plan for Gaelic

Falkirk Council is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

#### 1. Language Acquisition

##### Rationale:

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.

Aim	Actions	Target Date	Lead
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<b>Increasing the use and transmission of Gaelic in the home.</b>	Falkirk Council will continue to support pupils attending GME and children receiving support through GLPS and Fèisgoil. As part of these services we will encourage pupils to share their learning at home.	Throughout the lifetime of the plan.	Children's Services
<b>Increasing the number of children acquiring Gaelic in the school.</b>	<p>Falkirk Council will continue to support the Gaelic Language in the Primary School (GLPS) programme. At present, Falkirk has access to two free teacher training places per year.</p> <p>We will also continue to work in partnership with Fèisean nan Gàidheal to develop the Fèisgoil programme across a range of our primary schools.</p>	Throughout the lifetime of the plan.	Children's Services
<b>Increasing the uptake and availability of Gaelic-medium education.</b>	Falkirk Council will continue to support children and young people attending Gaelic Medium Education and providing transport for them to attend GME in our neighbouring authorities. Uptake and demand will be monitored closely adhering to The Education (Scotland) Act 2016 – Gaelic Provisions.	Throughout the lifetime of the plan.	Children's Services
<b>Increasing the number of adult Gaelic learners progressing to fluency.</b>	Falkirk Council at present support An Clas Gaelic who offer weekly Gaelic language classes for adults.	Throughout the lifetime of the plan.	Children's Services

## 2. Language Usage

### Rationale:

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. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

Aim	Actions	Target Date	Lead
<b>Increasing the use of Gaelic in communities.</b>	Falkirk Council will continue to support local Gaelic groups who offer a range of programmes and services to develop and sustain Gaelic language and culture across Falkirk.	Throughout the lifetime of the plan.	Children's Services
<b>Increasing the use of Gaelic in tertiary education and places of work.</b>	Falkirk Council will continue to offer annual Gaelic awareness training for staff and provide a Gaelic toolkit to encourage and support staff to use Gaelic in the workplace.	Throughout the lifetime of the plan.	Corporate & Housing Services
<b>Increasing the presence of Gaelic in the media.</b>	Falkirk Council will continue to promote any Gaelic programmes or events taking place and disseminate press releases local and nationally.	Throughout the lifetime of the plan.	Corporate & Housing Services
<b>Increasing the promotion of Gaelic in the arts.</b>	Falkirk Council will work collaboratively with the Bòrd na Gàidhlig / Creative Scotland Gaelic Arts and Culture Officer in order to advance and enhance Gaelic arts and culture within the Council area.	Throughout the lifetime of the plan.	Children's Services

<b>Increasing the profile of Gaelic in the tourism, heritage and recreation sectors.</b>	<p>Falkirk Council will promote Gaelic language and culture at events and programmes relating to Gaelic or where it is deemed appropriate.</p> <p>Falkirk Council will continue to support local Gaelic organisations who widely promote and organise cultural and learning events across the authority such as the annual Fèis event in September and the ceilidh trail.</p>	Throughout the lifetime of the plan.	Development Services, Children's Services and Falkirk Community Trust
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### 3. Language Status

#### Rationale:

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.

Aim	Actions	Target Date	Lead
<b>Increasing the number of bodies preparing Gaelic Language Plans.</b>	Falkirk Council will submit their second iteration of their Gaelic Language Plan to Bòrd na Gàidhlig for approval.	March 2018	All services
<b>Increasing the profile and prestige of Gaelic.</b>	Falkirk Council will continue to promote Gaelic language and culture using press, social media and online content online helping to raise the profile and develop the language.	Throughout the lifetime of the plan.	All services
<b>Increasing the visibility and recognition of Gaelic.</b>	Falkirk Council will continue to promote the use of Gaelic language through regular updates on the council Gaelic web page to ensure information is current.	Throughout the lifetime of the plan.	Corporate & Housing Services

#### 4. Language Corpus

##### Rationale:

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.

Aim	Actions	Target Date	Lead
<b>Increasing the relevance and consistency of the Gaelic language.</b>	Falkirk Council will support and encourage the use of Gaelic language in the workplace, education and community.	March 2018	All services
<b>Increasing the quality and accessibility of Gaelic translations.</b>	Falkirk Council will continue to use recognised Gaelic interpreters and translation services when required.	Throughout the lifetime of the plan.	Corporate & Housing Services
<b>Increasing the availability of accurate research information.</b>	Falkirk Council will ensure that research information signposted by Bòrd na Gàidhlig is made available to all services.	Throughout the lifetime of the plan.	Corporate & Housing Services

## **CHAPTER 4 – IMPLEMENTATION AND MONITORING**

### **Timetable**

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

### **Publicising the Plan**

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

- issue a press release announcing the plan;
- make the plan known to employees via Falkirk Council's website;
- distribute electronic copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- distribute electronic copies of the Plan to Gaelic organisations;
- distribute electronic 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.

Each service has responsibility for the plan and will be supported by the GLP officer implementation group.

We will work in partnerships with organisations and community groups to deliver the plan with support from our GLP community implementation group.

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

Falkirk Council will publicise the launch of the plan and ensure that there is clear and simple links to access the plan on our website. We will work in partnerships with local and national organisations to share our plan.

### **Resourcing the Plan**

All commitments, actions and activities within this plan will be resourced through existing service budgets and external funding. Additional funding for specific projects will be accessed through external funding bodies as appropriate e.g Bòrd na Gàidhlig and Creative Scotland.

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

Our GLP officer implementation group and GLP community implementation group will meet four times per year to monitor and track our plan. This will ensure actions are allocated appropriately and support any changes that are required. Formal annual reports for Bòrd na Gàidhlig will be prepared and shared across services and implementation groups.



## 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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