

APPENDIX 1

ARGYLL AND BUTE COUNCIL

COMHAIRLE EARRA- GHÀIDHEAL AGUS BHÒID

GAELIC LANGUAGE POLICY AND PLAN

PLANA GÀIDHLIG

Realising our potential together

Nì sinn le chèile gach nì a tha nar comas



Author: Improvement and Organisational Development, Improvement and HR
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**ARGYLL AND BUTE COUNCIL
COMHAIRLE EARRA-GHÀIDHEAL AGUS BHÒID**

**GAELIC LANGUAGE
PLAN PLANA GÀIDHLIG**

Ma tha sibh ag iarraidh an sgrìobhainn seo ann an cànan no riochd eile,
no ma tha sibh a' feumachdainn seirbheis eadar, feuch gun leig sibh fios
thugainn.

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innym formacie albo jeżeli potrzebna jest pomoc tłumacza, to prosimy o
kontakt z nami.

Polish

यह दस्तावेज़ यदि आपको किसी अन्य भाषा या अन्य रूप में चाहिये, या आपको
आनुवाद-सेवाओं की आवश्यकता हो तो हमसे संपर्क करें

Hindi

یہ دستاویز اگر آپ کو کسی دیگر زبان یا دیگر شکل میں درکار ہو، یا اگر آپ کو ترجمان کی خدمات چاہئیں تو براۓ مہربانی ہم سے رابطہ کیجئے۔

Urdu

ਜੇ ਇਹ ਦਸਤਾਵੇਜ਼ ਤੁਹਾਨੂੰ ਕਿਸੇ ਹੋਰ ਭਾਸ਼ਾ ਵਿਚ ਜਾਂ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿਚ ਚਾਹੀਦਾ ਹੈ, ਜਾਂ ਜੇ ਤੁਹਾਨੂੰ ਗੱਲਬਾਤ ਸਮਝਾਉਣ ਲਈ ਕਿਸੇ
ਇੰਟਰਪ੍ਰੈਟਰ ਦੀ ਲੋੜ ਹੈ, ਤਾਂ ਤੁਸੀਂ ਸਾਨੂੰ ਦੱਸੋ।

Punja

bi

本文件可以翻譯為另一語文版本，或製作成另一格式，如有此需要，或需要傳譯員的協助，請與我們聯絡。

Canto

nese

本文件可以翻译为另一语文版本，或制作成另一格式，如有此需要，或需要传译员的协助，请与我们联系。

Mandarin

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1 INTRODUCTION

1.1 Our Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way.

1.2 Our vision is 'Realising our Potential Together' and this is underpinned by our values:

We involve and listen to our customers and communities
We take pride in delivering best value services
We are open, honest, fair and inclusive
We respect and value everyone

1.3 We recognise the role Gaelic has played in the history of Argyll and Bute and we continue to promote the language and its culture to our communities.

1.4 We are committed to giving the Gaelic and English languages equal respect.

1.5 We are proud to be one of the local authorities which regularly host The Royal National Mod. The very first Gaelic Mod was held in Oban in 1892 and has since grown to be a major annual festival attracting visitors from across Scotland and also abroad. The economic benefits realised from holding such a high profile event in Argyll and Bute are welcomed by our communities and continues to emphasis the strong relationship which Argyll and Bute has with the Gaelic language, culture and history.

1.6 We recognise the importance of Gaelic in our communities where Gaelic continues to be used.

1.7 This Gaelic Language Plan describes how the Council, together in partnership with other organisations, will address the needs of our individuals, groups and communities who continue to see Gaelic as a major element in their daily lives.

Councillor James Robb
Council Leader

Sally Loudon
Chief Executive

Author: Improvement and Organisational Development, Improvement and HR
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GAELIC LANGUAGE PLAN PLANA GÀIDHLIG

2 SCOPE

- 2.1 This plan applies to all employees of Argyll and Bute Council. The overall intention is to create a working environment where the Gaelic language and culture is celebrated and promoted both inside the council and externally throughout our communities.

3 POLICY STATEMENT

- Argyll and Bute Council's policy is to expand and promote the range of Gaelic services and resources which are available to our service users.
- We will also give effect to the principle, introduced by the National Gaelic Language Plan that the Gaelic and English languages should be accorded equal respect.
- We are committed to the promotion and future growth of Gaelic education, language and cultural activities through continued awareness raising and language learning opportunities for employees and our communities.
- This Plan builds on the work that the Council has undertaken in the past in implementing our first language plan, promoting Gaelic Education and, specifically, on the benefits to be realised through bilingual learning.
- We aim to increase the number of Gaelic speakers in Argyll and Bute, increase the opportunities for using Gaelic in the community, home and workplace; promotion of bilingualism in the home and in our education establishments, maximise the economic benefits of

Gaelic related activities in the area and to promote the status and visibility of Gaelic in Argyll and Bute.

4 THE NATIONAL CONTEXT

- 4.1 Section 2 of the Gaelic Language (Scotland) Act 2005 requires Bòrd na Gàidhlig to “prepare and submit to the Scottish Ministers a national Gaelic language plan”, and revised versions thereof “no later than 5 years after the date on which the most recent plan is published”.
- 4.2 The National Plan for Gaelic 2012 – 2017 sets out the main aims and actions under the key domains – Home; Education and Learning; Community; Workplace; Arts, Media, Heritage and Tourism. To successfully implement these actions, a national partnership between the Scottish Government, Bòrd na Gàidhlig and local authorities together with many other public, voluntary and private bodies will have to be created to ensure that a consistent approach is undertaken to guarantee a sustainable future for the language.
- 4.3 The headline target in the National Plan is that the 2021 National Census confirms that the growth in the number of young people learning Gaelic continues and that by 2031 it has reached replacement level.
- 4.4 The National Gaelic Language Plan 2012 - 2017 carries forward the first Plan’s vision of a sustainable future for Gaelic as a “healthy, vibrant language, increasingly used, valued and respected in a modern, multicultural and multilingual Scotland”. The strapline **‘Fas is feabhas/Growth and quality’** reflects the three overarching aims which inform the Plan:
- Arresting the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language;
 - Expanding the range of situations in which Gaelic is used, in line with the Gaelic Language Act’s key principle of equal respect for Gaelic and English; and
 - Helping speakers of Gaelic, both learners and native speakers, to develop their competence and their confidence in using it, and

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ensuring that the language itself continues to be healthy and vibrant.

4.5 The National Plan for Gaelic also contributes to the Scottish Government's National Outcomes as follows:

DEVELOPMENT AREA	NATIONAL OUTCOME NUMBER	NATIONAL OUTCOME STATEMENT
Home/Education and learning	5	Our children have the best start in life and are ready to succeed
	4	Our young people are successful learners, confident individuals, effective contributors and responsible citizens
	3	We are better educated, more skilled and more successful, renowned for our research and innovation
Community/Workplace	11	We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others
	2	We realise our full economic potential; with more and better employment opportunities for our people
Arts, Media and heritage	13	We take pride in a strong, fair and inclusive national identity
The whole Plan	15	Our public services are high quality, continually improving, efficient and responsive to local people's needs

5 ARGYLL AND BUTE

- 5.1 Argyll and Bute Council was one of the first six public authorities across Scotland issued with a statutory notice by Bòrd na Gàidhlig to produce a Gaelic Language Plan. This Plan was approved in June 2008; and section 7 of the Act outlines the requirement to review the Gaelic Language Plan no later than 5 years after the date of approval of the previous Plan.
- 5.2 The Council's first generation language Plan consisted of an ambitious set of actions which resulted in a challenge to fully implement the actions. This second generational plan aims to build on the developments made by the Council in implementing the first Plan as well as learning invaluable lessons on the challenges that were faced together with identifying new priorities and areas for development.
- 5.3 The Council's second language plan is closely aligned to and assists in contributing to the targets contained in the National Plan for Gaelic 2012 – 2017.

6 THEMES

- 6.1 As our language plan is closely aligned with the national plan as prepared by Bòrd na Gàidhlig, we have identified the following themes to focus on.

6.1.1 GAELIC IN THE HOME

The Council will continue to promote the importance of Gaelic in the home and in family settings by encouraging young people and adults to improve their Gaelic language skills. Provision of language learning classes will be available to Council employees, adult learners and parents of Gaelic Medium pupils.

6.1.2 GAELIC IN THE COMMUNITY

The Council will increase the opportunities to use Gaelic in both formal and informal settings for native and fluent Gaelic speakers and learners of the language. Provision of language courses in partnership with Ionad Chaluim Chille Ìle will be planned across Argyll and Bute. The Council will also continue to work with local and national based organisations to promote Gaelic and increase the level of opportunities our communities have to use the language.

6.1.3 GAELIC IN EDUCATION

As providers of Gaelic Medium Education in 6 areas across Argyll and Bute, the Council acknowledges the duty it has to continue to offer a high quality level of education to pupils within these units, associated pre-school units and secondary schools. We will endeavour to offer Gaelic Learners in Primary Schools (GLPS) and Gaelic Learner Education (GLE) in all areas. We also recognise the important role the Council has in shaping national policy on education initiatives and policies.

6.1.4 GAELIC IN THE WORKPLACE

The Council will continue to assess opportunities to offer Gaelic across services with a view to it becoming mainstreamed across the organisation. The Council will also encourage partners to promote the use and increase the status of Gaelic in Argyll and Bute. We will increase resources available to staff to increase their language skills and understanding of the Gaelic language. We will carry out a staff audit of Gaelic skills to identify the language skills of staff in speaking, reading and writing the language. Elected members and employees will be able to access language learning opportunities.

6.1.5 GAELIC IN THE ARTS, HERITAGE, MEDIA and TOURISM

The Council will continue to support its links with Royal National Mod and local mods to maximise the number of participants using Gaelic at these events. The Council aims to increase the number of supported events where there is an opportunity to use Gaelic. Through these events, the Council will aim to gain a detailed

analysis of the economic benefits which are realised by holding Gaelic related events in Argyll and Bute.

6.1.6 GAELIC IN ECONOMIC DEVELOPMENT

The Council will continue to identify and assess opportunities for increased economic benefits for the area through the delivery of Gaelic associated events, e.g. The Royal National Mod is held in Argyll and Bute every 3/4 years, as well as scoping the opportunities for economic benefits to be realised through cultural tourism.

7 DELIVERY OF THE PLAN

- 7.1 As part of the Improvement and HR service, the Improvement and Organisational Development (IOD) team leads on the delivery of the Gaelic Language Plan supported by lead officers from across the Council and, where possible, by external partner organisations.
- 7.2 Lead officers provide regular update reports to the Improvement and Organisational Development team and the Lead Councillor for Community, Culture, Customer and Communication.
- 7.3 The Council will continue to invest resources in Gaelic education, language and culture and will realign priorities and resources for future development although we recognise that this is a difficult economic period for public services and with this in mind, we will make best use of resources.
- 7.4 The Council will also continue to consider any external and partnership funding opportunities that are appropriate. The Council accepts that a strong working relationship with other organisations operating in Argyll and Bute which deliver services and activities through Gaelic are pivotal to sustaining growth in Gaelic in Argyll and Bute and will lead to effective implementation of our language plan, thus creating more opportunities for Gaelic to be used.

8 REVIEW AND MONITORING OF THE PLAN

- 8.1 As a strategic corporate document, the Gaelic Language Plan will be monitored and scrutinised to the same level as the Council's Corporate Plan and service plans through a scorecard.
- 8.2 Performance reports are submitted to the designated Gaelic lead spokesperson by lead officers on a quarterly basis.
- 8.3 It is important to acknowledge that the language plan remains adaptable and flexible to the priorities set out by the Council, particularly when circumstances may change.

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