

# THE SCOTTISH GOVERNMENT GAELIC LANGUAGE PLAN

---

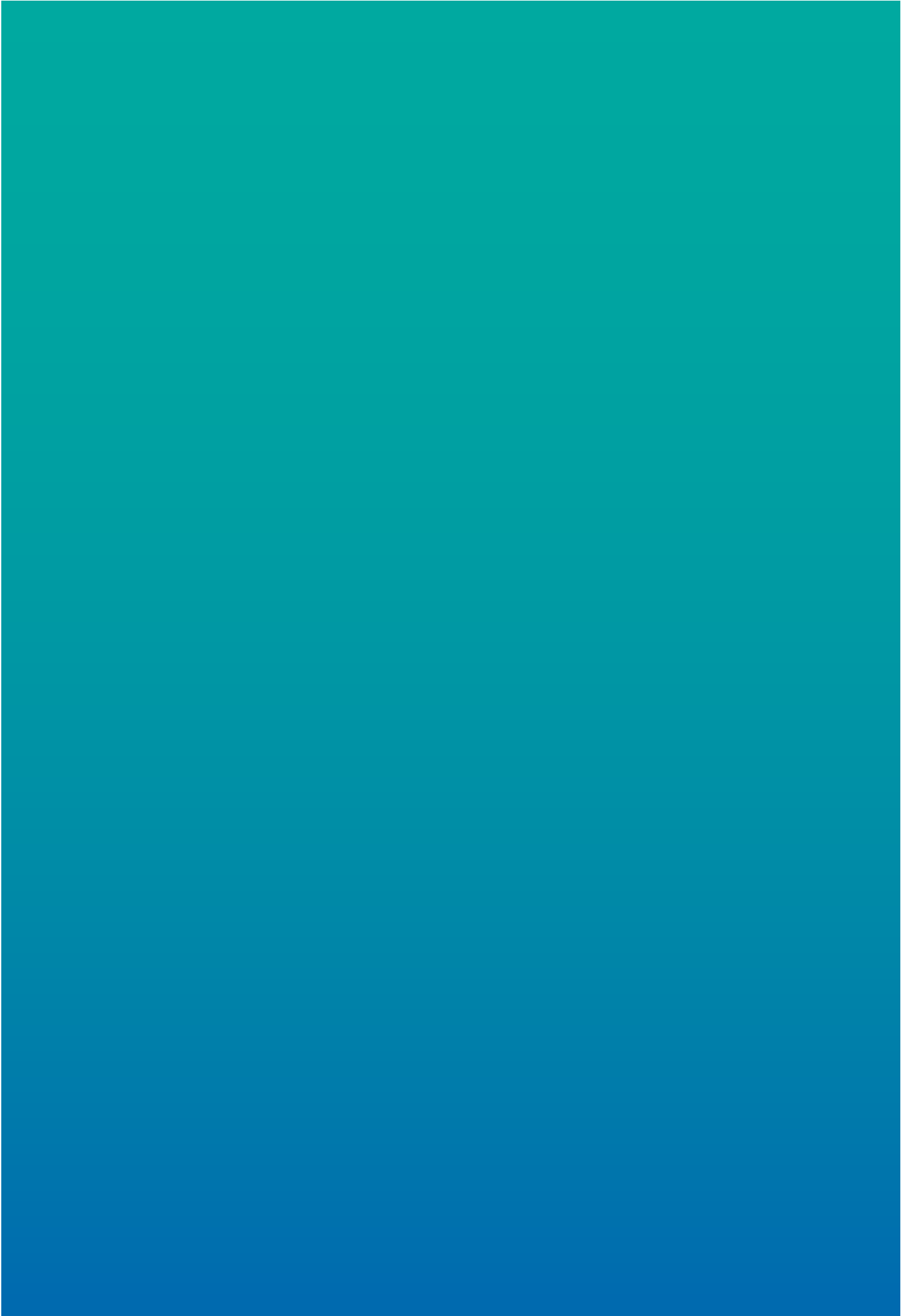
## 2016-2021

---

This Plan has been prepared under section 3  
of the Gaelic Language (Scotland) Act 2005  
and approved on 5 October 2016.



Scottish Government  
Riaghaltas na h-Alba  
gov.scot



# Contents

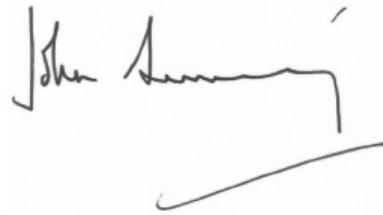
|           |  |
|-----------|--|
| <b>02</b> | <b>Ministerial Foreword</b>  |
| <b>04</b> | <b>Summary</b>   |
| <b>06</b> | <b>Structure of the Scottish Government Gaelic Language Plan</b>                                 |
| <b>08</b> | <b>CHAPTER I – INTRODUCTION</b>  |
| 09        | Overview of the Gaelic Language (Scotland) Act 2005 and the preparation of Gaelic Language Plans |
| 12        | Overview of the functions of the Scottish Government   |
| 14        | Gaelic in the Scottish Government’s area of operation  |
| <b>20</b> | <b>CHAPTER II – CORE COMMITMENTS</b>   |
| 23        | Section 1 – Identity and Visibility  |
| 24        | Section 2 – Communications and Publications  |
| 27        | Section 3 – Staffing and Training  |
| <b>28</b> | <b>CHAPTER III – COMMITMENTS TO THE NATIONAL GAELIC LANGUAGE PLAN</b>                            |
| 29        | Overview of the National Gaelic Language Plan  |
| 31        | The ways in which the Scottish Government currently supports Gaelic development                  |
| 34        | The National Gaelic Language Plan and The Scottish Government                                    |
| <b>38</b> | <b>CHAPTER IV – IMPLEMENTATION AND MONITORING</b>  |
| <b>41</b> | <b>Contact Details</b>   |

# MINISTERIAL FOREWORD

As Deputy First Minister and Cabinet Secretary with responsibility for Gaelic, I am very pleased to support the publication of this, the Scottish Government's second Gaelic Language Plan, produced under the Gaelic Language (Scotland) Act 2005.

The commitments in this Plan build on the successes we have had in supporting Gaelic since the publication of our first Plan in 2010. They set out how the Scottish Government will help deliver the National Gaelic Language Plan by enabling the use of Gaelic in its operations and the delivery of its services, and how we support other public authorities to fulfil their own commitments to Gaelic. This will ensure that the language is supported in all areas of Scottish public life.

Gaelic is a living language and part of a rich cultural tradition which belongs to the whole of Scotland. This Government has made its position very clear on this matter - we want to increase the number of people learning, speaking and using Gaelic. By working towards these aims, together we can ensure that Gaelic has a secure future in Scotland.

A handwritten signature in black ink, appearing to read 'John Swinney', with a long horizontal flourish underneath.

**John Swinney MSP**

Deputy First Minister and Cabinet Secretary  
for Education and Skills

# SUMMARY

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life, and has great potential as an asset for adding economic and social value. The Scottish Government has taken action and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in a modern and vibrant Scotland.

However, the position of Gaelic remains extremely fragile. If Gaelic is to have a sustainable future, there needs to be a concerted effort on the part of Government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic
- use and enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic
- develop the quality, consistency and richness of Gaelic

The development of Gaelic Language Plans by public authorities is a key component of the Gaelic Language (Scotland) Act 2005. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through the Gaelic language.

This document is the Scottish Government's second iteration of its Gaelic Language Plan, prepared within the framework of the 2005 Act. It sets out how we will use Gaelic in carrying out our business, how we will enable the use of Gaelic when people interact with the government, and how we will promote the development of Gaelic. The Scottish Government has a key role in supporting the Gaelic language, and in supporting Bòrd na Gàidhlig and other organisations in achieving the aims of the National Gaelic Language Plan.

Working with Bòrd na Gàidhlig and other organisations is key to our delivery of support for the Gaelic language and we wish to encourage all organisations to do what they can in this area. Small changes to how we all work can make a difference as we work towards more substantive goals.

# **STRUCTURE OF THE SCOTTISH GOVERNMENT GAELIC LANGUAGE PLAN**



## The key components of our Gaelic Language Plan are:

### ▶ Chapter I - Introduction

This chapter provides background information to the Gaelic Language (Scotland) Act 2005 and its main features. An overview is provided of the key statutory provisions relating to the preparation of Gaelic Language Plans under the 2005 Act. A brief overview of the structure of the Scottish Government and its main areas of operation is also provided.

### ▶ Chapter II - Core Commitments

This chapter sets out how the Scottish Government will use, and enable the use of Gaelic in relation to its main business functions. It covers key areas of operation such as our corporate identity, how our mail and email will be handled, staff training and the use of Gaelic on our websites. The chapter sets out the basic minimum level of Gaelic language provision which we are committed to providing in the five-year lifetime of the Plan. We are very much aware that the linguistic landscape has altered during 2010-15 and this iteration of the Plan is designed to keep pace by allowing us to add provisions as necessary and appropriate.

### ▶ Chapter III - Commitments to the National Gaelic Language Plan

This chapter sets out how the Scottish Government will help implement Bòrd na Gàidhlig's National Gaelic Language Plan. It includes a summary of projects and directly funded organisations introduced in 2010-2015. It also includes future commitments by the Scottish Government in achieving the outcomes of the National Gaelic Language Plan.

### ▶ Chapter IV - Implementation and Monitoring

This chapter sets out how the implementation of the Scottish Government's Gaelic Language Plan will be taken forward, and how this implementation will be monitored.

# CHAPTER I

## INTRODUCTION

# Overview of the Gaelic Language (Scotland) Act 2005 and the preparation of Gaelic Language Plans

## ► The Gaelic Language (Scotland) Act 2005

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.

This is a critical time for the future of Gaelic. The position of the language is extremely fragile and the declining numbers of those speaking Gaelic fluently threatens the survival of Gaelic as a living language in Scotland. It is essential that steps are taken to create a sustainable future for Gaelic in Scotland.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig (the Scottish Government's principal Gaelic development body) 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.

## ► The requirement to prepare a Gaelic Language Plan

The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd na Gàidhlig issuing a formal notice to that effect under section 3 of the 2005 Act. Following our initial notice in 2006, the Scottish Government's Gaelic Language Plan was granted approval by the Bòrd and came into operation in June 2010.

The planning cycle continues to develop through the review process with organisations expected to maintain current commitments while considering how they can develop a second iteration of their Plan. This is where the Scottish Government is in this circular development.

► **Key considerations when preparing a Gaelic Language Plan**

The 2005 Act sets out a number of specific criteria which must be taken into account by bodies preparing Gaelic Language Plans. These are designed to ensure that Gaelic Language Plans which are prepared are comprehensive, consistent and appropriate to the particular circumstances of the body preparing it.

- (i) the extent to which the persons in relation to whom the authority's functions are exercisable use the Gaelic language, and the potential for developing the use of the Gaelic language in connection with the exercise of those functions

This consideration is designed to ensure that the Gaelic Language Plans prepared by public bodies take account both of the existing number of speakers within their area of operation, and their potential to develop the use of the language. Generally speaking, the expectation is that public bodies with significant numbers of Gaelic speakers within their area of operation will develop stronger Gaelic Language Plans.

The Scottish Government's area of operation is all of Scotland, and therefore the primary function of this plan is in supporting the National Gaelic Language Plan (see (iii)).

- (ii) statutory guidance on the preparation of Gaelic Language Plans published by Bòrd na Gàidhlig under section 8 of the 2005 Act

Bòrd na Gàidhlig has published statutory guidance under section 8 of the 2005 Act, which provides advice on how Gaelic Language Plans should be structured, and on the content which public authorities should include in their Plans.

- (iii) the National Gaelic Language Plan

The National Gaelic Language Plan is a statutory document produced by Bòrd na Gàidhlig under section 2 of the 2005 Act, with the third iteration due to be consulted on and published in 2017. The National Plan offers a holistic overview of Gaelic development needs, covering language acquisition, language usage, language status and language corpus issues. It sets out priorities for Gaelic development, and identifies bodies which are key to achieving them. The Scottish Government has a key role in supporting Bòrd na Gàidhlig with this process, as set out in Chapter III.

- (iv) any representations made to the public body preparing its Plan about how it uses Gaelic

This provision is designed to ensure that public bodies take into account the views of interested parties in the preparation of their Gaelic Language Plans. The principal means of obtaining these views by the Scottish Government is through public consultation on its draft Plan.

**(v)** the principle of equal respect

The principle of equal respect was incorporated into the 2005 Act by the Scottish Parliament as a positive statement about the value and worth of Gaelic, in recognition of the fact that users of Gaelic aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that the language should not suffer from any lack of respect either at an individual or corporate level.

The Bòrd's guidance states that giving Gaelic equal respect does not automatically mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, it encourages public bodies to endeavour, whatever the particular linguistic landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent that is appropriate to their individual circumstances.

When delivering services in Gaelic, we will ensure they are of an equal standard and quality as those they provide in English.

**► Consultation on a draft Gaelic Language Plan**

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of those with an interest in it. To do so, the Scottish Government consulted on a draft of its Gaelic Language Plan during May and June 2015. Responses received to this consultation and a report of its findings can be viewed at <https://consult.scotland.gov.uk/curraicealam-measadh-gaidhlig/consultation-on-the-draft-scottish-government-gael>.

**► Approval of the Scottish Government Gaelic Language Plan**

The Scottish Government Gaelic Language Plan was approved by Bòrd na Gàidhlig on 5 October 2016.

## Overview of the functions of the Scottish Government

The Scottish Government is the devolved government for Scotland. The Scottish Government (formerly known as the Scottish Executive) was established in 1999, following the first elections to the Scottish Parliament. The Scottish Government is led by a First Minister nominated by the Parliament who in turn appoints the other Scottish Ministers.

Scottish Government civil servants are accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament. The senior board of the Scottish Government, the Strategic Board, is chaired by the Permanent Secretary and is made up of the

Directors-General of the core Directorates of the Scottish Government, the Chief Scientific Advisor, the Chief Economic Advisor, the Chief Executive of the Crown Office and Procurator Fiscal Service (COPFS), together with three Non-Executive Directors.

The Scotland Acts (1998, 2012 and 2016) define the matters that are reserved to the UK Parliament. Any matter not so reserved, or otherwise defined in the Act as being outwith the competence of the Scottish Parliament, is devolved. Currently devolved matters are listed below.

### ► Currently devolved matters include:

- health
- education and training
- local government
- social work
- housing
- planning
- tourism, economic development and financial assistance to industry
- some aspects of transport, including the Scottish road network, bus policy and ports and harbours
- law and home affairs, including most aspects of criminal and civil law, the prosecution system and the courts
- the Police and Fire services
- the environment
- natural and built heritage
- agriculture, forestry and fishing
- sport and the arts
- statistics, public registers and records
- certain tax and welfare powers (following Scotland Act 2016)

The Scottish Government's main offices are located in Edinburgh, at Victoria Quay, St Andrew's House and Saughton House; and in Glasgow, at Atlantic Quay and the Europa Building. In addition, we have several area offices stretching from Kirkwall in the north to Stranraer in the south.

The work of the Scottish Government is carried out by:

- **The Core Scottish Government** – the mainstream civil service in Scotland with the core Directorates of Learning and Justice; Finance; Economy; Health and Social Care; Communities; Strategy and External Affairs; and the Office of the Permanent Secretary.
- **Public Bodies** – executive agencies, non-departmental public bodies (NDPBs) and other organisations which carry out a variety of statutory, regulatory and advisory functions on behalf of the Scottish Government. Further information, including a list of current Scottish public bodies can be found at <http://www.gov.scot/Topics/Government/public-bodies>.
- **Task Forces** – advisory bodies established by Ministers to investigate and report on particular issues. Task Forces have a short lifespan, normally around a year or so, and are abolished once they have reported.

## Gaelic in the Scottish Government's Area of Operation

The Scottish Government's area of operation is all of Scotland. It therefore follows that all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the Scottish Government operates including districts in which persons able to understand, speak, read or write Gaelic form a majority of the population, as well as areas where Gaelic is experiencing growth. Organisations supported by the Scottish Government in relation to the National Gaelic Language Plan are listed in Chapter III.

### ► National Demographics – Number of Gaelic Speakers

Results from the 2011 Census have shown that the decline in the number of Gaelic speakers has slowed since 2001. The total number of people recorded as being able to speak and/or read and/or understand Gaelic was 87,056. Of these 58,000 people (1.1% of the population) aged three and over in Scotland were able to speak Gaelic. This is a slight fall from 59,000 (1.2% of the population) in the 2001 Census which compares favourably to the previous Census results which recorded an 11% drop in speakers.

In 2011, the proportion of the population aged three and over in Scotland who could speak, read, write or understand Gaelic was 1.7% (87,056), compared with 1.9% (92,000) in 2001. Within this group, the number of people who could speak, read, understand and write Gaelic in 2011 was 32,000, 0.6% of the population aged three and over; this was the same proportion as in 2001.

While there was a decrease in the proportion of people able to speak Gaelic in most age groups there was an increase in those groups aged under 20 years. In total, there was a 0.1 percentage point increase in Gaelic speakers between 2001 and 2011 for the 3-19 age range.

Gaelic speakers are spread throughout Scotland. Of those who identified themselves as Gaelic speakers in the 2011 Census the council areas with the highest proportions able to speak Gaelic were found to be in Na h-Eileanan Siar (52%), Highland (5%) and Argyll & Bute (4%). There is also a high degree of urbanisation within the Gaelic speaking community with large numbers of Gaelic speakers living in Aberdeen, Edinburgh, Greater Glasgow and Inverness.

The map on the next page shows the concentration and numbers of Gaelic speakers in Scotland, according to the 2011 Census. Further information is available from National Records of Scotland, on the website [www.scotlandscensus.gov.uk](http://www.scotlandscensus.gov.uk).

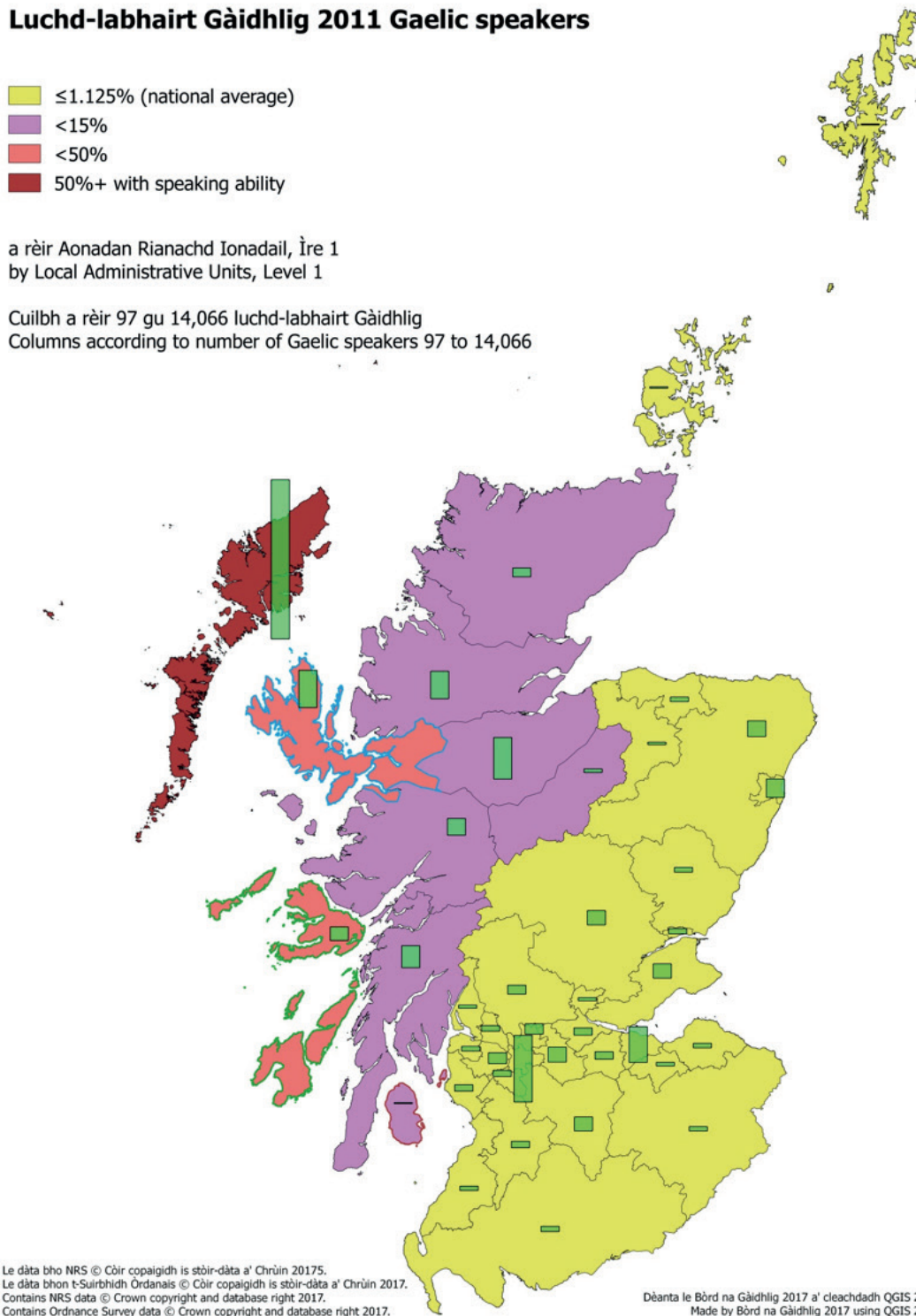


## Luchd-labhairt Gàidhlig 2011 Gaelic speakers

- ≤1.125% (national average)
- <15%
- <50%
- 50%+ with speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1  
by Local Administrative Units, Level 1

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig  
Columns according to number of Gaelic speakers 97 to 14,066



Le dàta bho NRS © Còir copairidh is stòir-dàta a' Chrùin 2017.  
Le dàta bhon t-Suirbhidh Òrdanais © Còir copairidh is stòir-dàta a' Chrùin 2017.  
Contains NRS data © Crown copyright and database right 2017.  
Contains Ordnance Survey data © Crown copyright and database right 2017.

Dèanta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS 2.  
Made by Bòrd na Gàidhlig 2017 using QGIS 2.

## ► Gaelic Education

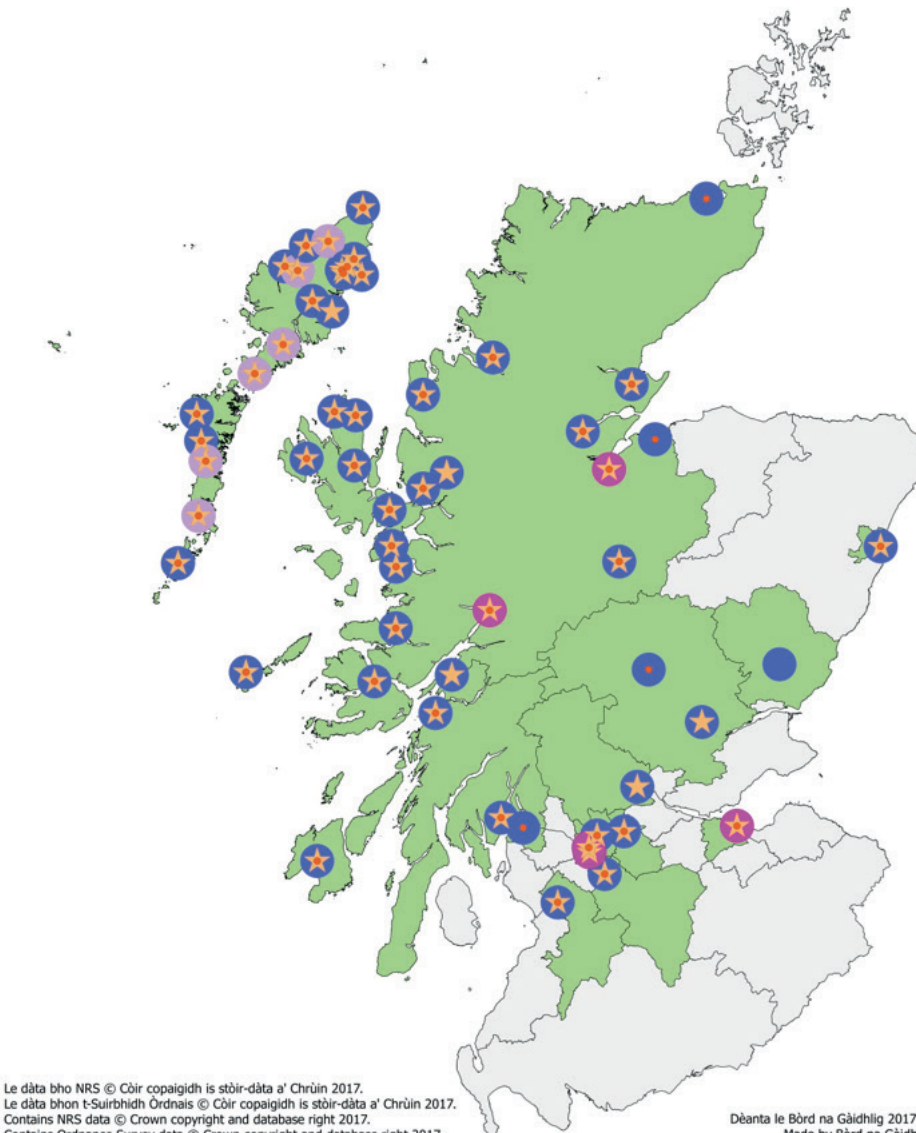
A key element of Gaelic in Scotland is Gaelic Education found in various forms and levels across Scotland. There were 3,004 pupils in Gaelic medium primary education nationally in session 2015-16, with 1,003 attending Gaelic medium nurseries. Both these groups have grown since the publication of our first Gaelic Language Plan in 2010. In addition to Gaelic medium education, 11 Councils provide 7,772 pupils in English medium primary schools the opportunity to learn Gaelic through Gaelic Learners in the Primary School (GLPS). Again, the number of children who have benefitted from this opportunity has grown in the past five years.

At secondary level, 1,193 pupils received Gaelic medium secondary education of some form in session 2015-16. This number is expected to rise over the course of this plan with more subjects being offered to more areas through e-learning.

The maps on the following pages show the locations of Gaelic education provision currently available in Scotland. More detail on these statistics is available from Bòrd nan Gàidhlig at [www.gaidhlig.scot](http://www.gaidhlig.scot).

## Foghlam tron Ghàidhlig 2016-17 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME Primary School
- Bun-sgoil le sruth FtB GME primary with English ME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with secondary school with GME
- Ùghdarras ionadail le FtG Local authority with GME provision

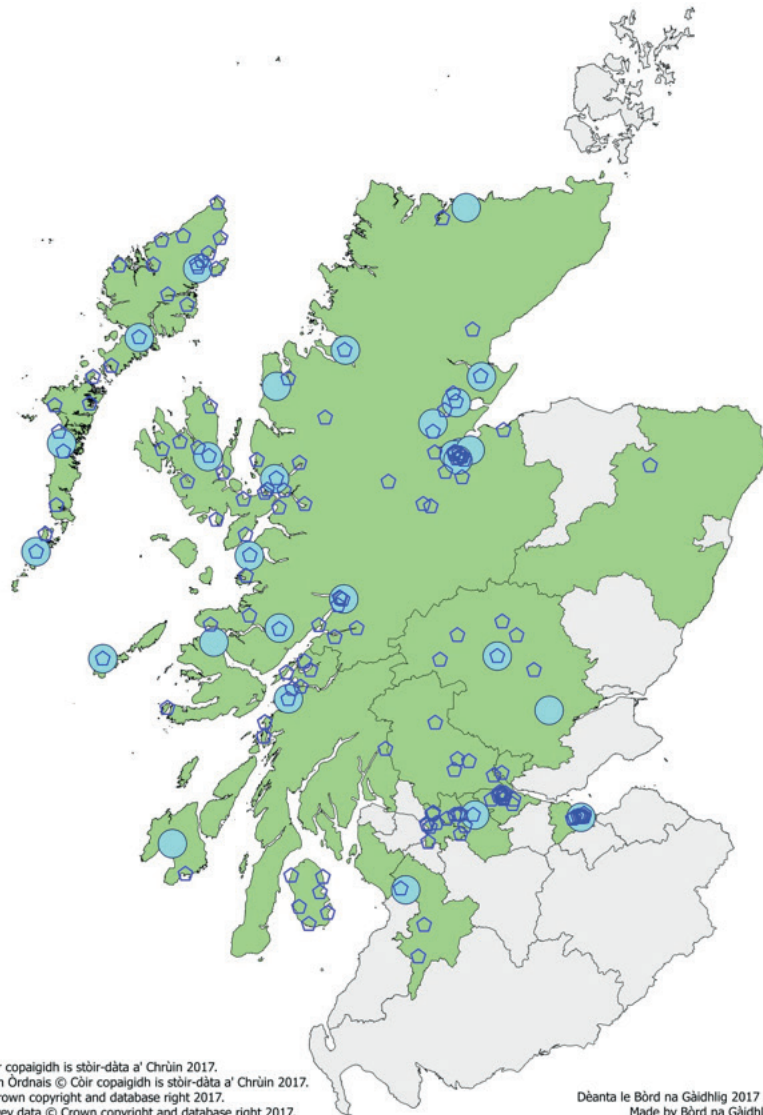


Le dàta bho NRS © Còir copairidh is stòir-dàta a' Chrùin 2017.  
 Le dàta bhon t-Suirbhidh Òrdnais © Còir copairidh is stòir-dàta a' Chrùin 2017.  
 Contains NRS data © Crown copyright and database right 2017.  
 Contains Ordnance Survey data © Crown copyright and database right 2017.

Dèanta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS 2.  
 Made by Bòrd na Gàidhlig 2017 using QGIS 2.

## Foghlam Luchd-ionnsachaidh 2015–2017 Gaelic Learner Education

- ◊ Bun-sgoil le FLi 2015-16      Primary with GLE 2015-16
- Àrd-sgoil le FLi 2016-17      Secondary with GLE 2016-17
- Sgìre comhairle le FLi      Council area with GLE



Le dàta bho NRS © Còir copaidh is stòir-dàta a' Chrùin 2017.  
Le dàta bhon t-Suirbhidh Òrdnais © Còir copaidh is stòir-dàta a' Chrùin 2017.  
Contains NRS data © Crown copyright and database right 2017.  
Contains Ordnance Survey data © Crown copyright and database right 2017.

Dèanta le Bòrd na Gàidhlig 2017 a' cleachdadh QGIS 2.  
Made by Bòrd na Gàidhlig 2017 using QGIS 2.



# CHAPTER II

## CORE COMMITMENTS



The commitments in this section relate to how the Scottish Government, in addition to its funding of Bòrd na Gàidhlig and other projects related to fulfilling the National Plan for Gaelic, will use and enable the use of Gaelic in relation to its main business functions. All Gaelic services and resources will demonstrate equal respect for Gaelic and English. While these commitments primarily apply to the Core Scottish Government, executive agencies, NDPBs and any other authorities which carry out functions on behalf of the Scottish Government may wish to apply them to their own operations where relevant, in anticipation of their own Gaelic Language Plan.

Our core commitments are divided into the following areas:

**Section 1 – Identity and Visibility**

**Section 2 – Communications and Publications**

**Section 3 – Staffing and Training**

The Scottish Government recognises that each of these three areas play an important role in raising the profile and visibility of Gaelic, and of creating practical opportunities for Gaelic speakers and learners.

For each area, this Plan will highlight the Scottish Government's current practice (including many initiatives successfully implemented), and areas for development, with reference to the High Level Aims discussed by Bòrd na Gàidhlig and the Scottish Government during the Plan review process. In addition, we remain supportive of previous commitments where relevant according to operational changes.

The Scottish Government operates across all areas of Scotland. Therefore, in developing our Gaelic language provision, we will adopt a minimum level of provision which will apply to all of our areas of operation and will provide an enhanced level of provision in areas where there is growth in the number of Gaelic speakers and demand for service. A continuous active offer will be made for Gaelic services and facilities.

► **Current Scottish Government support for Gaelic**

The current level of Gaelic support within the Scottish Government is summarised in the table below, with further details and areas for development in the following sections.

| <b>Identity and Visibility</b>   | <b>Communications and Publications</b>   | <b>Staffing and Training</b>  |
|--|--|---|
| <p>Bilingual logo and branding</p> <p>Bilingual signage</p> <p>Gaelic versions of Directorate and Division names</p> | <p>Gaelic correspondence encouraged and responded to in Gaelic</p> <p>A number of press releases, consultations and online material are produced bilingually where appropriate</p> <p>Gaelic translations of printed material available on request</p> | <p>A Gaelic Plan Officer is employed to produce translations and monitor implementation of the Plan</p> <p>Advice is available to Scottish Government staff regarding Gaelic awareness and language learning</p> <p>Level of Gaelic skills considered when recruiting to certain posts as necessary</p> |

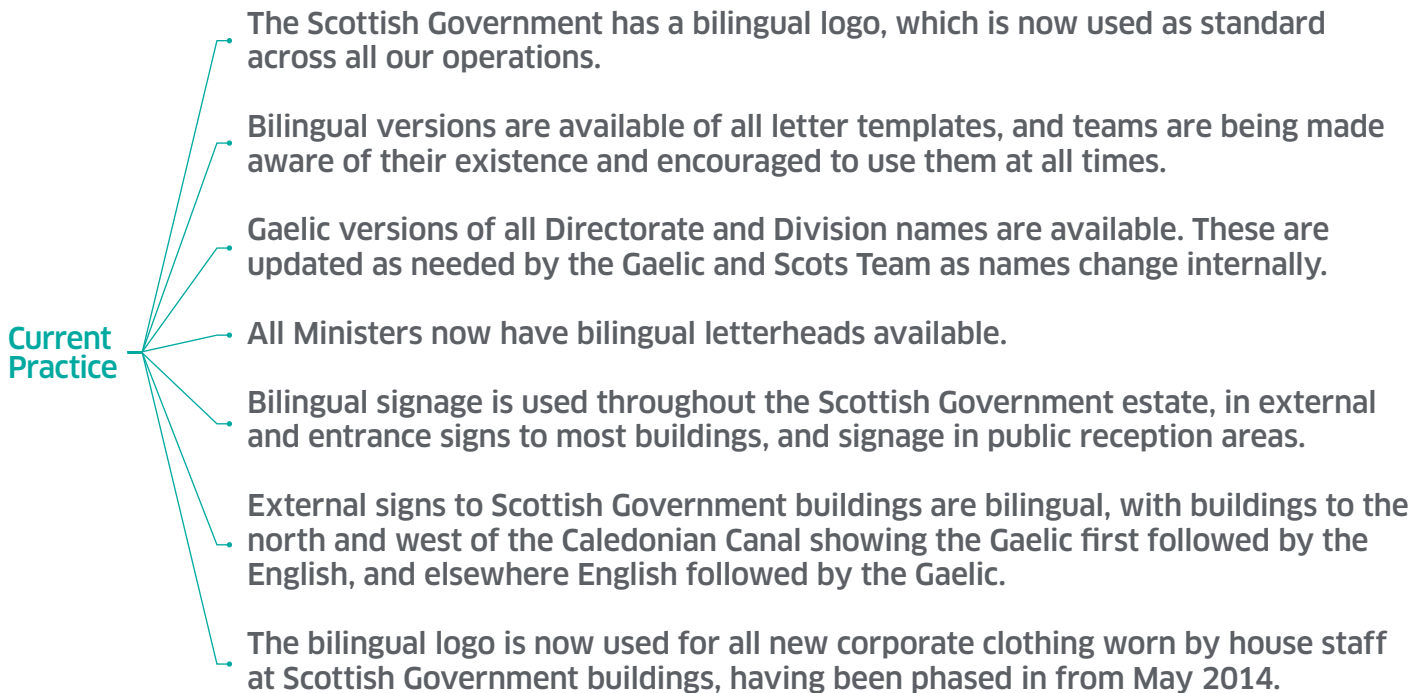


## Section 1 – Identity and Visibility

The presence of Gaelic in the corporate identity of a public authority can greatly enhance the visibility of the language, and makes an important statement by a public authority about how Gaelic is valued and how it will be given recognition.

Maintaining the quality, consistency and richness of the language used publicly ensures the status of the language is maintained.

**The Scottish Government recognises the importance of creating widespread awareness of the use of Gaelic and of promoting a positive image of it.**



|                | Areas for Development   | Target date | Lead Business Area                       |
|----------------|---|-------------|--|
| High Level Aim | The Scottish Government logo will be refreshed, giving equal respect to Gaelic.   | 2016        | Marketing                                |
|                | A database will be maintained of Gaelic versions of internal division and agency names to ensure consistency within the organisation. | Immediately | Gaelic and Scots Team/Facilities/Digital |
|                | Use of bilingual letter templates for Ministers, Directorates and Divisions will be encouraged as the default.                        | Ongoing     | Gaelic and Scots Team                    |

## Section 2 – Communications & Publications

The use and visibility of Gaelic in communications between members of the public and a public authority 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 a range of printed material, in the media and online increases the visibility of the language, and enhances Gaelic's status when used in high-profile publications, and it can help develop new, and enhance existing,

terminology. This helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

**The Scottish Government 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.**

**Current Practice**

Bilingual signs are in place in reception areas across all core Scottish Government buildings.

Front of house and Central Enquiries Unit staff receiving enquiries (telephone, mail or email) in Gaelic can pass these on to the Gaelic team where a fluent Gaelic speaker can respond to their query.

All correspondence received in Gaelic is responded to in Gaelic. This is passed to the Gaelic team for translation as needed.

Automatically generated text such as email disclaimers is bilingual, and will be produced bilingually in future.

Gaelic is considered for forms, and bilingual forms issued on request. Forms in Gaelic are welcomed and encouraged, and acknowledged in Gaelic.

Consultations will be issued bilingually where appropriate, and responses in Gaelic encouraged. Consultation responses received in Gaelic will be responded to in Gaelic.

We encourage the use of Gaelic in public meetings in areas where there is a large number of Gaelic speakers present. We are able to advise on procedures should a Gaelic interpreter be required.

A Gaelic version of our Complaints leaflet is available online.

Ministerial quotes and speeches can be provided bilingually on request from the Gaelic team.

A number of news releases and social media items are released bilingually, primarily when a topic relates particularly to the Gaelic language.

Gaelic translations of Scottish Government printed materials are available on request.

Gaelic is included in the branding of new communications projects, e.g. the website of the Office of the First Minister

We encourage the use of Gaelic in all relevant exhibitions. Organisers will consider whether the content and/or target audience indicate that it should contain any information in Gaelic in addition to English.

Guidelines have been produced by the Scottish Government Communications Office on the use of Gaelic in news releases.

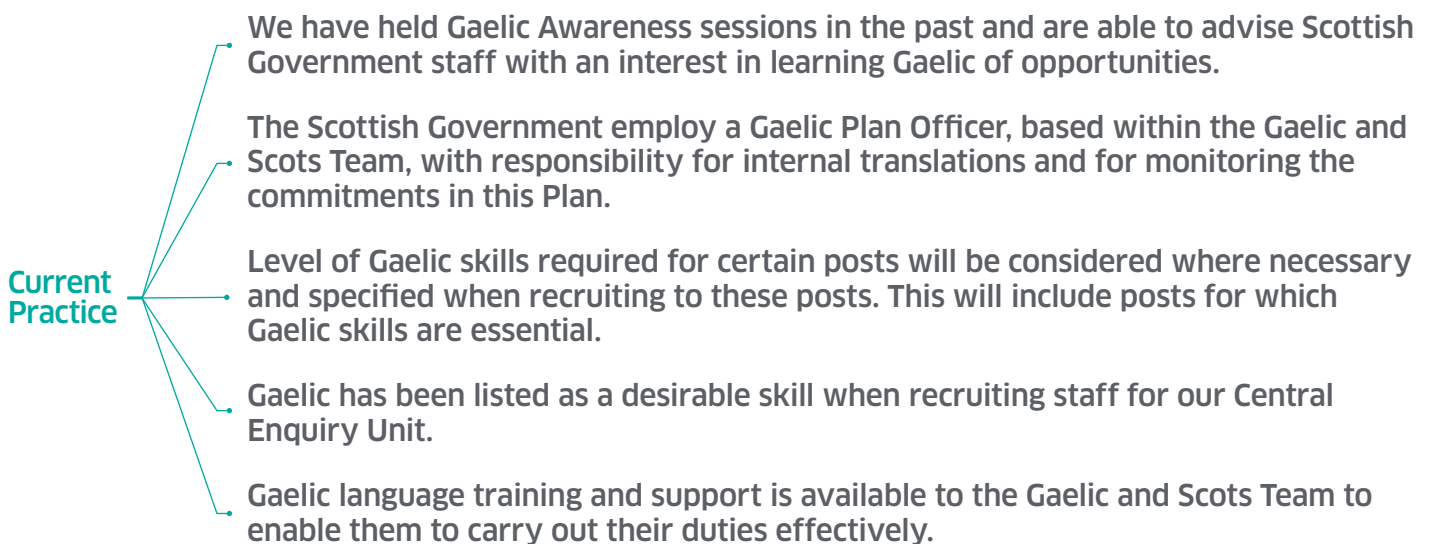
Gaelic is available as an option on our automated switchboard.

|                | <b>Areas for Development</b>  | <b>Target date</b>      | <b>Lead Business Area</b>                         |
|----------------|---|-------------------------|---|
| High Level Aim | We will work with Directorates to include Gaelic in news and media activities, covering matters of national importance, as well as matters relevant to the Gaelic language in Scotland.   | During the life of Plan | Communications/ Gaelic and Scots Team             |
| High Level Aim | We will continue to increase Gaelic presence on all Scottish Government websites (including corporate website, internal staff intranet and new websites as they are developed), on the basis of the principle of equal respect, visibility and usability of Gaelic. | During the life of Plan | Digital/Gaelic and Scots Team                     |
|                | Further content which can be issued in Gaelic or bilingually will be identified, translated and published.  | Ongoing                 | Gaelic and Scots Team                             |
|                | We will include Gaelic in further developments as we move to disseminate more information through social media.   | During the life of Plan | Communications/ Gaelic and Scots Team             |
|                | The Scottish Government will have a representative available for interview or comment in Gaelic if requested by media outlets, and will publicise this availability.  | Immediately             | Communications/ Ministerial/Gaelic and Scots Team |
|                | The Gaelic and Scots Team will offer advice on the use of Gaelic at public meetings and record any requests.  | During the life of Plan | Gaelic and Scots Team                             |

## Section 3 – Staffing and Training

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

**The Scottish Government recognises the importance of recognising Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. The Scottish Government also recognises the importance of enabling staff to develop their Gaelic skills where they wish to do so.**



|                | Areas for Development   | Target date | Lead Business Area                       |
|----------------|---|-------------|--|
| High Level Aim | We will explore the needs of Gaelic language learning by including Gaelic in future staff engagement and promote availability to Scottish Government staff.           | Ongoing     | Gaelic and Scots Team/People Development |
|                | We will offer Gaelic awareness training for communications staff and senior officers.   | By end 2016 | Gaelic and Scots Team/Communications     |
|                | The Scottish Government's training network is the Learning Gateway. Using this we will support our Training Liaison Officers when promoting Gaelic language learning. | Ongoing     | Gaelic and Scots Team/People Development |

# CHAPTER III

## COMMITMENTS TO THE NATIONAL GAELIC LANGUAGE PLAN

# Overview of the National Gaelic Language Plan

One of the main provisions of the Gaelic Language (Scotland) Act 2005 is the duty placed on Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and to take a lead in delivering aspects of it. The National Gaelic Language Plan focuses on initiatives that will increase the number of speakers of Gaelic in Scotland and expand the range of situations in which Gaelic is used.

With the National Gaelic Language Plan 2012-17 and in the years that follow, the Scottish Government will work with Bòrd na Gàidhlig in striving to ensure the proportion of Gaelic Speakers in Scotland is restored, by 2021, to the levels recorded in the 2001 Census. The outcomes set out by the national plan are summarised below.

## ► Summary of Outcomes from the National Gaelic Language Plan 2012-17

### > Home and Early Years

An increase in the acquisition and use of Gaelic by young people in the home and increased numbers of children entering Gaelic medium early years education.

### > Education: Schools and Teachers

An increase in the number of children enrolling in Gaelic medium education (GME), doubling the current annual intake to 800 by 2017.

A year on year increase in the number of pupils engaged in Gaelic learner education (GLE) in both primary and secondary schools.

An expansion in the availability of Gaelic-medium subjects in secondary schools.

### > Education: Post-school Education

An increase in the number of adults acquiring Gaelic from the current total of around 2,000 to 3,000 by 2017 and enhanced language skills among fluent Gaelic speakers.

### > Communities

More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services.

### > Workplace

Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.

### > Arts and Media

Development of Gaelic arts and media as a means of promoting the language, attracting people to it and enhancing their commitment through opportunities to learn, use and develop Gaelic.

### > Heritage and Tourism

An increased profile for Gaelic in the heritage and tourism sectors and increased use of Gaelic in the interpretation of Scotland's history and culture.

### > Corpus

Co-ordination of the initiatives of parties active in Gaelic language corpus development to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language in Scotland.

### > **Scottish Government National Outcomes**

The following table demonstrates how the Scottish Government's National Outcomes relate and feed in to the development areas of the National Gaelic Language Plan.

| <b>Development Area</b> | <b>National Outcome: Number and statement</b> |   |
|-------------------------|---|---|
| Home and Early Years    | 5   | Our children have the best chance in life and are ready to succeed.   |
| Education               | 4   | Our young people are successful learners, confident individuals, effective contributors and responsible citizens.                       |
| Corpus                  | 3   | We are better educated, more skilled and more successful, renowned for our research and innovation.                                     |
| Communities             | 11  | We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others. |
| Workplace               | 2   | We realise our full economic potential with more and better employment opportunities for our people.                                    |
|                         | 6   | We live longer, healthier lives.  |
| Arts and Media          | 13  | We take a pride in a strong, fair and inclusive national identity   |
| Heritage and Tourism    |   |   |
| The whole plan          | 16  | Our public services are high-quality, continually improving, efficient and responsive to local people's needs.                          |
|                         | 7   | We have tackled the significant inequalities in Scottish society.   |

The Scottish Government is a key partner in the development of the new National Gaelic Language Plan 2017-22 and will adapt and report on the commitments in this plan as appropriate according to the priorities and outcomes established when this new iteration takes effect.



## The ways in which the Scottish Government currently supports Gaelic development

The Scottish Government promotes and supports Gaelic development in a wide range of ways. It does this through direct funding to bodies such as Bòrd na Gàidhlig, through the actions of the various public authorities which carry out functions on its behalf, and which operate within the statutory and policy environment established by the Scottish Government and the Scottish Parliament.

Set out below is a summary of the most significant elements of this existing support structure.

### ► **Implementation of the Gaelic Language (Scotland) Act 2005**

The 2005 Act was commenced in February 2006, creating a framework for the development of Gaelic Language Plans by public authorities, and establishing a new body, Bòrd na Gàidhlig, to promote and develop Gaelic. As sponsor of the 2005 Act, the Scottish Government takes a close interest in its implementation.

### ► **Gaelic Language Plans**

Bòrd na Gàidhlig may request a public authority to produce a Gaelic Language Plan. A list of Gaelic Language Plans produced to date may be viewed at <http://gaeliclanguageplansscotland.org.uk/>. Public bodies which carry out functions on the Scottish Government's behalf and have not yet been asked to produce a Gaelic Language Plan may refer to this plan and the national Gaelic language plan for an indication of an appropriate level of Gaelic language commitments to implement, particularly in relation to branding.

### ► **Bòrd na Gàidhlig**

Bòrd na Gàidhlig was established under the 2005 Act with a statutory remit to promote and facilitate the promotion of Gaelic Development. Bòrd na Gàidhlig is the Scottish Government's principal Gaelic development body and is responsible for disbursing the Scottish Government's direct Gaelic Development funding. The Bòrd's annual budget is £5.1m in 2015/16 and through this it supports a range of Gaelic development bodies to undertake development work in education, home and community. Bòrd na Gàidhlig is the lead body for driving implementation of the National Plan for Gaelic and the key projects within it.

### ► **Meadhanan Gàidhlig Alba**

MG ALBA receives £12.8m (in 2015/16) from the Scottish Government. With this support, MG ALBA, in partnership with the BBC Trust, operates BBC Alba, the Gaelic television service. The Scottish Government has funded additional projects in partnership with MG ALBA including FilmG training and awards, the Learn Gaelic website, the Creative Industries and Media Centre and additional funding annually for programming.

### ► **Local Authorities**

Local authorities have an important role in the promotion of Gaelic in Scotland. The level and range of provision varies depending on the profile of Gaelic in the different council areas. The Scottish Government provides a scheme of Specific Grants for Gaelic Education to ensure that the development of Gaelic education continues to expand and is prioritised, which currently totals £4.482m in 2015/16. Authorities may also apply for capital funding for infrastructure related to the provision of Gaelic education, with £10.7m spent between 2010 and 2015.

Legislation with Gaelic provisions applying to authorities includes the Education (Scotland) Act 1980, the Standards in Scotland's Schools etc. Act 2000, the Schools (Consultation) (Scotland) Act 2010, the Gaelic Language (Scotland) Act 2005 and the Education (Scotland) Act 2016.

### ► **Stòrlann Nàiseanta na Gàidhlig**

Stòrlann was established by the Scottish Government in 1999 to co-ordinate the production and distribution of curriculum resources for Gaelic education. Stòrlann receives funding from the Scottish Government annually, with strategic planning and implementation supported by local authorities through the Management Review Group (MRG) consortium and other organisations. Stòrlann plays a vital role in making learning materials available to local authorities and other providers of Gaelic education, ensuring its viability and growth for years to come.

### ► **Other education bodies**

The delivery of education provision and support materials is the responsibility of a wide range of bodies, ranging from local authorities to bodies such as the Scottish Qualifications Authority, Education Scotland, and the Scottish Funding Council, each of which have their own Gaelic Language Plan.

### ► **Higher Education**

Sabhal Mòr Ostaig UHI in Skye, the National Centre for Gaelic Language and Culture, receives annual funding from the Scottish Government towards delivering Gaelic Higher Education and facilities for adult learners of Gaelic. In addition to this funding, the Scottish Government has supported additional projects with SMO including the Fàs Centre for Creative and Cultural Industries, the ConnectG Project, Ionad Chalum Chille Ìle and the establishment of a Gaelic village at Kilbeg.

The Scottish Government has supported research and courses related to Gaelic development and education at institutions including Edinburgh University, Heriot Watt University, Strathclyde University, Aberdeen University, University of Glasgow and University of the Highlands and Islands.

### ► **Economic development bodies**

Scottish Enterprise and Highlands and Islands Enterprise (HIE) are the main bodies in Scotland responsible for promoting economic development. HIE in particular has played a central role in supporting Gaelic development in the Highlands and Islands. It has done so in both cultural and economic terms, support projects and a range of community development initiatives, and recently published a survey detailing the value of Gaelic as an economic asset to businesses and communities in Scotland.

### ► **Other sector-specific bodies**

A wide range of other agencies and NDPBs carry out functions on behalf of the Scottish Government, and through their activities are likely to enhance the status of Gaelic. Creative Scotland, Scottish Natural Heritage, National Records of Scotland, and others are all involved in promoting and supporting the Gaelic language in a variety of ways.

### ► **Additional funding**

The Scottish Government has, in addition to the above, directly supported several projects and organisations in line with the implementation of the National Plan for Gaelic. This includes support for An Comunn Gàidhealach for the Royal National Mòd, Ceòlas, Comunn Eachdraidh Nis, Comunn na Gàidhlig, Fèisean nan Gàidheal, Glasgow Life, Pròiseact nan Ealan and Tobar an Dualchais.

# The National Gaelic Language Plan and the Scottish Government

The Scottish Government has a key role in the funding of Bòrd na Gàidhlig and in an advisory capacity to ensuring the fulfilment of the National Gaelic Language Plan. The aims below, continued from the previous iteration of the Scottish Government Gaelic Language Plan, set out various ways the Scottish Government will continue to support Gaelic development in the future.

These are related to the four key Gaelic Language Planning categories listed below.

These are:

- **Aquisition:** enabling people to develop speaking, reading and writing skills in Gaelic
- **Usage:** enabling the use of Gaelic in a range of social, formal and work setting
- **Status:** expanding visibility, audibility, recognition and respect for Gaelic
- **Corpus:** developing the quality, consistency and richness of the Gaelic language

## ► Aquisition

**The Scottish Government 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.**

- We are represented on the National Gaelic Education Strategy Steering Group (NGESSG), consisting of all relevant interests in the Gaelic education sector and we will support Bòrd na Gàidhlig in the implementation of its recommendations.
- We will continue to operate the scheme of specific grants for Gaelic education to help develop the Gaelic education sector, and continue the progress which has been made in additional funding, increased resources, capital support and support for teacher education.
- We recognise the importance of the pivotal role that teachers have in helping grow the number of individuals with the Gaelic language. For this reason, we have supported the Gaelic Immersion for Teachers course and will continue to work with Bòrd na Gàidhlig and all those involved in teacher training to ensure that there are a range of opportunities for those considering entering Gaelic teacher training.
- We will continue to provide additional funding for projects related to Gaelic Medium Education and Gaelic for learners in Scotland.
- We will continue to promote Gaelic Medium Education as a positive choice for parents, working with local authorities and Bòrd na Gàidhlig to deliver this across Scotland.
- We will continue to promote Gaelic Language in the Primary School (GLPS), working with local authorities, Education Scotland and SCILT to develop the framework and encourage its uptake across schools
- We will continue to encourage and support the development of dedicated Gaelic medium schools, and Gaelic status schools, to help create the most productive environment for learning Gaelic.
- We will continue to administer the Gaelic school capital fund to support local authorities with infrastructure for the provision of Gaelic education.

- The Education (Scotland) Bill 2015, introduced to the Scottish Parliament in March 2015, contains significant provisions for Gaelic education, providing a statutory process by which parents can request consideration by their Local Authority of the provision of Gaelic Medium Education for their child.
- We will continue to regard Gaelic adult education as a high-priority, supporting Sabhal Mòr Ostaig as a centre for Gaelic learning and cultural development, and a range of other Gaelic adult education initiatives.
- We will maintain funding for Bòrd na Gàidhlig's Gaelic Teacher Recruitment Officer.
- We will work with Local Authorities to ensure the development of workforce planning for Gaelic schools.
- We will work with all interested parties to investigate new ways of ensuring teacher supply matches demand.
- We will encourage Local Authorities to prioritise Gaelic as L1, L2 or L3 languages under the 1+2 language initiative.
- We will continue to support Stòrlann Nàiseanta na Gàidhlig, the organisation charged with co-ordinating the production and distribution of Gaelic educational resources throughout Scotland.

## ► Usage

**The Scottish Government 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. The Scottish Government will take the following steps to help enable the use of Gaelic in a range of social, formal and work settings:**

- We will continue to support Bòrd na Gàidhlig to enable it to deliver key objectives in the National Gaelic Language Plan, with a prioritisation of those which will help develop Gaelic in the community.
- We will promote the use of Gaelic in the community and encourage local authorities and others to support developments in this area.
- We will continue to support MG ALBA and its partnership with the BBC Trust in the delivery of the Gaelic Media Service, BBC Alba
- We will support Bòrd na Gàidhlig in making progress with National Gaelic Language Plan implementation in the areas of arts, publishing, media, community and the workplace.
- We will support Gaelic culture and arts projects, working with partners to deliver the National Gaelic Arts Strategy and to promote Gaelic arts both in Scotland and internationally.

- We will continue to work to increase the public profile of Gaelic through bilingual signage policies on a new or replacement basis following the principle of equal respect for Gaelic and English.
- We will continue to include Gaelic in our work in communities through projects connected to crofting and the Scottish Rural Network.
- We will encourage the promotion of Gaelic in tourism, heritage and recreation sectors.

#### ► Status

**The Scottish Government 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. Raising the status of Gaelic increases the economic and social value which it brings to the country. The Scottish Government will take the following steps to help expand visibility, audibility, recognition and respect for Gaelic, developing a more positive image.**

- We will continue to promote Gaelic within our areas of operation, preparing this statutory Gaelic Language Plan under the terms of the Gaelic Language (Scotland) Act 2005 and continuing to explore how this can be expanded.
- As we recognise Gaelic as an asset, we will continue to ensure support is provided to public bodies which have been issued with a notice to develop a Gaelic Language Plan by Bòrd na Gàidhlig to enable them to take a positive approach to the development of their Plans, and to bring tangible benefits to Gaelic speakers.
- We recognise the importance of working with all public bodies who are producing Gaelic Language Plans and will ensure that the Scottish Government plays its part in supporting this network by continuing representation on the GMòr Group of officers engaged in Gaelic Language Plans.
- We will assess new policies or initiatives for their potential to benefit Gaelic. The Gaelic and Scots team will work with colleagues to promote this, consulting with Bòrd na Gàidhlig on initiatives which will have a direct impact on Gaelic development.
- We will support key areas of Gaelic research, in partnership with other bodies with an interest in this area, such as Bòrd na Gàidhlig, Highlands and Islands Enterprise and universities across Scotland.
- We will continue to support the languages of Scotland through our participation in the British Irish Council including its Indigenous, Minority and Lesser Used Languages workstream.
- We will encourage the use of Gaelic in national advertising campaigns.

## ► Corpus

**The Scottish Government recognises that the development of initiatives to achieve enhanced strength, relevance, consistency and visibility of the Gaelic language is vital to the future of the language in a modern Scotland. The Scottish Government will take the following steps to ensure the quality, consistency and richness of the Gaelic language.**

- We will work with Bòrd na Gàidhlig on corpus planning activities in association with relevant bodies such as the Scottish Qualifications Authority, Education Scotland, Faclair na Gàidhlig, Stòrlann Nàiseanta na Gàidhlig and universities.
- We will assess the linguistic consequences of new policies or initiatives to ensure that they do not impact adversely on the use of Gaelic, and where possible we will ensure that they impact positively.
- We will continue to work with Ainmean Àite na h-Alba (Gaelic Place-Names of Scotland) to ensure consistent orthography of Gaelic in place-names.
- We will work with those undertaking research in this area to improve the quality of the Gaelic language.
- We will adhere in our Gaelic language publications and media to the Gaelic Orthographic Conventions as published by the Scottish Qualifications Authority.

# CHAPTER IV

## IMPLEMENTATION AND MONITORING



## ► **Timetable**

This is the second iteration of the Scottish Government's Gaelic Language Plan, and will remain in force for a period of five years from the date it is approved by Bòrd na Gàidhlig or until a new Plan has been put in place. Commitments in this plan will enhance and clarify, rather than replace, the commitments in the previous iteration, in force from 2010 to 2015.

## ► **Publicising the Plan**

The Scottish Government Gaelic Language Plan will be published bilingually on the Scottish Government website. In addition, we shall:

- widely promote the Plan including sharing on social media
- make the Plan known to employees via the Scottish Government Intranet and update employees with new policies and initiatives developed under the Plan
- make copies of the Plan available on request
- notify relevant stakeholders with information on how to access the Plan

## ► **Administrative arrangements for implementation**

This Plan is the policy of the Scottish Government and has been endorsed both by Scottish Ministers and by the Strategic Board of the Scottish Government.

## > **Overall Responsibility**

The Permanent Secretary will be responsible ultimately for ensuring that the Scottish Government delivers the commitments set out in this Plan.

## > **Directors-General**

The Scottish Government will adopt a devolved approach to the implementation of the Plan and Directors-General will be responsible for ensuring that their staff are made aware of the Plan and how it affects their area of work.

## > **Scottish Government Gaelic and Scots Team**

The Scottish Government's Gaelic and Scots Team, which is part of the Learning Directorate, is responsible for Gaelic policy matters. We will report progress on the commitments in this Plan to Bòrd na Gàidhlig annually. We will work closely with contacts across the organisation to ensure the implementation of the Plan, and to identify opportunities for expansion going forward. We will also respond to all ad hoc requests on progress from the Bòrd. In the event that the terms of the Plan are not being met, then the report will explain the reasons why and will set out the steps which are being taken by the Scottish Government to address the difficulties.

## > **Gaelic Plan Working Group**

The Scottish Government recognises the importance of delivering the commitments contained in this plan and to ensure a coherent approach, we will establish a Gaelic Plan Working Group following publication of this plan.

> **Individual staff members**

Guidance will be produced and promoted to Scottish Government staff explaining their duties and what the Plan means for them. This general guidance will be augmented as appropriate with information on the handling of Gaelic correspondence, telephone calls and the production of bilingual communications.

> **Services delivered by third parties**

The Scottish Government will ensure that agreements or arrangements made with third parties which relate to the delivery of its services to the public are shaped by the terms of this Plan. This commitment includes services which may be contracted out. Where the third party does not have a Gaelic language Plan in place, then we shall encourage them to follow the terms of the Scottish Government Gaelic Language Plan and to ensure that their staff are informed of the terms of the Plan.

The relevant contract manager will be responsible for monitoring the performance of the service provider in relation to any arrangements made for the Gaelic language. This will be carried out as a normal part of the contract management process.

> **Resourcing the Plan**

The Scottish Government will make appropriate provision for the resourcing of this Plan, in respect of those services delivered directly by us. Our NDPBs and Agencies, agents and contractors will be responsible for arranging to meet the costs of implementing their own Gaelic Language Plans.

> **Monitoring of implementation**

An annual monitoring report on the implementation of this Plan will be sent to Bòrd na Gàidhlig. In monitoring implementation, we will focus on the following areas in particular:

- Scottish Government policies and how they impact on Gaelic development
- the implementation of specific core commitments in Chapter II
- the contribution being made towards implementation of the National Gaelic Language Plan as set out in Chapter III
- details of materials published in Gaelic whether in whole or in summary form
- the nature and number of comments received regarding the delivery of the measures contained in the Plan

## Contact details

Queries about the day-to-day operation of the Scottish Government's Gaelic Language Plan should be addressed to:

Ruaraidh MacIntyre  
Gaelic Plan Officer  
Gaelic and Scots Team  
Learning Directorate  
The Scottish Government  
Area 2B(S)  
Victoria Quay  
Edinburgh  
EH6 6QQ  
Tel: 0131 244 3111  
Email: [ruaraidh.macintyre@gov.scot](mailto:ruaraidh.macintyre@gov.scot)

or

Stuart Pescodd  
Senior Gaelic Development Officer  
Gaelic and Scots Team  
Learning Directorate  
The Scottish Government  
Area 2B(S)  
Victoria Quay  
Edinburgh  
EH6 6QQ  
Tel: 0131 244 0389  
Email: [stuart.pescodd@gov.scot](mailto:stuart.pescodd@gov.scot)

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of the Scottish Government Gaelic Language Plan is:

Douglas Ansdell  
Head of Gaelic and Scots Team  
Learning Directorate  
The Scottish Government  
Area 2B(S)  
Victoria Quay  
Edinburgh  
EH6 6QQ  
Tel: 0131 244 0336  
Email: [douglas.ansdell@gov.scot](mailto:douglas.ansdell@gov.scot)



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

© Crown copyright 2017

**OGL**

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit [nationalarchives.gov.uk/doc/open-government-licence/version/3](http://nationalarchives.gov.uk/doc/open-government-licence/version/3) or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at [www.gov.scot](http://www.gov.scot)

Any enquiries regarding this publication should be sent to us at  
The Scottish Government  
St Andrew's House  
Edinburgh  
EH1 3DG

ISBN: 978-1-78652-939-8 (web only)

Published by The Scottish Government, April 2017

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA  
PPDAS91552 (04/17)

W W W . G O V . S C O T