

EAST RENFREWSHIRE COUNCILCABINET11 May 2023Report by Director of Business Operations & PartnershipsDRAFT GAELIC LANGUAGE PLAN 2023-2028**PURPOSE OF REPORT**

1. The purpose of this report is to advise Cabinet that East Renfrewshire Council is required to produce its' second Gaelic Language plan this year and to propose a draft plan for the purposes of consultation with the public.

RECOMMENDATIONS

2. It is recommended that Cabinet:
 - (i) Note that East Renfrewshire Council is required to produce a Gaelic Language Plan for 2023-2028 by 01 October 2023, under the statutory powers delegated to Bòrd na Gàidhlig by the Scottish Government
 - (ii) Approve the draft plan (Annex 1) as the basis for the mandatory consultation on this plan
 - (iii) Note the decision to apply for external funding for the purposes of offering Gaelic awareness training to interested staff
 - (iv) Approve the timeline and process as set out in paragraph 21

BACKGROUND AND CONTEXT

3. The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with the view of securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Act gives an official framework to the efforts to grow, preserve and sustain the Gaelic language and culture.
4. The Act stipulates that Bòrd na Gàidhlig prepares a [National Gaelic Language Plan](#) every 5 years and, in partnership with other organisations and stakeholders, they are responsible for carrying out the provisions of the Act.
5. Under the terms of the Act, Bòrd na Gàidhlig's responsibilities include:
 - to give advice to Scottish Ministers on Gaelic matters;
 - to prepare and steer the National Gaelic Language Plan;
 - to give advice on Gaelic and Gaelic Education in Scotland;
 - to provide guidance to public bodies in Scotland on Gaelic Language Plans; and
 - to monitor the implementation of the European Charter for Regional or Minority Languages, and report the findings to the Scottish Ministers.

6. Under Section 3 of the **Gaelic Language (Scotland) Act 2005** Bòrd na Gaidhlig has authority to issue a statutory notice to any relevant public authority, requiring it to prepare a Gaelic Language Plan, with the aim of raising the status and profile of Gaelic and creating practical, sustainable opportunities for its' use.
7. East Renfrewshire Council received a statutory notice from Bòrd na Gàidhlig on 05 April 2022, to inform that our next edition of the Gaelic Language Plan is due on the 01 October 2023. The notice has instructed East Renfrewshire Council to renew, review and submit our revised Gaelic Language Plan by the date provided.
8. The Education (Scotland) Act 2016 places a legislative duty on education authorities to promote and support Gaelic Medium Education (GME) and Gaelic Learner Education (GLE); and that parents can request GMPE from their education authority; and that when a threshold of demand is evidenced there is, as described in Statutory Guidance, 'an effective entitlement to GMPE', and that local authorities will 'secure the provision of GMPE in the GMPE assessment area unless it would be unreasonable to do so'.
9. In February 2022, a full assessment of the need for Gaelic Medium Primary Education (GMPE) in East Renfrewshire was carried out, after five children were identified for the school year 2023/2024 and a further six children for subsequent years. A [paper](#) was submitted in June 2022 to the Education Committee which then approved for composite GMPE provision to be located at Thornliebank Primary School from autumn 2023 with the recruitment of two Gaelic speaking staff.

REPORT

10. East Renfrewshire's Gaelic Language Plan 2023-2028 is the second of its' kind as developed under the 2005 Act. Some significant developments during the period covered by the first plan include:
 - Assessment and confirmation of a GMPE commencing in August 2023 and the recruitment of associated Gaelic staff
 - The employee HR portal now asks if staff 'are a Gaelic Speaker?' within the equality information section and communications will be sent to staff to update their equality information on the employee self-service portal. For posts where Gaelic speaking is required, recruitment packs will be in both English and Gaelic.
 - Most of our public facing documents and statements now have an added section at the back stating a Gaelic (and other languages) version can be made available on request.
11. 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 including;
 - Background/context setting
 - Internal Capacity Audit
 - Corporate Aims- standardised, non-negotiable, Corporate Service Aims that will be issued as part of the formal notice given to public bodies
 - High level Aims – coproduced with Bòrd na Gàidhlig and focus on how public body will achieve strategic objectives of the national plan

12. The guidance recognizes that each plan will differ depending on the functions of individual public authorities and where they operate in Scotland, and in terms of the number of Gaelic speakers and the potential for the development of Gaelic in their area.
13. East Renfrewshire has a relatively small Gaelic speaking community. The 2011 census indicated that, across the council area, 0.997% (874 people) of those aged 3 and over, have some Gaelic language skills.
14. The Gaelic Language (Scotland) Act requires public bodies to consult stakeholders on the development of their plans. The proposed consultation approach is to publish a draft plan and send this to local organisations for comments, and to invite feedback from the public online, for a minimum 6-week period. Following consideration of the issues raised during consultation, a revised plan will then be brought back for approval prior to formal submission to Bòrd na Gàidhlig.
15. The draft plan in Annex 1 has been a cross-departmental exercise, alongside East Renfrewshire Culture and Leisure, where a positive yet proportional approach has been favoured in setting the actions for the next 5 years. ERCL's Senior Management Team approved all actions relevant to their organisation at an SMT meeting w/c 27th March 2023.
16. There is no designated budget attached to this work at a corporate level, meaning all actions must be delivered within existing mainstream budgets. Therefore, while the new plan aims to be ambitious and continue to build on the developments of the previous plan, it is vital to be realistic in considering what is achievable given current local authority budget constraints.
17. Bòrd na Gàidhlig operates a Gaelic Plans Fund to which applications can be made to support any initiatives with resource implications. Applications can be made for a maximum of £25,000 to cover up to 80% of costs of any project relating to a Gaelic Language Plan.
18. In 2019/2020, East Renfrewshire Council was awarded £750 from this fund to cover the majority of the costs of Gaelic Awareness Training sessions provided by Feisean nan Gaidheal. However, due to coronavirus restrictions, these training sessions weren't able to be carried out.
19. An internal Gaelic language skills capacity audit was carried out between February-March 2023 where 25 members of staff that responded expressed some interest in Gaelic awareness training. East Renfrewshire Council have submitted another application to the Gaelic Plans Fund for this very purpose and would look to offer optional Gaelic Awareness sessions to any interested staff members between August 2023 and August 2024 if the application is successful.
20. Breakdown of application as follows:
 - 2 x introductory one hour awareness sessions delivered online- £900
 - Applied for £720 from Gaelic Plans Fund (80%)
 - If application approved, remaining £180 (20%) of costs covered by internal Council training budget
21. Therefore, Cabinet are asked to approve the following timeline for submission to Bòrd na Gàidhlig of East Renfrewshire's Gaelic Language Plan 2023-2028

- Draft plan for consultation approved by Cabinet- 11th May
- Consultation on draft published- 15th May
- Consultation deadline- 26th June
- Revised plan to Cabinet for approval- September 7th
- Submission to Bòrd na Gàidhlig - End of September

FINANCE AND EFFICIENCY

22. Approving the draft plan will have no direct financial implications. If consideration needs to be given in future to identifying resources to meet any demands arising from implementation of the plan, this will be the subject of future reports to the appropriate group. Bòrd na Gàidhlig operates a Gaelic Plans Fund to which applications will be made to support any initiatives with resource implications.

CONSULTATION AND PARTNERSHIP WORKING

23. This plan has been developed in partnership with ERCL and across all relevant departments in the Council. ERCL Senior Management Team have approved the commitments set out in this plan and we will continue to tie in with them around implementation and monitoring over its' life course.

24. There will be a public consultation on this draft plan for a minimum of 6 weeks once approved by Cabinet that will seek input from staff and residents. This will be carried out online using the Council's consultation platform Commonplace.

IMPLICATIONS OF THE REPORT

25. There are no specific implications of this report in terms of staffing, property, legal, ICT, equalities or sustainability.

CONCLUSION

26. East Renfrewshire Council have a statutory obligation to produce its' second Gaelic Language Plan for 2023-2028. While the plan aims to be ambitious and advance the use, learning and awareness of Gaelic in the local area, it also needs to be proportional and realistic given the population size and challenging budget landscape in which the Council is currently operating. We will seek to utilise any external funding opportunities where possible and will continue to explore opportunities for partnership working with other local authorities to develop our Gaelic offer.

RECOMMENDATIONS

27. It is recommended that Cabinet:

- (i) Note that East Renfrewshire Council is required to produce a Gaelic Language Plan for 2023-2028 by 01 October 2023, under the statutory powers delegated to Bòrd na Gàidhlig
- (ii) Approve the draft plan (Annex 1) as the basis for the mandatory consultation on this plan

- (iii) Note the decision to apply for external funding for the purposes of offering Gaelic awareness training to interested staff
- (iv) Approve the timeline and process as set out in paragraph 21

REPORT AUTHOR

Megan McIntyre, Strategic Services Officer, Megan.McIntyre@eastrenfrewshire.gov.uk

BACKGROUND PAPERS

Cabinet 25 June 2015 : [2025-2019 Gaelic Language Plan](#)

Education Committee 13 June 2019: [Gaelic Language Plan 2017-2022](#)

The National Gaelic Plan 2018-2023- <https://www.gaidhlig.scot/wp-content/uploads/2018/03/BnG-NGLP-18-23.pdf>

East Renfrewshire Draft Gaelic Language Plan- Update, Cabinet June 2015.

Consultation of the establishment of Gaelic Medium Primary School (GMPE) at Thornliebank Primary School from August 2023 and beyond- Update, Education Committee June 2022.

BLANK PAGE

Annex 1

East Renfrewshire Council
Gaelic Language Plan 2023-2028
DRAFT



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

BLANK PAGE

1. Introduction

Local Area

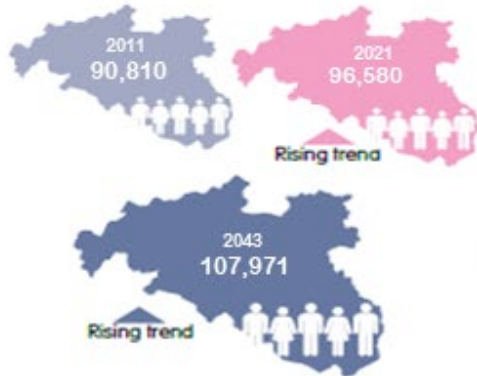
East Renfrewshire is situated to the south of the City of Glasgow and covers an area of 67 sq miles, 85% of which is rural land with the remaining area comprising mainly residential suburbs. The Levern Valley area includes the settlements of Barrhead, Neilston and Uplawmoor. The Eastwood area includes Busby, Clarkston and Williamwood, Eaglesham and Waterfoot, Giffnock, Netherlee and Stamperland, Newton Mearns and Thornliebank.



Local Demographic

EAST RENFREWSHIRE FAST FACTS

Population



Where people live



Life expectancy



New homes planned up to 2031



Economically active: 78%
 Economically inactive: 22%



Extra moving into East Renfrewshire 2021

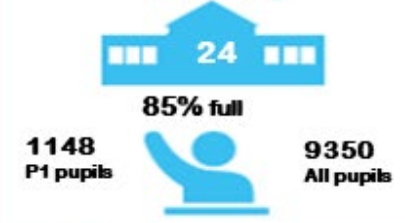


Top baby names

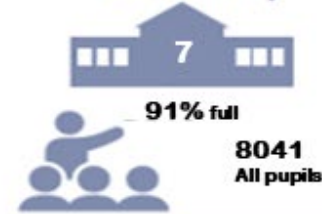
Early learning



Primary



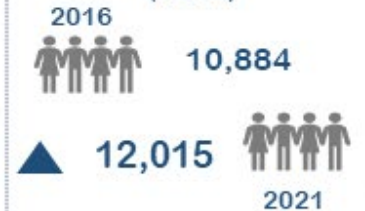
Secondary



ASN School



Young People in East Renfrewshire (10-18)



Local authority

East Renfrewshire Council provides local government services for all of East Renfrewshire and aims to be a **modern, ambitious council creating a fairer future with all**. The Council employs over 4000 members of staff that operate across 5 departments:

- Chief Executives Office
- Business Operations and Partnerships
- Education
- Environment
- Health and Social Care Partnership

East Renfrewshire Council is a coalition administration between Labour and one independent councillor. 18 councillors represent 5 multi-member wards with a political composition of:

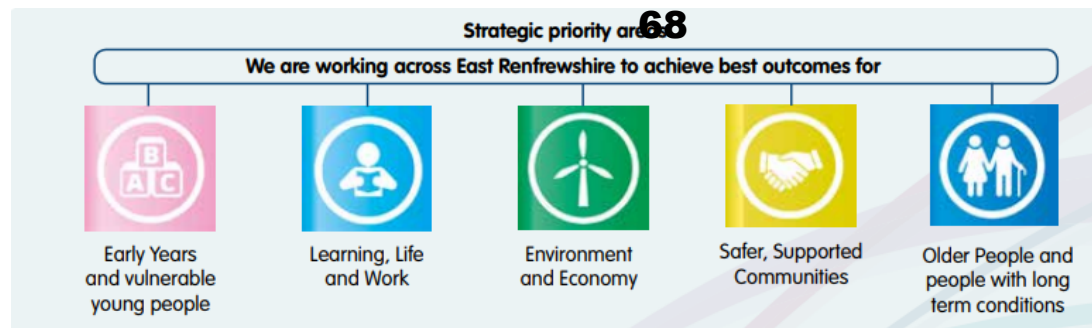
- SNP- 6
- Conservative- 5
- Labour- 5
- Independent- 2

Expenditure for East Renfrewshire Council in 2022/23 was over £330m. However, in October 2022, the Council announced it was facing a funding shortfall of more than £30m over the next three years due to a variety of reasons. Tough savings for both staff and residents have been proposed over the coming years, therefore this plan has been developed in the context of this precarious financial climate and the actions set out are reflective of this.

Local priorities

We strive to maintain the area's reputation as an attractive and thriving place to grow up, work, visit, raise a family and enjoy later life. We do this by working with our Community Planning Partners to create stronger and fairer communities together with the people of East Renfrewshire. Our Community Plan (including Fairer East Ren) is a 10-year high-level plan that articulates the priorities and context for partnership working in East Renfrewshire to ensure all of the plans and strategies of the Community Planning Partnership are working towards the same aims and vision for our communities.

These outcomes describe what life will be like for our children, young people, adults and older people when we achieve our ambitions. There are currently five priority areas that are consistent throughout our strategic planning. These are:



The plan includes Fairer East Ren (our Local Outcomes Improvement Plan). Focusing on tackling inequalities across East Renfrewshire, we are delivering on action plans for each of the Fairer East Ren themes with our community planning partners.

The commitments set out in East Renfrewshire's Gaelic Language Plan 2023-2028 will contribute to this vision, in particular through the following outcomes:

- 2.1 Residents have the right skills, learning opportunities and confidence to secure and sustain work (Fairer East Ren)
- 2.2 Children and young people are included
- 2.3 Children and young people raise their educational attainment and achievement and develop the skills they need
- 3.4 East Renfrewshire is a great place to visit
- 4.4 Residents live in communities that are strong, self-sufficient and resilient

Gaelic within East Renfrewshire

Overview

East Renfrewshire has a relatively small Gaelic speaking community. The 2011 Census indicated that, across the council area, 0.997% (874 people) of those aged 3 and over, have some Gaelic language skills. As of March 2023, we are still awaiting the results of the 2022 Census, however we do know that there has been a significant population increase in the area.

Area	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
East Renfrewshire	87685	252	306	193	50	60	13	86811
Barrhead	16838	26	41	34	7	9		16721
Busby	3155	3	9	7	3	1	1	3131
Clarkston	9019	30	33	21	6	8	1	8920
Eaglesham	2995	20	13	7	5		1	2949
Giffnock	11809	41	51	31	6	12	1	11667
Neilston	5162	14	19	11	4	1	3	5110
Netherlee	4414	19	28	4	1	1	1	4360
N'ton Mearns	23493	62	80	55	13	17	3	23263
Stamperland	3477	10	10	5	2	1		3449
Thornliebank	3936	15	13	12	2	6	2	3886
Uplawmoor	534	2	1					531
Waterfoot	1250	6	5	2	1			1236
Outlying rural	1603	4	3	4		4		1588

Education

East Renfrewshire Council is committed to providing Gaelic education opportunities for our residents and those who wish to undertake this in the future. We provide financial support to transport a small number primary pupils and secondary pupils to the Glasgow Gaelic School and to the Mount Cameron Gaelic facility in South Lanarkshire. Following a consultation in February 2022, a full assessment of the need for GMPE in

East Renfrewshire was carried out, after five children were identified for the school year 2023/2024 and a further six children for subsequent years.

A [paper](#) was approved in June 2022 by the Education Committee, proposing that composite GMPE provision be located at Thornliebank Primary School from autumn 2023 with the recruitment of two Gaelic speaking staff. This will allow pupils starting Primary 1 in August to access local provision within a dedicated establishment. This is a significant step for East Renfrewshire and it is hoped that embedding GMPE within our schools will have a wider ripple effect across our communities in terms of language acquisition and usage. We believe this will demonstrate a commitment and recognition of the prestige of Gaelic across the Council and will continue to actively promote Gaelic language learning.

Gaelic in Scotland

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. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. The census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country.

National Gaelic Language Plan

The National Gaelic Plan concludes that Gaelic development has made good progress yet there is much to do to maintain this progress and increase momentum by means of new commitments to ensure that **“Gaelic is used more often, by more people and in a wider range of situations”**. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland’s cultural life.

East Renfrewshire Council supports the aim of the National Gaelic Plan 2018-2023 and is committed to contributing through focussing our work under these three headings:

- Increasing the use of Gaelic within our authority and encouraging more people to use Gaelic when interacting with us
- Increasing the opportunity for people to learn Gaelic
- Promoting a positive image of Gaelic whenever we can as part of our operations as an organisation

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. The Act empowers Bòrd na Gàidhlig to require public authorities to prepare a Gaelic Language Plan (GLP) to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is East Renfrewshire's second 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. East Renfrewshire's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Gaelic Language within ERC

We conducted an internal staff Gaelic capacity audit in preparing this document so that the actions and commitments could be aligned with the existing skills of our organisation and to highlight where additional recruitment and/or training is required.

Summary of findings

- There are currently 0 jobs in East Renfrewshire Council that require Gaelic as a skill, however one FTE Principal Teacher post for the new GME school is in the recruitment process at present (March 2023).
- There were 40 responses to the survey in total
- 5 people could understand/read/write/speak Gaelic to a certain extent
- 4 people had participated in some level of Gaelic learning, ranging from using Duolingo to it being part of their school curriculum
- No respondents had ever had to use Gaelic in the workplace
- 70% expressed some interest in taking part in Gaelic awareness training

We will use this information as baseline data and will look to compare this against information gathered for our next Gaelic Language Plan 2028-2033.

2. Key Principles

This section of the plan confirms East Renfrewshire Council's commitment to three key principles to be applied across the plan and throughout the authority.

Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Bòrd, in turn, expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

East Renfrewshire Council will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

Active Offer

East Renfrewshire Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

Mainstreaming

In the formation, renewal and monitoring of policies, East Renfrewshire Council will consider the commitments made in this Gaelic language plan and ensure that the impacts on Gaelic are in line with the National Gaelic Language Plan's aim that Gaelic is used more often, by more people and in a wider range of situations.

In order to achieve this aim, the normalisation or mainstreaming of Gaelic as part of the day-to-day fabric of modern Scottish life is a key action and public authorities are central to this.

3. Our Plan Commitments

3.1 Corporate Service Aims

Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims. The Corporate Service Aims are based on Bòrd na Gàidhlig experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector. All public authorities are expected to address all of these Corporate Service Aims in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

We have ensured that the actions set out are proportionate to and reflective of both the size of our local authority and our ability to develop Gaelic in the local area within the context of a challenging budget position over the next few years.

Status

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Logo and brand- render the corporate logo branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both language	There is currently no Gaelic logo or branding for East Renfrewshire	A dual version of the corporate logo will be developed. This dual logo will be made available on request from the Communications Team, as required.	Year 1 Year 1 onwards	Business Operations and Partnerships

Signage- Prominent signage will include Gaelic and English as part of any renewal process	There is currently no Gaelic signage on East Renfrewshire Council premises	Signage in the GME school will include Gaelic and English as part of any renewal process.	Year 2 onwards	Education/Environment
--	--	---	----------------	-----------------------

Communicating with the public

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Promotion- positive message that communication from the public in Gaelic is always welcome	At present, we do not consistently promote the use of Gaelic to our residents.	A web page will be created outlining the GMPE offer in East Renfrewshire, which will be in both languages. There will also be a website section for the Gaelic Language Plan in both languages that will include a statement that says we welcome any communication from the public in Gaelic.	Year 1	Business Operations and Partnerships
Written communication- written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in	Where requests have been received, we have responded in Gaelic within an appropriate timeframe.	Our Translation, Interpretation and Communication guidance will be refreshed to include specific reference to Gaelic and the process to be followed in replying in this language, ensuring the most recent Gaelic Orthographic Conventions are adhered to.	Ongoing	Business Operations and Partnerships

accordance with general policy				
Reception and phone- where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public	We do not currently have any Gaelic speaking staff on reception or phones.	Appropriate training will be offered for staff who express an interest in learning Gaelic, where resources allow.	Ongoing	Business Operations and Partnerships
Public meetings- Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted	Where notice of 3 weeks is given, we provide an interpreter service for key public meetings	Continue to implement this policy and actively offer this service to the public, as requested	Ongoing	Business Operations and Partnerships

Information

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
News releases- high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English	We do not currently issue any news releases bilingually.	A dual language news release will be issued upon the opening of the GMPE establishment in August 2023. Other opportunities to promote the work of the GMPE school and other Gaelic work will be identified on an ongoing basis	Year 1 Year 1 onwards	Business Operations and Partnerships

Social media- Gaelic content distributed regularly through social media, guided by the level or actual and potential users	We have highlighted the GMPE offer on social media.	Content from the GMPE establishment and other Gaelic content will be shared on the council's social media regularly.	Year 1 onwards	Business Operations and Partnerships
Website- Gaelic content should be available to the public authority's website, with emphasis given to pages with the highest potential reach	The Council's website currently has a page which provides information about GMPE and how this can be accessed.	Another web page will be created outlining the GMPE offer in East Renfrewshire, which will be in both languages. This will also outline Gaelic learning and cultural opportunities, as appropriate. The Gaelic Language Plan 2023-2028 will be published on the council website in both languages.	Year 1 Year 1	Business Operations and Partnerships
Corporate publications- produced in Gaelic and English, with priority given to those with highest potential reach	We currently include a statement in corporate publications detailing that the document can be provided in an alternative language or format on request.	Relevant corporate publications will be considered for translation into Gaelic, as deemed appropriate.	Year 1 onwards	Business Operations and Partnerships
Language utility- a process is in place to ensure that the quality and accessibility of Gaelic language in all	We follow our existing translation and interpretation process when required, utilising the services of a professional translator.	We will continue to utilise the services of a professional translator when requiring services for translation for publications, social media and website content	Ongoing	All services

corporate information is high				
Exhibitions- opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact	East Renfrewshire Council does not, at present, provide a Gaelic element to any exhibitions	We will work with partners in East Renfrewshire Culture and Leisure to identify opportunities to deliver public exhibitions to highlight Gaelic language and culture	Year 1 onwards	All services

Staff

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Internal Audit- conduct an internal audit of Gaelic skills and training needs through the life of each plan	We currently do not have any information around the Gaelic language skills and training needs of our staff	An internal staff language skills audit to be carried out which will also include information gathering around interest or need for Gaelic training and how often the language is used in the workplace	Year 1	Business Operations and Partnerships

Induction- knowledge of the public authority's Gaelic Language plan included in new staff inductions	East Renfrewshire Council does not currently include the Gaelic Language Plan in new staff inductions.	Slides will be added to our current Corporate Induction to detail our Gaelic Language Plan	Year 2	Business Operations and Partnerships
Language training- Gaelic language skills training and development offered to staff, particularly in relation to implementing the Council's GLP	We do not offer any Gaelic language skills training or development to staff	We will work collaboratively with other public authorities to provide online learning opportunities to staff We will provide information on all Gaelic e-learning forums such as 1+2 Languages, Go Gaelic!, Learn Gaelic and Duolingo sites	Year 2 onwards	Business Operations and Partnerships
Awareness training- Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public	There is currently no offer of Gaelic awareness training for staff	We will seek to provide a short eLearning Gaelic awareness course and actively promote this offer to staff, with a particular focus on senior staff and Councillors, which we will look to develop this partnership with neighbouring local authorities.	Year 1 onwards	Business Operations and Partnerships
Recruitment- recognising and respecting gaelic skills within the recruitment process throughout the public authority	Recruiting managers have the ability to update the person specification for vacancies to state if a language is essential / desirable for a particular role.	Continue to offer recruiting managers the opportunity to include a language as essential/desirable for a particular role.	Ongoing	Business Operations and Partnerships

Recruitment- Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the GLP and in accordance with the Bòrd na Gàidhlig recruitment advice	Recruiting managers have the ability to update the person specification for vacancies to state if a language is essential / desirable for a particular role.	Continue to offer recruiting managers the opportunity to include a language as essential/desirable for a particular role.	Ongoing	Business Operations and Partnerships
Recruitment- bilingual or Gaelic only job adverts where Gaelic is an essential skill	Where Gaelic is listed as an essential skill, we have included the candidate pack bilingually.	We will continue to ensure that where Gaelic is an essential skill, information will be published in both Gaelic and English	Year 1 onwards	Business Operations and Partnerships

Gaelic Language Corpus

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Gaelic Orthographic Conventions- the most recent Gaelic Orthographic Conventions will be followed in relation to all written materials	All written materials produced by East Renfrewshire Council follow the most recent Gaelic Orthographic Conventions	We will ensure that Gaelic Orthographic Conventions are adhered to in all written materials produced	Ongoing	All services

products by the public authority				
Place-names- Gaelic place name advice from Ainmean-Aite na h-Alba is sought and used	If we require information relating to place names, we would use Ainmean-Aite na h-Alba	We will use Ainmean-Aite na h-Alba whenever we require information relating to place-names	Ongoing	All services

3.2 High-Level Aims

East Renfrewshire Council has agreed a set of high-level aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

The high-level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-2023, and framed around the three National Gaelic Language Plan headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

East Renfrewshire's high-level aims are:

Increasing the use of Gaelic
ERC High-level aim: Strengthen partnerships with East Renfrewshire Culture and Leisure, local businesses and other key stakeholders to increase both the use and awareness of the Gaelic language in the Council area.

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Residents are aware of and supported to use the Gaelic language in a range of settings throughout the authority.	We have an established a Gaelic Language Working Group, with officer representation from across Council departments and the Trust, to work in partnership to develop this plan and the implementation of the Gaelic Language Plan.	Increase the use and awareness of existing Gaelic resources in libraries.	Year 1 onwards	All services
		Explore opportunities for the GME school to work in collaboration with East Renfrewshire Culture and Leisure	Year 1 onwards	Education
		Raise awareness among businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture has something unique and engaging to offer visitors.	Year 1 onwards	Environment
		Continue to meet as a Gaelic Language steering group and expand membership to ensure commitments of this plan are being delivered and there is a strategic approach to increasing the	Ongoing	All services

		use of the language in the authority.		
--	--	---------------------------------------	--	--

Increasing the learning of Gaelic				
ERC High-level aim: Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education, with progress monitored through existing quality improvement and self-evaluation processes.				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>Gaelic Medium Primary Education is established at Thornliebank Primary School in August 2023.</p> <p>Children benefit from high-quality learning experiences throughout the curriculum.</p> <p>Teachers are well supported through opportunities to network with other GMPE establishments.</p>	<p>Pupils are transported to GMPS provision in neighbouring local authorities.</p>	<p>Recruit Gaelic Medium Principal Teacher 1FTE</p> <p>Recruit Gaelic Medium Teacher 0.5FTE</p> <p>Recruit Gaelic speaking PSA</p> <p>Recruit development officer/identify central support for GMPE pedagogy and practice</p>	<p>April 2023</p> <p>August 2023</p> <p>August 2023</p> <p>August 2023/TBC</p>	<p>Education</p>

ERC High-level aim: Plan towards GME provision at secondary level in 2030.				
ERC High-level aim: Raise awareness of Gaelic and increase opportunities for Gaelic learner education.				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Parents and children are aware of Gaelic learning opportunities they can access.	No Gaelic learner education for children/young people.	Develop a strategic approach to sharing information with parents and children about Gaelic learning opportunities across the working area and in other neighbouring authorities.	August 2023	Education
Children at Thornliebank Primary School have planned opportunities to learn Gaelic as part of the wider curriculum.		Plan Gaelic learning curricular opportunities to be phased in from P1 and expanded in line with GMPE year group progression.	From August 2023	Education
		Plan whole-school opportunities to raise the profile of Gaelic through shared exploration and celebration of languages, cultures and diversity.	From August 2023	Education

		Create opportunities for parents of children in GME to network and to increase their own Gaelic language skills.		
--	--	--	--	--

ERC High-level aim: Raise awareness of Gaelic and ensure adult Gaelic learners have access to appropriate Gaelic learning opportunities.				
Promoting a positive image of Gaelic				
ERC High-level aim: Promoting a positive image for Gaelic through delivery of the corporate service and educational commitments in this Gaelic language plan				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Gaelic language is viewed positively in East Renfrewshire by residents and staff and its importance is valued by key stakeholders	Where resources have allowed, we have looked to promote a positive image of Gaelic through delivering actions set out in our previous Gaelic Language Plan 2018-2023.	Promote and enhance the Gaelic commitments agreed in this current plan to all staff and monitor its application annually. Learning opportunities in partnership with third sector organisations and neighbouring local authorities.	Year 1 onwards	All services

4. Links to the National Performance Framework

East Renfrewshire Council's Gaelic Language Plan will help advance the following outcomes of the National Performance Framework:

- children and young people - we grow up loved, safe and respected so that we realise our full potential.
- communities - we live in communities that are inclusive, empowered, resilient and safe.
- culture - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- economy - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- education - we are well educated, skilled and able to contribute to society.
- human rights - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at <https://nationalperformance.gov.scot/>

5. Publication

This Gaelic language plan will formally remain in force for a period of 5 years from the date it is approved by Bòrd na Gàidhlig. This section of the plan sets out how East Renfrewshire Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

Internal

East Renfrewshire's Gaelic Language Plan will be published in Gaelic and in English and we will let staff and other internal stakeholders at all levels know about the plan, any responsibility they have in terms of delivery and the opportunities that exist for them to use Gaelic and/or develop their skills.

This will be done by:

- publishing information on our staff intranet

- including Gaelic in the eLearning induction module

External

The Gaelic Language Plan will be published in Gaelic and English on our website. In addition, we will:

- Publicise the plan through a variety of social media platforms
- Make hard copies available on request
- Share the plan with key stakeholders in the public, private and third sectors.
- We will alert other organisations, including third parties and arms-length organisations, by social media and via the Council's website and we will encourage them to operate in the spirit of the activities outlined in this plan.

6. Resourcing the plan

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. Where there are any extra cost implications, these will be agreed by the Council in line with normal budget processes. We will also continue to seek external funding opportunities for Gaelic in East Renfrewshire.

7. Monitoring the plan

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter.

East Renfrewshire Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public

8. The Gaelic Language Plan in the Public Authority

Overall responsibility for the plan

The Director of Business Operations and Partnerships has the overall responsibility for East Renfrewshire's Gaelic Language Plan and can be contacted as follows:

NAME: Louise Pringle & Mark Ratter

POSITION: Directors

DEPARTMENT: Business Operations & Partnerships and Education

NAME OF ORGANISATION: East Renfrewshire Council

ADDRESS: Eastwood Park, Rouken Glen Rd, Giffnock, G46 6UG

TELEPHONE NUMBER: (0141) 577 3000

E-MAIL ADDRESS: louise.pringle@eastrenfrewshire.gov.uk mark.ratter@eastrenfrewshire.gov.uk

Day-to-day responsibility for the plan

Strategic Services has day-to-day responsibility for the delivery and monitoring of East Renfrewshire's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

NAME: Megan McIntyre

POSITION: Strategic Services Officer

DEPARTMENT: Business Operations and Partnerships

NAME OF ORGANISATION: East Renfrewshire Council

ADDRESS: Eastwood Park, Rouken Glen Rd, Giffnock, G46 6UG

E-MAIL ADDRESS: megan.mcintyre@eastrenfrewshire.gov.uk

Gaelic Language Implementation and Monitoring Group

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan.

East Renfrewshire Council has established a Gaelic Language Plan Working Group, with the primary responsibility of developing the commitments within this plan. Membership is cross-departmental and includes representation from Strategic Insights and Communities, Human Resources, Communications, Education, Customer Services and East Renfrewshire Culture and Leisure.