ANGUS COUNCIL

DRAFT GAELIC LANGUAGE PLAN

2014-2019

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 17 September 2014.

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FOREWORD

Foreword by the Chief Executive and Provost of Angus Council

This is Angus Council's first Gaelic Language Plan, and sets out our ambitions for Gaelic over the next five years, to 2019. Our aim is to contribute to the Scottish Government's vision of safeguarding the future sustainability of the Gaelic language by enhancing the profile of the language and providing more opportunities for our communities to communicate in Gaelic. The plan will also support implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'.

Since 1995 Angus Council has actively supported the Gaelic language through formal primary education. Gaelic Medium Education has been at the centre of these developments and we have recently expanded our provision into Secondary School level at Forfar Academy.

The Gaelic language has a long history in Angus and there are Gaelic speakers resident in the county form a small and important part of our community. It is our ambition to not only sustain but to increase these numbers through the aims and actions contained within our Gaelic Language Plan.

We see this first iteration of our Gaelic Language Plan as a starting point for developing and improving our current Gaelic provision. Our commitments within the Plan set out what we will do to raise the status of Gaelic in a proportionate way. We will however encourage our services to exceed these commitments.

The Gaelic Language Plan has been endorsed by our corporate equalities group, senior management team, and elected members.

Richard Stiff   Helen Oswald
Chief Executive   Provost of Angus Council

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INTRODUCTION

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 **(note[1])** with the English language.

Gaelic is a fragile language, with the number of speakers in Scotland decreasing. The 2005 Act requires the public sector in Scotland to play its part in creating a sustainable future for Gaelic by raising its status, profile and use in the home, workplace, community, and in places of learning.

The Act also established Bòrd na Gàidhlig, a statutory, non-departmental public body, to promote the use and understanding of the Gaelic language throughout Scotland. The Bòrd's aims are to:

- Arrest the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language.

- Increase the range of situations in which Gaelic is used, in line with the legislation's key principle of equal respect for Gaelic and English.

- Help Gaelic speakers increase their competence and confidence using Gaelic.

Amongst other functions, Bòrd na Gàidhlig must:

- Produce a National Gaelic Language Plan

- Require public authorities to prepare and publish Gaelic Language Plans as it deems appropriate.

- Issue guidance in relation to Gaelic education.

The aim of the National Gaelic Language Plan, which belongs to the whole of Scotland, is to drive forward the Bòrd's vision of 'a healthy, vibrant language, increasingly used, valued and respected in a modern, multicultural and multilingual Scotland.'

Angus Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. We are committed to the objectives set out in the National Gaelic Language Plan and have put in place the necessary structures and initiatives in Angus to contribute to Gaelic having a sustainable future in Scotland.

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

- enhance the status of Gaelic;

- promote the acquisition and learning of Gaelic;

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[1] *Note* "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 Gaelic users 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….Giving Gaelic equal respect does not… mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, public authorities should endeavour, whatever the linguistic landscape they face, to be supportive and generous to Gaelic development. [They] should not take a minimalist approach to Gaelic development….[but should] seek to expand over time the level of Gaelic provision that they provide. When delivering services in Gaelic, they should endeavour to ensure they are of a comparable standard and quality as those they provide in English."

Source: Bòrd na Gàidhlig's *Guidance on the Development of Gaelic Language Plans.*

- encourage the increased use of Gaelic.

This document is Angus Council's Gaelic Language Plan. It has been prepared within the framework of the Gaelic Language (Scotland) Act 2005, 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. 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.

Our Gaelic Language Plan comprises four sections:

Section 1 provides the local context within which the Plan has been developed.

Section 2 sets out how the Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. The section also sets out the basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Section 3 sets out how the Council will help implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in planning and delivery of our services, particularly in education and cultural services.

Finally, section 4 sets out how implementation of our Gaelic Language Plan will be taken forward, and monitored.

In accordance with the requirements of the 2005 Act, the Council consulted widely and publicly during the preparation of this Plan and has taken into account representations made during the consultation process.

The Council's Gaelic Language Plan was approved by Bòrd na Gàidhlig on 17 September 2014.

1. GAELIC IN ANGUS

Angus is an area of outstanding beauty, situated on the east coast of Scotland with its rugged coastline opening into scenic glens and the fertile Valley of Strathmore.

Known around the world as Scotland's Birthplace, Angus enjoys the benefits of modern living, as well as tangible links with a colourful and historically significant past.

An area of approximately 2,180km^2 and although predominantly rural, Angus has a population of 110,630 (National Records of Scotland, 2011) mainly living within or around the seven burghs of Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir, Monifieth and Montrose.

The **Angus population** accounts for 2.1% of the total population of Scotland, and in line with Scotland's total population, it rose during the period 1985-2011.

In Angus, 14.8% of the population are aged 16 to 29 years which is lower than the Scotland average in which 18.7% are in that age group. People aged 60 and over make up 28.2 % of the Angus population which is larger than the national average of 23.2%.

On average from 2009 to 2011, there was a net inflow of 230 people migrating into Angus each year.

The **history of Gaelic in Angus** dates from circa the eighth century. Angus lay in the territory of the Picts, a Celtic people who spoke a language thought to be similar to that which has survived in Wales.

Celtic languages are described as belonging to one of two groups known as "P" and "Q". The "P" group includes Pictish, Welsh, Cornish and Breton, and the "Q" group Gaelic, Irish and Manx.The languages of each group are related, but were sufficiently different even in the sixth century for an interpreter to be required when Columba met the Pictish King Bruide.

During the eighth and ninth centuries Kings reigned jointly in each of the Scottish Gaelic Kingdom of Dalriata and that of the Picts. From that time signs begin to emerge of an increasing Gaelic influence in the Pictish east. With the arrival of Cinaed (Kenneth) MacAlpin by 848, Gaelic became the language of the ruling classes in Pictavia, and although he was styled *Rex Pictorum,* on his death in 858 Gaelic became the language of the new Kingdom of Alba.

Gaelic survived as the spoken language of Angus well into the feudal period, but it was probably superseded by the Scots language by the thirteenth century, at least in lowland Angus.

Gaelic continued to be spoken in the highland glens, however, and we can see from the survival of purer Gaelic place-names that most of these were coined in recent centuries.
However, Gaelic then suffered a serious decline in Angus, in common with most lowland counties in Scotland. We know from contemporary accounts that Gaelic was still spoken by most inhabitants of Glen Esk in the early 17th century. The following is a map of the distribution of Gaelic spoken c. 1682.
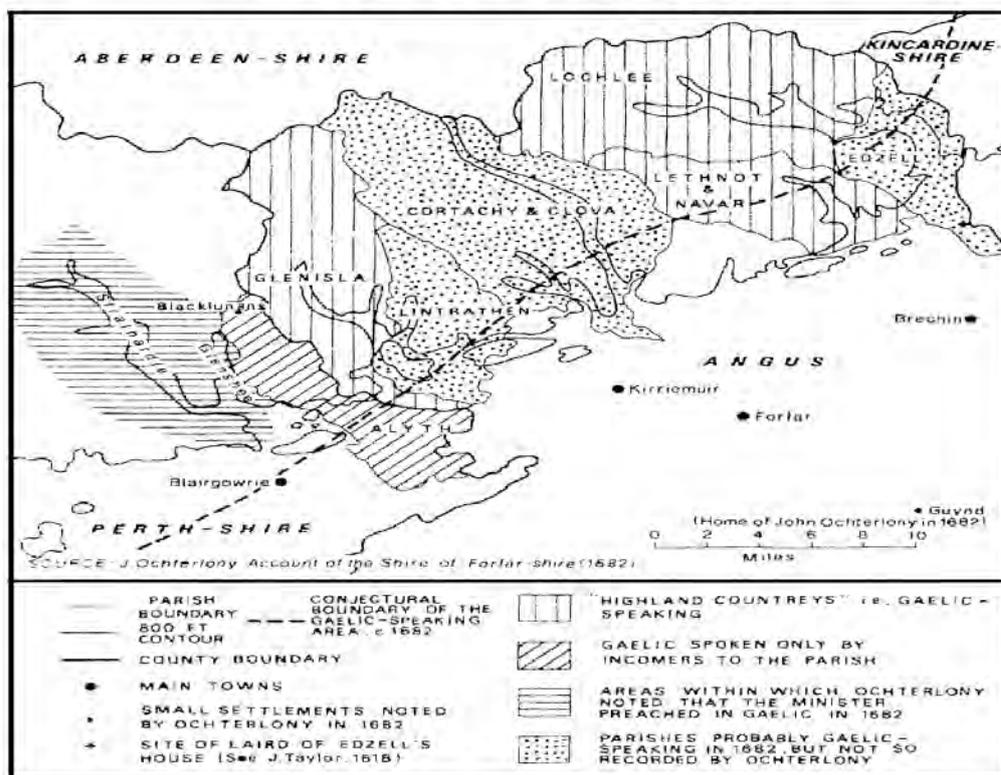
Gaelic in Scotland in the Seventeenth Century

Image reproduced by kind permission of Prof Charles Withers, from his book
Gaelic in Scotland 1698-1981: The Geographical History of a Language
(John Donald 1984)

The last Gaelic speaker in Glen Esk was reputed to have been alive within living memory during the mid 20th Century. However there is no information to back up this assertion or to confirm if this refers to a local native speaker or migrant from elsewhere in Scotland.

Records of Gaelic speakers from the 19th century census records suggest that Gaelic was spoken by small numbers of people in the Angus glens but they are likely to have migrated from highland areas where Gaelic was still in common usage.

In more recent times, the 2011 Census identified that in the Angus Council area:
% Gaelic speakers 2001   0.45%
% Gaelic speakers 2011   0.37%

Angus Council is one of 32 unitary local authorities in Scotland which came into being on 1 April 1996 following reorganisation of local government. It is responsible for a range of services including education, social work, environmental health, leisure & culture, planning and building control, housing, waste management, maintenance of public roads (other than trunk roads), and emergency planning.

The council employs approximately 5,400 employees and its total budget for 2012/13 was £260,027,000.

The council's political governance arrangements comprise:

- Full council of 29 elected members covering eight multi member wards, with each ward having three or four councillors depending on the size of the electorate in each ward.

- Angus Council, and Policy and Resources committees deal with strategic and corporate issues that impact across the whole council.

- There are four service committees comprising Children & Learning, Social Work & Health, Communities, and Development & Enterprise.

- There is a Scrutiny and Audit Committee.

The council's administrative headquarters is based in Forfar, as is the council chambers. There are also main council offices in all of the burghs.

Gaelic provision within the Council primarily centres around Gaelic Medium Education the aim of which is to achieve competency in both Gaelic and English. Children are taught the curriculum in Gaelic, followed by the gradual use of English. By the end of primary seven, children educated in Gaelic Medium Units will have completed the curriculum and also be fluent in Gaelic. Primaries one to three are the 'total immersion' stages in which all teaching is done through Gaelic language. In the last term of primary three, English reading and writing are gradually introduced.

Children educated through Gaelic Medium classes grow up with a deep knowledge of and respect for the culture of Gaelic-speaking Scotland. The Gaelic experience promotes a wider and forward looking approach to the opportunities in a multi-lingual Europe.

Delivery of Gaelic education in Angus can be summarised as follows:

Pre-School
The Council supports pre-school provision in Gaelic, with a facility for a Gaelic pre-school class at Whitehills Primary School in Forfar, although during the academic school year 2013-14 there were no pupils taught at this level.

Primary School
The Angus Gaelic medium class was opened at Kirkriggs Primary School in Forfar in 1995 and relocated to Whitehills Primary School in 2007. Although it occupies its own classroom, it is very much a part of the whole school community. The children join the rest of the school for assemblies, school trips, specialist teaching, playtimes and general activities.

Parents are strongly involved in the work of the class and the wider school, and there is close collaboration with the Gaelic teacher.

There is also a growing number of children participating in the Gaelic choir from Whitehills Primary School.

During the academic school year 2013-14 there were nine pupils taught at primary school.

Secondary School
Following the appointment of two Gaelic teachers (from August 2013), until August 2014 there is provision for teaching Gaelic at secondary school level, at Forfar Academy. During session 2013/14:
 374 pupils in S1/2 were Gaelic Learners
 7 students studied Gaelic for Fluent Speakers
 2 S6 pupils undertook National 5 Gaelic Learners

GLPS (Gaelic Learning in Primary School) is not currently delivered in Angus.

From August 2014-15, it is anticipated that there will be:

Secondary School
194 S2 pupils who will study Gaelic
6 students who will be studying Gaelic for Fluent Speakers

Primary School
9 pupils in Gaelic Medium Education

Adult Provision
There are no Gaelic for Adults Classes in Angus.

There are currently no figures available in respect of the number of council employees who speak Gaelic. However, as an integral part of the Gaelic Language Plan, the council is committed to undertaking an exercise by 2015 to establish:

- The number of Gaelic speaking employees within the council

- The number of employees who are Gaelic learners

- The number of employees who express a desire to learn Gaelic

- The number of employees who can speak, read and write in Gaelic

Once this information has been collated, it will be published as part of the progress reports on our Gaelic Plan.

Since 2003, the council has offered to provide on request council documents, leaflets, plans etc (or relevant sections of them) in Gaelic.

Other Gaelic Related Activity in Angus
There are no known Gaelic –medium events which have taken place in Angus.

There are no known Gaelic organisations with offices in Angus, nor any community organisations with a Gaelic function in Angus.

2. OUR CORE COMMITMENTS

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd therefore has identified four core areas of service delivery that it wishes public bodies to address in their Gaelic Language Plan:-

Identity:	corporate identity
	signage
Communications:	reception
	telephone
	mail and e-mail
	forms
	public meetings
	complaints procedures
Publications:	public relations and media
	printed material
	websites
	exhibitions
Staffing:	training
	language learning
	recruitment
	advertising

Angus Council recognises that action in each of these four key areas can raise the visibility and profile of Gaelic and provide greater opportunities for Gaelic speakers and learners of the language.

Underpinning the council's commitments, the council will:

- demonstrate equal respect for Gaelic and English regarding any bilingual services and resources
- make active offers for all bilingual (Gaelic/English) services and resources.

This section of our Gaelic Language Plan details our commitments under each of the aforementioned headings.

IDENTITY

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

Rationale:

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Bilingual Logo	The council logo is not bilingual.	We will introduce a bilingual council corporate logo, demonstrating equal respect for Gaelic and English.	Raise the profile of Gaelic on council materials.	When logo is reviewed.	Chief Executive's
Publications, stationery etc	There is no provision made for the Gaelic language.	We will revise the council's guide for producing leaflets and publications, and the council's guidance for producing signage, to give Gaelic equal respect to English.	Equal respect of Gaelic by addressing the need for bilingual signage, vehicle livery, stationery, and ID badges.	When stationery etc is reviewed.	Chief Executive's
Vehicle Livery	Livery is not bilingual.	We will add the council's corporate bilingual logo and other council information to council vehicles when they are renewed or replaced as part of the council's procurement and renewal programme.	Increase the visibility of Gaelic on council vehicles.	When logo is reviewed, or at first opportunity.	Communities
Signage	There is no policy in the use of Gaelic in signage.	We will take cognisance of the need for a consistent approach across the area and neighbouring authorities: When we undertake a replacement programme, boundary signs and place name signs in the area will include a Gaelic translation When street name plates are being renewed or replaced - bilingual signs may be used where there is appropriate Gaelic derivation of the	A policy that all new bilingual signs and street name plates will demonstrate equal respect for Gaelic and English. Increase the visibility of Gaelic entering and leaving Angus. Increase the visibility of Gaelic in street names.	Ongoing from 2016, at point when needing replaced.	Communities

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		name, following guidance from Àinmean-Aite Na H-Alba/Gaelic Place-names of Scotland.			
		We will revise the procedure for naming of streets in new developments. When tourist signs are being renewed or replaced bilingual signs should be used where there is an appropriate Gaelic derivation of the name.	Developers should be required to make the name plates bilingual, wherever there is an appropriate Gaelic derivation of the name. Increase the visibility of Gaelic to tourists.		
	Requesting organisations fund tourist signs in English.	We will revise the procedure for requests for new tourist signs. The organisation will be asked to provide bilingual signs where there is an appropriate Gaelic derivation of the name.	The requesting organisations to fund new bilingual tourist signs to increase the visibility of Gaelic.		
		We will introduce the use of bilingual signs when replacement programmes of directional signs are undertaken, where a consistent approach is achievable, on an incremental/prioritised basis.	Increase the visibility of Gaelic in directional signs.		
		We will introduce the use of bilingual signs when replacement programmes of ancillary road signage (finger posts; car park signs; tourist interpretation/ information boards etc) are undertaken following wider use of Gaelic signage.	Consideration of widening future use of bilingual signage.	2018	Communities

COMMUNICATION

Angus Council recognises the importance of increasing the opportunities for the practical use of Gaelic in everyday life, and is committed to progressively increasing the level of provision in this area.

Rationale:

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the audible and visual presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language it also creates the opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Reception	There is no policy on the use of Gaelic in reception areas.	All council staff employed in front line services will be offered Gaelic awareness training.	Increase the number of front line staff who can speak Gaelic at the initial point of contact with the public.	2018	Resources
		We will introduce Gaelic awareness training for front line staff in schools where Gaelic is taught.	Increase awareness of Gaelic for reception staff dealing with pupils and parents of Gaelic speakers.	2016	People
Mail and email	There is no policy on how to respond to mail and email received in Gaelic.	We will reply in Gaelic to correspondence received in Gaelic using external translation providers.	Responses made in the same time frame as responses in English as far as practically possible. Increase equal respect for Gaelic.	2018	Chief Executive's
		We will undertake a review of posts to identify where it would be appropriate to add bilingual signatures. The council's disclaimers will be rendered bilingual.	Raise the profile of Gaelic on electronic correspondence.	2018	Resources
Telephone	The current telephone interpreting service does not include Gaelic.	We will develop the process of adding Gaelic to the service providers list of languages interpreted, or look to source the provision elsewhere.	Provide the availability of Gaelic for those telephoning the council wishing to speak in Gaelic.	2019	Communities/Resources
		We will introduce Gaelic welcomes on automated systems or answering machines under ACCESSLine if existing technology allows, and will incorporate this into future phone systems as they are renewed.	Increase the profile of Gaelic for telephone users.	2017	Communities

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Forms	There is no policy on how to respond to forms completed in Gaelic.	We will accept forms completed in Gaelic, unless there are reasons why it is not possible, and clearly stipulate when this will be, e.g. legal restrictions.	Enable those wishing to complete forms in Gaelic the opportunity to do so wherever possible.	2017	Chief Executive's/Resources
Public meetings	Where requested and relevant, an interpreter of a community language is provided at council meetings.	We will continue to provide interpretation facilities in Gaelic in relevant circumstances if advised Gaelic speakers will be in attendance and have requested an interpreter. This facility will be promoted where Gaelic is the main subject.	Meet our obligations regarding Gaelic language provision.	Ongoing from 2014	Chief Executive's/Resources
		We will use a Gaelic greeting where Gaelic is the main subject of a public meeting.	Increase equal respect for Gaelic in public meetings.	2016	Resources
Complaints Procedure	There is no policy on how to respond to complaints in Gaelic.	We will respond to a complaint in Gaelic if it is received in Gaelic. When our complaints procedure is being reviewed, we will include both Gaelic and English, demonstrating equal respect for Gaelic and English.	Increase equal respect for Gaelic throughout our complaints procedure.	2018	Chief Executive's

PUBLICATIONS

Angus Council recognises the importance of increasing the use of Gaelic, with the long term aim of promoting the language across its services.

Rationale:

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. 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.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Public relations and media	We publicise news and information about the council's Gaelic related activities.	We will continue to publicise council news and information relating to Gaelic, particularly in relation to education and culture.	Raise the profile of Gaelic and what has been achieved in respect of Gaelic. A council spokesperson for Gaelic.	Ongoing	Chief Executive's / People
Printed material	We provide the option for Gaelic speakers to request a Gaelic translation of external material.	We will continue to provide a translation service on request for all external council publications. This is stated in our publications. We will review and increase printed and audio material available in Gaelic in libraries.	Meet Gaelic language translation requests. Help promote the language, history and culture of the area.	Ongoing 2016	Chief Executive's/Resources Communities
Website	There is no information in Gaelic on our websites.	We will develop Gaelic content on our websites, which will demonstrate equal respect for Gaelic and English. We will include a clear link to Bòrd na Gàidhlig's website.	Highlight the commitment to Gaelic in Angus Council Ensure users have easy access to more detailed information about Gaelic issues.	2016 2016	Chief Executive's/Resources Chief Executive's/Resources
Exhibitions	There is no provision for including Gaelic in exhibitions.	We will provide information in Gaelic where it is relevant to the exhibition. Any exhibitions, marketing and promotional materials used in schools in Gaelic education in Angus will be produced bilingually, demonstrating	Promote cultural aspects of Gaelic wherever relevant to individual exhibitions/cultural activity.	2019	Communities

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		equal respect for Gaelic and English. We will feature Gaelic language in marketing and promotional materials where Gaelic tradition, history or culture features in council associated or funded cultural activity.		2015	Communities

STAFFING

Angus Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which knowledge of Gaelic and its use is essential or desirable. The council also recognises the importance of enabling employees to develop their Gaelic skills if they wish to do so.

Rationale:

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

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Training	We do not provide staff training in Gaelic language or raise employees' awareness of Gaelic.	We will use a range of methods to communicate our Gaelic Language Plan to employees.	Increase the awareness of our Gaelic Language Plan via different methods.	2015	Resources
		We will conduct an initial on line employee survey to identify employees who speak, read and or write Gaelic.	Assess the starting point for initial numbers of employees' ability in Gaelic. The survey to also identify those who would like to learn Gaelic and or gain a better awareness of Gaelic language, history and culture.	2015	Resources
		We will subsequently audit skills on a regular basis.	Monitor changes in language skills acquisition.	2018	Resources
		We will support Gaelic language skills training to front line staff prioritised and based on the findings of the staff Gaelic language skills audit.	Increased numbers of employees speaking Gaelic.	2017	Resources
		A full Gaelic Awareness training session will be delivered to staff and elected members, extended to all staff and members over the lifetime of the Plan.	Increase appreciation of Gaelic amongst employees and elected members.	From 2015	Resources
		We will continue to support teaching staff to attend Gaelic CPD events.	Reinforce our commitment to Gaelic for staff in Education.	Ongoing	People

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		We will introduce a page on the staff intranet with the most commonly used phrases and words in Gaelic.	Employees become familiar with some basic Gaelic.	2015	Resources
Language Learning	We do not provide any language learning for staff.	We will promote the availability of Gaelic language training available which staff can access in their own time.	Promote and encourage employees to take advantage of opportunities to learn Gaelic.	2016	Resources
		We will advertise any Gaelic learning opportunities on the council's intranet and in the staff newsletter.		2016	Resources
Recruitment & Advertising	There are no recruitment guidelines for Gaelic positions.	We will develop guidance for recruitment to positions where Gaelic is an essential requirement. We will advertise for Gaelic posts bilingually, demonstrating equal respect for Gaelic and English. We will advertise teaching posts on the Teagasg.com, demonstrating equal respect for Gaelic and English.	Apply a consistent approach when recruiting to posts where Gaelic is an essential requirement.	2015	Resources

3. SUPPORTING THE NATIONAL GAELIC LANGUAGE PLAN

The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed within local Gaelic Language Plans, and sets out a number of priority action areas:

Language Acquisition

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic in:

- the home
- school
- adult learning

Language Usage

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

- Communities
- the Workplace
- Media, Arts, Heritage & Tourism

Language Status

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

- Gaelic Language Plans
- a positive image of Gaelic
- increased visibility and recognition of Gaelic in Scotland

Language Corpus

Strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

- the relevance and consistency of the Gaelic language
- the quality and accessibility of Gaelic translations
- accurate research information

Source: Bòrd na Gàidhlig's *Template for the preparation of public authority Gaelic Language Plans.*

In this section we set out actions which will help promote these four priority areas.

The Council is committed to ensuring that the National Gaelic Language Plan is implemented and while we recognise that the four areas will be primarily implemented through our Gaelic Language Plan we also recognise that further opportunities will arise to promote and develop the language. Accordingly we will examine current policy commitments to identify areas where the priorities of the National Gaelic Language Plan can be incorporated, and will examine new policies as appropriate. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

LANGUAGE ACQUISITION: HOME & EARLY YEARS

Angus Council recognises the importance of passing Gaelic on to children in the home and the need for an increase in the number of children acquiring Gaelic in this way as well as the need for enhanced early years' education in Gaelic.

Rationale:

International research and experience indicate that language learning at home and in early years' provision will be vital for the future of the Gaelic language in Scotland. Early language learning produces an attachment and loyalty to a language and provides a basis for and expectation of continuity in Gaelic language learning.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Gaelic 0-3 Early Years	None	We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home. We will promote learning Gaelic to partner agencies who work with children under 3 years.	Increase in the acquisition and use of Gaelic by young people in the home. The council will use Gaelic Bookbug resources and maintain contact with Bòrd na Gaidhlig regarding Gaelic developments with 'Play at Home' and 'Play, Talk, Read'	Ongoing	Service Manager Early Years
Gaelic 0-3 in the home and early years setting	None	We will ensure practical support, resources and advice are available for passing Gaelic on to children in the home and in Gaelic early years education: We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home through libraries, pre-school settings, and health partnerships. We will promote learning Gaelic to staff of partner agencies who work with children under 3 years.	Increase in the number of children entering Gaelic medium early years' education by 15% for each year of the Plan.	Ongoing	Service Manager Early Years

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Gaelic in the home and early years provision	None	We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home. We will promote learning Gaelic to partner agencies who work with children under 3 years.	Strengthen links between the use of Gaelic in the home and Gaelic early years provision.	Ongoing	Service Manager Early Years
Voluntary pre-school and statutory early years education	Quality Improvement Officer (QIO) monitors Whitehills Gaelic Unit, as does head teacher, to assure and improve quality.	We will ensure Gaelic Medium Education (GME) teachers lead a termly learning opportunity for parents and pre-school providers. We will ensure appropriately qualified pre-school leaders are encouraged to promote Gaelic, through the medium of Gaelic.	Improved quality and availability of voluntary-led Gaelic pre-school activities and statutory early years' education.	Ongoing	Service Manager Early Years, Service Manager Quality

LANGUAGE ACQUISITION: SCHOOLS

Angus Council recognise the importance of both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) and the need within both for an increase in numbers and improvement in support.

Rationale:

Gaelic language learning at all levels is vital for the future of Gaelic in Scotland. Both GME and GLE have the potential to create new Gaelic speakers. For those who leaned Gaelic from an early age Gaelic-medium education reinforces and expands their language skills and it is important that it continues for as long as possible. For those without background, Gaelic education is effective in providing them with the ability to operate with a range of Gaelic abilities.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Provision of GME and GLE	Information widely available including on council website and school handbook. Gaelic Medium Education is available at Whitehills Primary School and Forfar Academy.	We will ensure Gaelic has a higher profile on the People Directorate's and Angus Council websites. We will hold an annual open day at Whitehills PS for interested parents.	Increase in the number of children enrolling in Gaelic-medium education (GME) doubling the current annual intake. Year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools. Expansion in the availability of Gaelic-medium subjects in secondary schools.	2015	HT/Gaelic parents' network
Recruitment	Use of My Job Scotland Recruitment website. GME teachers given enhanced training and support.	We will ensure GME teachers continue to benefit from enhanced training opportunities eg visits to Sabhal Mòr Ostaig. We will explore opportunities for the development of GLE in Angus. The council will communicate with Bòrd na Gaidhlig regarding opportunities to take this development forward.	Increase in initiatives to promote, establish and expand both GME and GLE at primary and secondary levels. GLPS primary school provision will be developed, along with the inclusion of Gaelic in 1+2 at primary and secondary school levels.	Ongoing	People's Gaelic steering group
CPD and culture	Links in place with Perth & Kinross Goodlyburn Primary School GMU. Pupils from Whitehills PS attend MODs	We will extend links to other authorities. We will make use of on-line / social networking to support learning. We will embrace Gaelic heritage within the wider context of Scottish	Adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers.	Ongoing as appropriate	GME teacher/ QIO Head teacher Forfar Academy and GME teacher

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		arts and culture. Young people will have the opportunity to speak with fluent speakers from the arts community etc.			
		We will use expressive arts to embrace Gaelic language and music. We will further develop the availability or choice of Gaelic subjects at Forfar Academy and the range of qualifications available.	Instrumental instruction in Gaelic.	2016	Music Support Officer
Quality Assurance	Quality monitored by Quality Improvement Officer Input by Gaelic expert.	We will access external support and scrutiny from a Gaelic teacher annually for 1 day duration in order to provide further quality assurance on spoken Gaelic. We will continue to monitor provision.	Provide a wide range of opportunities for young people in both GME and GLE to enhance their Gaelic skills through greater use. All steps are taken to secure the quality of both GME and GLE through National Guidance and other means.	By 2015	QIO, HT/Gaelic parents' network

LANGUAGE ACQUISITION: ADULT LEARNING

Angus Council recognises the importance of Gaelic learning outwith school and the need to see progress with this in order to reverse the decline in speaker numbers. We also recognise the specific need to strengthen the place of Gaelic in both Further Education (FE) and Higher Education (HE).

Rationale:

Gaelic education in the Further Education and Higher Education sectors and adult learning of Gaelic delivered independently are vital for the future of Gaelic in Scotland. In these sectors, Gaelic learning has the potential to increase the numbers of people speaking and using Gaelic. In addition, both sectors offer unique expertise to enrich Gaelic in Scotland and provide important continuity and diversity in Gaelic language learning.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Community learning	Not currently provided.	We will develop a strategy for promoting Gaelic literacy and language skills from 3 years to adult. We will promote Gaelic learning in the community We will extend access to, and participation in, a wide range of Gaelic learning opportunities for adults within Angus, and increase the numbers progressing to fluency. We will ensure opportunities for the continuity and progression of literacy and other language skills for adults learning Gaelic and for fluent speakers.	Increase in the number of adults acquiring Gaelic and enhance language skills among fluent Gaelic speakers.	By 2018	Children and Learning partnership. Communities Adult Learning
Higher/ Further Education	No courses available in Angus.	We will engage with Perth College/ University of Highlands and Islands to promote Gaelic Language courses available in Perth and Kinross. We will strengthen the unique capacity in FE and HE to enrich the profile of Gaelic in Scotland.	Making good resources available to support adults learning Gaelic.	May 2015	Communities

LANGUAGE USAGE (1): COMMUNITIES

Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it throughout our communities.

Rationale:

Gaelic in communities is of crucial importance to promote the increased use of and confidence in Gaelic. The community is vital for the implementation of the Gaelic Act's key principle of equal respect for Gaelic and English.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Supporting national organisations in taking forward Gaelic development in Angus	None.	We will actively engage with national Gaelic organisations and identify further areas of activity which could take Gaelic forward. We will undertake a survey to determine if a Gaelic youth club in Angus could be sustained by the community for the community. This will be shared with Bòrd na Gaidhlig.	Increase participation and usage of Gaelic in Angus in a range of daily activities by prioritising schools where there is a GME and or Gaelic learners' provision and their communities (parents and children) as part of this.	Ongoing from 2014	Resources/People Communities

LANGUAGE USAGE (2): ANUGUS COUNCIL WORKPLACE

Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it within the workplace.

Rationale:

Gaelic in the workplace is key to extending the everyday usage of Gaelic by reinforcing individuals' language skills, and enhancing the perceived status of the language through daily working life.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Developing Gaelic in the workplace	None.	We will promote and encourage a positive attitude towards using Gaelic in the workplace.	Increase knowledge, interest and opportunities for employees to understand and use Gaelic within and outwith the workplace.	Ongoing from 2014	Resources

LANGUAGE USAGE: ARTS, MEDIA, HERITAGE, & TOURISM

Angus Council recognises the importance of the Gaelic arts, media, and heritage and the potential benefits for tourism.

Rationale:

Gaelic's presence in the areas of the arts, media, heritage and tourism is vital in order to promote access to Gaelic forms of expression; increase knowledge of Gaelic heritage; increase the usage of Gaelic in the media, and promote Gaelic in promotional material to visitors. The increased usage of Gaelic in these areas raises the profile of Gaelic and has potential benefits for increased tourism.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Promoting and increasing the profile of Gaelic in the arts, media, heritage and tourism	There is limited promotion of Gaelic in exhibitions, tourism etc.	We will encourage an increase in range, quantity and quality of Gaelic in print and on-line media. We will promote access to and participation in the arts in Gaelic. We will encourage an increased profile for Gaelic in tourism, heritage and recreation sectors. We will create opportunities to support the aims of the Cairngorms National Park Authority's Gaelic Language Plan. We will support and promote the Gaelic choir. We will explore the possibility of hosting the Royal National Mod within the council area.	Increase the usage of Gaelic in the media, arts, heritage and tourism, and raise its profile particularly for visitors.	2015	Chief Executive's/Communities

LANGUAGE STATUS

Angus Council recognises that in order to increase the visibility of Gaelic and increase learning and appreciation of the language a positive image of Gaelic in daily life is required.

Rationale:

The status of Gaelic is affected by its presence in the daily environment and the extent to which it is used, valued and perceived by those institutions which play an important role in everyone's daily lives.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Raising the profile and prestige of Gaelic in the daily environment in Angus	No active promotion.	We will prepare and commit to our Gaelic Language Plan. We will increase Gaelic visibility on council communication, street names, website etc.	Demonstrate to the public our commitment to supporting, developing, promoting and encouraging Gaelic in daily life.	From the first day of delivery onwards.	Resources/Com munities

LANGUAGE CORPUS

Angus Council recognises Gaelic must be fit for all appropriate purposes and for use in the growing range of contexts (for example in surveys and research) in which it features.

Rationale:

There is a need to strengthen the relevance and consistency of Gaelic, appreciate the importance of facilitating translation services and promoting research into the language.

Development Area	Current Practice	Actions	What we Aim to Achieve	Timescale	Lead
Putting in place appropriate structures and measures to ensure the richness, relevance and consistency of the Gaelic language is maintained and strengthened	None	We will ensure quality and accessibility in Gaelic translations and interpretation, within the same timeframes as English. We will use as accurate information as possible in all areas of Gaelic activity and development to inform policies as appropriate. We will approach Àinmean-Aite na h-Alba/Gaelic Place-names of Scotland, to provide help in delivering an authoritative and agreed list of place names when delivering Gaelic signage. We will apply SQA Gaelic Orthographic Convention rules into any external council publications considered to be appropriate in Gaelic.	Strengthen the relevance and consistency of Gaelic.	2015	Resources/Communities

4. IMPLEMENTATION AND MONITORING

This Plan is available bilingually on our website. In addition

- copies of the Plan are available in our public libraries, and reception areas in council buildings;

- the Plan will be actively promoted to employees via our Intranet;

- copies of the Plan have been distributed to our community planning partners;

- other organisations and third parties delivering services on behalf of the council, will be directed to the council's website to assist the council to comply with the Plan;

- copies of the Plan have been distributed to Gaelic organisations;

- copies of the Plan are available on request.

The Plan will formally remain in force for a period of 5 years from 2014. Within sections 2 and 3 we have set out individual target dates for implementing specific commitments in our Plan.

We have established a Gaelic Steering Group to co-ordinate actions and develop the Plan.

Monitoring will be carried out internally by the corporate equalities' group which is responsible to the executive management team. A yearly monitoring report will be sent to Bòrd na Gàidhlig.

The resource requirements for the Plan will be considered as part of the Council's financial planning considerations.

The overall responsibility for the implementation of our Gaelic Language Plan lies with the council's Chief Executive, Mr Richard Stiff, Angus House, Orchardbank Business Park, Forfar, Angus DD8 1AX. Tel 01307 476101.

Any comments or questions about the content of this Plan should be addressed to:

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