



# NORTHERN CONSTABULARY

## GAELIC LANGUAGE PLAN

Prepared under section 3 of the Gaelic Language (Scotland) Act 2005 and approved by Bòrd na Gàidhlig on 18 September 2012.

# GAELIC LANGUAGE PLAN

## Introduction

As Chief Constable of Northern Constabulary I am delighted to be able to introduce to you our Gaelic Language Plan for the period 2012-2013. As you are aware, from 1 April 2013 Northern Constabulary, along with all other forces in Scotland, will make the transition to the Police Service of Scotland. At that time this plan, in its current format, will have to be reviewed to take account of the new policing structure. *(Should this date be delayed, the Plan will continue until the Police Service of Scotland is operational).*

The Gaelic Language Plan work undertaken by Northern Constabulary over the next year will allow us the opportunity to enhance and develop the role of Gaelic and as such we hope to be at the forefront of any future delivery of a Gaelic Language Plan for the Police Service of Scotland.

As a Force that delivers high quality, efficient and responsive community policing we recognise the aspirations and objectives included in the National Plan for Gaelic and the Gaelic Language (Scotland) Act 2005. We welcome this opportunity to enhance the service we provide. Recognising the value and heritage of the Gaelic language and its work within areas of the force and the principle of equal respect this plan will allow us to focus on developing and encouraging the use of the Gaelic language in our day to day activities.

**George Graham BA (Hons)**  
**Chief Constable**

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## Summary

Northern Constabulary recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Northern Constabulary is committed to the objectives set out in the *National Plan for Gaelic* and has put in place the necessary structures and initiatives to ensure that the organisation contributes towards ensuring that Gaelic has a sustainable future in Scotland.

Northern Constabulary recognises that the position of Gaelic is extremely precarious. If Gaelic is to be reinvigorated 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. This effort should:

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

This document is Northern Constabulary's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how the organisation will use Gaelic and how it will enable the use of Gaelic when communicating with the public and key partners, and how it will promote and develop Gaelic.

Northern Constabulary's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, having regard to the *National Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

## **Structure of the Gaelic Language Plan**

The key components of the Gaelic Language Plan are:

### **Chapter 1 – Introduction**

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of Northern Constabulary's main areas of operation. It also provides a summary of the demography of the Gaelic language.

### **Chapter 2 – Core Commitments**

This chapter sets out how Northern Constabulary will use and enable the use of Gaelic in relation to its main functions. It covers key areas of operation such as corporate identity, signage and communication both internally and with the public and the use of Gaelic on its website. This chapter also sets out the level of Gaelic language provision to which the organisation is committed during the lifetime of the Plan.

### **Chapter 3 – Policy Implications for Gaelic: Implementing the National Plan for Gaelic**

This chapter sets out how Northern Constabulary will help to implement the *National Plan for Gaelic*. It also shows how it intends to promote the use of Gaelic in service planning and delivery, particularly in the policy areas of staffing and communication. This chapter also considers how the Gaelic language and the organisation's Gaelic Language Plan will be taken into account when new policies are drafted and new strategies considered.

### **Chapter 4 – Implementation and Monitoring**

This chapter sets out how the implementation of the Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

## **CHAPTER 1 INTRODUCTION**

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

#### **The Gaelic Language (Scotland) Act 2005**

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect with the English language.

This is a critical time for the future of Gaelic. The position of the language is extremely precarious and the declining numbers of those speaking Gaelic fluently or as a mother-tongue in the language's traditional heartlands threatens the survival of Gaelic as a living language in Scotland. It is essential that steps are taken to create a sustainable future for Gaelic in Scotland.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig (the Scottish Government's principal Gaelic development body) to require public bodies to prepare Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays a major role in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

#### **The requirement to prepare a Gaelic Language Plan**

The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd na Gàidhlig issuing a formal notice to that effect under section 3 of the 2005 Act. In 2009 Bòrd na Gàidhlig issued Northern Constabulary with a formal notice.

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

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

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

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

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

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

- 3) the National Plan for Gaelic

The National Plan for Gaelic is a statutory document produced by Bòrd na Gàidhlig under section 2 of the 2005 Act. The National Plan offers a holistic overview of Gaelic development needs, covering language acquisition, language usage, language status and language corpus issues. It sets out priorities for Gaelic development, and identifies bodies that can contribute to achieving them.

- 4) representations made to the public body preparing its plan about how it uses Gaelic

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

- 5) the principle of equal respect

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

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

## **Consultation on a draft Gaelic Plan**

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Northern Constabulary consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

## **Approval of Northern Constabulary's Gaelic Language Plan**

On 18<sup>th</sup> September 2012 Bòrd na Gàidhlig approved the Gaelic Language of the Northern Constabulary in accordance with section 5(1)(a) of the Gaelic Language Act (Scotland) 2005. The document is a Gaelic Language Plan prepared under section 3 of the Gaelic Language (Scotland) Act 2005.

## **Overview of the Functions of Northern Constabulary and the Use of Gaelic within Our Area of Operation**

### **Background Information about Northern Constabulary**

Northern Constabulary covers the Highlands and Islands of Scotland, a huge area of some 10,000 square miles, roughly equal in size to Belgium, from Caithness and the Islands of Orkney and Shetland to the north, Ross and Cromarty, the Gaelic speaking heartlands of the Western Isles and Skye to the west, Inverness, Badenoch, Strathspey & Nairn to the East, and Lochaber to the south. Attending to a population of approximately 300,000 people, the Force promotes a style of community policing, responsive to the needs of each community served, and is one of eight Police Forces serving Scotland. While the eight Forces operate within the same framework of law and co-operate extensively, each Force is a separate agency under the control of a Chief Constable, and with a particular territorial responsibility. This will change under the police reform platform when eight forces are incorporated into one Scottish Police Service during 2013.

### **Command and Administrative Structure**

The total number of people employed by the Force is approximately 1,400, which are made up of approximately 800 police officers, 200 special constables, and 400 support staff<sup>1</sup>. There are three strategic territorial policing divisions, North, Central and East, to provide clarity in terms of overall structure with the emphasis remaining on local policing. The three Divisions are as follows:

- North – Caithness, Sutherland, Easter Ross, Tain, Orkney and Shetland
- Central – Western Isles, Lochaber, Skye and Lochalsh, Ross and Cromarty
- East – Inverness, Badenoch, Strathspey and Nairn

Superintendent led, these Divisions are principally coterminous with Highland and Island Council management areas, and provide strategic management and direction to Area

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<sup>1</sup> These numbers are rounded up or down to take into account fluctuations in staffing levels.

Commands. Within these Divisions are eight geographically diverse Area Commands each under the control of a locally based Chief Inspector as Area Commander. The Area Commands are as follows:

- Western Isles
- Ross Cromarty and Skye
- Lochaber
- Inverness
- Badenoch, Strathspey and Nairn
- Caithness and Sutherland
- Orkney
- Shetland

The Area Commanders have direct responsibility for all personnel in their area, exercise day-to-day operational control through their management team and retain tactical and managerial oversight and responsibility for the delivery of local policing. Police Stations are situated at various locations within each Area Command. The Local Policing Teams which are Inspector led and provide localised operational oversight, response coverage and accountability.

Inverness is the principal urban centre of Northern Constabulary's area of operation, and with a population of approximately 76,000, it provides a major focus for the Force. Northern Constabulary headquarters is situated here, which provides the strategic management and development of the Force. The Force Executive, which holds an executive advisory group meeting each Monday to discuss strategic issues and matters of Force policy, is based at Police Headquarters in Inverness, and comprises:

- The Chief Constable
- The Deputy Chief Constable
- Chief Superintendent (Head of Operations)
- Chief Superintendent (Head of Support Services)
- Director of Human Resources
- Director of Finance and Asset Management

The Service Units of Northern Constabulary, coordinated by both Police officers and Police staff, are also based at Force Headquarters in Inverness. Each of the seven service units provides essential support to the Force, and comprises the following services:

- Operational Support
- Crime Services
- Human Resources
- Finance and Asset Management
- Corporate Services
- Professional Standards and Complaints Unit

## **Strategic Priorities**

The Force holds a series of strategy setting events on an annual basis as part of the annual planning cycle. The Force's service Managers and members of the Northern Joint Police Board work together to identify the organisations desired outcomes, looking specifically at improved service delivery. This will extend and enhance the Forces range of police services, whilst taking account of the needs and aspirations of all our communities.

The strategic outcomes are:

- Reducing Crime
- Safer Communities
- Vulnerable people are better protected from harm
- The effect of alcohol misuse and anti-social behaviour is minimised
- Reduced crime and the fear of crime
- A high quality, ethical and professional service
- A more efficient and cost effective Force delivering value for money
- Excellence in performance by continuously developing and supporting our staff.

## **Equality and Diversity**

Northern Constabulary's Single Equality Scheme 2009-2012 ensures delivery of their equality and diversity outcomes, and therefore provides the appropriate policy context for encouraging and supporting the use of Gaelic in Northern Constabulary services. The work of the following two groups (**a & b**) is instrumental in achieving equality and diversity outcomes:

### **a) Equality and Diversity Progress Group**

The Equality and Diversity Progress Group comprises all the managers of Service Units within the Force's Headquarters, and includes representation from the Divisional Commands and Northern Joint Police Board. The group meets quarterly, and its role is detailed below:

- 1) To oversee the development, implementation and monitoring of Northern Constabulary's Equality Schemes and Action Plans on race, gender and disability
- 2) To develop and propose good practice in the investigation and prevention of crime arising from diversity issues
- 3) To report quarterly through the Management Services Group on progress against the equality schemes, and seeking agreement to changes as necessary

- 4) To monitor progress on impact assessment of all policies and procedures
- 5) To promote a culture of equality and diversity
- 6) To maintain and develop partnership with Strategic partners such as COPFS (Crown Office and Procurator Fiscal Service), staff associations, and community organisations
- 7) To monitor diversity training

And for the future: ***To monitor progress of the Gaelic Language Plan.*** (*This would be led by the Corporate Services Unit*)

### **b) Community Advisory Group**

The strategic Community Advisory Group was set up in August 2008, and its purpose is to bring together members of the diverse communities in the Highlands and Islands as advisors, including representatives of Gaelic speaking communities, to ensure that the policies and practices of the service are responsive to the needs and reasonable expectations of all sections of the communities Northern Constabulary serves. The approach is also reflected at Divisional Level where Community Action Groups are functioning to meet local demands and issues.

### **Demography**

The total number of people recorded as being able to speak and/or read and/or write and/or understand Gaelic in the 2001 census was 92,400 (1.9% of the Scottish Population). Of these, the total number of people who could speak Gaelic was 58,652 (1.15% of the Scottish Population).

While the number of Gaelic speakers declined overall in the last census, the number of people able to speak and also to read and write Gaelic increased between 1991 and 2001 reflecting a growth in Gaelic literacy and growing numbers of Gaelic learners. The number of children aged 5-15 able to speak Gaelic also increased between 1991 and 2001. It is a priority for this Government to stabilise the number of Gaelic speakers at their 2001 levels by the 2021 census.

Gaelic speakers are spread throughout Scotland. However, of the Gaelic speakers identified in the 2001 Census, just over half live in the Highland counties. Gaelic is spoken by a majority of people in the Comhairle nan Eilean Siar area, and in the parish of Kilmuir in the Isle of Skye within the Highland Council area.

There is no authoritative figure for the number of non-fluent adult learners. However, a national study in 1995 by John Galloway on behalf of Comunn na Gàidhlig, the Gaelic development agency, found that there were roughly 8,000 in Scotland.

There is provision for adult learners in most areas of the Highlands and in the Western Isles, in addition to distance learning. Cli Gàidhlig is able to provide information and contact details for those interested in learning Gaelic, either from its office or through its website [www.cli.org.uk](http://www.cli.org.uk), and Comunn na Gàidhlig, the development agency for Gaelic, also provides information for community organisations and businesses, as well as information about Gaelic and events, either from its office or through its website [www.cnag.org.uk](http://www.cnag.org.uk).

There are a number of Gaelic organisations within the Northern Constabulary force area e.g. Feisean nan Gaidheal, the organisation which supports the development of community based Gaelic arts tuition festivals throughout Scotland.

### **Education - National Context –**

Education is one of the areas where great advances have been made in recent years. The number of pupils who are in Gaelic Medium Education at primary school level has risen from 24 in 1985 to 2312 in the school year 2010/2011. There were 410 pupils in Gaelic Medium Education at secondary school level in the school year 2010/2011. 802 children registered in Gaelic nurseries in 2010/11.

When it comes to Gaelic as a subject, there were 1,052 fluent speakers taking Gaelic as a subject at secondary school in the school year 2010/2011, and 2,691 learners taking Gaelic as a subject in the same year.

The number of students who are in Gaelic Further or Higher Education or who are taking a Gaelic course at that level has risen also.

*The National Plan for Gaelic* sets out clear targets for numbers of Gaelic speakers over the next 35 years, as follows:

- 65,000 speakers and 4,000 children enrolled annually in GME by 2021
- 75,000 speakers and 10,000 children in GME by 2031
- 100,000 speakers and 50,000 children in GME by 2041

Regardless of overall numbers of Gaelic speakers, it can be expected that current trends will continue, leading to increased literacy, a rise in numbers of fluent learners, and increased GME provision. These trends will lead to greater demand for Gaelic services.

From a **local school education** context, the scale of Highland Councils (Northern Constabulary area) education commitment alone is illustrated by Bòrd na Gàidhlig statistics for 2010-2011. These showed the Highland Council providing for:

- 33% of Scotland's Gaelic Medium Pre School children;
- 32% of Scotland's Gaelic Medium Primary School Pupils;
- 34% of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent

- speakers;
- 35% of Scotland's Gaelic Medium Secondary pupils studying subjects through the medium of Gaelic; and
  - 51% of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

### **Gaelic within Northern Constabulary**

In response to the publication of the Gaelic Language (Scotland) Bill 2004, representatives of Northern Constabulary met with Bòrd na Gàidhlig to discuss development of a Gaelic Language Plan. Bòrd na Gàidhlig requested information about the existing services offered in Gaelic.

At present within Northern Constabulary the following steps have already been taken to forward and recognise the importance of the Gaelic language.

- The Force motto is dual language: Protect and Serve – Dion is Cuidich.
- The disclaimer on all Force emails is in dual language.
- The Public Performance Report was published in dual language in 2009/10 and the intention is again to make this available as such if requested.
- The Force's website carries a general information page available in a number of languages including Gaelic.
- The Force has placed Gaelic speaking officers at The Royal National Mod when it is hosted within Northern Constabulary.

The figures listed on the following table result from self-assessed information obtained from staff members in response to an internal survey. This was completed by 311 staff members.

At present Northern Constabulary only uses the skills of the Gaelic speaking officers (as detailed above) at the Royal National Mod as part of its community policing ethos. There are no current roles for Gaelic speaking officers to specifically engage in Gaelic Medium education or media inputs but this is one area that will be developed through the identification of staff that speak and use Gaelic fluently.

Deal with the public in person or by telephone - Yes	279
Fluent Gaelic speaker	12
Fluent Gaelic reader	14
Fluent Gaelic writer	9
Conversational Gaelic speaker	28
Conversational Gaelic reader	14
Conversational Gaelic writer	10
Basic Gaelic speaker	60
Basic Gaelic reader	44
Basic Gaelic writer	43
Useful to have an understanding - Yes	99
Useful to have an understanding - No	209
Like to learn/improve Gaelic - Yes	147
Like to learn/improve Gaelic - No	146

The intention of Northern Constabulary is to repeat the survey on a bi-annual basis.

At present and following a further survey 7 members of staff have indicated that they are 'Gaelic Learners' and 8 members of staff have indicated a desire to 'learn Gaelic'. The intention is to approach other public sector organisations and work together to identify 'teaching resources'.

## CHAPTER 2

### CORE COMMITMENTS

Creating the conditions for the use of Gaelic in public life is identified by Bòrd na Gàidhlig, in its statutory Guidance on the Development of Gaelic Language Plans, as a key factor in normalising the use of Gaelic. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing their Gaelic Language Plans. These are:

Identity	corporate identity signage
Communications	reception telephone mail and email forms public meetings feedback and complaints
Publications	public relations and media printed material website
Staffing	training language learning recruitment advertising

Each of these four corporate functions can play an important role in raising the profile and visibility of Gaelic, and in creating practical opportunities for Gaelic speakers and learners, and in this section of the Gaelic Language Plan Northern Constabulary sets out the Gaelic provision that will be made in relation to all four functions.

In considering how it can develop its Gaelic provision in these areas, Northern Constabulary has taken regard of the statutory requirements laid out in the Gaelic Language (Scotland) Act 2005, and to the Bòrd's Guidance on the development of Gaelic Language Plans. The Guidance states that, in general terms, the expectation is that in those geographical locations, in which the percentages or numbers of Gaelic speakers is greater, the scope of the Gaelic Language Plan will be wider and the level of commitments in it will be stronger.

Northern Constabulary operates in the Highlands and Islands of Scotland. The Northern Isles are associated with Norse languages rather than Gaelic, whereas in Skye and the Western Isles there are many Gaelic speakers as well as strong cultural associations with the Gaelic language. In areas, Gaelic was in use in the past but has fallen into partial disuse. Northern Constabulary will therefore adopt a proportionate level of provision applying to all of our areas of operation, and will provide an enhanced level of provision in areas where the number of Gaelic speakers is greater. When the UK Government has completed its census which includes a language audit of Scotland, Northern Constabulary will be able to identify more accurately aspects of services and geographical areas where

more detailed Gaelic provision may be feasible and desirable.

Northern Constabulary is committed to furthering the usage of Gaelic, and this section sets out the minimum level of Gaelic provision which it intends to provide in the lifetime of the plan. This Gaelic Language Plan represents a starting point, and Northern Constabulary hopes to exceed targets and increase Gaelic provision gradually over the lifetime of the plan and transition into one Scottish Police Service.

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 has identified four core areas of service delivery that it wishes public authorities to address when preparing Gaelic Language Plans.

### Section 1 – Identity

Northern Constabulary recognises the importance of creating widespread awareness of Gaelic, creating a positive image of the language and promoting its use.

Following the announcement of the creation of a single Scottish Police Service to replace the current eight Force structure the issue of identity and corporate logo is one that has yet to be established, therefore there are limited opportunities at present to implement major changes to the current Northern Constabulary identity and to do otherwise would not be an effective or efficient use of resources.

At present Northern Constabulary along with the other Forces and public sector organisations are engaged in national procurement contracts for shared items such as uniform, vehicles etc. This limits the opportunities for identity change.

### CORPORATE IDENTITY AND SIGNAGE

Outcome	Target	Target date
Visible and audible normalising of Gaelic as a core element of Northern Constabulary identity and signage	Bilingual – Northern Constabulary / Poileas a’ Chinn a Tuath logo. (all bilingual publications, signs etc will be accorded equal prominence and treatment) This would be achieved through a process of identification and replacement in key areas, i.e. and new police station in Fort William, all other work on a replacement basis.	The progress of this work will be reviewed in June 2012.
	Staff cards, badges and passes bilingual. (replacement basis due to the movement to a Single Police Service in 2013)	As above
	Visitors’ passes when renewed would bilingual and used as standard.	As above

	Public Performance Report and Gaelic Language Plan bilingual.	As above
	'Welcome/Failte' signs in place in reception areas within identified stations, for example, HQ, Fort William (new build), Stornoway, Ullapool, Mallaig, and Portree.	As above
	Signs and information for the public in reception bilingual on a replacement basis.	As above

## Section 2 - Communications

Northern Constabulary recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

### RECEPTION

Outcome	Performance indicators	Target Date
Northern Constabulary staff welcome and assist Gaelic users	Guidance notes on Gaelic awareness available to staff.	2012
	Guidance notes available to staff on how to treat enquiries from Gaelic speakers.	2012

### MAIL, EMAIL & FORMS

#### MAIL AND EMAIL – Gaelic services to be actively offered

Outcome	Target	Target date
Northern Constabulary welcomes and initiates written communication in Gaelic	Commitment given to promote supportive attitude to Gaelic throughout organisation.	2012
	Guidance notes available to staff on how to treat enquiries from Gaelic users.	2013
	Correspondence received in Gaelic acknowledged.	2013
	Northern Constabulary staff will have the choice to have their contact details bilingual.	2012
	Wording on compliment slips bilingual.	2012 template

	Strap lines (automatically generated by corporate communications) on letters and emails bilingual.	As above
	Automatically generated electronic content (such as email disclaimers) bilingual.	In place
	Database created listing individuals/organisations wishing to receive correspondence in Gaelic.	2013
	Where communication is received in Gaelic it is Northern Constabularies intention to be able to reply in Gaelic, this will be developed through the identification of staff who have the appropriate skills to undertake this.	2013

**FORMS** - Most common forms are nationally agreed and therefore the identification of local forms will be limited.

<b>Outcome</b>	<b>Target</b>	<b>Target date</b>
Northern Constabulary application forms and guidance are bilingual	Guidance notes available to staff on how to treat enquiries from Gaelic users. Whilst with future transition will be towards national forms, within the current Northern area this area will be developed under the Highland and islands banner to use and accept forms in Gaelic.	2013

## **PUBLIC MEETINGS**

As a result of the current Police reform programme the exact meeting structure of the new Scottish police Service has yet to be agreed; therefore the following is based upon the current structure.

<b>Outcome</b>	<b>Target</b>	<b>Target date</b>
Members of the public participate in Northern Constabulary public meetings in their language of choice	When pre-arranged and agreed upon by a Gaelic-speaking Northern Joint Police Board member and there is a Gaelic speaking police officer available then the opportunity exists for public meetings in the Western Isles and Skye areas to be held in both languages, Gaelic and English.	2013

**Section 3 – Publications****PUBLIC RELATIONS AND MEDIA**

Currently, Northern Constabulary does not publish bilingual or Gaelic press releases or advertisements

<b>Outcome</b>	<b>Target</b>	<b>Target date</b>
Visible and audible normalisation of Gaelic as a core element in Northern Constabulary's public relations	The Gaelic Language Plan publicised bilingually across all areas of operation.	2013
	Pre planned events , i.e. The Royal National Mod have press releases bilingual also when topic is of particular interest to those living within areas where Gaelic is prevalent.	2013
	Gaelic press releases available to view on the website.	2013

**PRINTED MATERIAL**

<b>Outcome</b>	<b>Target</b>	<b>Target date</b>
Northern Constabulary literature and papers published in Gaelic	Northern Constabulary maintains a list of its publications that are available in Gaelic and ensures accessibility and adequate publicity of the list.	2013
	Northern Constabulary will continue to make available bilingual Public Performance Reports for 2011/12 and 2012/13.	

**WEBSITE** (Gaelic website usage will be monitored and reviewed)

<b>Outcome</b>	<b>Target</b>	<b>Target date</b>
Increased visibility of Gaelic on the English and Gaelic versions of Northern Constabulary's website	Gaelic versions of bilingual press releases are placed on the Gaelic website.	2013
	Information about the Gaelic Language Plan is placed on both English and Gaelic versions of the website, as is the Gaelic Language Plan itself.	2013
	The content of the Gaelic version of the website is checked monthly for updating .	2013

## Section 4 - Staffing

Northern Constabulary recognises the importance of encouraging the use of Gaelic out with and within the organisation, and of identifying situations in which its use is essential or desirable. Northern Constabulary also recognises the importance of enabling staff to acquire and develop Gaelic skills.

At present there are no posts within the organisation where the use of Gaelic is a designated responsibility or desired requirement. With the forthcoming transition to the Police Service of Scotland in 2013 the subject of job descriptions and role requirements will be developed nationally.

### STAFF TRAINING AND LANGUAGE LEARNING

Outcome	Target	Target date
Northern Constabulary staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Gaelic language Toolkit developed to provide an interactive platform to provide staff with an understanding and awareness of Gaelic, it will also provide opportunities to encourage staff to learn and improve their language skills.	2012
	Guidance notes on the Gaelic Language Plan circulated to staff and staff informed of new policies/procedures related to Gaelic services.	2013
	Audit of staff Gaelic skills updated.	2011
	Gaelic Awareness training available to staff who have not previously received such training. This would be done in partnership with other public sector employers where affordable.	2012
	Gaelic Language Plan and toolkit opportunities to be demonstrated to staff and officers on induction.	2012

### RECRUITMENT AND ADVERTISING

All recruitment to the police service is carried out in accordance with national criteria and rules on fair and open competition. Currently Northern Constabulary has no formal policy to designate posts 'Gaelic desirable'.

Outcome	Target	Target Date
Police staff roles in identified areas include knowledge of / skills Gaelic as a desirable quality in 'Person Specifications'.	Formal policy to be developed with guidance from Bòrd na Gàidhlig.	2013

## CHAPTER 3 - POLICY IMPLICATIONS FOR GAELIC AND IMPLEMENTATION OF THE NATIONAL PLAN FOR GAELIC

### Policy Implications for Gaelic

Northern Constabulary recognises that the various priority areas identified in the *National Plan for Gaelic* will be primarily implemented through our Gaelic Language Plan. But opportunities will also arise to promote and develop the language through existing policy measures. Northern Constabulary will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Plan for Gaelic initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, Northern Constabulary will ensure that the impacts on Gaelic will be in line with the National Plan for Gaelic.

### Overview of the National Plan for Gaelic

The National Plan for Gaelic identifies four interlinking aspects of language development that need to be addressed, and within them sets out a number of priority action areas:

#### 1. Language Acquisition

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

- increasing the use and transmission of Gaelic in the home
- increasing the number of children acquiring Gaelic in the home
- increasing the uptake and availability of Gaelic-medium education
- increasing the number of adult Gaelic learners progressing to fluency.

#### 2. Language Usage

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

- increasing the use of Gaelic in communities
- increasing the use of Gaelic in tertiary education and places of work
- increasing the presence of Gaelic in the media
- increasing the promotion of Gaelic in the arts
- increasing the profile of Gaelic in the tourism, heritage and recreation sectors

### **3. Language Status**

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

- increasing the number of bodies preparing Gaelic Language Plans
- increasing the profile and prestige of Gaelic
- increasing the visibility and recognition of Gaelic.

### **4. Language Corpus**

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

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

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

Recognising that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life, the Scottish Government is committed to ensuring that Gaelic has a sustainable future in Scotland. Northern Constabulary aims to contribute to ensuring that the *National Plan for Gaelic* is implemented, and in this section sets out how it plans to achieve that aim.

## **Implementation of the National Plan for Gaelic**

Objectives:

1. To have the Gaelic Language Plan approved by Bòrd na Gàidhlig by 2012 and incorporated into the Northern Constabulary's corporate and operational plans for 2013
2. To publicise the approved Gaelic Language Plan bilingually in June 2012, both externally and internally, through direct contact with stakeholders, via the organisation's Gaelic and English websites, and through media coverage
3. To develop a policy for recruitment advertisements which highlight Gaelic as a desirable skill by 31<sup>st</sup> March 2013
4. To have bilingual signage, business cards, from 2012 onwards which will be delivered within a replacement programme at identified police stations and offices and new signage at new builds, i.e. Fort William.

## **1. Language Acquisition**

Northern Constabulary recognises that a sustainable future for Gaelic requires more people to learn the language and that the key means of achieving this is through focusing on Gaelic in the home, in schools and in provision for adult learning. Although neither education nor development form part of Northern Constabulary's remit, the organisation can create a supportive environment for increasing the number of Gaelic speakers in Scotland by encouraging the use of Gaelic internally, in communication between staff and Board members, and in the delivery of services, i.e. school visits, letter drops and community consultation survey.

## **2. Language Usage**

Northern Constabulary recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage, and recognises the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

- Gaelic in the Workplace: the use of Gaelic in the workplace will be encouraged and staff and Board members are given opportunities to learn Gaelic and improve their Gaelic skills. The staff audit will identify areas to develop and work towards targeting language skills training packages for staff.
- Gaelic in the Media: the publication of bilingual documents and development of the Gaelic website will be introduced in targeted areas; bilingual press releases and advertisements will be introduced during the lifetime of the Plan.
- The force has already recognised the benefit of having Gaelic speaking officers at the Royal National Mod and this is something that will (dependant on resources/priorities) be continued when the event is held again in the Northern Constabulary area. These activities all work to strengthen the provision of the Gaelic language within the organisation.
- Northern Constabulary has recognised the commitment required to develop Gaelic in the workplace and the intention is to work with other public sector organisations to source training for the staff who have indicated an interest in improving / learning their knowledge of Gaelic. This will also allow the organisation to improve the current high standards of community engagement.
- A number of police officers have recognised the need to improve the usage of Gaelic speaking officers, for instance, media interviews, visiting Gaelic Medium schools etc. The intention is to develop this further through the identification of officers / staff who are willing and able to participate in this form of community engagement and then schedule such visits / interviews were applicable.

### 3. Language Status

Northern Constabulary recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued, and perceived to be valued by institutions that play an important role in daily life. The organisation aims to enhance the status of Gaelic in corporate identity, communications, publications and staffing.

- This statutory Gaelic Language Plan has been prepared under the terms of the Gaelic Language Scotland Act 2005, setting out how Northern Constabulary will use and enable the use of Gaelic in relation to corporate identity, communications, publications and staffing
- Creating a positive image for Gaelic: when delivering services in Gaelic, Northern Constabulary will ensure that these services are of an equal standard and quality to those provided in English
- Increased visibility of Gaelic: equal prominence will be given to English and Gaelic in publications and publicity materials
- The linguistic consequences of new policies or initiatives will be examined to ensure that they do not impact adversely on the use of Gaelic and where possible will ensure that they impact positively.

### 4. Language Corpus

Northern Constabulary recognises the need to strengthen the relevance and consistency of Gaelic, and the importance of facilitating translation services and promoting research into the language.

- Gaelic Translation and Interpretation: Northern Constabulary will strengthen the relevance and consistency of Gaelic by ensuring that its Gaelic publications and translation facilities are of a consistently high standard
- Ensure that high quality translation and interpretation service will be utilised when required
- Publications will adhere to the principles contained in ‘Gaelic Orthographic Conventions’.
- Place names in Gaelic will be correct and consistent through the usage of Ainmean-Àite na h-Alba (AÀA) ~ Gaelic Place-Names of Scotland ~ which is the national advisory partnership for Gaelic place-names in Scotland.

## CHAPTER 4

### IMPLEMENTATION AND MONITORING

#### Timetable

This Gaelic Language Plan will remain in force formally for a period of 1 year from this date or until a new Plan has been put in place. In Chapter 2 (*Core Commitments*) and Chapter 3 (*Implementation of the National Plan for Gaelic*) individual target dates have been identified for specific commitments.

#### Publicising the Plan

Northern Constabulary's Gaelic Language Plan will be published bilingually on the Forces website. In addition, the Force will:

- issue a bilingual press release announcing the Plan
- make copies of the bilingual Plan available in the Forces public offices and reception areas
- make the bilingual Plan known to employees via the Forces Intranet
- distribute copies of the bilingual Plan to partner agencies
- distribute bilingual copies of the Plan to Gaelic organisations
- distribute bilingual copies of the Plan to other interested bodies
- make bilingual copies of the Plan available on request.

#### **Administrative Arrangements: Implementing the Gaelic Language Plan**

The approved Gaelic Language Plan will be the policy of Northern Constabulary and will be endorsed by Board members and Force Executive.

#### **Overall Responsibility:**

- The Chief Constable will have overall responsibility for ensuring that Northern Constabulary fulfils the commitments set out in this Gaelic Language Plan.

**Individual Staff members:**

- All staff will be made aware of how to access the bilingual copies of the approved Gaelic Language Plan.
- All staff will be made aware of how to access guidance notes on Gaelic usage in the workplace.
- Staff with stated objectives relating to the implementation of the Gaelic Language Plan will be appraised according to their performance against these objectives.

**Services delivered by third parties:**

- By June 2013 the organisation will compile a list of third parties who prefer to communicate in Gaelic.

**Informing other organisations of the Plan**

- Northern Constabulary will publish the bilingual Gaelic Language Plan on its website
- Northern Constabulary will advise those they consult with and other external organisations and third parties of the publication of the Gaelic Language Plan.
- Northern Constabulary will: summarise the organisation's commitment to the Gaelic language; highlight its commitment to deliver the objectives set out the Gaelic Language Plan and seek co-operation to promote the use of Gaelic as a language of business.

**Resourcing the Plan**

- Normal activities will be included and resourced through Northern Constabulary's agreement with the Northern Joint Police Board
- One-off activities relating to the implementation of the Plan will require additional funding.

**Monitoring the Implementation of the Plan**

- As part of the forces suite of corporate delivery documents, the Gaelic Language Plan 2012-13 will be monitored by the Force Executive and Northern Joint Police Board.
- The development and implementation of the plan will be reported to Bòrd na

Gàidhlig on twice yearly basis.

- Any queries about the day to day operation of the plan can be directed to the contact details below.

Finally, it is important that the Plan is adaptable so that the force during this transition period is capable of responding to changing circumstances and improvement within the Plan's lifespan and that the Plan gives the force scope to react to opportunities that provide for a flexibility of approach and delivery.

**Contact Details –**

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