

PERTH AND KINROSS COUNCIL**Council Meeting – 19 December 2012****GAELIC LANGUAGE PLAN 2012 - 2017****Report by Executive Director (Education and Children's Services)****ABSTRACT**

Perth and Kinross Council, under the terms of the Gaelic Language (Scotland) Act 2005, received formal notification of our statutory obligation to publish a Gaelic Language Plan which will outline the measures the Council will take to raise the status of the Gaelic language across all Council services. Following a year of preparation and consultation with the public and relevant Authorities, this report sets a proposal for how the Council will formally meet that obligation.

1. RECOMMENDATIONS

It is recommended that the Council:

- 1.1 Approves the draft Perth & Kinross Gaelic Language Plan 2012-2017 (Appendix 1); and
- 1.2 Agrees the governance arrangements to monitor, review and report on the development and implementation of the Gaelic Language Plan as outlined at Section 4 of this report.

2. BACKGROUND

- 2.1 The Gaelic Language (Scotland) Act 2005 aims to secure Gaelic as an official language of Scotland, commanding "equal respect" with English. It established Bòrd na Gàidhlig (the Gaelic Agency) as part of the framework of government in Scotland and required the creation of a National Plan for Gaelic to provide strategic direction for the development of the Gaelic language. It also authorised Bòrd na Gàidhlig to require public bodies to submit and implement their Gaelic Language Plans within the framework of the National Plan.
- 2.2 Under the terms of the Act, the Chief Executive of Perth and Kinross Council received formal notification in 2010 of our statutory obligation to develop and submit a Gaelic Language Plan. This letter is attached (Appendix 2).
- 2.3 This is a whole-Council responsibility with expectations of high-level commitments to be monitored and approved by the Scottish Government. Expectations are outlined within the letter of notification and include developing targets in such areas as bilingual signage, communications, and increasing the number of Gaelic speakers through developing Gaelic education at all levels.

- 2.4 Given the low numbers of Gaelic speakers in the Perth & Kinross Council area, the plan has been developed proportionately whilst still considering the outcomes of the National Plan for Gaelic. Emphasising areas for improvement in current Gaelic-related activity, using existing capacity and developing partnerships with 3rd sector voluntary organisations are examples of these measures.
- 2.5 A Gaelic Language Plan Steering Group (GLPSG) was established to consider and further develop the Council's Gaelic Language Plan and ensure that all appropriate Council services are included in improvement actions (Appendix 3).
- 2.6 Following a year of development the GLPSG conducted a public consultation and worked closely with Bòrd na Gàidhlig to negotiate the outcomes of the Plan. The final draft Gaelic Language Plan (GLP) has been modified in response to the feedback from this consultation.

3. PERTH AND KINROSS GAELIC LANGUAGE PLAN

- 3.1 The draft GLP (Appendix 1) has been developed around five themes and meets the statutory obligations of the Council.
- 3.2 The proposed actions within each theme are outlined below:

Service Delivery

- Gaelic Language and Gaelic Awareness courses offered to front-line staff . Encourage PKC staff to attend public adult learning opportunities.
- Reaffirm our commitment to responding to communications received in Gaelic and our ensure Gaelic is included in our current translation service for other languages.
- Improve Gaelic language service on PKC website and translate key parts of a proportion of PKC public documents
- Proportionate use of Gaelic language in marketing materials for Gaelic-related exhibitions and festivals, majority funded by PKC.
- On renewal or replacement, introduce bilingual signage on street plates, boundary signs and road signage. Bilingual signage introduced in schools where Gaelic is taught.
- Formalise recruitment procedures for positions where Gaelic is part of the remit. Bilingual or Gaelic-only adverts will be used for such posts.

Communities & The Workplace

- Facilitate the re-establishment of the Perthshire Gaelic Community Forum
- Work with 3rd sector to enable further opportunities to use Gaelic
- Support parents of children learning Gaelic through Family Learning events
- Where possible, establish a Gaelic Youth Club or After School Club.
- Reaffirm our commitment to assisting Gaelic groups in PKC area.

Gaelic in Education and the Home

- Carry out a comprehensive review of Gaelic education in PKC and make recommendations for improvement.
- Assist in establishing voluntary-managed Gaelic early years provision in areas where formal Gaelic language education is available.
- Promote and make parents aware of choice of Gaelic Medium Education through a variety of measures
- Increase uptake of Gaelic Medium Education by 15% per year
- Raise awareness at Secondary level in schools where Gaelic is available of Gaelic-related FE, HE and career options.
- Facilitate a co-ordinated approach to delivering Gaelic Adult Learning by liaising with other local and national stakeholders. Increase participation in Gaelic Adult Learning by 15% per year, for as long as PKC deliver Gaelic courses.
- Develop and publicise a range of Gaelic language learning resources (print and online) and make public through the PKC library service.
- Support parents of children in GME to further the use of Gaelic in the home.

Culture: Arts, Media and Heritage

- Support the development of a voluntary-run Gaelic festival (Fèis) in Highland Perthshire for the whole of Perth & Kinross.
- Support the local branch of An Comunn Gàidhealach in any future bid for the Royal National Mod

Language: Corpus Development

- Use Gaelic Orthographic Convention standard language on any translated texts or publications.
- Consult Ainmean Àite na h-Alba (Place names of Scotland Group) when developing Gaelic or bilingual signage.

- 3.3 In addition, the Gaelic Language Plan incorporates a “Principle of Equal Respect” into policy. This is a statement of intent by Perth and Kinross Council, ensuring that Gaelic does not suffer from any of lack of respect either at an individual or a corporate level and that Gaelic speakers are not the subject of any disrespectful actions or comments from the Council.

4. GOVERNANCE ARRANGEMENTS

A Gaelic Steering Group within the Council has been established which will meet bi-annually to co-ordinate actions and oversee and evaluate progress on our Plan.

Implementation of our Plan will be monitored through our strategic planning processes of our Budget and Service Plans and our Annual Performance Reports (both service level and corporate).

Monitoring will be carried out through:

- discussions at the Gaelic Language Steering Group
- reports to the Senior Management Team
- annual report to the AGM of the Perthshire Gaelic Community Forum
- annual report to Bòrd na Gàidhlig
- surveys, questionnaires, course evaluations, as appropriate
- external evaluations, if appropriate

Overall Responsibility:

The Senior Officer with operational responsibility for overseeing the preparation, delivery and monitoring of Perth & Kinross Council's Gaelic Language Plan is the Executive Director for Education.

5. CONSULTATION

- 5.1 The Head of Democratic Services, Head of Finance, Head of Legal Services and Head of Human Resources have been consulted in the preparation of this report.
- 5.2 A public consultation was conducted for a period of six weeks from 17th February and until 30th March 2012, the outcomes of which were considered by the GLPSG. Adverts were placed in local press over the period of the consultation and a new web page was launched to host the online survey and draft GLP. The following measures were used to encourage participation in the consultation:

Public consultation meetings were held in the following Community campus locations:

- Tuesday 6th March, Glenearn Community Campus, Glenearn Road, Perth
- Wednesday 7th March, Breadalbane Community Campus, Crieff Road, Aberfeldy
- Tuesday 13th March, Strathearn Community Campus, Pittenzie Road, Crieff
- Thursday 15th March, Blairgowrie Community Campus, Elm Drive, Blairgowrie

Online Survey

A copy of the draft GLP and the public consultation survey was available online via the PKC website at www/pkc.gov.uk/Gaelic.

Public Libraries

All PKC libraries were sent a copy of the draft GLP and paper copies of the consultation survey. Members of the public who did not have personal access to the internet to view the plan online were reminded of this free service offered by PKC.

In Person

Members of the public could contact the Gaelic Development office in Perth to receive a copy of the plan or make comments.

- 5.2 The Executive Officer Team and Corporate Management Group representatives have been consulted in the preparation of this report.

6. RESOURCE IMPLICATIONS

- 6.1 The plan has been designed with limited impact on resources, utilising existing capacity where possible and emphasising development within current Gaelic-related activity. Perth & Kinross Council receive an annual specific grant of £115,000 to support development within Gaelic Education. Additional grant funding may also be made available to support the development of a Gaelic Language Plan under the Bòrd na Gàidhlig Gaelic Language Act Implementation Fund, Communities Fund and Early Years fund. £39,000 has already been committed to Perth and Kinross Council from Bòrd na Gàidhlig in 2012-13. In addition to the above, Perth and Kinross Council commit funding of £178,857 towards Gaelic Teaching and activities.

7. COUNCIL CORPORATE PLAN OBJECTIVES 2009-2012

- 7.1 The Council's Corporate Plan 2009-2012 lays out five Objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. They are as follows:-

- (i) A Safe, Secure and Welcoming Environment
- (ii) Healthy, Caring Communities
- (iii) A Prosperous, Sustainable and Inclusive Economy
- (iv) Educated, Responsible and Informed Citizens
- (v) Confident, Active and Inclusive Communities

The report relates to (ii), (iii), (iv) and (v)

- 7.2 This report links to the Education & Children's Services Policy Framework in respect of the following key policy area:

- Learning: Developing Communities

8. EQUALITIES IMPACT ASSESSMENT (EqIA)

An equality impact assessment needs to be carried out for functions, policies, procedures or strategies in relation to race, gender and disability and other relevant protected characteristics. This supports the Council's legal requirement to comply with the duty to assess and consult on relevant new and existing policies.

The function, policy, procedure or strategy presented in this report was considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

Assessed as **relevant** and the following positive outcomes expected following implementation:

- This policy will increase opportunities for both learning and using Gaelic and make Council services more accessible.

9. STRATEGIC ENVIRONMENTAL ASSESSMENT

Strategic Environmental Assessment (SEA) is a legal requirement under the Environmental Assessment (Scotland) Act 2005 that applies to all qualifying plans, programmes and strategies, including policies (PPS).

However, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

10. CONCLUSION

- 10.1 If approved the attached Gaelic Language Plan will provide a policy framework to support the development of Gaelic by the Council for a period of five years until 2017 or until notification to renew the plan is received from the Scottish Government.
- 10.2 The continuation of the Gaelic Language Plan Steering Group will enable the establishment of governance arrangements for monitoring the implementation and further development of the Council's Gaelic Language Plan.

John Fyffe
Executive Director (Education and Children's Services)

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Date: October 2012

Appendix 1: Perth & Kinross Council Gaelic Language Plan 2013 - 2017

Appendix 2: Letter from Bòrd na Gàidhlig

Appendix 3: Current Representation on Gaelic Language Steering Group

Appendix 1 Perth & Kinross Council Gaelic Language Plan 2013 - 2017



**Gaelic Language Plan
2012 – 2017**

**Perth & Kinross Council's Gaelic Language Plan has been prepared under
section 3 of the Gaelic Language (Scotland) Act 2005**

1.1. Foreword by the Executive Director and Council Leader

Perth & Kinross Council is pleased to be able to produce its first Gaelic Language Plan, helping to safeguard the future of the language and culture in our communities.

For over 16 years, Perth & Kinross Council has been actively supporting the Gaelic language through both formal and informal education. Gaelic Medium Education has been at the centre of these developments and we have recently expanded our provision into Aberfeldy and at Secondary School level.

Although it has been 20 years since the passing of the last native speaker of Perthshire Gaelic, we recognise the important contribution Gaelic has made on our past, our history and our living culture, and we will continue to support this through our Gaelic Language Plan.

The number of Gaelic speakers resident in our area form a small but important part of the social fabric of the communities which we serve. Our Gaelic Language Plan recognises their place in our communities and will seek to take Gaelic forward in a way that is both proactive and proportionate.

Furthermore, our Plan for 2012 – 2017 makes clear the actions we will take to raise the status of Gaelic whilst creating the right conditions for Gaelic to prosper. Its success will depend on contributions from different organisations and the Gaelic communities working together within Perth & Kinross towards these shared goals.

We are confident that this plan will assist in meeting the objectives of the National Plan for Gaelic and help ensure that the Gaelic language and culture thrives within our area.

John Fyffe
Executive Director, ECS
Perth & Kinross Council

Cllr Ian Millar
Leader of the Council
Perth & Kinross Council

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Appendix D: Statistical Information on Gaelic Speakers within Perth & Kinross Council

Appendix E: Working with External Agencies

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1.3 Summary

Perth & Kinross Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Perth & Kinross Council is committed to the objectives set out in the *National Plan for Gaelic* and will put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

Perth & Kinross 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;*
- *encourage the increased use of Gaelic.*

This document is Perth & Kinross Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Perth & Kinross Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the first *National Plan for Gaelic (2007 -2012)*, *Ginealach Ùr na Gàidhlig*, the second (draft) *National Plan for Gaelic (2012 – 2017)* and the *Guidance on the Development of Gaelic Language Plans*.

1.4 Structure of the Plan

There are three sections in our Gaelic Language Plan:

Part 1 Introduction

This section provides background to the Gaelic Language (Scotland) Act 2005 and the preparation of the first Perth & Kinross Council Gaelic Language Plan. It describes the structure and responsibilities of our organisation and the historic and current position of the Gaelic language in the area.

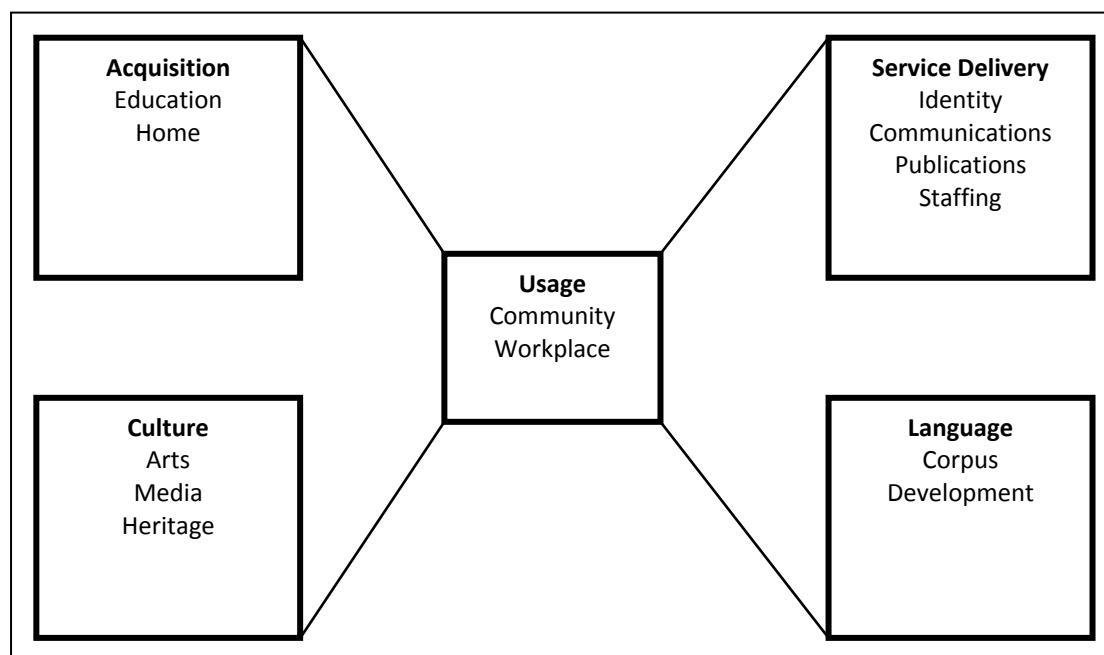
Part 2 Planning for Growth and Quality

This section describes how Perth & Kinross Council will help implement the National Plan for Gaelic and how we intend to promote the use of Gaelic in the planning and delivery of our services, particularly in education. It also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies. This section also sets out how Perth & Kinross Council will use, and enable the use of Gaelic in our main business functions. It covers corporate identity, signage, communication with the public and the use of Gaelic on our website. It sets out the basic minimum level of Gaelic language provision which we are committed to providing during the period of our first Plan.

Part 3 Implementation and Monitoring

This section sets out how our Gaelic Language Plan will be taken forward, and how its implementation and outcomes will be monitored.

Planning for Growth and Quality – Development Areas



1.5 The National Context

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament in 2005, with the intention of securing the status of Gaelic as an official language of Scotland which commands equal respect with the English language.

The overall purpose of the Act is to promote the use of Gaelic in Scottish public life, and to encourage the increased use of Gaelic in the home, community, place of learning and in the workplace.

As part of the Gaelic Language Act, a body, Bòrd na Gàidhlig, was established to promote the use and understanding of the Gaelic language. Bòrd na Gàidhlig is a statutory Non-departmental Public Body which was set up in 2006. Bòrd na Gàidhlig:

- a) Produces a National Gaelic Plan
- b) Has the authority to require certain public authorities to prepare and publish Gaelic Language Plans in connection with the exercise of their functions
- c) Issuing guidance in relation to Gaelic Education

The Bòrd is directly funded by the Scottish Ministers and is accountable to them. The Bòrd works closely with the Scottish Government, public authorities and key partners, including some Gaelic organisations and community groups.

In the National Plan for Gaelic published in 2007, the Bòrd makes clear that all bodies in Scotland have an important role in ensuring that Gaelic has a sustainable future and that they should proactively consider what they can do to support the language. The aim of the National Plan is to implement the Bòrd's vision of 'a healthy, vibrant language increasingly used, valued and respected in a modern, multicultural and multilingual Scotland'.

Bòrd na Gàidhlig can ask a public body to prepare a Gaelic Language Plan, whenever it deems appropriate, having looked at how many people might use that organisation's Gaelic services and the opportunities there might be to expand the use of Gaelic in its work and services.

Perth & Kinross Council is one of many public authorities across Scotland issued with a statutory notice by Bòrd na Gàidhlig to produce a Gaelic Language Plan. In producing its Plan, Perth & Kinross Council has taken into account the National Plan and the official document, 'Guidance on the Development of Gaelic Language Plans' which were issued by Bòrd na Gàidhlig.

Principle of Equal Respect

The principle of equal respect was incorporated into the 2005 Act by the Scottish Parliament as a positive statement about the value and worth of Gaelic, in recognition of the fact that users of Gaelic aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that the language should not suffer from any lack of respect either at an individual or corporate level. The Bòrd's guidance states that giving Gaelic equal respect does not automatically mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, it encourages public bodies to endeavour, whatever the particular linguistic landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent that is appropriate to their individual circumstances.

The European Charter for Minority Languages

The Scottish Government is obliged to apply the European Charter for Regional or Minority Languages which was drawn up in 1992 by the Council of Europe. The Charter was designed to enable speakers of a regional or minority language to use it in public and private life. The UK Government signed the Charter and ratified it in 2001 with respect of Scottish Gaelic. The Scottish Government, through the UK's undertakings, is committed to applying the measures in the areas of education, court proceedings, local administration, media, culture, economic and social life and transfrontier exchanges.

1.6 The Local Context

1.6.1 Perth & Kinross Council

Perth & Kinross Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, social work, waste management, maintenance of public roads (other than trunk roads), planning and building control, strategic housing, environmental health, leisure and culture, and emergency planning.

The Council came into being on 1 April 1996 following Scottish local government reorganisation. This resulted in the former Tayside Regional Council being replaced by the unitary councils of Dundee, Angus, and Perth & Kinross.

Perth and Kinross is a large area of approximately 5,286 km² and has a population of 140,190. It is ranked 5th in Scotland in terms of area and 14th in Scotland in terms of population.

Distinct geographies have shaped a range of cultures that are as varied as the landscapes that separate them making Perth and Kinross a unique and interesting place to live or visit.

Perth & Kinross Council operates under four departments: Chief Executive's Service, Education and Children's Services, The Environment Service and Housing and Community Care.

Perth & Kinross Council's political governance arrangements comprise:

- a) Full Council of 41 elected members covering 12 multi member wards, with each ward having three or four Councillors depending on the size of the electorate in each ward.
- b) A single Executive Committee reflecting political and area balance
- c) The Council and the Strategic Policy & Resources Committee both deal with strategic and corporate issues that impact across the whole Council
- d) There are five major Committees based on the five themes of the Perth and Kinross Community Plan

Historically, Gaelic was spoken across Perthshire but was strongest in the area known as Highland Perthshire. The next section describes in more detail the current use and interest in Gaelic in Perth and Kinross.

1.6.2 History of Gaelic in Perthshire

Perthshire, or *Siorrachd Pheairt*, may no longer be a hotbed of Gaelic speakers but a look back at the recent history of the heartland of Scotland uncovers an intriguing picture of villages and towns where Gaelic was the predominant language of everyday life.

Generally speaking, there was a language divide from the lower shores of Loch Lomond and east across to Crieff towards the border with Angus. Old Statistical Accounts for Scotland (1700s) indicated that many villages and glens, especially in Highland Perthshire (*Gàidhealtachd Pheairt* or *Garbh Chrìochan Pheairt*) were Gaelic speaking. In 1881, when the national census began asking about Gaelic speakers, at least 60% of the population of this area were identified as speakers of Gaelic. A more detailed look at a local level uncovers evidence of higher figures. Aberfeldy in particular had over 75% of the population speaking Gaelic and 80% in Blair Atholl.

The language held ground right up until the mid-20th century. It is understood that the Duke of Atholl was encouraging the teaching of the language in schools in that area, challenging public education policy of that time. It is also believed that Queen Victoria was a keen supporter of the language, encouraging the employment of Gaelic speaking staff at her Scottish estate.

But Gaelic as a language of the land was to suffer a swift decline. Following the Second World War the language had retreated to a few areas around Aberfeldy. Before the last of the speakers of Perthshire Gaelic passed away, collections and recordings were gathered for posterity. An obituary in the Independent

newspaper, published in 1991, reflected on the passing of the last known speaker of the Perthshire dialect of Gaelic¹.

The memory of Gaelic, however, remains alive in those who met or lived among the last remaining speakers of the local language. It is also alive in the place-names that surround us in these areas, found in the hills, villages and towns.

The language too, has not altogether been lost. Gaelic in education and adult learning initiatives have established a new generation of Gaelic speakers in the area. Population migration has also meant that Gaelic speakers from other parts of Scotland have descended into this area and can be found throughout Perth & Kinross.

Much work has been carried out to reverse language decline across Scotland and Perth & Kinross is no different. The following section outlines our current activity in supporting the Gaelic language.

1.6.3 Gaelic in Perth and Kinross

Perth & Kinross Council has promoted the Gaelic language since the council was formed in 1996. The request to produce a Gaelic Language Plan is an opportune time to produce a strategy that pro-actively places Gaelic on a secure footing to take us through the next 15 years, and that:-

- Delivers Bòrd na Gàidhlig's National Plan targets
- Represents the aspirations of Gaelic speakers in our community, policy makers and educators
- Seeks to complement to Scottish Government's Strategic Objectives

The 2001 Census identified that 1.08% of the population of Perth and Kinross speak Gaelic, compared with 1.16% of the population of Scotland overall. Between 1991 and 2001 the numbers of Gaelic speakers in the area actually rose proportionally by over 4%.

The current delivery of Gaelic Education in Perth and Kinross can be summarised as follows:

- Gaelic Medium Education at Goodlyburn Primary School, Perth City
- Gaelic Medium Education at Breadalbane Primary School, Aberfeldy
- Gaelic (learners) as a subject at Breadalbane Academy, Aberfeldy
- Gaelic (learners) and Gàidhlig (fluent) offered as a subject at Perth Academy, Perth City
- Choice of Gaelic Medium secondary subjects offered in History, Modern Studies and Home Economics at Perth Academy
- Gaelic (learners) offered at Double Dykes travellers' site through Perth Grammar School
- GLPS provision in six Primary Schools in Highland Perthshire and at Goodlyburn Primary School in Perth, delivering Gaelic language learning to over 600 pupils per year.
- Part-time Gaelic nursery provision at Goodlyburn Primary, Perth
- Four Council-run Adult Education Classes, with Perth College UHI delivering an additional two opportunities for learning Gaelic

Scotland's largest provincial Mod is held annually in Aberfeldy and attracts a large number of children and adults. The area also hosts a successful Gaelic choir and there is a vibrant traditional music group led by Breadalbane Academy. More recently, Perth Gaelic Choir has been re-established with support from Perth & Kinross Council.

There are a number of independent groups across Perth & Kinross supporting Gaelic such as a Gaelic Society in Perth and a regional branch of An Comunn Gàidhealach.

¹ Historical context © Duwe, Kurt C. 2008. Gàidhlig Local Studies, Volume 27: *Siorrachd Pheairt & Sruighlea* (Perthshire & Stirling). 2nd Edition.

The area is renowned for other forms of traditional music, with a number of world-famous musicians being born and remaining resident in the area. Perth Concert Hall has hosted the Trad Music Awards in both 2010 and 2011.

Part 2: Planning for Growth and Quality

2.1 Service Delivery

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig states that creating the right environment for the use of Gaelic in public life is vital to language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans. These are:

Identity:	Corporate identity Signage
Communications:	Front-line services Telephone Mail and email Public meetings
Publications:	Public relations and media Printed material Websites Exhibitions
Staffing:	Training Language learning Recruitment Advertising

Perth & Kinross Council recognise that action in each of these four key areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers and learners to use the language. This section of our Plan details our core commitments under these headings.

In considering how to develop our Gaelic provision, we have noted the requirements under the Gaelic Language (Scotland) Act 2005 and Bòrd na Gàidhlig's Guidance on the Development of Gaelic Language Plans.

We see our first Gaelic Language Plan as a starting point for developing and improving our current Gaelic provision. Our core commitments set out the minimum level of Gaelic language provision which we commit to providing from 2012 to 2017. We will encourage our Services and, where appropriate, our arms-length organisations, to exceed this basic level of provision.

Each commitment is set out as follows:

1. Information on Current Practice
2. Key Actions or Aims
3. Timescales or Target date
4. Responsible Service(s)

All our core commitments assist in the implementation of the Scottish Government's National Outcome "We take pride in a strong, fair and inclusive national identity".

2.1 Service Delivery			
Identity: The presence of Gaelic in the corporate identity and signage 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. Perth & Kinross Council recognises the importance of extending the visibility of Gaelic and increasing its status.			
Current Practice	Aims	Timescale	Lead or Partnership
Corporate Identity Perth & Kinross Council currently does not have an agreed policy for the use of Gaelic in its corporate identity.	Investigate and evaluate designs for a bilingual logo in order to provide options for consideration by full Council at the next rebranding opportunity.	2013	Communications
	Council's Design Guidelines to be revised to give Gaelic equal respect to English and address the need for bilingual signage, vehicle livery, stationery and ID badges.	2013	Communications The Environment Service
	Vehicle Livery Where vehicles are renewed or replaced, the Council's logo will include a Gaelic translation.	Ongoing from 2013	The Environment Service (Operations)
Signage The council does not have a policy for the use of Gaelic in its signage. However, there are currently bilingual signs in the town of Blairgowrie.	The 'Perth and Kinross Council Heart of Scotland' boundary signs will be altered to include a Gaelic translation, whenever there is a need to renew or replace an existing sign.	Ongoing from 2012	The Environment Service (Technical Services)
	Any street nameplates which are already bilingual, for example in Blairgowrie, will have signs replaced on a like for like basis if there is any requirement for renewal or replacement. Where street nameplates are being renewed or replaced, bilingual signs will be used. When streets in new developments are being named, developers will be required to make the nameplates bilingual. Where any traffic signs are being renewed or replaced, bilingual signs will be used.	Ongoing from 2013	The Environment Service (Technical Services; Planning and Regeneration)

	Implement a programme of bilingual internal and external signs starting with schools which offer Gaelic, which include: Goodlyburn PS, Perth Academy, Perth; Breadalbane Community Campus, Aberfeldy	Ongoing from 2012	The Environment Service (Technical Services)

Communications: The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible 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 opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority. Perth & Kinross Council 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. Starting from a very low base, we will work towards progressively increasing our level of provision in this area.			
Current Practice	Aims	Timescale	Lead or Partnership
Front line services The council does not make any formal provision for the use of Gaelic in front-line services.	Introduce Gaelic Awareness and Gaelic for Business training for front line staff in schools where Gaelic is provided.	Ongoing from 2012	ECS HR
	Raise awareness and support front line Council staff who would like to learn Gaelic as a skill for the workplace.	Ongoing from 2012	ECS HR Corporate Business Change
Telephone The council currently provides an external telephone translation service.	Continue to provide a telephone translation service for Gaelic speakers.	Ongoing from 2012	Chief Executive's Service
	Initial Gaelic subject-based telephone enquiries to be directed to Gaelic Development Office	Ongoing from 2012	ECS
Mail and Email The council currently does not have an agreed policy on how to respond to Gaelic mail and email	Correspondence received in Gaelic will be replied to in Gaelic using external translation providers and within the same timescale as English.	Ongoing from 2012	Chief Executive's Service
	Devise and implement a policy which endeavours to provide a response in Gaelic within the same period as would be acceptable in English.	2015	Chief Executive's Service
	Bilingual signatures will be used by all staff using council email.	2013	All services

Public meetings	Where Gaelic is the main subject of a public or internal meeting, a Gaelic greeting will be used.	Ongoing from 2012	All services
Complaints procedure The Council currently accepts complaints in any language. The Council complaints procedure is about to be updated.	Reiterate the option to make a complaint in any language when the new complaints procedure is publicised internally and externally.	2013	Chief Executive's Service

<p>Publications: 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.</p> <p>Perth & Kinross Council is committed to increasing the use of Gaelic, with an initial focus on where the subject matter relates specifically to Gaelic issues.</p>			
Current Practice	Aims	Timescale	Lead or Partnership
Public Relations and Media The Council's media policy does not currently mention providing Gaelic content for the media	Regularly publicise Council successes relating to Gaelic, particularly in education and culture. Where possible, include Gaelic-related information and news in the Council Newsletter.	Ongoing from 2012	Chief Executive's Service ECS
	Identify a Gaelic spokesperson for Council matters and publicise this service online.	2013	Chief Executive's Service
Printed material The council provides the option for Gaelic speakers to request a Gaelic translation of external materials, including forms.	Continue to provide a translation service on request for all external Council publications and forms. This service will be promoted internally to staff. The foreword of the Corporate Plan, and the introductions of the Corporate Improvement Plan and Community Plan will be translated into Gaelic in future editions of these publications. The Council's Gaelic Language Plan, and any other publications where the majority of content is on the subject of Gaelic, will be translated in full	Ongoing from 2012	Chief Executive's Service.

Website The council currently has information about Gaelic Medium Education on the Enrolment page of the website.	Develop content on our existing website by providing: 1) A Gaelic welcome (home) page 2) Make available for download information on Gaelic medium education 3) Information on Accessing and Enrolling into Gaelic Medium Education 4) Information on Gaelic Medium Education (all levels) 5) A dedicated Gaelic Development page to include the PKC Gaelic language plan and information on Gaelic Development delivered by Perth & Kinross Council 6) Links to further and relevant Gaelic information	Ongoing from 2012	ECS Business Change IT
Exhibitions The council does not make any provision at present for including Gaelic in exhibitions.	The Library Service will contribute to the development of a static touring GME exhibition and drop-in sessions, with other relevant partners.	Ongoing from 2012	ECS Library Service
	Where Gaelic tradition, history or culture features in Council associated or funded cultural activity, Gaelic language will feature in all marketing and promotional materials.	Ongoing from 2012	ECS Culture Service Horsecross LLP

Staffing: 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. Perth & Kinross 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. Perth & Kinross Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.			
Current Practice	Aims	Timescale	Lead or Partnership
Training The Council currently offer no provision for staff training in Gaelic language or raising	Through an online survey, identify staff with specific skills related to the use of Gaelic in the workplace and employees who would like to learn Gaelic or gain a better awareness of Gaelic language, history and culture. Make data available on our website.	Within the first year of the plan	Corporate Business Change & IT

awareness of Gaelic.	Provide a programme of Gaelic Awareness and Gaelic language taster sessions in local libraries and encourage staff and elected members to attend.	Ongoing from 2013	ECS All Services
	Continue to support Gaelic teaching staff to attend Gaelic CPD events.	Ongoing from 2012	ECS
Language Learning There is currently a small number of staff receiving training in Gaelic language through our Adult learning courses.	Provide Gaelic language 'taster-session' for staff and encourage participation in publicly available Gaelic courses.	Ongoing from 2012	ECS
	Investigate the feasibility of introducing a support scheme allowing staff to access flexible Gaelic courses (distance learning and short courses) which may be unavailable in Perth and Kinross.	Research by 2013 Introduce by 2014	ECS
	Encourage key staff with responsibilities for Gaelic in their remit to learn Gaelic.	Ongoing from 2012	ECS
	Advertise Gaelic learning opportunities in our internal newsletter and Schedule of Opportunities.	Ongoing from 2012	ECS Communications
Recruitment	Develop and implement a Gaelic recruitment policy to identify where Gaelic skills or knowledge is necessary for a position and publish guidelines for conducting interviews for these posts.	2015	HR ECS
	Where responsibility for Gaelic is within the remit of a position that becomes vacant, knowledge of Gaelic affairs will be designated as a desirable skill. Where a Gaelic teaching post becomes vacant, Gaelic will be designated as an essential skill.	Ongoing from 2012	HR

Advertising 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 within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.			
Current Practice	Aims	Timescale	Lead or Partnership
Perth & Kinross Council has no formal arrangement or policy for the recruitment staff to Gaelic-related posts.	For posts where there is a requirement for the post-holder have Gaelic skills, recruitment adverts will be published bilingually.	Ongoing from 2012	HR
	Teaching posts will be advertised on the Teagaisg.com Gaelic teacher recruitment website. Other Gaelic related posts will be published on the CnaG Gaelic jobs web-page.	Ongoing from 2012	HR ECS

2.2 Policy Implications for Gaelic

Perth & Kinross Council recognises that the priority areas identified in the National Plan for Gaelic will be implemented mainly through our Gaelic Language Plan; however, we will also be able to promote and develop the language through our existing policies. We will examine current policy commitments to identify areas where we can incorporate Gaelic and the priorities of the National Plan and, similarly, we will examine new policies where appropriate. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

The Council will seek assistance and support from external Gaelic bodies such as Bòrd na Gàidhlig, Comunn na Gàidhlig and Clì to help implement the plan. Perth & Kinross Council also proposes to re-establish the Perthshire Community Gaelic Forum to act as a platform for the community and the Council to communicate and share information on Gaelic development.

Overview of the National Plan for Gaelic

Perth & Kinross Council's Gaelic Language Plan is based on the four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority areas:

2.2.1 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 our:

- Communities
- Places of work

2.2.2 Acquisition

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

- Education
- The home

2.2.3 Culture

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

- Arts
- Media
- Heritage

2.2.4 Language

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

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

Commitment to the Objectives of the National Plan for Gaelic

Perth & Kinross Council is committed to ensuring that the National Plan is implemented, and in this section we explain how we will achieve that aim under the four priority areas set out in the National Plan for Gaelic.

2.2.1 Usage: Communities & the Workplace

Perth & Kinross Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities. Perth & Kinross Council recognise the importance of the community as a context for developing Gaelic usage and for implementing the Gaelic Act's key principle of equal respect for Gaelic and English. We recognise the importance of the workplace as a context for extending Gaelic usage, reinforcing individuals' language skills and enhancing the perceived status of the language.

Current Practice	Aims	Timescale	Lead or Partnership
Community Perth & Kinross Council responds positively to local Gaelic organisations in need of operational support.	Support and facilitate the re-establishment of a constituted Gaelic Community Forum for Perth and Kinross which will: <ul style="list-style-type: none"> • Represent Gaelic communities and organisations in Perth and Kinross and provide a platform for improving communications and shared goals • Support Perth & Kinross Council and national Gaelic organisations in taking forward Gaelic development in Perth and Kinross • Identify further areas of activity which will seek to take Gaelic forward, increase participation and usage and strengthen Gaelic in Perth and Kinross 	Ongoing from 2013	ECS Community Capacity Building
	Support the development of voluntary-led opportunities to enable both Gaelic speakers to use their Gaelic and support learners	Ongoing from 2012	ECS CLD PCGF Adult Learning Partnerships
	Develop a programme of Family Learning events, allowing children and parents to learn and use Gaelic in a variety of settings.	Ongoing from 2013	ECS CLAD RGfG CnaG
	Investigate the feasibility of delivering a Gaelic Youth Club in Perth and Kinross.	2014	ECS Youth Services CnaG
	Respond positively where operational support is required by Gaelic organisation in Perth and Kinross.	Ongoing from 2012	ECS CLD Community Capacity

Workplace There is currently no formal policy for encouraging the use of Gaelic in the workplace.	We will promote and encourage a positive attitude towards using Gaelic in the workplace through the delivery of annual Gaelic Awareness sessions	Ongoing from 2012	All services
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2.2.2 Acquisition: Gaelic in Education and the Home

Perth & Kinross Council recognise that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland. We recognise the importance of Gaelic-medium education (GME) as the principal means by which new Gaelic speakers are created at present and will seek to increase the numbers in GME substantially, while continuing to value and support other forms of Gaelic education such as Gaelic-learner education (in schools and in FE, HE and informal education settings) and Gaelic awareness raising (e.g. GLPS and Scottish studies courses).

Current Practice	Aims	Timescale	Lead or Partnership
Gaelic in Education There is currently no provision for Early Years within the region. Perth & Kinross Council offer Gaelic Medium Primary Education in both Perth City and Aberfeldy. Secondary Gaelic Medium Education is offered at Perth Academy. Gaelic Learners and Gàidhlig (Fluent) as a subject are offered at Perth Academy and Breadalbane Academy, Aberfeldy.	Carry out a comprehensive review of Gaelic Medium Education in Perth & Kinross Council which will seek to identify areas for improvement and include areas such as transport provision, enrolment and transition.	2012-13	ECS
	Pre-School Provision Identify an appropriate and sustainable solution to providing formal Sgoil Àraich (Gaelic nursery) provision to complement our current GME provision.	Goodlyburn by session 2013/14 Aberfeldy by session 2014/15	ECS Early years ECS Gaelic Development BnG Early Years
	In partnership with parents, set up and deliver two informal Cròileagan or Pàrant is Pàisde groups in areas where continuity of Gaelic education is available.	Goodlyburn by session 2014/15 Aberfeldy by session 2014/15	ECS Early years ECS Gaelic Development BnG Early Years Comunn nam Pàrant
	Provide parents of children in Early Years Education with information on the choice of Gaelic Medium Education prior to enrolment into Primary.	Ongoing from enrolment session 2013/14	ECS
	Primary Provision Increase uptake of Gaelic Medium Education by 15% year on year through the delivery of an effective promotional strategy and formalising enrolment procedures and information availability.	Ongoing from session 2013/14	ECS Communications

	Publicise choice of Gaelic Medium Education on statutory enrolment adverts in local press and PKC website.	Ongoing from session 2013/14	ECS
	Promote the benefits of bilingualism by hosting regular 'drop-in' sessions for prospective parents of Gaelic Medium Education in areas where continuity of Gaelic education is available, providing information and support on current availability and choice.	Ongoing	ECS Communications
	Recruit Gaelic supply staff available for Perth & Kinross Council GME schools.	2013	ECS HR
	Continue our support for GLPS in Highland Perthshire and Goodlyburn Primary Schools.	Ongoing from 2012	ECS
	Support pupils and parents in Gaelic Medium Education through the delivery of weekly homework clubs.	Ongoing from session 2012/13	ECS
	Continue to strengthen links between our GME Primary Schools and Whitehill's Primary School, Angus through regular educational trips and joint project work.	Ongoing from 2012	ECS
	In schools where Gaelic is available, produce a Gaelic Support Handbook for staff to access information on support, enrolment, resources, HMIE reports etc.	2014	ECS
	Primary to Secondary transition Improve and formalise arrangements for transition between Gaelic Medium Primary and Secondary education.	Ongoing from session 2012/13	ECS
	Secondary Provision Annually promote opportunities for Gaelic learning at FE/HE level for Secondary pupils studying Gaelic (learners or fluent) through: Annual visit to Sabhal Mòr Ostaig UHI Visits from Gaelic/Celtic University departments.	Ongoing from session 2013/14	ECS secondary Gaelic staff Schools liaison from: Sabhal Mòr Ostaig UHI Glasgow University Edinburgh University Aberdeen University
	Support Skills Development Scotland and other Gaelic Agencies to raise awareness of Gaelic career opportunities within our secondary schools where Gaelic is delivered.	Ongoing from session 2013/14	ECS Skills Development Scotland
	Further develop the availability or choice of Gaelic subjects at Perth Academy.	Ongoing from session 2012/13	ECS

	Support the development supply of resources through the GLOW network for Gaelic education staff .	Ongoing from 2012	ECS Education Scotland
	Investigate the possibility of delivering Gaelic (learners or fluent) through the GLOW platform, where demand and resources exists.	Where demand exists	ECS
Perth & Kinross Council currently supports two formal and two informal adult learning opportunities in Perth and Aberfeldy. Further provision is delivered by other agencies.	Adult Learning Develop service level agreements with agencies to facilitate the delivery of Gaelic Language Adult Learning opportunities on behalf of the Council. Build partnerships with local and national Gaelic groups and learning organisations in Perth and Kinross. Respond positively to demand for further provision and aim to increase participation by 15% per anum.	Ongoing from 2012	ECS Cli Gàidhlig Adult Learning Partnerships Perth College UHI
	In partnership with other agencies, devise an annual programme of Gaelic 'taster' sessions which feed into the available local supply of Gaelic language classes.	Ongoing from 2012	ECS Cli Gàidhlig Adult Learning Partnerships Perth College UHI
	Develop a collection of modern Gaelic self-learning resources available in selected Perthshire Libraries and provide links to online resources via the Council website.	Ongoing from 2013	ECS Library Services
Gaelic in the Home Perth & Kinross Council currently have no formal arrangement for supporting Gaelic in the home.	Support Bòrd na Gàidhlig in delivering their initiative to increase the use of Gaelic in the home.	Ongoing from 2012	ECS Bòrd na Gàidhlig
	Work with parents of GME children, teachers and Gaelic agencies to offer language learning opportunities appropriate to their needs and which will assist them in using Gaelic in the home.	2013	ECS National Gaelic Agencies
2.2.3 Culture: Arts, media, heritage. Perth & Kinross Council recognise the importance of the Gaelic arts, media and heritage, both for themselves and for the contribution they make to creating awareness of, and interest in, Gaelic and by providing opportunities to use and develop the language.			
Current Practice	Aims	Timescale	Lead or Partnership
There is currently no formal arrangement for supporting Gaelic culture in Perth & Kinross Council.	Support the development of Fèis Obar Pheallaidh into a voluntary-run annual music tuition festival, complementing current activities in the area.	Ongoing from 2012	ECS Fèisean nan Gàidheal Fèisean a' Mhonaidh Ruaidh
	Investigate the feasibility of developing an annual Gaelic Festival	Ongoing from 2013	ECS

	for all ages in Perthshire. Aiming to promote and encourage interest in Gaelic, this could include music, language learning, literature, history and culture.		CCS National Gaelic Orgs. Scots Language Centre
	Open discussions with Heartland FM regarding possible schools involvement and Gaelic programming.	Ongoing from 2013	ECS Heartland FM
	Support schools where Gaelic is available to participate in national media activities, eg Film G.	Ongoing from 2012	ECS MG Alba
	Engage with the National Gaelic Arts Strategy Advisory Forum.	Ongoing from 2012	CCS Culture & Arts
	Support the Regional Branch of An Comunn Gàidhealach in any future bid for the return of the Royal National Mod to Perthshire.	Ongoing from 2012	Economic Development

2.2.4 Language: Corpus Development

Perth & Kinross Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language. We recognise the importance of developing the Gaelic language to ensure that it is fit for all appropriate purposes and for use in the growing range of contexts in which it features.

Current Practice	Aims	Timescale	Lead or Partnership
There is currently no formal corpus development within Perth & Kinross Council.	Ainmean Àite na h-Alba (Place names of Scotland) will be approached to provide help in delivering and authoritative and agreed list of place names when delivering Gaelic signage.	Ongoing from 2012	TES
	Apply SQA Gaelic Orthographic Convention rules into any external Council publications which have been considered necessary in Gaelic.	Ongoing from 2012	Communications ECS

Part 3: Implementation and Monitoring

3.1 Statement of Implementation and Monitoring

Timetable

This Gaelic Language Plan will formally remain in force for a period of five years from 2012 or until a new plan has been put in place. In Section 2 we have set out the individual target dates for implementing specific commitments in our Plan.

Publicising our Plan

We will publish Perth & Kinross Council's Gaelic Language Plan bilingually on our website and we will also:

- Issue a press release announcing the Plan;
- Make copies of the Plan available in our public libraries,
- Make the Plan known to employees via our Intranet;
- Distribute copies of the Plan to our arms-length organisation, agents and contractors, where appropriate;
- Distribute copies of the Plan to Gaelic organisations;
- Distribute copies of the Plan to other interested bodies; and
- Make copies available on request.

Administrative Arrangements for Implementing our Gaelic Language Plan

Following public consultation and approval by Bòrd na Gàidhlig, the Senior Management Team and elected members of Perth & Kinross Council, this Plan will become the policy of Perth & Kinross Council. The Executive Director (ECS) will be responsible for ensuring we deliver the commitments set out in this Plan.

We will put general information about our Gaelic Language Plan on our intranet and explain what the Plan means for our staff. As we develop policies on the handling of Gaelic enquiries, correspondence and other matters, we will issue appropriate guidance and information.

Resourcing our Plan

Perth & Kinross Council will meet the resource requirements for this Plan from our existing budgets and will apply for assistance from external bodies such as Bòrd na Gàidhlig and the Scottish Government funding for specific educational programmes.

Monitoring and Implementation of our Plan.

Our Language Plan covers the period 2012 to 2017. We have established a Gaelic Steering Group within the Council which will meet bi-annually to co-ordinate actions and oversee and evaluate progress on our Plan.

Implementation of our Plan will be monitored through our strategic planning processes of our Budget and Service Plans and our Annual Performance Reports (both service level and corporate). Monitoring will be carried out through:

- discussions at the Gaelic Language Steering Group
- liaison with the Executive Committee Member with responsibility for Gaelic
- reports to the Senior Management Team
- annual report to the AGM of the Perthshire Gaelic Community Forum
- annual report to Bòrd na Gàidhlig
- surveys, questionnaires, course evaluations, as appropriate
- external evaluations, if appropriate

3.2 Contact Details (Owner, day to day operation)

Overall Responsibility:

The Senior Officer with operational responsibility for overseeing the preparation, delivery and monitoring of Perth & Kinross Council's Gaelic Language Plan is:

John Fyffe
Executive Director, ECS
2 High Street
Perth PH1 5PH

01738 475000
JFyffe@pkc.gov.uk

Queries about the day to day operation of the plan should be addressed to:

Chris Deplano
Gaelic Development Officer
Perth and Kinross Council
Blackfriars Development Centre,
North Port,
Perth PH1 5LU

01738 477869
gaelic@pkc.gov.uk

Appendix A: Glossary

Bòrd na Gàidhlig/BnG – National Gaelic Language Board set up under auspices of Gaelic (Scotland) Act 2005

Clì Gàidhlig - Charity supporting Gaelic learners and promotes Gaelic

CnP - Comann nam Pàrant, the National Gaelic Medium Parents' Organisation.

CnaG – Comann na Gàidhlig, the National Support Agency for Gaelic

Fèisean nan Gàidheal – National Youth Arts/Performance Organisation

Fèis Obar Pheallaidh – Aberfeldy Children's Community Gaelic Arts Festival

PCGF Perthshire Community Gaelic Forum

GME – Gaelic Medium Education

GLPS – Gaelic Learners' in Primary School scheme aimed at introducing the language to primary aged children (equivalent schemes in French, German etc).

Mòd - Local Mòd

Appendix B: Statistical Information on Gaelic Speakers in Perth & Kinross

The 2001 Census

For the first time, the 2001 Census in Scotland asked whether individuals could “Understand” Gaelic. The questions relating to the ability to Speak Gaelic, Read Gaelic and Write Gaelic were asked in previous Census.

The General Register Office for Scotland reported in 2005 on the Gaelic Language findings. The census information which is used in this report is taken primarily from that document but additional sources are used such as McKinnon’s “A century of the Census” and the Scottish Parliament Information Centre.

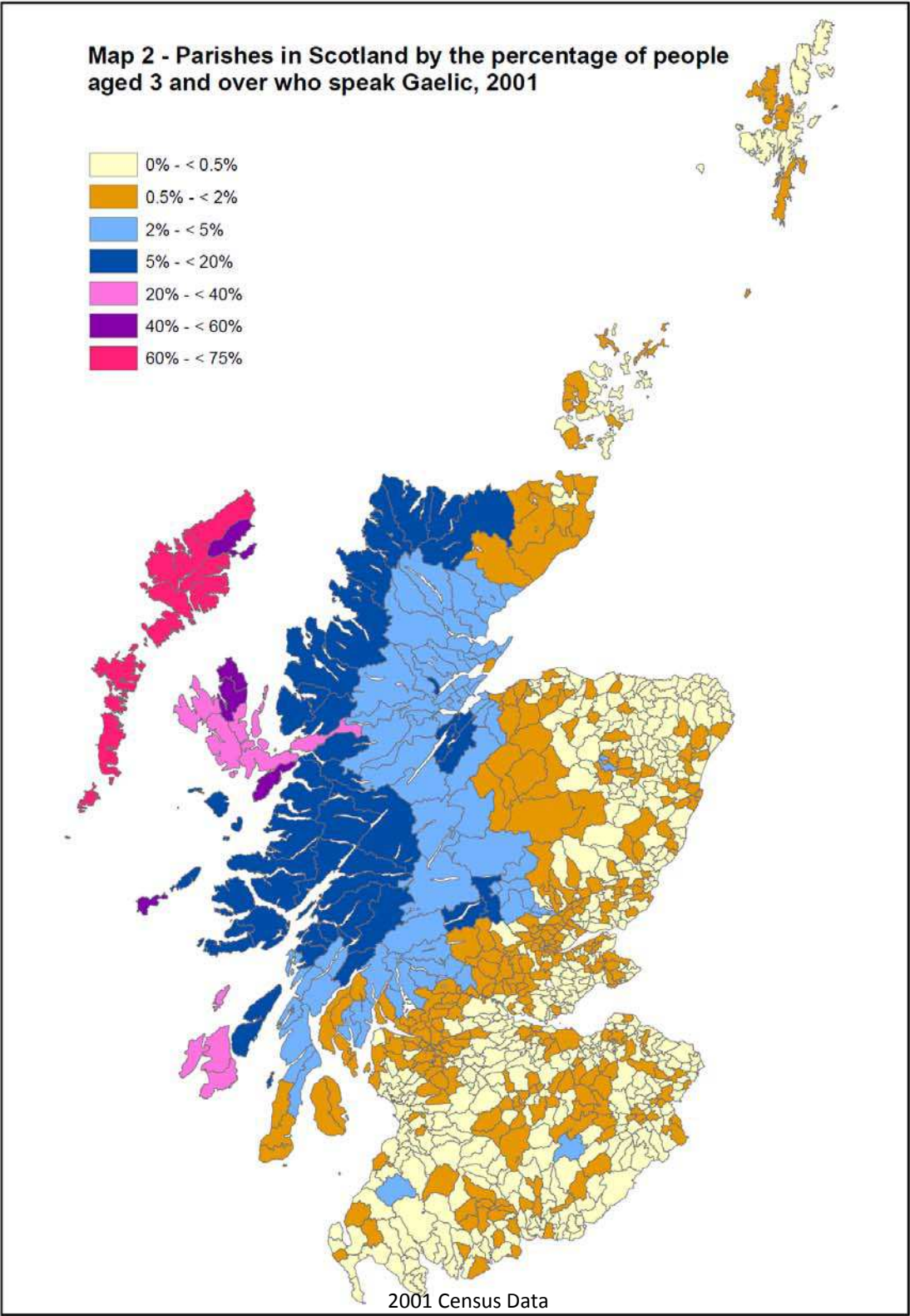
Duncan MacNiven, Registrar General for Scotland said: *“This report, based on detailed analysis of the 2001 Census, shows that Gaelic is thriving as well as declining. The number of Gaelic speakers fell by 7,300 during the 1990’s. However, the number of Gaelic readers increased by 3,200 and the number of people able to write in Gaelic rose by 3,100.*

“The Census suggests that Gaelic is declining in its traditional heartlands, particularly in the Western Isles, but growing in many other parts of Scotland – and among young people. Around 430 more young people, aged five to nine, could speak Gaelic in 2001 than in 1991. It is moving from being an oral language to being a language spoken, read and written.”

1 Overview and Key findings from the 2001 Census:

- 92,400 people aged 3+ (some 1.9% of the population) had some Gaelic language ability.
- The number of speakers of Gaelic fell from 1.4% to 1.34% of the population between 1991 and 2001, but there was some improvement in the under 18s.
- The number of Gaelic speakers had declined by 11% since 1991
- Number of readers of Gaelic increased by 7.5% since 1991
- 26,700 people said they could understand spoken Gaelic but could not read, write or speak it.
- 63% of those who described themselves as having some Gaelic language ability – were Gaelic speakers.
- Children aged 3-15 were more likely to speak Gaelic where the head of the family was employed in personal services and also a Gaelic speaker.
- People with some Gaelic knowledge had better levels of qualifications than those without
- In the main Gaelic areas (**this includes Perth and Kinross**), the number of Gaelic speakers rose – especially among 5-9 year olds.
- There were 2,696 children in families where both parents spoke Gaelic and 70% of those children spoke Gaelic.

Geographical Distribution of Gaelic Speakers



	ALL PEOPLE	Understands spoken Gaelic but cannot speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but neither reads nor writes Gaelic	Speaks and reads but cannot write Gaelic	Reads but neither speaks nor writes Gaelic	Writes but neither speaks nor reads Gaelic	Reads and writes but does not speak Gaelic	Other combination of skills in Gaelic	No knowledge of Gaelic
Perth & Kinross	134949	762	755	512	167	200	30	48	21	132454

Age Profile – changes from 1991 to 2001

	Ave age of Gaelic Speaker 1991	Ave age of Scottish Population 1991	Ave age of Gaelic Speaker 2001	Ave age of Scottish Population 2001
Scotland	46.3	39.0	45.9	40.2
Perth and Kinross	46.3	41.1	43.4	42.2
Stirling	45.5	39.3	37.1	40.1
Dundee	43.6	40.0	40.3	40.5

Perth and Kinross Administrative area – breakdown by mode

	1991 Census	2001 Census
People who can read, write, or speak Gaelic	1546 (1.3%)	1727 (1.3%)
“ can speak	1403	1453
“ can read	901	1,166
“ can write	690	853
“ can understand	n/a	753

Individual Gaelic language ability in Perth and Kinross

	1991	2001
Total population – Scotland 3+	4,809,698	4,500,432
Total population - Perth and Kinross 3+	121,885	130,802
Some Gaelic language ability	1546	1727
Understands, but cannot speak, read or write	n/a ²	753
Speaks, reads and writes Gaelic	629	755
Speaks but doesn't read or write Gaelic	627	511
Speaks and reads Gaelic but doesn't write	139	166
Reads Gaelic but neither speaks nor writes	90	197
Speaks and writes but doesn't read	8	21
Other combinations of skills in Gaelic	53	77

² No question relating to this was asked in 1991 Census

Number of people aged 3 or over who can speak/read/write/understand Gaelic - by selected Parish area

	Number of people speaking Gaelic		Percentage of population aged 3 or over speaking Gaelic	
	1991	2001	1991	2001
Scotland – Total	69,510	65,674	1.4	1.3
can speak /read /write /understand				
Can speak	63,978	58,652	1.4	1.3
Can read	42,159	45,320		
Can write	30,760	33,815		
Can understand	n/a	78,402		
Perth and Kinross total of people who can speak, read, write or understand Gaelic in these parishes	451	429	4.0	3.5
By Parish				
Blair Atholl	28	24	3.2	2.2
Dull	87	122	4.2	5.6
Dunkeld & Dowally	18	19	3.1	3.4
Fortingall	23	45	3.3	4.4
Kenmore (pt)	37	27	6.3	6.6
Kirkmichael	18	8	3.4	1.1
Little Dunkeld	55	68	3.9	4.0
Logierait	50	39	4.7	3.6
Moulin	125	65	4.1	2.1
Weem	10	12	4.1	4.7

Appendix C: Statistical Information on Gaelic Education in Perth & Kinross

Gaelic Medium Provision in Perth & Kinross Council

Location	School	No. of pupils (12/13)
Aberfeldy	Breadalbane Academy (Primary)	6
Perth City	Goodlyburn Primary	8

Early Years Provision in Perth & Kinross

Location	GME Feeder School	Average Weekly Attendance
Aberfeldy Croileagan Obar Pheallaidh	Breadalbane Academy (Primary)	10

GLPS Provision in Perth & Kinross Council

Location	Method	No. of pupils (12/13)
Highland Perthshire & Perth	GLPS	200

Gaelic Language at Secondary Level in Perth & Kinross Council

Location	School	No. of pupils (12/13)
Perth City	Perth Academy	10
Aberfeldy	Breadalbane Academy	80

Gaelic Language Classes for Adult Learners

Information provided only applies to classes supported by Perth & Kinross Council. Other independent Gaelic classes run within the area but no information is publicly available.

Location	Method	Av. No. of Students (12/13)
Perth City	Ulpan	11
	Abair Thusa	10
	Abair Thusa (Advanced)	10
Aberfeldy	Ulpan	8
Invergowrie	Ulpan	10

Appendix D: Statistical Information on Gaelic Speakers within Perth & Kinross Council

Roles within PKC where Gaelic is designated essential or desirable

Perth & Kinross Council employ the following staff where Gaelic language skills are deemed essential.

Role	No. of staff employed	Essential/Desirable
Secondary Gaelic Language Teacher	2	Essential
Primary Gaelic Medium Teacher	2	Essential
GLPS Teacher	1.2	Essential
Gaelic Development Officer	1	Essential
Total No of Staff	6.2	

No. of Gaelic Speaking Staff within Perth & Kinross Council

A staff survey was conducted in 2009 on Gaelic language. A total of 256 members of Perth & Kinross Council participated.

	256 responses were received.
Number of Gaelic Speaking staff in Perth & Kinross Council	7.2%
Number of staff who are Gaelic learners*	N/A*
Number of staff who expressed a desire to learn to speak Gaelic	38%
Number of staff who expressed a desire to learn to read and write Gaelic	26%
Number of staff who can speak, read and write in Gaelic*	N/A*

*This information will be collected through a staff survey conducted in the early stages of implementing the plan.

Appendix E: Working with External Agencies

Translation Service

Translation services will be provided by external agents who will be required to have experience in translating materials into modern Scottish Gaelic. Translators will be expected to adhere to Gaelic Orthographic Convention standards.

Raising awareness of our Gaelic Language Plan

Perth & Kinross Council recognise the importance of stakeholders in taking the Plan forward both within the communities we serve and beyond. Information on engaging with third parties and relevant stakeholders is outlined in section 3.1: Publicising our plan.

Services Delivered by Third Parties

Where Gaelic-specific or Gaelic-related services are delivered by third parties on behalf of Perth & Kinross Council, we will ensure that they adhere to the principles of this plan and operate within the spirit of equal respect as outlined in Section 1.5 of this plan. Third parties delivering Gaelic-specific or Gaelic –related services will be made aware of the plan as a condition of contract or Service Level Agreement.

CÒMHAIRLE PHEART & CHEANN ROIS
PLANA NA GÀIDHLIG
RANNSACHADH CO-CHOMHAIRLE PHOBLACH



Thoir air ais gu: Oifis Leasachaidh na Gàidhlig
Comhairle Pheart is Cheann Rois
Seirbheis Foghlam is Cloinne
Ionad Leasachaidh nam Manach Dubha
Port a Tuatha
Peairt
PH1 5LU

2 Ro-ràdh

Tapadh leibh airson ùine a ghabhail ar Plana Gàidhlig a leughadh . Tha sinn an dòchas gun robh e inntinneach dhuibh. Bu mhath leinn ur beachdan mu dheidhinn fhaighinn. Lìonaibh am foirm goirid seo agus tilleibh thugainn e. Bheir seo cuideachadh dhuinn le leasachadh an ath Phlana Ghàidhlig againn.

Data Protection Act 1998

The information provided by you will be used within Perth & Kinross Council to improve our next Gaelic Language Plan. The information will not be disclosed to third parties.

In terms of the Data Protection Act 1998, you are entitled to know what information Perth & Kinross Council hold about you, on payment of a fee of £10. Applications should be made to the Executive Director (Education & Children's Services), Perth & Kinross Council, 2 High Street, PERTH PH1 5PH.

1 A bheil thu a' freagairt mar.....? (Cuir srìochdag dhan roghainn cheart)

- ☐ Neach-còmhnaidh ann am Peairt is Ceann Rois
- ☐ Neach-còmhnaidh Comhairle san nàbachd
- ☐ Ball de bhuidheann Ghàidhlig stèidhichte ann am Peairt is Ceann Rois
- ☐ Ball de bhuidheann Ghàidhlig stèidhichte taobh a-muigh Peairt is Ceann Rois
- ☐ Urrasair gnothachais
- ☐ Neach-obrach Comhairle Pheairt is Cheann Rois
- ☐ Sgoilear ann an sgoil le Foghlam tro Mheadhan na Gàidhlig
- ☐ Pàrant sgoileir ann an sgoil le Foghlam tro Mheadhan na Gàidhlig
- ☐ Oileanach a' sgrùdadh Gàidhlig
- ☐ Inbheach ag ionnsachadh Gàidhlig
- ☐ Tidsair/òraidiche ann an Gàidhlig
- ☐ Eile (Mas e eile, sònraich)

2. Dè as fheàrr a tha toirt cunntas air do chomas ann an Gàidhlig? (Cuir srìochdag dhan roghainn cheart)

- ☐ Gun chomas idir
- ☐ Beagan/ comas cuibhrichte
- ☐ Comasach air Gàidhlig a bhruidhinn
- ☐ Comasach air Gàidhlig a leughadh
- ☐ Comasach air Gàidhlig a sgrìobhadh
- ☐ Comasach air Gàidhlig a bhruidhinn, a leughadh is a sgrìobhadh
- ☐ Eile (Mas e eile, sònraich)

3 Dè an ìre gu bheil thu ag aontachadh, no nach eil thu ag aontachadh, ri na h-aithrisean a leanas mu ar Plana?

	Ag aontachadh gu làidir	Aontaich	Coma co-dhiù	Eas-aontaich	Na aghaidh gu làidir	Chan eil fios agam
Tha e cudromach gun adhartaich a' Chomhairle a' Ghàidhlig	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Am Plana seo furasta a leughadh	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Am Plana air a dhealbh gu math	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Am Plana a' sealltainn nam prìomhachasan ceart airson Gàidhlig ann an Peairt is Cheann Rois	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Am Plana a' soilleireachadh nam prìomhachasan a tha a' Chomhairle a' moladh	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tha am Plana a' gabhail a-steach nan cùisean anns a bheil ùidh agam	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Plana Gàidhlig

4 Dè na pàirtean den Phlana a bha feumail dhut, ma bha gin idir?

5 Dè na pàirtean den Phlana nach robh feumail dhut, ma bha gin idir mar sin?

6 A bheil molaidhean agad air mar a ghabhadh ar Plana a leasachadh?

7 A bheil beachd sam bith eile agad mu ar Plana?

Plana Gàidhlig - Fiosrachadh Co-ionannachd

Gne:

- ☐ Fireann
- ☐ Boireann
- ☐ Cha bu mhath leum a ràdh

Aois

- ☐ Fo 16
- ☐ 16 gu 24
- ☐ 25 gu 34
- ☐ 35 gu 49
- ☐ 50 gu 59
- ☐ 60 gu 74
- ☐ 75+
- ☐ Cha bu mhath leum a ràdh

Dè mar a bheireadh sibh cunntas air an eachdraidh cultarach agus cinnidheach agaibh? (Comharraich aon bogsa a-mhàin)?

- ☐ Geal
- ☐ Àsianach, Àsianach Albannach no Àsianach Bhreatainnach
- ☐ Dubh, Albannach Dubh, no Breatainneach Dubh
- ☐ Cinnidheach measgaichte sam bith neo cinnidheach sam bith eile
- ☐ Cha bu mhath leum a ràdh

Geal

- ☐ Albannach
- ☐ Eireannach
- ☐ Cuimreach
- ☐ Sasannach
- ☐ Neach - siubhail
- ☐ Breatannach eile
- ☐ Sluagh geal sam bith eile

Àsianach, Àsianach Albannach no Àsianach Bhreatainnach

- ☐ Innseanach
- ☐ Bangladeshach
- ☐ Pacistanach
- ☐ Sineach
- ☐ Sluagh Asianach sam bith eile

Dubh, Albannach Dubh, no Breatainneach Dubh

- ☐ Carabianach
- ☐ Afraganach
- ☐ Cinnidheach dubh sam bith eile

Cinnidheach measgaichte sam bith neo cinnidheach sam bith eile

- ☐ Cinnidheach measgaichte sam bith
- ☐ Cinnidheach sam bith eile (sònraich)

A bheil tinneas fad-ùine, trioblaidean slàinte no ciorram oirbh a tha a' cur bacadh air an Obar a tha sibh a dèanamh?

- ☐ Tha
- ☐ Chan eil
- ☐ Cha bu mhath leum a ràdh

Tapadh leibh airson ùine a chuir seachad am foirm seo a lionadh. Faodaidh sibh ur beachdan eile a chur air post-d gu: gaelic@pkc.gov.uk

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Communications Manager on 01738 476873.



Council Text Phone Number 01738 442573

All Council Services can offer a telephone translation facility

**PERTH & KINROSS COUNCIL
GAELIC LANGUAGE PLAN
PUBLIC CONSULTATION SURVEY**



Return to: Gaelic Development Office
Perth & Kinross Council
Education & Children's Services
Blackfriars Development Centre
North Port
Perth
PH1 5LU

Introduction

Thank you for taking the time to read our Gaelic Language Plan. We hope you found it interesting. We would like to know what you think about it. Please fill in this short questionnaire and sent it back to us. This will help us to improve our next Gaelic Language Plan.

Tapadh leibh airson ùine a ghabhail ar Plana Gàidhlig a leughadh . Tha sinn an dòchas gun robh e inntinneach dhuibh. Bu mhath leinn ur beachdan mu dheidhinn fhaighinn. Lìonaibh am foirm goirid seo agus tillibh thugainn e. Bheir seo cuideachadh dhuinn le leasachadh an ath Phlana Ghàidhlig againn.

Data Protection Act 1998

The information provided by you will be used within Perth & Kinross Council to improve our next Gaelic Language Plan. The information will not be disclosed to third parties.

In terms of the Data Protection Act 1998, you are entitled to know what information Perth & Kinross Council hold about you, on payment of a fee of £10. Applications should be made to the Executive Director (Education & Children's Services), Perth & Kinross Council, 2 High Street, PERTH PH1 5PH.

Gaelic Language Plan

1 Are you responding as a: (Please tick the main option that applies)

- ☐ Perth & Kinross Resident
- ☐ Resident of a neighbouring Council
- ☐ Member of a Gaelic organisation based in Perth & Kinross
- ☐ Member of a Gaelic organisation based outside Perth & Kinross
- ☐ Business Investor
- ☐ Perth & Kinross Council Employee
- ☐ Pupil at a Gaelic Medium Education School
- ☐ Parent of a Pupil at a Gaelic Medium Education School
- ☐ Student studying Gaelic
- ☐ Adult learning Gaelic
- ☐ Teacher/Lecturer in Gaelic
- ☐ Other (please specify)

2 How best describes your ability with the Gaelic language? (Please tick the main option that applies)

- ☐ No ability at all
- ☐ Some/limited ability
- ☐ Can speak Gaelic
- ☐ Can read Gaelic
- ☐ Can write Gaelic
- ☐ Can speak, read and write Gaelic
- ☐ Other (please specify)

3. To what extent do you agree or disagree with the following statements about our Plan?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
It is important that the Council promotes Gaelic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan is easy to read	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan is well laid out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan reflects the right priorities for Gaelic in Perth &	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Kinross						
The Plan makes the Council's proposed priorities clear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan covers the issues I am interested in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Gaelic Language Plan

4 Which, if any, parts of our Plan did you find useful?

5 Which, if any, parts of our Plan did you not find useful?

6 Do you have any recommendations on how we could improve our Plan?

7 Do you have any other comments on our Plan?

Gaelic Language Plan – Equalities Information

Would you consider your gender to be:

- ☐ Male
☐ Female

☐ Prefer not to say

Age

☐ Under 16

☐ 16 - 24

☐ 25 - 34

☐ 35 - 49

☐ 50 - 59

☐ 60 - 74

☐ 75+

☐ Prefer not to say

What is your ethnic group?

☐ White

☐ Asian, Asian Scottish or Asian British

☐ African, Caribbean or Black

☐ Mixed or other ethnic group

☐ Prefer not to say

White

☐ Scottish

☐ Irish

☐ Welsh

☐ English

☐ Gypsy Traveller

☐ Other British

☐ Any other white background

Asian, Asian Scottish or Asian British

- ☐ Indian
- ☐ Bangladeshi
- ☐ Pakistani
- ☐ Chinese
- ☐ Any other Asian background

Black, Black Scottish or Black British

- ☐ Caribbean
- ☐ African
- ☐ Any other black background

Mixed or Other ethnic background

- ☐ Any mixed background
- ☐ Other ethnic background (please state)

Do you have a long-term illness, health problem or disability that limits your activities or the work you can do?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Thank you for taking the time to complete this form. You can also e-mail your comments to: gaelic@pkc.gov.uk

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Communications Manager on 01738 476873.



Council Text Phone Number 01738 442573

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Appendix 2 Letter from Bòrd na Gàidhlig

BÒRD NA
GÀIDHLIG

Bernadette Malone
Chief Executive
Perth & Kinross Council
2 High Street
Perth
PH1 5PH

3 Samhain 2010
3 November 2010

A charaid chòir,

Tha mi a' sgrìobhadh le fios-plana oifigeil bho Bhòrd na Gàidhlig gu Comhairle Pheairt & Chinn Rois gus Plana reachdail Gàidhlig ullachadh. Tha sinn air leigeil fhaicinn dhuibh cheana gum biodh sinn a' cur fios-plana thugaibh fo fhrèam Achd na Gàidhlig (Alba) 2005, ag iarraidh oirbh Plana Gàidhlig ullachadh. Tha am fios-plana sin an lùib seo mar **Leas-phàipear A**.

Bun-fhiosrachadh

Tha Planaichean Gàidhlig nam prìomh phàirt de chur an gnìomh Achd na Gàidhlig (Alba) 2005 agus de libhrigeadh *Plana Nàiseanta na Gàidhlig agus Plana Gnìomh Bòrd na Gàidhlig "Ginealach ùr na Gàidhlig"*, gus inbhe na Gàidhlig ann an Alba a chur air stèidh thèarainte. Tha prìomh àite aig Comhairle Pheairt & Chinn Rois ann a bhith a' cumail taic ri libhrigeadh na tha fa-near don Riaghaltas agus do Bhòrd na Gàidhlig airson a' chànain, agus tha sinn a' coimhead air adhart ri bhith a' co-obrachadh gu dlùth leibh ann a bhith a' leasachadh ur Plana Gàidhlig. Faodar Achd 2005 fhaicinn air an làrach-lìn againn aig www.gaidhlig.org.uk

Plana Nàiseanta na Gàidhlig, Ginealach Ùr na Gàidhlig agus an Stiùireadh air Deasachadh Phlanaichean Gàidhlig

Ann a bhith ag ullachadh Phlanaichean Gàidhlig, bu chòir do dh'ùghdarrasan poblach stiùir fhaighinn bho *Phlana Nàiseanta na Gàidhlig, Ginealach Ùr na Gàidhlig* agus bhon *Stiùireadh air Deasachadh Phlanaichean Gàidhlig*.

I am writing regarding the official notification from Bòrd na Gàidhlig to Perth & Kinross Council to prepare a statutory Gaelic Language Plan. We have already informed you that we would be sending a formal notice, under the framework of the Gaelic Language (Scotland) Act 2005, asking you to prepare a Gaelic Plan. This notification is enclosed as **Annex A**.

Background

Gaelic Language Plans are a key component in implementing the Gaelic Language (Scotland) Act 2005 and in delivering the *National Plan for Gaelic and the Bòrd's Action Plan "Ginealach Ùr na Gàidhlig"*, to secure the status of Gaelic in Scotland. Perth & Kinross Council has a key role to play in helping to deliver the Government's and Bòrd na Gàidhlig's vision for Gaelic, and we look forward to working closely with you in the development of your Gaelic Plan. The 2005 Act can be found on our website at www.gaidhlig.org.uk

The National Plan for Gaelic, Ginealach Ùr na Gàidhlig and The Guidance on the Development of Gaelic Language Plans

In preparing statutory Gaelic Language Plans, public authorities should refer to the *National Plan for Gaelic, Ginealach Ùr na Gàidhlig* and the *Guidance on the Development of Gaelic Language Plans*.

Bòrd na Gàidhlig
Darach
Fèith nan Clach
Inbhir Nis IV2 7PA

Bòrd na Gàidhlig
Darach House
Stoneyfield Business Park
Inverness IV2 7PA

Fòn/Tel: 01463 225454
Facs/Fax: 01463 716217
Post-d/Email: ofis@gaidhlig.org.uk
www.gaidhlig.org.uk

Tha am Plana Nàiseanta a' toirt frèam poileasaidh airson leasachadh ro-innleachdail na Gàidhlig ann an Alba agus tha an Stiùireadh a' toirt mion-chomhairle air an structar is susbaint a thathar a' moladh airson Phlanaichean Gàidhlig. Bu chòir do Phlanaichean Gàidhlig cur an cèill mar a tha buidhnean am beachd an cànan a chleachdadh an lùib na h-aithne is rianachd corporra aca, agus mar a tha iad am beachd taic a thoirt do leasachadh na Gàidhlig ann a bhith a' libhrigeadh nam bun-dhleastanasan poileasaidh aca.

Tha Bòrd na Gàidhlig air teamplaid a dheasachadh a chuidichear le bhith ag ullachadh structar agus susbaint a rèir an Stiùiridh, agus tha sinn a' moladh gun leanar seo gu dlùth.

Gheibhear lethbhreacan dhe na sgrìobhainnean seo uile an cois na litreach seo agus faodar am faighinn cuideachd ann an riochd eileagtronaigeach aig www.gaidhlig.org.uk

Ro-bharail air geallaidhean àrd-ìre

Tha Bòrd na Gàidhlig air cur roimhe gu dè na geallaidhean àrd-ìre a bu mhath leis fhaicinn anns a' Phlana Ghàidhlig agaibh, agus air aonta fhaighinn air an ro-bharail seo bhon Mhinistear le uallach na Gàidhlig, Fiona Hyslop. 'S iad:

- A bhith a cuir an gnìomh agus a' libhrigeadh Ginealach Ùr na Gàidhlig a thaobh Ionnsachadh Inbheach agus Foghlam Tron Ghàidhlig.
- Suaicheantas dà-chànanach le co-ionannachd spèise dha na cànanan, ga chleachdadh ga rèir.
- Soidhnichean-rathaid stairsnich a tha dà-chànanach, le co-ionannachd spèise dha na cànanan
- Soidhnichean-sràide dà-chànanach, le co-ionannachd spèise dha na cànanan, nuair a bhios iad ùr no gan ùrachadh

The National Plan provides a policy framework for the strategic development of Gaelic in Scotland and the Guidance gives detailed advice on the recommended structure and content of Gaelic Language Plans. Gaelic Plans should set out how bodies propose to use Gaelic in relation to their corporate identity and administration, and how Gaelic development will be supported through the delivery of their core policy functions.

Bòrd na Gàidhlig has developed a template which will assist with preparing structure and content in accordance with the Guidance, and we would recommend following this closely.

Copies of all these documents are enclosed and can also be accessed electronically at www.gaidhlig.org.uk

Expectations of high-level commitments

Bòrd na Gàidhlig has determined the high-level commitments it will be seeking from your Gaelic Language Plan, and has received agreement in principle for these from the Minister for Gaelic, Fiona Hyslop. These are:

- To encourage the implementation and delivery of Ginealach Ùr na Gàidhlig with particular regard to Adult Learning and Gaelic Medium Education.
- Render the corporate logo bilingual demonstrating equal respect for the languages and use accordingly.
- Bilingual threshold road-signs, demonstrating equal respect for the languages
- Bilingual street-signs, demonstrating equal respect for the languages, when they are new or being renewed

- Soidhnichean corporra agus carbaidean, le co-ionannachd spèise dha na cànanan air stèidh ùrachadh neo cuir an àite
- Tiotalan dà-chànanach air fèilltean is iomairtean a' tha air an stiùireadh no air am maoineachadh leis an ùghdarras, le co-ionannachd spèise dha na cànanan.
- Àrdachadh de 15% gach bliadhna, aig a char is lugha, ann an àireamhan luchd labhairt na Gàidhlig san sgìre ùghdarrais, tro bhrosnachadh agus taic airson luchd ionnsachaidh
- Àrdaich àireamhan na cloinne a tha air an clàradh ann am foghlam Gàidhlig bun-sgoile gu 20%, aig a char as lugha, gach bliadhna
- Thoir taic fhor-ghnìomhach gu 100% de sgoilearan a tha a' gluasad bho foghlam Gàidhlig sa bhun-sgoil gu Àrd-sgoiltean a tha air an comharrachadh airson Gàidhlig.
- Ath stèidhich siostam ro-sgoile Gàidhlig anns an sgìre.
- A bhith a cuir an gnìomh agus a' libhrigeadh Ginealach Ùr na Gàidhlig a thaobh Ionnsachadh Inbheach agus Foghlam Tron Ghàidhlig.
- Apply bilingual corporate signage and vehicle livery, demonstrating equal respect for the languages on a new or replacement basis.
- Bilingual titles for festivals and campaigns that are authority led or funded, demonstrating equal respect for the languages.
- Increase the numbers of Gaelic speakers within the authority area by a minimum of 15% per annum through support to classes for learners
- Increase the number of children enrolling in primary GME by a minimum of 20% per annum
- Provide pro-active support the 100% transition of pupils transferring from GM primary to associated GM secondary education.
- Work to re-establish Gaelic pre-school provision within the area.
- To encourage the implementation and delivery of Ginealach Ùr na Gàidhlig with particular regard to Adult Learning and Gaelic Medium Education.

Comhairle agus taic

Tha sinn dèidheil air a bhith a' toirt a h-uile comhairle agus taic as urrainn dhuinn air feadh a' phròiseas seo, agus faodar fios a chur thugainn aig an t-seòladh aig bàrr na ciad duilleig. Bi Dòmhnall MacGilleMhoire a' dèiligeadh leibh aig Bòrd na Gàidhlig.

Tha sinn cuideachd dèidheil gum bi na h-ùghdarrasan poblach a tha a' cur an gnìomh no a' deasachadh Plana Gàidhlig a' co-roinn an eòlais aca gus cur ris a' phròiseas.

Advice and assistance

We are keen to provide whatever advice and assistance we can during this process, and we can be contacted at the address shown on the top page. Your contact at Bòrd na Gàidhlig will be Donald Morrison.

We are also keen that public authorities engaged in implementing or developing a Gaelic Language Plan share their experience to help inform the process.

Maoin Gnìomhachaidh Achd na Gàidhlig

Tha Bòrd na Gàidhlig, gu an dràsta a' riaghladh Maoin Gnìomhachaidh Achd na Gàidhlig (GLAIF) a tha air a toirt seachad le Riaghaltas na h-Alba. Gheibh sibh cuireadh iarrtas airson tagradh a dhèanamh nuair a bhios an tuilleadh maoin ri fhaighinn.

Liubhairt agus aontachadh Phlanaichean Gàidhlig

Tha Achd 2005 a' sonrachadh gum feum ùghdarrasan poblach na Planaichean Gàidhlig aca a chur gu Bòrd na Gàidhlig gus an tèid aontachadh riutha. Tha sinn a' moladh gum bu chòir an dreachd Plana agaibhse a bhith air a liubhairt don Bhòrd ro 31 Sàmhain 2011, agus bhithinn nur comain nan daingnicheadh sibh dhomh gum faigh sibh air cumail ris a' cheann-latha seo. Thoiribh an aire gu bheil an ùine seo a' gabhail a-staigh 6-12 seachdain airson co-chomhairle phoblach.

Ullachadh reachdail ath-thagraidh

Tha Achd 2005 cuideachd ga dhèanamh comasach do dh'ùghdarras poblach a gheibh fios-plana foirmeil ath-thagraidh an aghaidh feum air Plana reachdail Gàidhlig ullachadh, no an aghaidh a' cheann-latha air a shuidheachadh airson liubhairt a Phlana. Tha na pròiseasan seo air am mineachadh ann an **Leas-phàipear A**.

Mu dheireadh, bu mhath leam taing a thoirt dhuibh airson ur co-obrachaidh agus co-obrachadh ur sgioba, agus tha mi a' dèanamh fiughair ri bhith ag obair còmhla ribh gus gluasad a dh'ionnsaigh àm-teachd buan don Ghàidhlig ann an Alba.

Is mise le spèis,

Iain Aonghas MacAoidh
Ceannard

cc. Alasdair Cameron, Gaelic Development Officer

Gaelic Language Act Implementation Fund

Bòrd na Gàidhlig currently administers a Gaelic Language Act Implementation Fund (GLAIF) which has been made available by the Scottish Government. You will receive an invitation to make an application when further funding becomes available.

Submission and approval of Gaelic Language Plans

The 2005 Act specifies that public authorities must submit their Gaelic Language Plans to Bòrd na Gàidhlig for approval. We propose that your draft Plan should be submitted by 31 October 2011, and I would be grateful if you could confirm that you would anticipate being able to meet this deadline. Please note that this period includes 6-12 weeks for the conducting of public consultation.

Statutory appeals provisions

The 2005 Act also enables a public authority which is issued with a formal notice to appeal against having to prepare a statutory Gaelic Language Plan, or against the date specified for the submission of its Plan. These processes are explained in **Annex A**.

Finally, I would like to thank you and your team for your co-operation, and I look forward to working with you in support of creating a sustainable future for Gaelic in Scotland.

LEAS-Phàipear A

ANNEX A

Achd na Gàidhlig (Alba) 2005

Gaelic Language (Scotland) Act 2005

Fios mu Riatanas gu Plana Gàidhlig Ullachadh

Notice of Requirement to Prepare a Gaelic Language Plan

'S e fios foirmeil a tha seo bho Bhòrd na Gàidhlig ("am Bòrd") fo earrann 3(1) de dh'Achd na Gàidhlig (Alba) 2005 ("an Achd") gu Comhairle Pheairt & Chinn Rois, Plana Gàidhlig ullachadh a rèir earrann 3(1) de dh'Achd 2005.

This is a formal Notice from Bòrd na Gàidhlig ("the Bòrd") under section 3(1) of the Gaelic Language (Scotland) Act 2005 ("the Act") to Perth & Kinross Council to prepare a Gaelic Language Plan in accordance with section 3 of the 2005 Act.

Tha Earrann 3 de dh'Achd 2005 a' buileachadh cumhachd air a' Bhòrd iarraidh air ùghdarras poblach buntainneach sam bith Plana Gàidhlig ullachadh is a chur an gnìomh a chuireas an cèill mar a chleachdas an t-ùghdarras poblach sin a' Ghàidhlig ann a bhith a' coileanadh a dhleasan. 'S e "ùghdarras poblach buntainneach" a tha ann an Comhairle Pheairt & Chinn Rois airson earrann 10 de dh'Achd 2005.

Section 3 of the 2005 Act confers a power on the Bòrd to require any relevant public authority to prepare and implement a Gaelic Language Plan which will set out how that public authority will use the Gaelic language in the exercise of its functions. Perth & Kinross Council is a "relevant public authority" for the purposes of section 10 of the 2005 Act.

Ullachadh Plana Gàidhlig

Preparation of Gaelic Language Plan

Ann a bhith ag ullachadh a Phlana Gàidhlig, feumaidh Comhairle Pheairt & Chinn Rois toirt fa-near:

In preparing its Gaelic Language Plan, Perth & Kinross Council must have regard to:

- am Plana nàiseanta Gàidhlig as ùire a chaidh fhoillseachadh fo earrann 2 den Achd (www.opsi.gov.uk/legislation/scotland/acts2005/asp_20050007_en_1);
- an ìre gu bheil am poball dom buin dleastanasan Comhairle Pheairt & Chinn Rois a' cleachdadh na Gàidhlig;
- an cothrom a tha ann cleachdadh na Gàidhlig a leasachadh an co-bhoinn ri cur an cèill nan dleastanasan sin agus riochdachaidhean a rinneadh ri Comhairle Pheairt & Chinn Rois an lùib cleachdadh na Gàidhlig co-cheangailte ris na dleastanasan sin; agus
- stiùireadh sam bith a thaobh ullachadh phlanaichean air a thoirt le Ministearan na h-Alba no leis a' Bhòrd (www.gaidhlig.org.uk).

- the most recent national Gaelic Language Plan published under section 2 of the Act (www.opsi.gov.uk/legislation/scotland/acts2005/asp_20050007_en_1);
- the extent to which the persons in relation to whom the Perth & Kinross Council functions are exercisable use the Gaelic language;
- the potential for developing the use of the Gaelic language in connection with the exercise of those functions and any representations made to Perth & Kinross Council in relation to the use of the Gaelic language in connection with those functions; and
- any guidance on the preparation of plans given by the Scottish Ministers or the Bòrd (www.gaidhlig.org.uk).

Susbaint Plana Gàidhlig

Content of a Gaelic Language Plan

Feumaidh Comhairle Pheairt & Chinn Rois dèanamh cinnteach gu bheil am Plana Gàidhlig aige a' cur an cèill nan tòimhsean a chleachdas e a thaobh cleachdadh na Gàidhlig an lùib nan dleastanasan aige; agus ceann/cinn-latha rom feum na tòimhsean sin a bhith air an cur an gnìomh.

Perth & Kinross Council must ensure that its Gaelic Language Plan sets out the measures to be taken by it in relation to the use of the Gaelic language in connection with the functions exercised by it; and the date(s) by which the measures are to be taken.

Ceann-latha Liubhairt Plana Gàidhlig

Feumaidh Comhairle Pheairt & Chinn Rois am Plana Gàidhlig aige a liubhairt don Bhòrd ro 30 Cèitean 2011.

Còir air Ath-thagradh gu Ministearan na h-Alba a thaobh Fios-plana

Ma bhios Comhairle Pheairt & Chinn Rois dhen bharail nach bu reusanta co-dhùnadh a' Bhùird gus fios-plana a liubhairt dha fo earrann 3(1), an dèidh na gnothaichean air an sònrachadh ann an earrann 3(3)(a) gu (d) de dh'Achd 2005 a thoirt fa-near, tha còir aige fo earrann 4(8) den Achd ath-thagradh gu dìreach ri Ministearan na h-Alba an aghaidh an fhios. Feumaidh an t-ath-thagradh seo a bhith air a dhèanamh taobh a-staigh 28 latha air am fios-plana fhaighinn, agus thèid co-dhùnadh a ruigsinn le Ministearan na h-Alba taobh a-staigh sia mìosan. Ma thèid ath-thagradh a chumail suas, bidh am fios-plana seo ga chur gu neoni.

Còir air Ath-bheachdachadh air Ceann-latha Liubhairt Iarraidh

Ath-thagradh gu Bòrd na Gàidhlig

Ma bhios Comhairle Pheairt & Chinn Rois den bharail nach reusanta an ceann-latha a tha air a shuidheachadh leis a' Bhòrd airson liubhairt a' Phlana Gàidhlig, fo earrann 4(1) den Achd tha 28 latha aige bho latha fhaighinn an fhios seo gu iarraidh air a' Bhòrd ath-bhreithneachadh air a' cheann-latha air a shuidheachadh. Feumaidh iarrtas sam bith airson ath-bhreithneachadh a bhith air a dhèanamh don Bhòrd ann an sgrìobhadh agus cur an cèill na h-adhbharan airson ath-bhreithneachadh iarraidh.

Bheir am Bòrd beachd air an iarrtas agus freagraidh e taobh a-staigh 28 latha, an dàrna cuid a dhaingneachadh gu bheil an ceann-latha ath-thagraidh mun d' fhuaras fios cheana fhathast a' seasamh, no a shuidheachadh ceann-latha nas fhaide na àite.

Ath-thagradh do Mhinistearan na h-Alba

Mas e 's nach bi ùghdarras poblach riarachta le co-dhùnadh a' Bhùird a thaobh ath-bhreithneachadh air ceann-latha liubhairt fo earrann 4(5), faodaidh e ath-thagradh do Mhinistearan na h-Alba taobh a-staigh 28 latha an dèidh fios fhaighinn air co-dhùnadh a' Bhùird aig ìre ath-bhreithneachaidh.

Nì Ministearan na h-Alba co-dhùnadh air ceann-latha liubhairt taobh a-staigh dà mhìos. Ma chumas Ministearan na h-Alba suas ath-thagradh, suidhichidh iad latha eile air am feum am Plana Gàidhlig aig Comhairle Pheairt & Chinn Rois a bhith air a liubhairt don Bhòrd.

Deadline for Submission of Gaelic Plan

Perth & Kinross Council is required to submit its Gaelic Language Plan to the Bòrd no later than 30 May 2011.

Right of Appeal to the Scottish Ministers regarding Notification

If Perth & Kinross Council considers that the Bòrd's decision to issue it with a notice under section 3(1) is unreasonable, having regard to the matters specified in section 3(3)(a) to (d) of the 2005 Act, it has a right under section 4(8) of the Act to appeal directly to the Scottish Ministers against the notice. This appeal must be made within 28 days of receipt of the notice, and will be determined by the Scottish Ministers within six months. If an appeal is upheld, this notice will cease to have effect.

Right to Request a Review of Submission Deadline

Appeal to Bòrd na Gàidhlig

If Perth & Kinross Council considers that the date specified by the Bòrd for submission of its Gaelic Language Plan is unreasonable, under section 4(1) of the Act it has 28 days from the date of receipt of this notice to request that the Bòrd review the specified date. Any request for a review must be made to the Bòrd in writing and set out the reasons for requesting the review.

The Bòrd will consider the request and reply within 28 days, either to confirm that the submission date previously notified still applies, or substituting a later date for submission.

Appeal to the Scottish Ministers

In the event that a public authority is not satisfied with the Bòrd's decision in relation to the review of a submission date under section 4(5), it may appeal to the Scottish Ministers within 28 days of being notified of the Bòrd's decision at review stage.

The Scottish Ministers will determine a submission date within two months. If the Scottish Ministers uphold an appeal they will specify an alternative date by which Perth & Kinross Council must submit its Gaelic Language Plan to the Bòrd.

Appendix 3 Current Representation on Gaelic Language Plan Steering Group

Service	Personnel
Chief Executive	Ruth Fry (Communications)
Education & Children's Service	Peter McAvoy (Chair, GLPSG) Chris Deplano (Gaelic Development) Rhona Jay (Education)
The Environment Service	Charles Haggart
Culture & Community Service	Fiona Robertson

