

GLASGOW CITY COUNCIL

DRAFT GAELIC LANGUAGE PLAN

2023 to 2028

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1.INTRODUCTION

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

GAELIC IN SCOTLAND

At the last census in 2011, the total number of people aged 3 and over with Gaelic skills (speak/read/write/understand Gaelic) was 87,100. Of those, 57,375 stated that they were Gaelic speakers. This was a small decline from 2001 when there were 58,652 speakers.

The 2011 census also revealed a 10% increase in Gaelic speakers below the age of 15, a positive number for Gaelic revival. That, along with increased numbers learning Gaelic, increased demand for Gaelic Medium Education, and a growth in the use of Gaelic in creative sectors are all encouraging factors.

The launch of Gaelic on the Duolingo app in 2020 sparked positive headlines, with more than 500,000 learners across the world signing up. This equates to more than nine times the number of Gaelic speakers in Scotland. In response to Covid-19 many Gaelic learning providers have adapted their service to online delivery which has opened further opportunities for individuals to learn the language.

The influence of Gaelic in our placenames cannot be underestimated and [this map](#), produced by Bòrd na Gàidhlig and Ainmean Àite na h-Alba, highlights the widespread influence of the language.



THE NATIONAL GAELIC LANGUAGE PLAN

Glasgow City Council supports the aim of the National Gaelic Language Plan 2018-23 that “Gaelic is used more often, by more people and in a wider range of situations.”

We are committed to the achieving this aim by focussing our work, on these three headings: -

- **Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us**
- **Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations**
- **Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation**

GLASGOW CITY COUNCIL’S GAELIC LANGUAGE PLAN

This document is Glasgow City 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.

Glasgow City Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Since 2009 Glasgow City Council has committed to the development of the Gaelic language through the publication and delivery of Gaelic Language Plans. Three Plans have been produced and this fourth one consolidates our commitment to Gaelic and its enhancement within the council and the city of Glasgow.

OUR AMBITION FOR GAELIC IN GLASGOW

Gaelic for you, Gaelic for all!

By 2028 Gaelic will be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world.

Success will be:

- More people learning and using the language naturally and more confidently in their everyday lives
- The council, its partners and other stakeholders working together to create an encouraging environment and improved infrastructure for Gaelic to flourish
- Gaelic having equal respect with English in the planning and delivery of a wider range of public and private services
- Gaelic being recognised and celebrated as a modern language open to all, habitually used not just in education and learning but also in other social and work situations
- A progressive change in the attitude of people currently neutral or against the use of the language
- An increase in resources allocated to the promotion and awareness of the language
- An increased understanding and strengthening of the historical connections that bind Gaelic in the city, the glens, the islands and overseas
- Gaelic impacts being equally considered in the planning and delivery of all services
- Gaelic's contribution to the educational, social, cultural and economic success of the city being measured, publicised and celebrated in the council's annual performance report
- Gaelic being universally recognised as a unique asset and a positive driver of progress and success in Glasgow

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

Glasgow City Council will be seeking the views of all with an interest in the development of Gaelic in Glasgow. The draft 2023 to 2028 Gaelic Language Plan will be published on the council's Consultation Hub.

The period of public consultation for this will begin on Friday 6th May 2022 and finish on Friday 22nd July 2022.

Responses are invited. All will be considered and these will inform the next iteration of the Plan which will be submitted to Bòrd na Gàidhlig for approval.

The consultation (Gaelic and English versions) can be viewed at the following link: <https://www.smartsurvey.co.uk/s/IV7350/>

The consultation will be live until 5pm on Friday 22nd July 2022.

We will analyse and use those responses to produce a revised Draft Plan for approval by the City Administration Committee in August or early September before a final Draft Plan is presented to Bòrd na Gàidhlig by 24th September 2022.

2. GAELIC IN GLASGOW

Glasgow is Scotland's largest city with a growing population of more than 633,000 residents. Many thousands more visit, work and do business in the centre of the biggest economic region in Scotland. The city is home to three major universities as well as some of Scotland's most popular cultural and sporting organisations and venues. Outside of London, Glasgow's retail sector leads the way in the UK and the city's financial district continues to flourish.

Among many other unheralded glories, Glasgow also has a notable Gaelic story that permeates its history from medieval times to the present day.

Place-names

Glasgow's connection to Gaelic goes back a thousand years to the days when the place known as Glaschu was largely rural, made up of farms and open countryside. A forthcoming book, *Glasgow's Gaelic Place-names*, from the University of Glasgow

academic Alasdair C Whyte with colleagues Katherine Forsyth and Simon Taylor, is a fascinating account of Gaelic's influence on the area that represented Glasgow.

Gaelic was the dominant, prestige language in Glasgow from the 9th century but that began to change towards the end of the 12th century. The King gave Scots speaking merchants the right to hold a market every week around the settlement at Glasgow Cathedral. Soon, Scots became associated with commerce and education and Gaelic began to lose its status. However, the Gaelic influence remained strong in placenames and to this day the Gaelic connection is evident in many areas.

Numerous examples of places with a Gaelic name still exist, including those illustrated on this [map](#) of Glasgow's Gaelic place-names from [Ainmean Àite na h-Alba \(AAA\)](#).



Present day

Even though present day Glaschu is a very different place to that of medieval times, the Gaelic community is stronger than ever and continues making a unique contribution to the place known as Baile Mòr nan Gàidheal, City of the Gaels.

Glasgow is the urban heartland for Gaelic speakers in Scotland. The Gaelic community is more diverse and inclusive, vibrant and exciting. The language thrives in education, the creative industries, the media, arts, music and literature. The community continues to grow as more and more individuals come forward to help promote the language. All are welcome. Demand for education through the medium of Gaelic continues to grow year on year; promotion of the language at large scale

music events such as Celtic Connections, Piping Live and the World Pipe Band Championships is important; hundreds enrol in Gaelic community learning courses and in degree level Gaelic studies in the city.

The social scene is a mix of the modern and traditional with Celtic music going from strength to strength. Important cultural festivals like Celtic Connections were created from Gaelic roots and that in turn helped create a healthy Gaelic music scene full of exciting and internationally renowned performers.

Traditional gatherings and events continue through the Highland Associations and choirs like the GGs (Glasgow Gaelic Musical Association), the oldest Gaelic choir in Scotland. In 2019, the Royal National Mod returned to Glasgow to popular acclaim as the best Mod ever. Some 12,000 visitors helped contribute around £4m of economic value to the city.

Demographics

The 2011 census showed that 9,469 people aged 3 and over had some Gaelic language ability, 1.7% of the city's population. Most of those were aged 16-49 so the number of speakers is anticipated to increase. The growth in Gaelic education and community learning, the popularity of the Gaelic learning app from Duolingo, the success of BBC ALBA, the introduction of a new learning programme, Speak Gaelic, and increased levels of Gaelic arts and cultural activities will help increase Gaelic skills in Glasgow and beyond.

Census 2011	Glasgow City Council	% Glasgow	% Scotland
With any Gaelic skill (age 3+) speak, read, write, understand	9,469	1.7	1.7
People who can speak Gaelic	5,907	1.0	1.1
Age of people with any Gaelic skill		% of people with Gaelic skills	
Age 3-15	854	9.0	11.1
Age 16-24	1,898	20.0	11.1
Age 25-34	2,012	21.3	12.5
Age 35-49	2,033	21.5	22.0
Age 50-64	1,404	14.8	21.8
Age 65+	1,268	13.4	21.5

Census 2001	Glasgow City Council	% change to 2011 in Glasgow	% change to 2011 in Scotland
With any Gaelic skill (age 3+) – speak, read, write, understand	9,941	-4.8	-5.8
People who can speak Gaelic	5,731	+3.1	-1.8

3. GLASGOW CITY COUNCIL

Political governance

Glasgow City Council is one of 32 Councils across Scotland, Like all local authorities, Glasgow is governed by locally elected members who represent the priorities of each area and the city's wider interests. Currently Glasgow has 84 elected members (councillors) each representing an electoral ward of the city. There are 23 electoral wards, each one with 3 or 4 councillors. The current political make up is shown below.

Party / Group	Number of elected members
Scottish National Party (SNP)	35
Scottish Labour Party	29
Scottish Conservative and Unionist Party	7
Scottish Green Party	6
Independent Councillors' Group	3
Independents	2
Alba Party	2
TOTAL	84

Full council meetings are held every month and are chaired by the Lord Provost. Members from all political groups are involved in a range of Committees. The Council leader convenes the City Administration Committee. They are informed by decisions taken by 28 Community Planning Committees; 23 key Committees dealing with City Policy, Scrutiny of delivery and performance, Planning Applications, Appeals and other functions; and a further 11 Joint Committees that inform the council's wider work with external stakeholders.

Corporate Leadership

Responsibility for corporate leadership of the council rests with our Corporate Management Team (CMT). Led by the Chief Executive, Annemarie O'Donnell, the CMT consists of fourteen members made up of Executive Directors, Chief Executives of Arm's Length External Organisations (ALEOs) and Senior Strategic Advisers from across the full council family.

Meeting monthly, our CMT has a key leadership role to shape and steer the council on key strategic and statutory duties. They also have day to day responsibility for all staff and the management of the council's budget.

Around 33,000 staff (28,000 FTE) work for Glasgow City Council and associated organisations like Glasgow Life. The council is one of Glasgow's largest employers, with a Service Revenue Budget of £1.665 billion, and an important leadership role in the promotion and development of Gaelic in Glasgow.

GAELIC SERVICES WITHIN GLASGOW CITY COUNCIL AND GLASGOW LIFE

Gaelic language and cultural services have been provided by Glasgow City Council and its predecessor Strathclyde Regional Council for more than 40 years. The council and its Arms' Length External Organisations (ALEOs), in particular Glasgow Life, have encouraged a growth in Gaelic language services in education, adult learning, the arts, community development and the wider promotion of the language in the city with other public and community organisations.

Education

Glasgow is home to the third largest number of children and young people in Gaelic Medium Education (GME) in Scotland. In 2020, only the Highlands (1,822) and Western Isles (1,414) had higher numbers than Glasgow (1,306).

Demand for GME has increased year on year since the first unit in Scotland was opened in 1985 at Sir John Maxwell's Primary School in Pollokshaws. Now, we have three nurseries at the Glasgow Gaelic School's Berkeley Street GME campus (Anderston), Lyoncross (Pollok) and Rowena (Knightswood) along with private provision at Seudan Beaga and Òganan. Between them, in 2021, they provided early years Gaelic learning for 159 children.

The council also manages three Primary schools at Berkeley Street, Glendale Gaelic PS (Pollokshields) and Govan Gaelic PS where a total of 781 children are taught; and we have one Secondary school, also at Berkeley Street, for another 424 young people.

A fourth GME primary school is expected to open in 2024 at the former St James' Primary School in the east end at Green Street, Calton. Planning discussions have also begun into a further GME primary school in the west of the city in anticipation of the current Berkeley Street campus being dedicated solely to Secondary School provision by 2028. The expansion of Gaelic Medium Education (GME) into the east of the city has been warmly welcomed so if the early interest carries through to enrolments then the new school is likely to be just as successful as the other GME schools.

More data on GME rolls can be found in Appendix 1.

Chief Executive's Department

The council's corporate governance activity is managed within the Chief Executive's Department. That includes two Gaelic development staff who help plan, deliver, monitor and review corporate and other departments' Gaelic services. The Gaelic Officers' Group (Implementation Group) is convened by the Gaelic Development Officer.

Members include colleagues from Chief Executive's Department, from Education Services who are responsible for delivery and development of GME, and from Glasgow Life who provide Gaelic services in learning, the arts, libraries, museums and sport. All other departments and services also have a responsibility to support

the promotion of the Gaelic language but are currently not represented on the Officers' Group.

Some of the positive impacts of Gaelic were included for the first time, and bilingually, in the council's annual performance report.

- The number of children and young people enrolled in Gaelic Medium Education (GME) in Glasgow rose from 451 in 2009 to more than 1300
- A new GME partnership nursery will be sited at Govan Gaelic Primary School
- Funding for a fourth GME Primary School has been secured with opening planned for 2024/25
- Glasgow Life and Fèisean nan Gàidheal produced new online Gaelic learning programmes while demand for Glasgow Life's Gaelic adult and community learning continues to increase
- Gaelic featured in the Creative Communities Artist-in-Residence programme, at Aye Write and in Celtic Connections
- The first ever Gaelic learning programme for older people was produced with the social enterprise, Lingo Flamingo

Gaelic learning and awareness

The council is committed to the promotion of Gaelic throughout the city and the audibility and visibility of the language in everyday services. The 2020 council family's new Corporate Brand Guidance addresses some of this in a section on the application and use of Gaelic throughout our business. The guide sets out how and when all staff and elected members should use the language in our day to day activity.

This Plan also addresses a number of other corporate service aims/outcomes related to the status of the language, communication with the public, information, staff and Gaelic language corpus. More detail can be seen in Section 4 of this Plan.

2022 Gaelic skills survey

A key element of a Gaelic language plan is to understand the Gaelic skills which exists within an organisation.

Bòrd na Gàidhlig recommends that we conduct an internal Gaelic capacity audit as part of the preparation of a Gaelic language plan, so that the commitments in the plan can be matched to existing skills and highlight where additional recruitment and / or training is required.

The 2022 Gaelic skills survey is currently underway and the results will be included in the final draft of this Plan. That survey also provides an opportunity to register for Gaelic classes. Gaelic learning and awareness sessions are offered to all council and arms length organisations' staff.

Research

Part of the Gaelic development team's remit is to review progress and promote success. It has long been considered that there was a significant value in, and a demand for, Gaelic services in the city but also regrettably that there was a shortage of evidence to support that proposition.

In 2021, Glasgow City Council, with funding support from Bòrd na Gàidhlig, commissioned two major research studies. One was to estimate the economic value of Gaelic in Glasgow, also to show the growth in its use and to illustrate how the language and culture impacted on the wellbeing of Glasgow. A second study, jointly with the University of Glasgow, set out to identify demand, opportunities and priorities for Gaelic in the community.

Economic and wellbeing

The 'Gaelic Economy in Glasgow' research showed that more than 700 full-time equivalent jobs can be attributed to Gaelic. Those 700 jobs provide around £21.6m per annum gross value added (GVA) to the Glasgow economy. Education and learning accounts for the largest proportion of jobs (58% of the total) followed by Creative Industries (23%) and then Tourism and Events (16%). The Creative Industries, especially jobs related to the media, provide a higher rate of GVA and they account for 56% of the £21.6m annual total. The economic impact of Gaelic on events such as Celtic Connections, FilmG, World Pipe Band Championships and the Scottish Gaelic Awards is around £7.2m annually.

The impact of Gaelic on individual wellbeing was also strong. Respondents felt that Gaelic increased their pride and interest in Scotland and their local community, gave them a greater sense of their own identity, improved their mental health and wellbeing, increased their happiness and self-esteem/self-confidence/self-worth, increased their participation in cultural events and enhanced their individual creativity.

The key issues and recommendations were:

1. More and better cooperation between agencies in Glasgow
2. Make Gaelic more visible in the life and economy of Glasgow
3. Support the application and use of Gaelic in business, social and community activities across Glasgow
4. Improve the Gaelic labour market structure and information
5. Promote Gaelic learning and language facilities and development

Partnership work / Aon Ghlaschu

In the council's 2018 to 2022 Gaelic Language Plan, we committed to the development of an Aon Ghlaschu (One Glasgow) partnership approach to Gaelic development in the city. The success of Mòd Ghlaschu 2019 gave us an opportunity to put the idea into practice and in so doing help deliver a legacy promise of a sustainable future for Gaelic in Glasgow.

An Aon Ghlaschu steering group was formed and an officer employed to coordinate its work. Representatives came from organisations and individuals with a strategic or operational interest in Gaelic development in the city.

A key action from that group was a community research project, 'Gaelic in Glasgow', led by the council and the University of Glasgow on behalf of Aon Ghlaschu. We surveyed the wider community to identify their main social and community issues and priorities. The recently completed research study identified a number of key issues, including:

1. Lack of opportunities for informal Gaelic usage
2. Lack of physical space for Gaelic activity
3. Need for further awareness and promotion of Gaelic services
4. Need for greater physical visibility of Gaelic in Glasgow

Other than those specifics, improved communication between organisations and the wider community was a central theme. The need for a website and social media channels, more content on Gaelic events and learning opportunities were supported. The Aon Ghlaschu officer and a partnership group of organisations and individuals will be considering all the research's findings and will create an action plan. With the support of Bòrd na Gàidhlig, the University of Glasgow and other Aon Ghlaschu partners, Glasgow City Council will aim to support the development of Aon Ghlaschu throughout the lifetime of this Plan.

Glasgow Life – learning, the arts, museums, libraries, sport and events

Glasgow Life has been an Arms' Length External Organisation of Glasgow City Council since its incorporation in 2006. It has a pivotal role in the development and promotion of Gaelic throughout Glasgow. Staff offer vital opportunities for Gaelic learning for adults and young people, Gaelic arts collaborations across a range of disciplines and major festivals, Gaelic resources in libraries, museums and sport. This work is monitored by Glasgow Life's internal Gaelic Forum which also feeds into the council's main Gaelic Implementation / Officers' Group.

Around a thousand people have accessed **Gaelic learning** opportunities with Glasgow Life over the last 5 years.

They provide Gaelic learning for adults, including weekly sessions of the newly introduced Speak Gaelic initiative, along with conversation and additional support sessions aimed at those wishing to practice their Gaelic skills online in a relaxed, informal setting. Glasgow Life also caters for the younger generation, with a host of Bookbug sessions aimed at 5 and under along with Clann is Cluich for primary aged children. This service has developed into online learning in response to Covid-19 and attracted attendance from as far afield as the United States.

The success of the Gaelic schools have helped Glasgow Life develop wider community interest in Gaelic learning and culture. It's hoped that the new GME school in the Calton may encourage new learners and that it might even spark a Gaelic revival in part of the neighbouring Bridgeton area. This was where a Gaelic-speaking community (named after Glengarry in Lochaber from where they were

evicted during the Highland Clearances) was established in the late 18th century. Apart from creating the first Catholic community in Glasgow since the Reformation, the new Glasgow Gaels were noted for their work in the cotton factories of the industrialist David Dale, also owner of mills at New Lanark.

Glasgow Life's **Gaelic Arts** work is also very important to the language's development. The 2018-2022 Gaelic Arts Strategy is the organisation's main corporate publications for Gaelic in the arts. It sets out a number of creative opportunities involving events, projects, workshops, funding opportunities and partnerships across Glasgow and beyond. Its five strategic aims provided a broad framework for the Gaelic arts to thrive in Glasgow. They included an incubator programme, GUIR (in partnership with National Theatre of Scotland, Royal Conservatoire of Scotland and Sabhal Mòr Ostaig); the glaschu.net website in partnership with the University of Glasgow; an annual cultural symposium; a focus on young people up to the age of 25; and Gaelic content development in major festivals and events including Celtic Connections, Aye Write, Merchant City Festival, Mela and Glasgow International. The Strategy will be extended to 2024 to incorporate legacy projects from Mod 2019, development across citywide arts initiatives and future cultural events in the city but those general areas of activity will remain.

Glasgow Life's Museums and Libraries teams are taking a more active role in the development and promotion of Gaelic, hosting events, workshops, exhibitions and collaborating with the wider community on Gaelic related projects. They also manage a range of Gaelic book collections and museum resources and are keen to develop the range and scope of their Gaelic collections and exhibitions. Those future plans involve increased engagement with, and the support of, parents and children who attend Gaelic Medium Education schools.

Gaelic through Sport encourages higher use and development of the language and is also a healthy way of socialising with friends and family. The continued development of shinty clubs for all ages, primary, secondary and university, has been a notable achievement. Glasgow Life offers some courses in English for Gaelic-speaking parents who volunteer as sport coaches but in the main it is parents who tend to lead on Gaelic initiatives. A good example is Spòrs Ghlaschu, a parent-led initiative from the council's first Gaelic Language Plan 2009-12. They help to promote Gaelic use through coaching and sport sessions for Primary school children especially at Fèis Spòrs, an annual sporting day held at the end of the school year. Spòrs Ghlaschu also organised the highly enjoyable and very successful multi-sport Là Mòr Spòrs held at Glasgow Green during Mòd Ghlaschu 2019 attended by about 1000 adults and children.

Gaelic provision from other providers in Glasgow and the city region

The creative industries is a particularly vibrant sector for Gaelic in Glasgow. MG ALBA, BBC ALBA and a host of independent Gaelic media companies are based in Glasgow and contribute hugely to jobs and economic value for the city. MG ALBA's corporate publication "Lèirsinn: a route map for Gaelic media" sets out a positive vision and pivotal role for Gaelic media. Through BBC ALBA and Radio nan

Gàidheal, Gaelic is brought into people's homes on a daily basis. The Glasgow based Gaelic singers, musicians, writers, artist and actors contribute significantly to the diversity of talent and skills in the local economy.

Comunn nam Pàrant, Theatre gu Leòr, Comhairle nan Leabhraichean, Comunn na Gàidhlig, An Lòchran and Ceòl 's Craic are just six of the Gaelic organisations who make an important contribution to Glasgow's educational, dramatic, literary, youth, creative and cultural landscape. We will aim to strengthen our connections with them all through initiatives like Aon Ghlaschu.

In the Further and Higher Education sector, Gaelic is a popular degree subject at the University of Glasgow. It also offers a unique residency scheme, Taigh na Gàidhlig, so that Gaelic-speaking students have the opportunity to live together on campus in a Gaelic environment for the academic year. The University of Strathclyde is the country's leading provider of Gaelic and Gaelic medium teacher education and Glasgow Kelvin College also offers Gaelic courses for adults.

Glasgow is home to a number of public sector agencies with a Gaelic Language Plan, among them Education Scotland, Scottish Enterprise, Scottish Fire and Rescue Service, Scottish Qualifications Authority (SQA), Skills Development Scotland and Sport Scotland.

In the Glasgow City Region, apart from Glasgow City Council, another seven local authorities have Gaelic Language Plans. They are: East Dunbartonshire Council, East Renfrewshire Council, Inverclyde Council, North Lanarkshire Council, South Lanarkshire Council, Renfrewshire Council and West Dunbartonshire Council.

4. KEY PRINCIPLES

Three key principles apply to all Gaelic Language Plans. They are also fundamental to how Glasgow City Council must act in relation to the application and delivery of this Plan.

- **Equal respect**

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

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

- **Active offer**

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

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

Glasgow City Council will ensure that our Gaelic language services are as accessible as our English language services.

- **Mainstreaming**

Glasgow City Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

5. PLAN COMMITMENTS

5.1. HIGH LEVEL AIMS

Bòrd na Gàidhlig and Glasgow City Council formally agreed these in December 2021.

These align with the three aims of the 2018-23 National Language Plan:

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

Their purpose is to ensure that Glasgow City Council will increase the use, learning, promotion and awareness of Gaelic within each Service team and department of Glasgow City Council, Glasgow Life and other Glasgow Family companies and also that Gaelic-speaking customers will be considered and provided for in the planning and delivery of everyday activity, projects, products and services.

The High Level Aims provide the structure for our plan. The tables below describe the key actions that have been identified to deliver against each of them.

INCREASING THE USE OF GAELIC

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>High Level Aim:</p> <p>Encourage the use of Cleachdi, Bòrd na Gàidhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life</p>				
Wider use of Gaelic in the daily life of each Service and in Glasgow Life	Voluntary use in correspondence and meetings involving Gaelic staff. Opportunities to learn Gaelic are provided but no organised training course or initiative like Cleachdi to encourage use of Gaelic in normal daily life of officers or elected members.	<p>Organise an internal promotion campaign to raise staff awareness of Gaelic generally and specifically why using Cleachdi would be of benefit</p> <p>Produce online video content to illustrate the practical use of Cleachdi materials in our daily business</p>	Plan in Q3 and Q4 (2022) for delivery from Q1 (2023)	Chief Executive's Department (Head of Strategic Communications and Partnerships and Gaelic Development team), All Services, Glasgow Life (Marketing and Communications)

INCREASING THE LEARNING OF GAELIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>High Level Aim: Continue to undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Glasgow City Council residents</p>				
Continue to provide high quality Gaelic Medium Education (GME) and expand Gaelic Learner Education (GLE)	GME established with Gaelic Learning in the Primary School (GLPS) in a number of schools	Ongoing review of GME Expansion of GLE with increased numbers of teachers trained in GLPS and Gaelic Learners offered as a subject in Broad General Education (BGE/Senior Phase) in session 23/24 (teachers currently undertaking ATQ – 22-24)	GME ongoing GLE – Session 22/23, 23/24	Education Services
<p>High Level Aim: Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage</p>				
Expand current service levels to deliver 1140 in Gaelic at early years	1 x GME Nursery class 2 x GME provisions within English Medium Education (EME) nursery	Increased staffing to maintain high quality GME provision and increased provision	Ongoing	Education Services

INCREASING THE LEARNING OF GAELIC (cont)				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
High Level Aim: Open the 4th Gaelic primary school in Glasgow				
New GME Primary at St. James Site (Calton) in 2024	Annexe at North Kelvinside for children within new catchment area will move in August 2022	Ongoing engagement with staff, parents, carers and the community	2024	Education Services
High Level Aim: Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow				
Strategic plans formulated to take into account an expansion at all sectors	2022: No expansion possible due to physical spacing and staffing requirements	New site required for Primary School currently at Berkley Street	Ongoing	Education Services
High Level Aim: Strengthen Gaelic community learning pathways and partnerships				
Established pathways for adult learners, developed jointly with Aon Ghlaschu members	Delivery through the Gaelic Adult Learning Forum	Attend Aon Ghlaschu meetings Audit current Gaelic learning within the Glasgow area Establish learning pathways Promote Speak Gaelic	Ongoing	Glasgow Life (Gaelic Learning Co-ordinator)

PROMOTING A POSITIVE IMAGE OF GAELIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
High Level Aim: Establish and maintain a Gaelic language plan implementation group with representation from all Council departments				
Increased representation across all Services and ALEOs	Our Gaelic Officers Group was established in 2010 and continues to oversee the delivery of Gaelic Plans	Each Service to nominate a Gaelic champion to become a member of the Gaelic Officers Group (Gaelic Plan Implementation Group) and expand the remit and ambition of the Group	By Q4 of 2022-23	Chief Executive's Department (Gaelic Development team)
Increased recognition of the value and impact of Gaelic jobs and investment in the city	Research study completed	Implement recommendations of the Gaelic Economy in Glasgow report Set up a cross-sectoral Gaelic economy taskforce with an aim to increase Gaelic jobs and investment in Glasgow	Ongoing	Chief Executive's Department (Gaelic Development team, Economic Development team), Glasgow Chambers of Commerce, Scottish Enterprise, Skills Development Scotland
Increased engagement with young people and families	Youth Officer employed by Comunn na Gàidhlig and Family Officer employed by Glasgow City Council (Education Services) Spòrs Ghlaschu and Fèis Ghlaschu organised events	Establish a Gaelic Youth Forum and Glasgow Gaelic School former pupils' group Establish a new Gaelic Festival for families (involving the arts, music, sport etc)	Ongoing	All Services, Glasgow Life, Comunn na Gàidhlig Parents groups, All Services, Glasgow Life, Community organisations

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Increased citywide recognition of the historical and present-day contribution of the Gaelic community to Glasgow	Annual Gaelic Awards and FilmG Awards hosted in the city	Establish a Gaelic cairn / landmark / monument in a prominent location in the city in recognition of the history and achievements of the Gaels and the Gaelic language in Glasgow	Ongoing	Chief Executive's Department (Gaelic Development team), Gaelic community, Business community, Aon Ghlaschu
Strengthened links to the city's universities	Very good working links with the University of Glasgow (community research) and with Strathclyde (teacher education)	Increase collaboration with the Universities of Glasgow and Strathclyde on new research and Gaelic education development	Ongoing	Chief Executive's Department (Gaelic Development team), Education Services
Improved work between local authorities with a Gaelic Language Plan	Some collaboration in education and learning developments	Set up a City Region Gaelic Plan Group with representatives from the city region's local authorities and other public bodies with a Gaelic Plan	Ongoing	Chief Executive's Department (Gaelic Development team)

PROMOTING A POSITIVE IMAGE OF GAELIC (cont)				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>High Level Aim: Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors</p>				
Improved strategic collaboration and shared delivery of priority actions involving all Gaelic partner organisations in the city	Aon Ghlaschu group established. Officer tasked to develop the partnership group further. Community research completed.	<p>Aon Ghlaschu group to review the 2021 community research findings and produce a detailed delivery plan of priority actions and recommendations.</p> <p>Establish and maintain thematic delivery groups.</p> <p>Monitor and review delivery of progress every six months.</p>	Ongoing	Chief Executive's Department (Gaelic Development team)
Increased engagement with the wider Gaelic community	Some engagement in events but less so in wider Gaelic development	Re-establish the Gaelic Community Forum	Ongoing	

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Improved links and city collaborations with indigenous language communities internationally	Connections through Bòrd na Gàidhlig and Scottish Government to national language bodies in Wales and Ireland	Create new connections and identify examples of best practice in indigenous language planning and language development in cities across the world	Ongoing	Chief Executive's Department (Gaelic Development team and International team)
<p>High Level Aim: Working with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment</p>				
Strengthened impact and visibility for Gaelic arts in Glasgow, including the discovery of new Gaelic voices and the development of new models of working	Implement the Gaelic Arts Strategy (GAS) 2018-2022	<p>Monitor, evaluate and review activity arising from the current Gaelic Arts Strategy and prepare the next iteration of the Gaelic Arts Strategy</p> <p>Develop sustainability strategies with Fèis Ghàidhlig Ghlaschu and Ceòl is Craic</p> <p>Collaborate and participate with Aon Ghlaschu in the strategic development of Gaelic Arts across the city</p> <p>Contribute to local and national strategies in relation to the aims of the national plan for Gaelic Arts</p> <p>Support Glasgow Life's arts programme including the Artist in Residence programme National Residency Programme</p>	April 2028	Glasgow Life's Arts & Music team, Gaelic Arts Producer

PROMOTING A POSITIVE IMAGE OF GAELIC (cont)				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
High Level Aim: Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life				
Increased awareness of the Gaelic Language Plan across all Services and ALEOs	Gaelic Plan published on the council's and Glasgow Life's website and promoted on social media channels at publication time	Set up Service level agreements to commit Directors to the delivery of the aims and actions of this Gaelic Language Plan Organise short briefing sessions with senior managers, present to team meetings and professional development sessions to cascade the Plan's key messages and commitments to all staff	Ongoing	Chief Executive's Department, All Services
Increased visibility of Gaelic in signage and in key publications (online and hard copy)	There is some bilingual use of Gaelic and English in Gaelic-focused corporate publications, on some bilingual signage (internal and external) across the City Chambers buildings, on most bilingual signs internally and externally at Gaelic Medium Education buildings, and at a few English Medium schools	Promote and enhance the Gaelic visibility commitments already agreed, including the requirement for more bilingualism in corporate publications and on bilingual signage as we renew or replace signage across the city Complete an audit of existing bilingual signage provision with the estates team Agree a wider expansion and implementation plan for bilingual signage across the wider council and ALEO estate	Ongoing	Chief Executive's Department, Property and Land Services (PALS)

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Increased use of Gaelic brand guidelines and their application across all Services and Glasgow Life	Corporate guidelines revised in 2020 to include commitments to the use of Gaelic	Increase awareness of the Gaelic commitment in the corporate guidelines and monitor its application with the council's Service Communications forum	Ongoing	Chief Executive's Department, All Services
Maintain Gaelic visibility in the council's annual performance report	Summary of Gaelic service performance and a Gaelic translation in the 2019-20 annual performance report	Ensure there is a bilingual Gaelic service performance summary in every annual performance report	Ongoing	Chief Executive's Department, All Services
Increased use and awareness of Gaelic resources in libraries along with increased level of engagement with Gaelic Medium Education schools, with education, music and literature providers like the Gaelic Books Council, and with Gaelic learners and native speakers	Some engagement with local community schools and with Gaelic Books council	Increase contact between Glasgow Life Library Services, Gaelic Medium schools and the Gaelic Books Council to provide a wider range of suitable resources, create junior collections in communities close to the Gaelic Medium schools, and plan class visits to support language development and bi-lingual reading	Ongoing	Glasgow Life (Principal Librarians, Library and Communities Management, Libraries Operations Team)

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Inclusion of Gaelic language events in Glasgow Life's Libraries Reading Calendar, including the festival programme and Mitchell exhibitions and stock promotion	Glasgow Life (Libraries) include some Gaelic content in the core collection at Partick Library, in Aye Write, and Wee write and in exhibitions that support specific projects such as a Gaelic Arts project for COP26	Deliver existing commitments to events such as Aye Write and Wee Write and plan and promote other Gaelic language events to be embedded into Glasgow Life's Libraries Reading Calendar, including the festival programme, Mitchell exhibitions and stock promotions	Ongoing	Glasgow Life (Principal Librarians, Library and Communities Management, Libraries Operations Team)

5.2 CORPORATE SERVICE AIMS/OUTCOMES

As well as the High-level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims/Outcomes that were issued to Glasgow City Council as part of the formal notice to prepare this Plan.

The Corporate Service Aims/Outcomes are based on Bòrd na Gàidhlig's experience of approved Gaelic language plans to date, with the aim of standardising key Gaelic services across the public sector.

Over-arching principles

There is also a set of principles that authorities including Glasgow City Council are expected to apply to all services provided. These are:

- **Equal Respect**

Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.

- **Active Offer**

Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.

- **Third Parties**

Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.

- **Normalisation**

Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.

- **Corporate Parenting**

That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.

Corporate Service Aims/Outcomes

Corporate Service Aims/Outcomes describe current practice, actions needed to achieve the aim/outcome, timescales and which team will have responsibility for progressing the actions. Where an aim/outcome has been achieved and is being delivered, the plan should state this under current practice. Where the aim/outcome hasn't been achieved, the plan should state how and when this will happen, even if it is beyond the lifetime of the current plan and / or as part of future renewal processes.

Progress towards the delivery of the Corporate Service Aims/Outcomes will form a key part of the Bòrd's Annual Monitoring requirements.

All public authorities, including Glasgow City Council, are expected to address all of the Corporate Service Aims/Outcomes in their Gaelic Plans.

In our preparation for this Plan, Glasgow City Council and the University of Glasgow conducted some research for the Aon Ghlaschu partnership to identify community priorities for Gaelic in Glasgow. A high proportion of the views and messages tended to focus around the lack of opportunity to see and hear the language around the city.

It is clear there is an increasing demand for Gaelic services in Glasgow. By delivering these Corporate Service Aims/Outcomes, we may help to address at least some of the service deficiencies noted by those city residents and by other Glasgow City Council and Glasgow Life customers.

1. Status				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>1.1 Logo</p> <p>Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process</p>	<p>A monolingual (English) logo is in use across all Services</p>	<p>We will introduce a bilingual logo (English and Gaelic) at the first available opportunity for the corporate logo to be changed</p> <p>There will be quarterly communication across all Services and ALEOs of the Gaelic language requirements contained in the updated Corporate Brand Guidelines</p> <p>We will audit and then monitor the application of Gaelic in all Services and ALEOs</p> <p>We will include Gaelic in logos and brands that promote major events in the city</p>	<p>As soon as practicable</p> <p>Quarterly and ongoing</p> <p>Annually</p>	<p>Chief Executive's Department (Communication team and Gaelic Development team)</p>
<p>1.2 Signage</p> <p>Prominent signage will include Gaelic and English as part of any renewal process</p>	<p>Bilingual signage is already in place in and around some City Chambers buildings. Bilingual signs are also displayed across all Gaelic Medium schools and education facilities, internally and externally.</p>	<p>When existing signage is to be replaced or new signage installed on any council or ALEO building, all signage will be bilingual (English and Gaelic)</p> <p>An audit of existing signs will be completed</p> <p>We will introduce new bilingual signs across other locations including some of the city's main roads and streets, parks and public spaces, and at appropriate public transport sites</p>	<p>Ongoing</p>	<p>Chief Executive's Department, Property and Land Services (PALS)</p>

2.Communicating with the public

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>2.1. Promotion</p> <p>Positive message that communication from the public in Gaelic is always welcome</p>	<p>Gaelic speaking staff communicate in verbal and written form in Gaelic or English. Some non-Gaelic speaking staff and elected members use bilingual email footers, out of office messages and basic words of greeting</p>	<p>We will produce a bilingual email footer message for all staff and elected members that “Gaelic is spoken and welcomed in Glasgow”</p> <p>We will produce a series of short mobile phone video messages, featuring a range of staff, promoting an inclusive, welcoming message about Gaelic, and then publish them on social media accounts</p>	Ongoing	All services and ALEOs
<p>2.2 Written Communication</p> <p>Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy</p>	<p>Our current policy is to accept and reply in Gaelic to any communication received in Gaelic. When there is no Gaelic speaker available, such communications are transferred for a response to the Gaelic Development Officer or other Gaelic-speaking colleagues.</p>	<p>We will continue with the present policy but also increase promotion and awareness of measures to ensure this and other Gaelic corporate aims are better understood across all Services and actioned accordingly.</p> <p>We will produce and cascade as requested examples of email headers and footers for all staff and elected members</p>	Ongoing	All Services with support from the Chief Executive’s Department (Gaelic Development team)

		We will provide bilingual voicemail messages on request to staff and elected members		
<p>2.3. Reception and phone</p> <p>Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public</p>	All Gaelic Medium schools provide a Gaelic speaker on reception and phone duties.	<p>We will continue with existing arrangements but also add information to recruitment packs that Gaelic is an essential skill for Gaelic-speaking roles and would be a desirable skill in other customer-facing roles.</p> <p>We will provide a basic but business-focused Gaelic language skills training course for Customer Business Services, and reception and other customer-facing staff in other Services</p>	Ongoing	All Services (HR and Organisational Development teams)

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>2.4 Public meetings</p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted</p>	<p>Gaelic is the language used for public meetings when the audience is predominantly Gaelic-speaking. When the audience is predominantly monolingual English-speaking, meetings are largely conducted in English. However, in other public meetings at the City Chambers, a simultaneous interpretation service is provided.</p>	<p>We will continue with our existing policy.</p>	<p>Ongoing</p>	<p>All Services</p>

3. Information				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>3.1 News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English</p>	<p>News releases on Gaelic matters, often referring to Education, are bilingual. A Gaelic-speaking officer is also nominated to speak with the media as and when required.</p>	<p>We will continue with our existing policy.</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Gaelic Development team and Communication team), Education Services, and Glasgow Life (Arts)</p>
<p>3.2 Social Media</p> <p>Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>General social media posts in or about Gaelic are infrequent in the council's main social media channels. The @GlasgowLangs twitter account is used more often for Gaelic tweets and retweets.</p>	<p>We will plan more pro-actively to promote Gaelic events and other Gaelic information and news and increase the use of social media channels.</p> <p>We will create new channels when time and funding permit, including a Youtube Gaelic channel.</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Gaelic Development team and Communication team)</p>

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>3.3 Website</p> <p>Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach</p>	<p>Content is limited to a page on the Council website and likewise on Glasgow Life's website. Content is not maintained on a regular basis.</p>	<p>We will revamp and expand the council's Gaelic page and introduce more video content. We will ensure content is refreshed on a regular basis.</p> <p>We will promote the site through social media channels.</p> <p>We will produce a new website for the Aon Ghlaschu initiative</p>	Ongoing	Chief Executive's Department (Gaelic Development team)
<p>3.4 Corporate Publications</p> <p>Produced in Gaelic and English, with priority given to those with the highest potential reach</p>	<p>The council's Gaelic Language Plan was until recently the only corporate document to be produced fully bilingually. However, the 2020-21 Annual Performance Report included a bilingual page in Gaelic about the council's performance in delivering Gaelic services.</p>	<p>We will identify, with corporate policy colleagues, other publications that would be suitable for Gaelic language editions, either in full or summary form.</p>	Ongoing	Chief Executive's Department (Gaelic Development team)

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>3.5 Exhibitions</p> <p>Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact</p>	<p>Sessions were delivered to create content, for example an online exhibition which had been developed in collaboration with families and communities on South Uist and a connection to two artists represented in Glasgow Museums collections.</p>	<p>We will produce guidelines for the use of Gaelic in exhibitions where Gaelic is a prominent subject matter.</p>	<p>Ongoing</p>	<p>Glasgow Life (Museums)</p>
	<p>Content was created for a community display at the Kelvin Hall during the 2019 Royal National Mod</p>	<p>We will provide a new community display of Gaelic at the Kelvin Hall, working with the Gaelic schools and the wider Gaelic community</p>	<p>Ongoing</p>	<p>Glasgow Life (Museums)</p>
	<p>Workshops were delivered in Gaelic to support the painting of Mungo Murray with the support of the Glasgow Life Gaelic conversation group</p>	<p>We will explore the potential for a new Gaelic-related exhibition and develop a funding bid with the Glasgow Life Gaelic Forum</p>	<p>Ongoing</p>	<p>Glasgow Life (Museums), Glasgow Life Gaelic Forum</p>

4. Staff				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>4.1 Internal audit</p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each plan</p>	<p>A Gaelic skills audit has been completed every two to three years throughout the last decade. It has been useful to combine the audit with a survey to identify staff's learning needs to allow us to provide customer-focused training</p>	<p>The results of the 2022 skills audit (completed in Spring 2022) will help us provide more appropriate learning opportunities for staff.</p> <p>We will produce annual Gaelic skill and learning needs surveys for the duration of this Plan</p>	<p>Annually</p>	<p>Chief Executive's Department (Gaelic Development team)</p>
<p>4.2 Induction</p> <p>Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Apart from Gaelic Medium Education posts, Gaelic does not form part of the wider staff induction process</p>	<p>We will include information about Gaelic in recruitment and induction materials for all new staff, not just for Gaelic Medium Education staff</p> <p>We will attend induction meetings for new staff as and when requested</p>	<p>Ongoing</p>	<p>All Services (Head of HR)</p>

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>4.3 Language training</p> <p>Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan</p>	<p>Gaelic language skills training, learning opportunities, tasters and classes, have been made available to staff since 2010. During the Covid pandemic, learning moved online and take-up was high.</p>	<p>We will provide new opportunities to learn Gaelic using the new national course, Speak Gaelic</p> <p>We will partner again with Glasgow Life and other providers for the delivery of tasters and classes for staff at all levels</p> <p>We will increase our promotion of Gaelic learning through our internal communication channels</p> <p>We will continue to provide learning opportunities to staff in all ALEOs and to elected members</p> <p>We will work with learning and development colleagues to include a new Gaelic learning course on our staff learning and development platform, GOLD</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Gaelic Development team), Glasgow Life (Gaelic Learning Coordinator), All Services (Personal / Organisational Development teams)</p>

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>4.4 Awareness training</p> <p>Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public</p>	<p>We have not been able to deliver Gaelic Awareness sessions as often as planned due to COVID19 restrictions, lower levels of demand, other staff needs and pressures.</p>	<p>We will offer Gaelic Awareness sessions with an external provider online via Teams to staff with computer access until the majority of staff have returned to work premises</p> <p>We will provide new in-person Gaelic Awareness sessions when the majority of staff have returned to work premises</p> <p>We will commission a new bespoke Gaelic awareness course for use on the staff learning and development platform, GOLD</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Organisational Development team)</p>
<p>4.5 Recruitment</p> <p>Recognising and respecting Gaelic skills within the recruitment process</p>	<p>The wider benefits of recruiting staff with Gaelic (or other) language skills are not recognised in the recruitment process. Recognition for Gaelic skills is only given for Gaelic-specific posts.</p>	<p>We will provide information to all applicants about our responsibilities as a local authority to recognise and respect the Gaelic language and the Gaelic skills of applicants, regardless of the post applied for.</p>	<p>Ongoing</p>	<p>All Services (Head of HR) / Chief Executive's Department (Gaelic</p>

<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill</p>	<p>Gaelic is named as an essential or desirable skill only in Gaelic-specific posts.</p> <p>All job adverts for Gaelic as an essential skill posts are published bilingually</p>	<p>We will apply Bòrd na Gàidhlig recruitment guidance for Gaelic staff recruitment (as stated in the link here)</p> <p>We will continue to promote Gaelic- essential posts bilingually</p> <p>We will provide corporate guidance to all Service HR departments on our recruitment and promotional policy for Gaelic essential or Gaelic desirable posts and the need to recognise and show respect for the Gaelic language skills of candidates, regardless of any specific need for Gaelic skills in a post</p>		<p>Development team)</p>
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5. Gaelic language corpus

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>5.1 Gaelic Orthographic Conventions</p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority</p>	<p>We follow the most recent Gaelic Orthographic Conventions in our publications</p>	<p>We will continue to follow the most recent Gaelic Orthographic Conventions in our publications</p> <p>We will provide a short guide to the Gaelic Orthographic Conventions on the Gaelic section of the council's main website and also on internal intranet sites</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Gaelic Development team)</p>
<p>5.2 Place names</p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used</p>	<p>We commissioned Ainmean-Àite na h-Alba to produce a guide to Partick street names for an early iteration of this Plan and are very aware of the high quality service they provide</p>	<p>We will work with the University of Glasgow to promote <i>Glasgow's Gaelic Place-names</i> and with the University and Ainmean-Àite na h-Alba on other associated projects</p>	<p>Ongoing</p>	<p>Chief Executive's Department (Gaelic Development team), Property and Land Services (PALS)</p>

6. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The National Performance Framework is for all of Scotland and aims to:

- create a more successful country
- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress

The framework sets out national outcomes that reflect the values and aspirations of the people of Scotland, are aligned with the United Nations Sustainable Development Goal and help to track progress in reducing inequality.

The national outcomes are that people:

- grow up loved, safe and respected so that they realise their full potential
- live in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely
- have a globally competitive, entrepreneurial, inclusive and sustainable economy
- are well educated, skilled and able to contribute to society
- value, enjoy, protect and enhance their environment
- have thriving and innovative businesses, with quality jobs and fair work for everyone
- are healthy and active
- respect, protect and fulfil human rights and live free from discrimination
- are open, connected and make a positive contribution international
- tackle poverty by sharing opportunities, wealth and power more equally

The framework measures Scotland's progress through National Indicators for Children and Young People, Communities, Culture, Economy, Education, Environment, Fair work & Business, Health, Human Rights, International and Poverty.

More detailed tracking and measurement is required on how the commitments in this Gaelic Language Plan can help advance the national outcomes and national indicators. However, from the Gaelic Economy in Glasgow research we can see some of the ways in which Glasgow City Council's Gaelic work contributes to the National Performance Framework.

- Gaelic schools are loving, safe and respectful environments for children and young people to realise their full potential
- Gaelic education, learning and cultural activities are inclusive, diverse and attractive to all
- The performance of school leavers from the Glasgow Gaelic Secondary School is better than comparative schools across Scotland and the level of positive destinations for leavers is very high
- Higher levels of qualifications and skills from people with Gaelic contribute significantly to quality work, enterprise and community wealth building
- Gaelic media, education, cultural activities support a growing range of quality, sustainable jobs and enterprises
- Events with a Gaelic connection including Celtic Connections, Piping Live, World Pipe Band Championships and other Gaelic festivals and events attract international visitors to Glasgow
- Many people reported that Gaelic was a key element for many international visitors and that Gaelic enhanced their visit
- Active citizens' interest and enjoyment of the natural environment is enhanced through learning Gaelic placenames
- There are higher rates of activity in sports, music, arts and cultural performances at school and in the media and cultural work
- High numbers report major/moderate impacts of Gaelic on their improved mental health and wellbeing and on increased happiness
- GME and adult learning is delivered in and across areas of deprivation, for BAME communities, and other demographics
- GME and many cultural and heritage opportunities and assets are accessible to all across Glasgow regardless of income
- Gaelic events and festivals generate home and international interest in a cosmopolitan, inclusive, creative city
- Very high numbers report major/moderate impacts of Gaelic on an increased interest and pride in Scotland and a greater sense of their own identity

7. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Council Strategic Plan 2017 to 2022 set out the priority themes and commitments for the 5 year term of the council. One of those commitments was to support the delivery and development of the Gaelic Language Plan.

The Council Strategic Plan also contains a statement of our Values which includes pride in our city, its people, its heritage and facilities. Gaelic is a key element of this and the strong association that Glasgow has with Gaelic language and culture is highlighted in Section 2 earlier in the Plan.

Over the timescale of this Plan, we will undertake to map our Gaelic services and their impact on Performance Frameworks, to the Glasgow Community Plan and to other local and regional frameworks.

8.PUBLICATION

Publishing and publicising the Plan

INTERNAL

The draft (consultation) and approval versions of this Plan will be published on the council's and Glasgow Life's website and also through the council's and Glasgow Life's social media platforms. Opportunities to learn Gaelic and to use Gaelic skills, also information on the annual staff skills audit and staff classes, will be promoted via internal staff announcements.

EXTERNAL

Glasgow City Council's 2023 to 2028 Gaelic Language Plan will be published in Gaelic and in English on the council's website and also on Glasgow Life's website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

9. RESOURCING THE PLAN

Glasgow City Council will meet the staff and financial resource requirements for this Plan from our existing budgets. If any additional support is required, we will make funding applications to external funders as and when required.

10. MONITORING THE PLAN

The Plan will be monitored and reviewed on a quarterly basis by the Gaelic Officers Group / Gaelic Plan Implementation Group. We will provide an annual report to the Corporate Management Team and to elected members, and we will provide an annual progress report to Bòrd na Gàidhlig. We will publish Bòrd na Gàidhlig's report on the council's website and we will continue to include the work of the Glasgow Life Gaelic Forum within the remit of the Gaelic Officers Group.

11. THE GAELIC LANGUAGE PLAN IN GLASGOW CITY COUNCIL

Overall responsibility for the plan

The Chief Executive has overall responsibility for preparation, delivery and monitoring of Glasgow City Council's Gaelic Language Plan and can be contacted as follows: -

Annemarie O' Donnell
Chief Executive
Glasgow City Council
City Chambers, George Square, Glasgow G2 1DU

annemarie.odonnell@glasgow.gov.uk

Day-to-day responsibility for the plan

The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of Glasgow City Council's Gaelic Language Plan. Queries regarding the operation of the plan should be addressed to:

Donald MacPhee
Gaelic Development Officer
Chief Executive's Department
Glasgow City Council
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Gaelic Language Plan implementation and monitoring group

The Gaelic Officers' Group, chaired by the Gaelic Development Officer, has existed since 2009. It been responsible for the development, implementation and monitoring of all three previous Gaelic Language Plans from Glasgow City Council. Its members represent Chief Executive's department, Education Services and Glasgow Life. Those members will continue in those roles for the duration of this new Plan. We will review membership of the group in 2023, encouraging new members to join to ensure as many other departments and teams as possible are represented.

Engaging with staff

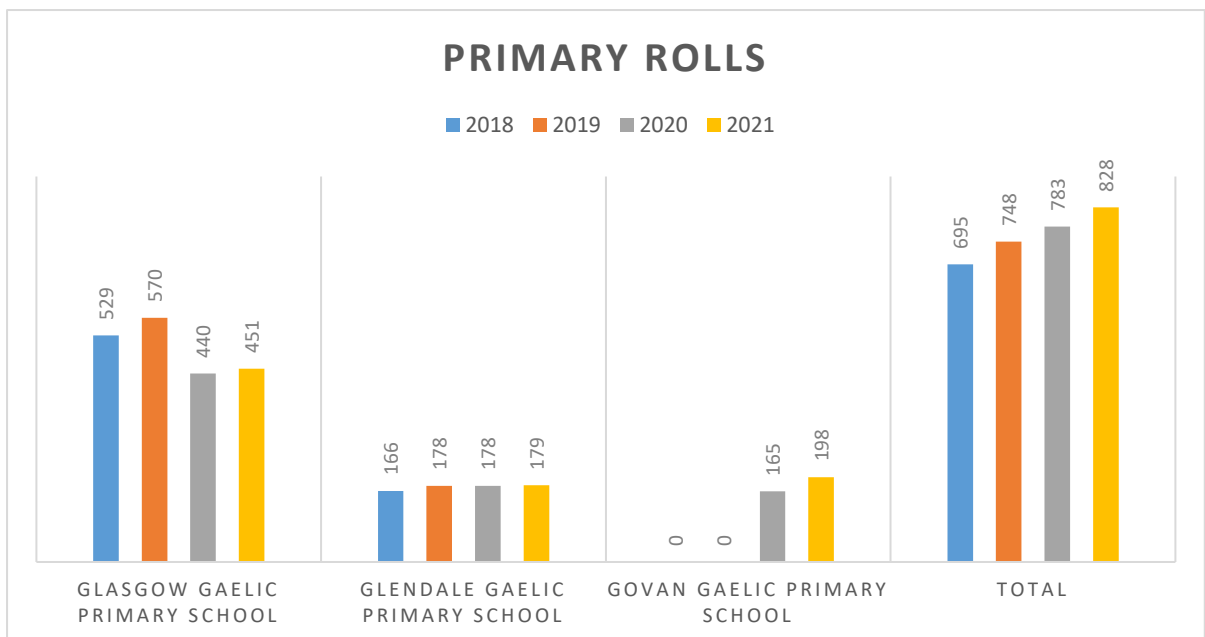
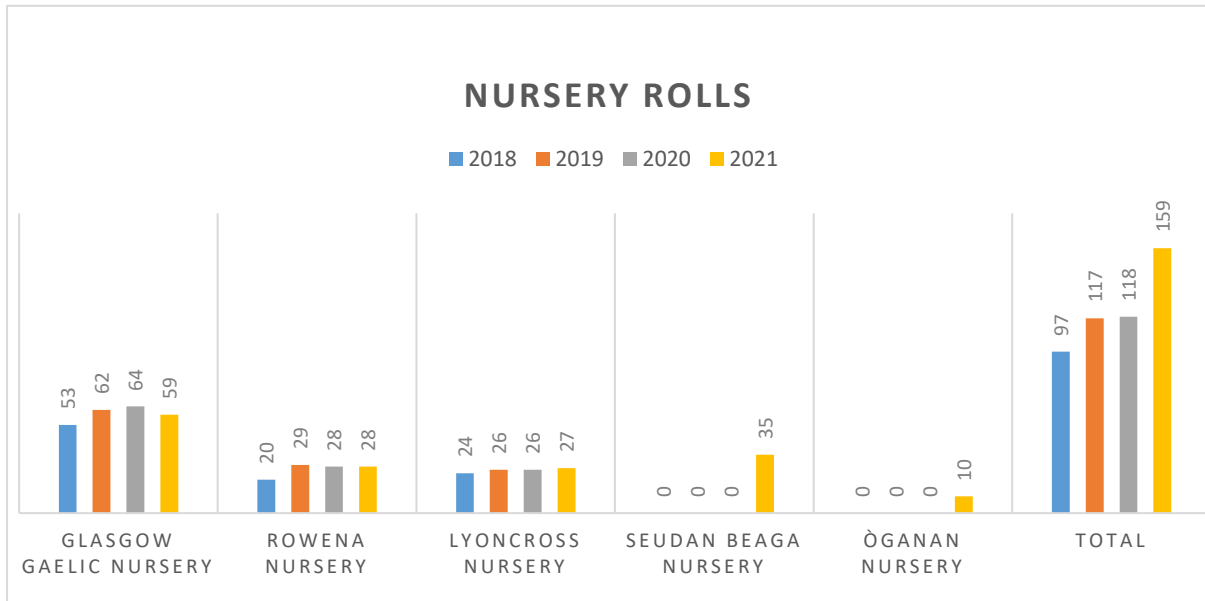
The Gaelic Officers' Group will engage with colleagues within their respective service areas as part of their responsibility for the monitoring of delivery. Likewise, they will inform them of other developments and opportunities to be involved in Gaelic developments, such as staff skills audit and Gaelic learning classes. The draft and approved Plan will be publicised on the council's website and promoted through internal communication channels.

Arm's length organisations and third parties

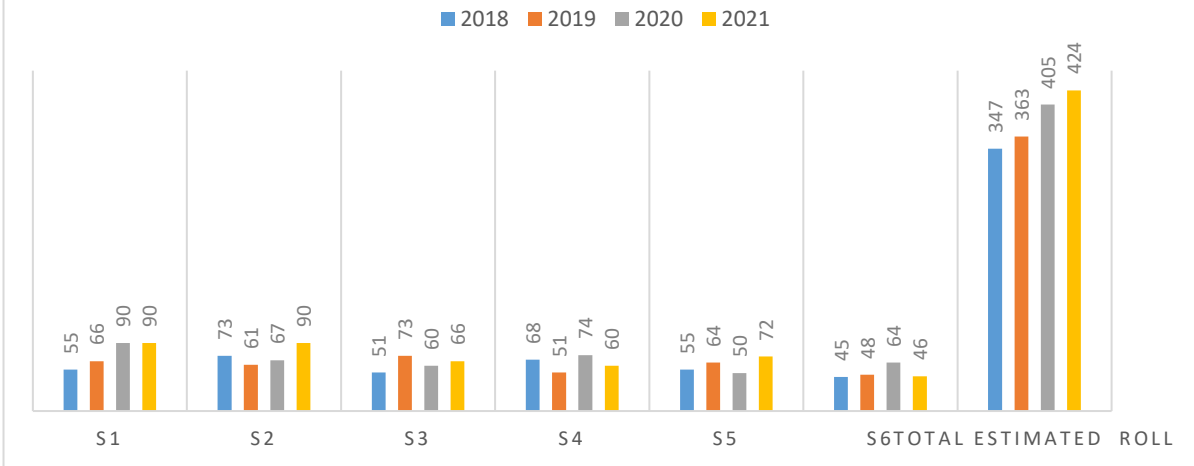
The council's largest arm's length organisation Glasgow Life is already engaged in the development and delivery of Gaelic services and that will continue throughout the duration of the next Plan. We will identify ways of promoting our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their scope of delivery.

APPENDIX 1

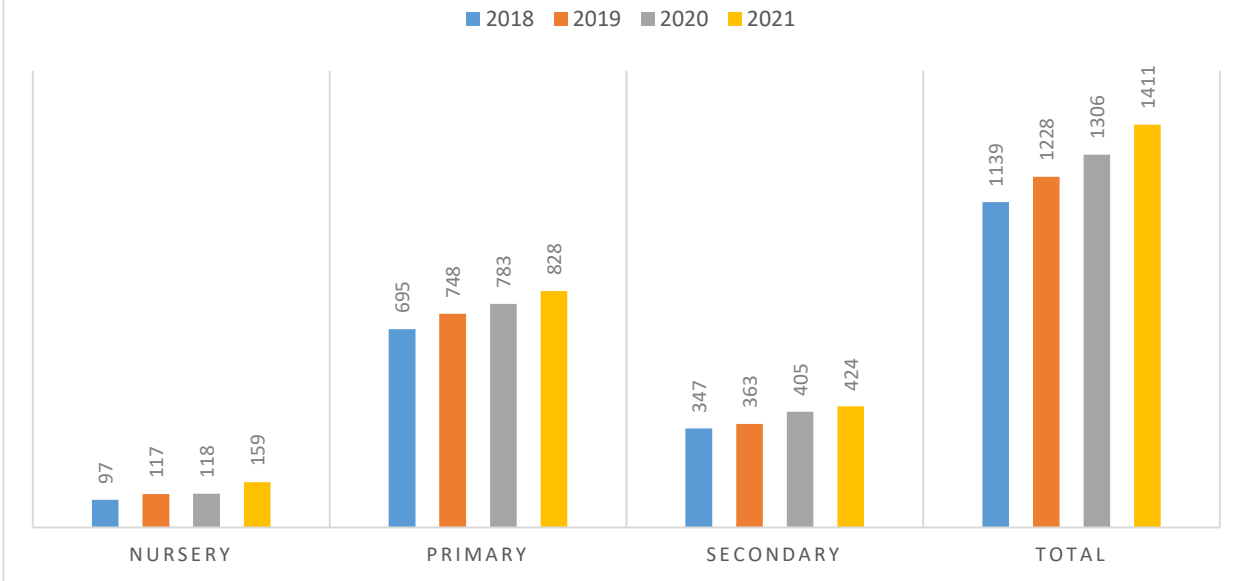
GLASGOW GAELIC MEDIUM EDUCATION



ÀRDSGOIL GHÀIDHLIG GHLASCHU / GLASGOW GAELIC SECONDARY SCHOOL



ALL GME EDUCATION



APPENDIX 2

Organisations involved in some form of Gaelic service delivery / support in Glasgow

- Glasgow Life – various services including community learning for adults and young people, the Gaelic Arts Strategy, Gaelic services in museums, libraries and sport, and Celtic Connections
- University of Glasgow – Gaelic degree level courses
- University of Strathclyde - Gaelic teacher training
- Glasgow Kelvin College – Gaelic learning courses to SCQF level 5
- An Lòchran – Promotion of Gaelic arts and culture
- Theatre gu Leòr – Contemporary Gaelic theatre company
- Comhairle Nan Leabhraichean - The lead organisation for Gaelic literature in Scotland
- Comunn na Gàidhlig – Creating opportunities for young people
- An Comunn Gàidhealach / Mòd Ghlaschu Committee – Organiser of Glasgow's Local Mod
- Fèis Ghàidhlig Ghlaschu – Delivery of Gaelic music and arts workshops
- MG ALBA / Film G - Gaelic film making competition – awards ceremony hosted on Glasgow
- Ceòl is Craic – Social hub for Gaelic culture
- An Comunn Oiseanach – Glasgow University's Gaelic society
- Taigh na Gàidhlig – Gaelic student residential programme
- Spòrs Ghlaschu – Promotion of sport through the medium of Gaelic
- Scottish Government
- Bòrd na Gàidhlig
- Scottish Qualifications Authority
- Education Scotland
- NatureScot / Scottish Natural Heritage
- Skills Development Scotland
- Visitscotland
- National Library of Scotland
- Scottish Enterprise