

# **Renfrewshire Council**

## **GAELIC LANGUAGE PLAN**

**2016-2021**

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



**Renfrewshire**  
Council

## FOREWORD

Renfrewshire Council's Gaelic Language Plan 2016-2021 sets out the Council's aims and ambitions for Gaelic over the next five years. The Plan will outline how we will seek to promote and support the Gaelic Language in recognising it as an official language of Scotland in the same respect as English.

We recognise the important contribution Gaelic has made on our history and culture and we will continue to support this, seeking to ensure our Plan supports its development in the area throughout its lifespan and beyond.

As a Council we facilitate transport for children who wish to enter Gaelic Medium Education, along with providing 3 weekly adult learning classes of which there is a high demand for places, and are delivered in the local community.

We understand the leading role that we have to play in the language's future and the Council is committed to increasing the number of Gaelic speakers and significantly enhancing the profile of Gaelic across the authority.

We have a small but vibrant Gaelic community in Renfrewshire and we are eager to engage with them to ensure our plan meets the needs of our residents. We are keen to safeguard the future of the language and culture, and recognise the place it has in our communities.

Finally we will seek to continuously improve and develop to ensure the sustainability of the language as a part of Renfrewshire's past, present and future.



Peter MacLeod  
Director of Children's Services

# Contents

## Summary

### Chapter 1

#### Introduction

- Description of the public authority
- Gaelic in the authority's area of operation
- Approval of our Gaelic Language Plan

### Chapter 2

#### Core Commitments

- Identity
- Communications
- Publications
- Staffing

### Chapter 3

#### Policy Implications for Gaelic: implementing the National Plan for Gaelic

- Language Acquisition
- Language Usage
- Language Status
- Language Corpus

### Chapter 4

#### Implementation and Monitoring

- Timetable
- Publicising the Plan
- Admin arrangements
- Monitoring the implementation of the plan
- Contact details

## Summary

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

Renfrewshire 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 the 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 Renfrewshire 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.

Renfrewshire 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 Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

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

The key components of our Gaelic Language Plan are:

### *Chapter 1 – Introduction*

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

### *Chapter 2 – Core Commitments*

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

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

This chapter sets out how Renfrewshire Council will help implement the *National Plan for Gaelic*. It also shows how we intend promoting the use of Gaelic in service planning and delivery. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

### *Chapter 4 – Implementation and Monitoring*

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

# CHAPTER 1 - INTRODUCTION

## Setting the Context for Developing Gaelic Language Plans

*The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:*

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

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

*Consultation on a draft Gaelic Plan:*

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Renfrewshire Council has consulted publicly on the draft of its Gaelic Language Plan in July and August 2015 and has taken into account representations made to it during the consultation process.

*Approval of Renfrewshire Council Gaelic Language Plan:*

Renfrewshire Council's Gaelic Plan will be submitted to Bòrd na Gàidhlig for approval in early 2016.

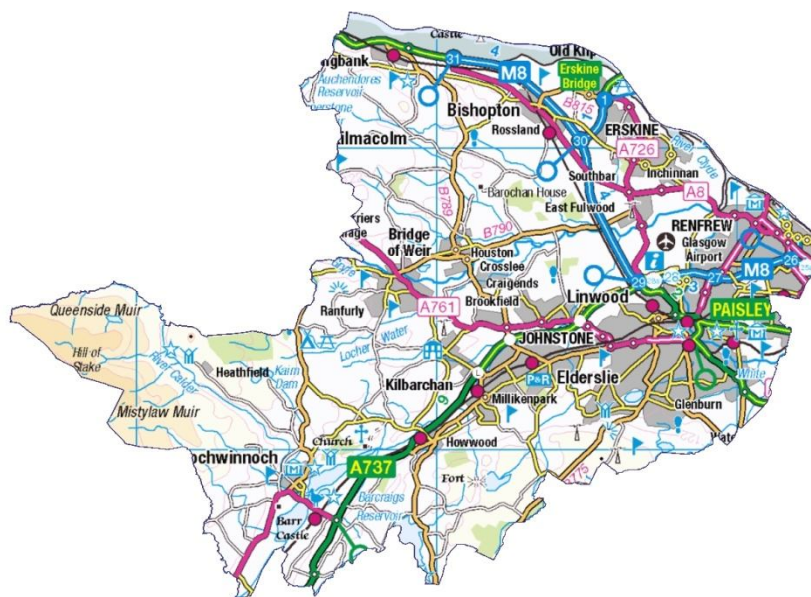
# Overview of the functions of Renfrewshire Council and the use of Gaelic within our area of operation

## Background Information about the Public Authority

Renfrewshire Council is a medium sized local authority based in the west of Scotland serving a population of 173,900 (2011 Census). The main centres of population include Bishopton, Bridge of Weir, Elderslie, Erskine, Houston, Howwood, Inchinnan, Johnstone, Kilbarchan, Langbank, Linwood, Lochwinnoch, Paisley and Renfrew.

Renfrewshire is a historic county awash with notable landmarks and scenic attractions which mark the area as a key outlet of culture and heritage in the West of Scotland. Tourism is an important feature of the area with Clyde Muirshiel Regional Park, the Gleniffer Braes providing breathtaking scenery among nature and Paisley Abbey, Coats Observatory and Weavers Cottage among the numerous historic buildings which link the community with their heritage. Glasgow International Airport is also based in Renfrewshire and is the principal transatlantic and direct long haul entry airport into Scotland. Renfrewshire also provides one of the busiest transport infrastructures in Scotland through the M8 motorway; a key artery between the northwest and southwest of Scotland.

According to the Scotland 2011 census, Renfrewshire has a population of 173,900 people, which is up from 172,867 in 2001; an increase of 0.6%. According to the Scottish Index of Multiple Deprivation 14.7% of Renfrewshire's population is income deprived, the most deprived of which is Ferguslie Park, compared to the national level of 13.4%. The latest figures from End Child Poverty show 21% of children in Renfrewshire are estimated to be in poverty.



## Renfrewshire Council

Renfrewshire Council is one of 32 local authorities established by The Local Government (Scotland) Act 1994. It is split into five main services including, the Chief Executive's, Community Resources, Development and Housing, Children's Services and Finance and Resources.

Renfrewshire Council has 40 councillors across 11 multi-member wards, with each ward containing either 3 or 4 elected members. Our current councillors were elected at the Scottish Local Government Elections held on 3<sup>rd</sup> May 2012. The Council consists of 22 Labour councillors, 15 Scottish National Party councillors, 1 Liberal Democrat councillor, 1 Conservative councillor and 1 Independent councillor; with the Scottish Labour Party gaining full control of the council. Renfrewshire Council carries out its functions by dividing the responsibility for the administration of services among a group of boards.



## Gaelic within the Authority's area of operation

Renfrewshire Council has been an active supporter of the Gaelic language within the community, serving a diverse range of cultures in order to advance towards the Gaelic language being held in equal respect as English. The public authority area has a significant number of Gaelic speakers and learners, and the local authority is committed to providing a sustainable support and learning system in order to maintain the significant community within Renfrewshire.

According to the 2011 Census, the number of people with some combination of Gaelic skills i.e. understanding, speaking, reading and/or writing, has fallen from 1837 in 2001 to 1586. In fact all combinations have fallen since 2001, with "speaks, reads and writes Gaelic" and "speaks but does not read or write Gaelic" the only exceptions, rising by two and sixteen people respectively. Renfrewshire has a small Gaelic community but there are support and learning opportunities available across the area which will aim to redress this downturn.

	Gaelic Language Skills in Renfrewshire		Gaelic Language Skills in Scotland	
	2001	2011	2001	2011
Understands but does not speak, read or write Gaelic	703	521	26,722	23,537
Speaks, reads and writes Gaelic	488	490	31,218	32,191
Speaks but does not read or write Gaelic	371	387	19,181	18,966
Speaks and reads but does not write Gaelic	125	80	7,934	6,218
Reads but does not speak or write Gaelic	99	73	4,744	4,646
Other combination of skills in Gaelic	51	35	2,278	1,678
No skills in Gaelic	165,382	167,491	4,808,415	5,031,167
Total population, aged 3 or over	167,219	169,077	4,900,492	5,118,223

## Gaelic Medium Education 2013-14 in Renfrewshire

During the year 2013/14, 26 Renfrewshire pupils were receiving Gaelic Medium Education (GME). As there is no dedicated education facility based within Renfrewshire, pupils undertake Gaelic Medium Education at the Glasgow Gaelic School. GME follows the same "Curriculum for Excellence" as other Scottish schools, with the difference being that teaching is undertaken in the Gaelic language. Nursery (Sgoil Araich) children are introduced to the language and encouraged to use Gaelic as much as possible for communication. Gaelic is used for all learning and teaching in the first 2 years of primary school (Bunsgoil), with English being introduced for reading and writing from primary 3 onwards. In the secondary school (Àrd sgoil) Gaelic is used for the teaching and learning of as many subjects as possible.

Renfrewshire Council is currently in receipt of Scottish Government funding of £27,000 for Gaelic developments. This is currently used for:

- Transport costs for pupils attending GME units in neighbouring authorities.
- Renfrewshire Gaelic Language and Culture Development which is administered by Community Learning and Development who run 3 Gaelic classes: a beginner, an intermediate and an advanced.
- A Gaelic Development Officer with Inverclyde and East Renfrewshire. Both authorities make a contribution with Renfrewshire for the cost of this officer; who works 30 hours a week across the three areas.

Renfrewshire as an authority is firmly committed to maintaining Gaelic education for its residents and those who wish to undertake this in future. As stated in the Children's Services Plan, Renfrewshire has a one hundred percent success rate in placing children who wish to access Gaelic Medium Education into Gaelic schools.

### Community Education

This commitment is further echoed in the provision of Gaelic language classes provided by Community Learning and Development. Classes take place across three days and learners are divided into three classes, of which there are currently 16 beginners, 10 in the intermediate class and 18 undertaking the advanced class. This is a total of 44 attendees with 36 names currently on the waiting list for a place in a class. This shows the prominence of the language within Renfrewshire and the continual need for consolidation and expansion. Through this Plan, Renfrewshire can set out the correct aims and objectives to ensure the desire for the language is met with adequate resources.

Financial Year	*Total Allocation	Actual Spend	Service Costs	Service & Activity	Pupils
09/10	£46,666	£70,483	£66,714	Transport costs for pupils to GME facility	25 (est.)
			£3,169	2 Gaelic classes run by Community Learning and Development and Renfrewshire's contribution to the Gaelic Development Officer's salary (17.5hrs)	32
			£600	Inter authority project	n/a
10/11	£46,666	£60,931	£54,331	Transport costs for pupils to GME facility	25 (est.)
			£6,000	2 Gaelic classes run by Community Learning and Development and Renfrewshire's contribution to the Gaelic Development Officer's salary (17.5hrs)	32
			£600	Inter authority project	n/a
11/12	£44,000	£60,905	£54,905	Transport costs for pupils to GME facility	25
			£6,000	2 Gaelic classes run by Community Learning and Development and Renfrewshire's contribution to the Gaelic Development Officer's salary (17.5hrs)	32
12/13	£40,000	£64,370	£58,370	Transport costs for pupils to GME facility	27
			£6,000	2 Gaelic classes run by Community Learning and Development and Renfrewshire's contribution to the Gaelic Development Officer's salary (17.5hrs)	32
13/14	£36,000	£73,054	£54,060	Transport costs for pupils to GME facility	26
			£8,100	3 Gaelic classes run by Community Learning and Development and Renfrewshire's contribution to the Gaelic Development Officer's salary (30hrs)	44

\*Scottish Government grant and Renfrewshire Council commitment.

## Gaelic within the local authority

Renfrewshire Council currently has 8143 employees which are located across a number of Council buildings. Employees come from a variety of authorities to work within the organisation which in turn offers a wide range of viewpoints.

An audit of the skills currently held by staff within Renfrewshire Council was undertaken and gathered 516 respondents. Staff were surveyed with a variety of questions in order to gauge the language skills which exist within the workforce and ascertain the capacity of council employees.

Of the respondents, 7 (1.36%) were currently learning Gaelic although only 5 of these felt confident enough to be able to translate.

233 (43.13%) employees indicated that they would be interested in Gaelic which is an encouraging statistic for the future of the language in Renfrewshire.

However, only 8.9 % of respondents were aware that there are 3 learners' classes available in the authority so promotion of these classes could be enhanced to ensure adults are aware of this opportunity.

6 (1.16%) of the respondents currently have a child in Gaelic Medium Education.

There were a variety of positive responses regarding the promotion of Gaelic and how it could be advanced with in Renfrewshire. These focused on increased use of Gaelic on signage, involving Gaelic in the school curriculum, both primary and secondary, and further promotion of the Gaelic Learners classes. The development of staff capacity has been incorporated into our Plan.

There are currently three Gaelic organisations operating within Renfrewshire.

- The SONAS Gaelic group is based in Paisley and provides Gaelic learning courses for adults. The group is of mixed ability, with both disabled and able bodied members and has been in operation since 2003. The group operates with a core membership of 20.
- Clann Gàidhlig was established in 2004 and has a membership in excess of 100, with members from across the three local authority areas of Renfrewshire, East Renfrewshire, Inverclyde. Their main objectives are to promote awareness of Gaelic language and culture, to provide a voice for all who have an interest in the language and to offer opportunities for them to meet socially and develop their knowledge and understanding.
- The Paisley Highlanders also meet regularly to advance the culture and language via social events.

## CHAPTER 2 - CORE COMMITMENTS

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

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

This section of the plan will detail the public body's core commitments in relation to the Bòrd's "*Guidance on Development of Gaelic Language Plans*".

# **Implementation of the Scottish Government's Strategic Objectives**

## **1. Wealthier & Fairer**

## **2. Smarter**

## **3. Healthier**

## **4. Safer & Stronger**

## **5. Greener**

The Scottish Government has, since 2007, aligned itself around five Strategic Objectives that underpin its core 'Purpose' and define the type of country in which we want to live – a Scotland that is Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.

The belief is that success lies in focusing all of government and public services on the achievement of this Purpose, and that by working together across all of these strategic objectives, we can increase sustainable economic growth so that all of Scotland can flourish.

In encouraging the preparation of Gaelic Language Plans, Bòrd na Gàidhlig is ensuring that the components of each plan are appropriately aligned, indicating how they contribute to the Scottish Government's Strategic Objectives.

This Plan adheres to the Scottish Government's Strategic Objectives and works towards ensuring these can be developed and achieved through successful partnership working.

## Section 1 - Identity

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

### Rationale

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

### Summary of current practice:

Renfrewshire Council does currently have an agreed policy for the use of Gaelic in its corporate identity.

### Actions for Identity

Action	Service(s)	Timeframe
Although the Council has no plans to rebrand at the moment, should the opportunity arise, the logo will be bilingual with equal prominence for English and Gaelic.	Chief Executive	TBC
Introduce Gaelic into interior signage where Gaelic is appropriate, when renewing signage.	Community Resources	TBC Ongoing
Consider introducing Gaelic, where appropriate, to boundary road signs through the use of bilingual corporate logo when renewing signage.	Community Resources	Year 1 Ongoing
Use bilingual titles for Gaelic festivals and campaigns that are authority led or funded, demonstrating equal respect for the languages.	Chief Executive	Year 1 Ongoing
We will aim to maintain and develop the number of Gaelic speakers within the authority area on an annual basis through support to classes for adult learners	Children's Services	Ongoing
Work to include Gaelic within regular annual events.	Chief Executive	Year 1 Ongoing
Opportunities to promote Gaelic language through the City of Culture 2021 programme to be considered	Development and Housing Services	Year 1 Ongoing





## Section 2 – Communications

***Renfrewshire 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.***

### **Rationale**

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.

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

### **Summary of current practice**

- Renfrewshire 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, and we support the development of these approaches in our communication strategies

## Actions for Communications

Action	Services	Timeframe
Where appropriate, Gaelic translations will be included in external email correspondence.	Chief Executive	Year 1
Our offer to make council forms available in other languages and formats will include Gaelic as an option. This includes complaints forms.	Chief Executive	Year 1 Ongoing
Our offer to conduct telephone calls and provide reception facilities in other languages will include Gaelic as an option.	All	Year 2 Ongoing
Promote Gaelic through awareness raising articles on the Council's website and intranet.	Chief Executive	Year 1 Ongoing
Develop bilingual content for the web pages about the Gaelic Language Plan, Gaelic Learner Education, our approach to Gaelic Medium Education and Gaelic cultural events	Chief Executive Children's Services	Year 1 Ongoing
Our offer to provide translations of council correspondence will include Gaelic.	All	Year 2
We will introduce a Gaelic version of the documentation associated with our approach to provision of Gaelic medium education.	Children's Services	Year 1
We will establish a formal link with the Gaelic media prior to the launch of the Plan.	Chief Executive	Year 1
We will introduce a bilingual council strap line on our website	Chief Executive	Year 1
Awareness raising articles will be created and posted on the Council website and intranet	Chief Executive	Year 1 Ongoing
Social media will be utilised to raise awareness of Gaelic activities.	Chief Executive	Year 1 Ongoing

## Section 3 – Publications

***Renfrewshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.***

### **Rationale**

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

As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language. It also promotes the use of new and existing technology.

### **Summary of current practice**

- Renfrewshire Council is committed to increasing the use of Gaelic in the areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.
- Renfrewshire Council does not currently issue press releases in Gaelic.
- Renfrewshire Council does not currently print material in Gaelic.
- Renfrewshire Council currently has no Gaelic content on its webpages and no reports relevant to Gaelic are published in the language.

### **Actions**

<b>Action</b>	<b>Service</b>	<b>Timeframe</b>
Promote Gaelic activity and achievement to the appropriate Gaelic media.	Chief Executive	Year 1
Gaelic will be included in our active to make council documents available in a range of languages and formats.	Chief Executive All	Year 1 Ongoing

## Section 4 – Staffing

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

### **Rationale**

In order to deliver services through the medium of Gaelic, it is necessary to develop the appropriate job 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. Identifying jobs where Gaelic is a designated skill will contribute greatly to the status of the language and identify it as a positive skill to acquire.

Advertising posts in Gaelic also recognises that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. 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.

The Council will regularly audit staff skills and identify areas for development.

### **Summary of current practice**

- Renfrewshire Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. Renfrewshire Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so and depending on business needs.
- Renfrewshire Council does not currently provide staff training in Gaelic language skills.
- Renfrewshire Council provides support for community led Gaelic Language Education and employs Gaelic tutors in the Community Learning sector, as well as the joint resource of a Gaelic Development officer with Inverclyde and East Renfrewshire Councils.

## Renfrewshire Actions

Action	Services	Timeframes
Gaelic training (including developing and strengthening Gaelic language skills and Gaelic awareness). This will initially target Education front line staff. Details of the programme and Gaelic information material will be posted on our website.	Children's Services	Year 1
We will regularly audit staff skills to identify current skills.	Children's Services Chief Executive	Year 1
Identify staff who would like to receive Gaelic awareness training and prioritise according to business need.	Children's Services Chief Executive	Year 1
We will liaise with CPD providers to support requests from staff involved in Gaelic education to develop their language skills.	Children's Services	Year 2
Make courses available for teachers to become proficient in Gaelic as part of their Continuing Professional Development.	Children's Services	Year 2
The availability of existing adult learning courses will be reviewed and posted on our website.	Children's Services	Year 1
Continue to offer training opportunities to tutors of adult learning classes	Children's Services	Year 1 Ongoing
We will facilitate expressions of interest from teachers to undertake Gaelic language training as and when this is available.	Children's Services	Year 1

# **Chapter 3 – POLICY IMPLICATIONS FOR GAELIC: implementation of the National Gaelic Language Plan**

## **Policy implications for Gaelic**

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

In the formation, renewal and monitoring of policies, Renfrewshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

## **Overview of the National Gaelic Language Plan**

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

### *1. Language Acquisition*

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

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

### *2. Language Usage*

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

- increasing the use of Gaelic in communities

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

### 3. *Language Status*

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

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

### 4. *Language Corpus*

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

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

## **Renfrewshire's commitment to the objectives of the National Gaelic Language Plan**

Renfrewshire Council is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

### **1. Language Acquisition**

#### **Rationale:**

Renfrewshire Council recognises 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.

- **Gaelic in the Home** – To achieve an increase in the numbers of Gaelic speakers requires support in the home; ideally from family members who are

Gaelic speakers themselves. However, most pupils in Renfrewshire do not have this support available and so we will engage with neighbouring local authorities as well as national and local Gaelic organisations to learn best practice and develop strategies in addressing this issue. The strategies will include:

- (i) Raising parental awareness of the importance of Gaelic usage in the home.
- (ii) Providing advice to parents on how they can support learning
- (iii) Providing language learning classes and encouraging parents to participate

- **Gaelic in Education** - At present there is no Gaelic Medium service provision by the Council in Early Years, primary or secondary education. Current arrangements ensure that 26 Renfrewshire learners are transported to engage in GME at the Glasgow Gaelic School, and indeed we have now expanded our provision to include an agreement with Inverclyde Council. It is with this background position in mind that we are exploring a collaborative partnership approach with neighbouring local authorities. The aim of such an approach is to establish an agreement between neighbouring councils that would allow for the long term and protected provision of GME across Council boundaries, ensuring the centralised availability of GME in the West of Scotland region, and thus expanding the number of places available as a result of this collaboration.

<b>Language Acquisition Actions – Home &amp; Education</b>	<b>Lead</b>	<b>Timescale</b>
We will develop a database to record Renfrewshire children enrolling in Gaelic medium education in partner authorities and track their progress through the education system	Children's Services	Year 1 ongoing
Raise parental awareness of the Gaelic language classes arranged by Community Learning and Development to encourage uptake through our communications channels and links with local Gaelic organisations.	Children's Services	Year 1 ongoing
Ensure parents are aware that Gaelic Medium Education is an option for their child during the school enrolment process.	Children's Services	Year 1 ongoing
Consult general public, Parent Councils, Head Teachers, Teachers and Pupils on current arrangements for Gaelic Medium Education in Renfrewshire in order to accurately gauge demand, and then report the findings and create an appropriate action plan based on these.	Children's Services Chief Executive	Year 1
Increase Gaelic resources for pre-school children	Children's	Year 1



	Services	
Survey nurseries to gauge the demand for Gaelic Medium Education from parents.	Children's Services	Year 1
Continue to cooperate with neighbouring authorities to provide Gaelic Medium Education.	Children's Services	Year 1 ongoing
Identify the possibility of incorporating Gaelic into national 1+2 language initiative.	Children's Services	Year 2
Use our website and communication channels to promote our current approach to providing Gaelic Medium Education.	Children's Services Chief Executive	Year 1 ongoing
Develop service level agreements for the partnership provision of Gaelic Medium Education with neighbouring councils	Children's Services	Year 1
Explore how Gaelic awareness learning opportunities can be offered through community and culture-led activities.	Renfrewshire Leisure Trust	Year 2
Ensure that Gaelic activities/events are a part of the annual Council events programme.	Chief Executive Development and Housing	Year 1
Explore the potential of an inter-authority lead officers group which will, along with the inter-authority development officer, examine the possibility on an inter-authority action plan.	Children's Services	Ongoing

## 2. Language Usage

### Rationale:

Renfrewshire 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. Therefore, we are committed to providing these opportunities in the workplace and the community. This section also covers proposals for extending the visibility of Gaelic in the cultural, heritage and recreational provision made by the council.

<b>Language Usage Actions</b>	<b>Service</b>	<b>Timescale</b>
Increase Gaelic visibility and promote Gaelic language through mainstream cultural, heritage and arts activities.	Renfrewshire Leisure Trust	Year 1
Continue signposting to Gaelic language learning opportunities for Council workforce.	Children's Services Chief Executive	Year 1
Continue to promote use of Gaelic language collections in libraries.	Renfrewshire Leisure Trust	Year 1
Support and demonstrate the inclusion of Gaelic arts, culture and heritage in programmes of activity undertaken or funded by the Council.	Children's Services Chief Executive	Year 1
Continue to fund a Gaelic Development Officer post through Gaelic budgets from Adult Learning and Literacies Renfrewshire, East Renfrewshire Council and Inverclyde Council.	Children's Services	Ongoing
Continue with Cille Conval Partnership between Renfrewshire, East Renfrewshire and Inverclyde to develop Gaelic activities across the three local authorities and provide support to Clann Gàidhlig.	Adult Learning and Literacies	Ongoing
Work with Gaelic speaking community to establish a stock selection group for library Gaelic materials	Renfrewshire Leisure Trust	Ongoing
Consider the use of Gaelic when renewing signage in libraries, particularly where Gaelic language learning materials are held	Renfrewshire Leisure Trust	Ongoing
Continue to raise awareness of Gaelic language classes through Adult Learning and Literacies outreach team and distribution of leaflets and brochures.	Adult Learning and Literacies	Ongoing
Continue to develop a Gaelic learning programme in response to all learning needs, including development of a Conversational Gaelic Class in response to demand.	Children's Services Adult Learning and Literacies	Year 1
Ensure that modern GME resources are available for early years centres and schools that wish to use them	Children's Services	Year 1

### 3. Language Status

#### Rationale:

Renfrewshire Council recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives. The Gaelic Language Plan has been prepared in partnership with services across the Council as well as local Gaelic organisations. We have also received input through our public consultation process.

<b>Language Status Actions</b>	<b>Service</b>	<b>Timeframe</b>
Promote the first Renfrewshire Council Gaelic Language Plan through a launch event and our communications channels.	Chief Executive Children's Services	Year 1
Ensure that local Gaelic organisations and communities are consulted in the process towards further supporting and developing Gaelic in Renfrewshire.	Chief Executive Children's Services	Year 1 Ongoing
Increase visibility of Gaelic within Council buildings, website, cultural buildings and key documents such as Council Plan, Community Plan etc as opportunities arise.	Community Resources Chief Executive Children's Services	Year 1 Ongoing
Equality and Human Rights Champions will support awareness raising of the Gaelic Language Plan throughout Directorates	Chief Executive	Year 1 Ongoing

### 4. Language Corpus

#### Rationale:

Renfrewshire Council recognises the need to strengthen the robustness and consistency of the Gaelic language, particularly in supporting the development of technology and the availability of translation facilities. We will support research into the Gaelic origin of place names in Renfrewshire and the development of an authorised place-name list in the area. We will establish links with the national place

names partnership Ainmean-Aite na h-Alba (AAA) and Gaelic Orthographic Conventions.

<b>Action</b>	<b>Service</b>	<b>Timeframe</b>
Ensure Gaelic Language information as well as research and evidence that is signposted by Bòrd na Gàidhlig is made available to services	Chief Executive Children's Services	Year 2
With the local Gaelic community and partners, work towards raising awareness of Gaelic place names through cultural activities.	Renfrewshire Leisure Trust	
In liaison with partner organisations, we will establish an agreed list of Gaelic place names in the council area and publish them on the council web site.	Chief Executive	Year 1

# CHAPTER 4 – IMPLEMENTATION AND MONITORING

## Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

## Publicising the Plan

Renfrewshire Council's Gaelic Language Plan will be published bilingually on Renfrewshire Council's website. In addition, we shall:

- issue a press release announcing the plan;
- make copies of the plan available in our public offices and reception areas,
- make the plan known to employees via Renfrewshire Council's Intranet;
- distribute copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- 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 the National Gaelic Language Plan**

This plan is the policy of Renfrewshire Council and has been endorsed both by our senior management team and Council members.

### **Overall Responsibility:**

The Chief Executive and elected members will be responsible ultimately for ensuring that the Council delivers on the commitments set out in this plan.

### **Individual Staff members:**

All employees will be provided with information on the content of the plan via the council intranet and developments will be notified via internal email and departmental meetings.

### **Services delivered by third parties:**

All third party organisations which deliver services on behalf of the Council will be advised of the commitments within the Gaelic Language Plan.

### **Informing other organisations of the Plan**

Partner organisations will be advised of the Council's commitments within this Gaelic Language Plan through the Community Planning Partnership.

### **Resourcing the Plan**

Renfrewshire Council will resource the activities outlined through the budgets of responsible services.

### **Monitoring the Implementation of the Plan**

Progress towards the delivery of the plan will be reported to the Council elected members and Bòrd na Gàidhlig annually.

## Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Renfrewshire Council's Gaelic Language Plan is:

Peter MacLeod  
Director of Children's Services  
Renfrewshire Council  
Renfrewshire House  
Cotton Street  
Paisley  
PA1 1WB

[peter.macleod@renfrewshire.gov.uk](mailto:peter.macleod@renfrewshire.gov.uk)

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

Chief Executive's Service  
Renfrewshire Council  
Renfrewshire House  
Cotton Street  
Paisley  
PA1 1WB

[chiefexec@renfrewshire.gov.uk](mailto:chiefexec@renfrewshire.gov.uk)