

---

**Renfrewshire Council**

DRAFT GAELIC LANGUAGE PLAN

**2022-2027**



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [\[approval date\]](#)

## Foreword

---

Renfrewshire Council's Gaelic Language Plan 2022-2027 identifies our ambitions for Gaelic over the next five years. The Plan demonstrates the actions we will take to promote and support the Gaelic Language in recognising it as an official language of Scotland, treated with equal respect as English.

Renfrewshire is proud of its rich cultural heritage. Our unique character and identity is at the heart of our ambitions to strengthen our communities and enhance our offer as a place to live, work, invest and learn in Gaelic is an important aspect of this, and we value the enrichment that can come from further embedding Gaelic into our communities. We will lead by example, and collaborate with our stakeholders to develop, deliver, and learn from our Gaelic offer. This will help us focus on what matters to our communities, providing opportunities at the right time and by the correct means. This sustainable approach will help us safeguard the future of the Gaelic in Renfrewshire and facilitate the language's growth.

We are committed to the priorities of the National Gaelic Language Plan and appreciate our role in improving local Gaelic language acquisition, usage, and status.

## Table of Contents

---

# 1. INTRODUCTION

## DESCRIPTION OF RENFREWSHIRE COUNCIL

Renfrewshire Council is a medium sized local authority based in the west of Scotland serving a population of around 179,000. The Council is responsible for providing a range of public services including education, social care, housing, roads and recycling. The Council covers an area of 270 square kilometres, with a mixture of thriving towns, vibrant villages, and rural settlements. The area boasts healthy business and commercial activity, with ongoing enhancements to local infrastructure to support advanced manufacturing. The area also benefits from rich built and cultural heritage, with an attractive offer of notable landmarks and open spaces that support a strong tourism industry.

Renfrewshire Council Headquarters is based in Paisley, Renfrewshire's largest town. The Council has approximately 8500 employees and is one of the biggest employers in the area.

Renfrewshire Council has 43 councillors across 12 multi-member wards, with each ward containing either 3 or 4 elected members. Renfrewshire Council carries out its functions by dividing the responsibility for the administration of services among a group of Policy Boards.

More information on Renfrewshire Council and the area is services can be found on [www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)

## COUNCIL PRIORITIES

Renfrewshire Council's priorities are published in its Council Plan. The current Plan covers the period 2017-2022, and identifies the following five strategic outcomes:

- Reshaping our place, our economy, and our future
- Building strong, safe, and resilient communities
- Tackling inequality, ensuring opportunities for all
- Creating a sustainable Renfrewshire for all to enjoy
- Working together to improve outcomes

Specific Council priorities relate to the City Deal Projects for Renfrewshire, our broader regeneration programme and tackling child poverty, with each of these benefiting from targeted measures in addition to those covered in the Council Plan.

## GAELIC WITHIN RENFREWSHIRE COUNCIL

The most up to date insight regarding Gaelic language skills in Renfrewshire's communities remains the 2011 Census. The Census reveals Renfrewshire has a small number of residents with Gaelic skills, with the number of people who understand, speak, read, or write Gaelic decreasing in recent years, from 1837 in 2001 to 1586 in 2011. There are two exceptions to this trend, relating to those who "speak, read and write Gaelic" and "speak but do not read or write Gaelic", rising by two and sixteen people respectively. Renfrewshire has a small Gaelic community, but we are committed to providing sustainable support and learning opportunities matched to their needs and aspirations. The results from the 2022 Census will provide an opportunity to review these figures and understand the impact of recent work to enhance Gaelic provision.

The Council and our partners are successful in delivering cultural events programmes, collaborating with groups and organisations to raise the profile of Renfrewshire and our visitor offer. Where possible, we have sought to include Gaelic provision, such as the inclusion of Gaelic music in our regular Spree music festival. We also support groups who seek to further Gaelic language locally, using their expertise and knowledge to provide authentic learning and development experiences.

Renfrewshire Council is committed to providing Gaelic education opportunities for our residents and those who wish to undertake this in future. Gaelic Medium Primary Education will be delivered from August 2022, allowing pupils starting primary 1 to access local provision within a dedicated establishment. Additionally, a number of Renfrewshire pupils undertake Gaelic Medium Education (GME) at schools in neighbouring authorities. Demand for provision in neighbouring authorities will likely decrease over time as Renfrewshire's provision becomes established. GME follows the same "Curriculum for Excellence" as other Scottish schools, with the difference being that teaching is undertaken in the Gaelic language. 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.

## 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.

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 Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## THE NATIONAL GAELIC LANGUAGE PLAN

Renfrewshire 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 priorities: -

- 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

## INTERNAL GAELIC CAPACITY AUDIT

Renfrewshire Council will continue to review available data to understand the Gaelic skills that exist within the authority. Where appropriate we will supplement this with our own capacity audits to identify local need and refine our proposed activity. This information will supplement this Plan and be publicly available.

## CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires Renfrewshire Council consult on the draft Gaelic Language Plan before submission to Bòrd na Gàidhlig. This requirement is being fulfilled, with the Council conducting a six-week consultation to seek the views of those who are interested in our plans regarding the use, learning and promotion of Gaelic in Renfrewshire. Feedback will be acquired through online and face to face engagement activity, with outputs helping to shape the final draft prior to submission.

## 2. KEY PRINCIPLES

Renfrewshire Council's Gaelic Language Plan is underpinned by five key principles of equal respect, active offer, mainstreaming, third parties and corporate parenting. The following section identifies our commitment to these principles and how they are applied throughout the Plan and our associated activities.

### 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.

Renfrewshire 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

Renfrewshire Council will make an active offer of our Gaelic services to our employees and the public. By this we mean that the Council's Gaelic services are prominent and accessible to Gaelic users who in turn are actively encouraged to use them.

This approach 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.

We will ensure that our Gaelic language services are as accessible as our English language services.

### MAINSTREAMING

Renfrewshire 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.

### THIRD PARTIES

Where appropriate, Renfrewshire Council will seek support from Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic Language Plan.

## CORPORATE PARENTING

Renfrewshire Council fulfils its duties as a Corporate Parent and will continue to ensure that care experienced children and young people and care leavers receive support and guidance aligned to their language and communication needs, including Gaelic users.



### 3. PLAN COMMITMENTS

#### HIGH-LEVEL AIMS

Renfrewshire Council's high-level aims were co-produced with the support of Bòrd na Gàidhlig.

The high-level aims identify strategic actions, closely linked to the National Gaelic Language Plan 2018-23. They are framed around the three National Gaelic Language Plan headings of:

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

The commitments outlined below form a key part of formal assessment and are used as a basis to measure performance and impact.

#### INCREASING THE USE OF GAELIC

High-level aim	Actively promote the use of Gaelic in communications between the public and the Council and within the community where appropriate.
Proposed Outcome	Our Gaelic community are aware of the scope of the Council's Gaelic provision and understand how to access/engage in this.
Current Practice	Provision is in place for interpretation and translation services for non-English speaking clients.
Actions Required	Take a proactive approach to promoting relevant Gaelic content in a way that is easily accessible to our communities.
Target Date	To be confirmed upon approval of Plan
Responsibility	Chief Executive's Service

#### INCREASING THE LEARNING OF GAELIC

High-level aim	We will continue to encourage participation in Gaelic learning at all levels, from early years through to adult education.
Proposed Outcome	Gaelic learning opportunities are actively promoted to our communities and information made available to assist those who wish to participate.
Current Practice	Individual stakeholders are responsible for promoting discrete activities.
Actions Required	Enhance reach and awareness of learning opportunities through enhanced collaboration, signposting, and information sharing.
Target Date	To be confirmed upon approval of Plan
Responsibility	Head of Education

High-level aim	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 Renfrewshire Council residents.
Proposed Outcome	Families are fully informed of their choices and opportunities in respect of Gaelic medium and Gaelic learner education.
Current Practice	Gaelic Medium Education is communicated to parents and carers via the P1 registration process and Council website.
Actions Required	Engage with families and evaluate the accessibility and usefulness of GME communications, incorporating feedback where appropriate to enhance this process.
Target Date	To be confirmed upon approval of the Plan
Responsibility	Head of Education

High-level aim	We will continue to make all parents aware of their right to request Gaelic Medium Education for their child.
Proposed Outcome	All parents/carers are fully informed of their right to request Gaelic Medium Education, the options available to them and the process for doing so.
Current Practice	(Process for registering for provision outwith authority) Families can request that the Council review the need for Gaelic Medium Primary Education provision.

Actions Required	Engage with parents/carers to measure the extent of their awareness and identify actions to enhance this.
Target Date	To be confirmed upon approval of the Plan
Responsibility	Head of Education

High-level aim	Continue to work with partners to provide Gaelic Learners Education at primary and secondary level.
Proposed Outcome	Demand for Gaelic Learners Education is measured, and proportionate opportunities are identified, relative to available capacity and resources.
Current Practice	No Gaelic Learners Education currently offered
Actions Required	Engage with schools to assess demand and work with partners to identify all relevant opportunities.
Target Date	To be confirmed upon approval of Plan
Responsibility	Head of Education

High-level aim	Promote Paisley's hosting of the National Mòd 2023.
Proposed Outcome	The Royal National Mòd will be promoted to new and existing audiences. Visitors will be attracted to Mòd celebrations from across Scotland. Local awareness of Gaelic culture, language and heritage will be increased.
Current Practice	Gaelic programming is included in parts of the council's annual event programme, which is marketed locally and nationally. This includes support and promotion of the annual Gaelic festival in Paisley – Fèis Phàislig.
Actions Required	Develop and deliver the Mòd 2023 integrated marketing and media campaign, in partnership with An Comunn; Launch Paisley Mòd website; Manage Mòd ticket and programme sales; Implement town dressing and branding and guest welcome; Production of Iomall a' Mhòid and Iomall a' Mhoid Programme
Target Date	October 2022 to October 2023
Responsibility	Head of Marketing and Communications

## PROMOTING A POSITIVE IMAGE OF GAELIC

High-level aim	Work closely with the local National Mòd committee to promote opportunities to learn and use Gaelic in the run up to the National Mòd in 2023 and as a legacy.
Proposed Outcome	Increased awareness of Gaelic language and culture
Current Practice	Paisley LOC established in 2017 to support development of bid. LOC continued to meet through to onset of COVID-19 pandemic. The LOC will be reconvened in the Autumn
Actions Required	Role and remit of LOC's are changing, Events Team meeting with An Comunn to understand these changes prior to reconvening the group and refreshing membership.
Target Date	To be confirmed upon approval of Plan
Responsibility	Events Manager

## CORPORATE SERVICE AIMS

The following Corporate Service Aims are determined by Bòrd na Gàidhlig and must form part of Renfrewshire's Gaelic Language Plan.

These aims also form a key role in monitoring and review, with the Council required to demonstrate incremental progress over time with a view to achieving the desired outcomes.

### STATUS

Desired Outcome	<b>Logo and brand</b> Aim to render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process.
Current Practice	Renfrewshire Council does not currently have a Gaelic logo and/or branding.
Actions Required	Consider the benefits of developing a Gaelic logo and branding as part of any renewal process.
Target Date	To be confirmed upon approval of Plan
Responsibility	

Desired Outcome	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Renfrewshire Council does not routinely consider the benefits of Gaelic signage.
Actions Required	Gaelic signage will be actively considered where there is evidence of benefit.
Target Date	To be confirmed upon approval of Plan
Responsibility	To be confirmed

### COMMUNICATING WITH THE PUBLIC

Desired Outcome	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Current practice meets above outcome.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	

Desired Outcome	<b>Written Communication</b> 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.
Current Practice	Current practice meets above outcome.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	

Desired Outcome	<b>Reception and phone</b> Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	Gaelic speaking staff are supported to provide this service to the public.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	

Desired Outcome	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Equality and diversity principles adopted and representations relating to bilingual meetings appraised on a case-by-case basis.
Actions Required	Actively promote the option to hold public meetings bilingually or in Gaelic where they are likely to be particularly relevant to the Gaelic community.
Target Date	To be confirmed upon approval of Plan.
Responsibility	

## INFORMATION

---

Desired Outcome	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	Previous content about Gaelic in schools has gone out in English

Actions Required	Going forward, all content about Gaelic in schools will be in Gaelic and English
Target Date	June 2022
Responsibility	

Desired Outcome	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	Previous content about Gaelic in schools has gone out in English
Actions Required	Going forward, all content about Gaelic in schools will be in Gaelic and English
Target Date	June 2022
Responsibility	

Desired Outcome	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	Current webpage about Gaelic in schools is available in English.
Actions Required	Refresh the information on the Gaelic in schools page and make it available in both Gaelic and English.
Target Date	July 2022
Responsibility	

Desired Outcome	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	Documents are made available in alternative languages when requested.
Actions Required	Maintain approach.
Target Date	Ongoing
Responsibility	To be confirmed

Desired Outcome	<b>Exhibitions</b>
-----------------	--------------------

	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.
Current Practice	Current practice meets above outcome.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	To be confirmed

## STAFF

Desired Outcome	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	Organisational development managed corporately. Staff training needs coordinated at a team/service level, which includes Gaelic skills training where relevant to role.
Actions Required	Seek to refresh internal audit information at organisational and team/staff level where relevant to role. Utilise other available insight where it relates to Renfrewshire's staff.
Target Date	To be confirmed upon approval of Plan.
Responsibility	To be confirmed

Desired Outcome	<b>Induction</b> Knowledge of the public authority's Gaelic Language Plan included in new staff inductions
Current Practice	Staff induction materials made available through digital learning platforms.
Actions Required	Ensure materials point to the Gaelic Language Plan.
Target Date	To be confirmed upon approval of Plan.
Responsibility	To be confirmed

Desired Outcome	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	No training and development currently offered to staff.
Actions Required	Training and development opportunities will be offered to staff in accordance with the outcome of skills audit. Ad hoc requests will be supported where this is relevant to role.



Target Date	To be confirmed upon approval of Plan.
Responsibility	To be confirmed

Desired Outcome	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current Practice	No current offer of awareness training.
Actions Required	Awareness training will be offered to staff in accordance with the outcome of skills audit. Ad hoc requests will be supported where this is relevant to role.
Target Date	To be confirmed upon approval of Plan.
Responsibility	To be confirmed

Desired Outcome	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	Current practice meets above outcome.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	To be confirmed

Desired Outcome	<b>Recruitment</b> Gaelic named as an essential and / or desirable skill in job descriptions to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Responsibility to deliver Gaelic Language Plan sits with staff across the Council
Actions Required	Any new post created to specifically deliver the actions associated with the Gaelic Language Plan will name Gaelic as an essential and/or desirable skill.
Target Date	Ongoing.
Responsibility	To be confirmed

Desired Outcome	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where
-----------------	--------------------------------------------------------------------------------

	Gaelic is an essential skill.
Current Practice	Current practice meets above outcome.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	To be confirmed

## GAELIC LANGUAGE CORPUS

---

Desired Outcome	<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	Gaelic materials produced by Renfrewshire Council utilise the most recent Gaelic Orthographic Conventions.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	

Desired Outcome	<b>Placenames</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Ainmean-Àite na h-Alba consulted as appropriate.
Actions Required	Maintain approach.
Target Date	Ongoing.
Responsibility	

## 4. PUBLICATION

### PUBLISHING AND PUBLICISING THE PLAN

This section outlines the steps Renfrewshire Council will take to publish and publicise the Plan to internal and external stakeholders. This will increase awareness of the Plan and the commitments found within it.

#### **INTERNAL**

---

The Plan will be published on Renfrewshire Council's website. It will complement a collection of other key strategic documents, reinforcing the Plan's profile and importance. Internal communication channels will be used to highlight the availability of the Plan and raise the profile of key priorities and planned activity.

#### **EXTERNAL**

---

Renfrewshire Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will: -

- publicise the plan through a variety of social media platforms
- distribute copies to partner 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

## 5. RESOURCING THE PLAN

The costs associated with resourcing this plan will be mainstreamed within existing Council budgets. Funding opportunities will be explored where they align to the key activity outlined in the Plan. Stakeholders will be invited to add value through collaborative activity.

## 6. MONITORING THE PLAN

An annual progress report will be provided to Bòrd na Gàidhlig and made available to the public. This first report will be issued 12 months after the Plan's approval.

## 7. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

### OVERALL RESPONSIBILITY FOR THE PLAN

To be confirmed.

### DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

To be confirmed.

### ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

Renfrewshire Council will share the Plan with OneRen and utilise expertise in relation to cultural and leisure-based activity, and where this may complement the Plan's commitments. The Council will be mindful of the potential benefits that may be secured via its commissioning processes and explore these where relevant.

