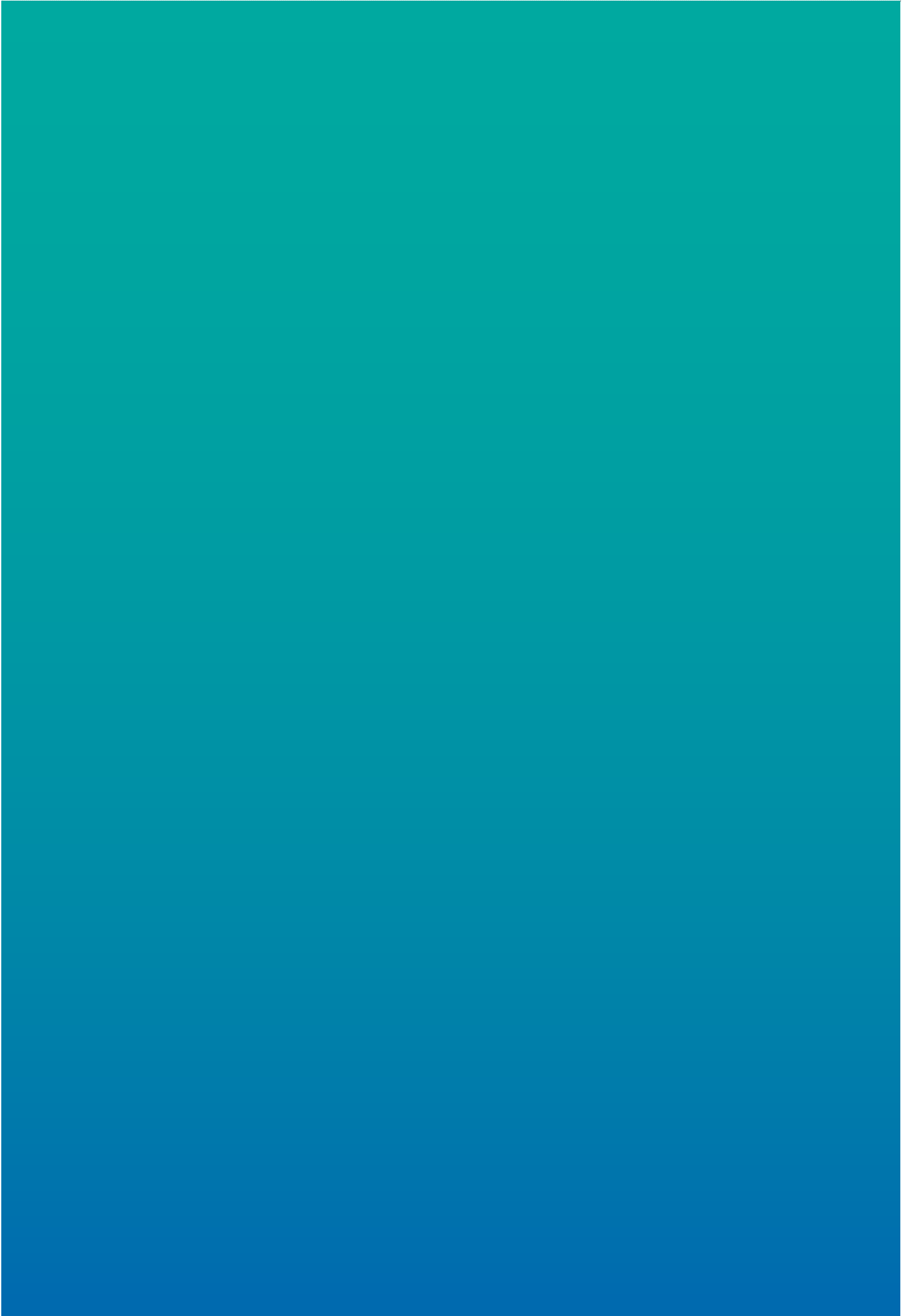


Consultation on The Scottish Government's Draft Gaelic Language Plan

2021-2026



Scottish Government
Riaghaltas na h-Alba
gov.scot



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Ministerial Foreword

As Cabinet Secretary for Education and Skills with responsibility for Gaelic, I am very pleased to support the publication of this consultation on the draft of the Scottish Government's third Gaelic Language Plan, which has been produced under the Gaelic Language (Scotland) Act 2005.

The Scottish Government remains committed to supporting the Gaelic language and aims to ensure that those who wish to live their lives through the language are afforded the opportunities to do so. The commitments in this draft Plan aim to build upon those that have been in place since the publication of our first Plan in 2010. In addition to the operational commitments, our Plan sets out clearly the other actions that we are taking through our policies in supporting the Gaelic language against the Scottish Government's National Performance Framework. These policies ensure that Gaelic is supported across our area of operations and Scottish public life.

I hope that you agree that this draft Gaelic Language Plan is helping create a supportive environment for the Gaelic language and welcome your views that may strengthen this commitment.



Shirley-Anne Somerville MSP

Cabinet Secretary for Education & Skills

Summary

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life.

The Scottish Government has taken action and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in a modern, growing and progressive Scotland. However, we are aware the position of Gaelic remains fragile.

For Gaelic to have a sustainable future, there needs to be a concerted effort on the part of government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic
- enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic
- develop the quality, consistency and richness of Gaelic

The development of Gaelic Language Plans by public bodies is a key component of the Gaelic Language (Scotland) Act 2005. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through the Gaelic language.

This document is the Scottish Government's third iteration of its Gaelic Language Plan, prepared within the framework of the 2005 Act. It sets out how we will use Gaelic in carrying out our business, how we will enable the use of Gaelic when people interact with the government, and how we will promote the development of Gaelic. The Scottish Government's role is an important one in supporting Bòrd na Gàidhlig and other organisations in achieving the aims of the National Gaelic Language Plan 2018-23.

Like Bòrd na Gàidhlig, working with other organisations is key to our delivery of support for the Gaelic language and we wish to encourage all organisations to do what they can in this area. Small changes to how we all work can make a difference.

Structure of The Scottish Government Gaelic Language Plan

The key components of our Gaelic Language Plan are:

▶ **Chapter I - Introduction**

This chapter provides background information to the Gaelic Language (Scotland) Act 2005 and its main features. An overview is provided of the key statutory provisions relating to the preparation of Gaelic Language Plans under the 2005 Act. A brief overview of the structure of the Scottish Government and its main areas of operation is also provided.

▶ **Chapter II - Key Principles**

This chapter sets out the principles by which this Plan was written.

▶ **Chapter III - Commitments**

This chapter sets out how the Scottish Government will use, and enable the use of Gaelic in relation to its main business functions.

It includes key areas of operation such as our corporate identity, how our mail and email will be handled, staff training and the use of Gaelic on our websites. The chapter sets out the basic minimum level of Gaelic language provision which we are committed to providing in the five-year lifetime of the Plan.

▶ **Chapter IV - Links to the National Performance Network**

This chapter sets out how the Scottish Government's policies will help support Gaelic in the context of the Scottish Government's National Performance Framework.

▶ **Chapter V - The Gaelic Plan in the Scottish Government**

This chapter sets out how the implementation of the Scottish Government's Gaelic Language Plan will be taken forward, and how this implementation will be monitored.

Chapter I

Introduction

Description of the Scottish Government

The Scottish Government is the devolved government for Scotland. The Scottish Government (formerly known as the Scottish Executive) was established in 1999, following the first elections to the Scottish Parliament. The Scottish Government is led by a First Minister nominated by the Parliament who in turn appoints the other Scottish Ministers.

The First Minister is the principal Scottish Government figure in the Scottish Parliament. Her responsibilities include:

- overseeing the operation of the government and its agencies
- appoints members of the government (there are currently 9 Cabinet Secretaries and 15 other Ministers)

Scottish Government civil servants are accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament. The senior board of the Scottish Government, the Executive Team, is chaired by the Permanent Secretary and is made up of the Directors-General of the core Directorates of the Scottish Government and other Directors and senior officials attend as required.

The seven Directors-General and the directorates they govern are responsible for progressing the Scottish Government's five strategic objectives: making Scotland wealthier and fairer, healthier, safer and stronger, smarter and greener.

The Scotland Acts (1998, 2012 and 2016) define the matters that are reserved to the UK Parliament. Any matter not so reserved, or otherwise defined in the Act as being outwith the competence of the Scottish Parliament, is devolved. Currently devolved matters are listed.

Currently devolved matters include: the economy, education, health, justice, rural affairs, housing, environment, equal opportunities, consumer advocacy and advice, transport and taxation. The power to set a Scottish rate of income tax is a new addition to our devolved responsibilities.

The Scottish Government's main offices are located in Edinburgh, at Victoria Quay, St Andrew's House and Saughton House; and in Glasgow, at Atlantic Quay and the Europa Building. In addition, we have several area offices stretching from Kirkwall in the north to Stranraer in the south.

The work of the Scottish Government is carried out by: The Core Scottish Government - the mainstream civil service in Scotland with the core Directorates of Communities, Constitution and External Affairs, Corporate, Economy, Learning and Justice; Health and Social Care; Scottish Exchequer and the Office of the Permanent Secretary. Public Bodies - executive agencies, non-departmental public bodies (NDPBs) and other organisations which carry out a variety of statutory, regulatory and advisory functions on behalf of the Scottish Government. Task Forces - advisory bodies established by Ministers to investigate and report on particular issues. Task Forces have a short lifespan, normally around a year or so, and stand down once they have reported.

Gaelic Within Scottish Government's Area Of Operation

The Scottish Government's area of operation is all of Scotland. It therefore follows that all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the Scottish Government operates including districts in which persons able to understand, speak, read or write Gaelic form a majority of the population, as well as areas where Gaelic is experiencing growth.

National Demographics – Number of Gaelic Speakers Results from the 2011 Census have shown that the decline in the number of Gaelic speakers has slowed since 2001. The total number of people recorded as being able to speak and/or read and/or understand Gaelic was 87,056. Of these 58,000 people (1.1% of the population) aged three and over in Scotland were able to speak Gaelic. This is a slight fall from 59,000 (1.2% of the population) in the 2001 Census which compares favourably to the previous Census results which recorded an 11% drop in speakers.

In 2011, the proportion of the population aged three and over in Scotland who could speak, read, write or understand Gaelic was 1.7% (87,056), compared with 1.9% (92,000) in 2001. Within this group, the number of people who could speak, read, understand and write Gaelic in 2011 was 32,000, 0.6% of the population aged three and over; this was the same proportion as in 2001.

While there was a decrease in the proportion of people able to speak Gaelic in most age groups there was an increase in those groups aged under 20 years. In total, there was a 0.1 percentage point increase in Gaelic speakers between 2001 and 2011 for the 3-19 age range.

Gaelic speakers are spread throughout Scotland. Of those who identified themselves as Gaelic speakers in the 2011 Census the council areas with the highest proportions able to speak Gaelic were found to be in Na h-Eileanan Siar (52%), Highland (5%) and Argyll & Bute (4%). There is also a high degree of urbanisation within the Gaelic speaking community with large numbers of Gaelic speakers living in Aberdeen, Edinburgh, Greater Glasgow and Inverness.

Further information is available from National Records of Scotland, on the website www.scotlandscensus.gov.uk.

Gaelic Education In Scotland

The Scottish Government has made Gaelic education, at all levels, a priority since 2007. We recognise that Gaelic Education is key to the future of the language.

In recognition of this priority, the Scottish Government has maintained budgets. The Scheme of Gaelic Specific grants and Gaelic capital fund are available to all local authorities across Scotland to support and grow Gaelic education. This support has seen the number of schools and units grow across Scotland.

In addition, the Education (Scotland) Act 2016 contains provisions which enable parents the right to ask their Local Authority to provide Gaelic Medium Education for their child. The Act placed additional duties on Local Authorities to support and promote Gaelic education as well as placing a duty on Bòrd na Gàidhlig to produce Guidance on Gaelic education.

There are 24 Councils that provide Gaelic education provision at one level or another. 3,701 pupils were in Gaelic medium primary education nationally in session 2019/20, with 1,045 attending Gaelic medium nurseries. Both these groups have grown since the publication of our first Gaelic Language Plan in 2010.

In addition to Gaelic medium education, 11 Councils provide pupils in English medium primary schools the opportunity to learn Gaelic through Gaelic Learners in the Primary School (GLPS). Again, the number of children who have benefited from this opportunity has grown in the past five years.

At secondary level, 1,451 pupils received Gaelic medium secondary education of some form in session 2019/20. This number is expected to rise over the course of this plan with more subjects being offered to more areas through e-learning via e-Sgoil.

More detail on these statistics is available from Bòrd na Gàidhlig at www.gaidhlig.scot.

The Scottish Government's Commitment to Gaelic

The recent manifesto commitments have further demonstrated the Scottish Government's support for Gaelic. These demonstrate our strong commitment to the language and those who wish to use it.

The main commitments are:

- We will also bring forward a new Scottish Languages Bill which takes further steps to support Gaelic, acts on the Scots language and recognises that Scotland is a multilingual society.
- We will also explore the creation of a recognised Gàidhealtachd to raise levels of language competence and the provision of more services through the medium of Gaelic and extend opportunities to use Gaelic in everyday situations and formal settings.
- Edinburgh City Council has taken forward important engagement on GME provision, but we will ensure that this is now incorporated within a new national strategic approach. This is essential if we are to see the faster rates of progress we seek for Gaelic.
- We will review the functions and structures of Bòrd na Gàidhlig to ensure Scotland has an effective leadership body and network of organisations for the promotion of Gaelic.

These will help steer, but not limit, our consideration of actions in support of the framework that exists for the Gaelic language.

Gaelic in Scotland

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life, and has great potential as an asset for adding economic and social value. It is clear from the map that follows, that Gaelic is reflected in the names of our environment across Scotland.

Alba

Taghadh de dh'ainmean-àite bhon Ghàidhlig

Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air www.ainmean-aite.scot.

Scotland

A selection of Gaelic-derived place-names

For more on these names, consult the database on www.ainmean-aite.scot.



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 Le dàta bhon t-Suirbhidh Òrdnais © Còir copairidh is stòir-dàta a' Chrùin 2020.
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 Contains Ordnance Survey data © Crown copyright and database right 2020.

Rannsachadh le Ainmean-Àite na h-Alba & Bòrd na Gàidhlig.
 Mapa le Bòrd na Gàidhlig 2020 a' cleachdadh QGIS 3.
 Research by Ainmean-Àite na h-Alba & Bòrd na Gàidhlig.
 Map by Bòrd na Gàidhlig 2020 using QGIS 3.

The Scottish Government has taken action and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in a modern and progressive Scotland.

However, the position of Gaelic remains fragile. If Gaelic is to have a sustainable future, there needs to be a concerted effort on the part of Government, the public sector, the private sector, community bodies and individual speakers to:

- promote the acquisition of speaking, reading and writing skills in Gaelic
- use and enable the use of Gaelic in a range of social, formal and work settings
- expand the respect for, and visibility, audibility and recognition of Gaelic
- develop the quality, consistency and richness of Gaelic

The development of Gaelic Language Plans by public authorities is a key component of the Gaelic Language (Scotland) Act 2005. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through the Gaelic language.

This document is the Scottish Government's third iteration of its Gaelic Language Plan, prepared within the framework of the 2005 Act. It continues on the journey that was started in 2010 and aims to deliver an incremental increase in how we will use, develop and support the Gaelic language in carrying out our business.

The Scottish Government recognises that it has a key role in supporting the Gaelic language, and in supporting Bòrd na Gàidhlig and other organisations in achieving the aims of the National Gaelic Language Plan. No one organisation can deliver on these aims and we wish to encourage all organisations to do what they can in this area. We have seen how collaboration through such initiatives as Faster Rate of Progress can make a difference as we work towards more substantive goals.

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 The Scottish Government'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.

Scottish Government'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

The Scottish Government 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.”

Scottish Ministers approve the Plan and therefore we are naturally committed to the achieving this aim by focusing 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.

We will highlight the National Plan and its aims to the bodies that we work with.

Internal Gaelic Capacity Audit

The Scottish Government intend on carrying out a staff skills audit and we will use this information to help grow our Gaelic language base.

Consultation on the Draft Gaelic Language Plan

The 2005 Act requires that public authorities consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

To do so, the Scottish Government consulted on a draft of its Gaelic Language Plan during July and August 2021.

Responses received to this consultation and a report of its findings can be viewed at



Chapter II

Key Principles

The Scottish Government is committed to supporting the Gaelic language and through our commitments under Section 3 and Section 4 of this Plan we will demonstrate our aims. While some aspects are small incremental increases and others are larger policy support the overall aim is simple, to ensure the sustainable future of the Gaelic language.

The following principles are key and it is our aim that these are applied throughout the Scottish Government.

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.

Scottish Government aims to ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

Active Offer

The Scottish Government has an active offer of our Gaelic services to our employees and the public. This aims to 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.

Our aim is to ensure that our Gaelic language services are as accessible as our English language services.

Mainstreaming

The Scottish Government wishes to 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.

▶ **Chapter III**

Plan Commitments

High-Level Aims

The Scottish Government has worked with Bòrd na Gàidhlig to create a number of High Level Aims which reflect our commitment for the Gaelic language at a strategic level and are closely linked to the National Gaelic Language Plan 2018-23.

Increasing the use of Gaelic

High-level Aim	The progress and partnership working model created by the <i>Faster Rate of Progress</i> initiative will be supported by all SG departments to ensure cooperation in supporting the Gaelic Language.
Current Practice	<p>The Scottish Government regards Gaelic as a priority and this is reflected in our manifesto commitments and Programme for Government.</p> <p>The Faster Rate of Progress initiative has been in place for three years and brings together a variety of public authorities who are working across Scotland to support the Gaelic language and those who wish to use it.</p>
SG Gaelic Plan, 2018-23	<p>The Faster Rate of Progress initiative is a cornerstone to the Scottish Government's Gaelic policy and this will continue along with partners.</p> <p>Other areas of the Scottish Government may join as agreed by Ministers and this will remain the case.</p>
Target Date	On-going
Responsibility	Gaelic and Scots team

Increasing the learning of Gaelic

High-level Aim	Scottish Government will grow the use of Gaelic when interacting with the public in response to the communities it serves and in line with the NGLP.
Current Practice	The Scottish Government has an open offer to engage through the medium of Gaelic. In addition, SG Communications are happy to take written media requests in Gaelic.
SG Gaelic Plan, 2018-23	The Scottish Government will continue to have an open offer for members of the public to communicate in Gaelic. In addition, SG Communications are happy to take written media requests in Gaelic.
Target Date	On-going
Responsibility	Corporate/Gaelic and Scots team/Communications
High Level Aim	Scottish Government will seek to embed Gaelic in all new education policy initiatives.
Current Practice	The Scottish Government is committed to the growth of Gaelic education at all levels and therefore considers Gaelic needs as policies are developed.
SG Gaelic Plan, 2018-23	The Scottish Government will continue to reflect on the needs of the Gaelic education and Gaelic learner education at all levels as policies are developed. It is hoped that representation from across the Learning Directorate will be involved in the proposed Scottish Government Gaelic Plan Implementation Group and therefore ensure that Gaelic is considered in educational developments.
Target Date	On-going
Responsibility and Education	Corporate/Gaelic and Scots team/Communications

Promoting a positive image of Gaelic

High-level Aim	Scottish Government will establish a Gaelic Language Plan Implementation group which will include representation from across SG Directorates.
Current Practice	The Gaelic and Scots team currently promote the commitments in the Gaelic Language Plan.
SG Gaelic Plan, 2018-23	The Scottish Government will establish a Gaelic Language Plan Implementation Group with representatives from across Directorates. A Terms of Reference for the Group will be created and outcomes will be included on the Gaelic pages on the Corporate website.
Target Date	2022 then on-going
Responsibility	Gaelic and Scots team/other Directorates

Corporate Service Aims

This is the Scottish Government's third reiteration of our Gaelic Language Plan and since 2010 we have taken incremental steps to support Gaelic through our corporate services.

Previous commitments will continue unless there is a change to corporate delivery and where this occurs we will consider how Gaelic can be supported in this change.

Status

Desired Outcome	Logo and brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	The Scottish Government has a bilingual logo and guidelines are available to staff on its use.
SG Gaelic Plan, 2018-23	The bilingual logo will continue to be used across our activities and we will highlight the guidelines to staff via our corporate Gaelic pages.
Target Date	On-going
Responsibility	Communications/Gaelic and Scots team

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	The Scottish Government has Gaelic signage at Victoria Quay and some of our area offices.
SG Gaelic Plan, 2018-23	Gaelic signage will continue to be updated on a replacement basis. The Scottish Government will consider the level of Gaelic signage in our hub offices as these are developed.
Target Date	On-going
Responsibility	Facilities Management

Communicating with the Public

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	The Scottish Government has an active offer and welcomes correspondence in Gaelic.
SG Gaelic Plan, 2018-23	We will continue to welcome communications in Gaelic and promote this service on our public engagement platforms.
Target Date	On-going
Responsibility	Public Engagement Unit

Desired Outcome	Written Communication 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	The Scottish Government welcomes correspondence in Gaelic and any correspondence that is received in Gaelic is responded to in Gaelic. The Gaelic and Scots team continue to provide support across the Scottish Government and provide translation services for colleagues. Our automatically generated text such as email disclaimers are bilingual. A Gaelic version of our Complaints leaflet is available online. The Scots and Gaelic Team work with Public Engagement Unit to ensure bilingual letter templates for Ministers, Directorates and Divisions are provided.
SG Gaelic Plan, 2018-23	The Scottish Government has a newly developed correspondence system and we will work to: Ensure that the generic acknowledgements are bilingual. new Ministerial, Directorate and Divisional templates will continue to be provided and all staff will be encouraged to use these. Online Guidance on the use of the correspondence system will incorporate advice on Gaelic. The complaints procedure is currently being reviewed. This will include a Gaelic introduction.
Target Date	2023
Responsibility	Public Engagement Unit and Gaelic and Scots team

Desired Outcome	<p>Reception and phone</p> <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>
Current Practice	<p>The Scottish Government has Gaelic welcomes in our reception and Gaelic signage in Victoria Quay.</p> <p>Our front of house and Central Enquiries Unit staff receiving enquiries (telephone, mail or email) in Gaelic can pass these on to the Gaelic team where a fluent Gaelic speaker can respond to their queries.</p>
SG Gaelic Plan, 2018-23	<p>This commitment will remain in place with new staff having access to Gaelic through our induction and Gaelic pages of our corporate website.</p> <p>We will encourage these staff to use the Gaelic phrases on the website when approached by members of the public.</p> <p>Media should use the agreed protocols and written Media enquiries are accepted in Gaelic.</p> <p>Our switchboard will have updated automated messages in Gaelic.</p> <p>We will commit to expanding advertisement of our CEU posts, where possible, to try and attract Gaelic speaking individuals with the required skillset to join the CEU team.</p> <p>Consideration shall be given to establishing a separate contact number for Gaelic callers to use. If delivered, this will be published and promoted.</p> <p>Consideration will be given to the impact of any technology refresh of the systems in use by the CEU to improve the service to Gaelic speakers wherever possible.</p>
Target Date	On-going
Responsibility	ITECS/Facilities Management/Communications

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	The Scottish Government encourages the use of Gaelic at public meetings in areas where there are a high percentages of Gaelic speakers or on the subject of Gaelic.
SG Gaelic Plan, 2018-23	We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	On-going
Responsibility	All Directorates/Gaelic and Scots team

Information

Desired Outcome	Media High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	The Scottish Government issues news releases on Gaelic language matters in both English and Gaelic. Upon request, we provide Ministerial quotes to third parties in Gaelic.
SG Gaelic Plan, 2018-23	We will continue to issue news releases in Gaelic to Gaelic media outlets. We will take further steps and issue news releases in Gaelic to Gaelic media outlets on very high profile matters that affect Gaelic speaking communities. We will also provide written comment in Gaelic on any issue upon request.
Target Date	On-going
Responsibility	Communications (News)

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	The Scottish Government uses Gaelic in our dedicated social media feeds.
SG Gaelic Plan, 2018-23	We will continue to promote Gaelic through our dedicated Gaelic Twitter account and promote the work of others through this account. In addition, we will look to expand the Gaelic content by using Gaelic more frequently on @scotgovedu and consider how this could be rolled out to other portfolio twitter channels.
Target Date	On-going
Responsibility	Communications/Gaelic and Scots team

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	The Scottish Government has Gaelic content on its website.
SG Gaelic Plan, 2018-23	We will increase Gaelic presence on the Scottish Government corporate website on the basis of the principle of equal respect, visibility and usability of Gaelic. We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	On-going
Responsibility	Communications/Gaelic and Scots team

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	The Scottish Government recognises the value of using Gaelic in our publications. We will ensure that consultations are issued bilingually where appropriate, and responses in Gaelic are encouraged. Consultation responses received in Gaelic will be responded to in Gaelic. In addition, Gaelic translations of Scottish Government printed materials are available on request.
SG Gaelic Plan, 2018-23	We will continue to produce Gaelic publications and will include guidance on this in the proposed Gaelic corporate pages to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	On-going
Responsibility	All Directorates/Gaelic and Scots team

Desired Outcome	Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	We have access to high quality advice and translation to ensure high quality of resources.
SG Gaelic Plan, 2018-23	We will develop particular content in relation to the Scottish Government's Gaelic Language Plan to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	On-going
Responsibility	Gaelic and Scots

Staff

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	The Scottish Government undertook a staff survey in 2010.
SG Gaelic Plan, 2018-23	The Scottish Government will undertake a staff audit of Gaelic language and skills.
Target Date	2022
Responsibility	Gaelic and Scots team/Learning Analysis

Desired Outcome	Induction Knowledge of the public authority's Gaelic Language Plan included in new staff inductions.
Current Practice	There has been little or no Gaelic in our induction process for new staff.
SG Gaelic Plan, 2018-23	The Scottish Government will introduce a Gaelic section in to our induction pack for new staff. We have an open offer to provide Gaelic sections for any local induction packs. The Gaelic and Scots team to provide support at welcome events for staff.
Target Date	On-going
Responsibility	People Development/Gaelic and Scots team

Desired Outcome	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	Language learning is available to all staff that wish to undertake this. Training budgets are provided at a local level which enables staff the opportunity to consider the right training that they require to deliver their roles. Advice on courses is available from the Gaelic and Scots team and People Development.
SG Gaelic Plan, 2018-23	The Scottish Government will continue to promote Gaelic language learning opportunities. We are developing a new Learning Experience Platform and we will ensure Gaelic is incorporated to maximise the learning opportunities for staff. We will develop interactive materials on the Gaelic Language Plan.
Target Date	On-going
Responsibility	People Development/Gaelic and Scots team

Desired Outcome	Awareness training Gaelic awareness training offered to staff.
Current Practice	In addition to the Gaelic awareness sessions included in our induction events, the Gaelic and Scots team offer awareness sessions to other Divisions.
SG Gaelic Plan, 2018-23	We will continue to provide the offer for Gaelic awareness sessions and will consider Gaelic awareness contents for the new Learning Experience Platform to maximise the learning opportunities for staff.
Target Date	On-going
Responsibility	People Development/Gaelic and Scots team

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.
Current Practice	Level of Gaelic skills required for certain posts will be considered where necessary and specified when recruiting to these posts. This will include posts for which Gaelic skills are essential. Level of Gaelic skills considered when recruiting to certain posts as necessary.
SG Gaelic Plan, 2018-23	This commitment will continue and advice on this will be part of our corporate website.
Target Date	On-going
Responsibility	HR Policy and Delivery

Desired Outcome	Recruitment Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with Bòrd na Gàidhlig recruitment advice.
Current Practice	Consideration is given to posts and whether Gaelic is essential or desirable.
SG Gaelic Plan, 2018-23	Posts will continue to be considered Gaelic essential or desirable. Level of Gaelic skills considered when recruiting to certain posts as necessary.
Target Date	On-going
Responsibility	HR Policy and Delivery

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Gaelic posts are advertised bilingually.
SG Gaelic Plan, 2018-23	Gaelic posts will continue to be advertised bilingually. Advice will feature on our Gaelic corporate pages.
Target Date	On-going
Responsibility	HR Policy and Delivery

Gaelic Language Corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions (GOC) will be followed in relation to all written materials produced by the public authority.
Current Practice	The Scottish Government has regard for the Gaelic Orthographic Conventions.
SG Gaelic Plan, 2018-23	We will continue to follow the Gaelic Orthographic Conventions. We will include details regarding GOC in our Gaelic corporate website to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	2023
Responsibility	Gaelic and Scots team

Desired Outcome	Place-names Gaelic place name advice from Ainmean-Àite na h-Alba (AAA) is sought and used.
Current Practice	The Scottish Government works closely with AAA to ensure that correct details and advice is acquired. We are also a member of AAA's committee.
SG Gaelic Plan, 2018-23	We will continue to work with Ainmean Àite na h-Alba (Gaelic Place-Names of Scotland) to ensure consistent orthography of Gaelic in place-names. We will include details regarding AAA's work in our Gaelic corporate website to ensure staff have the knowledge that they require to deliver our duties of support for the Gaelic Language.
Target Date	2023
Responsibility	Gaelic and Scots team

▶ **Chapter IV**

Links To The National Performance Framework

The National Performance Framework is for the whole of Scotland. Its purpose is 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 values that underpin and guide our approach, to:

- treat all our people with kindness, dignity and compassion
- respect the rule of law
- act in an open and transparent way

More detail on the Framework can be found here; **[NPF_A4_Booklet.pdf](#)** (nationalperformance.gov.scot)

How the Scottish Government is supporting Gaelic

The Scottish Government is working with a number of policies and projects that have been created to securing a sustainable future for Gaelic against the aims of the National Performance Framework. Some of these follow.

Communities

The Scottish Government has been a supporter of the work of MG ALBA and recognises the support it offers to those learning the language in our communities. We have committed to supporting Speak Gaelic for the next three years.

The Cnoc Soilleir project will bring cultural, economic and educational benefits to the community of South Uist, and beyond. The Scottish Government was pleased to support Phase 1 of this development and we have agreed further funding support to Phase 2.

Police Scotland and the Scottish Fire and Rescue Service have prepared and published a Gaelic Language Plan setting out the actions they intend to take forward in support of Gaelic, which contributes towards ensuring that Gaelic has a sustainable future in Scotland.

We have also identified opportunities within CashBack for Communities to promote the use of Gaelic language with the planned a review of the CashBack for Communities website.

The evaluation report for Phase 4 of the CashBack for Communities will be made available in Gaelic.

The Scottish Government has produced the Democracy Matters – Local Government Review documents in Gaelic to ensure accessibility.

The National Islands Plan recognises the specific needs for Gaelic while delivering improved outcomes for island communities through our policies and by working closely with local authorities and key stakeholders throughout the implementation of the National Islands Plan. Gaelic features prominently throughout the Plan and is directly linked to 11 Commitments across 7 out of its 13 Strategic Objectives. The National Islands Plan says that we will:

- Ensure that policies aim to retain and attract Gaelic speakers to live and work in Gaelic speaking island communities.
 - Ensure that opportunities to develop the wellbeing of the Gaelic language and increase the number of speakers and users are considered as part of sustainable economic development.
 - Ensure that the impact on Gaelic speaking communities is considered as housing policies are developed.
 - Ensure that health, social care and wellbeing services are available through the medium of Gaelic to support Gaelic speaking island communities.
 - Ensure that Gaelic speakers in island communities are encouraged and supported to represent themselves through the medium of Gaelic.
 - Support all of Scotland's indigenous languages and dialects in ways that are relevant to the communities where these are spoken.
- Ensure that the commitments in this plan are informed by and aligned with the commitments in the National Gaelic Language Plan, working closely with Bòrd na Gàidhlig.
 - Ensure that the effect on Gaelic language development is considered from the outset in island-specific policies and initiatives and that these link to statutory Gaelic language plans.
 - Work with public authorities and community groups in increasing the use and visibility of Gaelic in Gaelic speaking island communities.
 - Work with relevant authorities to improve Gaelic provision for Gaelic speaking island communities in delivering their functions and services.
 - Continue to support and promote Gaelic medium education at all levels.

Following consultation for the Island Communities Impact Assessments (ICIAs) Guidance, we considered how through the implementation of the Islands (Scotland) Act 2018, ICIAs can help to mitigate against any detrimental impacts on Scotland's indigenous languages and dialects; in ways that are relevant to the island communities where these are spoken.

Culture

- The Scottish Government published A Culture Strategy for Scotland which recognises that Gaelic culture should be celebrated in and of itself and also provides opportunities for skills development and expression, for access and participation. This strengthens the profile and appeal of the language and the confidence with which it is used. A Gaelic summary of A Culture Strategy for Scotland can be found **here**.
- Ensuring that the National Partnership for Culture will continue to reflect the importance of Gaelic and traditional arts through its work programme.
- Ensuring that national cultural bodies continue to implement their commitments, for example; Creative Scotland Gaelic Language Plan 2019-22 and Historic Environment Scotland Gaelic Language Plan 2018-2023.
- We will consider Gaelic, as appropriate, within our policy developments relating to the creative industries.
- We will support the work of makers and practitioners in the creative industries that use Gaelic language and culture as a medium of expression.
- The Scottish Government will monitor the extent to which Gaelic arts have been supported by recent emergency support schemes targeted at culture organisations.
- The Scottish Government will also look to capitalise on any opportunities to promote Gaelic culture and traditional arts due to Scottish cultural organisations choosing to participate in programmes such as Festival UK 2022 and our Themed Years, including the Year of Scotland's Stories in 2022.
- The Scottish Government has increased its funding to MG ALBA recognising the importance that the channel has in supporting Gaelic community and learners.
- The Scottish Government will consider how it can support MG ALBA in its discussions with the UK Government on parity of funding with S4C.
- The Scottish Government now core funds An Comunn Gàidhealach in recognition of its importance to Gaelic culture and the economic benefits it brings. We will also continue to sponsor the Gaelic Ambassador of the Year award which is presented at the Royal National Mod.
- The Scottish Government has supported the FilmG awards allowing children in Gaelic and English education to learn the technical and language skills to create original films.

Economy

- Digital connectivity is particularly important to the economic and social wellbeing of remote and rural communities, and this has been highlighted during the global health pandemic when we've had to find new ways to access and deliver public and commercial services, transport, work, learning and social interaction.
- Digital Scotland Superfast Broadband is delivered in partnership with Highlands and Islands Enterprise (HIE) who use a range of ways to engage with Gaelic communities through the Gaelic speaking team members and production of bilingual information.
- We will consider how elements of this approach can be adopted across the SG Digital Connectivity portfolio of broadband and mobile connectivity programmes, including information material used to engage individuals and local communities with programmes which directly impact them and over where they have choices to make, for example about FTTP installation, the Scottish Broadband Voucher Scheme (SBVS) and S4GI across all channels including news releases, social media, advertising etc.
- Transport Scotland has established a rationale for introducing bilingual direction signs on trunk roads that serve communities where Gaelic is spoken. The policy includes the A9, A82 trunk road from Tarbet to Inverness and those trunk roads leading to the ferry ports at Kennacraig, Oban, Mallaig, Uig and Ullapool.
- This policy is being implemented on the basis of opportunities created by programmed improvement works such as the A9 Dualling as well as planned maintenance. This provides an affordable way of extending the bilingual signs coverage on the network within available funds. Agreement with The Highland Council and Argyll & Bute Council has been established, to ensure continuity and consistency with the connecting local roads.
- Transport Scotland has developed specific guidance to ensure that bilingual direction signing is designed in a consistent and clear way, aligned with the guidance contained in the Traffic Signs Manual. This guidance will be published on the Transport Scotland website to assist those designing traffic signs on these routes.

Education

- The Scottish Government has created Standardised Assessments in Gaelic. We will continue to explore potential opportunities in this area for the inclusion of the language.
- We will consider how Gaelic could be incorporated in to the Research Strategy for Gaelic.
- Recognising the importance of Gaelic teachers to our aims for increasing the number of speakers we have incorporated Gaelic in to our Teacher Training website.
- Bursaries for those interested in teaching in STEM subjects are open to those who wish to teach through the medium of Gaelic.
- Early years is the an important time for young people's development and we have supported Gaelic Bookbug bags and sessions are now available. These are being incorporated in to the Scottish Books Trust's app.
- The Scottish Government recognises that a great number of parents need support with their child's learning and Gaelic is included in the Parent Club website.
- We continue to ensure accessibility to Gaelic education though our support to local authorities.
- We have, and continue, to support local authorities with the development of new schools and units across Scotland.
- The Scottish Government core fund e-Sgoil to ensure Gaelic education is accessible to those who want it.
- The Scottish Government core funds Sabhal Mòr Ostaig and also support other Further and Higher courses, including teacher training.
- The Children and Young People (Scotland) Act 2014 is a key part of the Scottish Government's strategy for making Scotland the best place in the world to grow up. The Act established a new legal framework within which public services are to work together in support of children, young people and families in Scotland and will naturally consider the needs of young Gaels within this work.
- We have developed the Faster Rate of Progress initiative with partners across the Scottish public authority landscape.
- We have brought forward legislation in support of the Gaelic language. Most recently, the Education (Scotland) Act 2016 and we will continue to promote the provisions to those involved in Gaelic education.
- The Scottish Government invested in the creation of e-Sgoil recognising the value that it brings for Gaelic and the widening of access to those who wish to learn through the language. This support will continue.
- The Scottish Government supports the Gaelic Learners in Primary School training. This continues to be a success and is widening to now include early years.
- The Scottish Government recognises that Gaelic secondary provision needs to meet the expectations of young people and we are working with partners to support this delivery.
- The Scottish Government created the Gaelic capital fund to support Local Authorities and community projects with construction costs. We will continue to work, giving priority to schools, with bodies that want to expand provision and support for the Gaelic language.

Fair Work and Business

- The Scottish Government Employability Division will develop Gaelic versions of any new/reprinted materials as part of marketing activity.
- Social Security Scotland will manage 17 benefits which are being introduced in stages and at the end of this process, it will be delivering benefits for people on low incomes, disabled people, carers and young people entering the workplace, and benefits to help people heat their homes. This gives Social Security Scotland considerable reach and it will consider how it can help raise the profile of the Gaelic language. All factsheets on these benefits have been made available in Gaelic.
- The Agency's logo is bilingual and this is used on all marketing materials. Consideration will be given to Gaelic signage and advertising.
- Social Security Scotland has a duty to promote its benefits, and information on all current, live benefits is already proactively provided in the Gaelic language and the Agency's interpretation, translation and transcription services already include the Gaelic language so people are able to talk to us on the phone and have letters and notifications etc. translated. The Agency will also consider how it can reach Gaelic users through its various stakeholder forums, groups and networks.
- In addition, Social Security Scotland will also engage with Bòrd na Gàidhlig to prepare a Gaelic Language Plan. This will help build upon the work already undertaken to support those who wish to use the Gaelic language.

International

- Our Directorate for International Trade and Investment will look at opportunities to raise the profile of Gaelic as part of overseas Ministerial visits and large scale Trade and Investment events.
- The Scottish Government created a Gaelic learning bursary with the Office of Gaelic Affairs in Nova Scotia and we will continue to support this while looking for opportunities to promote Gaelic through our Canada Hub.
- The Scottish Government supported the UNESCO Year of Indigenous Languages and will consider how we can support the forthcoming Decade of Indigenous Languages.
- The Scottish Government continues to be an active member of British Irish Council where all our languages are considered and supported.
- Engaging with Arctic and Nordic partners through the implementation of the Scottish Government's **Arctic policy framework** to encourage policy and knowledge exchange around the promotion and protection of indigenous languages, exploring opportunities to develop joint projects that contribute to UNESCO's Decade of Indigenous Languages (2022-2032).

Publication

Publishing and publicising the Plan

This is the third iteration of the Scottish Government's Gaelic Language Plan, and will remain in force for a period of five years from the date it is approved by Bòrd na Gàidhlig or until a new Plan has been put in place. Commitments in this plan will enhance and clarify the commitments in the previous iteration, in force from 20XX to 20XX.

Publicising the Plan the Scottish Government Gaelic Language Plan will be published bilingually on the Scottish Government website.

In addition, we shall:

- widely promote the Plan including sharing on social media
- make the Plan known to employees via the Scottish Government Intranet and update employees with new policies and initiatives developed under the Plan
- make copies of the Plan available on request
- notify relevant stakeholders with information on how to access the Plan

Resourcing the Plan

The Scottish Government does not expect any additional costs as a result of these commitments. However, if costs do arise it will make appropriate provision for the resourcing of this Plan, in respect of those services delivered directly by us. Our NDPBs and Agencies, agents and contractors will be responsible for arranging to meet the costs of implementing their own Gaelic Language Plans.

Monitoring the Plan

An annual monitoring report on the implementation of this Plan will be sent to Bòrd na Gàidhlig. In monitoring implementation, we will focus on the following areas in particular: Scottish Government policies and how they impact on Gaelic development; the implementation of specific core commitments in Chapter II; the contribution being made towards implementation of the National Gaelic Language Plan as set out in Chapter III; details of materials published in Gaelic whether in whole or in summary form; the nature and number of comments received regarding the delivery of the measures contained in the Plan.

▶ **Chapter V**

The Gaelic Language Plan in the Scottish Government

Overall responsibility for the Plan

The Permanent Secretary will be responsible ultimately for ensuring that the Scottish Government delivers the commitments set out in this Plan.

Directors-General

The Scottish Government will adopt a devolved approach to the implementation of the Plan and Directors-General will be responsible for ensuring that their staff are made aware of the Plan and how it affects their area of work.

Scottish Government Gaelic and Scots team

The Scottish Government's Gaelic and Scots team, which is part of the Learning Directorate, is responsible for Gaelic policy matters. We will report progress on the commitments in this Plan to Bòrd na Gàidhlig annually. We will work closely with contacts across the organisation to ensure the implementation of the Plan, and to identify opportunities for expansion going forward. We will also respond to all ad hoc requests on progress from the Bòrd. In the event that the terms of the Plan are not being met, then the report will explain the reasons why and will set out the steps which are being taken by the Scottish Government to address the difficulties.

Day-to-day responsibility for the Plan

The Gaelic Development Officer has day-to-day responsibility for issues relating to the Scottish Government's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Niall Bartlett
Gaelic Development Officer
Learning Directorate
Scottish Government
Area 2 b(North), Victoria Quay, Edinburgh,
EH6 6QQ

niall.bartlett@gov.scot

Engaging with Staff

The Scottish Government will promote advice to staff through the internal website and the Scottish Government Gaelic Implementation Group.

Annex A – Consultation arrangements – Responding to this Consultation

The Scottish Government is seeking views on the third iteration of its Gaelic Language Plan, to inform the execution of our commitment to Gaelic, and to inform how we can best support the development of the Gaelic language in Scotland.

Please respond to this consultation using the Scottish Government's consultation hub, Citizen Space https://consult.gov.scot/learning-directorate/gaelic_language_plan

You can save and return to your responses while the consultation is still open. Please ensure that consultation responses are submitted before the closing date of Thursday 9 September 2021.

If you are unable to respond using our consultation hub, please complete the Respondent Information Form and send to: sgglp@gov.scot

Handling your response

If you respond using the consultation hub, you will be directed to the About You page before submitting your response. Please indicate how you wish your response to be handled and, in particular, whether you are content for your response to be published. If you ask for your response not to be published, we will regard it as confidential, and we will treat it accordingly.

All respondents should be aware that the Scottish Government is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and would therefore have to consider any request made to it under the Act for information relating to responses made to this consultation exercise. If you are unable to respond via Citizen Space, please complete and return the Respondent Information Form included in this document.

To find out how we handle your personal data, please see our privacy policy: <https://www.gov.scot/privacy/>

Next steps in the process

Where respondents have given permission for their response to be made public, and after we have checked that they contain no potentially defamatory material, responses will be made available to the public at <http://consult.gov.scot>. If you use the consultation hub to respond, you will receive a copy of your response via email. Following the closing date, all responses will be analysed and considered along with any other available evidence to help us.

Responses will be published where we have been given permission to do so. An analysis report will also be made available.

Comments and complaints: If you have any comments about how this consultation exercise has been conducted, please send them to the contact address above or at ConsultationPSC@gov.scot.

Scottish Government consultation process

Consultation is an essential part of the policymaking process. It gives us the opportunity to consider your opinion and expertise on a proposed area of work. You can find all our consultations online: <http://consult.gov.scot>. Each consultation details the issues under consideration, as well as a way for you to give us your views, either online, by email or by post.

Responses will be analysed and used as part of the decision making process, along with a range of other available information and evidence. We will publish a report of this analysis for every consultation. Depending on the nature of the consultation exercise the responses received may:

- indicate the need for policy development or review
- inform the development of a particular policy
- help decisions to be made between alternative policy proposals
- be used to finalise legislation before it is implemented

While details of particular circumstances described in a response to a consultation exercise may usefully inform the policy process, consultation exercises cannot address individual concerns and comments, which should be directed to the relevant public body.

Scottish Government consultation exercises aim to provide opportunities for all those who wish to express their opinions on a proposed area of work to do so in ways which will inform and enhance that work.

The Scottish Government may make the responses to this consultation paper available to the public and to the Scottish Parliament.

Please complete the relevant sections in the response form to ensure that we will treat your response appropriately. All responses will be acknowledged, analysed and considered by the Scottish Government Gaelic & Scots Team.

Respondents should be aware that the Scottish Government is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and would therefore have to consider any request made to it under the Act for information relating to responses made to this consultation exercise.

Annex B – Respondent Information Form



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gov.scot

RESPONDENT INFORMATION FORM

Please Note this form **must** be completed and returned with your response.

To find out how we handle your personal data, please see our privacy policy:
<https://www.gov.scot/privacy/>

Are you responding as an individual or an organisation?

- Individual
 Organisation

Full name or organisation's name

Phone number

Address

Postcode

Email

The Scottish Government would like your permission to publish your consultation response. Please indicate your publishing preference:

Information for organisations:

The option 'Publish response only (without name)' is available for individual respondents only. If this option is selected, the organisation name will still be published.

If you choose the option 'Do not publish response', your organisation name may still be listed as having responded to the consultation in, for example, the analysis report.

- Publish response with name
- Publish response only (without name)
- Do not publish response

We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for the Scottish Government to contact you again in relation to this consultation exercise?

- Yes
- No

Annex C – Consultation questions

Question 1(a) – What are your views on the Scottish Government's Core Commitments in Chapter 3, regarding Status?

Question 1(b) – What are your views on the Scottish Government's Core Commitments in Chapter 3, regarding Communicating with the Public and Information?

Question 1(c) – What are your views on the Scottish Government's Core Commitments in Chapter 3, regarding Staff?

Question 1(d) – What are your views on the Scottish Government's Core Commitments in Chapter 3, regarding Corpus?

Question 2 – Do you have anything further to suggest regarding the Scottish Government's Gaelic Plan as a whole, and its effectiveness in fulfilling the objectives of the National Gaelic Language Plan?



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