

**East Renfrewshire Council's**  
**Gaelic Language Plan**  
**2023-2028**

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

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Gaelic Language (Scotland) Act 2005 and was  
approved by Bòrd na Gàidhlig on 10<sup>th</sup> September 2024

## Foreword

East Renfrewshire Council (ERC) recognises the important contribution Gaelic has made to our history and our living culture, and we will continue to support this through the delivery of the second edition of our Gaelic Language Plan. This edition builds on the work carried out throughout the first edition of our Gaelic Language Plan 2018-23 and details additional actions the Council will take to raise awareness and help secure, promote and develop the Gaelic language and culture in East Renfrewshire in a way that is proportionate to our area.

This edition was created during an exciting period for Gaelic in East Renfrewshire, with the first Gaelic Medium Education facility in the area opening in August 2023. During the lifetime of this edition we hope to build on this development and continue to expand this offer, identifying a range of opportunities for our communities and workforce and learning from good practice in other local authorities while working in partnership where possible.

In producing this edition, East Renfrewshire Council is committed to ensuring we reflect the aims and principles of the Gaelic Language (Scotland) Act 2005. Through the implementation of this edition over the next five years, we aim to support the delivery of the National Gaelic Language Plan and the objectives of the Education (Scotland) Act 2016 in a way that is realistic for our local authority and mindful of the difficult economic challenges we continue to face.

Steven Quinn  
Chief Executive  
East Renfrewshire Council

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## 1. Introduction

Article 27 of the Universal Declaration of Human Rights states “*Everyone has the right freely to participate in the cultural life of the community*”. This guarantees the right of everyone to access, participate in and enjoy culture, cultural heritage and cultural expressions. With Gaelic having been spoken in Scotland for over 1,500 years, it is an integral part of Scotland’s heritage and cultural identity.

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. The Act empowers Bòrd na Gàidhlig to require public authorities to prepare a Gaelic Language Plan 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 East Renfrewshire’s second 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. East Renfrewshire’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.

### **National Gaelic Language Plan**

The National Gaelic Plan concludes that Gaelic development has made good progress yet there is much to do to maintain this and increase momentum by means of new commitments to ensure that “**Gaelic is used more often, by more people and in a wider range of situations**”. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland’s cultural life.

East Renfrewshire Council supports the aim of the National Gaelic Plan and is committed to contributing to these goals through focussing our work under these three headings:

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

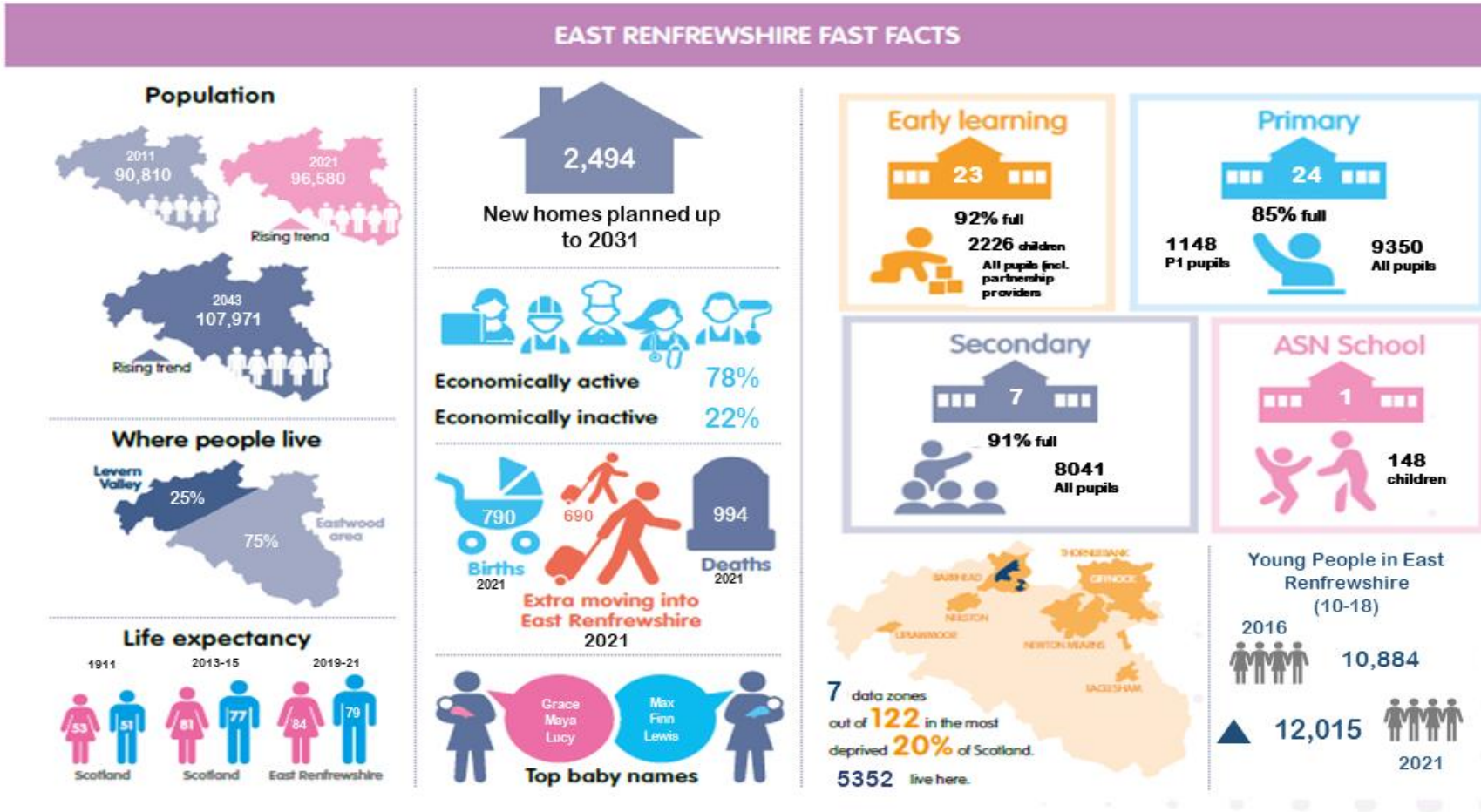
## Local Area

East Renfrewshire is situated to the south of the City of Glasgow and covers an area of 67 sq miles, 85% of which is rural land with the remaining area comprising mainly residential suburbs. The Levern Valley area includes the settlements of Barrhead, Neilston and Uplawmoor. The Eastwood area includes Busby, Clarkston and Williamwood, Eaglesham and Waterfoot, Giffnock, Netherlee and Stamperland, Newton Mearns and Thornliebank.



## Local Demographic

Information below accurate at time of writing in 2023. Updates throughout the lifespan of the plan can be found here: <https://www.eastrenfrewshire.gov.uk/programmes-and-plans> (Planning for the Future).



## Local authority

East Renfrewshire Council provides local government services for all of East Renfrewshire and aims to be a **modern, ambitious council creating a fairer future with all**. The Council employs over 4000 members of staff that operate across 5 departments:

- Chief Executive's Office
- Business Operations and Partnerships
- Education
- Environment
- Health and Social Care Partnership

East Renfrewshire Council is a coalition administration between Labour and one independent councillor. 18 councillors represent 5 multi-member wards with a political composition of:

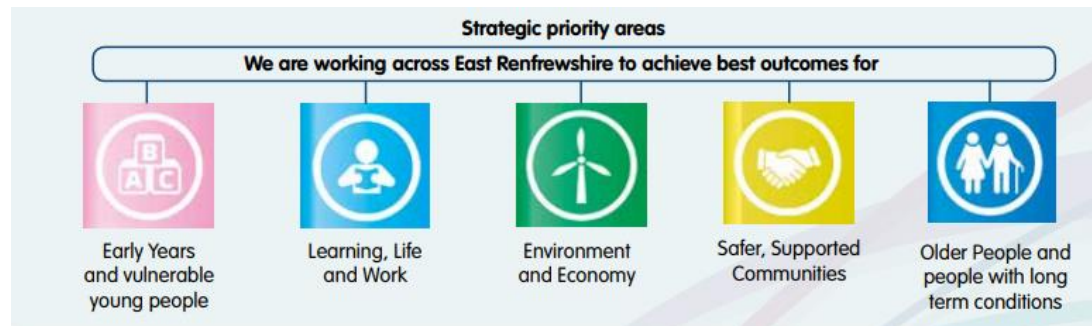
- SNP- 6
- Conservative- 5
- Labour- 5
- Independent- 2

Expenditure for East Renfrewshire Council in 2022/23 was over £330m. However, in October 2022, the Council announced it was facing a funding shortfall of more than £30m over the next three years due to a variety of reasons. Tough savings for both staff and residents have been proposed over the coming years, therefore this plan has been developed in the context of this precarious financial climate and the actions set out are reflective of this.

## Local priorities

We strive to maintain the area's reputation as an attractive and thriving place to grow up, work, visit, raise a family and enjoy later life. We do this by working with our Community Planning Partners to create stronger and fairer communities together with the people of East Renfrewshire. Our Community Plan (including Fairer East Ren) is a 10-year high-level plan that articulates the priorities and context for partnership working in East Renfrewshire to ensure all of the plans and strategies of the Community Planning Partnership are working towards the same aims and vision for our communities.

These outcomes describe what life will be like for our children, young people, adults and older people when we achieve our ambitions. There are currently five priority areas that are consistent throughout our strategic planning. These are:



The plan includes Fairer East Ren (our Local Outcomes Improvement Plan). Focusing on tackling inequalities across East Renfrewshire, we are delivering on action plans for each of the Fairer East Ren themes with our community planning partners.

The commitments set out in East Renfrewshire's Gaelic Language Plan 2023-2028 will contribute to this vision, in particular through the following outcomes:

- 2.1 Residents have the right skills, learning opportunities and confidence to secure and sustain work (Fairer East Ren outcome)
- 2.2 Children and young people are included
- 2.3 Children and young people raise their educational attainment and achievement and develop the skills they need
- 3.4 East Renfrewshire is a great place to visit
- 4.4 Residents live in communities that are strong, self-sufficient and resilient

## Gaelic in Scotland

Gaelic is one of the national languages of Scotland and has a rich heritage and thriving culture of music, folklore and literature which can be seen in the national Fèisean movement; the Royal National Mòd; local Mòds and Comhairle nan Leabharaichean (The Gaelic Books Council). The historical influence of the language can be seen in many place names across Scotland and through the names of numerous landmarks such as mountains and lochs. When you're in Scotland programmes in Gaelic across TV, radio and online.

The Gaelic language is an integral part of Scotland's heritage, identity and culture. And represents a compelling opportunity for the Scottish tourism industry as a unique selling point and authentic part of the experience of visiting Scotland.

Scotland's Census found that 2.5% of people aged 3 and over had some skills in Gaelic in 2022. This is an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic. In 2001 1.9% had some Gaelic skills, similar to 2011. In Na h-Eileanan Siar the majority had some Gaelic skills (57.2%). This was far higher than the next highest council areas, Highland (8.1%) and Argyll and Bute (6.2%). In all other council areas less than 3% of people aged 3 and over had some Gaelic skills.



Since the launch of Gaelic on the Duolingo app on St Andrew's Day 2019, 1.5 million people have started learning the language to reconnect with their heritage, with the primary motivation for learning being recorded as culture. Most local authorities either have or are planning towards Gaelic Medium education in their area and over 60 public bodies have a statutory plan in place outlining how they are contributing towards the sustainment and growth of Gaelic in Scotland.

## Gaelic within East Renfrewshire

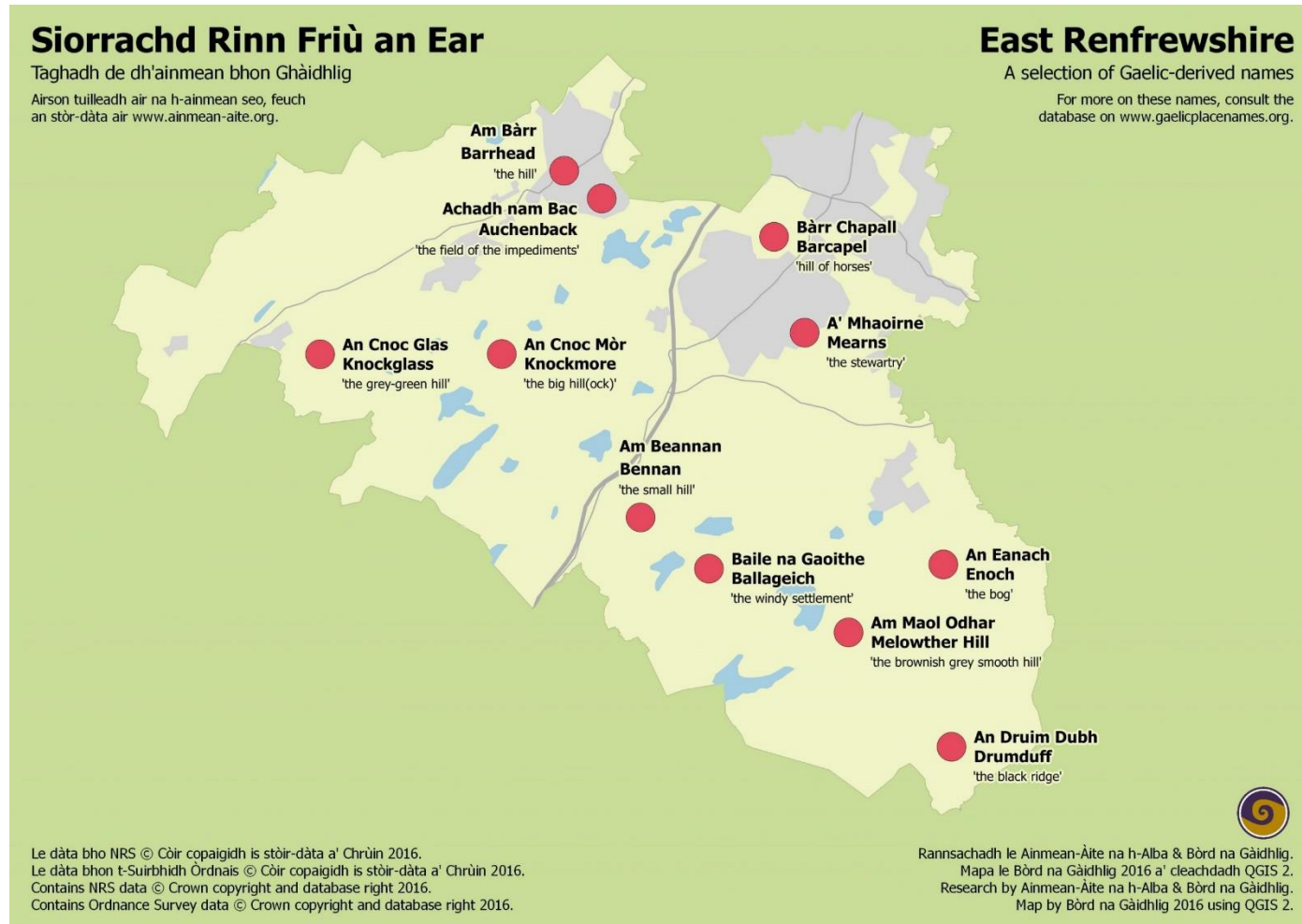
### Overview

East Renfrewshire has a relatively small Gaelic speaking community. The 2022 Census indicated that, across the council area, 1.4% (1,357 people) of those aged 3 and over, have some Gaelic language skills. This is an increase of 483 people since the 2011 survey. .

In East Renfrewshire, there are opportunities to engage in Gaelic learning both in schools and in the community, including Gaelic Bookbug that takes place in our libraries as well as adult learning classes.

Area	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
East Renfrewshire	94,174	486	459	194	87	102	27	92,817

The influence of Gaelic in East Renfrewshire’s place names is clear and the below map, produced by Bòrd na Gàidhlig and Ainmean Àite na h-Alba, highlights the widespread influence of the language.



### *Education*

East Renfrewshire Council is committed to providing Gaelic education opportunities for our residents and those who wish to undertake this in the future. There is a Gaelic Bookbug that takes place in our libraries for children ages 0-4. We also provide financial support to transport a small number primary pupils and secondary pupils to the Glasgow Gaelic School and to the Mount Cameron Gaelic facility in South Lanarkshire. Following a consultation in February 2022, a full assessment of the need for Gaelic Medium Primary Education (GMPE) in East Renfrewshire was carried out, after five children were identified for the school year 2023/2024 and a further six children for subsequent years.

In June 2022 the [Education Committee](#) approved composite GMPE provision to be located at Thornliebank Primary School from autumn 2023 with the recruitment of two Gaelic speaking staff. This will allow pupils starting Primary 1 in August to access local provision within a dedicated establishment. This is a significant step for East Renfrewshire and it is hoped that embedding GMPE within our schools will have a wider ripple effect across our communities in terms of language acquisition and usage. We believe this will demonstrate a commitment and recognition of the prestige of Gaelic across the Council and will continue to actively promote Gaelic language learning.

### *Adult Learning*

Beginner and advance Gaelic Language classes are held in Giffnock during term times at a reduced cost. These classes were originally for parents or guardians of children at Gaelic Medium Education schools but are open to anyone with an interest in the language. More information about the classes can be found at: <https://www.whatoneastrenfrewshire.co.uk/listings/learn-gaelic-for-beginners-&-advanced/>

### **Gaelic Language within ERC**

We conducted an internal staff Gaelic capacity audit in preparing this document so that the actions and commitments could be aligned with the existing skills of our organisation and to highlight where additional recruitment and/or training is required.

### **Summary of findings**

- There are currently 2 jobs in East Renfrewshire Council that require Gaelic as an essential skill, one 0.5FTE Class Teacher and 1FTE Principal Teacher post for the new GME school

- There were 40 responses to the survey in total, which represents c.1% of all Council staff.
- 5 people could understand/read/write/speak Gaelic to a certain extent
- 4 people had participated in some level of Gaelic learning, ranging from using Duolingo to it being part of their school curriculum
- No respondents had ever had to use Gaelic in the workplace
- 70% expressed some interest in taking part in Gaelic awareness training

We will use this information as baseline data and will look to compare this against information gathered for our next Gaelic Language Plan.

A more detailed report of the capacity audit can be found in Appendix 1.

## **2. Key Principles**

This section of the plan confirms East Renfrewshire Council's commitment to three key principles to be applied across the plan and throughout the authority.

### **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. The Bòrd, in turn, expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

East 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**

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

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice. We will ensure that our Gaelic language services are as accessible as our English language services.

## **Mainstreaming**

In the formation, renewal and monitoring of policies, East Renfrewshire Council will consider the commitments made in this Gaelic language plan and ensure that the impacts on Gaelic are in line with the National Gaelic Language Plan's aim that Gaelic is used more often, by more people and in a wider range of situations.

In order to achieve this aim, the normalisation or mainstreaming of Gaelic as part of the day-to-day fabric of modern Scottish life is a key action and public authorities are central to this.

## **3. Consultation**

As part of the 2005 Act, public bodies are required to bring a draft of its Gaelic Language Plan to the attention of all interested parties. East Renfrewshire Council consulted publicly on the draft between May and June 2023 and has incorporated the findings into the final plan. The online consultation was open for six weeks and was promoted through the Council's social media channels.

- In total, there were 157 responses to the survey, with a further 324 'agreements' from respondents to other peoples' opinions on the Commonplace platform
- Around 50% of respondents were happy/satisfied with how easy the Plan was to read and follow
- 6% of people who responded could understand/speak/read Gaelic

A significant number of respondents were concerned about the use of existing resources to implement the GLP given the relatively low numbers of Gaelic speakers, writers and readers in East Renfrewshire. Responses highlighted the following points to improve in the plan and which we have since incorporated:

- More detail is needed around opportunities available for adults to learn Gaelic
- Need for a better understanding of why the plan is important and the history of Gaelic in East Renfrewshire
- More information about how the plan will be resourced and implemented

A more detailed report of the consultation can be found in Appendix 2.

## 4. Our Plan Commitments

### 4.1 Corporate Service Aims

Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims. The Corporate Service Aims are based on Bòrd na Gàidhlig's experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector. All public authorities are expected to address all of these Corporate Service Aims in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

East Renfrewshire Council have ensured that the actions set out are proportionate to and reflective of both the size of our local authority and our ability to develop Gaelic in the local area within the context of a challenging budget position over the next few years.

#### Status

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Logo and brand-</b> render the corporate logo 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 language	There is currently no Gaelic logo or branding for East Renfrewshire	A dual version of the corporate logo is being developed to coincide with the opening of our GMPE establishment in August 2023.	August 2023	Business Operations and Partnerships
		This dual logo will be made available and offered by the Communications Team	August 2023	
		A new dual school-level logo is being developed for the new GMPE establishment opening.	August 2023	

<b>Signage-</b> Prominent signage will include Gaelic and English as part of any renewal process	There is currently no Gaelic signage on East Renfrewshire Council premises	Signage in the GME school will include Gaelic and English as part of any renewal process.  High profile and prominent Council-wide signs will be rendered bilingual on a renewal basis.	Yearly throughout this edition  Yearly throughout this edition	Education/ Environment

### Communicating with the public

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Promotion-</b> positive message that communication from the public in Gaelic is always welcome	At present, we do not consistently promote the use of Gaelic to our residents.	A web page will be created outlining the GMPE offer in East Renfrewshire, which will be in both languages. There will also be a website section for the Gaelic Language Plan in both languages that will include a statement that says we welcome any communication from the public in	Yearly throughout this edition	Business Operations and Partnerships

		Gaelic. This statement will also be added on the Council's 'contact us' page.		
<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 general policy	Where requests have been received, we have responded in Gaelic within an appropriate timeframe.	Our Translation, Interpretation and Communication guidance will be refreshed to include specific reference to Gaelic and the process to be followed in replying in this language, ensuring the most recent Gaelic Orthographic Conventions are adhered to. The guidance will also specify that Gaelic and English responses should be made to the same timeframe.	Yearly throughout this edition	Business Operations and Partnerships
<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	We do not currently have any Gaelic speaking staff on reception or phones.	Appropriate training will be offered for staff who express an interest in learning Gaelic. Employees will be actively encouraged to undertake such training through the Council's annual Learning & Development calendar which is publicised to all staff.	Yearly throughout this edition	Business Operations and Partnerships
<b>Public meetings-</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted	Where notice of 3 weeks is given, we provide an interpreter service for key public meetings	Continue to implement this policy and actively offer this service to the public	Monthly throughout this edition	Business Operations and Partnerships



## Information

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p><b>News releases-</b> high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English</p>	<p>We do not currently issue any news releases bilingually.</p>	<p>A dual language news release will be issued upon the opening of the GMPE establishment in August 2023.</p> <p>Other opportunities to promote the work of the GMPE school and other Gaelic work will be identified on an ongoing basis</p> <p>At least two bilingual news releases will be issued annually by the Council</p>	<p>August 2023</p> <p>Yearly throughout this edition</p> <p>Yearly throughout this edition</p> <p>Yearly throughout this edition</p>	<p>Business Operations and Partnerships</p>
<p><b>Social media-</b> Gaelic content distributed regularly through social media, guided by the level or actual and potential users</p>	<p>We have highlighted the GMPE offer on social media.</p>	<p>Content from the GMPE establishment and other Gaelic content will be shared on the council's social media regularly.</p>	<p>Yearly throughout this edition</p>	<p>Business Operations and Partnerships</p>
<p><b>Website-</b> Gaelic content should be available to the public authority's website, with emphasis given to pages with the</p>	<p>The Council's website currently has a page which provides information about GMPE and how this can be accessed.</p>	<p>Another web page will be created outlining the GMPE offer in East Renfrewshire, which will be in both languages. This will also outline Gaelic learning and cultural opportunities, as appropriate.</p>	<p>August 2023</p>	<p>Business Operations and Partnerships</p>

highest potential reach		Gaelic language will be introduced on some of the Council's key webpages to increase the number of residents reached.  The Gaelic Language Plan 2023-2028 will be published on the council website in both languages.	September 2024  Year 1	
<b>Corporate publications-</b> produced in Gaelic and English, with priority given to those with highest potential reach	We currently include a statement in corporate publications detailing that the document can be provided in an alternative language or format on request.	A proportion of Gaelic related publications will translated into Gaelic.	Yearly throughout this edition	Business Operations and Partnerships
<b>Language utility-</b> a process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high	We follow our existing translation and interpretation process when required, utilising the services of a professional translator.	We will continue to utilise the services of a professional Gaelic translator when requiring services for translation for publications, social media and website content	Yearly throughout this edition	All services
<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	East Renfrewshire Council does not, at present, provide a Gaelic element to any exhibitions	We will work with partners in East Renfrewshire Culture and Leisure to identify opportunities to deliver public exhibitions to highlight Gaelic language and culture	Yearly throughout this edition	All services

## Staff

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Internal Audit-</b> conduct an internal audit of Gaelic skills and training needs through the life of each plan	We currently do not have any information around the Gaelic language skills and training needs of our staff	An internal staff language skills audit to be carried out which will also include information gathering around interest or need for Gaelic training and how often the language is used in the workplace  Aim to increase response rate to staff skills survey (baseline 1%)	August 2023 and August 2028  By August 2028	Business Operations and Partnerships
<b>Induction-</b> knowledge of the public authority's Gaelic Language plan included in new staff inductions	East Renfrewshire Council does not currently include the Gaelic Language Plan in new staff inductions.	Information will be added to our current Corporate Induction to detail our Gaelic Language Plan	August 2024	Business Operations and Partnerships
<b>Language training-</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the Council's GLP	We do not offer any Gaelic language skills training or development to staff	We will work collaboratively with other public authorities to provide online learning opportunities to staff  We will provide information on all Gaelic e-learning forums such as 1+2 Languages, Go Gaelic!, Learn Gaelic and Duolingo sites	Yearly throughout this edition	Business Operations and Partnerships

<p><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</p>	<p>There is currently no offer of Gaelic awareness training for staff</p>	<p>We aim to provide a short eLearning Gaelic awareness course in partnership with a neighbouring local authority and actively promote this offer to staff, with a particular focus on senior staff and Councillors.</p>	<p>Yearly throughout this edition</p>	<p>Business Operations and Partnerships</p>
<p><b>Recruitment-</b> recognising and respecting Gaelic skills within the recruitment process throughout the public authority Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the GLP and in accordance with the Bòrd na Gàidhlig recruitment advice</p>	<p>Recruiting managers have the ability to update the person specification for vacancies to state if a language is essential / desirable for a particular role.</p>	<p>When Gaelic is identified as an essential requirement for a role, recruiting managers will designate it as such for that particular role.</p>	<p>Yearly throughout this edition</p>	<p>Business Operations and Partnerships</p>
<p><b>Recruitment-</b> bilingual or Gaelic only job adverts where Gaelic is an essential skill</p>	<p>Where Gaelic is listed as an essential skill, we have included the candidate pack bilingually.</p>	<p>We will continue to ensure that where Gaelic is an essential skill, information will be published in both Gaelic and English</p>	<p>Yearly throughout this edition</p>	<p>Business Operations and Partnerships</p>

## Gaelic Language Corpus

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<b>Gaelic Orthographic Conventions-</b> the most recent Gaelic Orthographic Conventions will be followed in relation to all written materials products by the public authority	All written materials produced by East Renfrewshire Council follow the most recent Gaelic Orthographic Conventions	We will ensure that Gaelic Orthographic Conventions are adhered to in all written materials produced	Yearly throughout this edition	All services
<b>Place-names-</b> Gaelic place name advice from Ainmean-Aite na h-Alba is sought and used	If we require information relating to place names, we would use Ainmean-Aite na h-Alba	We will use Ainmean-Aite na h-Alba whenever we require information relating to place-names	Yearly throughout this edition	All services

## 4.2 Strategic Aims for Gaelic Language

East Renfrewshire Council has agreed a set of strategic priorities with Bòrd na Gàidhlig .

The high-level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-2023, and 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**

East Renfrewshire's high-level aims are:

<b>Increasing the use of Gaelic</b>				
Strengthen partnerships with East Renfrewshire Culture and Leisure, local businesses and other key stakeholders to increase both the use and awareness of the Gaelic language in the Council area.				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
Residents are aware of and supported to use the Gaelic language in a range of settings throughout the authority.	We have an established a Gaelic Language Working Group, with officer representation from across Council departments and the Trust, to work in partnership to develop this edition and the implementation of the Gaelic Language Plan.	Increase the use and awareness of existing Gaelic resources in libraries.	Yearly throughout this edition	East Renfrewshire Culture and Leisure
		Further develop collaboration between East Renfrewshire Culture and Leisure and GME provision to offer community	Yearly throughout this edition	Environment

		<p>opportunities such as Gaelic Bookbug, after school clubs (Active Schools), etc.</p> <p>Raise awareness among businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture has something unique and engaging to offer visitors.</p> <p>Continue to meet as a Gaelic Language steering group and expand membership to ensure commitments of this edition are being delivered and there is a strategic approach to increasing the use of the language in the authority.</p>	<p>Yearly throughout this edition</p> <p>Every 6 months throughout this edition</p>	<p>All Services</p>
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<b>Increasing the learning of Gaelic</b>				
Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education, with progress monitored through existing quality improvement and self-evaluation processes.				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p>Gaelic Medium Primary Education is established at Thornliebank Primary School in August 2023.</p> <p>Children benefit from high-quality learning experiences throughout the curriculum.</p> <p>Teachers are well supported through opportunities to network with other GMPE establishments.</p>	<p>Pupils are transported to GMPS provision in neighbouring local authorities.</p>	<p>Recruit Gaelic Medium Principal Teacher 1FTE</p> <p>Recruit Gaelic Medium Teacher 0.5FTE</p> <p>Continue to recruit additional staff to ensure appropriate levels of staffing for the increasing roll in GMPS provision.</p> <p>Recruit Gaelic speaking PSA</p> <p>Recruit development officer to provide support for GMPE pedagogy and practice</p>	<p>April 2023</p> <p>August 2023</p> <p>Yearly throughout this edition</p> <p>August 2023</p> <p>August 2023/June 2024</p>	<p>Education</p>



Support and facilitate annual growth in Gaelic Medium Education (GME) at primary level towards a target of 25 children by August 2025				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Pupil numbers increase sufficiently over time .	Two primary 1 pupils accessing GME.  Older pupils accessing GME in neighbouring local authorities.	Effectively promote the choice of Gaelic Medium Primary Education to parents of children in ERC early learning and childcare establishments, including through partnership working with key agencies.	Yearly throughout this edition. Target 25 pupils by August 2025.	Education

Plan towards GME provision at secondary level in 2030.				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Pupil numbers increase sufficiently over time for high quality GM secondary education to be considered.	No GM secondary provision.	Effectively promote the choice of Gaelic Medium Secondary Education in GMPE, including through	Yearly throughout this edition.	Education

		<p>partnership working with key agencies.</p> <p>Liaise with other local authorities and national organisations to learn from strong practice elsewhere in designing upper primary and secondary GME.</p> <p>Work in partnership with national organisations to ensure availability of GME teaching staff with the appropriate skills and qualifications to support progression of GM learners through the stages.</p>	<p>Target 30 pupils by August 2028.</p>	
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<b>ERC High-level aim:</b> Raise awareness of Gaelic and increase opportunities for Gaelic learner education.				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p>Parents and children are aware of Gaelic learning opportunities they can access.</p> <p>Children at Thornliebank Primary School have planned opportunities to learn Gaelic as part of the wider curriculum.</p>	<p>No Gaelic learner education for children/young people.</p>	<p>Develop a strategic approach to sharing information with parents and children about Gaelic learning opportunities across the council area and in neighbouring authorities.</p>	Yearly throughout this edition	Education
		<p>Continue to plan Gaelic learning curricular opportunities from P1 and expand in line with GMPE year group progression.</p>	Yearly throughout this edition	Education
		<p>Plan whole-school opportunities to raise the profile of Gaelic through shared exploration and celebration of languages, cultures and diversity.</p>	Yearly throughout this edition	Education
		<p>Create opportunities for parents of children in GME to network and to increase their own Gaelic language skills.</p>	Yearly throughout this edition	

Raise awareness of Gaelic and ensure adult Gaelic learners have access to appropriate Gaelic learning opportunities.				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Adult Gaelic learners are able to access appropriate learning opportunities.	Adult learners access Glasgow Life Gaelic classes.	Develop a sustainable plan to ensure continued access for ERC residents to affordable Gaelic learning opportunities in partnership with third sector organisations and neighbouring local authorities.	Yearly throughout this edition	Education

<b>Promoting a positive image of Gaelic</b>				
Promoting a positive image for Gaelic through delivery of the corporate service and educational commitments in this Gaelic language plan				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
Gaelic language is viewed positively in East Renfrewshire by residents and staff and its importance is valued by key stakeholders	Where resources have allowed, we have looked to promote a positive image of Gaelic through delivering actions set out in our previous Gaelic Language Plan edition 2018-2023.	Promote and enhance the Gaelic commitments agreed in this current edition to all staff and monitor its application annually.	Yearly throughout this edition	All services

## **5. Links to the National Performance Framework**

East Renfrewshire Council's Gaelic Language Plan will help advance the following outcomes of the National Performance Framework:

- children and young people - we grow up loved, safe and respected so that we realise our full potential.
- communities - we live in communities that are inclusive, empowered, resilient and safe.
- culture - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- economy - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.

- education - we are well educated, skilled and able to contribute to society.
- human rights - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at <https://nationalperformance.gov.scot/>

Details of the Council's own key local planning and performance frameworks can also be found here:

- [Outcome Delivery Plan](#)
- [Equality, Diversity & Human Rights](#)
- [Education Local Improvement Plan](#)

## **6. Publication**

This Gaelic language plan will formally remain in force for a period of 5 years from the date it is approved by Bòrd na Gàidhlig. This section of the plan sets out how East Renfrewshire Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

### **Internal**

East Renfrewshire's Gaelic Language Plan will be published in Gaelic and in English and we will let staff and other internal stakeholders at all levels know about the plan, any responsibility they have in terms of delivery and the opportunities that exist for them to use Gaelic and/or develop their skills.

This will be done by:

- publishing information on our staff intranet
- including Gaelic in the eLearning induction module

## **External**

The Gaelic Language Plan will be published in Gaelic and English on our website. In addition, we will:

- Publicise the plan through a variety of social media platforms
- Make hard copies available on request
- Share the plan with key stakeholders in the public, private and third sectors.
- We will alert other organisations, including third parties and arms-length organisations, by social media and via the Council's website and we will encourage them to operate in the spirit of the activities outlined in this plan.

## **7. Resourcing the plan**

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. If consideration needs to be given in future to identifying resources to meet any demands arising from implementation of the plan, this will be the subject of future reports and will be agreed by the Council in line with normal budget processes. We will also continue to seek external funding opportunities for Gaelic in East Renfrewshire.

## **8. Monitoring the plan**

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter.

East Renfrewshire Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public

## **9. The Gaelic Language Plan in the Public Authority**

### **Overall responsibility for the plan**

The Director of Business Operations and Partnerships and Director of Education have the overall joint responsibility for East Renfrewshire's Gaelic Language Plan and can be contacted as follows:

NAME: Louise Pringle / Mark Ratter

POSITION: Directors

DEPARTMENTS: Business Operations and Partnerships / Education

NAME OF ORGANISATION: East Renfrewshire Council

ADDRESS: Eastwood Park, Rouken Glen Rd, Giffnock, G46 6UG

TELEPHONE NUMBER: 0141 577 3136 or 0141 577 3103

E-MAIL ADDRESSES: [louise.pringle@eastrenfrewshire.gov.uk](mailto:louise.pringle@eastrenfrewshire.gov.uk) [mark.ratter@eastrenfrewshire.gov.uk](mailto:mark.ratter@eastrenfrewshire.gov.uk)

### **Day-to-day responsibility for the plan**

Strategic Services has day-to-day responsibility for the delivery and monitoring of East Renfrewshire's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

NAME: Megan McIntyre

POSITION: Strategic Services Officer

DEPARTMENT: Business Operations and Partnerships

NAME OF ORGANISATION: East Renfrewshire Council

ADDRESS: Council HQ, Eastwood Park, Rouken Glen Road, Giffnock, G46 6UG

E-MAIL ADDRESS: [megan.mcintyre@eastrenfrewshire.gov.uk](mailto:megan.mcintyre@eastrenfrewshire.gov.uk)

### **Gaelic Language Implementation and Monitoring Group**

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan.

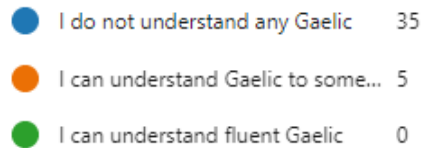


East Renfrewshire Council has established a Gaelic Language Plan Working Group, with the primary responsibility of developing the commitments within this plan. Membership is cross-departmental and includes representation from Strategic Insights and Communities, Human Resources, Communications, Education, Customer Services and East Renfrewshire Culture and Leisure.

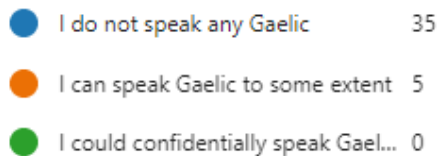
## **Appendix 1- Internal Gaelic Capacity Audit**

As part of the development of this Plan, East Renfrewshire Council carried out an audit of existing internal Gaelic capacity via an online survey which was promoted to all employees via our Intranet and HR Teams channel. The survey had 40 responses and detail of the responses is provided below:

- 1. Understanding Gaelic- please tick the statement which you believe best applies to your level of understanding of Gaelic** (*I do not understand any Gaelic, I can understand Gaelic to some extent, I can understand fluent Gaelic*)



- 2. Gaelic speaking ability- please tick the statement which you believe best applies to your level of Gaelic speaking ability** (*I do not speak any Gaelic, I can speak Gaelic to some extent, I could confidentially speak Gaelic*)



3. **Gaelic reading ability-** please tick the statement which you believe best applies to your ability to read Gaelic (*I cannot read any Gaelic, I can understand a few words, signs or phrases, I can understand and comfortably read large amounts of Gaelic text*)



4. **Gaelic writing ability-** please tick the statement which you believe best applies to your ability to write in Gaelic (*I cannot write anything in Gaelic, I can write some simple phrases or sentences in Gaelic, I can write fluently in Gaelic*)



10% of respondents have participated in some Gaelic learning/training, ranging from Duolingo to learning Gaelic as part of the school curriculum. There are currently 2 jobs in East Renfrewshire Council that require Gaelic as an essential skill, one 0.5FTE Class Teacher and 1FTE Principle Teacher post for the new GME school.

## **Appendix 2- Public Consultation**

East Renfrewshire Council published the first draft of the East Renfrewshire Gaelic Language Plan in English on the platform Commonplace, which is an interactive participatory tool between May 16<sup>th</sup> and June 27<sup>th</sup> 2023.

The online consultation was open for six weeks and was promoted through the Council’s social media channels. In total, there were 157 responses to the survey, with a further 324 ‘agreements’ from respondents to other peoples’ opinions on the Commonplace platform. The questions asked in the survey and analysis of the feedback is in accordance with the guidance provided by Bòrd na Gàidhlig, which is that the public consultation report should only focus on comments received in relation to the draft Plan and not include wider comments in relation to Gaelic itself.

### **Summary of public consultation feedback**

Respondents were first asked to confirm that they had read through the draft plan in which 85% responded ‘Yes’. Question 2 looked to understand respondents’ language skillset and approximately 6% could understand/speak/read Gaelic and only 3% could write in the language.

The next section asked “**To what extent do you agree or disagree with the following statements about the plan**” and the results are as follows:

#### **Q3. The Gaelic Language Plan is easy to read**

#### **Q4. The Gaelic Language Plan is easy to follow**

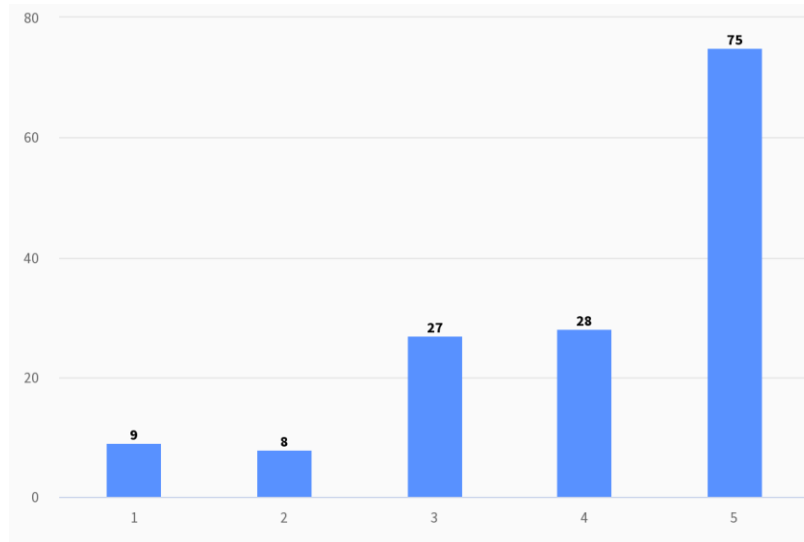
Happy	15%
Satisfied	35%
Neutral	34%
Dissatisfied	7%

Happy	16%
Satisfied	37%
Neutral	31%
Dissatisfied	7%
Unhappy	9%

Unhappy	9%
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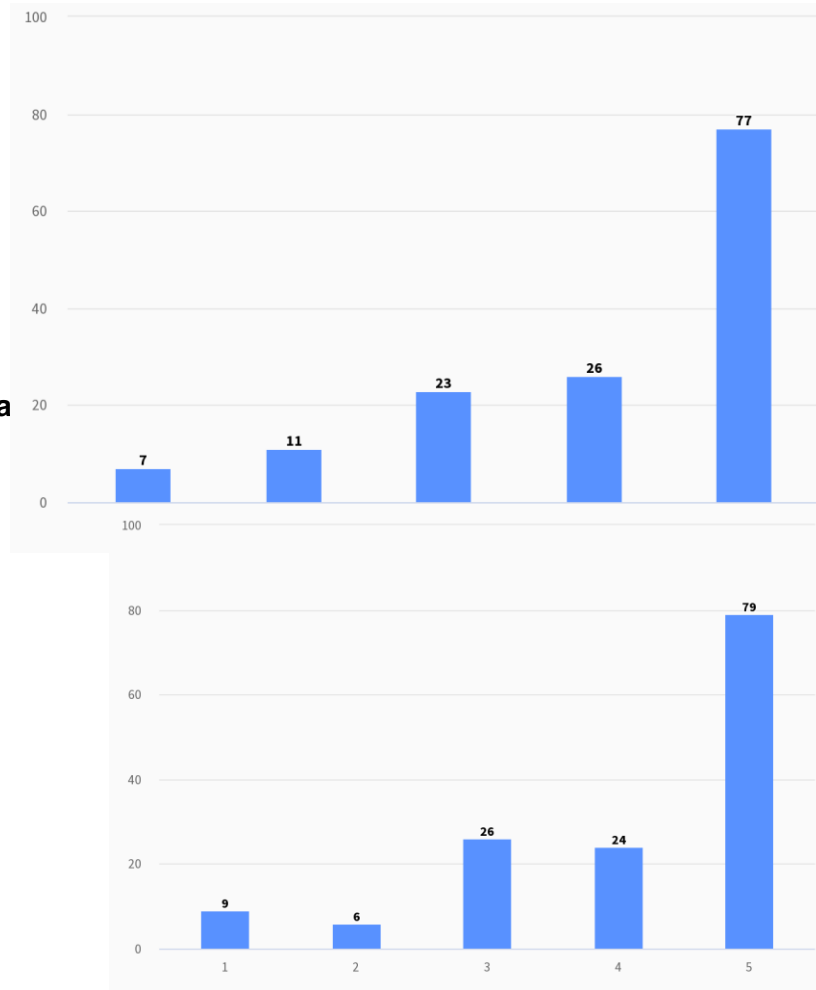
Section 3 asked respondents **the extent to which they agreed with the following statements on a scale from 1 (*strongly agree*) to 5 (*strongly disagree*)**

**Q5. The plan will promote increasing the use of Gaelic in East Renfrewshire**



**Q6. This plan will promote increasing the learning of Gaelic in East Renfrewshire**

**Q7. The plan will increase the awa**



**enfrewwshire**

The next set of questions were open text questions that asked respondents:

**Q8. Are there specific parts of this plan that you found useful?**

**Q9. Do you feel like there is anything missing from this draft Gaelic Language Plan 2023-2028**

**Q10. Do you have any other suggestions as to how our new Gaelic Language Plan could be improved in general?**

A significant majority of comments left under these questions raised concerns about the need for Gaelic development in East Renfrewshire during a time where the local authority is operating with significant budget constraints. Through analysis of comments, it appears that respondents are not necessarily dissatisfied by the content or structure of the plan, but instead oppose ERC creating and implementing a plan that advances Gaelic in the area in general. This apprehension toward developing Gaelic in East Renfrewshire is further reflected in the negative sentiments returned in Q5, 6 and 7.

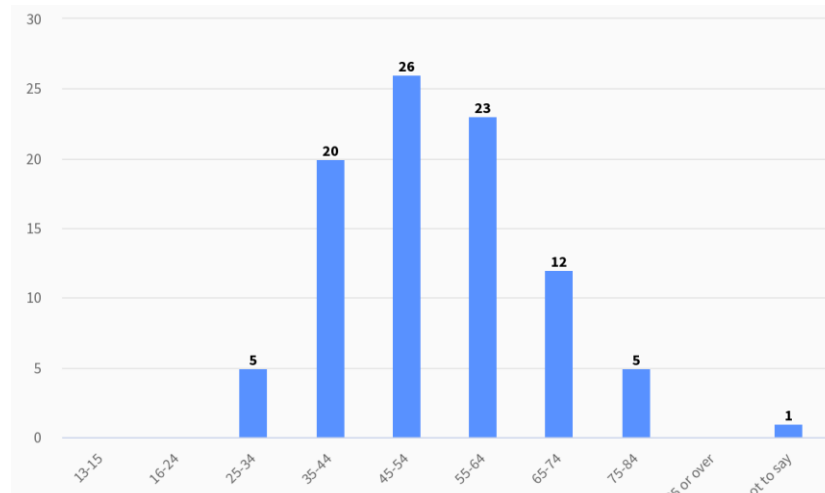
However, as per the advice issued by Bòrd na Gàidhlig around focussing on feedback on plans specifically as opposed to Gaelic overall, through analysis of responses, it was highlighted that the following points needed to be addressed in order to mitigate residents' concerns:

- More detail is needed around opportunities available for adults to learn Gaelic
- Need for a better understanding of why the plan is important and the history of Gaelic in East Renfrewshire
- More information about how the plan will be resourced and implemented

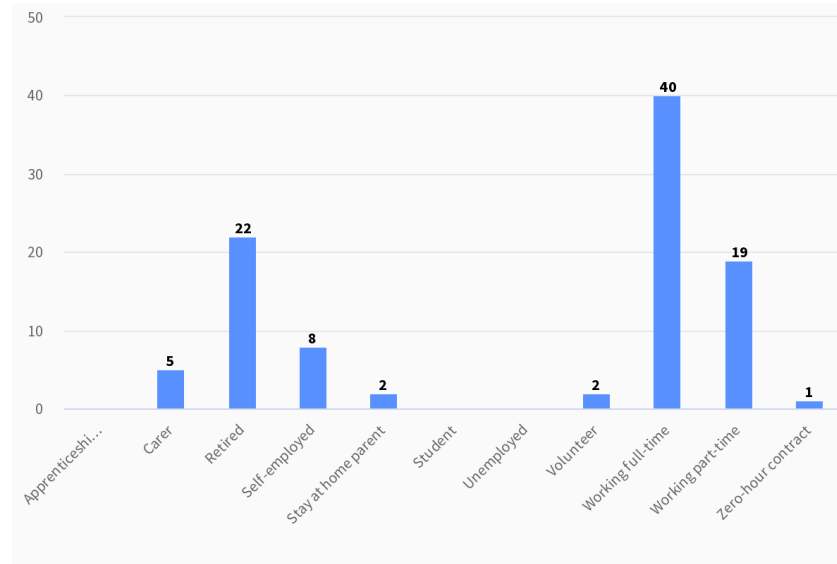
**Demographic Information**

Respondents were asked for information about themselves to help the Council improve its services in relation to Gaelic, however there was no obligation to complete this part of the survey.

**What is your age group?**



### What is your employment status?



### What is your connection to the area?

