

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE13 June 2019Report by Director of EducationGaelic Language Plan**PURPOSE OF REPORT**

1. To update elected members in relation to the progress with the Gaelic Language Plan for East Renfrewshire Council.

RECOMMENDATION

2. Elected members are asked to note the updated content and timescales of the Gaelic Language Plan for East Renfrewshire.

BACKGROUND

3. The draft East Renfrewshire Gaelic Language Plan 2015-2019 was developed following consultation with colleagues across the Council and with support from the nominated officer from the Bord na Gaidhlig.
4. The draft plan followed the recommendations contained in the National Gaelic Language Plan 2012-2017 and the associated guidance. It was approved by Cabinet in June 2015.
5. Following approval by Cabinet, the draft plan was offered for comment by East Renfrewshire residents for a period of 12 weeks from June 2015 to September 2015. The plan was then submitted to Bord na Gaidhlig for approval.

REPORT

6. The updated Gaelic Language Plan 2017-2022 is attached as Appendix 1. It has been updated following feedback from Bord na Gaidhlig; timescales have also been amended accordingly.
7. Bord na Gaidhlig approved the amended version of the draft plan on 1 October 2018. The final version of the plan is available on the Council website
8. A corporate working group has been set-up to support the Council to implement, monitor and report on progress with the plan. The group will meet twice a year and will include officers from relevant departments across the Council, i.e. Education (Chair), Environment and Corporate and Community Services.
9. The plan will also be monitored on an annual basis by way of a report to the Education Committee. Thereafter the report will be made available to the public on the Council website and sent to the Bòrd na Gàidhlig for information. The first progress report is due in October 2019.

FINANCIAL AND EFFICIENCY IMPLICATIONS

10. As noted in the June 2015 report, there will be financial implications for the Council in order to fulfil the commitments in the plan. However, there are various funding opportunities, including Scottish Government funding, to support the development of Gaelic and the delivery of Gaelic plans.

RECOMMENDATION

11. Elected members are asked to note the updated content and timescales of the Gaelic Language Plan for East Renfrewshire.

Mhairi Shaw
Director of Education
13 June 2019

Convener Contact Details

Councillor P O'Kane, Convener for Education and Equalities

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Local Government Access to Information Act 1985

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Background Reports

Draft Gaelic Language Plan, 25 June 2015

<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=14711&p=0>

Appendix

Appendix 1

East Renfrewshire Gaelic Language Plan 2017-2022



East Renfrewshire Council

Gaelic Language Plan

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and is a 5 year plan (2017 – 2022)

Foreword from Chief Executive

East Renfrewshire Council is happy to make a commitment to the use and promotion of the Gaelic Language in recognition of its status as one of Scotland's national languages.

The proposals outlined in our plan will contribute to developing and sustaining the language and its place in Scotland's heritage.

East Renfrewshire Council has a similar percentage of Gaelic speakers to the national average. This plan is an opportunity to promote and encourage the learning and use of the Gaelic language.

Our Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the Gaelic Language (Scotland) Act 2005 and with regard to the National Plan for Gaelic 2012 – 2017.

Lorraine McMillan
Chief Executive
East Renfrewshire Council

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Summary

East Renfrewshire Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life.

The Council is committed to the objectives set out in the *National Gaelic Language Plan*.

East Renfrewshire Council recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- *enhance the status of Gaelic;*
- *promote the acquisition and learning of Gaelic;*
- *encourage the increased use of Gaelic.*

This is East Renfrewshire Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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

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Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

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

Chapter 2 – Core Commitments

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

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

Chapter 3 sets out how East Renfrewshire Council will help implement the *National Gaelic Language Plan*. It also shows how we intend promoting the use of Gaelic in service planning and delivery.

Chapter 4 – Implementation and Monitoring

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

CHAPTER 1 - INTRODUCTION

Setting the Context for Developing Gaelic Language Plans

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

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

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

Consultation on a draft Gaelic Language Plan:

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

Approval of East Renfrewshire Council's Gaelic Language Plan:

East Renfrewshire Council's draft Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval in June 2017.

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

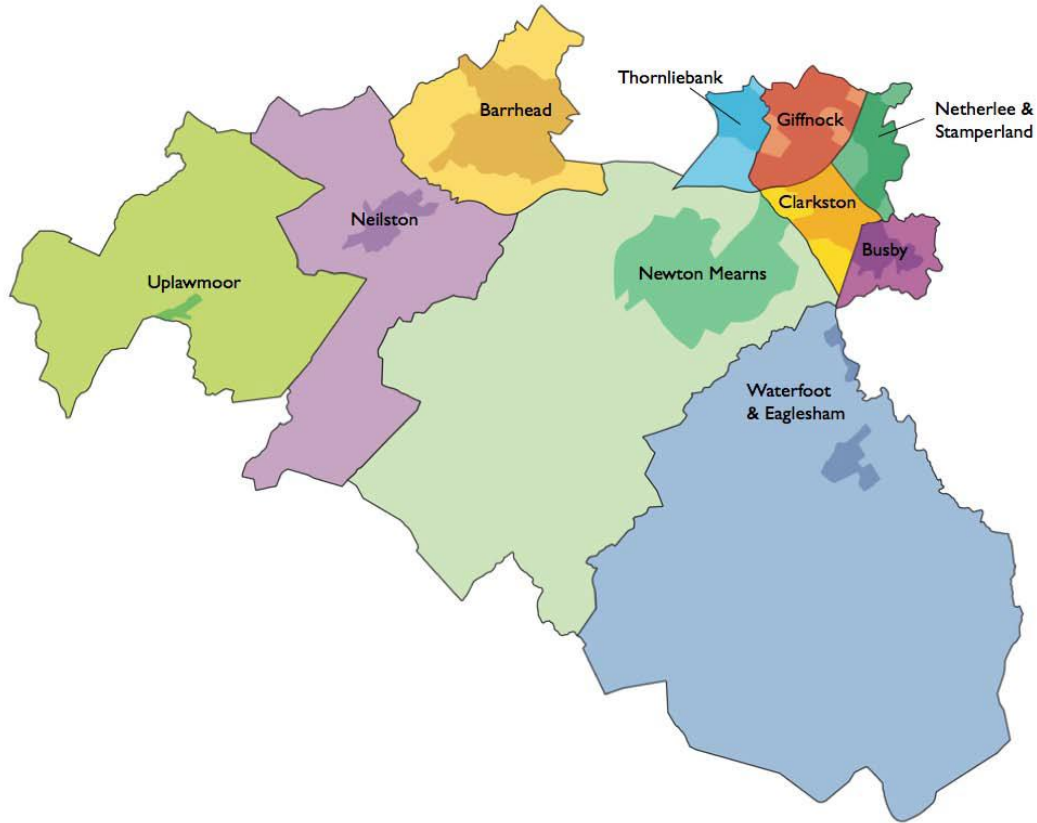
East Renfrewshire is situated to the south of the city of Glasgow. It covers an area of 17,400 hectares; 75% of which is rural land. The town of Barrhead lies to the west of the authority with Newton Mearns, Clarkston, Giffnock, Thornliebank and Busby located in the east. There are three bustling villages: Neilston and Uplawmoor in the west, Eaglesham in east and two smaller settlements: Waterfoot and Shillford.

Our residents are very happy with the quality of life in East Renfrewshire. There are high levels of satisfaction with the area and this has been increasing steadily in recent years. Overall 93% of 699 local residents sampled in the *18th Citizens Panel Survey* were satisfied or very satisfied with East Renfrewshire as a place to live in 2012/13, 44% were very satisfied and 49% satisfied.

We have a thriving 3rd sector in East Renfrewshire that contributes to life, well-being and economic development of the area. Our residents contribute a significant amount of their time to design and delivery of 3rd sector services and activities – a growing aspiration across our sector and within our communities.

There is no Gaelic strand to the 3rd sector at present

Map showing geographical area of East Renfrewshire



The Council comprises of 5 key departments –

- Chief Executive
- Corporate and Community Services
- Education
- Health and Social Care Partnership
- Environment

The Directors within these Departments meet regularly with the Chief Executive as a Corporate Management Team.

The main Council offices are located in Eastwood Park (where the Chief Executive's department is based) and Barrhead Main Street.

The Community Plan reflects the most important priorities of our residents. It is the core strategic document for the East Renfrewshire Community Planning Partnership (CPP) as we work to deliver excellent services that focus on the delivery of outcomes. The Community Plan is a key demonstration of our commitment to the people of East Renfrewshire and sets out the outcomes we plan to achieve.

The Community Plan encompasses the work of all statutory community planning partners, other key public sector agencies and the voluntary and business sectors. It sets out the overarching context for partnership working in East Renfrewshire and it is the cornerstone of the relationship between the Scottish Government and East Renfrewshire Community Planning Partnership. It sets out how local services will work together to create stronger and fairer communities together with the people of East Renfrewshire.

The plan includes Fairer East Ren. This part of the plan has a clear focus on tackling inequalities across East Renfrewshire. Working with our communities we have identified clear priorities for making East Renfrewshire a fairer place.

The Community Plan, including Fairer East Ren, sets out the priorities and context for partnership working in East Renfrewshire to ensure all of the plans and strategies of the CPP are working towards the same aims.

Through these plans all local public sector partners are committed to making East Renfrewshire the best place to live and work. The full Community Plan document can be accessed by following the link below:

<https://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=22811&p=0>

Gaelic within the authority's area of operation

East Renfrewshire Council does not have a large Gaelic speaking community. The 2011 census indicated that, across the council area, 0.997% (874 people) of those aged 3 and over, have some Gaelic language skills.

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	87685	252	306	193	50	60	13	86811
Barrhead	16838	26	41	34	7	9		16721
Busby	3155	3	9	7	3	1	1	3131
Clarkston	9019	30	33	21	6	8	1	8920
Eaglesham	2995	20	13	7	5		1	2949
Giffnock	11809	41	51	31	6	12	1	11667
Neilston	5162	14	19	11	4	1	3	5110
Netherlee	4414	19	28	4	1	1	1	4360
N'ton Mearns	23493	62	80	55	13	17	3	23263
Stamperland	3477	10	10	5	2	1		3449
Thornliebank	3936	15	13	12	2	6	2	3886
Uplawmoor	534	2	1					531
Waterfoot	1250	6	5	2	1			1236
Outlying rural	1603	4	3	4		4		1588

We currently employ a Gaelic language development officer as a shared post with Inverclyde and Renfrewshire councils. We offer 5 community Gaelic language classes ranging from beginners to advanced and an additional conversational class which was introduced during 2015. These classes are for adult learners. We also work in partnership with Clann Gàidhlig, a Gaelic language and culture group based in the West of Scotland, to raise the profile and awareness of opportunities for Gaelic learning and cultural events.

Our Library service offers Gaelic Book Bugs sessions for under 5s.

We do not have existing provision within the authority for GME, GLE or GLPS. This academic session, 2016-17, we are providing financial support to transport 10

primary pupils and 6 secondary pupils to the Glasgow Gaelic school and 1 primary pupil to the Mount Cameron Gaelic facility in South Lanarkshire. This number is considerably lower than it has been in previous sessions. This provision will continue to be offered.

CHAPTER 2 - CORE COMMITMENTS

East Renfrewshire Council will demonstrate equal respect for Gaelic and English regarding all bilingual services provided. All Gaelic services and provision will be actively offered and regularly promoted.

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

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

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

Each function is structured as follows:

1. Information on current practice
2. Key areas of development
3. Targets
4. Timescale
5. Lead

Section 1 - Identity

Rationale:

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

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

Current Practice	Actions	Target Date	Lead
<u>Corporate Identity</u> East Renfrewshire Council does not have an agreed policy for the use of Gaelic in its corporate identity	We will develop a policy regarding how and where Gaelic will be used in our corporate identity and will actively promote the profile of Gaelic. We will render the corporate logo bilingual (Gaelic and English) at the earliest opportunity, thus demonstrating equal respect for Gaelic and English	2019 and then over the lifetime of the plan	Corporate and Community Services
<u>Signage</u> East Renfrewshire Council does not have a policy for use of Gaelic in its signage	Where and when signage is due to be replaced, these will be in Gaelic and English, demonstrating equal respect for both languages	Over the life of the plan	Environment Department

Section 2 – Communications

Rationale:

The use of Gaelic at the initial point of contact that members of the public have with a local authority increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use

and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

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

East Renfrewshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area as appropriate and relevant and where resources allow

Current Practice	Actions	Target Date	Lead
<u>Complaints procedure</u> East Renfrewshire Council offers a Gaelic translation service regarding complaints procedures	A Gaelic translation of our complaints procedures will be available on request and will be actively offered	During 2019 and over the lifetime of the plan	Corporate and Community Services
<u>Reception</u> East Renfrewshire Council does not at present provide a Gaelic element to its reception service	Guidance and training to be given to staff on how to treat enquiries from Gaelic speakers. This service will be actively offered	Over the lifetime of the plan	Corporate and Community Services/Education Services
<u>Telephone</u> East Renfrewshire Council does not at present provide a Gaelic element to its telephone service	Guidance and training will be provided for reception staff in Gaelic awareness. This service will be actively offered. Training in Gaelic language skills will be offered to staff who express an interest	Over the lifetime of the plan	Corporate and Community Services/Education Services
<u>Mail and Email</u> East Renfrewshire Council does not at present provide a Gaelic element to its mail and email services	We will offer a commitment that written communications received in Gaelic will receive a reply	During 2019 and over the lifetime of the plan	All Services as appropriate

	in Gaelic		
<u>Forms</u> East Renfrewshire Council does not at present provide a Gaelic element to forms	We will offer a commitment to accept forms completed in Gaelic	During 2019 and over the lifetime of the plan	Corporate and Community Services
<u>Public Meetings</u> East Renfrewshire Council does not at present provide an interpretation service at public meetings	Where notice of 3 weeks is given, we will provide an interpreter service for key public meetings. This service will be actively offered	From 2019 and over the lifetime of the plan	Corporate and Community Services

Section 3 – Publications

Rationale:

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

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

Current Practice	Actions	Target Date	Lead
<u>Public relations and the Media</u> East Renfrewshire Council does not at present have an identified member of staff to deal with this.	Training in responding to enquiries will be offered to identified staff within Corporate Communication services Gaelic versions of relevant high profile press releases to be made available	Over the lifetime of the plan	Corporate and Community Services
<u>Printed Material</u> East Renfrewshire	Gaelic versions of	Over the	Corporate and

Council does not at present have a policy on publishing material in Gaelic	selected printed materials, and in particular those relating to Gaelic developments, to be made available on request. This service will be actively offered	lifetime of the plan	Community Services
<u>Websites</u> East Renfrewshire Council does not have Gaelic provision at present within the Council website	A Gaelic element of the website to be developed demonstrating equal respect for both English and Gaelic	During 2019 and then over the lifetime of the plan	Corporate and Community Services
<u>Exhibitions</u> East Renfrewshire Council does not at present provide a Gaelic element to any exhibitions	Aspects of information regarding exhibitions will be provided in Gaelic demonstrating equal respect for both English and Gaelic	By the end of 2019 and then over the lifetime of the plan	All services as appropriate

Section 4 – Staffing

Rationale:

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

At present no information exists relating to the number of East Renfrewshire Council employees who can speak, read, write or understand Gaelic. An action within this Gaelic language plan is to audit and monitor this.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

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

Current Practice	Actions	Target Date	Lead
<u>Training</u> East Renfrewshire Council does not currently offer Gaelic awareness or Gaelic language training to staff	We will carry out an online audit to identify the number of Gaelic speakers within the organisation and will repeat this on a regular basis We will offer Gaelic language skills training for staff involved in the implementation of the Gaelic Language Plan thus demonstrating equal respect for Gaelic and English.	During 2019 and over the lifetime of the plan During 2019 and then over the lifetime of the plan	Corporate and Community Services/HR/ Education Services
<u>Language learning</u> East Renfrewshire Council does not at present offer Gaelic language learning for staff across services	We will actively promote Gaelic language learning and its benefits with staff across services	Over the lifetime of the plan	Corporate and Community Services/ Education Services
<u>Recruitment</u> East Renfrewshire Council does not at present make provision for Gaelic in recruitment processes	Where Gaelic language skills are essential or desirable, this will be included in the relevant documentation	During 2019 and over the lifetime of the plan	HR
<u>Advertising</u> East Renfrewshire Council does not at present make provision for the inclusion of Gaelic in advertisements	Where a post requires Gaelic, the advertisement will be in both English and Gaelic demonstrating equal respect for both Gaelic and English	During 2019 and then over the lifetime of the plan	HR

Chapter 3 – POLICY IMPLICATIONS FOR GAELIC: Implementation of the National Gaelic Language Plan

Policy implications for Gaelic

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

In the formation, renewal and monitoring of policies, East Renfrewshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan. Delivery of the plan's targets will be included in ERC's performance review and reporting process.

Overview of the National Gaelic Language Plan

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

1. *Language Acquisition*

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

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

2. *Language Usage*

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

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

3. *Language Status*

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

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

4. *Language Corpus*

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

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

Commitment to the Objectives of the National Gaelic Language Plan

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

1. Language Acquisition

Rationale:

East Renfrewshire Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland –

In the short term we will continue to pay for the transport of pupils who wish to pursue GME in other local authorities.

We will assess any requests for GME and determine the need for appropriate provision in line with the statutory guidance.

We will actively seek and promote opportunities for children and young people from 3-18 to learn Gaelic in our schools and centres.

We will ensure access to information about ERC's Gaelic educational provision is available to parents and the public.

We will give consideration to the inclusion of Gaelic within our 1+2 Languages strategy as part of our ongoing monitoring and evaluation of this strategy.

Objective	Actions	Target Date	Lead Service/Partners
Gaelic in adult learning	We will increase the number of beginners and advanced Gaelic language classes within the community	Over the lifetime of the plan	Education Services/Adult Learning
Gaelic in the Arts	An annual Gaelic event will take place and a participatory Gaelic workshop at the annual Early Years festival which will	Over the lifetime of the plan	Education Services/Culture and Leisure Trust

	include exposure to Gaelic language and culture.		
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2. Language Usage

Rationale:

East Renfrewshire Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

Objective	Actions	Target Date	Lead Service/Partners
Gaelic in Communities	We will continue to work with Clann Gàidhlig, a West of Scotland community Gaelic group, to provide community based events which promote Gaelic language and cultural awareness	Over the lifetime of the plan	Education Services/Adult Learning
Gaelic in the Workplace	Where Gaelic language skills are essential or desirable, this will be included in the relevant documentation Where a post requires Gaelic, the advertisement will be in both English and Gaelic demonstrating equal respect for both English and Gaelic We will provide information on the council website in both English and Gaelic demonstrating equal respect for both languages	During 2019 and over the lifetime of the plan	HR/Corporate and Community Services
Gaelic in Tourism, Heritage and Recreation	We recognise the importance of increased profile for Gaelic in these areas and will actively promote these via the council website	From the beginning of delivery of the plan	Corporate and Community Services
Gaelic in the Media	We will distribute and publish Gaelic versions of key statements alongside English versions	Over the lifetime of the plan	Corporate and Community Services

3. Language Status

Rationale:

East Renfrewshire Council recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

Objective	Actions	Target Date	Lead Service/Partners
Publication and delivery of a Gaelic language plan	We will liaise with council departments and services to ensure effective delivery of plan	Over the lifetime of the plan commencing from the date of approval of the plan by the Bòrd na Gàidhlig (1 October 2018)	All Council Departments and Services
Creating a positive image for Gaelic	We will actively raise the profile and prestige of Gaelic across council services	From 2019 and then over the lifetime of the plan	All Council Services
Increase visibility of Gaelic	We will increase the visibility of Gaelic across all council services through printed and online services	From 2019 and then over the lifetime of the plan	All Council Services

4. Language Corpus

Rationale:

East Renfrewshire Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

- Gaelic Orthographic, Terminological and Place-name Development
- Gaelic Translation and Interpretation
- Gaelic in Surveys and Research

Objective	Actions	Target Date	Lead Service/Partners
Gaelic Orthographic, Terminological and Place - name development	We will actively promote the development of these and highlight through the council website. We will adhere to the guidance contained in the Gaelic Orthographic Conventions and from the Ainmean-Aite na h-Alba partnerships	Over the lifetime of the plan	All Services as appropriate
Gaelic	We will ensure that	During 2019 and	All Services as

Translation and Interpretation	key documents are available in Gaelic on request using translators with a proven track record and the appropriate level of skills	over the lifetime of the plan	appropriate
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Chapter 4 – Implementation and Monitoring

Timetable

This is a five year plan with key timescales and target dates identified throughout.

Publicising the Plan

East Renfrewshire Council's Gaelic Language Plan will be published bilingually on East Renfrewshire Council's website demonstrating equal respect for Gaelic and English.

In addition, we shall:

- make copies of the plan available in our public offices and reception areas;
- make the plan known to employees via East Renfrewshire Council's Intranet;
- distribute a bilingual press release when the plan is published;

distribute copies of the plan to Non-departmental public bodies and agencies, agents and contractors;

distribute copies of the plan to Gaelic organisations;

distribute copies of the plan to other interested bodies; and

make copies available on request.

Administrative arrangements for implementing the Gaelic Language Plan

After approval by the Bòrd na Gàidhlig, the plan will be regularly reviewed to ensure targets are being met, by the responsible officer(s).

Overall responsibility

The Chief Executive of East Renfrewshire Council will ultimately be responsible for ensuring that the council delivers on the commitments made in the plan.

The officer with operational responsibility for the day-to-day operation of East Renfrewshire Council's Gaelic Language Plan is Marilyn Brennan, Quality Improvement Officer. Questions about the day-to-day operation of the plan should be addressed to:

Marilyn Brennan
 Quality Improvement Officer
 Education Department
 East Renfrewshire Council
 211 Main Street
 Barrhead
 G78 1SY

The Council will regularly encourage and update staff on their duties to support the delivery of the plan including third parties such as Voluntary Action and the ERC Culture and Leisure Trust. Queries about the day-to day operation of the plan should be directed to the Quality Improvement Officer with responsibility for Modern Languages.

Individual Staff Members

All employees will be provided with information on the content of this plan. Annual reports on the progress of the plan will be submitted to the Education Committee.

Informing other organisations of the plan

Information on the content of this plan will be provided to all community organisations across East Renfrewshire Council

Resourcing the plan

The majority of the activities within this plan will be resourced through existing budgets relevant to the responsible service. The Council will also actively seek external funding opportunities to enhance the delivery of and the objectives in the plan.

Monitoring the implementation of the plan

The plan will be monitored on an annual basis by way of a report to the Education Committee. Thereafter the report will be made available to the public on the council website and sent to the Bòrd na Gàidhlig for information.