

Corporate Policy and Strategy Committee

10.00am, Tuesday 5 November 2013

Gaelic Language Plan 2012/2017 – Progress Report 2012/2013

Item number 7.7
Report number
Wards

Links

Coalition pledges [P35](#)
Council outcomes [CO26](#), [CO27](#)
Single Outcome Agreement [SO1](#)

Alastair D Maclean

Director of Corporate Governance

Contact: Nick Croft – Corporate Policy and Strategy Manager; E-mail
nick.croft@edinburgh.gov.uk; Tel: 0131 469 3726

Brigitte Jones – Corporate Policy Officer: E-mail: brigitte.jones@edinburgh.gov.uk; Tel:
0131 469 3045

Executive summary

Gaelic Language Plan 2012/2017 – Progress Report 2012/2013

Summary

Following extensive consultation and development work the City of Edinburgh Council's Gaelic Language Plan (GLP) 2012/2017 was approved by the Policy and Strategy Committee on 4 September 2012.

This report highlights the progress that has been made to deliver the key commitments and agreed actions identified in the plan.

Overall good progress has been achieved in implementing the actions in the GLP across all the themes. The development of the new Gaelic primary and nursery school, Bun-sgoil Taobh na Pàirce in Bonnington has been completed on time and within budget.

Recommendations

The Committee notes the progress that has been made to deliver the agreed actions of the City of Edinburgh Council's Gaelic Language Plan 2012/2017.

Measures of success

The progress achieved in implementing Edinburgh's GLP 2012/2017.

The legislative duties outlined in section 5(1) (a) of the Gaelic Language Act (Scotland) 2005 are met.

Financial impact

No new budget allocations have been used to deliver elements of this plan other than those pertaining to educational facilities (detailed in reports agreed by Council on 27 October 2011). The Council aims to deliver the Gaelic Language Plan using existing mainstream financial resources efficiently and to maximise outcomes through effective and productive partnership activity.

Equalities impact

The progress that has been made in implementing the agreed actions of the Plan demonstrate that the Council is meeting its public sector equality legal duties to advance equality of opportunity and foster good relations. There is no relevance to the other duty to eliminate unlawful discrimination, harassment and victimisation.

Sustainability impact

There is no major sustainability impact arising from this report. A former school has been refurbished to deliver Gaelic primary and nursery education, and the incorporation

of a bi-lingual approach to communications and signage will only be undertaken when replacing existing signage, stocks and items.

Consultation and engagement

Since 2008, following the notification of its statutory requirement to produce a Gaelic Language Plan, the Council has carried out extensive public consultation on the plan. Draft versions of the plan were regularly updated to reflect the feedback of these consultation exercises.

Background reading / external references

- [Policy & Strategy Committee: Gaelic Language Plan 2012/2017, 4th September 2012](#)

Gaelic Language Plan 2012/2017 – Progress Report 2012/2013

1. Background

- 1.1 In June 2008 the Council was notified by Bòrd Na Gàidhlig (the Bòrd) of its statutory requirement to produce a Gaelic Language Plan (GLP) for Edinburgh and to carry out a public consultation on the draft Plan.
- 1.2 The Bòrd was established in 2006 as a result of the Gaelic Language (Scotland) Act 2005 and is accountable to, and directly funded by, Scottish Ministers. It is responsible for developing the Plàna Cànan Nàiseanta Gàidhlig 2012-17 (the National Gaelic Language Plan 2012/17).
- 1.3 The Gaelic Language Plan 2012/2017 (GLP) was approved by the Policy and Strategy Committee on 4 September 2012. In accordance with the section 5(1) (a) of the Gaelic Language Act (Scotland) 2005 the Bòrd approved the Plan on 18th September 2012.

2. Main report

- 2.1 Since it was approved in September 2012 good progress has been made to implement a number of the actions specified in the GLP. The majority of projects are progressing well and few barriers have been identified. Appendix 1 provides a glossary of terms and abbreviations and Appendix 2 presents a breakdown of the GLP actions and the progress which has been made against each of them.
- 2.2 On 16 August 2013 the new Gaelic nursery and primary school, Bun-sgoil Taobh na Pàirce in Bonnington opened its doors, on time and within budget. A preview visit to the new school was organised for the Evening News in early August and a media photocall was held to promote the first day at the new school. This achieved widespread media coverage.
- 2.3 The school was officially opened on 25 September 2013 by Dr Alasdair Allan, Minister for Learning, Science and Scotland's Languages and the GLP was officially launched by Councillor Brock, Deputy Lord Provost. Key representatives from across the city who were involved with the development of the school were invited to attend.
- 2.4 In total 215 children have enrolled at the school, significantly more than anticipated. The P1 intake has almost doubled since last year. The school

comprises a significant number of children from multi-lingual and different ethnic background families alongside those with historic connections to Gaelic.

- 2.5 A new partnership has been established with Newbattle Abbey College who are now running courses for parents with nursery age children and offering Gaelic courses for adults more widely. A Gaelic Co-ordinator has been appointed by the College to support this work. This strengthens Gaelic in Adult learning and meets the ongoing demand for this leaning in Edinburgh.
- 2.6 The Gaelic Implementation Group has been established and is comprised of elected members, Council Officers and Community representatives including Newbattle College, Comann nam Pàrant (Parents of children in Gaelic Medium Education) and the Gaelic Community Development Officer (post now vacant). The group meets on a quarterly basis.
- 2.7 A Gaelic website was launched by the Gaelic Community Development Officer prior to her departure from office. Consideration has also been given to the use of the Janitor's house at the new Bun-sgoil Taobh na Pàirce school, as a new Gaelic Community office. Funding to bring the house up to the necessary standard is being identified.
- 2.8 Seinn aig and leabharlann (Sing in the library) is taking place in Leith and Blackhall libraries and a formal launch and promotion of the sessions is planned. A selection of Gaelic books for children is being developed in Leith library and there is a focus on the promotion of literacy in parents' languages as well as closer general school curricular links to library events/stock promotion.
- 2.9 Opportunities for appointing a Gaelic Arts Officer to implement the Gaelic Arts Strategy are being considered with the Bòrd na Gàidhlig, Comunn na Gàidhlig and Creative Scotland.
- 2.10 The next available date for the national Mòd to be held in Edinburgh would be 2023/2024. It has been proposed that a traditional arts festival could take place at the same time. This 10 year wait is due to a service level agreement which agrees to take the Mòd to a venue in the Highland Council and Argyll and Bute every three years and to the Western Isles Council every fifth year. This leaves a free year every fifth/sixth year for other councils.
- 2.11 Straplines have been translated into Gaelic and staff are encouraged to include them on emails and Gaelic related materials.
- 2.12 Costs have been sought on a Gaelic translation of the City of Edinburgh Council sign on the front of Waverley Court and for internal signage within the main council buildings.

3. Recommendations

- 3.1 The Committee notes the progress that has been made to deliver the agreed actions of the City of Edinburgh Council's Gaelic Language Plan 2012/2017.

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Director of Corporate Governance

Links

Coalition pledges	P35 - Continue to develop the diversity of services provided by our libraries
Council outcomes	CO26 – The Council engages with stakeholders and works in partnership to improve services and deliver on agreed objectives. CO27 – The Council supports, invests in and develops our people.
Single Outcome Agreement	SO1 – Edinburgh's economy delivers increased investment, jobs and opportunities for all.
Appendices	Appendix1 : Glossary of Terms and Abbreviations Appendix 2 : Progress update on the actions in the Gaelic Language Plan, September 2013

Appendix 1: Terms and Abbreviations

Abbreviation	Individual/Group
AAA	Ainmean-Àite na h-Alba (Gaelic Place names of Scotland) - inter-authority partnership
BnaG	Bòrd na Gàidhlig
Bilingualism Matters	University of Edinburgh research group working on language development and bilingualism in children and adults
Bothan	Monthly Gaelic contemporary and traditional arts club
Bunsgoil / Tollcross	Tollcross Primary School offering GME
CEC	The City of Edinburgh Council
CLAD-RG	Community Learning and Development Review Group
CLD	Community Learning and Development
Cli	Cli Gàidhlig
CnaG	Comunn na Gàidhlig
CnP	Comann nam Pàrant
CnP (N)	CnP (Nàiseanta)
Coimhearsnachd	The Gaelic Community
Community	The Gaelic Community, same as Coimhearsnachd
CPD	Continuous Professional Development

EGI	Edinburgh Gaelic Initiative - Iomairt Ghàidhlig Dhùn Èideann
EGP	Edinburgh Gaelic Partnership
EU	Edinburgh University
GAT	Gaelic Awareness Training
GCDO or EGI-DO	Gaelic Community Development Officer (old and new titles)
GDO	CEC Gaelic Development Officer
GEDG	Gaelic Education Development Group
GEFS	Gaelic Education Feasibility Study
GIG	Gaelic Implementation Group
GLP	Gaelic Language Plan
GLPS	Gaelic Learners in Primary School
GME	Gaelic-medium Education
GWG	Gaelic Writing Group - preparation of GLP
PnE	Pròiseact na Ealan
SPNS	Scottish Place Names Society
QIO (Lang.)	Quality Improvement Officer (Languages)
Ùlpan	Rapid fluency method of teaching Gaelic
www.duneideann.net	Community website

Appendix 2: Progress update on the Actions in the Gaelic Language Plan, September 2013

Key

Green√ = Completed

Green= Project progressing well, no barriers to progress

Amber = Project progressing ok, but some barriers to progress

Red = Action stalled, significant barriers to progress

A. Language Acquisition				
Gaelic in Education - Update				
<p>The number of GME primary school children in Edinburgh has more than doubled in eight years (60 in academic year 2002/3; 156 in 2010/2011), and current nursery numbers indicate that this growth is likely to continue. In the short term this will be addressed through the formation of composite classes at Tollcross Primary School in 2011/12. In the long term this will be addressed by the establishment of a dedicated primary school and nursery at the Bonnington primary school site. The National Plan also identifies the importance of increasing the numbers of young people learning Gaelic within an English medium education. The Gaelic Learners in Primary School (GLPS) initiative has been successful in Edinburgh with 306 children currently receiving GLPS</p>				
Action	Lead	Timescales	Progress in 2012/13	Red/Amber/Green Assessment
1 Deliver (on time and within budget) the opening of the new primary and nursery school at Bonnington primary school site.	Children & Families Schools	August 2013	The new Gaelic nursery and primary school, Bun-sgoil Taobh na Pàirce opened on 16 th August 2013. It was completed on time and to budget.	Green√
2 Undertake publicity campaigns about the new	GDO / GEDG Years	Planning year 1 Implementation year 2	In early August a preview visit to the new school was organised for the	Green

school through Council early-years related facilities, Council magazines and newsletters, local press, Bounty Packs/NHS, etc.	CEC Communications Bilingualism Matters NHS Lothian Community Groups	to year 5 Gaelic Specific Grant (GSG) funding in place	Evening News. A media photocall was held to promote the first day at the new school on 16th August which achieved widespread media coverage. The official opening of the school and the launch of the Gaelic Language Plan was held on 25 th September 2013	
3 Identify potential means of expanding pre-school GME capacity across the city.	GDO GEDG Private childcare providers Croileagan :- Tollcross Committee and Corstorphine Committee	Partnership with private sector investigated from year 2 to accommodate potential rise in interest in enrolling children in GME at pre-school stage. No additional costs to CEC – GDO staff time only		
4 Work towards the inclusion of the desirability of Gaelic language skills for staff involved in GLP implementation and non teaching staff in GME schools and early years services	Ch&Families Early GIG / HR	From year 2	Language classes are provided for staff on weekly basis. Established in year 1 and ongoing.	Green
5 Monitor Gaelic admission statistics and review GME uptake.	GDO / GEDG	One monitoring meeting per year from year 1	Admission statistics monitored in year 1. 100% increase in P1 admissions 2013/14	Green

6 Assess future delivery models for Gaelic education at secondary school level and develop appropriate options.	GDO / GEDG	Year 1 to year 5	Ongoing consideration is being given to GME in secondary schools with a view to developing a strategy for the sustained development of GME in this sector.	Green
7 Range of Gaelic information materials to be produced and provided to parents and students through transition and induction programmes, and at subject choice stages.	GDO / GEDG Secondary school: Gaelic and senior staff CnP	Year 1 - key staff identified and equipped to provide the necessary information Year 2 to 5 – programme implementation	Information materials gathered and distributed to pre-three parents on GME and Gaelic language. Transition programmes are being developed in Bun-sgoil Taobh na Pàirce for all levels.	Green
8 Consider additional curriculum provision taught through Gaelic for current high school classes.	GEDG Secondary school: Gaelic and senior staff	Implementation started GSG funded	Additional teacher recruited in James Gillespie's High School in order to increase the number of subjects available through the medium of Gaelic.	Green
9 Support the development, in co-operation with CnP, of increased extra-curricular activities through Gaelic.	GEDG Secondary school: Gaelic and senior staff CnP Gaelic CDO	Year 1 - staff, accommodation and other resource support in place GLAIF funding	Partnerships already being established with private sector and colleges to provide wraparound care in school and weekend family activities.	Green
10 Continue to raise status of GME across the whole school campus through Gaelic cultural and arts events.	GDO / GEDG Secondary Gaelic/senior staff	Increased Gaelic cultural contributions in events from yr1;	A successful event, <u>RANNSAICH</u> : Ealain Anns A'Coille ran from January to February 2013. Artists lead 12 workshops, 6 in each primary school. The first three days in each school consisted of visits to parks, woodlands, museums and learning centres in their local areas. Plans are in place to develop a bilingual learning pack which	Green

			will be made available to all schools across Scotland.	
11 Assess the potential impact of the introduction of appropriately qualified Gaelic speaking nursery support workers at the GM nursery; assess progression routes to full nursery nursing status.	GDO / GEDG HR Children & Families Early Years	Year 2 Any implementation within existing staffing and training budgets	There are few trained pre-school staff. A review of early years is being carried out by the BnG and a final draft of the findings is expected to be available in Autumn 2013.	Green
12 Publicise advantages of GLPS among head teachers through cluster meetings of secondary and associated primary schools	GDO / GEDG CEC QIO (Lang.) Peripatetic GLPS post	In place; ongoing Funded through Scottish Government GLPS funding		Green
14 Continue with annual training of primary teachers in GLPS, to reinforce cluster provision	GDO / GEDG CEC QIO (Lang.) Peripatetic GLPS post	In place / ongoing. Contributions made to development of nationally approved materials		Green
15 CEC to input into the production of nationally approved Gaelic educational materials	GDO / GEDG CEC QIO (Lang.) Peripatetic GLPS post	In place: year on year increase in staff and schools able to offer GLPS		Green
16 Teachers supported to attend annual national GME Conferences	QIO (Lang.) / GEDG Schools, staff National forum	In place; ongoing - conference outcomes shared with QIO and any action taken to improve impact on pupils.		Green

Gaelic in the Home

Research identifies inter-generational transmission as fundamental to the survival and growth of a language. The National Plans and the 2010 Action Plan recognise this and identify inter-generational transmission as an important element in increasing the number of fluent speakers.

Research by this Council indicates that inter-generational transmission is particularly low in families where only one parent has fluency in Gaelic. More recent research from Glasgow reports that that 80% of their Gaelic School pupils do not have Gaelic as the home language of their family and that Gaelic speakers mostly speak English at home. These findings could have important policy implications for targeting information, support and resources.

1 Establish baseline levels of Gaelic usage in GME homes, with reference to levels of fluency and uptake of learning opportunities	GEDG EGI - Development Officer Bunsgoil CnP	Year 1 - baseline survey Years 3 and 5 - monitor change	Take up figures on the Gaelic courses offered in the City are being recorded. 87 enrolled in September 2012. There is limited demand in Edinburgh (compared to the West) so courses are tailored to reflect this.	Green
2 Provide information/publicity on local, national and on-line opportunities to learn and use Gaelic	GEDG / CnP EGI - DO CEC's CLDO Schools and adult learning partners Bilingualism Matters	CEC - see Adult Learning Other partners - through their plans for Adult Learning; two publicity initiatives per year; biannual events years 2 and 4	Newbattle College have been running courses for parents with nursery age children in the last year. Discussions are being held on providing courses to parents in the new school during school hours as this would avoid the need for crèche facilities. The College and CEC are planning a Gaelic Family event for families involved in GME. In November families will be invited to contribute to the Gaelic Language and cultural elements of the 'Christmas at Newbattle' event.	Green

3 Ensure Gaelic information is in Bounty Packs	CEC	In place since 2009. To be continued.	Leaflets are to be updated to include information on the new school.	Amber
4 Establish voluntary database of GME and ex-GME students, and other young Gaelic speakers; circulate information on Gaelic activities	GEDG GCDO GME Schools Arts and community groups Ulpan / Clì CnP EGI Bilingualism Matters	Database established year 2 Regular mailings years 3 to 5		

Gaelic in Adult Learning

There has been historical ongoing demand for adult Gaelic language learning in Edinburgh. This demand has been met through flexible partnerships between the Council's Community Learning and Development (CLD) and other partner providers.

1 Liaison with adult learning delivery groups and partners; participation in CLD Review Group	Community Learning and Development Officer (CLD) GEDG GCDO	Ongoing: liaison with other authorities on CLD & access to national initiatives, e.g. family learning / tutor training	Newbattle College have agreed to run Gaelic courses for adults from September 2013. A Gaelic Coordinator has been appointed.	Green
2 Work towards co-ordinated city wide provision; avoiding duplication of services	CLD Officer GCDO Clì Gàidhlig Ùlpan	From year 2 - balance of levels to supply progression from beginners through to certification		

3 Provide adult tutors with training courses to improve skills and competences.	CLD Officer	Ongoing		Green
4 Provide links to these and other Gaelic learning providers in Edinburgh on the Council's new website's 'Gaelic in the Community' page	GIG	From Year 1	The Council's Gaelic website is currently under development.	Amber
<p>Gaelic for Council Staff</p> <p>As a major employer of staff in the city, the Council has a number of opportunities to advance the learning of Gaelic amongst interested and relevant staff.</p>				
1 Audit of Council staff to determine Gaelic speakers, readers, writers and (potential) learners	GIG	Early in year 1	The staff audit has been delayed due to the heavy workload involved in establishing the Gaelic school over the past two years. Now that this is coming to completion the audit will become a priority.	Amber
2 Gaelic Awareness Training (GAT) offered to reception and call centre staff, and those involved in GLP implementation	GIG	From year 2		
3 Provide Ulpan courses as an open opportunity for Council staff	GIG Ulpan	Free Ulpan classes in year 1 GSG / CPD Ulpan funded years 2 to 5	Ulpan courses are available to staff	Green

4 Work with the Scottish Parliament, Glasgow City Council and partners to develop, deliver and maximise learning resources for Gaelic in the workplace	GIG Ulpan	From year 2		
B. Language Usage				
<p>Gaelic in Communities</p> <p>There are around 6,000 people in Edinburgh who understand Gaelic and the range and number of Gaelic-medium community activities has increased over the years. The Council will continue to work with the community and partners to maximise opportunities for Gaelic activities through productive partner activity and efficient use of resources.</p> <p>The use of Gaelic at the initial point of contact with a public authority can increase the visibility and prestige of the language. The Council recognises the importance of creating opportunities for the practical use of Gaelic in some everyday situations and will move towards increasing its level of provision in this area.</p>				
1 Establish Gaelic Implementation Group (GIG)	Coimhearsnachd CnaG GCDO Edinburgh Gaelic Partnership CEC	Initial meetings with EGI steering group and the Gaelic Writing Group (GWG) in March and June 2010; will continue quarterly with GWG / GIG Ongoing	The Gaelic Implementation Group has been established and meetings are held on a quarterly basis. The group is comprised of elected members, Council officers and Community representatives.	Green✓
2 Develop Gaelic-medium social provision for young people, based around GME activities	GCDO GEDG CnP, Bothan Coimhearsnachd	Years 1 and 2 - support for CnP's Gaelic-club project Years 3 to 5 - review and revise project	The council is interested in going into partnership with as many community groups as possible to expand the availability of both the language and culture for interested parties in the city.	Green

			This will be a long term project and will be dependent on identifying and meeting the requirements of the community.	
3 Develop Gaelic medium community activities	CEC	Years 1 - 3	Discussions are being held on how best to bring the Gaelic community together as a whole rather than continuing as disparate communities of interest.	Amber
4 Develop Gaelic information network	GIG GCDO	From year 1	A website has been launched by the GCDO to promote Gaelic events in the community.	Green
5 Investigate development of current Gaelic community office as a meeting place and seek resources for a new location if the need is identified.	GIG GCDO Coimhearsnachd Edinburgh Gaelic Partnership CnP Edinburgh Libraries Service	Room at Fountainbridge library currently used by community	Consideration has been given to the use of the Janitor's house at Bun-sgoil Taobh na Pàirce. The Community Development Officer agreed to investigate further however this post is now vacant. The CEC Gaelic Development Officer is now progressing this and funding is being identified to bring the house up to the necessary standard for public use.	Green
6 Investigate further use of community rooms in libraries for community activities.	GIG GCDO Coimhearsnachd Edinburgh Gaelic Partnership CnP Edinburgh Libraries Service	From year 1	Seinn aig and leabharlann (Sing in the library) has started in Leith and Blackhall Libraries. Open sessions are initially being held to gauge which age groups are most appropriate to target. Once the age groups are known a launch of the sessions is planned along with more formal promotion.	Green

7 Ensure the addition of Gaelic books to Bookstart packs and work with libraries to stock Gaelic titles	GEDG GIG CnP Comhairle nan Leabhraichean Publishing Scotland Edinburgh Libraries Service	In place - 2009 Nead na Gàidhlig, the Gaelic Nest, giving access to children's Gaelic books in two city libraries - in place 2009 Research from year 2; Implementation from year 3	A selection of Gaelic books for children is being developed in Leith library as well as general Gaelic stock. There is a focus on both the promotion of literacy in parents' languages as well as closer general school curricular links to library events / stock promotion.	Green
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Gaelic In the Media

The media has the potential to raise the profile of Gaelic and to bring the language into many areas of people's lives. Gaelic in local media can help Gaelic speakers who are unaware of, or not involved in, Gaelic related activities to realise that Gaelic has an active presence in Edinburgh. Gaelic in the media can be also be valuable to learners and help familiarise speakers with local place names and terminology.

1 Advertise GME opportunities bilingually – school places, GME posters and leaflets	GIG	In place: to be maintained		Green
2 Investigate scope for Gaelic related articles and photos in Council publications and other local media	GIG	Investigate: year 1 Monitor from year 2	There has been positive media coverage of the new Gaelic school.	

Gaelic in the Arts

- 1 The Arts are important in keeping language vital, relevant and exciting. Gaelic in particular has a cultural dimension that finds expression in the arts: Gaelic song, traditional music and dance, the oral tradition in storytelling and verse, the cèilidh, and the heritage and narrative of the Gael.
- 2 While support for tradition in Gaelic Arts is important, living languages move forward and it is important to nurture new forms which equally express the unique cultural aspect of Gaelic. Much of the character of Gaelic culture is unique and finds expression only through Gaelic. The City of Edinburgh Council has developed a forward thinking Gaelic Arts Strategy and is committed to its implementation through partnership working in order to ensure Gaelic continues to enrich Scottish Arts in Edinburgh.

http://www.edinburgh.gov.uk/internet/Leisure/Arts_and_entertainment/Arts_Development/CEC_cultural_policy_and_art_strategies

1 Implement the Council's Gaelic Arts Strategy	CEC Arts Strategy and Funding Manager (ASFM)	2012 - 17	Opportunities for appointing a Gaelic Arts Officer to implement the Gaelic Arts Strategy are being considered with BnG, CnaG and Creative Scotland.	Amber
2 Deliver more Gaelic youth arts projects	Fèisean CnP JGHS	Ongoing		Green
3 Secure the Mod for Edinburgh	An Comunn	Year 3 and beyond	The next possible date to hold the MOD in Edinburgh would be 2023/2024. It has been proposed that this is held in Leith along with a traditional arts festival.	Green
4 Support for local artists Diversification / Festivals development	Bothan, Coimearsnachd, GDO, Ceilidh Culture, PnE	Through Partnership work	Visual artists and crafts people will be offered support through specific funding streams in the Arts Development Unit in partnership with Creative Scotland.	Green

5 To explore options on incorporating Gaelic activity as part of the Edinburgh Pilot Project Ticketing Portal, Events Edinburgh site and others	GIG ASFM GCDO Coimmearsnachd / Edinburgh Gaelic Initiative Bothan The Audience Business	From year 2	A Traditional Arts Events page is incorporated into the Ticketing Portal – Clicket. http://clicket.co.uk/news-and-features/welcome-clicket Events can be listed on Events Edinburgh website.	Green
6 To prepare an options paper for opportunities to develop a Gaelic artistic hub / base, working in partnership with community groups, City Development and CEC Culture and Sport Division of Corporate Services	GIG ASFM GCDO Existing cultural venues Coimmearsnachd / Edinburgh Gaelic Initiative	Work ongoing to assess viable options No Council resources allocated Assess opportunities for funding bids to be submitted for support from year 2	Awaiting the appointment of a Gaelic Community Development Officer to progress this.	Amber
<p>Gaelic in tourism, Heritage and Recreation</p> <p>Gaelic is an important aspect of Scotland’s heritage. Edinburgh is a city renowned for its heritage, culture, festivals, sporting and recreational opportunities. The local, national and international nature of the tourism industry and a wide interest in Scottish heritage provides a development opportunity in terms of jobs and economic benefits to the city</p>				
1 Work with partners to identify current links to Gaelic in tourism policies and strategies	GIG Visit Scotland EGI	Year 2		

2 Identify opportunities to incorporate Gaelic links and opportunities into local development plans	GIG Visit Scotland EGI	From year 3		
3. Work with partners to identify current links to Gaelic in sporting policies and strategies.	GIG EGI	Year 2		
4 Identify opportunities to incorporate Gaelic links and opportunities into sports development plans	GIG EGI	From year 3		
Reception, Telephones, Emails, Mail, Complaints and Public meetings				
1 Audit of Gaelic speaking staff in H/Qs – identification of those willing to offer reception or telephone assistance to enquirers	GIG	Staff survey - autumn 2012 and year 4	Due to the heavy workload involved in establishing the Gaelic school over the past two years this work has been delayed. Now that this is coming to completion the audit will become a priority	Amber
2 Development of list of key employees able and willing to take on Gaelic assistance role at receptions – from audit	GIG	Year 2		
3 Signs offering assistance in Gaelic (where available) at receptions	GIG	From year 2		

4 GME school offices / reception to increase the availability of Gaelic speaking staff through voluntary programme and appropriate signage	GIG GME schools	From year 2	Staff at Bun-sgoil Taobh na Pàirce are bi-lingual.	Green
5 Simultaneous Gaelic interpretation will take place at Gaelic specific events	ITS	Ongoing		
6 List of employees able and willing to take on Gaelic assistance role available to call centre staff - from audit	GIG	From year 2		
7 Introduce bilingual messages on personal voicemail for Gaelic speakers doing Gaelic related work	GIG	From year 1	Gaelic speaking staff are encouraged to place bilingual messages on their voicemail.	Green
8 The Gaelic pages on the Council's website will include this information	GIG	From year 2		
9 Introduce bilingual e-mail signatures and generated messages for staff involved in GME and GLP related work	GIG	From year 2	As a first step staff are being encouraged to include Gaelic translations (which are now available) of the Councils straplines on emails.	Green
10 Encourage GME and GLP related staff to include some Gaelic in their responses to enquiries made in Gaelic (written and spoken), where they are confident and competent enough to do so.	GIG	From year 2		
11 Work with BT to ensure that e-mails with Gaelic text are not blocked	GIG	In place		Green✓

12 Translate existing Council complaint procedure forms and guidance into Gaelic.	GIG	Year 2		
C. Language Status				
Corporate Identity				
<p>The City of Edinburgh Council recognises that the status of a language is affected by its presence in the environment and the extent to which it is used, valued, and perceived to be valued by those institutions which play an important role in everyday life.</p> <p>In the Edinburgh Household Survey (EHS) carried out in 2009, around two thirds of respondents agreed that 'it is important to continue the Gaelic language as part of Scottish life' (61%) and that 'it is important for the Council to support the Gaelic language' (57%). The survey also found that awareness levels of Gaelic schooling were generally low. Around three quarters of respondents did not know that parents have the opportunity to send their children to nursery or primary Gaelic medium schools (72% in each case). The level was 76% for secondary schools where some lessons are given in Gaelic.</p> <p>The presence of Gaelic in the corporate identity of a public authority can enhance the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. It can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development</p>				
1 At the time of the next Council re-branding exercise, the Council commits to including a Gaelic translation into the main Council corporate logo.	GIG Communications	Next Council re-branding exercise	Costs have been sought on a Gaelic translation of the City of Edinburgh Council sign on the front of the main Council offices at Waverley Court.	Green
2 Produce a version of the Council's logo which has the strap line translated into Gaelic for use on Gaelic related materials in accordance with corporate guidance which will be developed, demonstrating equal respect for the languages	GIG Communications	Produce: year 1 Guidance: year 1/2	Straplines have been translated into Gaelic and can be use on Gaelic related materials.	Green

3 Incorporation of strap line into relevant Council materials, when replacing stocks and items, in accordance with guidance, demonstrating equal respect for the languages	GIG Communications	Incorporate: from year 2	Staff are being encouraged to include Gaelic translations of the Councils straplines on emails.	Green
<p>Signage (Internal and external)</p> <p>Gaelic is not highly visible in the city. This may act as a disincentive for engagement with the language among Gaelic speakers and those residents with a potential interest in the language. Currently the use of Gaelic is evident only at a few locations such as the Scottish Parliament, key civic buildings and at events such as the Ceilidh Culture festival.</p>				
1 To consult with other partner local authorities on their views regarding the addition of welcome to Edinburgh signs in Gaelic, with the principle of equal respect for the languages, to the current 'Edinburgh Inspiring Capital' branded welcome signs at city entry points	GIG Communications	Consultation - year 1 Implement findings from year 2	This has been delayed due to the heavy workload involved in establishing the new Gaelic nursery and primary school.	Amber
2 Include bilingual signage in Gaelic at relevant Council facilities, such as GME buildings, when due to be replaced or renewed	GIG City Development Children&Families	Establish potential for renewal programmes - from years 1 & 2 Implementation from year 3	This has been implemented at Bun-sgoil Taobh na Pàirce.	Green
3 Move towards the incorporation of bilingual signage at main Council buildings, or in their reception areas, on a renewal / replacement basis	GIG Facilities Management	From year 1	Costs have been sought on Gaelic translations for internal signage within the main council buildings.	Green
4 Work with partners to identify potential for bilingual signage at	GIG EGI-Do	From year 2		

major cultural and tourist sites, with the principle of equal respect for the languages.	Visit Scotland Historic Scotland Edinburgh's Festivals			
Websites, Publications and Printed Materials				
The use of Gaelic in a range of printed and electronic materials can assist Gaelic development by increasing the visibility of the language, enhancing its status and raising awareness of its terminology.				
1 Develop guidance for publications and printed material in Gaelic and bilingual format	GIG Corporate Governance	Year 2		
2 Provision for the use of Gaelic in GLP related forms.	GIG	In place		Green
3 Publish GLP bilingually when finalised and agreed.	Corporate Governance / GIG	Year 1	The GLP has been published in Gaelic and in English.	Green√
4 Develop a bilingual Gaelic landing page with links to GLP information, Gaelic in Education, Gaelic in the Community (including learning opportunities) and key Gaelic websites; one week promotional link policy for new work elements on carousel.	GIG Council Web team	In place from November 2009 -		Green√
5 Post the annual GLP progress reports on website.	GIG Web team	Years 2 to 5; GIG will publish for upload		Green
6 Develop guidance for publications and printed material in Gaelic and bilingual format (see 3.1 Printed Material)	GIG	From year 2		
7 Establish Council stand on GLP for inclusion at relevant events.	GIG	From year 2		

8 Continue to incorporate Gaelic related information into Council and partners' exhibitions and conferences.	GIG	From year 1	A Gaelic information stand was available at the Edinburgh Learning Festival held at the HIBS stadium in April 2013.	Green
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Third Parties

Involving third party contacts and organisations in the city, and other organisations the Council procures goods and services from, in the development and delivery of the GLP will be a critical success factor.

1 Explore options for informing community organisations and third parties about the GLP and how they can work with the Council to achieve the GLP aims.	GIG Corporate Governance	Year 2		
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2 Assess the feasibility of providers of goods and services adhering to the principles of the GLP.	GIG	Year 2		
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D. Language Corpus

Gaelic Orthographic, Terminological and Place-name Development

1 The Council recognises the need to support the development of the Gaelic language. Gaelic is being used in new contexts such as technological developments and new school subject areas and needs to grow in a consistent way to be relevant for the modern day, requiring development of the range of materials available. Successful language development requires reliable data to measure results and direct resources. Ensuring informed, consistent and quality Gaelic translations in new areas of language development is a critical of language corpus

1 Develop place name list of key Gaelic sites across the city.	GIG, AAA Telford College, Schools SPNS, Edinburgh Libraries, CEC Roads GOC	First list produced in year 2 Central Library's Edinburgh Room has study materials		
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Gaelic Translation and Interpretation

The Council recognises the need for quality translation services.

1 Establish a list of translators for different levels of translation and STF requirements.	GIG GDO	From year 1	A list is in place and discussions are to be held with the Interpretation and translations Service.	Green
2 Audit existing policies in relation to Gaelic translation guidance.	GIG	Audit - Year 2 From year 3		
3 Link with partners, including Edinburgh and national bodies, to source translation services and to seek funding to maintain or increase translation levels.	GIG GCDO	Years 1 to 5	In progress	Green

Gaelic in Surveys and Research

The Council recognises the need for city specific knowledge and further research into the language to support on-going language planning. The Council will contribute to national and international Gaelic research through partner collaboration in supporting and promoting development areas relevant to Edinburgh.

1 Gaelic Education Feasibility Study results analysed further	CEC Children and Families GIG	Achieved Annual analysis, with significant findings reported		Green✓
2 Incorporate questions in Edinburgh People's Survey 2012	Corporate Governance	Year 1	This was investigated but due to funding restrictions it was not possible to progress.	Red
3 Participation in research projects on partner request where there are no budget implications for the Council	GIG GDO	From year 2	CEC have participated in a survey from Sabhal Mòr Ostaig to support BnG Research on Training Needs.	
4 Continue to collect and collate data relating to measures in the plan	Corporate Governance	From year 1 onwards	Progress updates on the actions in the plan are provided at the quarterly Gaelic Implementation Group meetings.	Green