

Gaelic Language Plan

2022 – 2027

10 May 2022

This plan was prepared under the Gaelic Language (Scotland) Act 2005 by officers of North Lanarkshire Council with support from Bord Na Gàidhlig

Foreword

This is the latest edition of our Gaelic Language Plan for North Lanarkshire Council, and it is informed by both the National Gaelic Language Plan 2018-23 and The Plan for North Lanarkshire to make it the best place in Scotland to live, learn, work, invest and visit.

In this five year edition of our plan, we set out how we are going to meet the national aims of increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of the language.

We are committing to some ambitious plans to research the desire for Gaelic Medium Education and provide access to those who wish to use it, both in primary and secondary education and more widely through our Community Learning and Development Services and Culture NL.

We are further ensuring that Gaelic is given equal status as a modern, vibrant language by committing to increase the offer to pupils in schools to learn Gaelic as part of the 1+2 Language Plan as well as ensuring that opportunities exist for the wider community to learn the language and use it in daily life.

North Lanarkshire has long had links to the wider Gaelic Community right across the Central Belt, and we are committed to further strengthening these through corporate commitments to ensuring equal status for Gaelic in all areas of council business, and through working with our partners in neighbouring authorities and beyond.

The pandemic has caused a number of negative impacts on our local area, but it has also shown us that we can work in partnership with a wide range of stakeholders to ensure best outcomes for our learners and, over the life of this edition of the plan, it is hoped that we can use this new-found knowledge and expertise to give genuine access to a broad range of Gaelic experiences and activities for all in the community.

Your faithfully

Des Murray
Chief Executive

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1. INTRODUCTION

Our Context

North Lanarkshire occupies around 181 square miles in the Central Belt of Scotland. The area is mainly urban with some rural areas. There are three main urban areas in North Lanarkshire: Cumbernauld and Kilsyth and the Northern Corridor, Airdrie and Coatbridge, and Motherwell, Wishaw and Shotts.

The council area has a population of 340,000, making it Scotland's fourth largest local authority. In 2017, the council established the North Lanarkshire Fairness Commission to develop policy recommendations aimed at tackling poverty and inequality in the area and the recommendations have been reflected in The Plan for North Lanarkshire.

The vision for North Lanarkshire is to be 'the place to live, learn, work, invest and visit'. This is embedded in The Plan for North Lanarkshire which was approved and published in March 2019 and is based on an analysis of the area and the challenges and opportunities that exist.

One of the council's key priorities is supporting children and young people to realise their full potential. This includes reducing childhood inequalities, which is a priority for both the council and its partners.

The council receives additional funding as one of nine Scottish Attainment Challenge authorities. Scottish Government guidance says that this funding should be used to target support for children affected by poverty to achieve their full potential.

Gaelic within North Lanarkshire Council

Background

In the 11th-12th century the Lanarkshire area was predominantly Gaelic speaking. The Gaelic origin of many place names, for example Cumbernauld, Airdrie, Glenboig and Mollinsburn is evidence of this history. The 2011 census recorded that some 2127 people in the council area had speaking, reading or writing skills in Gaelic, which is less than 1% of the population. However, the National Mod held in Airdrie in 1993 and the opening of Gaelic Medium Education (GME) provision in Cumbernauld have increased general awareness of and support for Gaelic language development in North Lanarkshire. Links have been made between the Irish heritage and Scottish Gaelic development in our council area.

Gaelic Medium Education

Gaelic Medium Education has been a part of the offer to pupils at Condorrat Primary School 1997, with pupils educated in GME moving on to provision in Greenfaulds High School. Currently there are around 250 pupils in GME in the Cumbernauld area, though a significant proportion of those pupils come from outwith the locality, mainly from Airdrie and Coatbridge, with further nursery provision at Tollbrae PS and NC. These figures show the breakdown of children in GME at the time of creating

the original plan. However, these numbers have increased in session 21-22 and there are now 16 children in GME in Tollbrae, 178 in Condorrat and 97 accessing GME at some points in the week at Greenfaulds High.

School	Tollbrae Nursery	Condorrat PS & Nursery	Greenfaulds High
Cumbernauld and Kilsyth		125	27
Airdrie	5 (8 by Feb 20)	39	26
Coatbridge and Bellshill	1 (Feb 20)	8	4
Motherwell and Wishaw	1	4	1
Outwith North Lanarkshire		9	12
Total	6 (10 by Feb 20)	185	70

“Gaelic-medium education is **considered a success story and the benefits** of it, and its **encouragement of bilingual competency in general**, have been **well publicised**. Research shows it provides improved cognitive development and pupils going through GME perform at least as well, if not better, in English than their monolingual peers”. (*Holyrood Magazine Dec 2018*)

Gaelic is a community language and opportunities to use it in as many settings as possible for our pupils who are undertaking GME is crucial to its success. This includes opportunities to use it in a variety of community settings, with other speakers of Gaelic from across the generations.

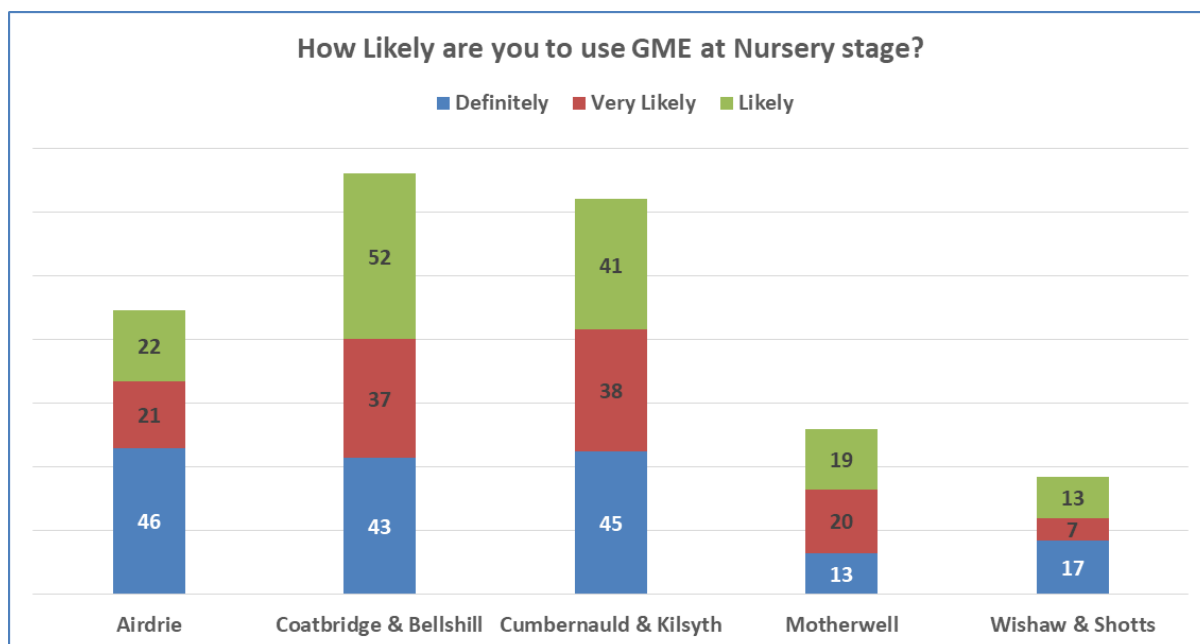
The importance of Gaelic provision in growing and sustaining the language informs the council approach in accordance with the following:

“We will implement new legal duties and rights to support Gaelic medium education as part of our on- going commitment to stabilise and increase the number of Gaelic speakers...ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language.”

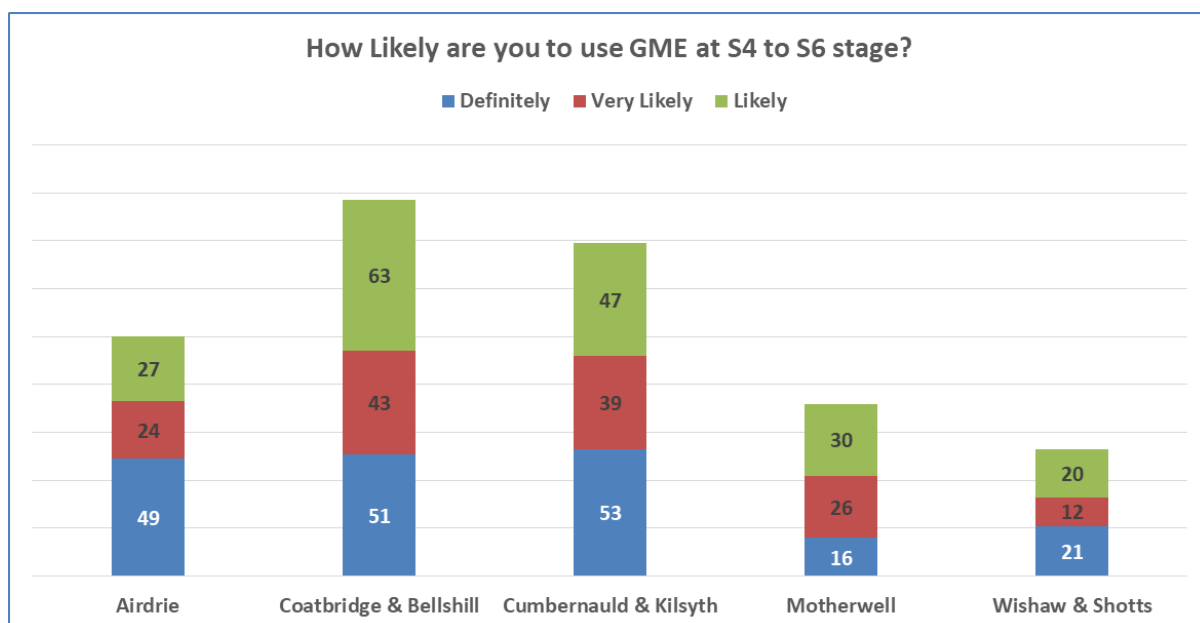
National Gaelic Plan 2018-23

Potential for Growth in GME

This provision is greatly valued by the community and the opportunity to expand will be taken as part of this edition of the plan. A preliminary survey of potential users of Gaelic Medium Education was undertaken in autumn 2020, and interest in GME provision was expressed by residents across North Lanarkshire. The following table illustrate the numbers who would wish to enrol their children in GME at nursery stage:



The table below illustrates the number who would wish to have their children in GME in the Senior Phase:



There is a full list of the charts in the appendix. Extrapolating from this information, there would appear to be significant interest from across the authority in using GME from nursery to the end of the senior phase. While this preliminary data is indicative only, there is a pressing need to establish the likely demand for GME and to ensure that this demand is met as soon as possible.

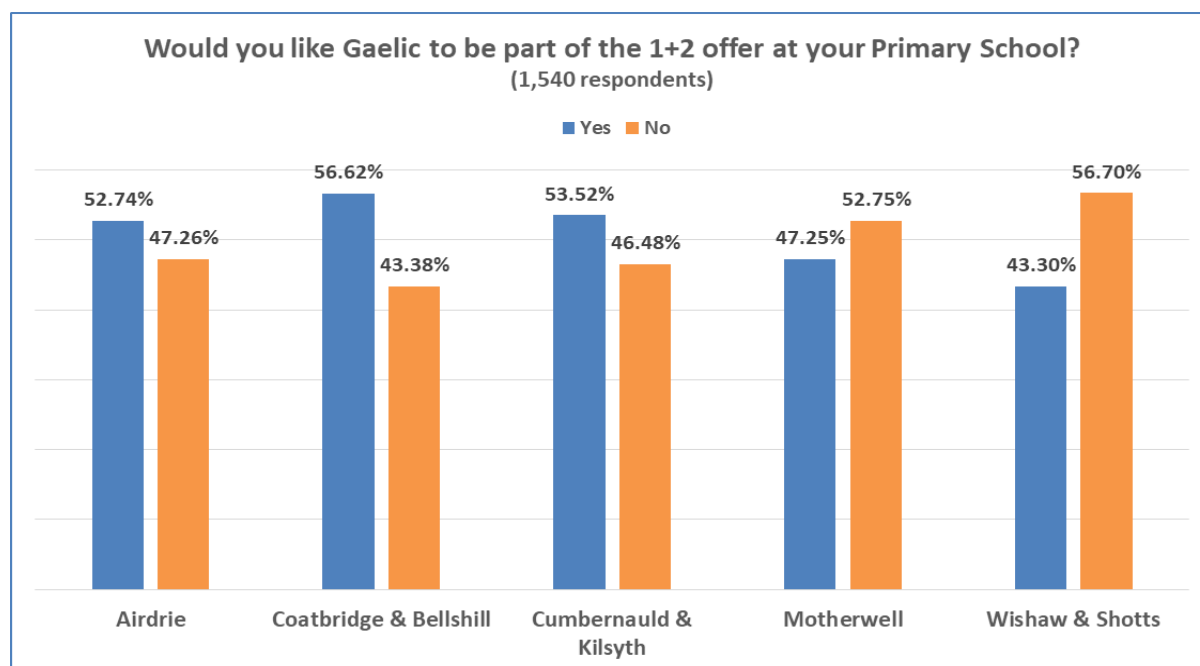
Further work will be done on this to establish how best to meet this demand, with the establishment of a stand-alone campus as a priority. This work will include identifying the most appropriate location, design, funding streams and a strategy for recruiting both staff and pupils.

The required work will be done in the first year of this edition of the plan.

Further, a consultation group drawn from parents with children currently in GME or expressing an interest in GME will be set up in August 2021, to advise on a number of areas while establishing this provision.

Potential for Growth in Gaelic Learning

As part of this, we intend to ensure that Gaelic is part of the active **1+2** offer in our primary schools. Currently, pupils in the Greenfaulds Cluster are offered Gaelic as an additional language and a number of these go on to take Gaelic as a Modern Language at secondary. We intend to increase this offer to ensure that all pupils who wish to take Gaelic as a second or additional language are able to do so, in accordance with our recent preliminary survey of parents regarding this. Please see table below:



While this requires further investigation, the high level of positive responses indicates that there appears to be a genuine appetite for this provision.

This naturally provides an apt time to offer significant training opportunities to upskill staff to enable them to deliver this. A recent General Teaching Council report on the numbers of teachers who wished to acquire Gaelic Language skills also showed a promising picture, with around 40 staff in North Lanarkshire already indicating an interest in this.

Gaelic in Our Community

Our Community Learning and Development team also promote a positive image of Gaelic language and culture, publishing opportunities and showcasing Gaelic on its social media channels, including regular features in local newsletters and by working in partnership with both new and well-established Gaelic community organisations and projects such as the Gaelic Choir. An enthusiastic tutor team promote Gaelic through community-based language and conversation classes. CLD also organise large-scale public events aimed at both speakers and non-speakers such as the Spring Fling, Leap into Gaelic and the recent 'Big Ceilidh' which was delivered virtually. Closer working between the sectors delivering Gaelic skills and opportunities will be fostered over this edition of our plan.

We continue to promote a positive image of Gaelic by ensuring visibility and through sharing information and resources on social media, as well as in the schools. Our schools use social media channels such as Twitter and the school Blog to inform parents/carers and the wider community about the learning and teaching, attainment and achievements of the young people in their schools.

The Gaelic Activities Lead frequently posts on social media (Instagram & Twitter) sharing useful information about Gaelic events within the community, Gaelic word banks and sharing schools and pupils' work. The GAL also networks with Gaelic influencers and communities online, helping create connections and establish Gaelic within NLC.

The Gaelic Language (Scotland) Act 2005

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

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

This is North Lanarkshire Council's third edition of our Gaelic Language Plan which has been 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. This edition of the plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

The National Gaelic Language Plan

North Lanarkshire Council supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to the achieving this aim by focussing our work through these three platforms:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic as part of our day-to-day operations as an organisation

Internal Gaelic Capacity Audit

Number of staff that received Gaelic training	12
Number of posts where Gaelic is an essential skill	25, mainly based in education
Number of staff within the organisation with Gaelic skills	95

2. KEY PRINCIPLES

North Lanarkshire 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. Our **Gaelic Language Plan 2016-2021 (English) / Gaelic Language Plan 2016-2021 (Gàidhlig)** details the actions we have been taking to develop awareness and use of the Gaelic language over the life of the plan.

This edition of our Gaelic Language plan has been co-ordinated by our Education Team, in consultation with relevant stakeholders, both internally and externally. This edition of the plan has been created in line with National Gaelic Language Plan 2018-2023 priorities:

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

Our High Level Aims for Gaelic across all areas of council services informs our Gaelic Plan, and were created in co-operation with Bòrd na Gàidhlig and approved by the Bòrd na Gàidhlig on the 2nd February 2021.

These aims cover all aspects of the provisions made for increasing the cachet and visibility of Gaelic language and culture, for enhancing and expanding the educational offer to children and adults, and for engaging with stakeholders to identify their wants and needs in relation to Gaelic.

Taken together, these amount to a bold vision for the strategic expansion of Gaelic Language activity in North Lanarkshire, which is grounded in the understanding of the significant opportunities that investing in Gaelic language provides.

North Lanarkshire 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 to those we provide in English.

Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

North Lanarkshire 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

North Lanarkshire Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are created, 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

North Lanarkshire Council will ensure that opportunities for the public and our staff to use Gaelic are highlighted, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

We will ensure key communications with residents of North Lanarkshire will be made available in both Gaelic and English and that a positive image of Gaelic is promoted.

3. PLAN COMMITMENTS

High-level aims

INCREASING THE USE OF GAELIC

High-level Aim	Carry out a feasibility study into the creation of a Gaelic hub as part of the cluster approach to public services within the council area on approval of the plan
Desired Outcome	A plan is established to create a Gaelic language community hub within the North Lanarkshire Council area that will create further opportunities for the learning and usage of Gaelic within the community.
Current Practice	There is no Gaelic language community hub within North Lanarkshire Council area.
Actions Required	Undertake the feasibility study for establishing a Gaelic Hub with consideration given to using current available estate.
Target Date	Year 2
Responsibility	Education and Families Manager
High-level Aim	Establish and maintain a Gaelic language plan implementation group with senior representation from all Council departments.
Desired Outcome	A Gaelic implementation group (GIG) is established with representation from all departments within the Council. All departments are aware of their responsibilities regarding the implementation of the Gaelic Language Plan and the group works successfully across the council to ensure progress is being made with the implementation of the plan.
Current Practice	There is currently no Gaelic Implementation group within the Council.
Actions Required	Work collaboratively across the Council to identify officers to sit on the group. Establish the GIG and ensure that the group meets quarterly to report progress on the implementation of the plan.
Target Date	Year 1 and annually
Responsibility	Education and Families Manager

INCREASING THE LEARNING OF GAELIC

High-level Aim	Plans agreed for the establishment of a Gaelic Medium 3-18 campus within the Council Area.
Proposed Outcome	Plans will be agreed to establish a 3-18 campus within the area and work will be commenced within the lifetime of this plan.
Current Practice	There are currently 2 early years provisions, 1 primary school and 1 secondary offering Gaelic medium education at separate sites.
Actions Required	Set up a Parent Consultation Group to inform the establishment of any new GME provision.
Target Date	Year 1
Actions Required	Set up an internal working group to support the establishment of a GME 3-18 campus with all relevant departments represented to ensure all milestones are being met.
Target Date	Year 1
Responsibility	Education and Families Manager
High-level Aim	Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium Education to NLC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Proposed Outcome	<p>20% increase in the number of pupils attending across GME settings.</p> <p>40% of our 110 primary schools will offer Gaelic as part of 1+2.</p> <p>Increase the offer to the wider community to learn Gaelic annually.</p> <p>Increased promotion of Gaelic medium Education annually.</p> <p>Annual improvement on the Gaelic medium secondary curriculum offer.</p> <p>Increased access to pupils in GME to activities promoting Gaelic Culture such as Music, Art, Drama.</p> <p>Parents who wish to learn Gaelic are accommodated through existing resources such as CLD and the Gaelic Activities Lead.</p> <p>Community Learning and Development are enabled in increase their offer to the wider community to learn Gaelic.</p>
Current Practice	In School year 2020-2021 there was 1 school offering Gaelic as L3 in primary school, 1 secondary offering Gaelic Learners as a subject, 2 nurseries offering GME, 1 Primary School and one Secondary school.
Actions Required	We will establish a baseline for current L2 and L3 delivery.
Target Date	Year 1
Responsibility	Education and Families Manager
Actions Required	We will establish a baseline for early years, primary and secondary GME provision.

Target Date	Year 1
Responsibility	Education and Families team
Action	Using information acquired from the staff audit, we will set up an L3 training programme. This will be monitored annually to ensure the 40% target is achieved.
Target Date	Year 2
Responsibility	Education and Families team
Action	Deliver a promotional campaign annually to encourage greater uptake across early years, primary and secondary. This will be monitored annually, and progress will be reported in the monitoring reports.
Target Date	Year 1 then annually
Responsibility	Education and Families team
	Establish a baseline of the current GME curriculum offer available at Greenfaulds Secondary School.
Target Date	Year 1
Responsibility	Education and Families team
Action	Provide annual improvement planning and standards and quality reporting on the curriculum secondary school offer improvement.
Target Date	Year 1 then annually
Responsibility	Education and Families team
Action	We will audit all parents/carers in GME regarding Gaelic language learning needs and by working with Comann nam Parant deliver within the first two years of the plan services to ensure that all parents/carers have access to Gaelic learning.
Target Date	Year 2
Responsibility	Education and Families team
Action	Undertake an audit of all current services available to the community for Gaelic learning and deliver an annual improvement plan for provision.
Target Date	Year 2
Responsibility	Education and Families team
Action	We will undertake a community satisfaction audit on Gaelic learning in the community.
Target Date	Year 5
Responsibility	Education and Families team
Action	Undertake an audit of all cultural additionality provided within early years, primary and secondary provision.
Target Date	Year 1
Responsibility	Education and Families team
Action	Using school improvement and standards and quality reporting processes, we will ensure annual improvement on cultural additionality in every GME establishment.
Target Date	Year 2 then annually
Responsibility	Education and Families team

PROMOTING A POSITIVE IMAGE OF GAELIC

In addition to the High Level Aims that have been set out above, North Lanarkshire Council commits to delivering on the third key priority that is set out in the National Gaelic Language Plan 2018-2023

to promote a positive image of Gaelic. We will be doing this through the implementation of our commitments for increasing the learning and usage of Gaelic along with the implementation of our corporate service aims that are set out below.

Corporate Service Aims

STATUS

Desired Outcome	Logo and brand The council's corporate logo and branding in both Gaelic and English will be incorporated as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	All communications are currently in English and using accessible platforms and action is required.
Actions Required	<ul style="list-style-type: none"> As part of any future renewal of branding, we will render the new corporate Council logo as bilingual. We will approve a programme of work to apply the bilingual logo, upon its completion, to council branding on key platforms and council stationary on a renewals basis.
Target Date	Year 2
Responsibility	Education and Families, Corporate Communications

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	A programme of signage updates is currently underway for the council's brand re-fresh.
Actions Required	<ul style="list-style-type: none"> Ensure that Gaelic versions of the logo and appropriate signage are included in the renewal programme. Establish a programme of work to render new signage near all GME setting bilingual on a renewals basis.
Target Date	Year 4
Responsibility	Corporate Communications, Property

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion That the public are aware that Gaelic education for children and young people is available in North Lanarkshire and that Gaelic language can be communicated on a range of platforms.
Current Practice	Currently the offering is through education provision and letters are sent to parents/carers of all prospective pupils to inform them of the Gaelic offer available.
Actions Required	<ul style="list-style-type: none"> Conduct a review of all council communication platforms to assess Gaelic language application. Apply

	<p>recommendations of review to council communication channels.</p> <ul style="list-style-type: none"> • Create a dedicated page on the council website to Gaelic learning provision and promote on social media signposting people to the page
Target Date	Year 1
Responsibility	Education and Families and Corporate Communication

Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	This is not current practice
Actions Required	<ul style="list-style-type: none"> • Identify members of the service with a public facing role who can deal with enquiries etc submitted in Gaelic • Offer appropriate training for staff who express an interest in learning Gaelic • Where possible, ensure that staff in public-facing roles are available for Gaelic speakers who request this
Target Date	Year 2.
Responsibility	Heads of Service/Equivalent

Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	This is not current practice in reception services.
Actions Required	<ul style="list-style-type: none"> • Identify members of reception/admin staff who are able to converse in Gaelic. • Offer appropriate training for staff who express an interest in learning Gaelic. • Where possible, ensure that reception staff are available for Gaelic speakers who request this.
Target Date	Year 2
Responsibility	Admin

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Public meetings are not routinely held in Gaelic
Actions Required	<ul style="list-style-type: none"> • Establish an internal policy for the inclusion of Gaelic within public meetings and promote its use regularly.
Target Date	Year 2
Responsibility	All

INFORMATION

Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	This is not current practice.
Actions Required	These commitments should be changed to the following: <ul style="list-style-type: none"> • Establish a process to identify topics that will be covered bilingually. • Publish 5 bilingual news releases annually.
Target Date	Year 5
Responsibility	Corporate Comms team

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Current Practice	Schools which offer Gaelic Medium Education and CLD regularly post content in Gaelic. Major announcements and key policy/plans (to be identified) should be translated into Gaelic.
Actions Required	<ul style="list-style-type: none"> • Establish a baseline for the amount of Gaelic content that is currently being distributed on all social media channels. • Expand the use of Gaelic on all Council social media channels with the aim of increasing content annually by 5%.
Target Date	Year 2
Responsibility	Corporate Comms

Desired Outcome	Website Gaelic content should be available on the council's website, with emphasis on key policies and plans and those pages with the highest potential reach.
Current Practice	Only for Gaelic provision.
Actions Required	<ul style="list-style-type: none"> • Undertake a review of the current website and implement the Bòrd na Gàidhlig national advice on local authority websites. • Create a designated page which will cover information on Gaelic learning in North Lanarkshire and opportunities for Gaelic usage in the area.
Target Date	Year 2
Responsibility	Education and Families

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	This is not current practice.
Actions Required	<ul style="list-style-type: none"> • Undertake a review of all corporate publications and designate those with the highest potential reach to be translated into Gaelic upon renewal. • Publish 5 corporate communications bilingually
Target Date	Year 2
Responsibility	Corporate Communications

Desired Outcome	Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	This is not current practice
Actions Required	<ul style="list-style-type: none"> • We will ensure that we will seek the services of a professional translator when seeking services for translation on publications, website and social media when required
Target Date	Year 2
Responsibility	Corporate Comms

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	This is not current practice
Actions Required	<ul style="list-style-type: none"> • Deliver 2 Public exhibitions bilingually
Target Date	Year 1
Responsibility	Culture NL

STAFF

Desired Outcome	Internal audit Conduct an all-staff internal audit of Gaelic skills
Current Practice	This is not common practice across all areas of the service.
Actions Required	<ul style="list-style-type: none"> • Conduct an all staff internal Gaelic language skills audit.
Target Date	Year 1
Responsibility	EFM/ Steering group

Desired Outcome	Induction Include content about the Gaelic Language Plan in all induction programmes for new staff and councillors.
Current Practice	This is not common practice.
Actions Required	<ul style="list-style-type: none"> • Include content about the Gaelic Language Plan in all induction programmes for new staff and Councillors.
Target Date	Year 1
Responsibility	EFM/HR

Desired Outcome	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	GLS for staff are part of the CLD offer. Teaching and support staff are offered Gaelic training as part of the CLPL offer.
Actions Required	<ul style="list-style-type: none"> • From baseline information from the staff audit, we will increase Gaelic learning opportunities for all interested staff. • We will work collaboratively with other public authorities to provide online learning opportunities to staff.
Target Date	Year 2
Responsibility	EFM/ Steering group

Desired Outcome	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public. Annual updates and refresher courses provided annually
Current Practice	Not routinely offered.
Actions Required	<ul style="list-style-type: none"> • Offer Gaelic Awareness sessions annually to all staff and councillors. • Ensure that all staff and councillors are offered refresher Gaelic awareness sessions.
Target Date	Year 2
Responsibility	Steering group

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.
Current Practice	This is the case when recruiting staff in the Gaelic sector.

Actions Required	<ul style="list-style-type: none"> We will establish a policy and procedure for identifying where posts should be considered as being Gaelic desirable or Gaelic essential.
Target Date	Year 3
Responsibility	HR/ All

Desired Outcome	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Where it is a requirement for the role.
Actions Required	<ul style="list-style-type: none"> We will identify post where Gaelic language skills would be essential or desirable, with an initial focus on posts within the communications, corporate and community development teams.
Target Date	Year 3
Responsibility	Talent Team

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	This is not current practice.
Actions Required	<ul style="list-style-type: none"> We will ensure that all job adverts where Gaelic is an essential skill are published bilingually.
Target Date	Year 3
Responsibility	Talent Team

GAELIC LANGUAGE CORPUS

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	This is current practice.
Actions Required	<ul style="list-style-type: none"> Continue to ensure that recent Gaelic Orthographic Conventions are adhered to in all written materials we produce.
Target Date	Year 1
Responsibility	Corporate Comms

Desired Outcome	Place-names
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	Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Where new signage is required, and where funding for this is available, this is current practice.
Actions Required	<ul style="list-style-type: none"> We will continue to use Ainmean-Àite na h-Alba whenever we require information relating to placenames for signage.
Target Date	From Year 1
Responsibility	Enterprise and Communities Team

4. CONSULTATION PROCESS

The draft GLP was put to a six-week public consultation in April, with a closing date of 7th June 2021.

The plan was publicised via the council website, social media channels and via the schools currently offering GME. Further, it was publicised to staff via the weekly bulletin.

Meetings were held with parents and stakeholders via telephone (3), Teams (3) and Webex (20).

There were 16 written responses received.

The key points mentioned were:

You said...	We did...
Availability of GME is not advertised widely enough	Began work on refreshing information on Council website to highlight GME offer
Over-emphasis in the draft plan on learning Gaelic in schools as part of 1+2	Refocused the first section to highlight the importance of Gaelic Medium Education to the overall strategy
Timescales were too vague	Ensured that clear realistic timescales were included in the redrafted plan
Lack of wider offer in cultural activities for schools	Engaged a Gaelic Activities Lead to provide a range of extracurricular activities including drama and art activities. Strengthened collaboration between Education and CLD in Gaelic offer

5. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

In line with the aims of the National Performance Framework, which can be accessed here, <https://nationalperformance.gov.scot/>

North Lanarkshire Council aims to ensure that all of the residents have access to the best possible opportunities to fulfil their potential and ambitions in line with the National Outcomes. In particular to:

- grow up loved, safe and respected so that they realise their full potential
- live in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely
- are well educated, skilled and able to contribute to society
- respect, protect and fulfil human rights and live free from discrimination
- are open, connected and make a positive contribution internationally.

The social and cultural benefits of learning in Gaelic, learning to speak Gaelic and appreciating the importance of Gaelic underpin this latest iteration of the Gaelic Language Plan.

6. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

North Lanarkshire Council has created a bold strategic plan for the area to make North Lanarkshire the place to live, learn, work, invest and visit:

[The Plan for North Lanarkshire\[929kb\]](#)

This plan will inform all of the developments right across the work of the authority and will impact on the lives of all of the stakeholders in North Lanarkshire. Ensuring that the cultural heritage of the area is recognised, valued and enhanced is a key part of this vision.

North Lanarkshire Council Education and Families Service is actively involved in the Education Regional Improvement Collaborative in a number of areas, and our young people are benefitting from this shared approach to good practice in areas including Learning and Teaching, Assessment and Moderation and Leadership.

7. PUBLICATION

Publishing and publicising the Plan

Following this consultation the Gaelic Language Plan 2021-26 draft plan will be updated as Gaelic Language Plan 2022-2027, and amended as appropriate and will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request.

8. RESOURCING THE PLAN

The first year of the implementation of the plan will be accommodated within existing budgets which includes the funding from external sources.

Further expansion within GME and GLE will require to be costed and appropriate funding will be sought to support this both internally and externally.

We will work towards normalising the costs associated with implementing our corporate commitments as we have set out in the plan, within our existing budgets.

9. MONITORING THE PLAN

The on-going monitoring of approved Gaelic language plans is a requirement of the Gaelic Language (Scotland) Act. The relevant Education and Families Manager with responsibility for the plan will ensure this is carried out and an annual progress report will be provided to Bòrd na Gàidhlig and made available to the public.

10. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

Responsibility for the plan

The Head of Service (Education and Families) has overall responsibility for preparation, delivery and monitoring of North Lanarkshire Council's Gaelic Language Plan.

Mrs J O'Neill

Head of Service

oneillja@northlan.gov.uk

An Education and Families Manager has day-to-day responsibility for the delivery and monitoring of North Lanarkshire's Gaelic Language Plan.

Mrs J Cahill

Education and Families Manager

cahilljac@northlan.gov.uk

Gaelic Language plan implementation and monitoring group

A steering group will be convened with appropriate representation from across the services. It will also encompass guidance on how to engage with third sector organisations to ensure that Gaelic is given due prominence and North Lanarkshire Council's commitment to the promotion of the language and culture is clear and unambiguous.