

## PERTH AND KINROSS COUNCIL

17 December 2014

## GAELIC LANGUAGE PLAN 2012-2017; PROGRESS UPDATE

Report by Executive Director (Education and Children's Services)

**PURPOSE OF REPORT**

This report updates Council on progress to date to deliver the priorities set out in the Perth & Kinross Gaelic Language Plan 2012-2017 and identifies areas of continued focus for the remaining two years of the Plan.

**1. BACKGROUND / MAIN ISSUES**

The Gaelic Language (Scotland) Act 2005 aims to secure Gaelic as an official language of Scotland, commanding "equal respect" with English. It sets out statutory duties for public authorities to promote and support Gaelic in education and culture through Gaelic Language Plans (GLP).

In addition, the Scottish Government recently conducted a public consultation on Gaelic Medium Education (GME) in general, and specifically on proposals for new legislation to expand and improve access to GME in Scotland, whereby education authorities can assess parental requests for GME and determine how best to respond to these in future GME provision.

On 19 December 2012 the Council approved the Perth & Kinross GLP for 2012-17 (report 12/595 refers) and the governance arrangements to monitor, review and report on the delivery of the GLP.

The Perth and Kinross Council GLP sets out corporate responsibilities for all Council services in promoting and supporting Gaelic. Bòrd na Gàidhlig is the Non Departmental Public Body which monitors compliance with the statutory responsibilities for Gaelic placed on public bodies, and provides formal advice to Scottish Ministers on overall progress within the framework of the National Plan for Gaelic. Bòrd na Gàidhlig has been provided with an update on progress with delivering the Perth and Kinross GLP.

**2. PROGRESS WITH IMPLEMENTATION**

Key corporate commitments in the GLP include targets in relation to learning at all levels which can increase the number of Gaelic speakers over time; awareness of Gaelic amongst frontline Council staff; promotion of Gaelic culture for example through traditional music; bilingual signage; and communications. The table below summarises progress against key commitments in the GLP to date.

## Service Delivery

Key Actions	Progress to date
<p>Gaelic Language and Gaelic Awareness courses offered to front-line staff and to encourage PKC staff to attend public adult learning opportunities.</p>	<p>Gaelic Language and Gaelic Awareness courses have been offered to front-line PKC staff. 5 staff are now enrolled with Ùlpan for longer term language learning.</p> <p>Funding has been secured from Bòrd na Gàidhlig for further awareness-raising work with Council frontline staff including establishing Workplace Champions for Gaelic.</p> <p>Employees have also been encouraged to access courses at Sabhal Mòr Ostaig (Gaelic College in Skye which is part of the University of the Highlands and Islands UHI) in particular An Cùrsa Inntigidh (Entry Level Course).</p> <p>Gaelic teachers have attended relevant CPD events with Council support. Provision is made for the Gaelic speaking staff to meet formally during the academic year.</p>
<p>Reaffirm our commitment to responding to communications received in Gaelic and to ensure Gaelic is included in our current translation service for other languages.</p>	<p>Communications received in Gaelic are responded to in the same timescales as correspondence in English. Gaelic is included in our current translation service for other languages and a telephone translation service is provided for Gaelic speakers. This also applies to complaints handling.</p>
<p>Improve Gaelic language service on PKC website and translate key parts of a proportion of PKC public documents</p>	<p>See above. Bilingual email signatures were investigated but the option to translate all names and job titles was costly and difficult to update regularly as job roles change. A generic Gaelic footer and email text will be introduced.</p>
<p>Proportionate use of Gaelic language in marketing materials for Gaelic related exhibitions and festivals, majority funded by PKC.</p>	<p>Gaelic language is used in marketing materials for Gaelic related exhibitions and festivals.</p>

On renewal or replacement, introduce bilingual signage on street plates, boundary signs and road signage. Bilingual signage introduced in schools where Gaelic is taught.	Bilingual signage is being considered and costed for schools where Gaelic is taught. The Council's Design Guidelines have been revised to give Gaelic equal status to English; this will include bilingual signage, vehicle livery, ID badges and stationery so that on renewal or replacement, the Council's logo will include a Gaelic translation.  Boundary signs being renewed now include Gaelic eg 'Welcome to Perth' 'Fàilte gu Cathair Pheairt.'
Formalise recruitment procedures for positions where Gaelic is part of the remit. Bilingual or Gaelic-only adverts will be used for such posts.	Recruitment procedures have been formalised for positions where Gaelic is part of the remit. Recruitment adverts for such roles are published bilingually.

### **Communities & the Workplace**

<b>Key Actions</b>	<b>Progress to date</b>
Facilitate the re-establishment of the Perthshire Gaelic Community Forum.	This will be a key priority for the new Gaelic Development Officer (currently under recruitment).
Work with 3 <sup>rd</sup> sector to enable further opportunities to use Gaelic.	The Council supports the development of voluntary-led groups such as Abair Thusa which has 10 participants and the Perth Gaelic choir which has 24 members.
Support parents of children learning Gaelic through Family Learning events.	Parents from two families have opted to attend the Family Learning week at Sabhal Mòr Ostaig.
Where possible, establish a Gaelic Youth Club or After School Club.	Consideration is being given to Sradagan (Gaelic Youth Club) sessions being run during the school term on a Friday evening. This will be a priority for the new Gaelic Development Officer.
Reaffirm our commitment to assisting Gaelic groups in PKC area.	The Council provides support to a number of Gaelic organisations eg An Comunn Gàidhealach benefit from a substantially discounted rate on premises for Aberfeldy Mod.

## Gaelic in Education and the Home

Key Actions	Progress to date									
Carry out a comprehensive review of Gaelic education in PKC and make recommendations for improvement.	A review of Gaelic Education has been undertaken and Education officers are considering the draft findings. A report and further recommendations to Council will be provided in early 2015.									
Assist in establishing voluntary-managed Gaelic early years provision in areas where formal Gaelic language education is available.	<p>Voluntary-managed Gaelic early years provision (Cròileagan or Pàrant is Pàisde groups), has been available in Perth and Aberfeldy. This is currently being reviewed due to changes in personnel.</p> <p>Gaelic Learning is available for Early Years at Local Authority Nurseries in Highland Perthshire:</p> <table border="1" data-bbox="863 925 1393 1115"> <thead> <tr> <th data-bbox="863 925 1027 1032">Year</th> <th data-bbox="1027 925 1209 1032">Number of Pupils</th> <th data-bbox="1209 925 1393 1032">Number of Schools</th> </tr> </thead> <tbody> <tr> <td data-bbox="863 1032 1027 1070">2013-14</td> <td data-bbox="1027 1032 1209 1070">105</td> <td data-bbox="1209 1032 1393 1070">5</td> </tr> <tr> <td data-bbox="863 1070 1027 1115">2014-15</td> <td data-bbox="1027 1070 1209 1115">136</td> <td data-bbox="1209 1070 1393 1115">5</td> </tr> </tbody> </table>	Year	Number of Pupils	Number of Schools	2013-14	105	5	2014-15	136	5
Year	Number of Pupils	Number of Schools								
2013-14	105	5								
2014-15	136	5								
Promote and make parents aware of choice of Gaelic Medium Education through a variety of measures	Parents are now provided with information on Gaelic Medium Education (GME) prior to enrolment into Primary. GME is publicised in enrolment advertisements and the Council website. GME provision at Breadalbane contributes to an increase in enrolment numbers.									

<p>Increase uptake of Gaelic Medium Education by 15% per year</p>	<p>This target has been achieved in 2014/15. Gaelic Medium Education (GME) is delivered in the Primary Department at Breadalbane Academy in Aberfeldy and at Goodlyburn Primary School in Perth.</p> <table border="1" data-bbox="863 409 1388 857"> <thead> <tr> <th>Year</th> <th>Number of Pupils</th> <th>Number of Schools</th> </tr> </thead> <tbody> <tr> <td>2012-13</td> <td>12</td> <td>2</td> </tr> <tr> <td>2013-14</td> <td>13</td> <td>2</td> </tr> <tr> <td>2014-15</td> <td>22 (currently 12 at Goodlyburn, 10 at Breadalbane)</td> <td>2</td> </tr> </tbody> </table> <p>Gaelic Learning in the Primary School (GLPS) is delivered in all primary schools in the Highland Perthshire area.</p> <table border="1" data-bbox="863 1039 1388 1263"> <thead> <tr> <th>Year</th> <th>Number of Pupils</th> <th>Number of Schools</th> </tr> </thead> <tbody> <tr> <td>2012-13</td> <td>250</td> <td>5</td> </tr> <tr> <td>2013-14</td> <td>545</td> <td>9</td> </tr> <tr> <td>2014-15</td> <td>489</td> <td>9</td> </tr> </tbody> </table> <p>Homework clubs have been provided but require further development to deliver on a weekly basis.</p> <p>Collegiate and in-service programmes have been developed to strengthen links and joint working for teachers in both areas.</p> <p>GLOW is utilised extensively to support Gaelic education and materials are currently being assigned to a share point site.</p>	Year	Number of Pupils	Number of Schools	2012-13	12	2	2013-14	13	2	2014-15	22 (currently 12 at Goodlyburn, 10 at Breadalbane)	2	Year	Number of Pupils	Number of Schools	2012-13	250	5	2013-14	545	9	2014-15	489	9
Year	Number of Pupils	Number of Schools																							
2012-13	12	2																							
2013-14	13	2																							
2014-15	22 (currently 12 at Goodlyburn, 10 at Breadalbane)	2																							
Year	Number of Pupils	Number of Schools																							
2012-13	250	5																							
2013-14	545	9																							
2014-15	489	9																							
<p>Raise awareness at Secondary level in schools where Gaelic is available of Gaelic-related FE, HE and career options.</p>	<p>Schools have good liaison with Sabhal Mòr Ostaig and Glasgow, Edinburgh and Aberdeen Universities. Sabhal Mòr Ostaig staff visit Breadalbane Academy to promote courses. Pupils have attended short courses at Sabhal</p>																								

	Mòr Ostaig. The Bòrd na Gàidhlig Teacher Recruitment Officer liaises regularly with Breadalbane Academy. Skills Development Scotland materials are shared with secondary school pupils.												
Facilitate a co-ordinated approach to delivering Gaelic Adult Learning by liaising with other local and national stakeholders. Increase participation in Gaelic Adult Learning by 15% per year, for as long as PKC delivers Gaelic courses.	<p>This target was achieved in 2013/14 and increasing the number of adult learners from the current baseline will be a priority for 2015 onwards. Five adult learning classes have been delivered through Ùlpan and a more efficient way of administering these classes is now being developed. 'Taster' sessions are offered annually.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Number of Students</th> <th>Number of Classes</th> </tr> </thead> <tbody> <tr> <td>2012-13</td> <td>18</td> <td>5</td> </tr> <tr> <td>2013-14</td> <td>30</td> <td>5</td> </tr> <tr> <td>2014/15</td> <td>30</td> <td>5</td> </tr> </tbody> </table>	Year	Number of Students	Number of Classes	2012-13	18	5	2013-14	30	5	2014/15	30	5
Year	Number of Students	Number of Classes											
2012-13	18	5											
2013-14	30	5											
2014/15	30	5											
Develop and publicise a range of Gaelic language learning resources (print and online) and make public through the PKC library service.	Links to online resources are provided via the website. Work is being undertaken with Library Services to develop provision further.												
Support parents of children in GME to further the use of Gaelic in the home.	<p>Parents have been provided with full information on the resources available to encourage use in the home. Parents are encouraged to make full use of gaelic4parents.com. Further initiatives will be considered and 'best practice ideas' discussed with Bòrd na Gàidhlig</p> <p>Family days have been organised and 5 GME parents attend Ùlpan classes.</p>												

### Culture: Arts, Media and Heritage

Key Actions	Progress to date
Support the development of a voluntary-run Gaelic festival (Fèis) in Highland Perthshire for the whole of Perth & Kinross.	There has been a number of Fèis workshops held at Breadalbane Academy for P4-S6 pupils and a programme for children P3 and younger including Gaelic Rhyme time.

	Schools were encouraged to participate in the Film G competition and a focus will be given to the 2015 competition to have representation from Perth and Kinross.
Support the local branch of An Comunn Gàidhealach in any future bid for the Royal National Mod	A proposal is being developed for the Royal National Mod to return to Perth in 2019.

#### **Language: Corpus Development**

<b>Key Actions</b>	<b>Progress to date</b>
Use Gaelic Orthographic Convention standard language on any translated texts or publications.	Gaelic Orthographic Convention standard language is being used on any translated texts or publications.
Consult Ainmean Àite na h-Alba (Place Names of Scotland Group) when developing Gaelic or bilingual signage.	Ainmean Àite na h-Alba (Place Names of Scotland Group) have been consulted when developing Gaelic or bilingual signage.

#### **4. AREAS FOR FUTURE FOCUS**

Overall, good progress has been achieved with implementation of the Perth and Kinross GLP in key areas. Progress can be evidenced by the steady growth in Gaelic Medium Education and Adult Learning numbers, and we need to maintain momentum in these areas over the next two years. Good practice has been recognised by Bòrd na Gàidhlig in terms of partnership working, recruitment, communications and design guidelines.

Areas of continued focus are:

- Continued promotion and development of programmes for early years and family learning;
- Continued promotion of adult and community learning opportunities;
- Ongoing progress with service delivery commitments including bilingual signs and corporate communications;
- Ongoing awareness raising and learning opportunities for Council staff;
- Development of cultural activities in partnership with the National Mod, Fèisean nan Gàidheal and other key partners.

## 5. CONCLUSION AND RECOMMENDATIONS

5.1 It is recommended that the Council:

- (i) Notes the progress of the Gaelic Language Plan to date;
- (ii) Notes the areas of continued focus for the remaining two years of the GLP; and
- (iii) Instructs the Executive Director (Education and Children's Services) to bring forward a further update and updated GLP for 2017 onwards in 2016.

### Author

<b>Name</b>	<b>Designation</b>	<b>Contact Details</b>
<b>Fiona Robertson</b>	Head of Cultural and Community Services	Ext 76270 FionaRobertson@pkc.gov.uk

### Approved

<b>Name</b>	<b>Designation</b>	<b>Date</b>
<b>John Fyffe</b>	<b>Executive Director</b>	<b>20 November 2014</b>

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000.

You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

The undernoted table should be completed for all reports. Where the answer is 'yes', the relevant section(s) should also be completed. Where the answer is 'no', the relevant section(s) should be marked 'not available (n/a)'.

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>Yes</b>
Corporate Plan	<b>Yes</b>
<b>Resource Implications</b>	
Financial	<b>Yes</b>
Workforce	<b>Yes</b>
Asset Management (land, property, IST)	<b>None</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>Yes</b>
Strategic Environmental Assessment	<b>None</b>
Sustainability (community, economic, environmental)	<b>None</b>
Legal and Governance	<b>Yes</b>
Risk	<b>None</b>
<b>Consultation</b>	
Internal	<b>Yes</b>
External	<b>Yes</b>
<b>Communication</b>	
Communications Plan	<b>Yes</b>

### 1. Strategic Implications

#### Community Plan / Single Outcome Agreement

1.1 The proposals relate to the delivery of the Perth and Kinross Community Plan / Single Outcome Agreement in terms of the following priorities:

- (i) Giving every child the best start in life
- (ii) Developing educated, responsible and informed citizens
- (iii) Promoting a prosperous, inclusive and sustainable economy
- (iv) Supporting people to lead independent, healthy and active lives
- (v) Creating a safe and sustainable place for future generations

This report relates to Objective No (ii), (iii) and (iv).

#### Corporate Plan

1.2 The Perth and Kinross Community Plan 2013-2023 and Perth and Kinross Council Corporate Plan 2013/2018 set out five strategic objectives:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No (ii).

- 1.3 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area:

- Learning: Developing Communities

## **2. Resource Implications**

### Financial

- 2.1 Perth & Kinross Council received an annual specific grant of £113,000 to support development within Gaelic Education in 2014-15. Additional grant funding of £6,200 was also awarded to support the development of a Gaelic Language Plan under the Bòrd na Gàidhlig Gaelic Language Act Implementation Fund. In addition to the above, Perth and Kinross Council has committed funding of £56,375 towards Gaelic activities in 2014-15.

### Workforce

- 2.2 The Gaelic Language will continue to be delivered by a Gaelic Development Officer, 2.2fte teaching staff and 0.2fte administration assistant funded by the Gaelic Specific Grant from Scottish Government. The in-kind contribution from Perth & Kinross will comprise 1fte teaching staff and management from Culture and Communities Services SMT.

## **3. Assessments**

### Equality Impact Assessment

- 3.1 The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

This policy will increase opportunities for learning and using Gaelic and make Council services more accessible.

### Strategic Environmental Assessment

- 3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

However, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

## Sustainability

- 3.3 Under the provisions of the Local Government in Scotland Act 2003 the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. In terms of the Climate Change Act, the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.

## Legal and Governance

- 3.4 Perth & Kinross Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act.
- 3.5 The Gaelic Language Plan for Perth & Kinross Council was approved by Bòrd na Gàidhlig, the Senior Management Team and elected members of Perth & Kinross Council. This Plan became the policy of Perth & Kinross Council. The Executive Director (Education & Children's Services) is responsible for ensuring we deliver the commitments set out in this Plan.

## Risk

- 3.6 N/A

## **4. Consultation**

### Internal

- 4.1 Head of Early Years and Primary Education  
Head of Secondary and Inclusion  
Quality Improvement Officer, Early Years and Primary  
Gaelic Teacher, Perth Academy  
Corporate Communications Manager  
Gaelic Teacher, Breadalbane Academy (Primary)  
Gaelic Teacher, Goodlyburn Primary School  
Head of Environment and Consumer Services  
GLPS Teacher  
Gaelic Teacher, Breadalbane Academy (Secondary)

### External

- 4.2 Bòrd na Gàidhlig

## **5. Communication**

- 5.1 The communications strategy will be to update Bòrd na Gàidhlig and The Scottish Government through annual reports; Perth & Kinross Council will receive an update at Full Council. General information about our Gaelic Language Plan is on our intranet which explains what the Plan means for our staff. As we develop policies on the handling of Gaelic enquiries, correspondence and other matters, we will issue appropriate guidance and information. There is no need for a detailed external communications strategy.

## **2. BACKGROUND PAPERS**

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.