

Front Cover

Dumfries and Galloway Council

GAELIC LANGUAGE PLAN

[2022- 2027]

The following text should be added to the front cover of the approved plan: -

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]

The Bòrd na Gàidhlig logo should be added to the front cover of the approved plan only and not to any drafts.

Foreword

Bòrd na Gàidhlig recommends that this should be from the Accountable Officer and / or the chair of your public authority with a clear statement of commitment from your organisation in support of the 2005 Act, stating the corporate nature of the plan within your organisation.

The foreword should be used to establish key over-arching principles of the plan, for example:-

- Equal respect
- Active offer
- The long-term vision Gaelic within your public authority
- New strategic commitments in the plan and in support of the National Gaelic Language Plan 2018-23

Table of Contents

It is recommended that each Gaelic language plan contains a table of contents with page numbers to ease navigation for the reader.

1. INTRODUCTION

DESCRIPTION OF DUMFRIES AND GALLOWAY

Dumfries and Galloway Council ambitions and priorities

Dumfries and Galloway Council is ambitious for our region, focused on supporting our communities to thrive and prosper and ensuring that we provide quality services that deliver our priorities. Each year we spend £351 million on essential services and invest up to £50 million to ensure this is the best place to live, work and learn. We have a five year Council plan sets out the approach we are taking to ensure all our services and activities work together to deliver on our ambitions.

We have five priorities and related commitments that provide a focus for the services we deliver as follows:

Build the local economy

- Improve the level of skills within our communities and workforce
- Support our small and medium sized businesses to be established and grow
- Invest in our key infrastructure
- Provide an attractive location to do business

Provide the best start in life for all our children

- Ensure early intervention, in particular to keep our region's most vulnerable children safe
- Invest in creating schools fit for the 21st century which are at the heart of our communities
- Raise ambition and attainment, in particular to address inequalities
- Support children to be healthy and active

Protect our most vulnerable people

- Tackle the causes and effects of inequality and poverty
- Help older or vulnerable people live healthy and independent lives
- Ensure older or vulnerable people receive the care and support they need
- Keep our communities safe

Be an inclusive council

- Ensure that local people and communities are at the heart of our decision making
- Empower our communities to make the most of their assets
- Increase equality of opportunity

Urgently respond to climate change and transition to a carbon neutral region

- Encourage understanding of how the way we live and work in the region impacts on climate change
- Empower our communities and stakeholders to make significant changes to reduce emissions and adapt to a low carbon approach
- Lead on the transition to cleaner and greener technologies
- Promote and protect our region's natural environment
- Contribute to a greener economy, maximising the region's green energy potential

We are committed to ensuring local communities are at the heart of decision-making. As an effective and innovative Council we're inclusive and open in all that we do. A new approach to how the Council works with communities is already taking shape. Through local wards and Elected Members we are working to better understand and respond to changing and often complex, needs and issues. Flexibility and creativity in our approach are now essential when addressing these needs.

Geography and demographics

Dumfries and Galloway is an area of outstanding natural beauty, situated in the South West of Scotland between the Southern Uplands and coastline of the Solway Firth and the Irish Sea. Known around the world as the cradle of Christianity in Scotland, Dumfries and Galloway enjoys the benefits of modern living, as well as tangible links with a colourful and historically significant past.

Dumfries and Galloway is the third largest region in Scotland covering 6,426 sq km - 8.2% of the total land area of Scotland. Our population is 149,670 - 2.8% of the total population of Scotland. The overall population is projected to decline to nearer 141,000 by 2037, a decrease of 6.1%.

Our largest town is Dumfries with a population of 39,240, followed by Stranraer (10,510) and Annan (8,920). Dumfries and Galloway is also one of the most rural areas of Scotland. We are the third highest ranked of the mainland council areas for rurality, with 19.6% of the population living in remote rural locations; and nearly half of all people (45.8%) living in areas classified as rural. Approximately one in five households in the region do not have a car or a van. This means that the services we provide need to be available locally, and accessible to our residents in their communities.

Recent population projections indicate that there will be 3,040 fewer people aged 18 or under living in the region by 2039, a decrease of 10%. The gap between older and younger populations is likely to widen over time. The population aged 65-84 is forecast to increase by 25% by 2037 while the number of children and working age adults is projected to fall. To grow our economy we need to retain and attract young people into the region and develop their skills.

The history of Gaelic in Dumfries and Galloway dates from circa the 9th century. Dumfries and Galloway lay in territory where people spoke a Celtic language thought to be similar to that which has survived in Wales today.

Celtic languages are described as belonging to one of two groups known as “P” or “Q”. The “P” group includes Pictish, Welsh, Cornish and Breton, and the “Q” group Gaelic, Irish and Manx. The languages in each group are related but were sufficiently different even in the 6th century for an interpreter to be required when St Columba met the Pictish King Bruide.

Evidence of the Gaelic in the region comprises places names evidence from everywhere west of the River Annan and a disputed song said to have been written in this area and which mentions Dalry, Carsephairn and Lochinvar. The name Galloway refers to the area’s mixed population of Gaelic-speaking and Norse peoples. Gaelic may have survived as a spoken language in Dumfries and Galloway into the 17th century but was gradually superseded by Scots, particularly in the east of the region. We can see from the survival of many more Gaelic place-names that most of these were coined in more recent centuries. Indeed, there are a great many Gaelic topographical elements in the West of the council area especially baile (Balmaghie, Balmclellan) and achadh (Auchencairn, Auchenmalg).

The following links provide evidence of Gaelic topographical elements in the places names of Dumfries and Galloway:

<http://www.gaelicplacenames.org/index.php> (this link not working)
<http://www.scottish.parliament.uk/gd/visitandlearn/40900.aspx>

In more recent times, the 2011 Census identified that in the Dumfries and Galloway Council area there were:

% of Gaelic speakers in 2001 0.9% (740 people)
 % of Gaelic speakers in 2011 0.7% (968 people).

N.B. More up to date information and statistics will be available following the 2022 Census.

GAELIC IN SCOTLAND

The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. 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.

The location of Gaelic speakers is also important. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country. This is looked at in more detail in section 6.

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

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

THE NATIONAL GAELIC LANGUAGE PLAN

Dumfries and Galloway 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, on these three key areas:-

- 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 whenever we can as part of our day-to-day operations as an organisation.

INTERNAL GAELIC CAPACITY AUDIT

N.B. This information shall be available following an internal Gaelic Skills audit which will take place during September and October 2021.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

N.B This section will be completed following the completion of the public consultation in October 2021.

2. KEY PRINCIPLES

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.

Dumfries and Galloway Council will ensure that where Gaelic is included as part of our operations and services, we will ensure that they are of an equal standard and quality as those that we provide in English.

ACTIVE OFFER

Dumfries and Galloway Council will make an active offer of our Gaelic services to our employees and the public where demand exists. Where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice. Where Gaelic services are available we will publicise these on our webpage, through social media and other local channels.

We will ensure that our Gaelic language services are as accessible as our English language services.

Dumfries and Galloway Council already offers and promotes 8 Gaelic Language learning modules to our staff via our online training and learning platform. We will look to expand our offer and increase uptake and participation across the timespan of this new plan.

The majority of Gaelic Language learning activity within the community is undertaken by the voluntary organisation Gàidhlig Dumgal.

[GàidhligDumgal – Gàidhlig Dumgal helps develop and promote Gaelic culture and learning in SW Scotland \(gaidhligdumgal.org\)](http://gaidhligdumgal.org)

Dumfries and Galloway Council will continue to work with our community partners across the region to over the duration of the new plan.

MAINSTREAMING

Dumfries and Galloway Council will aim to ensure that opportunities for the public and our staff to use Gaelic are normalised where interest and demand exists, 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.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

INCREASING THE USE OF GAELIC

High-level Aim	Support existing and new Gaelic language and culture groups in the DGC area to help grow the profile and use of Gaelic.
Desired Outcome	<ul style="list-style-type: none"> The local authority develops meaningful links with existing groups and which is helping to increase the profile and use of Gaelic.
Current Practice	<ul style="list-style-type: none"> Informal links with some groups already in place. Gaidhlig Dumgal is already recognised by the local authority as being the main provider and facilitator of Gaelic language learning and associated cultural activities and events.
Actions Required	<ul style="list-style-type: none"> Continue to build positive relationships and a shared understanding with voluntary groups and organisations. Identify and agree tangible and realistic opportunities of where the local authority can assist. Support opportunities to embrace Gaelic Heritage within our region. Explore the feasibility of undertaking an economic impact survey looking at the Gaelic links to Tourism Continue to promote Gaelic Film through the Robert Burns theatre and other venues
Target Date	<ul style="list-style-type: none"> By end of 2023
Responsibility	<ul style="list-style-type: none"> Council Gaelic Language Implementation Group (in liaison with Gàidhlig Dumgal)

INCREASING THE LEARNING OF GAELIC

High-level Aim	<p>Engage with stakeholders regarding the following:</p> <ul style="list-style-type: none"> Establishment of Gaelic Medium Education Potential to increase the provision of Gaelic Learners Education (GLE) at primary and secondary level with the inclusion of E-sgoil facilities at secondary level. Potential to establish Gaelic Early Years provision and support families and community groups with an interest in developing Gaelic Early Years
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	<ul style="list-style-type: none"> • Work with partners to promote and develop Gaelic language learning opportunities within our communities. • Actively promote and facilitate Gaelic language learning opportunities for our workforce.
Proposed Outcome	<ul style="list-style-type: none"> • The local authority has undertaken engagement with stakeholders to identify and assess demand for increasing provision of Gaelic Medium Education within the authority. • Options to meet any new demand are assessed with proposals being considered by the Education & Learning Committee where appropriate/required. • The authority has worked with partners to help promote and develop Gaelic language learning opportunities. • The number of employees accessing our Gaelic online learning offer have increased.
Current Practice	<ul style="list-style-type: none"> • The authority is aware of its statutory obligations as per the Education Scotland Act and Gaelic Language Act. • The authority have informal links with local partners.
Actions Required	<ul style="list-style-type: none"> • Undertake a full engagement exercise with regards to Gaelic Medium Education. • Assess options to meet demand. • Continue to promote and develop Gaelic learning opportunities for our workforce and look to increase and expand our online learning offer. • Explore the feasibility of facilitating Gaelic learning events/classes at weekends/school holiday periods from local Schools
Target Date	<ul style="list-style-type: none"> • Undertake full engagement exercise and assessment of options by the end of 2024. • Continue to develop and promote Gaelic learning opportunities for our workforce on an ongoing basis. • Agree meaningful opportunities on where the authority can support and work with partners by the end of 2022.
Responsibility	<ul style="list-style-type: none"> • Council Gaelic Language Implementation Group (in liaison with Gàidhlig Dumgal) • Education & Learning Directorate • Communities Directorate

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	<p>Engage with stakeholders to increase awareness of Gaelic through musical, cultural and linguistic activities.</p> <p>Establish and maintain a Gaelic Language Plan implementation group with senior representation from all Council directorates.</p>
Proposed Outcome	<ul style="list-style-type: none"> • The authority has worked with partners to identify opportunities to increase awareness of musical, cultural and linguistic activities. • The existing Gaelic Language Implementation Group is expanded to include representatives from all Council Directorates
Current Practice	<ul style="list-style-type: none"> • The authority has informal links with local partners. • A small Gaelic Language Plan implementation group is already in place with representation from the Education & Learning and Communities Directorate.
Actions Required	<ul style="list-style-type: none"> • Agree meaningful opportunities on where the authority can support and work with partners. • Widen Directorate involvement in existing Gaelic Language Plan implementation group.
Target Date	<ul style="list-style-type: none"> • Agree on meaningful opportunities with partners by end of 2023. • Widen involvement in implementation group by mid 2022.
Responsibility	<ul style="list-style-type: none"> • Gaelic Language Plan Implementation Group (in liaison with Gàidhlig Dumgal)

CORPORATE SERVICE AIMS

As well as the High-level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims that will be issued as part of the formal notice.

The Corporate Service Aims are based on our experience of approved Gaelic language plans to date, with the aim of standardising key Gaelic services over time across the public sector. We fully understand that different public authorities will be at different stages in the delivery of these Corporate Service Aims, however all should be working towards these standardised aims.

All public authorities will be expected to address all of these Corporate Service Aims in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

Where the aim has been achieved and is being delivered, the plan should state this under current practice.

Where the aim hasn't been achieved, the plan should state how and when this will happen, even if it is beyond the lifetime of the current plan and / or as part of future renewal processes.

Subsequent editions of Gaelic language plans should show incremental progress towards delivery of the Corporate Service Aims.

Progress towards the delivery of the Corporate Service Aims will form a key part of the Bòrd's Annual Monitoring requirements from each public authority.

This section should look like this: -

STATUS

Desired Outcome	Logo and brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	Strapline made bilingual on Council website during early 2021 following agreement at Dumfries and Galloway Full council meeting.
Actions Required	<ul style="list-style-type: none"> Consider how the brand can be expanded to other areas such as signage.

Target Date	<ul style="list-style-type: none"> Full assessment, including costs to be reported by the mid point of the new plan and exploring use of the Gaelic Language Act Implementation Fund (GLAIF) to help maintain cost neutrality.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group

Desired Outcome	<p>Signage</p> <p>Prominent signage will include Gaelic and English as part of any renewal process.</p>
Current Practice	<ul style="list-style-type: none"> Agreement was reached at the Council Communities Committee in January 2020 to replace “welcome to” signage with dual language signage when signs are due to be replaced.
Actions Required	<ul style="list-style-type: none"> Continue to monitor how many signs are updated. Consider requests from the community as they are received. Consider expansion to signage outwith “welcome to” signage.
Target Date	<ul style="list-style-type: none"> Full assessment, including costs to be reported by the mid point of the new plan and exploring use of the Gaelic Language Act Implementation Fund (GLAIF) to help maintain cost neutrality.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group Communities Directorate

COMMUNICATING WITH THE PUBLIC

Desired Outcome	<p>Promotion</p> <p>Positive message that communication from the public in Gaelic is always welcome.</p>
Current Practice	<ul style="list-style-type: none"> All key officers are aware that communication in Gaelic is welcome.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and refresh training as required.
Target Date	<ul style="list-style-type: none"> Ongoing throughout life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group

Desired Outcome	<p>Written Communication</p> <p>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.</p>
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Current Practice	<ul style="list-style-type: none"> All key officers are aware that communication in Gaelic is welcome and that replies will be provided in Gaelic through internal translation.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and refresh training as required.
Target Date	<ul style="list-style-type: none"> Ongoing throughout life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group

Desired Outcome	<p>Reception and phone</p> <p>Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.</p>
Current Practice	<ul style="list-style-type: none"> At the moment there are no Gaelic speaking staff who can provide this service. Customer Services staff have been offered Gaelic Language training.
Actions Required	<ul style="list-style-type: none"> Review how many customer services staff have completed training along with assessing any new demand from the public.
Target Date	<ul style="list-style-type: none"> By end of 2023 and then monitor annually thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group

Desired Outcome	<p>Public meetings</p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>
Current Practice	<ul style="list-style-type: none"> Key staff are aware of this requirement , however there has been no opportunities or need identified at the moment.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and assess demand/need for this.
Target Date	<ul style="list-style-type: none"> By end of 2023 and then monitor annually thereafter.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

INFORMATION

Desired Outcome	<p>News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>
Current Practice	<ul style="list-style-type: none"> Good news stories are opportunities are promoted through our press and social media channels.
Actions Required	<ul style="list-style-type: none"> Continue to monitor opportunities and expand coverage, including regularity.
Target Date	<ul style="list-style-type: none"> By end of 2022 and then monitor on an ongoing basis thereafter.

Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication’s Team.
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Desired Outcome	<p>Social Media</p> <p>Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>
Current Practice	<ul style="list-style-type: none"> Gaelic content features on social media on approximately a quarterly basis at the current time.
Actions Required	<ul style="list-style-type: none"> Continue to monitor opportunities and expand coverage, including regularity.
Target Date	<ul style="list-style-type: none"> By end of 2022 and then monitor on an ongoing basis.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication’s Team.

Desired Outcome	<p>Website</p> <p>Gaelic content should be available on the public authority’s website, with emphasis given to the pages with the highest potential reach.</p>
Current Practice	<ul style="list-style-type: none"> Gaelic content currently available on the Council Gaelic Language website page which includes translations.
Actions Required	<ul style="list-style-type: none"> Investigate options to expand content throughout website subject to demand.
Target Date	<ul style="list-style-type: none"> Assess options by end of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication’s Team.

Desired Outcome	<p>Corporate Publications</p> <p>Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>
Current Practice	<ul style="list-style-type: none"> The only publication available in Gaelic is the plan itself and the easy read version of the CLD Partners’ Plan.
Actions Required	<ul style="list-style-type: none"> Assess other publications which could made available in Gaelic.
Target Date	<ul style="list-style-type: none"> Assess options by end of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication’s Team.
Desired Outcome	<p>Language utility</p> <p>A process is in place to ensure that the quality and</p>

	accessibility of Gaelic language in all corporate information is high.
Current Practice	<ul style="list-style-type: none"> Gaelic content only features in a limited number of publications. An internal expert is available to translate certain documents as required. There is limited internal capacity to undertake this on a larger scale basis at the moment.
Actions Required	<ul style="list-style-type: none"> Assess other publications/information which could be made available in Gaelic. Assess how capacity can be increased to support this work.
Target Date	<ul style="list-style-type: none"> Assess options by end of 2024.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Council Communication's Team.

Desired Outcome	<p>Exhibitions</p> <p>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.</p>
Current Practice	<ul style="list-style-type: none"> The Council had a presence at the 2019 Wigtown Book Festival to help promote the Gaelic Language Plan. Further opportunities have been curtailed due to the Covid Pandemic.
Actions Required	<ul style="list-style-type: none"> Explore new opportunities with partners, particularly to help launch the new plan.
Target Date	<ul style="list-style-type: none"> By the end of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

STAFF

Desired Outcome	<p>Internal audit</p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>
Current Practice	<ul style="list-style-type: none"> An internal audit has not been undertaken for several years.
Actions Required	<ul style="list-style-type: none"> Undertake a skills audit amongst our workforce. Identify staff who may be willing to support Gaelic learning activity.
Target Date	<ul style="list-style-type: none"> Skills audit to be undertaken end of 2021/during 2022.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

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Desired Outcome	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current Practice	<ul style="list-style-type: none"> Awareness of Council policies and strategies is covered as part of induction processes.
Actions Required	<ul style="list-style-type: none"> There is an opportunity to heighten awareness and understanding through the launch of the new plan.
Target Date	<ul style="list-style-type: none"> By end of 2022.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

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	<ul style="list-style-type: none"> Gaelic learning modules are available on internal online learning platform and have been promoted to all staff.
Actions Required	<ul style="list-style-type: none"> Continue to promote and expand online learning offer. Support staff to complete external accredited Gaelic Language courses
Target Date	<ul style="list-style-type: none"> Increase offer by end of 2023 and continue to promote through the life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation 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.
Current Practice	<ul style="list-style-type: none"> Generic online learning courses are available on an equal basis with a focus on customer services staff.
Actions Required	<ul style="list-style-type: none"> Encourage wider uptake of our online learning offer.
Target Date	<ul style="list-style-type: none"> Increase offer by the end of 2023 and continue to promote through the life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

Desired Outcome	Recruitment
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	Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	<ul style="list-style-type: none"> At the moment there are no posts within the Council which require Gaelic Language skills as an essential requirement.
Actions Required	<ul style="list-style-type: none"> Continue to monitor emerging need with Council Services on an annual basis.
Target Date	<ul style="list-style-type: none"> Review on an ongoing basis throughout the life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Particular responsibilities for Human resources & Organisational development.

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	<ul style="list-style-type: none"> Gaelic does not feature in existing job descriptions/person specifications at the moment but is included within workplans for appropriate officers with a specific remit for the implementation of the Gaelic Language Plan.
Actions Required	<ul style="list-style-type: none"> Review requirements for inclusion within job descriptions/person specifications with Human Resources. Explore revising a minimum of one post within Lifelong Learning to have Gaelic Language skills as a desirable criteria as part of person specifications
Target Date	<ul style="list-style-type: none"> End of 2023.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Particular responsibilities for Human resources & Organisational development.

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	<ul style="list-style-type: none"> The authority is aware of this requirement, however no posts have been identified as having Gaelic as an essential skill at the current time.
Actions Required	<ul style="list-style-type: none"> Continue to monitor and review.
Target Date	<ul style="list-style-type: none"> Review on an ongoing basis throughout the life of the plan.

Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group. Particularly responsibilities for Human resources & Organisational development.
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GAELIC LANGUAGE CORPUS

Desired Outcome	<p>Gaelic Orthographic Conventions</p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>
Current Practice	<ul style="list-style-type: none"> The authority comply with this as according to the dictionary.
Actions Required	<ul style="list-style-type: none"> Continue to comply.
Target Date	<ul style="list-style-type: none"> Ongoing throughout the life of the plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

Desired Outcome	<p>Place-names</p> <p>Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>
Current Practice	<ul style="list-style-type: none"> Consideration is given based on demand/requests received.
Actions Required	<ul style="list-style-type: none"> Work with Ainmean-Àite na h-Alba and Gaidhlig Dumgal to develop and promote Gaelic place names for our region.
Target Date	<ul style="list-style-type: none"> Ongoing throughout the lifetime of this plan.
Responsibility	<ul style="list-style-type: none"> Gaelic Language Plan Implementation Group.

5. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

It is recommended that a section is included to highlight how the commitments in the Gaelic language plan will help advance the priorities of the National Performance Framework.

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

6. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Gaelic Language Plan makes a key contribution to the following key strategies/plans:

D&G Council priorities

Build the local economy

- Improve the level of skills within our communities and workforce

Provide the best start in life for all our children

- Raise ambition and attainment, in particular to address inequalities

Be an inclusive council

- Increase equality of opportunity

Local Outcomes Improvement Plan

- Outcome 2 – Learning opportunities are available to those who need them most.
- Outcome 8 – Individuals and communities are empowered.

CLD Partners' Plan 2021 -2024 (key themes)

- Learning, Skills & Employability
- Inclusion and Equalities

South of Scotland Regional Economic Strategy Priorities

- Skilled and Ambitious People
- Cultural and Creative Excellence

7. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

The new Gaelic Language Plan will require to be approved by the Dumfries and Galloway Council Committee. Once approved this will be added to the internal website along with other Council Plans and lead officers will ensure that briefings are undertaken and guidance produced to support key Council Services such as Education, Lifelong Learning, Arts & Culture, Customer Services and Communications.

EXTERNAL

Dumfries and Galloway Council's Gaelic Language Plan 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

It is anticipated that the majority of actions outlined within this plan will be cost neutral in terms of implementation including use of external funding where available.

9. MONITORING THE PLAN

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

Dumfries and Galloway Council will make a commitment within the Gaelic Language Plan to compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

10. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

Liz Manson, Community Planning & Engagement Manager has overall responsibility for preparation, delivery and monitoring of Dumfries and Galloway Council's Gaelic Language Plan. They can be contacted as follows: -

Liz Manson
Community Planning and Engagement Manager
Liz.Manson@dumgal.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

Stephen Jack, Lifelong Learning Manager has day-to-day responsibility for the delivery and monitoring of Dumfries & Galloway Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Stephen Jack, Lifelong Learning Manager
Community Planning & Engagement
Stephen.Jack@dumgal.gov.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

An expanded Gaelic Language Implementation Group will be formed to support the implementation of the new plan 2022 – 2027. This will be formed through representation from the following Directorates:

- Education
- Communities
- Economy & Resources

Service representation will include Education, Lifelong Learning, Communications, Arts & Culture and Customer Services.

ENGAGING WITH STAFF

The Council will consult with staff as part of the main consultation being undertaken in relation to this new plan. This will be promoted to staff via internal electronic communications, staff bulletins and through team, meetings.

Thereafter, key actions will be integrated into respective Service workplans and this will be monitored through monthly meetings and updates reports to Council Committees.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council will work closely with third sector partners such as Gaidhlig Dumgal throughout the lifetime of the plan.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

An internal Gaelic Language capacity audit will be undertaken during September/October 2021 and the results of this will be added to this section once complete.

APPENDIX 2 – PUBLIC CONSULTATION

Findings from the public consultation will be added here once the consultation period closes.