
Report To:	Policy & Resource Committee	Date:	1 February 2022
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	PR/03/22/AH
Contact Officer:	Andrina Hunter Corporate Policy, Performance and Partnership Manager	Contact No:	2042/ 2146
Subject:	Draft Inverclyde Council Gaelic Language Plan 2022/27		

1.0 PURPOSE

1.1 This purpose of this report is to present Policy and Resources Committee with the draft Gaelic Language Plan 2022/27 and to seek approval to submit to Bòrd na Gàidhlig for its approval.

2.0 SUMMARY

2.1 The Inverclyde Gaelic Language Plan 2017/22 is approaching the end of its term and in accordance with the Gaelic Language (Scotland) Act 2005 a new Plan for the period 2022/27 must be submitted to Bòrd na Gàidhlig by 8th March 2022 for its approval.

2.2 A Gaelic Language Plan Development Group has led the production of the new plan. The group comprises of representatives from across a number of Council services, with some parent and community involvement.

2.3 The 2022-27 Plan incorporates a number of High Level and Corporate Services Aims as set by Bòrd na Gàidhlig to meet the three strategic aims of: Increasing the use of Gaelic; Increasing the learning of Gaelic; and Promoting a positive image of Gaelic.

2.4 An internal capacity audit of Inverclyde Council's employees has been undertaken as part of the development of the plan, and in addition, a wider public consultation on the draft plan took place over the period 29th October 2021 to 10th December 2021. Many of the responses received from the public consultation were focussed around the area of secondary education provision.

2.5 Inverclyde Council cannot implement the plan until it has been assessed and approved by Bòrd na Gàidhlig. Once approved, it will become final and will be translated into Gaelic and redesigned in the Council's corporate style. Both Gaelic and English versions will be published on the Council's website.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Policy and Resources Committee:

- Note the proposed actions and timescales within the draft Gaelic Language Plan 2022/27 relating to the delivery of the High Level and Corporate Services Aims
- Approve the draft Plan and agree submission to Bòrd na Gàidhlig for its approval
- Agree the annual Gaelic Language Plan monitoring report is submitted to Committee

Ruth Binks
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

- 4.1 The Gaelic Language (Scotland) Act 2005 seeks to secure the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.
- 4.2 The Act established Bòrd na Gàidhlig as an executive non-departmental public body with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act also requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish their own Gaelic Language Plan. This was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

5.0 INVERCLYDE COUNCIL GAELIC LANGUAGE PLAN

- 5.1 The [Inverclyde Gaelic Language Plan 2017/22 - Inverclyde Council](#) ends in March 2022 and Bòrd na Gàidhlig have been in dialogue with the Council regarding preparations for the next edition. As part of this process, the Bòrd works with Councils to co-produce a small number of high level, strategic aims for inclusion in the Gaelic Language Plan. In addition the Bòrd na Gàidhlig sets out the template for the plan and also a number of Corporate Aims to be included.
- 5.2 To help develop the new five year plan (2022-27), a cross-Council Gaelic Language Plan Development Group was established. The group comprises of representatives from OD, Policy and Communications, Education Services (including Whinhill Primary School), Community Learning and Development, Customer Services and Registration, Libraries, Educational Development and the Arts and Transportation and Roads. In addition, a small number of parents whose children receive Gaelic Medium Education in Inverclyde and representatives from Gaelic Community Groups also attended an early meeting of the group.
- 5.3 Bòrd na Gàidhlig has set out High Level Aims for Inverclyde Council, which closely link to the National Gaelic Language Plan 2018-23. As such, they are framed around the three National Gaelic Language Plan headings of Increasing the use of Gaelic; Increasing the learning of Gaelic; and Promoting a positive image of Gaelic. The High Level Aims are:
- Support existing and new Gaelic language and culture groups in the Inverclyde area to help grow the use of Gaelic in the community.
 - Establish Gaelic learning and usage opportunities for Council staff, utilising existing staff skills and resources, with the aim of increasing the use of Gaelic internally
 - Increase the numbers of children entering Gaelic Medium Education at primary 1 level by at least 15% each year.
 - Explore opportunities, in partnership with Bòrd na Gàidhlig and with neighbouring authorities, within the first 18 months of the plan and make appropriate recommendations and if necessary take applicable steps to develop Gaelic Medium Education provision at secondary level within the Inverclyde Council area.
 - Increase the provision of Gaelic Learners Education (GLE) at primary and secondary level.
 - Increase the number of adults learning Gaelic in Inverclyde
 - Establish the Gaelic language plan implementation as a function of the Corporate Equalities Group.
- 5.4 In addition to actions to support these high level aims, the Bòrd na Gàidhlig has set a number of standardised Corporate Aims that all local authorities must include in their Gaelic Language Plan.
- 5.5 Also as part of the plan's development, an Internal Capacity Audit in the form of an employee survey has been carried out to help establish the current levels of Gaelic skills across the organisation. In total, 120 responses were received and a summary of the results is provided below:

- Almost 17% of respondents have some or limited ability of the Gaelic Language;
- More than three quarters of respondents reported that they have no ability at all in relation to the Gaelic language;
- Just over 3% of respondents are undertaking Gaelic language training. All those undertaking this training arranged it themselves.
- Of those respondents not presently undertaking Gaelic language training, 37% are interested in doing so.

5.6 Inverclyde Council's draft plan was subject to a 6 week public consultation period which ran from the 29th October 2021 to 10th December 2021 using Smart Survey. It was promoted through social media including Inverclyde Council's Facebook and Twitter pages and also through the consultation webpage.

A number of comments were received and these can be viewed within the consultation report section of the plan (Appendix 2). Of note is the number of responses specifically relating to secondary education provision rather than on the whole plan.

The key findings include:

- 33 people responded to the survey
- 58% strongly agreed or agreed that the draft Inverclyde Gaelic Language Plan 2022/27 will help to support and improve Gaelic language provision locally
- 68% found the plan to be clear in setting out its actions
- 58% agreed that the actions and timescales proposed to deliver the High Level Aims were relevant and appropriate
- 56% agree that the actions and timescales proposed to deliver the Corporate Services Aims were relevant and appropriate
- Almost a third of respondents noted that they know a few words of Gaelic
- 25% respondents reported that they have no ability at all in relation to the Gaelic language
- Nine respondents said they would be interested in finding out more about Gaelic

A number of additional comments were received however have not been included in the plan as the analysis of the feedback received has been carried out in accordance with the guidance provided by Bòrd na Gàidhlig. This guidance is that the public consultation report should only focus on comments received in relation to the draft Plan and not include wider comments in relation to Gaelic itself.

5.7 Inverclyde Council cannot implement the plan until it has been assessed and approved by the Bòrd na Gàidhlig. Once approved, it will become final and will be translated into Gaelic and redesigned in the Council's corporate style. Both Gaelic and English versions will be published on the Council's website.

6.0 IMPLICATIONS

6.1 Financial Implications - One off Costs

There is no additional financial contribution to deliver this plan and all actions require to be contained within service budgets.

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments
n/a					

Financial Implications - Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (if applicable)	Other Comments
n/a					

6.2 Human Resources: none at present

6.3 Legal: Inverclyde Council has a statutory responsibility to submit its Gaelic Language Plan to Bòrd na Gàidhlig by 8 March 2022. The draft Plan must also be subject to a minimum 6 week public consultation period.

6.4 Equalities

(a) Has an Equality Impact Assessment been carried out?

The Equalities Impact Assessment will be finalised following the public consultation

X	YES
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	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required
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(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

x	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed. Included with the EIA
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	NO
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(c) Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals. As part of the consultation.
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x	NO
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6.5 Repopulation

None at present.

7.0 **CONSULTATION**

7.1 None

8.0 **LIST OF BACKGROUND PAPERS**

8.1 <https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments>



Comhairle Inbhir Chluaidh

Plana na Gàidhlig

GAELIC LANGUAGE PLAN

2022-2027

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

Inverclyde Council recognises the importance of Gaelic to our national culture and heritage and as such, is delighted to present our second Gaelic Language Plan 2022/27. As a Council, we are committed to supporting Gaelic and will seek to further and promote its development within Inverclyde over the life of this plan.

This Plan builds on our first Gaelic Language Plan 2017/22, detailing the additional actions the Council will take to promote and support the acquisition and usage of the Gaelic language, as well as developing the status of the language, recognising it as an official language of Scotland, according it the same respect as English.

Through the implementation of this Plan, we aim to support the delivery of the National Gaelic Language Plan 2018-23 and meet our responsibilities under the Gaelic Language (Scotland) Act 2005.

During the lifetime of this Plan we will continue to build our 'active offer' in a proportionate way through the provision of Gaelic medium education, identifying a range of opportunities for our communities and workforce, working with Gaelic community organisations locally and learning from good practice elsewhere.

Our long term vision is to nurture Gaelic within Inverclyde to ensure a supportive environment, recognising the importance and value of the language. Governance of the Plan will therefore be provided by the Corporate Equalities Group which will help to ensure that this work is mainstreamed within all services and promote Council- wide ownership of its delivery.

Louise Long
Chief Executive
Inverclyde Council

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1. INTRODUCTION

Description of Inverclyde Council

Inverclyde is located in West Central Scotland with an estimated population of 77,060 people, covering an area of 61 square miles stretching along the south bank of the River Clyde. The main towns of Greenock, Port Glasgow and Gourock sit on the Firth of the Clyde alongside the coastal settlements of Inverkip and Wemyss Bay which lie to the South West of the area and the villages of Kilmacolm and Quarriers Village which are located further inland, and offer a further dimension to the area's diversity, particularly in social, economic and physical terms.

Inverclyde Council is the local unitary authority which is responsible for a range of functions, including education, cultural services, community learning and development, regeneration, environmental health, a range of social work services, strategic housing, planning and building control, waste management, maintenance of public roads (excluding trunk roads), economic development and a range of corporate support services.

The Council's [Corporate Plan 2018/22](#) sets out the Council's organisational priorities that reflect the key issues to emerge from a socio-economic profile of the area and those issues identified by our communities as a priority. The organisational priorities also support the delivery of the Community Planning Partnership, the Inverclyde Alliance's strategic priorities for the area.

In 2021/22 the Council had an overall budget of £203 million, this includes a new £4m Covid-19 recovery fund to support the community and services recover from the effects of the pandemic.

As at the end of July 2021, the Council had approximately 4,380 employees, with service delivery structured under three Directorates: Education, Communities and Organisational Development; Environment, Regeneration and Resources and the Health and Social Care Partnership. A re-structure of the Environment, Regeneration and Resources Directorate was carried out in April 2021 to ensure that, as the Covid-19 pandemic moved towards the recovery phase, the Council was targeting its resources in the most efficient and effective way possible to support organisational, environmental and economic recovery.

The Council has rationalised its property portfolio in recent years but retains in excess of 100 operational buildings across the authority, including office accommodation, libraries, community halls and centres and the renowned Watt Institution. Inverclyde Council headquarters is located in the Municipal Buildings, Greenock.

Inverclyde comprises of 7 multi member wards with 22 councillors, the political composition of the Council is Scottish Labour Party (8), Scottish National Party (5), Independent (4), Scottish Conservative and Unionist Party (2), Alba Party (2) and Scottish Liberal Democrats (1).

Gaelic within Inverclyde

The Census 2011 remains the most comprehensive source of data on the numbers of people in Inverclyde that can understand, speak, read and write Gaelic. As at the time of the 2011 Census, 667 people in Inverclyde were identified as having some knowledge of Gaelic. This is broken down for the population aged three and over, as follows:

- 174 people understand but do not speak, read or write Gaelic (0.2% of the population)
- 212 people speak, read and write Gaelic (0.3% of the population)
- 176 people speak but do not read or write Gaelic (0.2% of the population)
- 36 people speak and read but do not write Gaelic (0.04% of the population)
- 49 people read but do not speak or write Gaelic (0.06% of the population)
- 20 people have other combinations of skills in Gaelic (0.02% of the population)

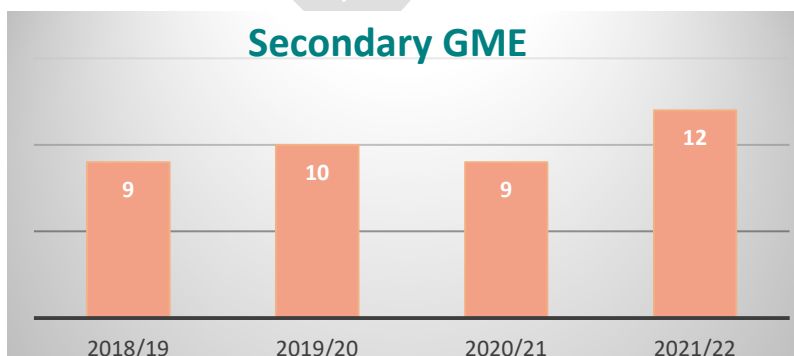
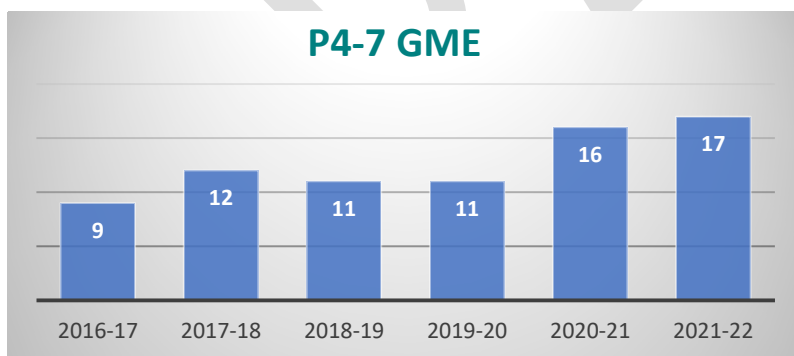
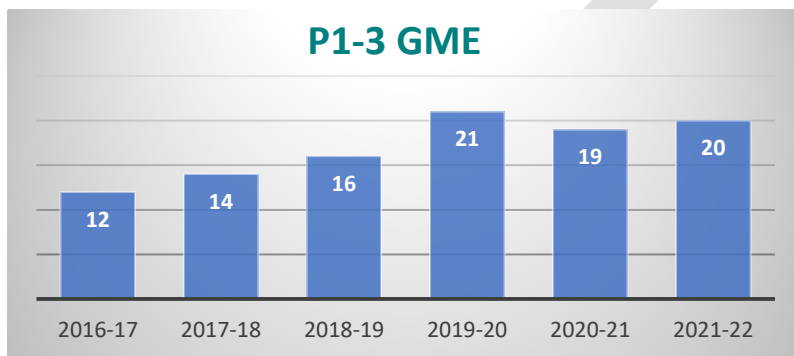
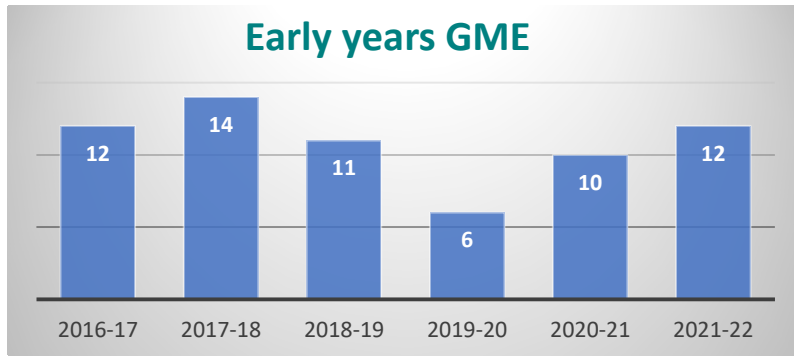
New data will be available following the next Scotland's Census which will take place on 20 March 2022.

As an integral part of Scotland's heritage, national identity and cultural life, Inverclyde Council seeks to nurture, promote and raise the awareness and status of the Gaelic language and culture across Inverclyde. Some examples of this include:

- As part of the Council's participatory budgeting, £25,000 was awarded to Inverclyde Gaelic Learners Group to allow the group to research the history of Gaels who came to Greenock or who had emigrated, with interest in the impact this had on the area and how the Gaelic community survived and integrated.
- An Inverclyde Gaelic Group has been established which aims to improve communication and sharing of information across all groups involved in Gaelic. The group is supported by the CLD service and includes membership from CLD, Whinhill Primary School, Education Services, Inverclyde Gaelic Learners Group and many others.
- The Council's Community Learning and Development (CLD) Service widely promotes classes on Gaelic and Scottish History and the sharing of good news stories from the local Gaelic community.
- Gaelic taster sessions have been carried out at regular Bookbug sessions and teachers at Whinhill have been trained to use Gaelic Bookbug, which they use to facilitate nursery transitions.
- During 2019-20, CLD held three public events in a local Arts Centre with guest speakers on a range of topics from 'The Highland Clearances' to 'Gaelic Place Names'. 54 people attended these events.

Gaelic Medium Education in Inverclyde

Inverclyde introduced Gaelic Medium Education in 1999. Whilst the Council does not provide Gaelic Medium secondary education, it does provide transport for the pupils to travel from the Inverclyde area to the Gaelic Secondary School in Glasgow. The graphs below show the number of children attending in recent years.



Gaelic is considered to be the founding language of Scotland and is thought to have its origins in Ireland. In the late 18th century, the language was heavily suppressed during the Highland Clearances and although speakers of the language were persecuted over centuries, Gaelic is still spoken today by around 60,000 Scots, however there are concerns over the fragility of the language.

At a national level, the 2011 Census showed that the decline in the number of Gaelic speakers since 2001 had slowed. The total number of people recorded as being able to speak and/or read and/or understand Gaelic was 87,056.

- Of these 87,000 people (1.1% of the population) aged three and over in Scotland were able to speak Gaelic.
- In 2011, the proportion of the population aged three and over in Scotland who could speak, read, write or understand Gaelic was 1.7% (87,056), compared with 1.9% (92,000) in 2001.
- Within this group, the number of people who could speak, read, understand and write Gaelic in 2011 was 32,000, 0.6% of the population aged three and over; this was the same proportion as in 2001.

Gaelic speakers are spread throughout Scotland. Of those who identified themselves as Gaelic speakers in the 2011 Census the Council areas with the highest proportions able to speak Gaelic were found to be in Na h-Eileanan Siar (52%), Highland (5%) and Argyll & Bute (4%). There is also a high degree of urbanisation within the Gaelic speaking community with large numbers of Gaelic speakers living in Aberdeen, Edinburgh, Greater Glasgow and Inverness.

The map on the following page shows the influence of the Gaelic language on place names in Scotland.

Alba

Taghadh de dh'ainmean-àite bhon Ghàidhlig

Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air www.ainmean-aite.scot.

Scotland

A selection of Gaelic-derived place-names

For more on these names, consult the database on www.ainmean-aite.scot.



Le dàta bho NRS © Còir copaidh is stòr-dàta a' Chrùin 2020.
Le dàta bhon t-Suirbhidh Òrdnais © Còir copaidh is stòr-dàta a' Chrùin 2020.
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Contains Ordnance Survey data © Crown copyright and database right 2020.

Rannsachadh le Ainmean-Àite na h-Alba & Bòrd na Gàidhlig.
Mapa le Bòrd na Gàidhlig 2020 a' cleachdadh QGIS 3.
Research by Ainmean-Àite na h-Alba & Bòrd na Gàidhlig.
Map by Bòrd na Gàidhlig 2020 using QGIS 3.

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 Inverclyde 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.

Inverclyde 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

Inverclyde 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 headings:-

- 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

In order to obtain a better understanding of the Gaelic skills that exist within the Council, Inverclyde Council conducted an internal Gaelic capacity audit of its employees. The audit was conducted via an online survey with a hard copy of the survey also made available to employees without access to a PC.

In total, 120 responses were received and a summary of the results is provided below:

- Almost 17% (20) of respondents have some or limited ability of the Gaelic Language
- More than three quarters (93) of respondents reported that they have no ability at all in relation to the Gaelic language
- Just over 3% (4) of respondents are undertaking Gaelic language training. All respondents undertaking this training arranged it themselves.
- Of those respondents not undertaking Gaelic language training at present, 37% (43) are interested in doing so.
- Currently, Inverclyde Council has 4 posts within Gaelic Medium Education and 2 early years' posts where Gaelic is designated as an essential / desirable job skill.
- Gaelic Medium Education is the only service provided by the Council delivered entirely via the medium of Gaelic.

Full details of the audit are provided in Appendix 1. To ensure that the Council continues to hold viable data on Gaelic in the workforce, the survey will be carried out every three years.

Consultation on the draft Gaelic Language Plan

The 2005 Act requires that public authorities consult on their draft Gaelic language plan before submitting it to Bòrd na Gàidhlig.

Inverclyde Council consulted on the draft Plan for a period of 6 weeks from 29th October 2021 to 10th December 2021 using Smart Survey. It was promoted through social media including Inverclyde Council Facebook and Twitter pages and also through the council's consultation webpage. Full details of the consultation and results can be found in Appendix 2.

The key findings:

- 33 people responded to the survey
- 58% strongly agreed or agreed that the draft Inverclyde Gaelic Language Plan 2022/27 will help to support and improve Gaelic language provision locally
- 68% found the plan to be clear in setting out its actions
- 58% agreed that the actions and timescales proposed to deliver the High Level Aims were relevant and appropriate
- 56% agree that the actions and timescales proposed to deliver the Corporate Services Aims were relevant and appropriate
- Almost a third of respondents noted that they know a few words of Gaelic
- 25% respondents reported that they have no ability at all in relation to the Gaelic language
- Nine respondents said they would be interested in finding out more about Gaelic

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.

Inverclyde 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

Inverclyde Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that 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.

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

Third Parties

Inverclyde Council will ensure that where appropriate, Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.

Mainstreaming

Inverclyde Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, 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.

Corporate Parenting

Inverclyde Council is aware of the duties of a Corporate Parent and will work together to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.

3. PLAN COMMITMENTS

High Level Aims

To assist public authorities with the development of their Gaelic language plan, the Bòrd has worked with Inverclyde Council to co-produce a set of High-Level Aims.

The High-Level aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-23. As such, they will be framed around the three National Gaelic Language Plan headings of:-

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

INCREASING THE USE OF GAELIC

High-level Aim	Support existing and new Gaelic language and culture groups in the Inverclyde area to help grow the use of Gaelic in the community.
Desired Outcome	Increased knowledge, skills and confidence in the use of Gaelic across Inverclyde's communities.
Current Practice	The Community Learning and Development Service provides support to a small number of Gaelic Groups in Inverclyde
Actions Required	<ul style="list-style-type: none"> • Offer free online space, training and support for local Gaelic groups to use the CLD Inverclyde learning platform (Moodle) • Hold 2 cultural celebration evenings per year • Hold 2 Inverclyde Gaelic meetings per year to make links across Gaelic language, culture and social activities
Target Date	Ongoing yearly activity over the lifetime of the plan
Responsibility	Head of Culture, Communities and Educational Resources

High-level Aim	Establish Gaelic learning and usage opportunities for Council staff, utilising existing staff skills and resources, with the aim of increasing the use of Gaelic internally.
Desired Outcome	Increased knowledge, skills and confidence in the use of Gaelic across Inverclyde Council's workforce.
Current Practice	The availability of national Gaelic training courses is advertised via the Council's intranet

Actions Required	<ul style="list-style-type: none"> • Continue to promote the availability of national Gaelic courses to all employees and encourage uptake • Development of a Gaelic awareness resource for front line employees • Conduct an internal audit capacity at least once during the lifetime of the plan to establish the level of skills that exist across the authority • Develop the Council's intranet page promoting Gaelic
Target Date	Ongoing over the lifetime of the Plan
Responsibility	Head of OD&HR, Policy and Communications

INCREASING THE LEARNING OF GAELIC

High-level Aim	Increase the numbers of children entering Gaelic Medium Education at primary 1 level by at least 15% each year.
Proposed Outcome	Increased numbers of children accessing Gaelic Medium Early Years Education and P1 Education
Current Practice	21/22- 12 children in Early Years Education 21/22- 6 children in P1
Actions Required	<ul style="list-style-type: none"> • Establish catchment area for GME provision • Update information on Council website. • Promote offer at enrolment- seek to review communication strategy around admissions with regards GME
Target Date	June 2022 then annually
Responsibility	Head of Education Services

High-level Aim	Explore opportunities, in partnership with Bòrd na Gàidhlig and with neighbouring authorities, within the first 18 months of the plan and make appropriate recommendations and if necessary take applicable steps to develop Gaelic Medium Education provision at secondary level within the Inverclyde Council area.
Proposed Outcome	Appropriate provision for secondary school pupils
Current Practice	Pupils put forward a placing request to attend Glasgow Gaelic School. There is no provision presently in Inverclyde for Secondary GME

Actions Required	Parent Consultation Discussions with Education Scotland and Bòrd Discussions with neighbouring authorities Implementation of agreed actions
Target Date	June 2022
Responsibility	Head of Education

High-level Aim	Increase the provision of Gaelic Learners Education (GLE) at primary and secondary level.
Proposed Outcome	Increased numbers of children at both primary and secondary level
Current Practice	GLE in P4-P7 Whinhill Primary as part of 1+2 (2). GLPS training offered across the authority annually.
Actions Required	Continue to promote to all schools and offer training when available, supported by new 1+2 development officer
Target Date	June 2025
Responsibility	Head of Education

High-level Aim	Increase the number of adults learning Gaelic in Inverclyde
Proposed Outcome	Using the new Speak Gaelic language framework we will deliver A1 and A2 learning provision to 30 learners per year
Current Practice	Delivery of beginners Gaelic provision and Intermediate Provision – limited service due to Covid-19 restrictions, classes operating online which has affected attendance of current learners.
Actions Required	<ul style="list-style-type: none"> • Train staff in Speak Gaelic language framework • Deliver 1 x A1 Speak Gaelic course per year • Deliver 1 x A2 Speak Gaelic course per year • Monitor and evaluate provision • Support progression to B1 level for learners achieving level A2
Target Date	Ongoing yearly activity over the lifetime of the plan
Responsibility	Head of Culture, Communities and Educational Resources

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Establish the Gaelic language plan implementation as a function of the Corporate Equalities Group.
Proposed Outcome	Gaelic becomes embedded into the corporate business of the council
Current Practice	The Gaelic Language Plan discussed as a standing agenda item at each Corporate Equalities meeting.
Actions Required	Continue to ensure the GLP is a standing agenda item Convene the Gaelic Language Plan sub group to oversee development of the plan and relevant monitoring.
Target Date	Ongoing through the life of the plan
Responsibility	Corporate Director Education, Communities and Organisational Development

Corporate Services Aims

As well as the High-level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims. The Corporate Service Aims are based on Bòrd na Gàidhlig experience of approved Gaelic language plans to date, with the aim of standardising key Gaelic services over time across the public sector. 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

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	Currently, the Inverclyde Council logo is not published in Gaelic
Actions Required	Design the Inverclyde Council logo in Gaelic and incorporate within all corporate documentation, published documents and the Council website
Target Date	April 2022
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	The signage to Inverclyde's largest towns is bilingual, however very little bilingual signage exists elsewhere across Inverclyde
Actions Required	<ul style="list-style-type: none"> • Carry out an audit of existing signage • Any new/existing road signs to be reviewed and will be considered for bilingual signage • Other appropriate corporate signage will be considered for bilingual signage when due for refresh • The new Inverclyde Cruise Centre will have signage in Gaelic
Target Date	By 2025
Responsibility	Head of Roads Head of Property Services

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	No consistent approach to promotion of Gaelic across the council is currently in place Further development is required to ensure a corporate, co-ordinated approach to the promotion of Gaelic
Actions Required	<ul style="list-style-type: none"> • Appropriate text to be added to Council's promotional / information literature and leaflets. • Develop the Council's website pages in relation to Gaelic to indicate that communication from the public in Gaelic is welcome. • Further develop a page on the Council's intranet with the aim of promoting Gaelic to employees
Target Date	March 2023
Responsibility	Head of OD, Policy and Communications

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	The Council endeavours to meet all requests for replies in a language other than English, however there is no

	formal policy in place regarding the publication of printed material in Gaelic
Actions Required	<ul style="list-style-type: none"> • The council will procure access to a Gaelic translation service and identify relevant written document which should be produced in Gaelic • Encourage staff to use a bilingual email signature
Target Date	April 2023
Responsibility	Head of OD, Policy and Communications

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	No current Gaelic provision at IC main reception or within the Customer Service Centre Currently, the Council does not have a policy on the use of Gaelic in the main reception areas
Actions Required	<ul style="list-style-type: none"> • Carry out a review of the Council's Translation Services • Carry out a review of the Council's Interpretation Services • Development of a Gaelic awareness resource for front line employees • Customers who speak Gaelic will be able to request translation in the language
Target Date	December 2022
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Due to no demand being made for this service to date, no public meetings have taken place in Gaelic or held bilingually.
Actions Required	<ul style="list-style-type: none"> • Where requested and relevant the Council will ensure that all public meetings are offered in a range of languages, and with 3 weeks' notice source access to an interpreter(s) to support this. • Where meetings are on Gaelic issues they will be promoted bilingually

	<ul style="list-style-type: none"> • Gaelic events will be notified to Gaelic community groups
Target Date	April 2023
Responsibility	Head of OD, Policy and Communications Head of Culture, Communities and Educational Resources

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	The vast majority of information published in Gaelic is related to Gaelic medium education. Inverclyde Council does not have written guidance on the use of Gaelic in press releases.
Actions Required	<ul style="list-style-type: none"> • Corporate Communications will engage with Gaelic medium publications / BBC Alba to view preferred receipt of press releases • Increase joint working across Council services to promote news releases related to Gaelic, helping to ensure a wider reach • Where a media release is required for a Gaelic event, this will be provided in both languages, subject to a translation service being available within the required timescale
Target Date	December 2022
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Current Practice	Usage of social media to distribute Gaelic content primarily relates to Gaelic Medium Education and is distributed by the Whinhill PS. Inverclyde Council does not have written guidance on the use of Gaelic in social media.
Actions Required	<ul style="list-style-type: none"> • Review the use of languages other than English issued by the Council on social media • Increase joint working across Council services to promote Gaelic content via social media, helping to ensure a wider reach

	<ul style="list-style-type: none"> • Events in Gaelic will be shared on social media in both languages, subject to a translation service being available in the required timescale
Target Date	December 2022
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	<u>Gaelic Medium Education webpage</u> Features of GME outlined and link to placing request form The Council has a dedicated Gaelic webpage with links to other Gaelic resources <u>Inverclyde's Gaelic Language Plan - Inverclyde Council</u>
Actions Required	<ul style="list-style-type: none"> • Update GME webpage to ensure that information on Gaelic education is easily accessible and up to date.
Target Date	June 2022
Responsibility	Head of Education

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	The Council's website has a dedicated page for the Gaelic Language Plan. The web page includes a range of web links related to Gaelic organisations and further information on Gaelic.
Actions Required	Review the Gaelic web page to identify how it could be developed to encompass a wider range of information, with a view to providing a higher profile of Gaelic in Inverclyde
Target Date	June 2022
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	Council publications are produced in English and are available in other languages on request
Actions Required	<ul style="list-style-type: none"> • Carry out a review of the Council's Translation Service • Carry out a review of the Council's Interpretation Service • Ensure that all Corporate publications offer a translation service to the public, including the option of Gaelic • Develop guidelines for staff regarding the availability of translation services • Information regarding Gaelic Education and Gaelic school activities will be promoted bilingually
Target Date	December 2022
Responsibility	Head of OD, Policy and 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	Inverclyde Council currently using translation services for any publications required in Gaelic
Actions Required	High level of translation services requires to be continued
Target Date	Throughout the life of the plan
Responsibility	Head of OD, Policy and Communications

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	There are no Gaelic labels, signs, panels or exhibitions in the Watt Institution.
Actions Required	The service will include bilingual text for labels and signs as they are replaced and will incorporate bilingual text into panels and exhibitions planned for 2022 onwards.
Target Date	December 2023

Responsibility	Head of Culture, Communities and Educational Resources
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STAFF

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	An internal capacity audit of employees was carried out in August 2021. This helped to establish a baseline of the Gaelic skills across the authority.
Actions Required	<ul style="list-style-type: none"> • Carry out a survey of employees to ascertain the number of employees that have knowledge and understanding of Gaelic language every 3 years. • Review results and identification of potential areas for development
Target Date	Next audit due August 2024
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current Practice	Inverclyde Council's employee induction does not include the Inverclyde Gaelic Language Plan.
Actions Required	The Inverclyde Gaelic Language Plan to be included within the Council's induction process.
Target Date	March 2022
Responsibility	Head of OD, Policy and Communications

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	<p>The Gaelic courses for local authorities, delivered by the University of Aberdeen are promoted to all employees.</p> <p>EO attends GLAN and GLPS network. Training offered to support GME and GLE.</p>

Actions Required	<ul style="list-style-type: none"> • Work in partnership with partners and other authorities to continue to offer training to GME Early Years and Primary Staff and offer GLE support to all Primary staff. • Look to extend GLE offer of training to Secondary modern languages practitioners. • Continue to promote the availability of national courses and encourage employee uptake
Target Date	June 2025
Responsibility	Head of Education

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	Inverclyde Council does not have access to a dedicated local resource or trainer that could be utilised to offer Gaelic awareness training
Actions Required	<ul style="list-style-type: none"> • Review the feedback from the Internal Capacity Audit to inform appropriate actions to develop in this area. • Investigate whether an appropriate national resource is available (subject to cost) • Review whether Elected Members' personal development training programme could incorporate Gaelic awareness training • Further development of Gaelic information on the Council's intranet and or internet to assist in raising awareness of Gaelic to employees • Promotion of national Gaelic events to employees
Target Date	July 2022
Responsibility	Cross-Directorate

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	All available posts are advertised via myjobsscotland
Actions Required	Post adverts that include Gaelic as a requirement will be advertised in both Gaelic and English
Target Date	Lifetime of the Plan

Responsibility	Head OD, Policy and Communications

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	Only posts directly associated with the delivery of Gaelic include reference to Gaelic as an essential or desirable skill within the job description.
Actions Required	Review job profiles to ascertain any other roles within the council that would benefit from inclusion of Gaelic within essential or desirable criteria.
Target Date	Lifetime of the Plan
Responsibility	Head of OD, Policy and Communications

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	All available posts are advertised via myjobsscotland
Actions Required	<ul style="list-style-type: none"> • All advertisements for Gaelic specific roles will include reference to it being desirable for knowledge and fluency of the language • Post adverts that include Gaelic as a requirement will be advertised in both Gaelic and English
Target Date	Lifetime of the Plan
Responsibility	Head of OD, Policy and Communications

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	Inverclyde Council adhere to the current Gaelic Orthographic Conventions through utilising national translation services
Actions Required	High level of translation services requires to be continued
Target Date	Ongoing through the plan
Responsibility	All services

Desired Outcome	Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	There is limited usage of bilingual place names across Inverclyde
Actions Required	Any new place names will be introduced with advice from Ainmean-Àite na h-Alba
Target Date	Ongoing through life of the plan
Responsibility	Head of Roads / Head of Property Services Head of OD, Policy and Communications

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Inverclyde Council's Gaelic Language Plan is seen as contributing towards the following outcomes of the National Performance Framework and in particular:

- people grow up loved, safe and respected so that they realise their full potential
- people live in communities that are inclusive, empowered, resilient and safe
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Inverclyde's Strategic Planning and Performance Management Framework sets out a number of high level priorities through the Inverclyde Community Planning Partnership's (Inverclyde Alliance) Local Outcome Improvement Plan (LOIP) and also within the Council's Corporate Plan. The link to each of these Plans is provided below:

[Inverclyde Outcomes Improvement Plan - Inverclyde Council](#)
[Corporate Plan 2018/22 - Inverclyde Council](#)

This Plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speakers this translates to respect for their culture, heritage and community. The following partnership and Council priorities seek to support the delivery of this plan.

Inverclyde Outcomes Improvement Plan Priority:

Environment, Culture and Heritage

Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.

Inverclyde Council's Corporate Plan organisational priorities:

To preserve, nurture and promote Inverclyde's unique heritage

To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources

To develop motivated, trained and qualified employees that deliver quality services that meet current and anticipated service needs

6. PUBLICATION

Publishing and Publicising the Plan

INTERNAL

Inverclyde Council's Gaelic Language Plan will be published in Gaelic and in English and be available to all our staff via ICON, the Council's intranet.

EXTERNAL

Inverclyde 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

7. RESOURCING THE PLAN

All activities in this plan will be resourced through existing budgets relevant to the responsible service. Additional funding for specific projects will be accessed through external funding bodies as appropriate.

It is anticipated that there may be additional funding required for transcribing all relevant documents and information.

8. MONITORING THE PLAN

Inverclyde Council will monitor the implementation of this plan by reporting the Bòrd na Gàidhlig Annual Monitoring Template annually to the Policy and Resources Committee. The annual progress reports will then be submitted to Bòrd na Gàidhlig who will assess our progress.

Monitoring of progress will be supported by the Council's electronic performance management system, Inverclyde Performs, and updated on an annual basis. The performance management system will encourage progress updates to be submitted on a timely basis and also provide an overview of performance at a glance, enabling areas of slippage to be quickly addressed.

The plan will be publicised on the Council's website and intranet so that employees can be made aware of the Council's duties under the The Gaelic Language (Scotland) Act 2005 and what actions the Council intends to take.

9. THE GAELIC LANGUAGE PLAN IN INVERCLYDE COUNCIL

Overall Responsibility for the Plan

The Corporate Director, Education, Communities & Organisational Development has overall responsibility for preparation, delivery and monitoring of Inverclyde Council's Gaelic Language Plan. The contact details are provided below: -

Ruth Binks
Corporate Director Education, Communities & Organisational Development
Inverclyde Council
Municipal Buildings
Clyde Square
Greenock
PA15 1LX

Tel: 01475) 717171

Email: corporate.policy@inverclyde.gov.uk

Day-to-Day Responsibility for the Plan

The Corporate Policy, Performance and Partnerships Manager has day-to-day responsibility for the delivery and monitoring of Inverclyde's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Corporate Policy, Performance and Partnership Manager
Inverclyde Council
Municipal Buildings
Clyde Square
Greenock
PA15 1LX

Tel: (01475) 717171

Email: corporate.policy@inverclyde.gov.uk

Gaelic Language Plan Implementation and Monitoring Group

Inverclyde Council has established a Gaelic Language Plan Development Group, with the primary responsibility of developing the commitments within this plan. Overall governance at a strategic level is provided by Inverclyde Council's Corporate Equalities group. This group includes representation from across all council services and will carry out a quarterly review of the implementation and monitoring of different aspects of the plan and facilitate communications with all staff members with regard to their ongoing duties.

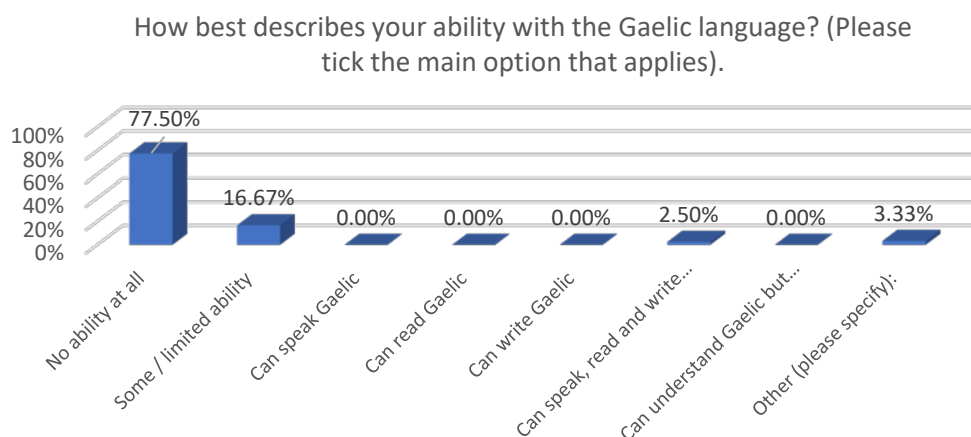
Arm's Length Organisations and Third Parties

All third party organisations which deliver services on behalf of Inverclyde Council will be advised of the commitments within this Gaelic Language Plan. Information on the content of this plan will be provided to all Community Planning Partners across Inverclyde Council. It will also be made available to all Community Councils, equality groups, and other organisations as appropriate.

APPENDIX 1 – INTERNAL CAPACITY AUDIT

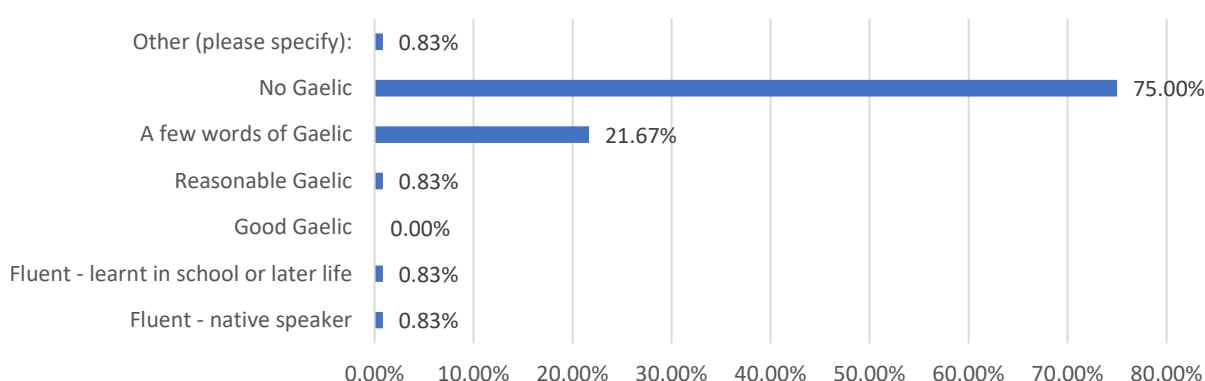
As part of the preparations for the development of this Plan, Inverclyde Council carried out an audit of existing internal Gaelic capacity via an online survey which was promoted to all employees. The survey had 120 responses and a summary of the responses is provided below:

Employees were asked about their ability and level of Gaelic language skills:



2.5% (3) of employee respondents said that they can speak, read and write Gaelic, almost 17% (20) of respondents have some or limited ability of the language and 77.5% (93) of respondents described themselves as having no ability at all. 3.3% (4) of respondents placed themselves in the 'other' category

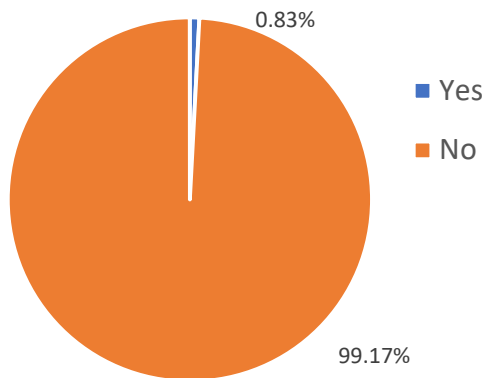
How would you describe the level of your Gaelic language skills? (Please tick the main option that applies)



Almost 22% (26) of respondents said that they know a few words of Gaelic whilst less than 1% (1) are fluent and a similar percentage replied that they have reasonable Gaelic skills. Three quarters of respondents (90) said that they have no Gaelic language skills.

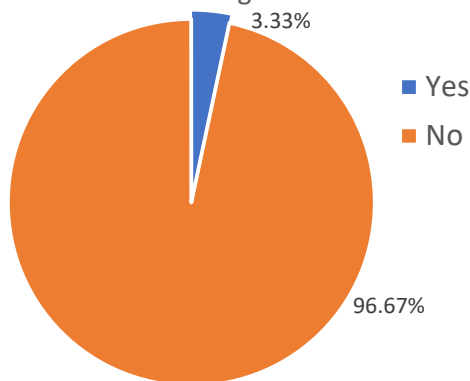
Employees were then asked whether they conduct their work through the medium of Gaelic and the vast majority of respondents, 99%, answered no. Gaelic Medium Education is the only service provided by the Council delivered entirely via the medium of Gaelic. Currently, Inverclyde Council has 4 posts within Gaelic Medium Education and 2 early years' posts where Gaelic is designated as an essential / desirable job skill.

4. Do you conduct your work with the Council through the medium of Gaelic?

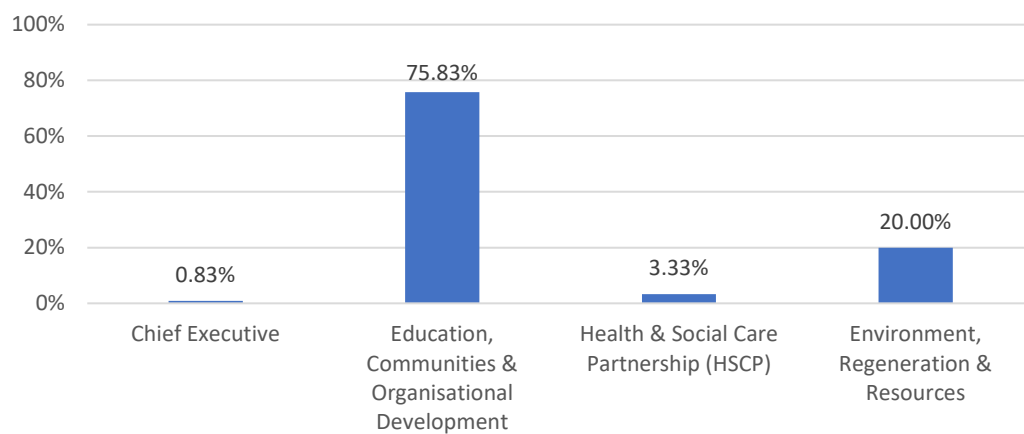


3% (4) of respondents are undertaking Gaelic language training and all respondents arranged this personally. Of those that are currently not undertaking Gaelic language training, 37% (43) expressed an interest in doing so.

5. Are you undertaking Gaelic language training?



The vast majority of survey responses, 76% (91), were received from the Education, Communities and Organisational Development Directorate.



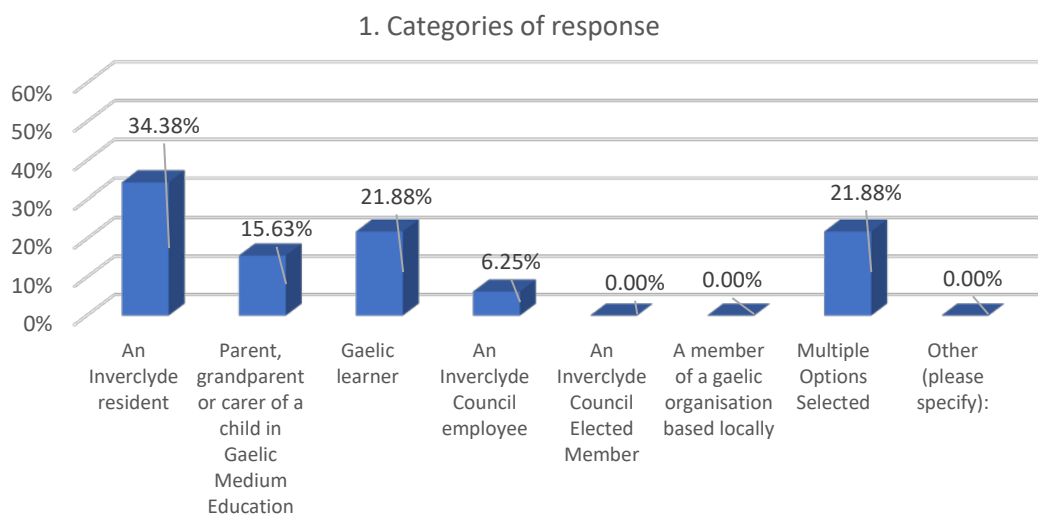
APPENDIX 2 – PUBLIC CONSULTATION

The public consultation on the draft Inverclyde Gaelic Language Plan 2022/27 was carried out between Friday 29 October 2021 and Friday 10 December 2021. In total, 33 completed responses were received. The analysis of the feedback received has been carried out in accordance with the guidance provided by Bòrd na Gàidhlig, which is that the public consultation report should only focus on comments received in relation to the draft Plan and not include wider comments in relation to Gaelic itself.

Summary of public consultation feedback

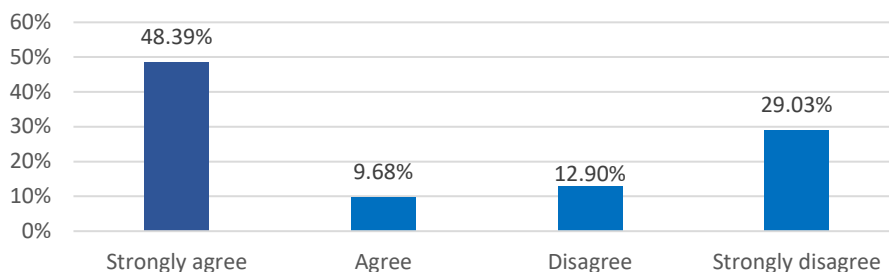
Respondents were first asked to note in what capacity they were responding to the survey. 32 out of 33 respondents answered this question.

- 11 people said that they were responding as an Inverclyde resident,
- 7 people were completing the survey as a Gaelic learner,
- 7 people were responding in several capacities (e.g. Inverclyde resident and Gaelic learner and / or parent carer of a child in GME).
- 5 people were responding as a parent, grandparent or carer of a children in GME
- 2 people said that they were responding in their capacity as an Inverclyde Council employee



Question 2 asked respondents whether they agreed that the Plan will help to support and improve Gaelic language provision locally. 31 responses were received.

2. The draft Inverclyde Gaelic Language Plan will help to support and improve Gaelic language provision locally

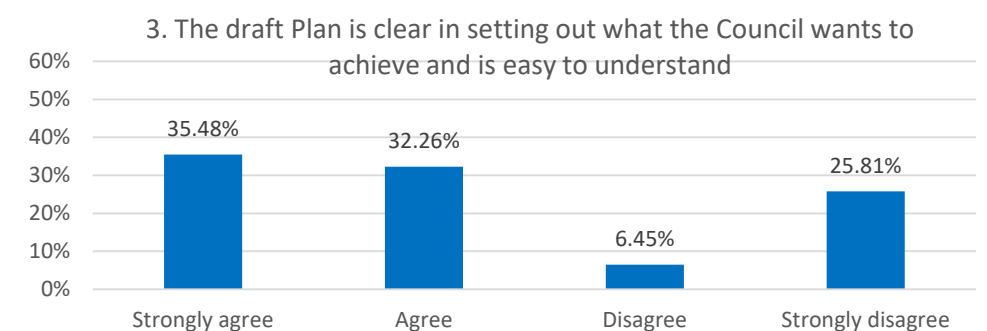


58% of respondents strongly agreed or agreed that the plan will help to support and improve Gaelic language provision in Inverclyde, whilst just under 42% disagreed. This question included a text box for respondents to note their comments. The provision of Gaelic medium education was a feature of many responses:

Q2. RESPONSES		
Gaelic is only spoken and understood by less than 3% of the Scottish population and its use is declining due to people moving away from the Western Isles to find work. I don't see any point in supporting use of a language that hardly any Scots speak in 2021	As a Gaelic learner, having more signage about Inverclyde helps and reinforces the learning	I cannot imagine there is a real need for Gaelic provision in Inverclyde. There are so few who need to speak Gaelic.
It's important to promote the use of our languages	Inverclyde has always had strong associations with Gaelic as apparent in the number of local place-names of Gaelic origin, a connection which, even when it was no longer the business language of the community, remained the first tongue of many inhabitants. Knowledge of the language in a cultural element of Scotland is an important aspect for the local council to promote as it has been entrusted to do in the National Act.	There has been very poor communication regarding this
Making Gaelic available to all children in Scotland should become absolutely normal	Gaelic has been a subject taught in Greenock for generations and should be continued as part of our culture	It is important that it is available locally and keep Gaelic relevant and part of education curriculum
Gaelic is our language. Scotland will be united only after we have our own tongue. "A country without its own language is a country without a soul".	The vast majority looks like box ticking exercises where the council is doing the absolute minimum to promote Gàidhlig	It's part of the Scottish identity and needs recognition
I agree in the sense that it LOOKS like the plan will help to support and improve Gaelic language provision locally, but the reality is that it's very unlikely to do so due to the fact that for the majority of Inverclyde residents, Gaelic is a waste of money and the attitude is generally negative. However, with my daughter in GME - when people are told this they're pleasantly surprised, many didn't know it was an option and parents of young children have asked me further about it as they're interested for their own children.	Tha deagh ghealltanasan anns a' phlana seo a bhios a' fàs na Gàidhlig san sgìre. Ach, tha mi den bheachd gum faodadh Comhairle Inbhir Chluaidh a bhith a' gabhail chothroman a bharrachd, gu sònraichte ann am foghlam. "There are great promises for growth in Gaelic in area, but I think the council should take more opportunities particularly in education."	It's important to protect languages and the heritage and knowledge that they contain. Linguistic diversity is essential for looking at the world in more than one way.
As there is now an increased demand for early years which leads to increased numbers in P1. You would expect a level of commitment to the continuing of secondary education for these Children. The corporate priorities state you wish to preserve and	I do agree and welcome some parts of the plan. However, there is no clear plan for secondary as children will no longer be accepted to Glasgow Gaelic school.	

<p>nurture Inverclyde's heritage, yet you deem it acceptable to offer a few hours of Gaelic language per week in an English secondary suitable? Our children and ourselves as parents are committing NINE years of our lives to fully immersive Gaelic. To then be told because Glasgow's capacity has reached its limits the "best" Inverclyde Council can do is provide these committed, fluent children to 2 hours per week language only in a local secondary that has space. This is unacceptable and utterly disappointing to parents of these children and to the local community. The offer you proposed is that Gaelic as a provision in Inverclyde would be treated similar to that of European languages such as French or Spanish. Not at all as EQUAL respect to the English language.</p>		
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Question 3 asked respondents whether they agree that the Plan is easy to understand and is clear in setting out what the Council wants to achieve. 31 responses were received.

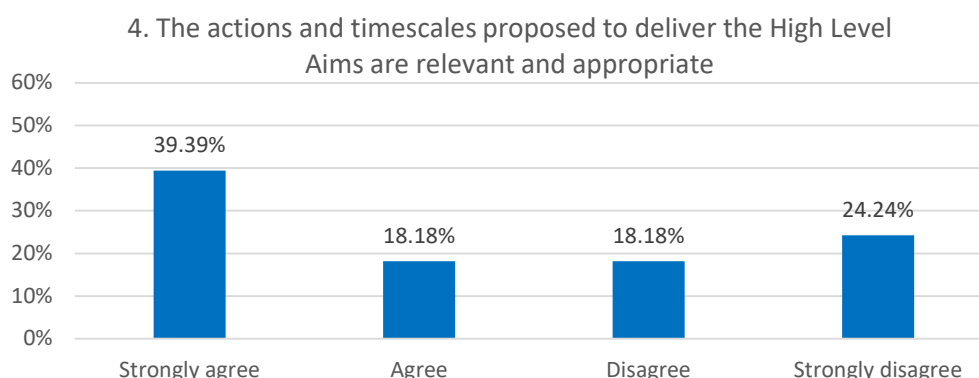


Just over two thirds, 68% of respondents either strongly agreed or agreed that the plan is easy to understand and clear, whilst almost one third disagreed. This question also included a text box for respondents to provide further information if they wished and a small number of relevant comments were received.

Q3. RESPONSES		
This is a well presented, if unnecessary, plan.	It seems competent and hopefully will be pursued actively with provision of the necessary resources towards fulfilment	It is clear and easy to understand thanks to the layout.
This is important so that everyone can be aware of what is in place	The information is clear and as above agree with some but no clear plan for secondary which is worrying as a parent of 2 children in GME.	Tha e soilleir It is clear
<p>Tha structar a' phlana a' coimhead soilleir agus tha fiosrachadh gu leòr ann. Ach, tha feadhainn de na gealltanasan nach eil cho soilleir. Mar eisimpleir, thathar ag ràdh rudan mar 'consider', 'review' agus 'look to extend' seach gnìomhan soilleir gun jargon corporra.</p> <p>"The structure of the plan is clear and contains plenty of information. But, some of the commitments/ promises aren't so clear. For example it says things such as</p>	It is clear the council is looking to achieve a box ticking exercise	This seems clear

"consider", "review", and "look to extend", which are just corporate jargon."		
The plan is a bit long winded. For example I don't need to know how Inverclyde council are made up. Facts and figures from other areas not really needed. Information on Gaelic education in Greenock is important.		

The draft Plan contains a number of High Level Aims which are concerned with increasing the use and learning of Gaelic as well as promoting a positive image of Gaelic. In question 4, Inverclyde Council asked for residents' views on whether the actions and timescales developed to deliver the High Level Aims within the Plan were relevant and appropriate. 33 responses were received.



Almost 58% of respondents strongly agreed or agreed that the actions and timescales to deliver the High Level Aims were relevant and appropriate whilst 42% disagreed or strongly disagreed. Respondents were asked to provide a reason for their answer and a small number of comments were received. A common theme relating to the High Level Aims is the provision of Gaelic medium education in Inverclyde.

Q4. RESPONSES		
Bu chòir gum bi a' Chomhairle cinnteach gu bheil na gnìomhan freagarrach airson na h-amasan a chur an gnìomh. "The council need to be sure that their actions are going to be effective in having the goals put into action"	I might disagree with the original premise but the plan is relevant to the stated aims.	The sooner the better
I still have no idea what my children's future education will entail.	Think high-level aim to increase the provision of Gaelic Learns Education at primary and secondary level should be expanded upon, as there is currently no secondary GME education in Inverclyde but the proposed outcome is increase numbers of children at both primary	Bòrd na Gàidhlig's aims are great but have to be pan-national and inclusive. Using their framework as a basis for any local council is grand but their framework includes keeping Gàidhlig alive as a working and living language

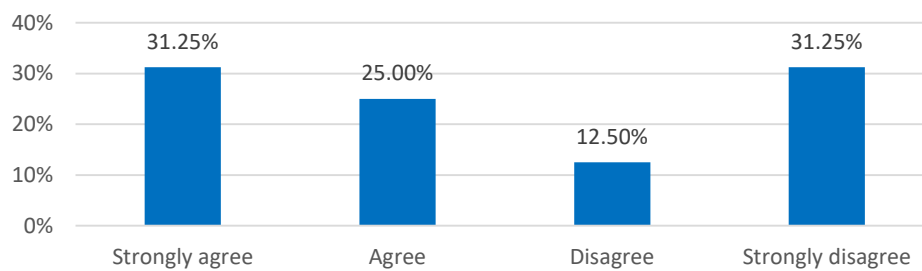
	and secondary level. It would be useful to know how the council wants to achieve this - will there be a secondary Gaelic school set up locally?	in Benbecula as well as coaxing folk from Duns into learning it. Their aims are too generic for Inverclyde Council to copy/paste.
It is important our communities know this is available so that it can be accessed by anyone who is interested to learn Gaelic	It is important that everyone in our community is aware that Gaelic is being taught in school and classes are available for adults wishing to learn	Relevant and appropriate but could be expanded.
It's great to have these aims but I feel that the actions and timescales particularly relating to secondary education are unreasonable. Those with children in GME are very aware that it's becoming increasingly unlikely that the children from Whinhill will be accepted to the Glasgow Gaelic School as the years go on and demand increases. We feel that it's extremely important to have a stand-alone Gaelic school in Inverclyde for those from Inverclyde and surrounding areas who want to attend. The education has to be full time in Gaelic as they're used to, not just a few hours in a unit in a school where they are a minority and potentially susceptible to bullying, etc.		

Respondents were invited to make any further comments or suggestions in relation to the High Level Aims and again, comments largely focused on the provision of Gaelic medium education.

Q5. RESPONSES		
Bu choir dhuinn uile Gaidhlig a chlachadh "We should all be using Gaelic"	"Increase the numbers of children entering Gaelic Medium Education at primary 1 level by at least 15% each year." The council's plan doesn't intend to do this at all. There needs to be more GME places and in other schools in Inverclyde. " Increase the number of adults learning Gaelic in Inverclyde" A handful of A1/2 level learning courses (which seem to be just follow BBC Alba's 'Speak Gaelic' programme) isn't an active form of increasing Gaidhlig speakers. Language nests, speaking groups and promotion of discounted further education for the jump from beginner to fluency are required.	I think that in order to increase numbers at primary GME level, there has to be a clear path for families/pupils to progress to secondary GME level. Either formal arrangements need to be put in place with other local authorities who can offer a continuation into secondary GME, or Inverclyde must seriously consider an equal offering of secondary GME as is offered to pupils in English mainstream education.
As a parent of a pupil who attends Whinhill Gaelic unit I have been made aware that there is no provision for our children to go on to higher Gaelic education at the present time therefore we hope this situation can be rectified by having a Gaelic provision in inverclyde	The plans for adults I welcome, however the plan for secondary is not clear and feel the children are being let down with this.	All parents in the Gaelic medium need to know what there children's future looks like. It is unacceptable that plans are not in place.

Inverclyde Council also sought views on the Corporate Services Aims within the draft Plan. These Aims relate to Gaelic provision in our community, education, workplace and the provision of Gaelic services. In question 6, respondents were asked to rate whether they agree that the proposed actions and timescales set for the Corporate Aims are relevant and appropriate. 32 replies were received to this question.

6. The actions and timescales to deliver the Corporate Services Aims are relevant and appropriate



Just over 56% of respondents either strongly agreed or agreed that the actions and timescales to deliver the Corporate Services Aims are relevant and appropriate, whilst the remained disagreed / strongly disagreed.

Respondents were asked to provide a reason for their answer and a small number of relevant comments were received:

Q6. RESPONSES		
Just nonsense like "Bilingual signs will be considered". Are signs paid for by the letter? There is no reason that all signs shouldn't be bilingual.	It seems to me that all this will provide is a when of signs, notices and documentation expensively being translated into Gaelic.	Unless the language is used in everyday life to give it relevance, it will wither.
Bu chòir gum bi na gealltanasan ceangailte ri Amasan Corporra nas treasa. Tha cothrom aig a' Chomhairle an seo a bhith a' cur air dòigh deagh chleachdadh, no best practice, agus seasamh làidir a ghabhail airson na Gàidhlig. Bhiodh seo a' toirt barrachd misneachd do luchd-labhairt is luchd-ionnsachaidh na Gàidhlig san sgìre agus barrachd tuigse don fheadhainn a tha na h-aghaidh. "The commitments should be connected to stronger corporate goals. There is an opportunity for this council to put in place a good practice, and take a strong position on Gaelic."	Again there are poor gaelic provisions for high school.	Gaelic is not widely seen in Inverclyde other than in education through the Gaelic medium school. I would like to see other schools adopt lessons in Gaelic just like they do French or Spanish. If Gaelic had been taught as a language when I was at school I would have chosen it in my 3rd year of high school

Also in relation to the Corporate Services Aims, respondents were invited to make any further comments or suggestions:

Q7. RESPONSES	
Almost all of those aims could be met, and probably surpassed, by hiring a single, fluent Gàidhlig speaker whose sole remit is to ensure all of those corporate services are met and they would still have time to visit schools/local groups to promote and teach about Gàidhlig as well	I just want to know my child can access Gaelic education in high school. When they started there Gaelic journey we were told they would go to Glasgow Gaelic school.

The final two questions in the survey were open ended and invited views on:

Q8: Do you have anything further to suggest regarding our draft Gaelic Language Plan 2022/27 and its effectiveness in fulfilling the objectives of the National Gaelic Language Plan?

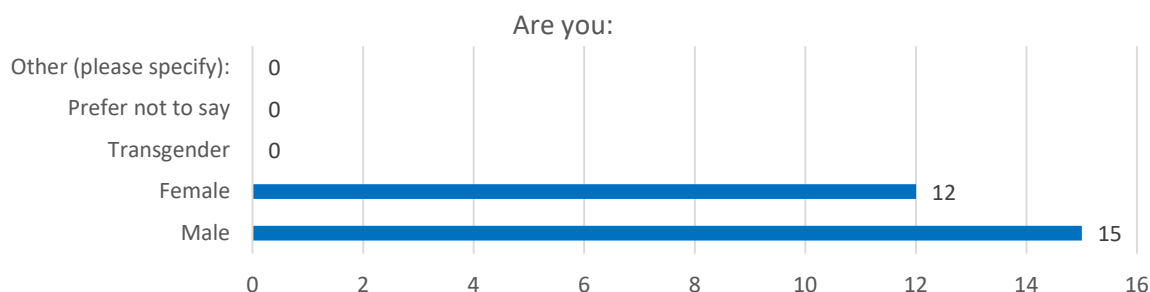
Q9: Do you have any other comments regarding our draft Gaelic Language Plan 2022/27 as a whole?

Due to the small number of relevant comments received, these have been combined below.

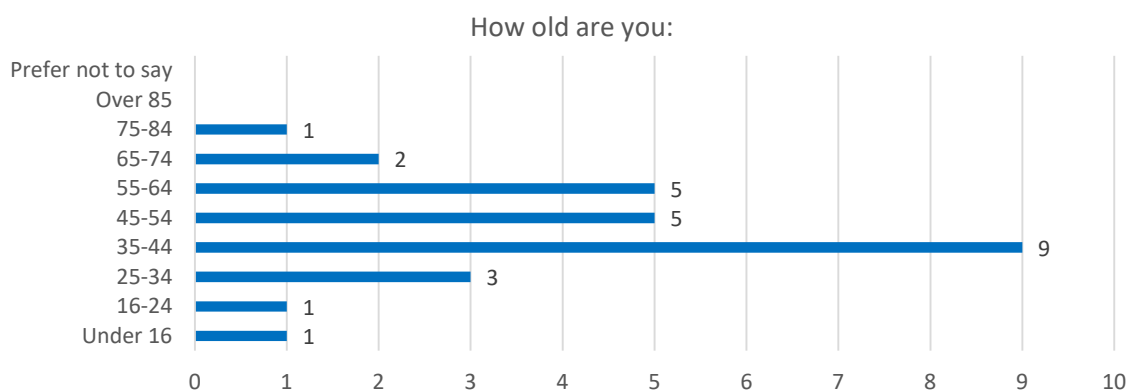
Q8: RESPONSES		
I don't see the point of such a plan. Gaelic is not in daily use for business, education or news media anywhere in Scotland apart from the Western Isles and its use there is declining. it would be far better to support Scots language which is actually spoken in the south of Scotland daily by many people. Yet Scots is often derided as 'slang' and is not considered to be a 'proper' language by many Scots, unfortunately.	Rather than a National Gaelic language plan, a local Gaelic language plan would be more understandable.	Provide higher Gaelic education. People need to start thinking about the future how will we get Gaelic teachers in the future if our children are not educated in this.
The Plan should have been more visible and accessible.		
Q9. RESPONSES		
It is good to see Inverclyde Council taking such a positive stance in this important matter.	I would hope for a plan to be in place soon.	It is unnecessary. Uptake of provision in Whinhill Primary is influenced by the smaller pupil/teacher ratio as it always was historically.
To encourage uptake of GME in primary then Inverclyde Council could tap into the fund that is available for Gaelic children in Inverclyde who are outside the catchment area of Whinhill primary for transport to and from school. All other areas utilise the fund. We both work and since there is no GME in our catchment area we have to make our own way to school despite being more than 2 miles from the school, we have to pay out of our own pocket for travel expenses and time away from work, it seems unfair when there is a fund there that can be accessed for this purpose. It has a negative impact on children and parents, the out of pocket expense and time will put parents off sending their children to GME rather than supporting and encouraging the development of the language.	Am the grandparent of a child who is at present in Gaelic unit at Whinhill Primary and have been made aware that there may be no provision for them moving on to secondary Gaelic education therefore I hope steps are taken to ensure this is not the case	Was a bit generic and wishy washy. But I appreciate you're at least trying to give the impression you're trying. When this Covid stuff has finished get some Māori speaker up from Ngāti Ranana in London to explain the importance of indigenous language promotion and the benefits of it and they can be a great example of how to make this a cross cultural unifier.
I feel that the ideas are great but I'm really not convinced that it'll go ahead at the level stated in the plan. It feels like a bit of a box-ticking exercise - I really hope I'm wrong for the sake of my children as I see it as a huge positive to learn the language and be part of a close-knit community.	Tha e air a chur ri chèile ann an deagh chruth agus tha pìosan làidir ann. "It is put together in good shape and had some strong points."	I would like to see visually and quite quickly beginning in 2022. The Gaelic plan begin and not some year's later

Section 2: About You

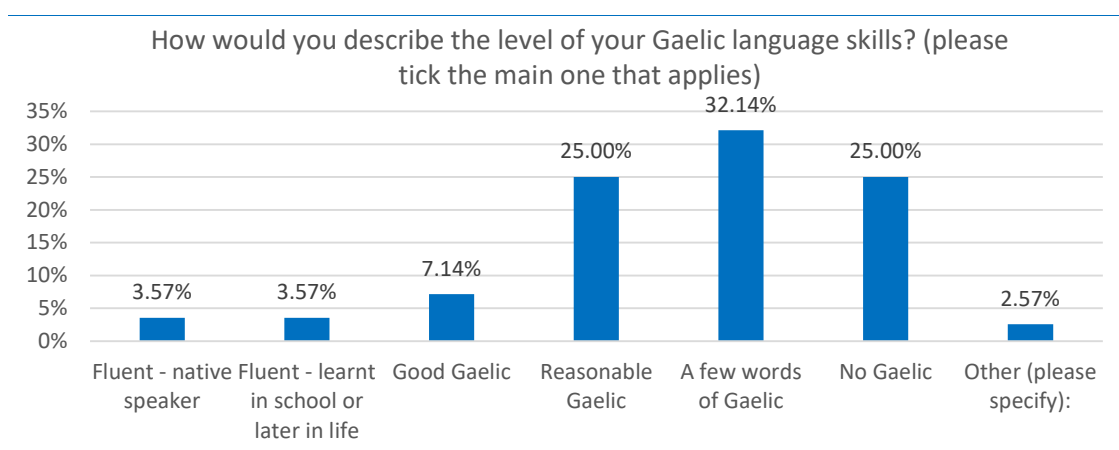
Respondents were asked for information about themselves to help the Council improve its services in relation to Gaelic, however there was no obligation to complete this part of the survey. Almost 84% of respondents were happy for Inverclyde Council to publish information about themselves whilst 16% noted that they were not. Accordingly, their information has been excluded from the data analysis provided below.



55% of respondents who were willing to share their information were male and 45% female.



The highest number of responses received were from the 35-44 year old age group.



Almost a third of respondents said that they know a few words of Gaelic and a quarter said that they have reasonable Gaelic language skills. Another quarter said that they have no Gaelic language skills at all. A small number of respondents, 7%, reported that they are fluent in Gaelic.

The survey concluded by offering people the chance to leave their contact details if they were interested in finding out more about Gaelic language and cultural activities provided by the Council and 9 requests for information were received.