
Report To:	Policy & Resources Committee	Date:	9 August 2022
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	PR/14/22/KM
Contact Officer:	Morna Rae	Contact No:	01476 712042
Subject:	Inverclyde Gaelic Language Plan Implementation Report 2021/22		

1.0 PURPOSE AND SUMMARY

- 1.1 For Decision For Information/Noting
- 1.2 The Gaelic Language (Scotland) Act 2005 enables Bòrd na Gàidhlig to instruct a public authority to submit an annual report on the delivery of the commitments within its Gaelic Language Plan. Inverclyde Council has been directed by the Bòrd to submit an Implementation Report for the reporting period 8 March 2021 to 8 March 2022.
- 1.3 At its meeting on 1 February 2022, the Policy and Resources Committee agreed to receive the Council's Gaelic Language Plan Implementation Report each year. Accordingly, the Implementation Report 2021/22 is appended to this report for the information of the Committee. The Report is due to be submitted to Bòrd na Gàidhlig on 10 August 2022, after which it will be assessed by the Bòrd and a written response provided to Inverclyde Council in due course.

2.0 RECOMMENDATIONS

- 2.1 The Committee is asked to note:
1. That an Inverclyde Council Gaelic Language Plan Implementation Report, relating to the period 8 March 2021 to 8 March 2022, has been produced;
 2. That the Implementation Report will be submitted to Bòrd na Gàidhlig on 10 August 2022.

**Ruth Binks,
Corporate Director
Education, Communities &
Organisational Development**

3.0 BACKGROUND AND CONTEXT

- 3.1 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.
- 3.2 The Act established Bòrd na Gàidhlig as an executive non-departmental public body with responsibility for promoting Gaelic development and to prepare a National Gaelic Language Plan. It also gives the Bòrd 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.
- 3.3 Section 6(2) of the Gaelic Language (Scotland) Act 2005 enables Bòrd na Gàidhlig to instruct a public authority to submit a report on the extent to which it has implemented the measures set out in its Gaelic Language Plan. The Bòrd also has the authority to assess these reports and provide feedback to a public authority on this assessment.
- 3.4 The Inverclyde Council Gaelic Language Plan Implementation Report 2021/22 is appended to this report and has been produced using the template provided by the Bòrd.
- 3.5 The report sets out the Council's progress across a range of primary indicators as well as examples of how the Council is:
- Increasing the use of Gaelic
 - Increasing the learning of Gaelic
 - Promoting a positive image of Gaelic; and
 - Promoting Gaelic education

In addition, the report also includes a section on the Council's progress in delivering the Bòrd's Corporate Service aims. The aims have been devised by the Bòrd and are applicable to every public authority.

- 3.6 On a related matter, the Inverclyde Council Gaelic Language Plan 2022/27, which was submitted on 8 February 2022, is currently being assessed by Bòrd na Gàidhlig. The Bòrd aims to complete this assessment within 6 months after which the assessment will be returned to Inverclyde Council. As the new Plan has not yet received Bòrd approval, Inverclyde Council continues to deliver the commitments within the 2017/22 edition.

4.0 PROPOSALS

- 4.1 The Committee is asked to note Inverclyde Council's progress in delivering its Gaelic Language Plan commitments over the period March 2021 to March 2022 and that this latest Implementation Report will be submitted to Bòrd na Gàidhlig, as per the Bòrd's instruction.

5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial		X	
Legal/Risk		X	

Human Resources		X	
Strategic (LOIP/Corporate Plan)		X	
Equalities & Fairer Scotland Duty		X	
Children & Young People's Rights & Wellbeing		X	
Environmental & Sustainability		X	
Data Protection		X	

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

The Council has a statutory duty to submit an Implementation Report on the extent to which it has delivered the commitments within its Gaelic Language Plan if instructed by Bòrd na Gàidhlig.

5.4 Human Resources

None

5.5 Strategic

Delivery of the commitments in the Gaelic Language Plan helps to deliver the following Corporate Plan Organisational Priorities:

OP1: To promote Inverclyde to both residents and visitors alike, as a great place to live, work, study and visit

OP3: To preserve, nurture and promote Inverclyde's unique culture and heritage

OP9: To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources

6.0 CONSULTATION

6.1 None

7.0 BACKGROUND PAPERS

7.1 Draft Inverclyde Council Gaelic Language Plan 2022/27, report to Policy and Resources Committee, 1 February 2022.

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022

ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	Inverclyde Council
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Prìomh Dhàta Measaidh

Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p>	<p>Whinhill Primary School and Nursery which provide Gaelic Medium Education (GME) has received a number of e-mails from national bodies in Gaelic.</p> <p>One response to the public consultation on the draft Inverclyde Gaelic Language Plan 2022/27 was partially written in Gaelic.</p> <p>No other written correspondence in Gaelic was received.</p>
A' sgaoileadh fiosrachaidh Dissemination of information	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p>	<p>To promote the consultation on the draft Gaelic Language Plan, two social media posts, both written in Gaelic, were regularly posted over a 6 week period, 29 October – 10 December 2021. This included 'Your Council, Your Say' and a separate post encouraging the public to participate in the consultation.</p> <p>The CLD service included a small amount of Gaelic on leaflets aimed at learners. The service estimates that the posts reached over 2000 people.</p> <p>Whinhill Primary School and Nursery regularly post in Gaelic and it is estimated that more than 100 posts were made during the reporting year.</p>
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in</p>	<p>The Council published bilingual press releases / information on its website during the year in relation to the consultation on the draft Gaelic Language Plan and the proposal to establish a catchment area for Gaelic provision in Inverclyde.</p>

	Gaelic this year?	In addition to this, a School Transport Survey was distributed in Gaelic to the parents of children receiving Gaelic medium education.
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	In total, 5 members of staff received Gaelic skills training during the year. This includes 3 members of staff from Whinhill PS and 2 members of staff from Library Services.
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	Within Whinhill PS and Nursery, there are 7 employee posts where Gaelic has been identified as an essential skill. Within the CLD Service, 2 employee posts include Gaelic language skills as an essential requirement.
	Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	In October 2021, Inverclyde Council carried out an employee audit of Gaelic skills. This was done via a voluntary online survey. 29 respondents noted that they have some level of Gaelic skills (ranging from a few words of Gaelic to fluent, native speaker).
Foillseachaidhean Publications	Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?	Two organisational publications, produced by Whinhill PS, were published bilingually. In addition to this, the headings in newsletters / parents letters issued by the school are produced in Gaelic. School planning is shared with all in both Gaelic and English. No requests were received from the public to have a Corporate publication translated into Gaelic.
Inbhe Status	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?	Whinhill PS and Nursery produced more than 10 signs during the year for use by the school (non-commercial signage). All signage around the school continues to be bilingual. Gaelic language is given equal prominence to English on displays and in assemblies. Signage located at the entrance to Inverclyde's towns is bilingual. No additional new bilingual signage has been erected in the reporting period, however a number of actions in relation to signage have been included in the new Inverclyde Gaelic Language Plan 2022/27.

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

During the year Inverclyde supported the increased use of Gaelic in a variety of ways, including:

- Inverclyde Council produced a new Gaelic Language Plan 2022/27 which was subject public consultation. This consultation was promoted in both English and Gaelic on the Council's website. Employees were also encouraged via e-mail and the Council's intranet to participate in the consultation. Details of where to find information on local Gaelic Language Classes was also provided to employees.
- As part of the public consultation, respondents were encouraged to leave contact details if they wished further information on, or would like to participate in, Gaelic skills courses run by the CLD Service.
- An employee audit of Gaelic Language Skills was also carried out in 2021.
- GME continues to be a priority for Inverclyde Council and we continued to deliver Gaelic as L3 for English medium children in P4 – P7. Pupils and staff across the school engage in Gaelic lessons which promotes the growth of the language, as well as creating a positive image towards learning Gaelic.
 - Gaelic is used in school newsletters, Whinhill PS website, on twitter and in a variety of publications. The language is given equal prominence to English on displays and in assemblies.
- Continued support delivered to parents through useful websites to support their children with school work.
- The Library Service distributed Gaelic Bookbug bags to Gaelic Medium early years and primary establishments. The libraries also hold a small stock centrally of Gaelic bags for the baby & toddler age group which is promoted through health visitors.
- Opportunities to develop Gaelic language skills were promoted via email to employees and the Council's intranet (e.g. Speak Gaelic and courses offered by the University of Aberdeen - Gaelic for businesses and local authorities 1 and 2).
- Leaflets produced by the CLD Service includes Gaelic on leaflets aimed at learners.
- Inverclyde Council's website includes information on Gaelic medium education and links to wider Gaelic medium education [Gaelic medium education - Inverclyde Council](#)

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

During the year Inverclyde supported the increased learning of Gaelic in a variety of ways, including:

- A statutory consultation on Gaelic education began in February 2022 with the purpose of establishing the whole of Inverclyde as the catchment area for Whinhill Primary GME.
- Inverclyde Council is currently exploring options to develop GME at a secondary level. An advisory group has been established to support this ongoing work.
- Children in English medium receive weekly Gaelic lessons, with class teachers (English medium) also participating in these lessons.
- 2 EYECOs in the Gaelic medium nursery have been participating in an immersion course for the last two years held both online and in South Uist.
- Gaelic continues to be promoted across all school channels to increase awareness of Gaelic Medium Education in Inverclyde. Information aimed at parents of children of nursery and early years' parents

encourages the consideration of GME for their children. Gaelic Learners in Primary School training opportunities are offered to all schools when available.

- 9 respondents to the Gaelic Language Plan consultation said that they were interested in finding out more about Gaelic language and cultural activities provided by the Council. These respondents have been kept informed about the services available.
- The CLD Service offers 2 beginners Gaelic practice classes, an A1 Speak Gaelic class and 1 intermediate level classes. These classes have been provided at South West Library and Auchmountain Halls while the Speak Gaelic A1 class has been piloted online. Following initial success, the level of drop-out has led to a move to a blended learning model for the coming August 2022 term. Additionally, the service also offers a Scottish History class which has elements of Gaelic such as place names and local dialects. 31 learners participated in language classes and 7 learners participated in Scottish History classes.
- Following the promotion of Gaelic Language courses to employees, 2 employees undertook online training over 5 weeks at the University of Aberdeen: “Gaelic for Business and Local Authorities 1”. Employees may also have participated in the Speak Gaelic service that was promoted, however these numbers are not captured by the Council
- Library staff distributed Gaelic Bookbug bags to Gaelic Medium early years and primary establishments. The service also holds a small stock centrally of Gaelic bags for the baby & toddler age group which is promoted through health visitors.

A’cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a’ buidhinn a’ cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

Inverclyde Council is promoting a positive image of Gaelic through the following:

- The Inverclyde Gaelic Language Plan 2022/27 was produced by a steering group from across a wide range of Council services, promoting awareness of the Plan and ownership of the actions within it.
- Inverclyde Council’s Corporate Equalities Group, provides the overall governance at a strategic level of the Inverclyde Gaelic Language Plan. The group is chaired by the Corporate Director, Education Communities and Organisational Development.
- Whinhill PS showcases Gaelic within the community where possible. This includes social media (school website, Twitter etc) is used to promote Gaelic within Inverclyde and showcases the work of the school. This includes day to day classwork, school initiatives and videos. Information is tweeted in both English and Gaelic, and video titles and content is bilingual where appropriate.
- The school name and welcome message on the school website is bilingual and there is a range of detailed information about GME available to all. There are also external links to more information on Gaelic and the benefits of GME.
- Gaelic/Scottish culture is celebrated across the school and nursery and the ethos of the school and nursery supports mutual respect between for education in both English and Gaelic.
- Gaelic Language skills courses are advertised to all employees by both the Council’s HR and OD Service and Corporate Communications.
- There has been an increase during the year in the number of bilingual communications issued by the Council e.g. press releases and social media posts in relation to the Gaelic Language Plan 2022/27, GME provision in Inverclyde and a School Transport Survey.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lionadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

For the Council, its primary role is in the support, promotion and delivery of Gaelic education. The Council promotes Gaelic education through the distribution of leaflets when new classes are being offered; through the inclusion of information in enrolment procedures highlighting the Gaelic nursery and primary classes; information on the Council's website advertising Gaelic Language classes and Gaelic Medium Education (GME); and liaison between pre-school and primary to highlight the GME primary class.

Whinhill PS is rigorous in its promotion of Gaelic experiences in the school across many media outlets.

Inverclyde Council is also engaging in statutory consultation activity to establish a catchment for GME provision at Whinhill Primary School and to further explore options for secondary provision.

Pàrantan Corporra

Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lionadh a-steach
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

At present there are no Gaelic speaking care experienced young people registered in Inverclyde.


<p>Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.</p> <p>Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.</p>
<p>N/A as per above response.</p>
<p>Co-ionannachd Equalities</p> <p>Bu chòir don a h-uile buidheann seo a lìonadh a-steach</p> <p>For all organisations to complete</p>
<p>An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?</p> <p>Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?</p>
<p>One issue regarding local access to secondary GME provision has been identified by Inverclyde Council. To address this, the Council is currently exploring options in order to develop GME provision at a secondary level.</p>
<p>A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?</p> <p>Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?</p>
<p>In 2021 Inverclyde Council developed a new Gaelic Language Plan 2022/27 and an Equality Impact Assessment was carried out on the Plan.</p> <p>As previously highlighted, a statutory consultation to establish a Gaelic Medium Education catchment area for primary Gaelic provision in Whinhill Primary School has been carried out. The Council is presently exploring options in order to develop GME provision at secondary level.</p> <p>Whinhill Primary School produces a school Improvement Plan. While all aspects of the Plan are relevant to Gaelic Medium, discreet development areas for Gaelic are also included. In addition a Gaelic action plan is available which sits under the improvement plan.</p>
<p>A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarras phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.</p> <p>Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.</p>
<p>N/A</p>

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<p>Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	<ul style="list-style-type: none"> ● Amber Inverclyde Council awards equal respect to both English and Gaelic but recognises that there has been slippage in delivering some of its Gaelic Language Plan commitments 2017/22. 		
<p>Cothroman Follaiseach Gnìomhan practaigeach agus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>	<ul style="list-style-type: none"> ● Amber Whinhill PS and Nursery inform parents and pupils up to date via regular newsletters, social media etc. The CLD service also maintains ongoing contact with local Gaelic learners. For all other employees, relevant information is sent out via the Corporate Communications team. A commitment is made in the new GLP 2022/27 to improve our active.offer 		
<p>Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	<p>There are no actions in Inverclyde Council's GLP which were identified for delivery in partnership with ALEOs.</p>		
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>	<ul style="list-style-type: none"> ● Amber Whilst there is still further work to be done in this area, the profile of Gaelic plan commitments has increased considerably in the past year with the development of the new Plan which was developed by a cross- Council working group. A formal governance structure has also been established in the past year. 		
<p>Pàrantan Corporra Gu bheil mothachail air na dleastanasan a th' ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a'</p>	<p>Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same</p>	<ul style="list-style-type: none"> ● Green The council has not looked after children and young people with Gaelic at present however in its role as Corporate Parent should 		

APPENDIX 1

faighinn na h-aon cothroman 's a tha clann le cànan eile.	opportunities as those with other languages.	this change in future the council would seek to ensure equality of opportunities for all looked after children and young people		
Inbhe	Status			
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.	Logo Aim to render the corporate logo 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.	<ul style="list-style-type: none"> ● Amber This was reviewed as part of the planning process for the new GLP and has been included as an action within the Plan. 		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	<ul style="list-style-type: none"> ● Amber Signage displayed at the entrance to Inverclyde's towns is in both languages and bilingual signs will be considered as part of the renewal process. 		
Conaltradh leis a' phoball	Communicating with the public			
Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.	Promotion Positive message that communication from the public in Gaelic is always welcome.	<ul style="list-style-type: none"> ● Amber Inverclyde Council welcomes all forms of communication however, there is potential to make this more explicit. 		
Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.	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.	<ul style="list-style-type: none"> ● Green Whilst the council does not have a formal policy on written communication, we accept all forms of communication and if a reply was requested in Gaelic, translation services would be secured to provide this. 		
Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	<ul style="list-style-type: none"> ● Green The Council does not currently have Gaelic provision in its reception areas. This has not been identified as an area for development by the public visiting the reception area but will be reviewed as part of the new GLP commitments. 		


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<p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>● Green Prior to any public meeting, member of the public are requested to notify the Council of any individual requirements and the Council will endeavor to meet these requirements. To date there has been no requests to hold public meeting bilingually.</p>
<p>Fiosrachadh</p>	<p>Information</p>	
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>● Amber News / website releases related to Gaelic were published in both English and Gaelic during the reporting year. Other high profile news releases are considered individually and would only be published in Gaelic if it is felt appropriate. Whinhill PS also distributes school information in both English and Gaelic.</p>
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>● Green Regular tweets are issued by the school and nursery in both languages. The Council's Corporate Communications service will also retweet and re-post Gaelic content. Social media posts were also issued on the public consultation on the draft GLP 2022/27. The CLD Service also included some Gaelic content on its information posted on social media.</p>
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarras phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>● Amber The council's website includes dedicated pages on the Gaelic Language Plan and Gaelic Medium Education as well as a number of related links to Gaelic related information</p>
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>● Amber Due to budget pressures the Council does not publish corporate documents in both languages at</p>

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dh'fhaodadh an àireamh as motha de dhaoine a leughadh.		present, however if requested documents will be translated into other formats.
Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn	Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	<ul style="list-style-type: none"> ● Green The Council uses an independent Gaelic translation service which includes translation, independent proofreading and checking of proofs prior to its inclusion in all corporate information.
Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.	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.	<ul style="list-style-type: none"> ● Amber Again, due to budget pressures the Council does not host public exhibitions in both languages however a commitment is given in the new GLP to explore options for bilingual text/ signage for new exhibitions.
Luchd-obrach	Staff	<div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; height: 20px; background-color: #90EE90;"></div> <div style="width: 33%; height: 20px; background-color: #FFA500;"></div> <div style="width: 33%; height: 20px; background-color: #FF0000;"></div> </div>
Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	<ul style="list-style-type: none"> ● Green An internal audit of skills was carried out in 2021 via a voluntary survey. The Council received 120 responses, approx. 3% of all employees. The audit has informed the new Gaelic Language Plan.
Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	<ul style="list-style-type: none"> ● Green The Gaelic Language Plan is included in the mandatory 'Policies' section of the Council's induction course.
Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	<ul style="list-style-type: none"> ● Green Where the Council is aware of training opportunities in relation to Gaelic language skills these are advertised to employees by the HR&OD and Corporate Communications Service
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-	Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff	<ul style="list-style-type: none"> ● Amber Training opportunities (as described above) are publicised to

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obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	dealing directly with the public.	all employees, however Gaelic awareness training sessions are not carried out separate to this.
Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarras phoblaich.	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority	● Amber Gaelic is only specified in job / person description where the role has a specific Gaelic function associated with it.
Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhadadh.	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.	● Green The Council ensures that Gaelic is specified as an essential skill in all Gaelic related posts.
Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	● Red Vacant posts are currently advertised in English only
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	● Green This is adhered to in our Gaelic communications
Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	● Amber Gaelic place names appear on signage to the main towns in Inverclyde as well as in and around Whinhill PS. There is limited usage of Gaelic place names outwith this however it will be considered as part of ongoing signage replacement and advice sought from Ainmean-Àite na h-Alba