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<b>Report To:</b>	<b>Policy &amp; Resources Committee</b>	<b>Date:</b>	<b>23 May 2023</b>
<b>Report By:</b>	<b>Corporate Director, Education, Communities and Organisational Development</b>	<b>Report No:</b>	<b>PR/14/23/MR</b>
<b>Contact Officer:</b>	<b>Morna Rae</b>	<b>Contact No:</b>	<b>01475 712042</b>
<b>Subject:</b>	<b>Corporate Policy Update</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 This report provides the Committee with an update on several performance and policy matters relating to:

- New Council Plan, Committee Delivery and Improvement Plans and performance management arrangements;
- Inverclyde Council Gaelic Language Plan Implementation Report 2022/23;
- Corporate awards; and
- Mid-year population data releases.

## **2.0 RECOMMENDATIONS**

2.1 It is recommended that the Committee:

- Note the latest updates in relation to Corporate Policy and Performance and that the Gaelic Language Plan Implementation Report 2022/23 will be submitted to Bòrd na Gàidhlig, as per the Bòrd's instruction.

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

### **3.0 BACKGROUND AND CONTEXT**

- 3.1 A Corporate Policy and Performance update report is considered at every meeting of the Policy and Resources Committee.

#### **NEW COUNCIL PLAN, COMMITTEE DELIVERY AND IMPROVEMENT PLANS AND PERFORMANCE MANAGEMENT ARRANGEMENTS**

- 3.2 As Elected Members will be aware the Inverclyde Council approved the new Council Plan 2023/28 at its April 2023 meeting. The related new performance management arrangements were agreed by the Policy and Resources Committee in March 2023. This included the development of three Committee Delivery and Improvement Plans (CDIPs). The Policy and Resources Committee Plan is included on this meeting agenda, with the Environment and Regeneration Committee and Education and Communities Committee Plans scheduled for consideration at their May meetings.
- 3.3 There has been significant work undertaken in implementing this new approach. Following the agreement of the Committee Delivery and Improvement Plans the focus will move to the introduction of Service Delivery and Improvement Plans for each Head of Service.
- 3.4 On an ongoing basis performance reports on the actions within the CDIPs will be considered at every second Committee meeting, with six monthly reports on performance indicators.

#### **INVERCLYDE GAELIC LANGUAGE PLAN IMPLEMENTATION REPORT 2022/23**

- 3.5 Bòrd na Gàidhlig has written to Inverclyde Council requesting an Implementation Report on the progress that the Council has made in the delivery of its Gaelic Language Plan 2017/22, over the period 8<sup>th</sup> March 2022 to 8<sup>th</sup> March 2023. The Implementation Report is attached as Appendix 1.
- 3.6 Within the Implementation Report, a number of the Corporate Services Aims, which apply to every public authority, have a red or amber status. These aims are included within the new Gaelic Language Plan 2022/27, along with improvement actions and timescales for delivery. Inverclyde Council's new Gaelic Language Plan 2022/27 is currently awaiting Ministerial approval.
- 3.7 The statutory deadline for submission to Bòrd na Gàidhlig is 20<sup>th</sup> June 2023. Following submission, the Bòrd will assess Inverclyde Council's progress and provide the Council with a written response.

#### **CORPORATE AWARDS**

- 3.8 Key national awards for local government include APSE, LGC and COSLA. Gaining this external recognition can increase the profile of a Council, benchmark best practice and boost morale. In November 2022 the CMT agreed a corporate approach towards submissions for national awards. Services continue to apply for awards and recognition that are specific to their work with all potential applications to the national awards outlined above supported by the Corporate Policy Team and reviewed by the Chief Executive and Corporate Director (Education, Communities & Organisational Development).
- 3.9 Of particular note is the LGC awards, for which Inverclyde Council has been shortlisted for the Council of the Year category. The Chief Executive is chairing a Working Group in preparation for the judges visit on 22 May and presentation on 8 June.

## MID YEAR POPULATION ESTIMATES

- 3.10 National Records of Scotland (NRS) has indicated that the mid-year population estimates for 2022, normally published in June each year, will not be published until winter 2023/24. The publication date has been pushed back due to NRS waiting on data from Scotland's Census to be ready. NRS will also revise mid-year population estimates dating back to 2012, following the release of Census data, however these revisions will not be available until later in 2024.
- 3.11 NRS has yet to reach a decision on whether to publish life expectancy data later this year and revise it following the release of Census data, or delay publication of this also until 2024.
- 3.12 A further update on the release of NRS data will be provide in future reports as details are known.

## 4.0 PROPOSALS

- 4.1 It is proposed that the Committee note the latest updates relating to the area of corporate policy and performance and that the Gaelic Language Plan Implementation Report 2022/23 will be submitted to Bòrd na Gàidhlig on, or before, 20<sup>th</sup> June 2023, 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 (Partnership Plan/Council Plan)	X		
Equalities and Fairer Scotland Duty			X
Children and Young People's Rights & Wellbeing			X
Environmental & Sustainability			X
Data Protection			X

## 5.2 Finance

There are no financial implications arising from this report.

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					
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### 5.3 Legal/Risk

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.

### 5.4 Human Resources

There are no human resources implications arising from this report.

### 5.5 Strategic

The matters referred to within this report are of relevance to the following Council Plan priorities:

- Gaps in outcomes linked to poverty are reduced;
- Our communities are thriving, growing and sustainable; and
- Our most vulnerable families and residents are safeguarded and supported.

## 6.0 CONSULTATION

6.1 None.

## 7.0 BACKGROUND PAPERS

7.1 None.

**BÒRD NA GÀIDHLIG****FOIRM DÀTA BLIADHNAIL 2022-2023****ANNUAL RETURN FORM 2022-2023**

<b>Ainm na buidhne</b> <b>Organisation's name</b>	<b>Inverclyde Council</b>
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<b>Prìomh Dhàta Measaidh</b> <b>Primary Indicator Data</b>		
<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	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?	No written communications in Gaelic have been received from the public by the school or the wider Council.
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	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?	Whinhill Primary School and Nursery Class has posted in excess of one hundred posts in Gaelic during the year.  Bilingual social media posts, were issued by the Council's Corporate Communications team regarding the provision of Secondary GME.
	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 Gaelic this year?	Inverclyde Council published a bilingual press release on the public consultation of the new Council Plan and Partnership Plan in autumn 2022. Details of the public consultation were also published in both languages on Inverclyde Council's website. In addition, bilingual press releases and webpages have been published in relation to the provision of Secondary GME.  Whinhill Primary School also translate wider Council communications into Gaelic for families.
	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgìlean Gàidhlig am-bliadhna?	Two Inverclyde Council employees received Gaelic skills training during the year.

Appendix 1: Inverclyde Council Gaelic Language Plan Implementation Report 2022/23

<p><b>Luchd-obrach</b> <b>Staff</b></p>	<p>How many staff received Gaelic skills training this year?</p>	
	<p>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?</p>	<p>The following posts include Gaelic as a designated skill within Whinhill School and Nursery:</p> <p>1.0 FTE PT Gaelic 2.7 FTE teachers Two 1.0 EYECO posts One 10hr support worker</p> <p>Within the Community Learning and Development (CLD) Service, 2 employee posts include Gaelic language skills as an essential requirement.</p>
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	<p>The latest data available to the Council on this is from October 2021, when an employee audit of Gaelic skills was carried out by the Council via an online survey. 29 respondents noted that they have some level of Gaelic skills (ranging from a few words of Gaelic to fluent, native speaker).</p>
<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>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?</p>	<p>Aside from social media posts and press releases, no organisational publications were published bilingually, however the new Council Plan outcomes 2023/28 will be published bilingually in 2023. It should also be noted that no requests were received from the public to have a corporate publication translated into Gaelic.</p>
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>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.</p>

## 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 Council supported an increase in the use of Gaelic in a variety of ways, including:

- Publishing details of the public consultation on the new Inverclyde Alliance Partnership Plan 2023/33 and Inverclyde Council Plan 2023/28 bilingually via social media and on the Council website. These Plans set out the high level outcomes for the Community Planning Partnership and Inverclyde Council;
- A new Inverclyde Communication and Engagement Strategy was approved in January 2023 which includes a commitment to promote Gaelic through communications activity.
- Plans have been progressed for the delivery of Gaelic Medium Education at secondary level within Inverclyde;
- The CLD Service hosted 3 Conversation Cafes, where learners from a range of groups could meet to speak Gaelic in a public space;
- While pupils are educated through Gaelic, the ethos of Whinhill is such that all pupils have the same opportunities. Core school values underpin all work and experiences in both English and Gaelic medium. Pupils are represented on all school committees;
- Gaelic medium staff undertake every opportunity to liaise with other Gaelic Medium provision and have had an opportunity to moderate outwith the authority this session;
- All signs and communications in Whinhill are in Gaelic and English; and
- Links to other further information / Gaelic websites are provided via the Inverclyde Council website.

### 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 Council supported the increased learning of Gaelic in a variety of ways including:

- Nursery staff participated in learning opportunities at Sabhal Mor Ostaig in Skye over a 2 week period;
- As part of the 1 + 2 Strategy, children in P4-7 pupils are learning Gaelic and are confidently using Gaelic words and phrases;
- Parent homework classes have been delivered and additional resources made available to support parents to support pupil learning;
- A Gaelic Padlet has been developed by staff and is available for all families to access support for Gaelic;
- World Gaelic Week was promoted to all establishments;
- The promotion of Parent Information Session from Bòrd na Gàidhlig;
- The promotion of GLE training to all primary schools;
- The promotion of Scottish Learning Festival Online related sessions with all establishments;
- Gaelic nursery staff have been trained in delivering Bookbug sessions; and
- Whinhill School and Nursery celebrations are conducted in both languages.

The Community Learning and Development Service delivered:

- Speak Gaelic A1 class with 21 learners attending over 3 terms.
- Gaelic Intermediate classes with 14 learners attending over 3 terms.
- A Scottish History with Gaelic which 13 learners attended over 3 terms.

## **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?

During the year Inverclyde Council promoted a positive image of Gaelic in the following ways:

- Publishing details of the public consultation on the new Inverclyde Alliance Partnership Plan 2023/33 and Inverclyde Council Plan 2023/28 bilingually via social media and the Council website. These Plans set out the high-level outcomes for the Community Planning Partnership and Inverclyde Council;
- A new Communication and Engagement for the Council was approved in January 2023 which gives a commitment to promoting Gaelic through communications activity.
- Whinhill Primary School and Nursery was the first school to be awarded the Rights Respecting Level 2 in both English and Gaelic;
- The school has strengthened its close links with parent groups and is helping promote Gaelic through, for example, supporting the local Gaelic learners' group and links with the BBC to demonstrate Gaelic education.
- The Gaelic nursery has been participating in Gaelic Bookbug sessions;
- The Gaelic offer provided by CLD has been advertised via social media;
- Whinhill hosted this year's Gaelic Feas in March '23. Gaelic Medium schools from across the central belt provided Gaelic dramas for their parents.
- At the Inverclyde Music Festival, the Gaelic choir won the choir competition and individual pupils sang Gaelic songs which Gaelic P1-3 children recited Gaelic poetry.
- Children in Gaelic P4-7 classes have established pen-pals with children in another local authority, Sandbank Primary School, Dunoon.
- Children from Gaelic classes have also been sending artwork and details of projects/ school work to BBC Alba to be included in future programmes such as 'Aileag' the Gaelic children's radio programme.
- Fèisean na Gàidheal visited GP4-7 with a Gaelic drama workshop and performance.
- Pupils experience a wide range of activities including running a gardening club, a shinty club and a Sradagan youth group amongst others.




<p><b>Fiosrachadh dearcnachaidh eile</b>  <b>Other monitoring information</b></p>
<p><b>A' brosnachadh Foghlam Gàidhlig</b>  <b>Promotion of Gaelic Education</b></p>
<p>Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  For Local Authorities only to complete</p>
<p>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 dleastanais seo?</p> <p>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?</p>
<p>For the Council, its primary role is in the support, promotion and delivery of Gaelic education. The Council's Gaelic Medium Education webpage has been reviewed and refreshed, reflecting all the recommendations made by the Bord.</p> <p>Inverclyde considers it essential that children and young people are given the opportunity to continue their language skills into secondary education and as such is planning for continuity. Currently, officers are engaging with the Bord to plan and deliver information sharing session on Gaelic Medium Education in autumn of 2023.</p> <p>Whinhill Primary School and Nursery continues to be rigorous in its promotion of Gaelic experiences in the school across many media outlets.</p>
<p><b>Pàrantan Corporra</b>  <b>Corporate Parenting</b></p>
<p>Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach  For Corporate Parents only to complete</p>
<p>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.</p> <p>Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.</p>
<p>There are no Gaelic speaking care experienced young people currently registered in Inverclyde.</p>
<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>


N/A as per previous response.
<p><b>Co-ionannachd Equalities</b></p> <p>Bu chòir don a h-uile buidheann seo a lionadh 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>The Bord is aware of the issue regarding local access to secondary GME provision, identified by Inverclyde Council. Presently there is no secondary Gaelic provision within the authority. We are moving to consult on this as families are reliant on placing requests to continue their learning.</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>A statutory consultation was carried out in spring 2022 with the result that the whole of Inverclyde is now established as the catchment for Gaelic provision within Whinhill Primary School and Nursery.</p> <p>A Gaelic Advisory Group for Secondary was established and an independent options appraisal carried out to consider options for secondary Gaelic provision. The recommendation reached was to establish provision within Inverclyde Academy and this was approved in March 2023. The next stage is moving to consultation.</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>
N/A

Amasan airson Seirbhisean Corporra	Corporate Service Aims	Status		
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a' phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	<ul style="list-style-type: none"> <li>● Amber – Inverclyde Council awards equal respect to both Gaelic and English but it recognised that there has been slippage in delivering some of the commitments in the GLP. The Council's new Communication and Engagement Strategy seeks to strengthen the use of Gaelic in key areas of Council activity.</li> </ul>		
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach agus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th' ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> 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"> <li>● 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, information is sent out via the Corporate Communications team. A commitment is given in the new GLP to improve our active offer (plan awaiting approval).</li> </ul>		
<p><b>Treas Phàrtaidhean</b> A' dearbhadh gum bi ALEOs agus cunnadairean eile ag obair gus plana Gàidhlig an ùghdarras phoblaich a chur an gnìomh.</p>	<p><b>Third Parties</b> 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><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> 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"> <li>● Amber - The Council's Corporate Equalities Group provides the formal governance structure for the Plan.</li> </ul> <p>As the Council faces significant challenges in delivering a range of competing priorities against a background of reduced resources, decisions on resource allocation including support for the implementation of the Gaelic Language Plan, are difficult. Recognising this, opportunities</p>		

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	<b>Status</b>
		to source external funding for Gaelic projects were reviewed by a working group during the year, in response to the significant pressures on the Council's existing budgets.
<p><b>Pàrantan Corporra</b> Gu bheillear 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' faighinn na h-aon cothroman 's a tha clann le cànan eile.</p>	<p><b>Corporate Parenting</b> 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 opportunities as those with other languages.</p>	<ul style="list-style-type: none"> <li>● Green - There are no looked after children and young people with Gaelic at present however in its role as Corporate Parent should this change in future this would be considered as part of the assessment and support planning for the young person.</li> </ul>
<b>Inbhe</b>	<b>Status</b>	<div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; background-color: #90ee90;"></div> <div style="width: 33%; background-color: #ffa500;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div>
<p><b>Suaicheantas</b> 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.</p>	<p><b>Logo</b> 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.</p>	<ul style="list-style-type: none"> <li>● Amber - This is a commitment within the new GLP (awaiting approval) and the Council's new Communication and Engagement Strategy.</li> </ul>
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>	<ul style="list-style-type: none"> <li>● 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.</li> </ul>
<b>Conaltradh leis a' phoball</b>	<b>Communicating with the public</b>	<div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; background-color: #90ee90;"></div> <div style="width: 33%; background-color: #ffa500;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div>
<p><b>Adhartachadh</b> A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	<ul style="list-style-type: none"> <li>● Green - This is a commitment within the new GLP (awaiting approval) and the Council's new Communication and Engagement Strategy.</li> </ul>
<p><b>Conaltradh sgrìobhte</b> Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in</p>	<ul style="list-style-type: none"> <li>● Green - Inverclyde Council accepts all forms of communication and if a reply was requested in Gaelic, translation services would be secured to</li> </ul>

Appendix 1: Inverclyde Council Gaelic Language Plan Implementation Report 2022/23

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	<b>Status</b>
freagairtean Gàidhlig a thoirt seachad a rèir a’ phoileasaidh choitcheinn.	Gaelic in accordance with the general policy.	provide this. A formal action on this has been added to the Communication and Engagement Strategy.
<b>Ionad-fàilte agus am fòn</b> 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.	<b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	This is not viewed as an area for development at the present time. No requests for a service in Gaelic were received from the public in the reporting year. In addition, there are currently no Gaelic speaking staff within the Council’s Customer Service Centre’s team.
<b>Coinneamhan</b> 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.	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	<ul style="list-style-type: none"> <li>● Green - Prior to any public meeting, members of the public are requested to notify the Council of any individual requirements and the Council will endeavour to meet these requirements. To date there has been no requests to hold public meeting bilingually.</li> </ul>
<b>Fiosrachadh</b>	<b>Information</b>	
<b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	<ul style="list-style-type: none"> <li>● Amber - The Council increased the number of high-profile news releases (e.g. Council and Partnership Plan consultation) published in both English and Gaelic during the year however this could be increased further. News / website releases related to Gaelic were published in both English and Gaelic during the reporting year.</li> </ul> <p>Whinhill PS also distributes school information in both English and Gaelic.</p>
<b>Na Meadhanan sòisealta</b> Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users	<ul style="list-style-type: none"> <li>● Green - Regular tweets are issued by the school and nursery in both languages. The Council’s Corporate Communications service will also retweet and re-</li> </ul>

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	<b>Status</b>
Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.		post Gaelic content.
<b>An Làrach-lìn</b> Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	● 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. It is recognised that there is scope to increase the level and range of information on the Council's website.
<b>Foillsichidhean Corporra</b> Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.	● Amber -Due to budget pressures the Council does not publish corporate documents in both languages at present, however if requested documents will be translated into other formats.
<b>Tairbhe a' Chànain</b> Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn	<b>Language Utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	● 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.
<b>Taisbeanaidhean</b> 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' bhuidh as motha a thoirt air cùisean.	<b>Exhibitions</b> 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.	● 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. This will likely be dependent on successful bids for external funding.
<b>Luchd-obrach</b>	<b>Staff</b>	
<b>Sgrùdadh air sgilean</b> Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	● 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

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<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	<b>Status</b>
plana.		informed the new Gaelic Language Plan.
<b>Fiosrachadh Inntigidh</b> Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions	● Green - The Gaelic Language Plan is included in the mandatory 'Policies' section of the Council's induction course.
<b>Trèanadh cànan</b> 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.	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	● Green - Where the Council is aware of training opportunities in relation to Gaelic language skills these are advertised to employees by both the HR&OD and Corporate Communications Service.
<b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	<b>Awareness training</b> Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	● Red - Training opportunities (as described above) are publicised to all employees, however Gaelic awareness training sessions are not carried out separate to this. As this would require to be externally sourced, the cost of delivering this is currently a barrier.
<b>Fastadh</b> A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the authority	● Amber - Gaelic is only be specified in the 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 fhasadh.	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.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	<b>Status</b>		
<p>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.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>● Red - Vacant posts are currently advertised in English only</p>		
<p><b>Corpas na Gàidhlig</b></p>		<p><b>Gaelic Language Corpus</b></p>		<div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; background-color: #90ee90;"></div> <div style="width: 33%; background-color: #ffd700;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div>
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>● Green - This is adhered to in our Gaelic communications</p>		
<p><b>Ainmean-àite</b> Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p><b>Place names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>	<p>● 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, cost permitting.</p>		