

NORTH LANARKSHIRE COUNCIL GAELIC LANGUAGE PLAN 2016-2021

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig in June 2016.

FOREWORD

North Lanarkshire Council recognises that Gaelic is an integral part of Scotland's heritage and national identity. Gaelic medium education provision in our schools is excellent and our commitment to Gaelic has been maintained and extended. The council fully endorses the aspirations of the Gaelic Language (Scotland) Act 2005 and the objectives of the associated national plan. We are committed to playing our part in securing the status and future of Gaelic as a living language in Scotland and as a distinctive aspect of our country's cultural heritage.

Our Plan details the actions we will take to promote and use the Gaelic language over the next five years in the delivery of our services. All our Gaelic services and resources will demonstrate equal respect for Gaelic and English.

We will continue to work with all stakeholders within the Council, with relevant national bodies and the wider North Lanarkshire community. We will also work with other Public Authorities in the area and further afield that have or are working on creating a Gaelic Language Plan.

I am confident that our second Gaelic Language Plan will continue to make a significant contribution to the work of the Bòrd in the revitalisation of our national language.

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Summary

North Lanarkshire Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. North Lanarkshire Council is committed to the objectives set out in the *National Plan for Gaelic* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

North Lanarkshire Council recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- *enhance the status of Gaelic;*
- *promote the acquisition and learning of Gaelic;*
- *encourage the increased use of Gaelic.*

This document is North Lanarkshire 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.

North Lanarkshire 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 Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of North Lanarkshire's main areas of operation. It also provides a summary of the demography of the Gaelic language.

Chapter 2 – Core Commitments

This chapter sets out how North Lanarkshire Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – Policy Implications for Gaelic: implementing the National Plan for Gaelic

This chapter sets out how North Lanarkshire Council will help implement the National Plan for Gaelic. It also shows how we intend promoting the use of Gaelic in service planning and delivery. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 4 – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

CHAPTER 1 - INTRODUCTION

Setting the Context for Developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

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 public bodies to prepare Gaelic Language Plans. This provision 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.

Consultation on a draft Gaelic Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. North Lanarkshire Council has consulted publicly on the draft of its Gaelic Language Plan in May-June 2015 and has taken into account representations made to it during the consultation process.

Approval of North Lanarkshire Council's Gaelic Language Plan:

North Lanarkshire Council's Gaelic Plan will be submitted to Bòrd na Gàidhlig for approval on 19 June 2015.

Overview of the functions of North Lanarkshire Council and the use of Gaelic within our area of operation

North Lanarkshire: the council

The council comprises 70 members elected from twenty 4 or 3 multi-member wards. Our decision making structure is based on service committees aligned to the departmental structure and a policy committee supported by area and scrutiny bodies. Our annual expenditure is around £900m and we employ 14 000 staff. Functionally, the council is divided into the following services:

- chief executive's office
- corporate services
- finance and customer services
- learning and leisure services
- housing and social work services
- regeneration and environmental services

Our vision and values are strongly focussed on 'service and people first', a commitment to maximise the benefits of our location to create prosperity, achieve social justice and meet local needs by providing best value, high quality services.

The current North Lanarkshire strategic plan is built around the following five themes:

- health and wellbeing
- environment
- lifelong learning
- regeneration
- developing the organisation

In each case target outcomes have been established. The council's single outcome agreement ensures co-ordination with our communities planning partners and the Scottish Government's five overarching national strategic objectives.

North Lanarkshire: the area

North Lanarkshire is located in central Scotland and is the fourth largest of the 32 all-purpose councils. It has a population of over 320,000 and a land area of 470sqkm. It borders East Dunbartonshire, Falkirk, Glasgow, South Lanarkshire, Stirling and West Lothian. It is Scotland's fourth most populated local authority. Cumbernauld is its largest town with over 50,000 inhabitants. The other larger towns are Airdrie, Coatbridge, Motherwell, Wishaw and Bellshill. Over a quarter of the population live in towns and villages of under 10,000 people, for example Shotts and Kilsyth. We are centrally located on the main national railway and motoring networks, 13 miles from Glasgow and 36 miles from Edinburgh.

On the official indicators the area is the second most deprived, socially and economically, in Scotland. The traditional industries have been largely replaced by a modern business infrastructure and new employment sectors. However, these have been badly affected by the economic slump since 2009 onwards and the number of economically inactive people has increased sharply.

In the 11th-12th century the Lanarkshire area was predominantly Gaelic speaking. The Gaelic origin of many place names, for example Cumbernauld, Airdrie, Glenboig and Mollinsburn is

the only remaining evidence of this history. The 2011 census recorded that some 2127 people in the council area had speaking, reading or writing skills in Gaelic, less than 1% of the population. However, the National Mod held in Airdrie in 1993 and the opening of Gaelic medium education provision in Cumbernauld have increased general awareness of and support for Gaelic language development. Scottish Gaelic and Irish were the same language

- Airdrie Locality
 - Distinct Clients attending - 14
 - I • 11.772 (SQA Gaelic Language Level 3)
 - I • 14.664 (Gaelic SQA Level 3)
 - North Locality
 - Distinct Clients attending - 28
 - I • 11.269 (Intermediate Gaelic AM - SQA Intermediate 1)
 - I • 12.945 (SQA Gaelic Level 3)
 - I • 14.461 (Gaelic Beginners)
 - I • 14.462 (Gaelic Intermediate)
- until relatively recently and therefore important linkages have been made between the Irish heritage and Scottish Gaelic development in our council area.

The Council has strongly supported Gaelic education from the outset. In 1997 it opened a primary Gaelic medium school followed later by secondary provision. Throughout, a wide range of Gaelic community activities have been developed. The current provision is outlined below.

- 2 Gaelic nursery classes at Tollbrae PS, Airdrie and at Condorrat PS, (27 pupils) Cumbernauld.
- Gaelic medium primary education at Condorrat PS. The Gaelic stream (159 pupils) is now larger than the English stream. The school has 50 pupils at Early Level, 65 at First and 69 at Second level.
- Gaelic medium secondary education at Greenfaulds HS. This includes 5 subjects in addition to Gaelic language courses. (History, Geography, Modern Studies, Science and French)

Numbers in *Gàidhlig Language* at August 2014

S1 (14), S2 (12), S3 (17), S4 (12), S5 (6) and S6 (7)

Numbers in *Gaelic (Language Learners)* at August 2014

S1 (3), S2 (9) and S3 (1)

- a Gaelic programme in other primaries (GLPS scheme). 20 teachers are now trained to deliver the programme.
 - a very extensive range of Gaelic activities in our community and learning development (CLD) programme. This includes classes for adult learners at various levels, support for Gaelic medium parents, youth groups, playgroups, family residential events, an annual Feis (Gaelic festival) and music and sporting activities.
 - international exchanges with the Irish Gaeltachd, and other minority language areas in Europe.
 - close partnerships with all the main Gaelic organisations.
- **Croileagan** (playgroup) every Tuesday & Thursday 9:30-11:30am in Victoria Community Centre, Airdrie. BBC ALBA has been filming this group and is considering making a documentary on the group as it has been running for twenty-five years;
 - -**Feis** annual summer event held in Cumbernauld;
 - -**Cearcall** community group meets in Townhead Community Centre on Saturday mornings. This is a social and sports group as well as a Gaelic language class;
 - - **Ulpan** Gaelic medium events are held twice per year in Coatbridge Community Centre;
 - -**Gaelic Conversation Group** using various resources, games and books held in Motherwell;
 - - **Forum Gaidhlig Lannraig A Tuath** is the North Lanarkshire Gaelic Forum, which operates from a base in Cumbernauld. It is the organization with a Gaelic function that we work with to develop Gaelic across North Lanarkshire.

- 14.822 (Beginners Gaelic)
- Coatbridge • Distinct Clients attending - 13
 - I • 13.556 (Airdrie SQA Access 3 Gaelic Assessments)
 - I • 13.558 (Cumbernauld SQA Access 3 Gaelic Assessments)
- Motherwell • Distinct Clients attending - 15
 - I • 13.245 (Basic Gaelic)
 - I • 13.281 (Srubaq - Gaelic Conversation Group)
 - I • 13.880 (Srubaq - Gaelic Conversation Group)
- Wishaw Locality • Distinct Clients attending - 8
 - I • 13.277 (ULPAN Gaelic Level 1 units 1-24)
- Distinct Clients attending Service Priority •
- Distinct Clients attending all Service Priorities • 67

Primary, secondary and Early Years practitioner posts all include a Gaelic requirement in advertisements.

Gaelic within the public authority:

Our staff Gaelic survey provided the following details:

1. *46 respondents described themselves as Gaelic speakers*
2. *26 respondents indicated that they were Gaelic learners*
3. *223 expressed a desire to take up the offer to use the NLC online toolkit for Gaelic*
4. *35 respondents indicated they could read Gaelic and 26 could write in Gaelic*

CHAPTER 2 - CORE COMMITMENTS

In its statutory *Guidance on the Development of Gaelic Language Plans*, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:-

<i>Identity:</i>	<i>corporate identity signage</i>
<i>Communications:</i>	<i>reception telephone mail and e-mail forms public meetings complaints procedures</i>
<i>Publications:</i>	<i>public relations and media printed material websites exhibitions</i>
<i>Staffing:</i>	<i>training language learning recruitment advertising</i>

Implementation of the Scottish Government's Strategic Objectives

Bòrd na Gàidhlig is committed to achieving the Strategic Objectives as established by The Scottish Government. In preparation of our Gaelic Language Plan we have indicated how we shall assist in the implementation of the Strategic Objectives and identify which Strategic Objective will be assisted by the actions in our plan. The relevant Strategic Objectives can be identified in relation to each action in the Gaelic Language Plan by the relevant number from the list below.

- 1. Wealthier & Fairer**
- 2. Smarter**
- 3. Healthier**
- 4. Safer & Stronger**
- 5. Greener**

2.1 – Corporate Core Commitments: Identity

The presence of Gaelic in the corporate identity and signs of a public authority can greatly enhance the visibility of the language, and makes an important statement by a public authority about how Gaelic is valued and how it will be given recognition. Developing the use of Gaelic through signs can also enrich the vocabulary of Gaelic users and contribute to the development of the language. North Lanarkshire Council recognises the importance of creating widespread awareness of the use of Gaelic and of promoting a positive image of it.

North Lanarkshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

Current Practice: There is currently no North Lanarkshire Council Gaelic corporate identity policy.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
2	1. We will develop guidelines on the use of Gaelic in the corporate identity.	Year 1	Chief Executive's
1	2. We will introduce bilingual versions of council and service letterheads, compliment slips etc.	Year 2	Chief Executive's/All Services
2	3. We will introduce a bilingual council strap line on our website.	Year 1	Chief Executive's

2.2 – Corporate Core Commitments: Communication

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

North Lanarkshire Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

Current practice: North Lanarkshire Council has an online toolkit available to all employees to develop basic Gaelic Language Skills. We provide papers in Gaelic when requested. Our Corporate Communications staff maintain media links.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
2	1. We will provide Gaelic awareness training for key reception staff and encourage the use of key welcome phrases, where appropriate.	Ongoing	Corporate Services/Learning and Leisure Services
2	2. We provide Gaelic replies to members of the public who write to us in Gaelic.	Ongoing	Learning and Leisure Services
2	3. We will encourage the use of Gaelic, both spoken and written, by staff working in or supporting our Gaelic provision in Learning and Leisure Services. Automatic e-mail and voice mail message from those areas will	Year 1	Learning and Leisure Services

	be in both Gaelic and English.		
2	4. We will introduce a Gaelic version of the documentation associated with entry to Gaelic medium education.	Year 1	Learning and Leisure Services

2.3 – Corporate Core Commitments: Publications

Rationale:

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

North Lanarkshire Council is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues

Current Practice: North Lanarkshire Council Gaelic Language Plan is available in both Gaelic and English demonstrating equal respect for both languages

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
1	1. We will develop guidelines for publications relating to Gaelic provision and make them available to all services.	Year 2	Chief Executive's
1	2. Relevant sections of council reports and newsletters referring to Gaelic provision will be bilingual.	Ongoing	All Services
1	3. We will post all Gaelic related information materials on our	Ongoing	All Services

	website.		
1	4. We will produce a leaflet in Gaelic describing the services offered by the council.	Year 3	Chief Executive's
1	5. We will include a Gaelic element in presentations and displays organised by Learning and Leisure Services.	Ongoing	Learning and Leisure Services

Corporate Core Commitments: Staff

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

North Lanarkshire Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. North Lanarkshire Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
1	1. As part of our training offer to all staff we will remind staff on an annual basis of the availability of the Gaelic toolkit to support their development of Gaelic language skills.	Ongoing	Corporate Services/Learning and Leisure Services
2	3. We will continue to support staff	Ongoing	Learning and Leisure

	involved in Gaelic education to develop their language skills.		Services
2	4. The availability of existing adult learning courses will continue to be posted on our website.	Ongoing	Learning and Leisure Services
2	5. We will continue to publicise and support the GIFT training scheme which supports teachers to transfer to Gaelic medium education.	Ongoing	Learning and Leisure Services

Chapter 3 – POLICY IMPLICATIONS FOR GAELIC: implementation of the National Plan for Gaelic

Policy implications for Gaelic

North Lanarkshire Council recognises that the various priority areas identified in the National Plan for Gaelic will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. **North Lanarkshire Council** will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Plan for Gaelic initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, **North Lanarkshire Council** will ensure that the impacts on Gaelic will be in line with the National Plan for Gaelic.

Overview of the National Plan for Gaelic

The National Plan for Gaelic identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas:

1. *Language Acquisition*

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic, through:

- increasing the use and transmission of Gaelic in the home
- increasing the number of children acquiring Gaelic in the school

- increasing the uptake and availability of Gaelic-medium education
- increasing the number of adult Gaelic learners progressing to fluency

2. *Language Usage*

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:

- increasing the use of Gaelic in communities
- increasing the use of Gaelic in tertiary education and places of work
- increasing the presence of Gaelic in the media
- increasing the promotion of Gaelic in the arts
- increasing the profile of Gaelic in the tourism, heritage and recreation sectors

3. *Language Status*

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life, through:

- increasing the number of bodies preparing Gaelic Language Plans
- increasing the profile and prestige of Gaelic
- increasing the visibility and recognition of Gaelic

4. *Language Corpus*

Strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

- increasing the relevance and consistency of the Gaelic language
- increasing the quality and accessibility of Gaelic translations
- increasing the availability of accurate research information

Commitment to the Objectives of the National Plan for Gaelic

North Lanarkshire Council is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

1. Language Acquisition

Rationale:

North Lanarkshire recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

- Gaelic in the Home

Research has highlighted that inter-generational transmission is crucial to maintaining and increasing the number of speakers of a language. In the Gaelic case most pupils do not live in Gaelic speaking homes and therefore it is essential to support families so that the language can be used in the home context and that parents can support their children's learning. The council will seek partnership support from key national Gaelic organisations in this initiative.

Current practice: We raise parental awareness of the importance of Gaelic usage in the home in our Gaelic nurseries and schools and provide advice to parents on how they can support learning. We provide language learning classes across the authority and encourage parents to participate.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
1	1. Our schools and nurseries will continue to consult with parents on the current support given to encourage their involvement in their children's Gaelic medium education and make any appropriate improvements.	Ongoing	Learning and Leisure Services
5	2. We will continue to record children enrolling in Gaelic medium education and track their progress through the education system using the SEEMIS Click and Go administrative system.	Ongoing	Learning and Leisure Services
2	3. We will ensure parental awareness of the support classes arranged by Community Learning and Development and encourage uptake.	Ongoing	Learning and Leisure Services
1	4. We will include a Gaelic element in the North Lanarkshire Learning Festival and schools and nurseries will continue to arrange formal meetings for GME parents.	Ongoing	Learning and Leisure Services

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Early Years

Current practice: The council provides Gaelic medium early years education at Condorrat nursery class (27) and Tollbrae nursery class (13) and supports a Gaelic mothers-toddlers group in Airdrie.

Scottish Government Strategic Objectives	Key areas of Development/targets	Timescale	Lead Service/Lead officer
	1. We will continue to raise awareness and gauge interest in Gaelic medium early years provision across the council area.	Ongoing	Learning and Leisure Services

School education

Current practice: North Lanarkshire provides Gaelic medium primary education at Condorrat Primary School, Cumbernauld. Secondary provision is offered at the associated secondary, Greenfaulds High School. The primary provision has expanded in successive years, reflecting strong council support, the availability of grant support and high parental demand. There is now a full class intake each year. In session 2014-15 the roll was 159 pupils. Greenfaulds High School is at an earlier stage in its development with a current roll of 68 pupils taking Gaelic courses. 6 subjects are offered through Gaelic medium. In session 2010-11 a principal teacher post was established at Greenfaulds to co-ordinate Gaelic activities in the school and to support Gaelic developments in the authority. Both schools offer a wide range of musical, sporting and cultural activities are available for the Gaelic medium pupils. The Gaelic Language in Primary School (GLPS) scheme operates in a number of schools and staff training places are offered each year. An authority quality improvement officer co-ordinates the scheme on an inter-authority basis.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
2	1. Over the term of the plan we will continue to review of our policies and procedures in Gaelic medium education taking	Ongoing	Learning and Leisure Services

	<p>account of national curricular developments, HMIe reports and advice from the Bòrd's education steering group (NGESG). and make appropriate changes</p> <p>Particular attention will be given to the following:</p> <ul style="list-style-type: none"> • immersion methodologies • transition arrangements • curricular progression • secondary curriculum development • quality improvement support 		
1	2. Our schools will continue to survey parental views of Gaelic medium education.	Ongoing	Learning and Leisure Services
1	3. We will continue to monitor the feasibility of further expansion of Gaelic medium primary provision.	Ongoing	Learning and Leisure Services
1	4. We will continue the expansion of Gaelic medium secondary provision at Greenfaulds HS, taking account of pupil interest, and the availability of staff and resources.	Ongoing	Learning and Leisure Services
2	5. We will further promote the GLPS scheme, giving particular attention to impact and progression routes for pupils.	Ongoing	Learning and Leisure Services

2	6. We will further develop career long professional learning (CLPL) opportunities for Gaelic medium staff taking account of national provision.	Ongoing	Learning and Leisure Services
2	7. We will further support the deployment of on-line facilities, including GLOW and Scholar, to support CLPL and learning opportunities for staff and pupils.	Ongoing	Learning and Leisure Services
1	8. During enrolments all head teachers and heads of centres will be reminded by circular of their responsibility to ensure that all parents are made aware of the availability of Gaelic Medium education.	Ongoing	Learning and Leisure Services

- Gaelic in Adult Learning

Current practice: We are very aware that the revival of Gaelic is also dependant on people using the language in an increasingly wide range of daily activities. Therefore, we are committed to providing these opportunities in the workplace and the community.

The Council works with Foram Gaidhlig Lannraig a Tuath on the project to establish a Gaelic community hub in the area.

There are already extensive opportunities for Gaelic usage in the authority, mostly organised through our community learning and development (CLD) section in the learning and leisure service. These include youth groups, family learning groups, holiday play schemes, cultural classes and activities, shinty, residential Gaelic events and international links. CLD also maintains extensive links with community groups. These activities all play a significant role in building wider awareness and promoting the status of the language across the North Lanarkshire community.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
1			

	1. We will monitor the range of CLD activities on offer across the authority.	Ongoing	Learning and Leisure Services
1/2	2. We will continue to consolidate and extend the opportunities for Gaelic pupils to participate in wider educational, cultural and sporting activities, under the auspices of both the school,CLD, Culture NL and NL Leisure.	Ongoing	Learning and Leisure Services
1/2	3. We will consolidate existing Gaelic class provision for adult learners and expand provision to new areas where demand is identified.	Ongoing	Learning and Leisure Services
1/2	4. We will continue to promote CLD organised awards event for Gaelic adult learners by ensuring coverage in the local media and in council newsletters.	Ongoing	Learning and Leisure Services
1/2	5. We will further develop the quality of the adult learning experience by providing an annual training course for tutors, increasing the range of resources and by extending on-line access to materials.	Ongoing	Learning and Leisure Services
1/2	6. We will improve the awareness of CLD Gaelic provision, including adult learning, music, culture and sport activities by posting information in council buildings and	Ongoing	Learning and Leisure Services

	on council web-sites.		
1/2	7. We will encourage and support participation in the residential Sabhal Mor Ostaig week for Gaelic families.	Ongoing	Learning and Leisure Services
1/2	8. We will conduct a formal evaluation of our Gaelic community activities using the HMIe "How good is our CLD" template.	Year 2	Learning and Leisure Services
1/2	9. We will include Gaelic language literature in our annual book festival and Gaelic submissions in our poetry day schools competition.	Ongoing	Learning and Leisure Services
2/1	10. Over the term of the plan we will work with our partner organisations to support the annual Feis.	Ongoing	Learning and Leisure Services
1	11. We will review the provision made for Gaelic and Celtic resources in our libraries and museums, enhance the materials where possible and enable on-line searches for resources.	Ongoing	Learning and Leisure Services
1	12. We will strengthen our links with other Gaelic authorities and Irish partners. We will establish a closer link with one in Europe and with community groups in Nova Scotia.	Ongoing	Learning and Leisure Services

2. Language Usage

Rationale:

North Lanarkshire Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

- **Gaelic in the Arts**
The council will raise awareness of Gaelic culture and will promote increased participation in the Gaelic arts by:-
- - Supporting and Funding Gaelic based Community Groups through the NLC Cultural Grants and NLC Community Grants
- - Contributing to the Development of a national strategy for Gaelic culture which is to be led by Bòrd na Gàidhlig as a 'Partnership Project'
- - Supporting the development of festivals such as the August Fèis, cultural weekends and other Gaelic-related cultural events eg Family Exchange with Northern Ireland.
- - Supporting Organisation which provide these activities eg Fòram, Fèis, Cearcall
- - Promoting awareness of Gaelic literature through the Library service and increase the availability of Gaelic Books and related materials.
- - Promoting inter-agency projects aimed at developing Gaelic arts and culture through the CLD
- Review Group eg Play in a day drama project, Best Practice Event, Youth Arts Festival.

3. Language Status

North Lanarkshire Council recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

4. Language Corpus

Rationale:

North Lanarkshire Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

Current practice: Gaelic speaking staff in Condorrat and Greenfaulds provide Gaelic translations of letters and small documents where necessary. For larger documents we employ a translator.

Scottish Government Strategic Objectives	Key areas of development/targets	Timescale	Lead Service/Lead officer
1			

	1. We will support research into the Gaelic origin of place names in North Lanarkshire and the development of an authorised place-name list in the area. We will establish links with the national place names partnership Ainmean-Aite na h-Alba (AAA).	Ongoing	Environmental Services
1	2. We will arrange for a translation facility to be available using Gaelic medium staff expertise.	Ongoing	Learning and Leisure Services

CHAPTER 4 – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

North Lanarkshire Council's Gaelic Language Plan will be published bilingually on North Lanarkshire Council's website. In addition, we shall:

- issue a press release announcing the plan;
- make the plan known to employees via North Lanarkshire Council's Intranet;
- distribute electronic copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- distribute electronic copies of the Plan to Gaelic organisations;
- distribute electronic copies of the plan to other interested bodies; and
- make copies available on request.

Administrative Arrangements for Implementing the Gaelic Language Plan

This plan is the policy of North Lanarkshire Council and has been endorsed both by our senior management team and Council members.

The *Chief Executive* will be responsible ultimately for ensuring that *North Lanarkshire Council* delivers on the commitments set out in this Plan.

The Corporate Working Group on the Gaelic language Plan will monitor progress and keep staff across all services up to date on the development of the Gaelic language Plan.

Informing other organisations of the Plan

North Lanarkshire will meet the resources requirements for the plan from our existing budgets and Scottish Government Gaelic specific grant funding. Bids will be made to BnG's Gaelic Language Act Implementation Fund (GLAIF) where appropriate.

Monitoring the Implementation of the Plan

- the corporate working group will submit progress reports to the council's corporate management team and to the council's policy and resources committee.
- the LLS Gaelic Group, comprising officers from within the service and key partner organisations will monitor progress in implementing the education elements.
- evidence from surveys, questionnaires, external evaluations etc will be used to evaluate progress.
- an annual performance report will be submitted to BnG.

Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of North Lanarkshire Council's Gaelic Language Plan is:

Isabelle Boyd
Head of Service: Standards and Inclusion
Learning and Leisure Services
Municipal Buildings
Kildonan Street
Coatbridge ML5 3BT

Phone 01236 812279

E-mail boydisab@northlan.gov.uk

Queries about the day-to-day operation of the plan should be addressed to:

Robert Dalzell
Quality Improvement Officer
Learning and Leisure Services
Municipal Buildings
Kildonan Street
Coatbridge ML5 3BT

Phone 01236 812226

E-mail dalzellr@northlan.gov.uk

APPENDIX 1

Glossary and Abbreviations (as appropriate)

Term	Abbrev.	Notes
Community Learning and Development	CLD	NL services, part of Learning and Leisure
Bord na Gaidhlig	BnG	National statutory agency for Gaelic
Comunn nam Parant	CnP	Gaelic parents organisation
Career Long Professional Learning	CLPL	In-service training
Corpus planning		Planned development of terminology and guidance on spelling and grammar
Feisean		Gaelic arts teaching festivals
Feisean nan Gaidheal	FNG	National feisean – support agency
Gaelic Language Act Implementation Fund	GLAIF	Funding, usually on a diminishing three year scale, provided by Bord na Gaidhlig to enable authorities to implement their Gaelic plans.
Gaelic Learners in the Primary School	GLPS	National programme to support the teaching of Gaelic Learners in upper primary school, based on MLPS
Gaelic Medium Education	GME	
Gaidhlig Air-loidhne (Gaelic On-line)		Gaelic Online support service, a website specifically in Gaelic to support and advise on educational developments
GLOW		National Schools Intranet
Immersion education		Education in which pupils learn a language through using it
Management Review Group	MRG	Inter-authority group on Gaelic Education
National Gaelic Education Steering Group	NGESG	Bord na Gaidhlig-led national advisory group on Gaelic Education
Scottish Qualifications Authority	SQA	
Storlann Naisanta na Gaidhlig	Storlann	National Gaelic resources production service

Feedback Form

Thank you for taking the time to read our draft Gaelic Language Plan. We hope you found it interesting. We would like to know what you think about it. Please fill in this short form and send it back to us.

Q1. Are you responding as a?

- (Please tick the main option that applies)
- North Lanarkshire resident?
 - Resident of a neighbouring Council?
 - Business investor?
 - North Lanarkshire Council employee?
 - Pupil at a Gaelic Medium Education school?
 - Parent of a pupil at a GME school?
 - Student studying Gaelic?
 - Adult learning Gaelic?
 - Teacher/lecturer in Gaelic?
 - Other?
- If other, please specify: _____

Q2. How best describes your ability with the Gaelic language?

- (Please tick the **main** option that applies)
- No ability at all
 - Some/limited ability
 - Can speak Gaelic
 - Can read Gaelic
 - Can write Gaelic
 - Can speak, read and write Gaelic
 - Other
- If other, please specify: _____

Q3. To what extent do you agree or disagree with the following statements about our Plan?

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Don't know
It is important that the Council promotes Gaelic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan is easy to read	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan is well laid out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan reflects the right priorities for Gaelic in North Lanarkshire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan makes the Council's proposed priorities clear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Plan covers the issues I am interested in	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q4. Which, if any, parts of our Plan did you find useful?

Q5. Which, if any, parts of our Plan did you not find useful?

Q6. Do you have any recommendations on how we could improve our Plan?

Q7. Do you have any other comments on our Plan?

Equal opportunities monitoring

Sex Male Female

Age Under 16 16 to 24 25 to 34 35 to 49 50 to 59 60 to 74 75+

Do you have a long-term illness, health problem or disability that limits your activities or the work you can do? Yes No

How would you describe your cultural or ethnic background?

(Please tick one box only)

White

Scottish

Irish

Other British

Any other white background

Mixed

Any mixed background

Asian, Asian Scottish or Asian British

Indian

Bangladeshi

Pakistani

Chinese

Any other Asian background

Black, Black Scottish or Black British

Caribbean

African

Any other black background

Any other background

Thank you for taking the time to complete this form.

Please e-mail this form to:

llsgaelicplan@northlan.gov.uk