

EAST AYRSHIRE COUNCIL

CABINET – 5 FEBRUARY 2014

AMENDED EAST AYRSHIRE COUNCIL GAELIC LANGUAGE PLAN 2013-17

Report by the Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 To report on proposed changes to East Ayrshire Council's Gaelic Language Plan (GLP) 2013-17.

2. BACKGROUND

- 2.1 East Ayrshire Council received official notification from Bòrd na Gàidhlig (the Bòrd) in March 2012 of the requirement to prepare a statutory Gaelic Language Plan under the framework of the Gaelic Language (Scotland) Act 2005.
- 2.2 The draft GLP was written in October/November 2012 by Educational and Social Services with support from the Policy, Planning and Performance Division, in accordance with a template provided by the Bòrd.
- 2.3 The public consultation process for the GLP was considered and approved at East Ayrshire Council's Cabinet meeting of 23 January 2013 and took place over a 6 week period beginning 24 January 2013 and closing on 7 March 2013.
- 2.4 The GLP was presented to Cabinet on 8 May 2013 where it was approved for onward submission to the Bòrd on 10 May 2013.

3. PROPOSED CHANGES

- 3.1 The assessment of the GLP by the Gaelic Usage Committee was received on 2 September 2013. It contained a range of comments, recommendations and required actions, which were considered by the Corporate Management Team (CMT) on 6 November 2013.
- 3.2 In seeking to address the issues raised by the Gaelic Usage Committee a focus was given to:
- the financial and service implications linked to the proposed recommendations and required actions;
 - the content and scope of the actions contained in a range of approved local authority Gaelic Language Plans; and
 - the need to ensure that the Council continues to take forward planned activity in a way that is proactive but mindful of local circumstances.
- 3.3 Attached at Appendix 1 are the actions/commitments which are deemed to be required but which have been omitted from the GLP and suggested amendments. Attached at Appendix 2 are required additions/amendments to the GLP, again with suggested amendments. A revised version of the GLP including the proposed amendments is available on the Members Information Portal and at the Members Information Point.

3.4 In addition, subject to legal consultation we will now look to create 3-18 Gaelic provision in the new facility at James Hamilton Academy. Development of this provision has secured financial support from the Scottish Government and overall support from the Bòrd.

4. APPROVAL PROCESS

4.1 Subject to approval by Cabinet, the GLP will be resubmitted to the Bòrd for consideration and approval.

5. FINANCIAL/LEGAL/RISK/POLICY IMPLICATIONS

5.1 There are no direct financial, legal, risk or policy implications arising from this report. All costs arising from the proposals contained within the document will be kept to a minimum and external funding sought where appropriate.

5.2 An Equality Impact Assessment was completed in April 2013. There were no changes required as a result of the assessment.

6. COMMUNITY PLANNING IMPLICATIONS

6.1 This work is consistent with Community Planning Partners commitment to equalities. In addition, as public sector agencies, Community Planning Partners will have their individual responsibilities for the promotion of Gaelic.

7. RECOMMENDATIONS

7.1 Cabinet is requested to:

- i) consider the actions/commitments which are required by the Bòrd but which have been omitted from the GLP and the proposed amendments as attached at Appendix 1;
- ii) consider the required additions/amendments to the GLP and the proposed amendments as attached at Appendix 2;
- iii) note the proposals in relation to enhanced Gaelic learning provision at James Hamilton Academy;
- iv) agree that the GLP once approved be resubmitted to the Bòrd for approval, subject to minor textual changes; and
- v) otherwise, note the content of the report.

Graham Short
Executive Head of Educational and Social Services
23 January 2014

IMPLEMENTATION OFFICER:

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REQUIRED ACTIONS OMITTED FROM EAST AYRSHIRE GAELIC LANGUAGE PLAN

Section of GLP	Required Action	Proposed Amendment / Addition to the GLP
Foreword	A statement should be added that equal respect will be accorded to Gaelic where it appears on signage, in publications, through services the Council offers etc.	We are committed in principle to giving Gaelic and English languages equal respect.
	A statement should be added that an active offer of Gaelic services will be made where they are available.	An active offer of Gaelic Services will be made available to East Ayrshire residents and visitors where they are available.
Core Commitments		
Corporate Identity	Bilingual corporate logo with equality of respect for the languages, being used accordingly. As required in high-level expectations.	<p>We will develop a policy for the use of Gaelic in the corporate identity. The policy will set out a commitment to introduce a Gaelic translation into the main Council corporate logo, with equal respect for Gaelic and English, and will be presented for consideration by Cabinet at the time of any future rebranding exercise.</p> <p>Lead – Finance and Corporate Support Timescale – 2014/15 and ongoing</p>
	Bilingual titles for fairs and initiatives which are directed or funded by EAC, with equality of respect for the languages. As required in high-level expectations.	<p>We will use bilingual titles for Gaelic festivals and campaigns that are Council led or funded, with equal respect for Gaelic and English.</p> <p>Lead – As appropriate Timescale – 2014/15 and ongoing</p>
	Bilingual vehicle signs on a renewal or replacement basis, with equality of respect of the languages. As required in high-level expectations.	<p>This will be considered as part of the development of a policy for the use of Gaelic in the corporate identity, with equal respect for Gaelic and English, and will be presented for consideration by Cabinet at the time of any future rebranding exercise.</p> <p>Lead – Finance and Corporate Support / Neighbourhood Services Timescale – 2014/15 and ongoing</p>
Signage	Road entry signs which are bilingual with equality of respect for both languages.	This will be considered as part of the development of a policy for the use of Gaelic in the corporate identity, with equal respect for Gaelic and English, and will be presented for consideration by Cabinet at the time of any future rebranding exercise.

Section of GLP	Required Action	Proposed Amendment / Addition to the GLP
	Bilingual street signs when new or being renewed, with equality of respect for the language.	<p>Lead – Finance and Corporate Support / Neighbourhood Services Timescale – 2014/15 and ongoing</p> <p>This will be considered as part of the development of a policy for the use of Gaelic in the corporate identity.</p> <p>Lead – Finance and Corporate Support / Neighbourhood Services Timescale – 2014/15 and ongoing</p>
Communications	Information is required as to how Gaelic will be handled within the Council's complaints procedure.	<p>The corporate complaints procedure will accommodate members of the public making complaints/comments on all Council services in Gaelic.</p> <p>Lead – Finance and Corporate Support Timescale – 2013/14 and ongoing</p>
Objectives of the National Gaelic Language Plan		
Language Acquisition	Information is required as to the actions the Council itself will undertake to contribute to the National Gaelic Language Plan in regard to early years.	<p>Provide 20 registered places in Gaelic immersion early learning and childcare provision.</p> <p>Lead – Educational and Social Services Timescale – Ongoing</p>
	Information is required as to how the Council will extend access to Gaelic learning opportunities for adults.	<p>8 community based Gaelic learning programmes will be delivered per annum with a target of 12 additional learners year on year.</p> <p>Lead – Educational and Social Services Timescale – Ongoing</p>
Implementation and Monitoring		
	Information is required as to how third parties and Arm's Length Organisations will be expected to adhere to the spirit and aims of East Ayrshire Council's Gaelic Language Plan.	<p>East Ayrshire Council will inform other relevant partner organisations, third parties and Arm's Length Organisations, of the existence of the Plan and seek their cooperation to operate in the spirit of the activities outlined in this plan.</p>

Gaelic Usage Committee

REQUIRED ADDITIONS / AMENDMENTS TO EAST AYRSHIRE GAELIC LANGUAGE PLAN

Detailed in EAC GLP	Gaelic Usage Committee Requirements	Proposed Amendment / Addition to the GLP
Core Commitments – Staffing		
Promote, as appropriate, CPD for teaching staff to be retrained as teachers of Gaelic.	Delete ‘as appropriate’ or provide further clarification.	Promote CPD for teaching staff to be retrained as teachers of Gaelic.
Consider making job adverts bilingual where the ability to speak, read or write Gaelic is essential.	Delete ‘consider’.	Make job adverts bilingual where the ability to speak, read or write Gaelic is essential.
Core Commitments – Corporate Identity		
Introduce Gaelic in stationery when it is being reprinted.	Include a commitment to equal respect for Gaelic and English being demonstrated.	The introduction of Gaelic in stationery when it is being reprinted will be considered as part of the development of a policy for the use of Gaelic in the corporate identity, with equal respect for Gaelic and English, and will be presented for consideration by Cabinet at the time of any future rebranding exercise.
Core Commitments – Signage		
Include Gaelic on East Ayrshire Council boundary signs on renewal, subject to the identification of additional external funding.	Include a commitment to equal respect for Gaelic and English being demonstrated. Delete ‘subject to external funding being identified’.	Include Gaelic on East Ayrshire Council boundary signs on procurement of new signage, with equal respect for Gaelic and English.
Introduce internal and external bilingual signage in and around establishments where Gaelic is used, subject to the identification of additional external funding.	Include a commitment to equal respect for Gaelic and English being demonstrated. Delete ‘subject to external funding being identified’.	Introduce internal and external bilingual signage in and around establishments where Gaelic is used, with equal respect for Gaelic and English.
Core Commitments – Communications		
Reception	Information is required as to how Gaelic queries will be dealt with on the phone and at reception.	The Council’s Customer First Service Commitment will continue to ensure that where there is a need for Gaelic interpretation and/or translation this will be provided. This extends to services at reception, on the telephone, in forms and at public meetings.
Mail and Email	Information is required as to how mail and email will be handled (including a commitment to adhere to the same timescales as English-medium responses).	The Council’s Customer First Service Commitment will continue to ensure that where there is a need for Gaelic translation this will be provided. Mail and email enquiries in Gaelic will require to be translated, and we will work towards ensuring that responses to mail and email in

Detailed in EAC GLP	Gaelic Usage Committee Requirements	Proposed Amendment / Addition to the GLP
		Gaelic are processed to the same timescales as English medium responses.
Promote the use of bilingual job titles and email signatures for staff with Gaelic in their remit and staff in front line services supporting Gaelic education.	This should be offered to all staff.	Promote the use of bilingual job titles and email signatures for employees with Gaelic in their remit and staff in front line services supporting Gaelic education. Bilingual job titles can be made available on request for all other employees.
Forms	Information is required as to how the use of Gaelic in forms, relating to GME in the first instance, will be handled e.g. a sentence welcoming completion in Gaelic.	Where there is a need, the use of Gaelic in forms will be accommodated and completion in Gaelic welcomed.
Facilitate the use of Gaelic in meetings where there is reasonable demand from Gaelic speakers and when the subject matter relates principally to Gaelic.	Information is required as to how this service will be promoted (active offer) for example the possibility to use Gaelic highlighted in promotional materials.	Actively promote the use of Gaelic in meetings where there is reasonable demand from Gaelic speakers and when the subject matter relates principally to Gaelic.
Core Commitments – Publications		
Public Relations and Media	Commit to producing bilingual press releases when the press release relates specifically to Gaelic language/culture.	Subject to time and financial constraints, produce bilingual press releases when the press release relates specifically to Gaelic language/culture.
Continue to provide translation of documents into Gaelic where reasonable and no disproportionate cost to the Council is incurred. Support funding will be sought as appropriate.	Delete “where reasonable and no disproportionate cost to the Council is incurred. Support funding will be sought as appropriate”.	Provide translation of documents in Gaelic on request, where reasonable, subject to financial constraints.
Objectives of the National Gaelic Language Plan – Language Acquisition		
Consider advertising for Gaelic medium teachers of all subjects at secondary level in relevant schools.	This commitment should be SMART (specific, measurable, attainable, relevant and time framed).	Include ‘the ability to speak, read and write Gaelic’ as desirable in the person specifications of all subjects in GME schools, where vacancies arise from 2014.
Objectives of the National Gaelic Language Plan – Language Usage		
Establish a conversation circle in Kilmarnock, the town in East Ayrshire with the highest percentage of people with an understanding / knowledge of Gaelic (Census 2001).	Commitment to support community initiatives that promote Gaelic could be included. (Recommendation)	Continue to support the work of the Gaelic Forum.