

South Ayrshire Council

Gaelic Language Plan 2020 - 2025

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 27th October 2020



Foreword

South Ayrshire Council has developed its second Gaelic Language Plan in line with the requirements of the Gaelic Language (Scotland) Act 2005 and outlines how we will take forward the work to promote and use Gaelic throughout the area that commenced in 2014.

The Council is committed to continuing to working with Bòrd na Gàidhlig and our community to implement its Gaelic Language Plan in line with the 2005 Act.

The Council recognises the importance of Gaelic to our national culture and heritage and welcomes the opportunity to raise awareness and help secure, promote and develop the Gaelic language, heritage and culture for our current and future generations.

The South Ayrshire Gaelic Language Plan 2020-2025 sets out how we will take forward the progress made over the last five years, as shown in our Gaelic Language Plan 2014-17 Annual Progress Reports work, in a way that is both proportionate and relevant to South Ayrshire. The Plan details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet our obligations in an outcome focussed way that ensures our communities, stakeholders and partners can recognise our ongoing progress to promote and use Gaelic.

The Council's Gaelic Language Plan will contribute to raising the profile and visibility of Gaelic nationally and locally by sharing

good practice, Gaelic medium resources and Gaelic voluntary organisation contacts and networks. The Plan and its associated actions will contribute to the Council's Equality and Diversity Strategy, which details our commitment to the general principles of fairness, equality and human rights and seeking to apply these principles in all that we do as a community leader, service provider, education authority and employer.

By including our Gaelic Language Plan within the equality and diversity work of the Council, we recognise and take into account the principle of equal respect of Gaelic, and ensure that this important work is mainstreamed within the Council.

As we continue our journey over the next five years, the Council aims to demonstrate through the Plan, that it values the Gaelic Language and the contribution of Gaelic speakers within our communities and makes a commitment to make an active offer for all bilingual (Gaelic/English) services and resources.

Councillor Peter Henderson
Leader
South Ayrshire Council

Contents

1. Summary	4
2. Structure of the Gaelic Language Plan	5
Chapter 1 _____	
3. Introduction	6
4. Approval of our Gaelic Language Plan	6
5. Overview of South Ayrshire Council	7
6. Gaelic within South Ayrshire	9
Chapter 2 _____	
7. Core Commitments	22
8. Identity	23
9. Communications	24
10. Publications	27
11. Staffing	29
Chapter 3 _____	
12. Policy Implications for Gaelic: implementing the National Gaelic Language Plan	31
13. Language Acquisition	33
14. Language Usage	35
15. Language Status	37
16. Language Corpus	38
Chapter 4 _____	
17. Implementation and Monitoring	38
18. Contact Details	40

1 Summary

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

South Ayrshire Council recognises that the position of Gaelic is 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 increased use of Gaelic.**

The South Ayrshire Council Gaelic Language Plan has been 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 facilitate the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic through taking

a proportionate approach which recognises the area's tradition and current use of the language.

South Ayrshire Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.



2 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 South Ayrshire Council'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 the Council will use, and facilitate 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 Gaelic Language Plan

This chapter sets out how South Ayrshire Council will help implement the National Gaelic Language Plan. It also shows how we intend promoting the use of Gaelic in service planning and delivery of our services as appropriate.

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.

3 Introduction

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 authorities 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.

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. South Ayrshire Council carried out consultation on this Plan and feedback received informed and influenced the current GLP.

4 Approval of South Ayrshire Council's Gaelic Language Plan:

South Ayrshire Council's Gaelic Language Plan was submitted to Bòrd na Gàidhlig and approval was granted on 27th October 2020.

5 Overview of South Ayrshire Council

South Ayrshire Area

South Ayrshire is set in the south west of Scotland and covers a large area of 422 square miles (1,222 square kilometres). The area extends from Troon and Symington in the north to Ballantrae and Loch Ryan in the south. The largest towns are Ayr, Prestwick, Troon, Maybole and Girvan.

With a population of 112,470 ¹, South Ayrshire is in the mid-range of Scottish local authorities in terms of population and area size. However, South Ayrshire's population density of 92 persons per square kilometre ¹ is lower than neighbouring North and East Ayrshire areas reflecting the rural nature of the area.

By 2039, the population of South Ayrshire is projected to decrease by 2% compared to the population in 2014. This change is not evenly spread across the different age groups. South Ayrshire's younger population (0-15 years) is projected to decrease by 7% and its working age population by 11%. The pensionable age population is, however, projected to increase by 21% by 2039. More dramatically, the number of people aged 75 and over is projected to increase by 82%. Consequently, the dependency ratio is expected to increase from 60% in 2014 to 96% in 2039 ².

This may suggest that in terms of an increasingly elderly population and decreasing younger population, there may

be issues with increasing Gaelic medium learning. However, the Council is committed to being part of the Bòrd's long-term vision for public authorities in Scotland to be part of a national language-planning framework that support the development of Gaelic, to increase incrementally over time the level of Gaelic provision within public authorities - challenging though that might be.

South Ayrshire's residents are predominately White Scottish at 89.5% and White British at 7.0% ³.

Compared to many other parts of Scotland, those who live in South Ayrshire generally enjoy longer life expectancy (ranked 16 th out of the 32 Councils) ⁴ and lower levels of unemployment ⁵. School educational attainment in South Ayrshire is above the Scottish average ⁶. The latest update to the Scottish Index of Multiple Deprivation in 2016 indicates that there are sharp contrasts in the prosperity of communities across South Ayrshire, with some experiencing significant deprivation while others are relatively affluent. A priority for the Council together with Community Planning Partners is to give everyone the same opportunity and enjoy the best quality of life possible.

¹ National Records of Scotland, 2016 Mid-Year Population Estimates

² National Records of Scotland, Population Projections (2014-Based)

For information on Gaelic place-names in the area and the history of Gaelic please use the following link which includes a resource by Iain Mac an Tàilleir for place-names. For example: AÀA

AREA	Gaelic Name
South Ayrshire Council	Comhairle Siorrachd Àir a Deas
Troon	An Truthail
Prestwick Town	Baile Phreastabhaig
Ayr	Inbhir Àir
Girvan	Inbhir Gharbhain

<http://www.scottish.parliament.uk/gd/visitandlearn/40900.aspx>

Operation of South Ayrshire Council

South Ayrshire Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services, including education, social work, waste management, planning and building standards, strategic housing, revenue and benefits, environmental health, sport, leisure, arts and culture, and emergency planning.

The Council is made up of 28 locally elected Councillors covering eight wards. The Council is the governing body for South Ayrshire's decision making and is the source of all delegated powers to strategic Committees, Sub-Committees, Joint Committees with other Councils, Boards (with the exception of the Licensing and Planning Boards).

The Council's Committees are named panels. These are:

- Leadership Panel
- Audit and Governance Panel
- Partnerships Panel
- Public Processes Panel
- Service and Performance Panel
- Chief Officers Appointments/Appraisal Panel
- Appeals Panels (various)
- Regulatory Panel
- General Purposes Panel
- Local Review Body
- Licensing Board
- Ayrshire Joint Services Committee
- Health & Social Care Integration Joint Board

³ Census Scotland 2011

⁴ National Records of Scotland, Life Expectancy at Birth, 2013-2015

⁵ Annual Population Survey via NOMIS, April 2016 – March 2017

⁶ Scottish Qualifications Authority via Scottish Government 2015-16

Further details regarding Council structure and governance are available on the Council's website via the following link:

<http://www.south-ayrshire.gov.uk/councillors/panels/>

The work that the Council does to support the LOIP and meet the needs of our residents and visitors is set out in the Council Plan, with Directorate Plans detailing the specific responsibilities and action plans of services, and flows from its vision and values. The Council's overarching ambition and vision is 'Working with our partners and communities to make life better in South Ayrshire'.

In order to achieve the vision, the Council has identified six strategic priorities:

- Effective leadership that promotes fairness
- Increase the profile and reputation of South Ayrshire and the Council

- Reduce poverty and disadvantage
- Make the most of the local economy
- Health and care systems that meet people's needs
- Enhanced environment through social, cultural and economic activities

The Council wishes to highlight the potential economic value of Gaelic to the local area and to the national Scottish economy and further information from research carried out, can be found at:

<https://www.hie.co.uk/research-and-reports/our-reports/2014/november/12/gaelic-research-ar-stòras-gàidhlig/>

The Council views the Gaelic Language Plan as contributing to the Mainstreaming equality and diversity work of the Council, to make South Ayrshire a fairer, more inclusive and tolerant community.

6 Gaelic within South Ayrshire

Gaelic language skills in South Ayrshire

The proportion of the South Ayrshire population aged 3 and over able to speak Gaelic is 0.4% (387 people), and 0.7% (733 people) has skills in Gaelic 3 . This indicates that in South Ayrshire, the number of Gaelic speakers, expressed as a percentage of the total population, is the 4th lowest in Scotland. The following table provides more detailed information:



Table 1: Number of People aged 3 and over with Gaelic Language Skills ³

Indicator	South Ayrshire (No)	South Ayrshire (%)	Scotland (No)	Scotland (%)
Speaks, reads and writes Gaelic	213	0.2%	32,191	0.6%
Speaks but does not read or write Gaelic	134	0.1%	18,966	0.4%
Speaks and reads but does not write Gaelic	40	0.0%	6,218	0.1%
Total Number of People Aged 3+ Who Speak Gaelic	387	0.4%	57,375	1.1%
Reads but does not speak or write Gaelic	213	0.2%	32,191	0.6%
Understands but does not speak, read or write Gaelic	134	0.1%	18,966	0.4%
Other combination of skills in Gaelic	40	0.0%	6,218	0.1%
Total Number of People Aged 3+ with Gaelic Skills (including understanding)	733	0.7%	87,056	1.7%
No Skills in Gaelic	108,805	99.3%	5,031,167	98.3%
All People Aged 3+	109,538	100.0%	5,118,223	100.0%

In looking at the Gaelic language skills in South Ayrshire over the last 10 years (Table 2 below) there has been a reduction across all categories with the exception of the number of people with an understanding of Gaelic at some level. This would suggest that there has been a rise in awareness of Gaelic, however fewer people are actually able to communicate (speak, read or write) in Gaelic in South Ayrshire.

The reason for this difference between knowledge and understanding categories is because, the Gaelic question in the 2011 Census questionnaire is slightly different to the Gaelic question in the 2001 Census questionnaire. In 2001, respondents were asked to state whether they understood

‘spoken’ Gaelic, whereas in 2011, respondents were asked if they understood Gaelic.

Therefore, to allow us to compare the change between 2001 and 2011 of those who can communicate in Gaelic, we have excluded those people who have only an “understanding” of Gaelic.

Table 2 highlights the reduction in those people with Gaelic speaking, reading and writing skills from 514 in 2001 to 472 in 2011.

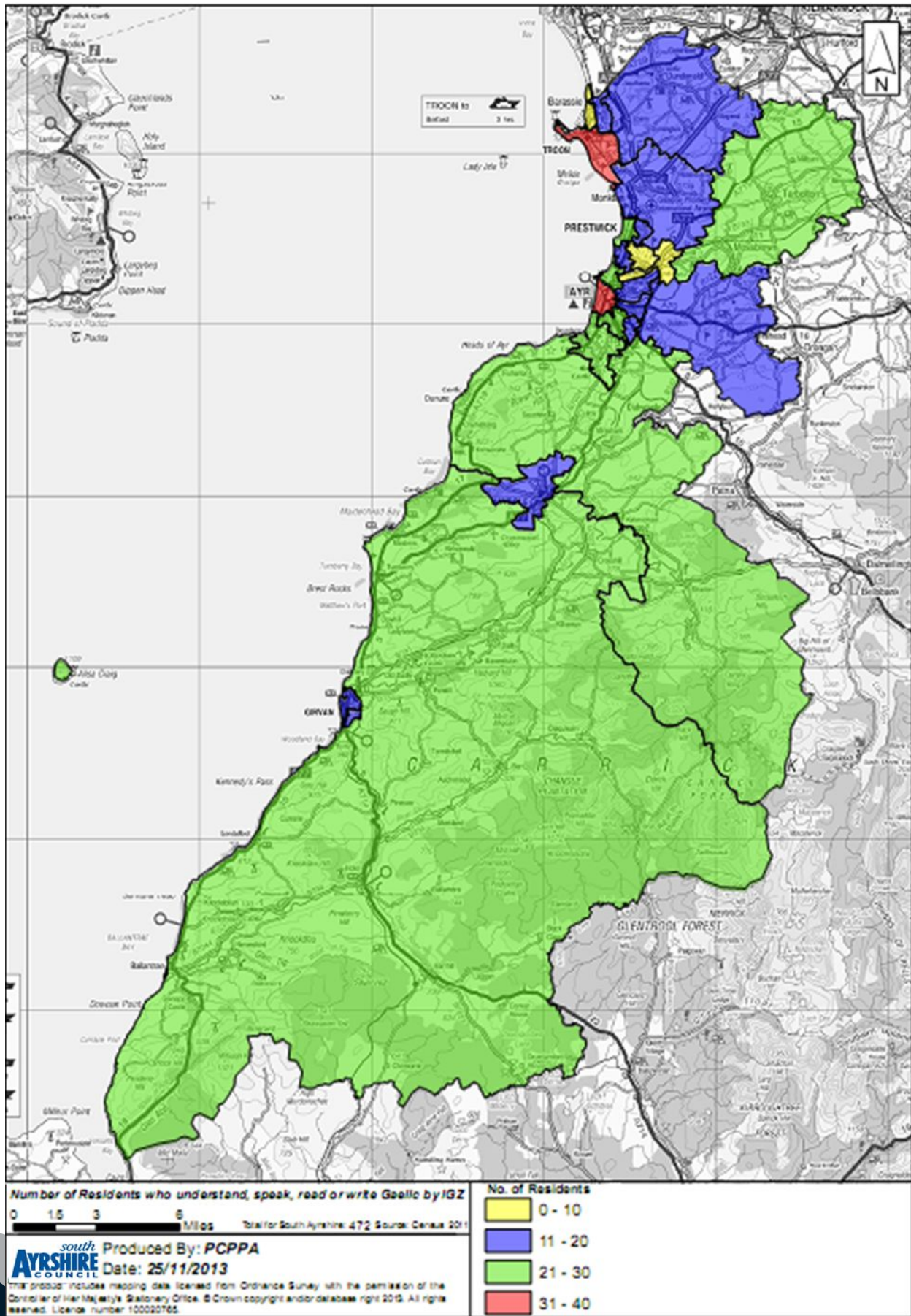
The settlement locations of the 472 South Ayrshire residents who communicate in Gaelic (speak, read or write Gaelic) are detailed in the map provided below:

Table 2: Comparison of 2001 Census and 2011 Census data

Indicator	South Ayrshire (No)	South Ayrshire (%)	Scotland (No)
Gaelic Speakers *	423	387	-8.5
Gaelic Readers *	339	311	-8.2
People who can write Gaelic *	221	213	-3.6
People with knowledge of Gaelic at some level (includes speaks, reads, writes)	514	472	-8.2
People with knowledge of Gaelic at some level (includes speaks, reads, writes & understands)	661	733	+10.9

** individuals can be counted more than once as shown in Table 1 above (speaks, reads and writes Gaelic)*

Settlement locations of South Ayrshire residents who communicate in Gaelic (speak, read or write Gaelic).



6.2. Gaelic language skills within the public authority:

At present there are no Council posts where the use of Gaelic is a designated responsibility, essential or desired requirement.

The Council, as part of its requirement to meet the Bòrd na Gàidhlig's guidance on the development of Gaelic Language Plans, agreed to conduct an audit of staff language skills (including Gaelic) in 2016. The staff language skills audit was promoted within the internal communications bulletin and Equality Champions promoted participation within their Directorates. The audit was carried out over four weeks and a total of 102 employees completed the survey. Employees were asked to complete a range of questions to discover any additional language skills that the staff currently have (including Gaelic) and to identify staff who

would like to learn additional language skills. To ensure the inclusion of all staff, arrangements are in hand for the additional languages to be identified within the Council's Oracle self-service facility (which holds individual employee information including personal development details) when it comes on stream.

The staff language skills audit highlighted that a very small number of participants had a basic understanding of Gaelic and would be interested in learning a 'few simple phrases.' The employees identified as having an interest in learning Gaelic will be signposted to the 'Gaelic Awareness Course' on COAST and the Gaelic Conversation Group held within the library.



Staff Language Skills Survey 2016

The aim of the survey was to identify the current language skills of employees; to highlight any need or interest to develop language skills further and identify the preferred learning methods by those who want to pursue further language skills. 102 employees responded overall to the survey.

Gaelic

Q7. Please identify if you can speak, read, write or understand Gaelic.

Of the 86 participants who answered this question, 1 identified as having basic Gaelic reading skills, 1 has basic Gaelic speaking skills and 2 respondents can understand basic Gaelic at some level.

Q8. To what extent do you feel that the use of Gaelic should be increased within South Ayrshire?

Overall, nearly half (40%) of all respondents felt that the use of Gaelic should not be increased within South Ayrshire. However, more than a third (36%) felt that the use of Gaelic should be increased in South Ayrshire by a slight extent. More than 20% (21%) felt

the use of Gaelic should be increased to some extent, and 3% felt it should be increased to a large extent within South Ayrshire.

Some respondents gave reasons why they chose their answer (see Word Cloud) which were sorted in categories. The categories with the most responses were the 'Relevance of Gaelic to South Ayrshire' and 'Culture and Heritage'.

The public consultation process for the Draft Gaelic Language Plan 2017-2022 took place over a 7 week period beginning 4 th October and closing on 22 nd November 2017. There were 448 responses to the consultation via the online survey. A high percentage of these numbers were not connected to the Draft Gaelic Language Plan (DGLP). A significant number of respondents were concerned about the use of existing resources to implement the DGLP given the relatively low numbers of Gaelic speakers, writers and readers in South Ayrshire. Some positive responses related to increasing learning opportunities for older people due to the additional health benefits of learning a language.



6.3 Gaelic Medium Education within South Ayrshire

Since the publication of the Gaelic Language Plan 2014-17, there have been no requests for Gaelic Medium Education and so there are no children in Gaelic-medium education within South Ayrshire at present. However, the Education (Scotland) Act 2016 includes provisions that give parents the right to request an assessment of the need for Gaelic Medium Primary Education from their Education Authority and the Scottish Government has established a process for parents, which is supported by Statutory Guidance on Gaelic Education published by Bòrd na Gàidhlig. Where parents within South Ayrshire make such a request Educational Services will follow the Statutory Guidance.

Gaelic Medium Education within South Ayrshire Educational Services. However, in addition to the school based learning shown below, the Libraries Service facilitates a voluntary Gaelic Learners group which meets each week at the Carnegie Library in Ayr.

There is also the provision of Gaelic Medium Education with East Ayrshire Council and South Ayrshire Council link in to this service when there is a demand for this. Students are transported to the McIlvanney Campus, Kilmarnock, to enable them to have the formal Gaelic Medium teaching. There are also links being made with North Ayrshire Council to engage with their new Gaelic Medium Education service.

As detailed in the Annual Progress Reports of the last GLP, there is no formal teaching of

6.4 School Based Learning

The considerable progress made over the last three years to promote Gaelic Language learning as part of the additional languages work within South Ayrshire schools (as set out in the GLP Annual Progress Reports) and was recently recognised within a Primary HMIE Inspection:

“Other language work

- *Children at all stages are enthusiastically learning French. In P7 children identified aspects of the weather and could read the words aloud confidently with an appropriate accent. All children in the school have opportunities to learn Mandarin two terms each year. The foreign language students who deliver these lessons also develop children’s understanding of Chinese culture. Children in P1/2 have started to learn Gaelic. There are plans to extend the teaching of Gaelic to all stages in the school”*

Following on from the initial training and development of teacher capability and confidence in teaching, Gaelic Educational Services will focus on progressing the following areas within the next five years:

- Maintaining the delivery of Gaelic Language within the Queen Margaret Academy cluster, which is currently provided by four practitioners.
- Establish Gaelic Language learning within the Girvan cluster within the 1+2 Policy for children learning languages.
- Provide training to staff in Early Years Centres and further training to Primary school staff.
- Supporting the delivery of Gaelic Language for children aged 2-5 years initially in areas of deprivation within South Ayrshire that links with the ongoing work within Early Years Centres attached to the Scottish Attainment Challenge (currently involving 850 children aged 2-5 years). This is providing Gaelic input into the already established provision in the Early Years Centres
- Early Years Centres across the authority will also be offered the opportunity to participate and engage in Gaelic Language learning.

The promotion of Gaelic in Early Years will include:

- Children in our Early Years settings having the opportunity to explore Gaelic language through their play, stories, music and arts.
- A focus on parental/carer engagement

and participation in activities to help them develop their own knowledge and understanding of Gaelic language through their children and celebrate this at home

- Development of resources to support home link activities
- Use of social media to promote and raise awareness of Gaelic language activities and events.
- Building capacity amongst early years practitioners across the authority to support them to become more confident in using Gaelic language in day to day practice supported by the peripatetic early years practitioner.

A number of resources have been developed to allow this delivery, including; South Ayrshire Music Services have compiled a song book and recorded a CD of songs and backing tracks for use in schools and our Early Years Centres.

Non-music based teaching materials have been developed along with flipcharts created by Jan Kersel (GLPS tutor) as available on the Promethean website.

On-line resources used in schools are from the Go-Gaelic website (www.go-gaelic.scot), Learn Gaelic (www.learn-gaelic.scot), Gaelic 4 Parents (www.gaelic4parents.co.uk) and Twinkl (www.twinkl.co.uk).

These are the websites used to direct other teachers, parents and pupils to.

Non-web based resources, produced by Storlann, include flash cards, table mats and

Gaelic translations of Dear Zoo (A' Shutha Chòir) and other simple books as well as CD's, including Baby Boom, Boom' Nursery rhymes in English and Gaelic supplied by Little Linguist.

Within many of our schools there is also in-house produced bi-lingual (Gaelic/English) signage/labels in the classrooms and around the schools.

To enable this work to be delivered Educational Services applied for funding to the Scottish Government and a grant was awarded of £12,000 for 2017/18 and to make best use of resources the service will collaborate with other Council services e.g. Culture and Sports on awareness raising events. One of the key Educational Services events currently being developed is a local Mod for children.

6.5 Community Based Learning

The Council does not have any formal community based learning of Gaelic at present. The Community Learning and Development Service does not have the capacity to introduce any new Gaelic initiative. However, where appropriate the service will take the opportunity to work in partnership with the Culture and Sport Service and Educational Services as mentioned above.

The Council has well established links with the University of the West of Scotland and with Ayr Academy and Queen Margaret Academy with its Gaelic learning facility being on the same Campus, the opportunity will be taken to explore options for partnership working to promote Gaelic.



6.6 Gaelic in the Community

The main locus of Gaelic community organisations and activity remains Glasgow, however as well as in South Ayrshire, there is a lot of community activity in North and East Ayrshire Council areas too, in which our communities can participate.

Currently there is the provision of the Gaelic Medium Education (GME) in East Ayrshire Council area plus the new GME provision due to open in North Ayrshire Council area. Over the life of the Plan we will continue to liaise with Bòrd na Gàidhlig and community organisation contacts, to develop links and possible participation in existing and new projects. This will include establishing partnership working with the South Ayrshire Arts Partnership and Bòrd na Gàidhlig.

The Council's Culture and Sport Service will be considering the promotion of Gaelic and the progress of the Gaelic Language Plan at its regular Culture and Sport team meetings and proposed actions to date include:

- Working with young people to design and build a corporate resource to promote Gaelic to young people in schools, the whole community and in libraries.
- Raise awareness of the Gaelic Language Plan at cultural and leisure Ayrshire wide events.

In addition to the above, the service will explore holding awareness raising events and projects with local voluntary organisations.

The Council acknowledges that Gaelic is a special language that is respected as one of its community languages. For members of our community who request Gaelic interpretation and translation services, we use a range of translation and interpretation firms including the use of telephone interpreting services, in line with our well established arrangements for alternative languages.



6.7 Gaelic in the Council

Culture and Sport

The Council Library Services continues to provide free Internet access to library patrons and offer access to a variety of informal learning options e.g. <http://learngaelic.net/> The Cybercentre (located in the Carnegie library), as the flagship Learning Centre, offers a more extensive range of informal and formal learning options than the local library branches.

During the life of the Plan Library Services will continue to develop existing provision and resources to support Gaelic education and learning, arts, culture and heritage. Examples include:

- We will increase our stock of Gaelic Medium materials in South Ayrshire Libraries including Gaelic language learning materials e.g. Gaelic Dictionaries, to meet the demand for Gaelic Medium materials in the area.
- We will continue to pursue Gaelic E-book provision with our Ebook provider.
- We will continue to make available Book Bug Packs and promote their availability to partners.
- We will continue to build and refresh Bòrd na Gàidhlig information resources made publicly available in accessible formats via the Cyber Centre and the 11 libraries with public access PCs.
- Additional Gaelic resources will be made available to Secondary Schools via the Library Management System.
- We will look to make funding applications to support provision of Gaelic Speakers to attend the Gaelic Conversation Club.
- We will look to provide Gaelic musical evenings in Carnegie Library or Rozelle House Galleries.
- The Libraries Manager will liaise with Culture and Sport and Educational Services colleagues to support joint initiatives and events to promote Gaelic e.g. introduce contacts from the Glasgow School of Piping and National Mod Adjudicators who may be able to lead workshops in piping and singing (both choirs and individual singers).
- Libraries will ensure that information currently provided in alternative languages is also made available in Gaelic.
- Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information including the curating of the Tam o' Shanter exhibition with the Gaelic translation at Rozelle House and Maclaurin Galleries in Alloway.
- We will consider how to promote Gaelic at Rozelle House Galleries in Alloway and the McKecknie Institute in Girvan, in liaison with the Bòrd na Gàidhlig's Gaelic Arts and Culture Officer.
- We will continue to promote Gaelic music and artistic performance within our preview events where music is appropriate and publicise national cultural events and traditional music festivals.

Employees

The Council will enhance its reputation as an Employer of Choice by establishing systems and methods which demonstrate equal respect for Gaelic and English language applicants.

A total of 102 employees completed the staff language skills audit relating to a variety of community languages, including Gaelic and British Sign Language. Employees were asked to complete a range of questions to discover any additional language skills that the staff currently have (including Gaelic) and to identify staff who would like to learn additional language skills. The results of the survey will be added to the employee's individual profile on the Oracle self-service facility (para 6.2.2 refers).

The employees that are identified as having an interest in learning Gaelic will be

signposted to the BBC 'Gaelic Awareness Course' on the Council's e-learning platform -COAST and to the Gaelic Conversation Group held within the Carnegie library via the staff communications bulletin.

The Council's Equality and Diversity Forum includes elected member representation from all political groups and meetings are held twice yearly with the Equality Champions network. Equalities Champions offer local support and information to their Directorate colleagues on all equality and diversity matters. Both of these groups have been actively involved in the development, promotion and implementation of this Plan and ensure that both leadership and staff are actively engaged and involved in its delivery.

Customer Service - Legal and Democratic Services

South Ayrshire Council is committed to providing high-quality customer services. We value all comments and complaints and use information from them to help us improve our services. Complaints can be made in any one of the following ways:

- Using the Online Complaints Form
- Email to the "Listening to You" mailbox
- Going into one of our Customer Service Centres, or any local office.
- Phone our Customer Services Team
- In writing

Each of these methods currently provide the opportunity to contact the Council and

receive a response in Gaelic upon request as with all community languages. There have been no complaints made to the Council in Gaelic or requiring a response in Gaelic.

In addition, within the Council's Customer Service Centres - which provide a single point from which to access Council services, there are Council TV screens and we will continue to use this medium to raise awareness as part of our communications plan. The high number of people attending these centres will support us to reach our communities and raise awareness of Gaelic as promotional leaflets and resources will continue to be placed there.

6.8 Gaelic and Key Partners

To ensure that we maximise the potential of existing resources including knowledge and experience to promote Gaelic, we will work with our key partners and stakeholders. We are aware that the number of Gaelic speakers in this area has fallen over the years and there is merit in ensuring that as far as possible, awareness of Gaelic is raised over the duration of this plan by the Council and within existing budgets.

This would include agreeing a formal agreement with North and East Ayrshire Council in respect of accessing Gaelic Medium Primary Education. This partnership would enable our pupils in South Ayrshire to access GMPE until there was sufficient demand or a parental request for this.

Ayr University Hospital, NHS Ayrshire & Arran has attracted Gaelic speakers over the years to train and work and offers the opportunity to forge further links in partnership working over the duration of this plan.

Our key partners include:

- North Ayrshire Council
- East Ayrshire Council
- NHS Ayrshire and Arran
- South Ayrshire Integration Joint Board
- Police Scotland
- Scottish Fire and Rescue Service
- Crown and Procurator Fiscal's Office
- Ayrshire Valuation Joint Board

- Voluntary Action South Ayrshire
- The University of the West of Scotland
- Ayrshire College
- The South Ayrshire Equality and Diversity Forum



7 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 authorities to address when preparing Gaelic Language Plans:-

Identity	Communications	Publications	Employees
<ul style="list-style-type: none"> • Corporate Identity • Signage 	<ul style="list-style-type: none"> • Reception • Telephone • Mail and email • Forms • Public Meetings • Complaints procedures 	<ul style="list-style-type: none"> • Public relations and media • Printed material • Websites • Exhibitions 	<ul style="list-style-type: none"> • Training • Language Learning • Recruitment • Advertising

This section of the plan details South Ayrshire Council’s core commitments in relation to the Bòrd’s “Guidance on the Development of Gaelic Language Plans”.

Each commitment is detailed as follows:

- Information on current practice
- Key areas of development/action
- Targets
- Timescale
- Lead Service/Officer

In addition, the Bòrd na Gàidhlig is committed to achieving the Scottish Government’s Strategic Objectives and this section also sets out how South Ayrshire Council will assist in the implementation by identifying which Strategic Objective will be assisted by the actions in its Plan. The Scottish Government Strategic Objectives are:

- Wealthier & Fairer
- Smarter
- Healthier
- Safer & Stronger
- Greener

8 Identity

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

South Ayrshire Council recognises the importance of extending the visibility of Gaelic and increasing its status.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Corporate Identity:					
Current practice	South Ayrshire Council does not have an agreed policy for the use of Gaelic in its corporate identity				
Key areas of development	We will develop a policy on the use of Gaelic in the corporate identity.	Policy Document approved by Council	Approved Policy Document published on Council website	Policy and Performance	September 2020
	Introduce Gaelic in email straplines.	Email templates to be developed with Gaelic strapline	Gaelic strapline in use	Policy and Performance	Ongoing 2020-2021 onwards
Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Signage (internal and external):					
Current practice	South Ayrshire Council does not have a policy on using Gaelic within its signage				
Key areas of development	South Ayrshire Council Roads Service is provided by Ayrshire Roads Alliance, led by East Ayrshire Council. Gaelic will be included within road signage on a replacement basis, demonstrating equal respect.	As Required	Gaelic included in road signage	Ayrshire Roads Alliance	Ongoing 2020
	We will introduce the use of bilingual titles for Gaelic campaigns and festivals that are Council led or funded, demonstrating equal respect for the languages.		Culture and Sport, Directorates		2020 onwards
Relevant Strategic Objectives assisted			Wealthier & Fairer Smarter Healthier Safer & Stronger Greener		

9 Communications

Rationale: 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 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.

South Ayrshire 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.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Reception:					
Current practice	South Ayrshire Council does not make any Gaelic provision in reception areas				
Key areas of development	Welcome signs within new Educational establishments will include Gaelic, demonstrating equal respect for Gaelic and English.	All new educational establishments have Gaelic included in welcoming signage	All Educational establishments have Gaelic welcoming signage in place	Educational Services	Ongoing and 2020 onwards
	Welcome signs within Council Buildings, when being refurbished, will be amended to include Gaelic	Gaelic welcome signs within key Council Buildings	Gaelic welcome signs within Council Buildings	Place Directorate	2020 - 2025
	Introduce Gaelic awareness information within Customer Services Centre TV facility and waiting area resources	Gaelic information is available in all Customer Service Centres	Gaelic information is available in Customer Service Centres	Employee and Customer Services	2020 onwards

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Mail & Email:					
Current practice	South Ayrshire Council includes Gaelic within its alternative language arrangements, where correspondence will be translated upon request including responding to Gaelic mail and email.				
Key areas of development	We will continue to 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	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	No of staff using bilingual job titles and email signatures.	Educational Services	2020 - 2025
	Following approval by Council all staff will use bilingual job titles and email signatures	The use of bilingual job titles and email signatures for all staff	No of staff using bilingual job titles and email signatures	Directorates & Educational Services	2020 – 2025

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Forms:					
Current practice	South Ayrshire Council includes Gaelic within its alternative language arrangements, where Forms will be translated upon request.				
Key areas of development	Schools translate for and completion guidance upon request **	As required	All translation requests are met	Educational Services	ongoing
	Services translate forms and completion guidance upon request and ensure promotion of this provision	Requested forms data will be collated to support service planning	All translation requests are met	Directorates & Educational Services	ongoing

** Information on the availability of schools information in alternative formats is published within school handbooks

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Public Meetings:					
Current practice	South Ayrshire Council does not routinely make provision for all community languages at public meetings, but where interpretations services are requested, they are provided e.g. British Sign Language Interpretation.				
Key areas of development	Public meetings where the subject matter relates principally to Gaelic and participants include Gaelic speakers who require Gaelic interpretation will be provided with a Gaelic interpreter.	All public meetings relating principally to Gaelic would provide Gaelic translation if required by participants.	Meeting evaluations	Directorates & Educational Services	Ongoing
	Gaelic events will be notified to Gaelic community groups.	Gaelic community groups invited to all Gaelic events.	All Gaelic community Groups included in event notification distribution list.	Educational Services and Culture and Sports Service	Ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Complaints Procedure:					
Current practice	As with all community languages the Council currently provides the opportunity to contact and receive a response in Gaelic upon request.				
Key areas of development	The Council will record the number of complaints received in Gaelic to inform our Specific Equality Duty to gather information and use it to inform better service delivery.	All complaints received in Gaelic will be responded to in Gaelic	Number of Complaints received in Gaelic	Legal and Democratic Services	2020 and ongoing

10 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.

South Ayrshire 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.

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Public Relations and Media:					
Current practice	South Ayrshire Council does not have a policy on providing press releases in Gaelic				
Key areas of development	Publicise Council successes and events including Education, Arts and Culture and community life, not only exclusively related to Gaelic	Publicity materials made available on the Council Website and intranet, bilingually as frequently as possible	Number of articles on Gaelic promotion and achievement	Policy and Performance	2020 and ongoing
	A Gaelic spokesperson be available from the Council to speak to the media.	Education has identified a Gaelic Language Teacher to speak to the media	Number of opportunities for Gaelic spokesperson liaising with the media	Policy and Performance and Educational Services	2020 and ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Printed Material:					
Current practice	South Ayrshire Council does not have a policy on publishing printed material in Gaelic				
Key areas of development	Continue to provide translation of documents upon request by South Ayrshire residents (as promoted on all key Council documents).	All requests for translated materials are met	Number of Gaelic translation requests	Policy and Performance	2020 and ongoing

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Websites:					
Current practice	South Ayrshire Council does not have a policy on publishing information in Gaelic on its website				
Key areas of development	The Council's Equality and Diversity section of the Council website will provide Gaelic information bilingually.	Lingual information within the Equality & Diversity Webpage	Bilingual Equality & Diversity Webpage is known and accessed	Policy and Performance	2020 and ongoing
	The Gaelic Resource within the Council's Equality and Diversity section of its website and intranet "Re-Wired"/"The Core" will be refreshed and maintained.	Gaelic website resource available internally and externally.	Website Resource populated with up to date Gaelic information	Policy and Performance	2020 -2025

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
Exhibitions:					
Current practice	South Ayrshire Council does not have a policy on provision of Gaelic in Arts and Culture				
Key areas of development	Progress the introduction of Gaelic into our permanent and semi-permanent exhibition and collection labels and information	The Tam o' Shanter Exhibition paintings labels are translated into Gaelic	The Tam o' Shanter Exhibition paintings - OS Exhibition Painting labels and the collection guides and information are available bilingually	Culture and Sport Service	2020 and ongoing



11 Staffing

Rationale: 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.

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

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
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Training (including developing and strengthening Gaelic language skills and Gaelic awareness):

Current practice South Ayrshire Council does not make any Gaelic provision in reception areas

Key areas of development	We will conduct a second staff language skills audit to identify the current language skills of employees across the Council including Gaelic, and gather information on the progress of the development of staff language skills.	All staff complete the language skills survey providing an accurate staff language skills profile.	Number of employees completing language skills survey.	Employee and Customer Services	2022
	We will provide information on Gaelic awareness/Gaelic language classes to all employees via the Intranet /COAST/GLOW.	A Gaelic awareness and language information resource is developed	Information on Gaelic awareness & language classes are available on appropriate platforms.	Directorates and Educational Services	2020 onwards
	We will support employees involved in delivering Gaelic Medium education to develop their language skills.	Those delivering Gaelic Medium Education develop their Gaelic language skills.	Personal Development of staff is progressed	Educational Services	Lifetime of the Plan

Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
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Recruitment:

Current practice South Ayrshire Council does not assess posts with regard to Gaelic language skills

Key areas of development	Roles/jobs will be assessed as Gaelic essential/desirable posts	Roles / jobs assessed as Gaelic essential/desirable posts	Job profiles indicate whether they are Gaelic essential/desirable posts	Employee and Customer Services	2020 onwards
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Development Function	Actions	Targets	Performance Indicators	Lead Officer	Timescale
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Advertising:

Current practice South Ayrshire Council has not had any posts that require Gaelic language skills

Key areas of development	Job advertisements for Gaelic specific jobs/roles will appear bilingually and provide information on the need for knowledge and fluency of the Gaelic language	All advertisements for Gaelic specific jobs/roles provide information on the need for knowledge and fluency of the Gaelic language	Number of advertisements for Gaelic specific jobs/roles providing information on the need for knowledge and fluency of the Gaelic language	Employee and Customer Services	2020 onwards
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12 Policy Implications for Gaelic: Implementation of the National Gaelic Language Plan

Policy implications for Gaelic

South Ayrshire Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures.

South Ayrshire Council will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and

the priorities of the National Gaelic Language Plan 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, South Ayrshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Overview of the National Gaelic Language Plan

The National Gaelic Language Plan 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 Gaelic Language Plan

South Ayrshire Council will work over the next five years to support the following National Plan aims and this section sets out the specific actions against each aim:



13 Language Acquisition

13.1 Rationale:

South Ayrshire Council 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.

13.2 Gaelic in the Home and Early Years

To achieve an increase in the numbers of Gaelic speakers requires support in the home and ideally from family members who are Gaelic speakers themselves. However, most pupils in South Ayrshire do not have this support available and so we will continue to engage with Bòrd na Gàidhlig to learn best practice in addressing this issue.

Action	Timescale	Lead Directorate(s)
1. We will have a focus on parental/carers engagement and participation in activities to help them develop their own knowledge and understanding of Gaelic Medium through their children and celebrate this at home	2020-2025	Educational Services
2. We will develop resources to support home link activities and make use of social media to promote and raise awareness of Gaelic language activities and events	2020 onwards	Educational Services
3. We will build capacity amongst early years practitioners across the authority to support them to become more confident in using Gaelic Medium in day to day practice, supported by the peripatetic early years practitioner.	2020 -2025	Educational Services

Gaelic in Education

13.3 At present there is no Gaelic Medium service provision by the Council in primary, secondary or adult education and there have been no such requests for a number of years. The current arrangements are that, if there were to be a request for Gaelic Medium Education, the Council would provide transport for the pupil(s) to an East Ayrshire Council school.

13.4 Building on the Gaelic Language learning work by Educational Services in the last Plan, the focus over the next five years will be to maintain and expand learning within two Academy clusters and promote Gaelic in Early Years

Action	Timescale	Lead Directorate(s)
1. We will maintain the delivery of Gaelic Language within the Queen Margaret Academy cluster and establish Gaelic Language learning within the Girvan cluster	2020-2025	Educational Services
2. We will support the delivery of Gaelic medium for children aged 2-5 years, initially in areas of deprivation within South Ayrshire that links with the ongoing work within Early Years centres, attached to the Scottish Attainment Challenge.	2020 onwards	Educational Services
3. We will offer Early Years Centres across the authority the opportunity to participate and engage in Gaelic Language learning.	2020 -2025	Educational Services
4. We will consult with parents/guardians if there is an interest in establishing GME in South Ayrshire	October 2020	Educational Services

14 Language Usage

Rationale:

South Ayrshire 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.

Area	Action	Timescale	Lead Directorate(s)
Increasing the use of Gaelic in communities	We will update and increase the Gaelic Language resources immediately available to Secondary Schools via the Library Management System.	2020-2025	Educational Services
	We will promote the breadth of career options and opportunities that speaking Gaelic provides.	Aug 2020 onwards	
	We will work with young people to design and build a corporate resource to promote Gaelic to young people in schools, the whole community and in libraries.	2020 -2021	Economy, Neighbourhood and Environment
Increasing the presence of Gaelic in the media	The Council will continue to publicise successes and events related to Gaelic and make publicity materials available on the Council Website and intranet.	2020 – 2021 and onwards	Policy and Performance



Area	Action	Timescale	Lead Directorate(s)
<p>Increasing the promotion of Gaelic in the arts, culture, heritage and tourism</p>	<p>We will undertake initiatives within our Culture and Sport Service throughout the life of the Plan such as:</p> <ul style="list-style-type: none"> • We will increase our stock of Gaelic Medium materials in South Ayrshire Libraries including Gaelic language learning materials. • We will continue to pursue Gaelic E-book provision with our Ebook provider. • We will continue to make available Book Bug Packs and promote their availability to partners. • We will continue to build and refresh Bòrd na Gàidhlig information resources made publicly available in accessible formats via the Cyber Centre and the 11 libraries with public access PCs. • Additional Gaelic resources will be made available to Secondary Schools via the Library Management System. • We will look to make funding applications to support provision of Gaelic Speakers to attend the Gaelic Conversation Club. • We will look to provide Gaelic musical evenings in Carnegie Library and Rozelle House Galleries. • The Libraries Manager will liaise with Culture and Sport and Educational Services colleagues to support joint initiatives and events to promote Gaelic. • Libraries will ensure that information currently provided in alternative languages is also made available in Gaelic. • Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information. • We will consider how to promote Gaelic at Rozelle House Galleries in Alloway and the McKecknie Institute in Girvan, in liaison with Bòrd na Gàidhlig. • We will continue to promote Gaelic music and artistic performance within our preview events where music is appropriate and publicise national cultural events and traditional music festivals. 	<p>2020 onwards</p>	<p>Economy, Neighbourhood and Environment</p>

15 Language Status

Rationale:

South Ayrshire 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.

Area	Action	Timescale	Lead Directorate(s)
Preparation of a Gaelic Language Plan	Plan developed, agreed by Council and Bòrd na Gàidhlig.	Feb 20- Oct 2020	Policy and Performance
Creating a Positive Image for Gaelic	Ensure Gaelic Language Activity and successes are developed for the media and published within the Council newsletters, communication bulletins and on Council website. The Equality and Diversity Forum and Equalities Champions will support promotion of the Gaelic Language Plan throughout the Council.	2020 and ongoing	Policy and Performance
Increase visibility of Gaelic	In addition to the above, we will refresh and maintain the Council's Equality and Diversity webpages Gaelic information and intranet Gaelic resource, which will include Gaelic research, information and activity.	2020-2025	Policy and Performance
Gaelic in the Arts	We will establish links and work with Gaelic voluntary organisations to formally promote Gaelic in our Museums and Galleries Service including Gaelic music and artistic performance within our preview events where music is appropriate. We will progress the introduction of Gaelic into our permanent and semi-permanent paintings descriptor labels and information.	2020 and ongoing	Economy, Neighbourhood and Environment

16 Language Corpus

Rationale:

South Ayrshire 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.

Area	Action	Timescale	Lead Directorate(s)
Surveys and Research	Ensure Gaelic Language information research and evidence signposted by Bòrd na Gàidhlig is made available to services.	2020-2025	Policy and Performance
Relevance and Consistency of the Gaelic Language	Ensure that interpretation and translation contractors comply with the latest Gaelic Orthographic Conventions and place names recommended by Ainmean-àite na h-Alba	2020 and onwards	Policy and Performance
Gaelic Translation and Interpretation	We will continue to provide translation and interpretation services via external providers as requested.	2020 and ongoing	Directorates and Educational Services

17 Implementation and Monitoring

Timetable

This Gaelic Language Plan will formally remain in force for a period of five years from 27th October 2020 or until a new plan has been put in place. In Chapter 2 – Core Commitments and Chapter 3 – Policy Implications for Gaelic, individual target dates have been set out for the intended implementation of specific commitments.

Publicising the Plan

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

- issue a press release announcing the plan;
- make copies of the plan available in our public offices and reception areas,

- make the plan known to employees via South Ayrshire Council’s Intranet;
- distribute copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- distribute copies of the Plan to Gaelic organisations;
- distribute copies of the plan to other interested bodies; and
- make copies available on request, including alternative formats such as Large Print, Audio etc.

Administrative Arrangements for Implementing the Gaelic Language Plan

This plan is the policy of South Ayrshire Council and has been endorsed both by the senior management team and Council members.

Overall Responsibility

The Elected Members and Chief Executive will be responsible ultimately for ensuring that the Council delivers on the commitments set out in this Plan.

Individual Staff members

We will look to include information on the Gaelic Language Plan in the:

- Staff wide Communications Bulletin,
- Employee Terms and Conditions where appropriate and
- Equality and Diversity section of the Website and intranet “The Core” with appropriate links to its employee section.

Services delivered by third parties

South Ayrshire Council requires all third party service providers to comply with its

Procurement Strategy, which places a responsibility on providers to comply with current legislation including human rights legislation and the Equality Act 2010.

Informing other organisations of the Plan

Information on the content of this plan will be provided to all Community Planning Partners across South Ayrshire Council. It will also be provided to all Community Councils, the Equality and Diversity Forum, Equality Champions and other fora as appropriate. For example, Locality Planning Groups were advised of the Council’s Gaelic Language Plan, progress to date and their involvement in future Plans within the Equality and Diversity presentation delivered to each Group, as part of a programme of introductory meetings in 2016–2017.

Resourcing the Plan

All commitments, actions and activities within this plan will be resourced through existing service budgets. Additional funding for specific projects will be accessed through external funding bodies as appropriate e.g. Bòrd na Gàidhlig and Awards for All.

Monitoring the progress of the Plan

The Plan will be monitored on a quarterly basis through the Council’s performance management system Pentana. This will ensure that actions are allocated to appropriate officers and allows for continuity of progress independent of staff and organisational structure changes. Formal annual progress reports will then be prepared and submitted for approval to the Leadership Panel and thereafter the report will be sent to Bòrd na Gàidhlig for information and be published on the Council website.

18 Contact Details

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

Kevin Anderson

Service Lead – Policy, Performance and Community Planning

South Ayrshire Council
Freemans Hall,
2-6 The Cross,
Prestwick,
KA9 1AN

☎ 01292 612982

✉ kevin.anderson@south-ayrshire.gov.uk

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

South Ayrshire Equalities
South Ayrshire Council
Freemans Hall,
2-6 The Cross,
Prestwick,
KA9 1AN

✉ equalities@south-ayrshire.gov.uk

Appendix

South Ayrshire Council - Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Gaelic Language Plan 2020-2025	Lead Officer Kevin Anderson
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		
People with disabilities		
People from particular age groups for example Older people, children and young people		
Lesbian, gay, bisexual and heterosexual people		
People who are proposing to undergo, are undergoing or have undergone a process to change sex		
Pregnant women and new mothers		
People who are married or in a civil partnership		
People who share a particular religion or believe		
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	
Promote equality of opportunity between particular communities or groups	Low Positive
Foster good relations between particular communities or groups	Low Positive
Promote positive attitudes towards different communities or groups	
Increase participation of particular communities or groups in public life	Low Positive
Increase participation of particular communities or groups in public life	Low Positive
Improve the health and wellbeing of particular communities or groups	
Promote the human rights of particular communities or groups	
Tackle deprivation faced by particular communities or groups	

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Rationale for decision:		
Signed: Head of Service:		
Date:	Copy to equalities@south-ayrshire.gov.uk	

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可應要求提供盲文，大字印刷或音頻格式，以及可翻譯成多種語言。以下是詳細聯繫方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸੁਣਨ ਵਾਲੇ ਰੂਪ ਵਿੱਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿੱਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਵੱਲੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Customer Contact Centre
0300 123 0900