

To: Leadership Board

On: 4 December 2019

Report by: Director of Children's Services

Heading: Progress Report on Renfrewshire Gaelic Language Implementation Plan

1. Summary

- 1.1 As part of their duties under the Gaelic Language (Scotland) Act 2005, local authorities are required to have a Gaelic Language Plan which outlines the actions they will take to promote Gaelic in their community. The implementation of plans is overseen by Bòrd na Gàidhlig and local authorities must provide an annual update on progress against the plan's actions both to Bòrd na Gàidhlig and to elected members.
- 1.2 This is the second progress report provided by Renfrewshire Council to Bòrd na Gàidhlig and provides an update on progress during 2018/19.
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2. Recommendations

- 2.1 Elected members are asked to:
- Note the progress made by Renfrewshire Council in the delivery of the Gaelic Language Plan;
 - Note that a progress report has been provided to Bòrd na Gàidhlig;
 - Note that annual progress reports will continue to be provided to Bòrd na Gàidhlig and to elected members.

3. Background

- 3.1 The Gaelic Language (Scotland) Act 2005 requires all local authorities in Scotland to produce a Gaelic Language Plan. These plans are part of an effort to protect and revitalise Gaelic as a living language in Scotland.
- 3.2 Renfrewshire Council's current plan runs from 2016 to 2021. It was approved by Council in 2016 and subsequently by Bòrd na Gàidhlig in 2017. Following their approval, Bòrd na Gàidhlig require annual progress reports from the council as to the plan's implementation.
- 3.3 Renfrewshire Council recognises the contribution of Gaelic to Scotland's history and culture and promotes the learning and use of Gaelic in a range of ways across its services. The use and learning of Gaelic is promoted to people of all ages across Renfrewshire.
- 3.5 Places on the regular Gaelic classes for adult learners remain in demand, and the Council facilitates transport for children who wish to enter Gaelic Medium Education in the specialist schools in Glasgow City or Inverclyde.
- 3.6 Renfrewshire Council seeks to incorporate Gaelic appropriately in local events such as Sma' Shot Day, the Spree, and Hallowe'en celebrations. Paisley's hosting of the Royal National Mòd in 2013 was hugely successful, attracting over 8,000 visitors and enhancing the profile of Gaelic in Renfrewshire. Paisley will again host the Mòd in 2022.

4. Progress with the delivery of Renfrewshire's Gaelic Language Plan

- 4.1 The template provided by Bòrd na Gàidhlig requires progress updates on:
- Five categories of Primary Indicator Data:
 - Communications from the public
 - Dissemination of information
 - Staff
 - Publications
 - Status (bilingual signage)
 - Three National Gaelic Language Plan priorities:
 - How is the organisation increasing the use of Gaelic?
 - How is the organisation increasing the learning of Gaelic?
 - How is the organisation promoting a positive image of Gaelic?
 - Other monitoring information:
 - Promotion of Gaelic education
 - Corporate Parenting
 - Equalities

- 4.2 The full detail of progress as reported to Bòrd na Gàidhlig is included as Appendix 1 to this report.
- 4.3 Highlights of the progress report include:
- The delivery of Gaelic singing lessons in Renfrewshire Primary Schools.
 - The development of an online teaching resource – thought to be one of the first of its kind in Scotland – to enable class teachers to teach whole classes about Scottish and Gaelic culture through the medium of song.
 - Provision of weekly Gaelic Bookbug sessions in Paisley Central Library.
 - Continued demand for places in Gaelic language classes for adult learners.
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Implications of the Report

1. **Financial** - none
2. **HR & Organisational Development** - none
3. **Community/Council Planning** – none
4. **Legal** – none
5. **Property/Assets** – none
6. **Information Technology** – none
7. **Equality & Human Rights** - The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report, as it is for noting only. The Council recognises that increasing number of residents whose first language is not English and endeavours to provide information in other languages as required, including Gaelic.
8. **Health & Safety** - none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** - none
12. **Cosla Policy Position** – none

13. **Climate Risk** - none.

List of Background Papers

None

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BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2018-19 ANNUAL RETURN FORM 2018-19

Ainm na buidhne Organisation's name	Renfrewshire Council
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	0
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	Two members of sessional staff.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	2
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	0
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	0
	Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	A survey has recently been undertaken across Children's Services but the results are not yet available.

Foillseachaidhean Publications	Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà- chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?	0 Gaelic publications are available on request.
Inbhe Status	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?	0

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig

National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

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

How is the organisation increasing the use of Gaelic?

Renfrewshire Council is undertaking a range of activities to increase the use of Gaelic across Renfrewshire. Renfrewshire Council's Adult Learning & Literacies Service promotes Gaelic Learning opportunities through its yearly brochure. This information is also provided online on Renfrewshire Council's website.

The provision of regular Gaelic classes by Adult Learning and Literacies encourages the use of the Gaelic language and discussion among learners. Learners and members of the community are also signposted to Gaelic learning opportunities within other local authority areas when appropriate.

Renfrewshire Council funds Fèis Phàislig to run a Gaelic Choir for Renfrewshire young people. Fèis Phàislig is an arts organisation that provides traditional music opportunities for young people across Renfrewshire. The choir meets weekly and gives young people the opportunity to participate in local and national competitions, including the Royal National MOD. Approximately 12 young people attend the choir each week.

Renfrewshire Council receives Youth Music Initiative funding on an annual basis which allows pupils in Renfrewshire Primary Schools to participate in Gaelic singing lessons delivered by Gaelic singer, Joy Dunlop. In 2018/19, 432 pupils were involved in these sessions. These workshops have been very successful.

While it is not possible for Joy Dunlop to deliver workshops across all Renfrewshire schools, Renfrewshire Music Service has developed an online teaching resource in collaboration with Joy. This has been done utilising Creative Scotland's Youth Music Initiative (YMI) funding. The resource is accessible to class teachers in all schools in Renfrewshire.

The resource is targeted at primary schools but is suitable for all levels of learning. It includes audio, visual, and accompanying written text for 10 Songs. It includes stories, historic background and phonetics included in the supporting text along with useful links. Classroom teachers are able to use the resource to teach whole classes about Scottish and Gaelic culture through the medium of song and offers young people an opportunity to learn and express themselves through music. Staff training will be developed to support the roll out of the resource and this will be in the pipeline for development in the near future. Please see below for the link to the resource:

<http://www.renfrewshiregaelicresource.co.uk/>

Outreach is provided by Renfrewshire Council staff at a range of community groups and events. Groups and events which have received support through outreach in 2018/19 include:

- Clann Gaidhlig,
- Gaelic Bookbug
- Inverclyde Gaelic

Renfrewshire Council services are working in partnership to increase the use of Gaelic. Our Adult Learning and Literacies Service have been working in partnership with Renfrewshire Leisure (libraries) and have organised the donation of Gaelic books from third parties. Gaelic Bookbug sessions are delivered weekly in Paisley Central Library. These are open to all – including non-Gaelic speaking families.

Partnership working with other organisations from across the CPP and from outwith Renfrewshire has been key to increasing the use of Gaelic in Renfrewshire and Renfrewshire Council has worked closely with a range of partners. Examples of partnership working include:

- Partnership and dissemination of information in relation to Gaelic language events has been undertaken via the Performance Programmer at Paisley Arts Centre.
- A Gaelic History Group was delivered from January to March 2019 within the local community of Johnstone.
- Gaelic community talks have been hosted by Renfrewshire Council and a partnership has also been established with the Gaelic and Celtic Studies Department at Glasgow University to develop Gaelic language talks within the community.
- Gaelic movie nights have also been hosted in collaboration with partners.

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

Renfrewshire Council is undertaking a range of activities to increase the learning of Gaelic. Renfrewshire as an authority is firmly committed to maintaining Gaelic education for its residents and those who wish to undertake this in future. Gaelic resources continue to be available within some of Renfrewshire’s pre-five centres.

Renfrewshire children have access to Gaelic medium education (GME) which is facilitated through partnerships with Glasgow City Council and Inverclyde Council. Renfrewshire Council Children’s Services funds and facilitates transport for children who wish to enter Gaelic Medium Education in the specialist Gaelic schools in Glasgow City or Inverclyde.

Due to a low number of requests, and a lack of availability of qualified staff, there is currently no provision within Renfrewshire itself. A database has been developed to track the progress of Renfrewshire children and young people in GME in other authority areas.

The option to enroll in GME continues to be included in all nursery letters confirming placements. Information on GME, how to apply for this and where it is provided is also provided on school registration and placing request forms. The placing request form also provides information on which schools pupils are able to attend as a result of partnerships with Glasgow City Council (Glasgow Gaelic School) and Inverclyde Council (Whinhill School).

60 bilingual Gaelic Storytelling and Circus Skills Workshops were delivered to pupils in Renfrewshire Primary Schools between March 2018 and May 2019. The workshops were facilitated by performance artist, Ariel

Killick, of Independent State of Happiness. Pupils were given the opportunity to participate in interactive storytelling focusing on traditional Gaelic storytelling as well as circus skills workshops which improved Gaelic language skills. The workshops evaluated very positively.

To encourage and support the learning of Gaelic, Renfrewshire Council's Adult Learning and Literacies Service provides Gaelic language courses at Beginners, Intermediate and Progression levels. They are aimed at adults who are interested in learning to speak the language and want to learn more about the culture. Regular Gaelic classes encourage the use of the Gaelic language and discussion among learners.

Examples of classes currently being delivered include a beginners / mixed class in Moorpark Community Learning Centre in Renfrew and Intermediate/progression class in West Johnstone Shared Campus. The most recent intake in September 2019 has led to both classes having in excess of a dozen learners. Course evaluations completed by both classes in December 2018 were very positive.

In Renfrewshire we recognise the importance of working in partnership to increase the learning of Gaelic and to ensure that the needs of our service users are met. To this end, we maintain an awareness of provision in other areas and signpost learners and members of the community to Gaelic learning opportunities within other local authority areas when appropriate.

To increase the learning of Gaelic, our Adult Learning and Literacies Service has arranged for Gaelic language Children's books to be donated by Bookbug to Gaelic classes and to Renfrewshire Libraries. The team has undertaken research into the stocking of Gaelic language books. A Gaelic language collection has now been established in Renfrew Library. This collection can be accessed by library users from across Renfrewshire.

The Adult Learning and Literacies team has established an initiative in partnership with the Gaelic Book Council whereby 20 books have been selected for customers to gift to Gaelic classes and the Gaelic library book section. The Gaelic Book Council have donated various children's and adult Gaelic books to the library section.

Strong links have been forged between Renfrewshire Council's Adult Learning and Literacies Service and the Performance Programmer at Paisley Arts Centre with agreement that information will be shared regarding Gaelic language events. This partnership approach ensures that service users are able to receive information about a range of Gaelic events and can be supported to attend. There has also been agreement to host Community Talks and Movie nights with an emphasis on Gaelic language and culture in Paisley Arts Centre. This is being supported by the Performance Manager in partnership with Adult Literacies.

Renfrewshire Council's Adult Learning and Literacies team have also linked with key staff from the Gaelic and Celtic Studies Department at Glasgow University and discussions are underway regarding lecturers and PhD students delivering talks in the Renfrewshire community.

Fèis Phàislig's facilitated a 'Stramash' event at Sma' Shot Day in July 2019 which feature traditional music and interactive performances. Children and young people were offered the opportunity to learn Gaelic songs and to participate in ceilidh dancing. This event was delivered again in October 2019 at The Spree event.

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

A positive image of Gaelic is being promoted in a range of ways by Renfrewshire Council. Key events in Renfrewshire now feature Gaelic content and promote Gaelic culture and language. Examples of this have included:

- In 2019 Sma Shot Day featured a Fèis Phàislig's 'Stramash' interactive Gaelic music, dance and poetry event at Faction. This event was repeated at The Spree in October 2019.
- The Spree 2019 presented a 'pop up' event as part of Glasgow's Royal Mod Fringe programme at The Royal Concert Hall featuring Renfrewshire's Schools Pipe Band, Fèis Phàislig Cèilidh Trail, Gaelic Choir and Scottish Harp Duo.
- Gaelic social media posts also featured as part of the advance publicity.
- Renfrewshire's Halloween 2019 poster promotes a strap line in Gaelic.
- Paisley's Christmas Lights switch on will host the Gaelic Choir as part of a choirs concert at Paisley Abbey.

Paisley will host the Royal National Mòd - the world's largest celebration of Gaelic language and culture - in 2022. Renfrewshire Council has made a financial commitment of £12,500 per annum from 2017 to 2021 to support Meur Phàislig (the Local Organising Committee which is planning the festival) to develop and expand Gaelic arts programming and progress the development of Gaelic arts, culture and heritage activities in Renfrewshire. Joy Dunlop, one of Scotland's best known Gaelic singers, joined the committee in July 2019.

Renfrewshire Council continues to promote a positive image of Gaelic amongst children and young people and offers Gaelic singing workshops as part of our Youth Music Initiative Programme. While Renfrewshire's Traditional Music Ensemble is primarily instrumental, they endeavor to include Gaelic songs in their programming when there are singers in the group.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

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

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

Renfrewshire Council is committed to maintaining Gaelic education for its residents. Information is provided for parents on Renfrewshire Council website about their rights as set out in the Education (Scotland) Act 2016. The website also provides a link to information produced by the Scottish Government and also to guidance notes and a form allowing them to request an assessment of the need for GMPE.

As detailed in the previous section, due to a low number of requests, and a lack of availability of qualified staff, there is currently no provision within Renfrewshire itself, however, Renfrewshire children and young people have access to Gaelic medium education as a result of partnerships with Glasgow City Council and Inverclyde Council. Renfrewshire Council facilitates transport for children who wish to enter Gaelic Medium Education in the specialist schools in Glasgow City or Inverclyde.

As detailed above, parents are provided with information about their rights on Renfrewshire council's website and also in the placing request form and guidance notes which are available electronically on the council website.

Pàrantan Corporra Corporate Parenting

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

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

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

The SWIFT case management system used by Renfrewshire Council Children's Services Social Work has the facility to record children who speak Gaelic. Data from this system shows that none of Renfrewshire's currently looked after children speak Gaelic.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

All of Renfrewshire's looked after children and young people are provided with a Child's Plan which takes a Getting it Right for Every Child (GIRFEC) approach and is bespoke to their individual needs. The GIRFEC approach ensures that when support is provided, it is based on their individual needs and that anyone providing that support puts the child or young person - and their family - at the centre. If a care experienced child or young person requires access to activities or opportunities, these are provided as part of this process. This process is the same for Gaelic-speaking care experienced children and young people.

Care experienced young people who speak Gaelic or may wish to learn Gaelic would be supported to access activities or opportunities in the same way that other care experienced young people would be supported to access activities or opportunities. As a corporate parent, Renfrewshire Council has the same aspirations for our care experienced children and young people as any good parent would and we provide them with the opportunities, activities and support they need to reach their full potential.

The LAC Attainment Fund Project Board, comprised of social work, education and health colleagues has identified four outcomes as key to raising attainment for care experienced children and young people and these outcomes would be the same for Gaelic-speaking care experienced children and young people:

- Improved school attendance for targeted children and young people
- Reduced use of alternatives to mainstream provisions
- Increased opportunity for and uptake of extra-curricular activities
- Improved pro-social behaviour for targeted care experienced children and young people.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No issues have been identified.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

As described in previous sections, Renfrewshire Council's Adult Learning and Literacies Service have arranged for Gaelic language children's books from Bookbug and the Gaelic Book Council to be provided to Renfrewshire Libraries and classes. Outreach has also been provided within the community at various events.

Young people across all of Renfrewshire schools will now have the opportunity to participate in Gaelic song as a result of the Gaelic Music Resource developed by Renfrewshire Music Service which can be accessed by all class teachers in Renfrewshire schools.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in- ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

As described above, Renfrewshire Music Service has developed a Gaelic Music Resource. We believe this resource to be one of the first of its kind for second language Gaelic speakers. The resource will promote the use of Gaelic Song across Renfrewshire's schools and offering our young people an opportunity to learn and express themselves through Gaelic music. Please see the link below.

<http://www.renfrewshiregaelicresource.co.uk/>

Amasan airson Seirbhisean Corporra	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	
Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	All Council documents can be made available in alternative formats and languages on request – including Gaelic.
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	Examples include: Gaelic classes are advertised on Renfrewshire We Site and in Adult Learning Opportunities Brochure Adult Learning Brochure is produced three times per year and can be accessed through Renfrewshire Council web site.
Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnradair eile ag obair gus plana	Third Parties Ensure that Arm's Length Executive Organisations and other contractors	There is an established partnership in

Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	help with the delivery of the public authority Gaelic language plan.	place to help raise awareness of Gaelic Learning Opportunities. The Cille Conval Partnership is between Renfrewshire, East Renfrewshire and Inverclyde local authorities.
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	See previous section.
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	See previous section.

Inbhe	Status			
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	Renfrewshire Council has no plans to rebrand and so does not, as yet, have any bilingual logo or signage.		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	Renfrewshire Council has no plans to rebrand and so does not, as yet, have any bilingual logo or signage.		
Conaltradh leis a' phoball	Communicating with the public			
Brosnachadh Teachdaireachdan gu bheil	Promotion Positive message that communication	We have a clear message that		

fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	from the public in Gaelic is always welcome.	communication in languages other than English is always welcome.
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	We have a clear message that communication in languages other than English is always welcome.
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	Not applicable.
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	We endeavor to accommodate all language needs at any public meeting.
Fiosrachadh	Information	
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	The Council's Communications team has good links with Gaelic media and coverage appears in traditional and digital media.
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Renfrewshire Council regularly promotes Gaelic language through a range of policies and events which are publicised in the media and on the council's digital and social channels.
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	Renfrewshire Council's Gaelic Language Plan is made available on Renfrewshire Council's website in both Gaelic and

		English. Relevant sections of the website are being reviewed to enhance Gaelic content. All council documents can be requested in Gaelic.
Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	All corporate publications can be requested in other languages – including Gaelic.
Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a’ bhuaidh as motha.	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	Gaelic Movie nights have been held in Paisley Arts Centre.
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We adopt the most recent Gaelic Orthographic Conventions.

Luchd-obrach	Staff	
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Staff in Children’s Services were recently asked to complete a questionnaire in relation to this. The results are not yet available.
Inntrigeadh Eòlas air a’ phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	Induction Knowledge of the public authority’s Gaelic language plan included in new staff inductions	Formal and informal inductions provide staff with an overview of all key Council plans.
Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a’ cur plana Gàidhlig na buidhne an gnìomh.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority’s	Staff can access this when requested.

	Gaelic language plan.	
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	We don't currently provide awareness training. See comment above re induction.
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	Recruitment Recognising and respecting Gaelic skills within the recruitment process.	Renfrewshire Council endeavours to make its recruitment process accessible to all.
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	Where relevant to the post, Gaelic is named as an essential or desirable skill.
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Renfrewshire Council endeavours to make its recruitment process accessible to all.