

To: Council

On: 27 September 2018

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. This report provides an update on progress to date.
-

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, as agreed by Council in December 2015, annual progress reports will continue to be provided to Bòrd na Gàidhlig and to Council.
-

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 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. 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.

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

- 4.1 The template provided by Bòrd na Gàidhlig requires progress updates in respect of 13 aspects of implementation:
- Identity
 - Communications
 - Publications
 - Staffing
 - Language acquisition
 - Language usage
 - Language status
 - Language corpus
 - Publishing the plan
 - Informing staff of their duties under the plan
 - Services delivered by third parties
 - Resourcing the plan
 - Internal monitoring of implementation

- 4.2 The full detail of progress as reported to Bòrd na Gàidhlig is included as Appendix 1 to this report. Of the 13 themes, 11 are progressing on target and 2 have been delayed. These delays reflect the fact that the Gaelic-related content on the council's intranet and internet is in the process of being refreshed.
- 4.3 Highlights of the progress report include:
- Paisley's hosting of the Scottish Trad Awards in 2017 and success in being named host town for the 2022 Royal National Mod
 - Training delivered by the University of the West of Scotland to 11 teachers to allow them to deliver Gaelic as a second modern language
 - Provision of Gaelic Bookbug packs in Renfrewshire libraries
 - The development of a database to track the progress of Renfrewshire children in Gaelic Medium Education in other local authority areas
 - Continued demand for places in Gaelic language classes for adult learners

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
-

List of Background Papers

None

Author: Lisa Fingland, Service Planning & Policy Development Manager, Tel
0141 618 6812, email Lisa.Fingland@renfrewshire.gov.uk

Bòrd na Gàidhlig

TEAMPLAID FOIRM DEARCNACHAIDH PLANA CÀNAIN GÀIDHLIG

GAELIC LANGUAGE PLAN MONITORING FORM TEMPLATE

Stiùireadh:

Fo sgèith Achd na Gàidhlig (Alba) 2005 faodaidh am Bòrd aithisg dearcnachaidh iarraidh bho ùghdarrasan poblach le fios mu adhartas air liubhairt toraidhean a' phlana. 'S e am prìomh amas aig a' Bhòrd gum faigh an t-ùghdarras cothrom a bhith a' dèanamh tomhas air adhartas a thathar a' dèanamh agus sealltainn far a bheil neartan no laigsean mu choinneamh adhartas. A bharrachd air seo, tha am pròiseas seo a' toirt cothrom don ùghdarras a bhith a' dèanamh planadh ro-làimh mar phàirt den phròiseas ath-bhreithneachaidh riatanach ro ùrachadh a' phlana, agus cunntas a ghabhail air leasan a chaidh ionnsachadh agus buaidh a' phlana air poileasaidhean is planaichean na buidhne.

Tha am Bòrd a' moladh na teamplaid gu h-ìosal mar chruth airson aithisg dearcnachaidh. Thathar a' cleachdadh còd dhathan gus adhartas a shealltainn air liubhairt thoraidhean.

Mar stiùireadh air a' phròiseas dearcnachaidh san fharsaingeachd, tha am Bòrd a' moladh na leanas:

- Gu bheil adhartas air a chomharradh gu soilleir airson nan gnìomhan uile, le meudachadh càileachd is àireamhail air an clàradh.
- Far a bheil dàil air a bhith ann, gu bheil mìneachadh soilleir air dè dh'adhbhraich seo agus an dòigh anns a bheil an t-ùghdarras gu bhith a' rèiteachadh chùisean.
- Gu bheil earrann air a gabhail a-steach aig deireadh na h-aithisge le fios mu leasan a chaidh ionnsachadh.

Thèid an teamplaid seo a chleachdadh leis a' Bhòrd airson measadh a dhèanamh air aithisgean dearcnachaidh. Thèid coimhead air an tar-shealladh a thaobh co-ionannachd spèise; tairgse fhor-gnìomhach; àbhaisteachadh; na raointean leasachaidh agus prìomh raointean planadh cànain Gàidhlig an cois a' Phlana Cànain Nàiseanta Gàidhlig; planadh a thaobh luchd-obrach gu h-iomlan agus coileanadh uile gu lèir. Bidh freagairt a' Bhùird stèidhichte air fianais a tha air thaisbeanadh san aithisg.

Guidance:

Under the Gaelic Language (Scotland) Act 2005 the Bòrd may require public authorities to submit a monitoring report on progress regarding delivery of their plan's outputs. The purpose of this is to provide the authority with an opportunity to measure progress, to take remedial action if necessary or note where progress has been greater than anticipated. The reporting process is also intended to support the organisation to plan in advance of the review required prior to renewal of its plan, to take account of lessons learned, and to measure the plan's impact across the organisation's policy and planning process.

The template provided below is the Bòrd's recommended monitoring report format. It includes a colour code system to indicate progress on output delivery and a key is provided regarding this.

By way of general guidance for the monitoring process the Bòrd encourages the following:

- That for all actions a clear measure of progress is included, with the qualitative and numerical increase recorded.
- Where there has been a delay in progress or no progress that this is clearly stated, with an explanation of why this has occurred and what the response is.
- That a 'lessons learned' section is included at the end of the report.

The Bòrd will use this template when assessing monitoring reports. We will also look at the wider picture in terms of delivery on equal respect; active offer; mainstreaming; the development areas and key language planning categories contained in the National Gaelic Language Plan; workforce planning and overall performance. Our response will be based on what is evidenced in the report.

Clàr Key	
A' dol mar bu chòir – gun dùbhlann no dùbhlann aig ìre ìseal a bhuaileas air ceann-latha no càileachd an toraidh On track – minimal or no issues that can impact on quality or delivery of output to schedule.	
Dàil air ceann-latha lìbhrigidh agus/no càileachd/meud an toraidh taobh a-staigh chrìochan a' Phlana. Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.	
Dàil air lìbhrigeadh an toraidh taobh a-staigh clàr-ama a' phlana no cha tèid an toradh a choileanadh taobh a-staigh clàr-ama a' Phlana. Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line	

Fiosrachadh Bunaiteach Base-line information		
Ceann-latha aonta Plana Cànanin Gàidhlig xxxx Approval date of xxxx Gaelic Language Plan	8 March 2017	
Àrd-oifigear le uallach iomlan airson a’ Phlana Senior officer with overall responsibility for the Plan	Director of Children’s Services	
Àrd-oifigear le uallach airson am Plana a chur an gnìomh Senior officer with responsibility for the implementation of the Plan	Director of Children’s Services	
Ceann-latha a chuireadh an aithisg a-staigh Date of submission of monitoring report	29 June 2018	
Bun-dhleastanasan Core Commitments		
Aithne Identity		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
Year 1 and ongoing: <ul style="list-style-type: none">Consider bilingual signage and logo as items are renewed and where appropriateBilingual titles for Gaelic events funded/led by the local authorityWork to include Gaelic in regular annual eventsAim to maintain and develop the number of Gaelic speakers in Renfrewshire	<p>Renfrewshire Council has no plans to rebrand and so does not have a bilingual logo or signage.</p> <p>Gaelic has been a part of a number of Council events, including the Spree and Sma’ Shot/Weave festivals. Paisley hosted the Scottish Trad Awards in 2017 and will host the National Mod in 2022, the second time the Mod has visited Paisley. In May 2018, a Gaelic Writers’ Showcase took place in Paisley and was organised in partnership with the Gaelic Books Council and ClannGàidhlig. The event features several writers in conversation , a panel discussion and an open Q&A.</p> <p>Key events in 2018/19 featuring Gaelic content include The Halloween Festival and the Spree Festival and in 2019 this will expand to include Sma’ Shot/Weave Festival and Doors Open Days. Gaelic content will begin to feature more prominently in key events leading up to our hosting of the Royal National Mod in 2022. Marketing materials for the events will reflect the growth of Gaelic content in the events programme and positive working relationships are maintained with Gaelic media to highlight this activity.</p>	


	Adult Learning and Literacies Services continues to provide community based Gaelic language classes to Renfrewshire residents within local communities.	
Conaltraidhean Communications		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
Year 1 and ongoing: <ul style="list-style-type: none"> • Council correspondence and documents to be available in Gaelic where requested • Gaelic awareness raising on intranet and website, and on council social media channels • Bilingual content for council web pages on Gaelic Plan, GME, and Gaelic cultural events 	Renfrewshire Council's Gaelic Language Plan was approved in 2015 and is made available through the Council website in both Gaelic and English. Relevant sections of the Council website are being reviewed to enhance the Gaelic content. Our website includes information on how to access Gaelic Medium Education and on Gaelic classes for adult learners. All council documents can be requested in other language formats, including Gaelic. The Council regularly promotes the language through a range of its policies and events which are publicised in the media (including through targeted links with the Gaelic media) and on digital and social channel. Given the demographics of the local community, a decision has been taken not to include a Gaelic strapline on the council's website, and we note that other local authorities have the same approach. We are currently reviewing relevant sections on our website in order to enhance the Gaelic language content.	
Foillseachaidhean Publications		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
Year 1 and ongoing: <ul style="list-style-type: none"> • Promote Gaelic activity and achievement to the Gaelic media • Offer to make council documents available in languages other than English to include Gaelic 	The Council's Communications Team have good links with the Gaelic media and coverage has appeared in traditional and digital media. One example would be the launch of Renfrewshire Council's latest Mod bid. Customers of Renfrewshire Council can request documents in other languages, including Gaelic.	
Luchd-obrach Staffing		

Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
<ul style="list-style-type: none"> Offer and delivery of training in Gaelic 	Schools are advised of all national Gaelic training opportunities. Gaelic L3 training is delivered locally by the University of the West of Scotland and 11 teachers undertook this training at the beginning of 2018. Another course will be offered in the next academic session. Renfrewshire Council liaises with UWS as to the development of the course. An audit of Gaelic skills amongst teaching staff was undertaken in February 2017; none of the respondents reported having any level of Gaelic.	
Buaidhean Poileasaidh don Ghàidhlig Policy Implications for Gaelic		
Togail Cànan Language acquisition		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
<ul style="list-style-type: none"> Progress tracking of children in GME Awareness raising for Gaelic Language classes and for GME Consultation re demand for GME Gaelic resources for pre-5 Gaelic activities and events included in the Council's annual events programmes 	<p>A database to track the progress of Renfrewshire children in GME in other authority areas will be in place by September 2018. The option to enrol in GME is included in all nursery letters when placements are confirmed, and is an option on the registration and placing request forms. Information about GME is also available on the council's website. Gaelic language books are available in some of our pre-five centres.</p> <p>A full consultation on the demand for GME has not been undertaken, though a parent questionnaire was issued to parents/carers of nursery age children in 2016/17 in order to determine demand at that stage.</p> <p>Renfrewshire Council has informal arrangements (rather than service level agreements) in place with Glasgow City and Inverclyde Councils to provide GME.</p> <p>The staff training noted above will support the authority in considering whether Gaelic could be incorporated into the national 1+2 language initiative.</p>	
Cleachdadh Cànan Language usage		
Geallaidhean /cinn-làithean targaid	Adhartas	Ìre

Commitments/delivery dates	Progress	Status
<ul style="list-style-type: none"> • Inclusion of Gaelic language in mainstream cultural and heritage events • Continuation of Gaelic Development Officer post and partnership with neighbouring authorities • Gaelic language resources available in libraries, in schools, and in early years centres • Continuation of Gaelic learning programme for adults 	<p>The post of Gaelic Development Officer is currently vacant and the three Cille Conval partnership authorities (Renfrewshire, East Renfrewshire, Inverclyde) have made separate arrangements from existing resources for 2018/19. The three local authorities will meet in early 2019 to discuss the partnership arrangements for 2019/20 and beyond.</p> <p>Gaelic language classes are well promoted in local communities, including through libraries and community centres. The Gaelic language classes are well attended and are developed to meet learner needs.</p> <p>Gaelic Bookbug packs are available from Renfrewshire libraries on request, and the Libraries service invited Comann nam Parant (a Gaelic parents' group) to introduce some Gaelic songs into a Bookbug session in Paisley.</p>	
Inbhe Cànan Language status		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
<ul style="list-style-type: none"> • Promotion of Gaelic Language Plan • Consultation with local Gaelic organisations and communities • Increased visibility of Gaelic in Council premises, online, and in key documents • Awareness raising 	<p>The Council promotes the availability of Gaelic Medium Education through its website and through information direct to parents at the point of registering children for nursery and school.</p> <p>Council services have links with local groups such as Clann Gàidhlig and Comann nam Parant.</p> <p>Council documents do not feature Gaelic but translations can be requested in Gaelic or any other language.</p>	
Corpas Cànan Language Corpus		
Geallaidhean /cinn-làithean targaid	Adhartas	Ìre

Commitments/delivery dates	Progress	Status
<ul style="list-style-type: none"> Dissemination of Gaelic language information as appropriate Agreed list of Gaelic place names in the area, and awareness raising of place names 	<p>Council information is available in languages other than English on request. The Council's website contains information about Gaelic language classes and Gaelic Medium Education. A number of schools, early years' settings and libraries have Gaelic resources available.</p> <p>The Council does not currently hold a list of Gaelic place names across Renfrewshire, but will add a link to a place name database to the appropriate web page within the Council site.</p>	
Buileachadh is sgrùdadh Implementing and monitoring		
Foillseachadh a' phlana Publicising the plan		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
<ul style="list-style-type: none"> 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 Renfrewshire 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. 	<p>The Council's website has a section on GME and another section on the Gaelic Language Plan (this includes copies of the plan in Gaelic and English). The council is currently reviewing the Gaelic content of the website with a view to enhancing it. The council no longer produces printed copies of plans other than by request, so hard copies are not routinely available. However, the plan is available online and the Council would provide hard copies should they be requested.</p>	

Luchd-obrach fa leth (mar a tha luchd-obrach air am fiosrachadh a thaobh an dleastanasan fon Phlana) Individual Staff Members (how staff are informed of their duties under the Plan)		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
All employees will be provided with information on the content of the plan via the council intranet and developments will be notified via internal email and departmental meetings.	The council is in the process of refreshing its intranet content and the Gaelic Language Plan is currently on our website only. Officers with the lead for Gaelic –related activity in their service areas have contributed to the progress report.	
Seirbheisean air an Liubhairt le Treas Phàrtaidhean Services Delivered by Third Parties		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
All third party organisations which deliver services on behalf of the Council will be advised of the commitments within the Gaelic Language Plan.	Commitments in the Gaelic Language Plan apply to council services or to leisure and cultural services provided by Renfrewshire Leisure Limited, whose Board includes senior council officers and elected members. Each of these areas of service have contributed to this progress report.	
Goireasachadh a’ Phlana a thaobh nan seirbheisean air an liubhairt. Resourcing the Plan, in respect of those services delivered.		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
Renfrewshire Council will resource the activities outlined through the budgets of responsible services.	The cost of the existing Gaelic services within Renfrewshire is not met by the annual grant. Additional funding is provided by Children’s Services, including the cost of transport to enable children to attend Gaelic Medium Education in neighbouring authorities.	
Sgrùdadh air Buileachadh a’ Phlana air an taobh a-staigh. Monitoring the Implementation of the Plan internally .		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status

<p>Progress towards the delivery of the plan will be reported to the Council elected members and Bòrd na Gàidhlig annually.</p>	<p>This progress report is the first annual update to Bord Na Gaidhlig following the publication of Renfrewshire Council's Gaelic Language Implementation Plan in 2017. A progress update and covering report will be considered by elected members at the Council meeting scheduled for September 2018.</p>	
---	--	---