

South Ayrshire Council
Gaelic Language Plan 2014-2018
Annual Progress Report 2017-2018

1. Introduction

- 1.1 The South Ayrshire Gaelic Language Plan 2014–2018 set out how we planned forward our work to support the objectives of the National Plan for Gaelic. During the life of this plan the Council has continued to make steady progress in taking forward the commitments. This annual progress report sets out how the Council has taken forward its core commitments to use and facilitate the use of Gaelic in relation to its main business functions and how it has helped implement the National Gaelic Language Plan.

2. Gaelic Medium Education within South Ayrshire:

2.1 School Based Learning

Gaelic learning in primary schools and early years centres continues to make steady progress. The number of staff who are trained to teach Gaelic is increasing year on year and Gaelic language learning is increasing authority wide.

2015/16
<ul style="list-style-type: none"> • A Quality Improvement Officer was identified as the lead for Gaelic language learning. She attends national meetings and co-ordinates local authority Gaelic language learning activity. • Five members of teaching staff attended Gaelic language immersion courses with Sabhal Mor Ostaig. They then went on to deliver Gaelic language learning in P1-3 classes across the Queen Margaret cluster of primary schools. • Programmes of study were created to deliver Gaelic Language learning consistently across all schools.
2016/17
<ul style="list-style-type: none"> • A Quality Improvement Officer continued as the lead for Gaelic language learning. She attends national meetings and co-ordinates local authority Gaelic language learning activity. • Four primary practitioners undertook Gaelic Language Primary School training at Stirling University. The training was funded through Scottish Government and practitioners attended 18 full days training over the course of session 2016/17. These sessions up-skilled practitioners to be able to support Gaelic language learning. All four practitioners were from the Queen Margaret Cluster of schools. The course supported them to build confidence in delivering Gaelic, creating lessons, signposting to resources and having the opportunity to use the Go!Gaelic website. The practitioners also had access to the Go!Gaelic app that allowed them to deliver Gaelic learning in an interactive and fun way through tablets and smartphones. • Educational Services created a pack of music learning resources, the audio files were uploaded to the Gaelic area of GLOW to give access to all schools. • A number of teaching staff attended a National Gaelic Conference which

<p>was held on Friday 3 March 2017 in central Scotland.</p> <ul style="list-style-type: none"> • A bid for funding was approved by the Scottish Government to build a dedicated Gaelic classroom in the Queen Margaret Academy new build school. • A further bid for funding from the Gaelic Specific Grant was approved by Scottish Government and has been used to provide resources to support on-going Gaelic language learning.
2017/18
<ul style="list-style-type: none"> • A Quality Improvement Officer continued as the lead for Gaelic language learning. She attends national meetings and co-ordinates local authority Gaelic language learning activity. • Five primary and early years practitioners undertook the Gaelic Language Primary School training at Stirling University. These members of staff then delivered Gaelic language learning across early years centres and early years classes in the Queen Margaret, Ayr and Girvan clusters of schools. • A bid for funding from the Gaelic Specific Grant was approved by Scottish Government and has been used to provide resources and music kits to support on-going Gaelic language learning. • In May 2018 early year's children participated in a celebration event showcasing their learning.
2018/19
<ul style="list-style-type: none"> • A Quality Improvement Officer continued as the lead for Gaelic language learning. She attends national meetings and co-ordinates local authority Gaelic language learning activity • Three teachers are currently undertaking the Gaelic Language Primary School training at Stirling University. One teacher is from the music specialist team and two are 1+2 Development Officers. • Following a submission to the Scottish Gaelic Awards 2018 one of our projects is through to the finals. • A further bid for funding will be submitted to Scottish Government in December 2018 • In March 2019 the Quality Improvement Officer will be the lead for the biannual National Gaelic Conference where young people from South Ayrshire will open the event and showcase their musical accomplishments in Gaelic.

2.2 Gaelic in the Community

A weekly Gaelic conversation group continues to meet in Carnegie Library in Ayr. The group is organised by a member of the community and the library assists with the facilitation of this group.

2.3 Gaelic in the Council

2.3.1 *Libraries*

The stock of Gaelic language books continues to grow and there are currently 87 such books in stock, in both fiction and non-fiction, for adults and children in libraries across South Ayrshire. In addition, they are available throughout South Ayrshire via the online catalogue in addition Gaelic Medium Book Bug Packs are available.

2.3.2 **Employees**

The Council has also promoted the implementation of the Plan through its nominated Plan lead officers and Equality Champion's network which includes representatives from each Directorate.

Training is available to employees through the Resource Library, the 'Gaelic Awareness Course' which was developed by BBC. This is provided through the Council's online training facility - COAST, and therefore the Council is able to monitor uptake of this course by employees. The number of employees access the 'Gaelic Awareness Course' course remains unchanged since the last report.

Employees who have an interest in learning Gaelic will be signposted to the 'Gaelic Awareness Course' on COAST and the Gaelic Conversation Group held within the library.

2.3.3 **Customer Service**

Copies of the Plan and Gaelic information are available in Customer Services Centres. The Council does not produce leaflets, but instead makes available through displays, notices and internal communications channels as appropriate Gaelic information received or supplied by Gaelic organisations or provided by services.

3. Identity

Rationale: 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.

Action	Lead	Timescale	Progress
Corporate Identity			
We will develop a policy for the use of Gaelic in the corporate identity including consideration of bilingual logos. On approval by Council logos would be bilingual with equal respect for Gaelic and English and be implemented at the first rebranding opportunity	Public Affairs	Ongoing	A Gaelic version of the Council logo has been created and will be incorporated into Council letterheads now a new Design & Marketing Officer is in post. Further consideration on extent of use of Gaelic version of the logo will be considered as part of wider branding discussions.
Introduce Gaelic in email straplines	Public Affairs	Ongoing	This will form part of the branding discussions referenced above.
Signage (internal and external):			
South Ayrshire Council Roads Service will be provided by Ayrshire Roads Alliance led by East Ayrshire Council from 1 st April 2013 and therefore Gaelic Road signage will be developed as detailed in the East Ayrshire Gaelic Language Plan.	Ayrshire Road Alliance	Ongoing	Gaelic will be considered within road signage as they are replaced, in line with South Ayrshire Council's Gaelic Language Plan.
We will introduce the use of bilingual titles for Gaelic festivals and campaigns that are Council led or funded, demonstrating equal respect for the languages.	Public Affairs	2016 onwards	To date, there have been no Gaelic festivals or campaigns that the Council led or funded.

4. 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.

Action	Lead	Timescale	Progress
Reception:			
Welcome signs within Educational establishments will be amended to ensure inclusion of Gaelic which would demonstrate equal respect for Gaelic and English.	Educational Services	2017-18	All schools now have welcome signs which include Gaelic, English and a variety of languages used in South Ayrshire Schools (Spanish, German and Polish). Individual schools decided on the most appropriate design of the signage for their school due to the different layout at receptions. In addition, where available, schools use projection screens to provide a variety of information and as far as possible include the Gaelic welcome signs. Action complete – all schools have welcome signs in reception areas
Welcome signs within Council Buildings, when being refurbished, will be amended to include Gaelic	Asset Management	2014-18	There has been no replacement of Welcome signs during the last year.
Introduce Gaelic awareness information within Customer Services Centre TV facility	Employee and Customer	2015	The Gaelic Language Plan was promoted as a news item within the Customer Services Centre TV facility

Action	Lead	Timescale	Progress
and waiting area resources	Services		and waiting area resources throughout the Council.
Mail and E-mail			
Following a successful bid for teaching resource we will 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	Educational Services	2015 - 2018	The translation of bilingual job titles and email signatures is being completed for relevant staff members and will be rolled out as part of future rebranding which is being led corporately.
Following staff awareness training staff will be encouraged to use bilingual job titles and email signatures	Directorates and Educational Services	2015 - 2018	As above, the translation of bilingual job titles and email signatures has been completed for relevant staff members and will be rolled out as part of future rebranding which is being led corporately
Forms			
Schools translate forms and completion guidance upon request	Educational Services	Ongoing	There have been no requests to date.
Services translate forms and completion guidance upon request	Directorates and Educational Services	Ongoing	There have been no requests to date.
Public Meetings:			
Public meetings where the subject matter relates principally to Gaelic and participants include Gaelic speakers who require Gaelic interpretation would be provided with a Gaelic interpreter.	Directorates and Educational Services	Ongoing	No public meetings other than the children showcasing their Gaelic learning in May 2018.
Educational Services Gaelic events will be notified to Gaelic community groups	Educational Services	Ongoing	The National Gaelic Conference 2019 will be promoted across Educational Services.
Complaints Procedure			
The Council will record the number of	Employee and	Ongoing	There have been no complaints received in Gaelic to

Action	Lead	Timescale	Progress
complaints received in Gaelic to inform our Specific Equality Duty to gather information and use it to inform better service delivery.	Customer Services		date.

5. 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.

Action	Lead	Timescale	Progress
Public Relations and Media:			
Publicise Council successes and events related to Gaelic including Education, Arts and Culture and community life.	Public Affairs	Ongoing	The Council continues to raise awareness and publicise successes and events on both the intranet, external website and social media. Gaelic events and award successes are publicised as they occur. Recent examples include highlighting the Gaelic centre in the new Queen Margaret Academy, Gaelic authors participating in library event and raising awareness of the 2018 MOD (held outwith South Ayrshire). We also promoted the consultation on the draft Gaelic Language Plan in 2017.
Printed Materials			
Continue to provide translation of documents upon request by South Ayrshire residents (as promoted on all key Council documents).	Public Affairs	2015 and ongoing	There have been no requests to date.
Websites:			
The introductory page of the Council's	Public Affairs	Ongoing	The Council's Equality and Diversity webpages are

Action	Lead	Timescale	Progress
Equality and Diversity section of the Council website will be provided bilingually.			currently being refreshed and the introductory section is now provided bilingually. Action complete.
The Council's Equality and Diversity section of its website and intranet 'Rewired' will include a Gaelic Resource.	Corporate Planning and Improvement	2014-18	The introductory section of the Council's Equality and Diversity Rewired pages is provided bilingually. The Rewired page also provides information on the Gaelic Conversation Group and a link to the Libraries Events page which provides further details of the group. Action complete.
Exhibitions:			
Progress the introduction of Gaelic into our permanent and semi-permanent exhibition and collection labels and information	Community Service and Facilities	2015	This work is ongoing with translations being planned for permanent and semi-permanent displays.

6. 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.

Action	Lead	Timescale	Progress
Training (including developing and strengthening Gaelic language skills and Gaelic awareness):			
We will conduct a staff language skills audit as part of the employee survey to identify the current language skills of employees across the Council including Gaelic, and gather information on those who would like to further develop their language skills.	Employee and Customer Services	2016	Action completed.
Development of a COAST online Gaelic Awareness package	Employee and Customer Services	2015	Action Completed.
Language Learning: (Wider opportunities for Gaelic language learning)			
From the staff language skills audit we will identify the most appropriate best methods to provide language training to employees who expressed a desire to learn Gaelic.	Employee and Customer Services	2016 - 2018	The employees that are 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. This will be ongoing.

Action	Lead	Timescale	Progress
We will provide information on Gaelic awareness/Gaelic language classes to all employees via the Intranet /COAST/GLOW.	Directorates and Educational Services	2016 onwards	Teaching resources are uploaded to the staff area of GLOW. Within the 2+1 area of GLOW there are Gaelic resources in place. The pack of music resources developed by Educational Services was uploaded to GLOW (see main text above). Details of the Gaelic Conversation Group are available on the intranet page for all staff to access.
Following a successful bid for teaching resource we will support employees involved in delivering Gaelic Medium education to develop their language skills	Educational Services	Lifetime of the Plan	<p>See main text above. Over the course of the plan seventeen members of school staff have been trained to deliver Gaelic language learning.</p> <p>Funding has been approved by the Scottish Government to provide a dedicated Gaelic classroom in the Queen Margaret Academy new build school. Queen Margaret Academy new build school is on schedule to open in October 2020.</p> <p>As a result of the development of our staff skills, one of our projects has been successful in reaching the finals of the Scottish Gaelic Awards 2018.</p>
Recruitment:			
Relevant roles/jobs will be assessed as Gaelic essential/desirable posts	Employee and Customer Services	2014 onwards	Ongoing.
Advertising:			
Job advertisements for Gaelic specific jobs/roles will provide information on the need for knowledge and fluency of the Gaelic language.	Employee and Customer Services	2014 onwards	Ongoing as required.

7. National Gaelic Language Plan Priority Action Areas

7.1 Language Acquisition

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.

Action	Lead	Timescale	Progress
Gaelic in the Home and Early Years			
1. We will explore surveying the parents and carers of our Early Years establishments to gauge demand for introducing Gaelic medium education in South Ayrshire. We will then discuss with Bòrd na Gàidhlig how to take forward the outcome of the survey.	Educational Services	2017-18	Work has commenced by focusing on early years classes in the Queen Margaret and Girvan clusters.
2. Following the Staff Skills Audit in Year 1 we will liaise with Bòrd na Gàidhlig on how we can expand Early Years Gaelic Medium provision within the Council area.	Educational Services	2017-18	The focus of our work has been developing Early Years Gaelic learning through music and songs. This work will be ongoing. It has commenced in the Queen Margaret and Girvan clusters and will continue to develop across the authority.
Gaelic in Education			
Following a successful bid for Scottish Government funding, development of Gaelic Medium Education both in Ayr and within outreach schools would be provide.	Educational Services	2015 onwards	Following the visit by the Gaelic Board Link Officer and Monitoring Plans Officer, arrangements are in hand for the lead Quality Improvement Officer to participate in the next meeting to develop the next Council Gaelic Language Plan. This will, of course, include further development of Gaelic Medium Education. The Quality Improvement Officer was not invited to participate but has progressed Gaelic language learning beyond Ayr.
We will liaise with the Bòrd na Gàidhlig's Education Steering Group (NGESG) on	Educational Services	2015 -2018	The Quality Improvement Officer has not been invited to attend (NGESG) but continues to attend the Gaelic

establishing Gaelic Medium policies and procedures in accordance with the guiding principles of Curriculum for Excellence.			Local Authority Network (GLAN) and the Gaelic Learning Primary Schools (GLPS) consortium. These groups have representation from local authorities and Scottish Government.
--	--	--	--

7.2 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.

Action	Lead	Timescale	Progress
We will make Gaelic Language resources immediately available to Secondary Schools via the Library Management System	Educational Services	2014-2018	Gaelic Language resources are available to Secondary Schools via the Library Management System and this resource will continue to develop on an ongoing basis.
The Council will publicise successes and events related to Gaelic and make publicity materials available on the Council Website and intranet.	Public Affairs	Ongoing	The Council continues to raise awareness and publicise successes and events on both the intranet, external website and social media. Gaelic events and award successes are publicised as they occur. Recent examples include highlighting the Gaelic centre in the new Queen Margaret Academy, Gaelic authors participating in library events and raising awareness of the 2018 MOD (held outwith South Ayrshire). We also promoted the consultation on the draft Gaelic Language Plan in 2017.
<p>We will undertake initiatives within our Libraries Service throughout the life of the Plan such as:</p> <ul style="list-style-type: none"> We will develop a stock of Gaelic materials in South Ayrshire Libraries e.g. Gaelic Dictionaries, which will build a resource on up to date Gaelic Medium materials. Ebooks – we will increase our Gaelic Ebook resources keep the resource available centrally for issue/access. 	Community Service and Facilities	2014 - 2018	<p>There are currently 87 Gaelic language books in stock, in both fiction and non-fiction, for both adults and children in libraries across South Ayrshire. They are available throughout South Ayrshire via the online catalogue.</p> <p>There are currently no Gaelic e-book resources as there are none available from the library services e-book aggregator (Overdrive) which provides access to</p>

<ul style="list-style-type: none"> • We will ask our Book Bug providers to provide Gaelic Medium books, which would be held centrally and partners made aware of their availability. • Bòrd na Gàidhlig information resources will be requested and made publicly available in accessible formats via the Cyber Centre and the 14 libraries with public access PCs. • We will explore the possibility of a Gaelic Open Day event. • We will aim, with the support of volunteers, to include a Gaelic Evening within the libraries programme of events. • The Local History Blog is accessed world-wide and arrangements will be made for a paper to be included on a Gaelic subject. • Libraries Service will ensure that information currently provided in alternative languages is also made available in Gaelic • Libraries will offer to host informal Gaelic social groups • A Gaelic Focus week and Bilingual 			<p>titles that publishers have agreed to let libraries purchase.</p> <p>This action is complete - Gaelic Medium Bookbug Packs are available.</p> <p>There have been no requests for online Gaelic resources, but the information would be sourced from Bòrd na Gàidhlig and provided in accessible formats as and when requested.</p> <p>The Gaelic Conversation group has not increased in size and with this in mind we are exploring the possibility of Cultural Events for 2019.</p> <p>This action will be reconsidered depending on resources, public interest and support from the Gaelic Conversation group.</p> <p>This action will be reconsidered depending on resources, public interest and support from the Gaelic Conversation group.</p> <p>There have been no requests to date but the information would be provided if asked for.</p> <p>This action will be reconsidered depending on resources, public interest and support from the Gaelic Conversation group.</p>
---	--	--	---

Story telling sessions can be arranged			Our ongoing engagement with delivery of Bookbug sessions indicates that at this time interest in Gaelic is low. All of our Bookbug sessions remain with inclusion at the heart to ensure that interaction and participation are available to all those attending.
--	--	--	---

7.3 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.

Action	Lead	Timescale	Progress
Plan developed, agreed by Council and Bòrd na Gàidhlig	Corporate Planning and Improvement	July 2013 – February 2014	Action Completed.
Ensure Gaelic Language Activity and successes are developed for the media and published within the Council newsletters, communication bulletins and on Council website. Equalities Champions will support awareness raising of the Gaelic Language Plan throughout Directorates.	Public Affairs Corporate Planning and Improvement	2014 and then ongoing	The Communications Team has ensured Gaelic language activity and news items are promoted internally to Elected Members and staff, and externally as they arise as mentioned above. This will be ongoing The Equality Champions groups is being refreshed following the restructuring within the Council
In addition to the above, develop a Council website and intranet Gaelic resource which will include Gaelic research, information and activity.	Corporate Planning and Improvement	2015-2018	The introductory section on the Council's Equality and Diversity website and intranet pages is now provided bilingually. The intranet page also provides information on the Gaelic Conversation Group and a link to the Libraries Events page - which provides further details of the group. Further links to the Gaelic Board and other information websites are available on the intranet page as well as copies of the Scottish Government Gaelic Language Plan and the National Gaelic Language Plan.
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	Community Services and Facilities	2014 and then ongoing	This action is an ongoing area of development.

where music is appropriate.			
-----------------------------	--	--	--

7.4 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.

Action	Lead	Timescale	Progress
Examine the extent to which Gaelic is relevant to surveys and research carried out by South Ayrshire Council.	Corporate Planning and Improvement	2017	As part of a planned consultation with the South Ayrshire 1000 Citizen's Panel on Equality and Diversity in 2019, questions on language and language skills will be incorporated to include the consideration of Gaelic.
Ensure Gaelic Language information research and evidence signposted by Bòrd na Gàidhlig is made available to services	Corporate Planning and Improvement	2017	The 10 Facts about Gaelic poster published by Bòrd na Gàidhlig was circulated to all Directorates through the Equality Champions network and is available within the intranet Equality & Diversity Gaelic section resource. The Bòrd na Gàidhlig's free App that brings together information on many Gaelic resources that are available in Scotland has been promoted through the Equality Champion network. Ongoing.
Liaise with Bòrd na Gàidhlig and appropriate national bodies to obtain relevant guidance and advice regarding Gaelic language consistency, such as ensuring that interpretation and translation contractors comply with the latest Gaelic Orthographic Conventions and place names used comply with those recommended by Ainmean-àite na h-Alba.	Corporate Planning and Improvement	2017	This item was actioned during the translation of the Gaelic Language Plan Gaelic Translation and the translation of the introductory section of the equalities web page and intranet page has now taken place, with the help of the Bòrd na Gàidhlig Link Officer. Action will continue to be taken forward.
We will continue to provide translation and interpretation services via external providers as requested.	Directorates and Educational Services	2014 and ongoing	No requests to date.