

REPORT TO: POLICY AND RESOURCES COMMITTEE – 24 AUGUST 2015

REPORT ON: DRAFT GAELIC LANGUAGE PLAN

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 271-2015

1. PURPOSE OF REPORT

To report back to Committee on Bòrd na Gàidhlig's assessment of the Council's draft Gaelic Language Plan and to recommend a revised plan which will be submitted to the Bòrd for formal approval in September.

2. RECOMMENDATIONS

It is recommended that members:

- i) note the changes being proposed as a result of Bòrd na Gàidhlig's assessment of the Council's draft Gaelic Language Plan as outlined in paragraph 4.3 below
- ii) agree that the revised draft Plan, attached as Appendix 1, should be submitted for formal approval by the Bòrd in September

3. FINANCIAL IMPLICATIONS

Approving the draft Plan will have no direct financial implications. Consideration may need to be given to identifying resources in future to meet any demands arising from implementation of the Plan, and this will be the subject of future reports to Committee. Members should note, however, that the Council will apply for grants available from the Gaelic Language Plans Implementation Fund to help meet any costs.

4. MAIN TEXT

4.1 Reference is made to Article IX of the minute of the Policy and Resources Committee on 9 February 2015, at which members agreed a draft Gaelic Language Plan to be submitted for assessment by Bòrd Na Gàidhlig.

4.2 The process for approval of Gaelic Language Plans is that draft Plans are first assessed by a Plans Panel (Pannal nam Phlanaichean) which gives an assessment of changes required in order to fully comply with high level aims, the National Gaelic Language Plan, the Guidance on Developing Gaelic Language Plans and the Gaelic Language (Scotland) Act 2005. If the Council is happy to make all the required changes, we are then required to submit an updated draft Plan which will then go to the next full Bòrd meeting with a recommendation from the Plans Panel that it is approved. If the Council is not prepared to accept the changes, further discussion would be required with officers of the Bòrd and a further draft would have to be submitted for re-assessment.

4.3 In general, the members of Pannal na Phlanaichean were supportive of the content of the Council's draft Plan. The significant requirements included in the assessment were:

- our Plan should make more reference to the use of Gaelic in cultural events, programmes etc in partnership with Leisure and Culture Dundee and to how we ensure that partners such as Leisure and Culture Dundee adhere to the principles of the Plan
- throughout the Plan we should emphasise the commitment to demonstrate equal respect for Gaelic and English regarding any bilingual services and resources and make an active offer of any core commitments
- if and when the Council's corporate identity is re-branded, we should render the corporate logo bilingual and include this in letterheads (The Plans Panel emphasise that this is only expected on re-branding to avoid any cost)

- the Plan should state that, where a need is identified for a bilingual meeting and reasonable notice is given, we will provide an interpreter and advertise this service (during consultation, the representatives of the Gaelic speaking community in Dundee said they would not make such a request, but a commitment to respond in this way if required is a standard inclusion in the language plans of public authorities)

4.4 Regarding the section of the draft Plan on Education, the Plans Panel recommend that the Council should:

- consider approaching the GLPS consortium about the possibility of information and access to training for staff
- establish links with Angus Council regarding delivery of Gaelic Medium Education at primary school

The Executive Director of the Children and Families Service has confirmed that he is happy to accept these recommendations, and to speak more widely with other neighbouring authorities.

4.5 A revised draft Plan incorporating these changes is attached as Appendix 1 and it is recommended that this is submitted for formal approval by the Bòrd in September. In revising the draft Plan, the opportunity has also been taken to amend departmental titles to reflect the new Council structure and to push back the early target dates from December 2015 to March 2016.

5. **POLICY IMPLICATIONS**

This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality and Impact Assessment and Risk Management. There are no major issues.

6. **CONSULTATIONS**

The Executive Director of Corporate Services, the Head of Democratic and Legal Services, the Executive Directors of City Development and Children and Families and the Heads of Communities, Customer Services & IT and Human Resources & Business Support have been consulted in the preparation of this report. In addition, delivery of the plan will depend to an extent on the Council's partnership with Leisure and Culture Dundee. Their Managing Director has been consulted on the draft plan and their Board will be asked to approve the commitments proposed.

7. **BACKGROUND PAPERS**

Guidance on the development of Gaelic Language Plans – Bòrd na Gàidhlig

The National Gaelic Language Plan 2012-2017 – Bòrd na Gàidhlig

David R Martin
Chief Executive

..... 14/08/2015

DRAFT INCORPORATING CHANGES REQUIRED BY
BORD NA GAIDHLIG'S ASSESSMENT PANEL

DUNDEE CITY COUNCIL'S
DRAFT GAELIC LANGUAGE PLAN
2015-2020

This plan has been prepared under
Section 3 of the Gaelic Language (Scotland) Act 2005

It was approved by Bòrd na Gàidhlig on
XX/XX/2015

Foreword by the Leader of Dundee City Council

This is Dundee City Council's first Gaelic Language Plan, and we see it as a starting point for developing our support for Gaelic. Our aim is to contribute to the Scottish Government's vision of safeguarding the sustainability of the Gaelic language by enhancing the profile of the language and providing more opportunities for people to see and communicate in Gaelic. Our plan will also support implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'.

Dundee City Council is committed to giving equal respect to the Gaelic language in recognition of its status as one of Scotland's national languages, its contribution to the richness and diversity of Scottish culture and its importance within our nation's heritage.

Although Gaelic has not been widely used in Dundee in recent times, it was spoken at some time virtually everywhere in Scotland. Gaelic was likely the dominant language in Dundee between around 800-1200 AD but was still being spoken in 1791 when a Gaelic chapel was built in Dundee for 'Highlanders recently arrived in the town' (perhaps from the Angus Glens rather than the north west) and the last Gaelic Church in Dundee met until 1923 in a building opposite the McManus Galleries. A 'Gaelic Village' existed in the flaxfields on the edge of Dundee, largely inhabited by Gaelic speakers who came to Dundee from the Angus Glens and preferred outside work to working in the factories. The name Dundee itself is of Gaelic origin, and a number of place names in the city were coined when Gaelic was in wide usage. For example, the name of Balgay Hill which overlooks the city derives from the Gaelic Baile Gaoithe (stead of the marsh/wind) while the name of one of our secondary schools, Baldragon, derives from the Gaelic Baile Dreagan (farm of the dragon, where dragon means 'a hero'). Local street names such as Caenlochan Road and Ballinard Road derive from Gaelic and a knowledge of their meaning helps us to understand the history of these places.

Since Dundee does not have a large number of people who speak Gaelic today, the Council will take a positive but proportionate approach in our efforts to promote the Gaelic language, including action to enhance the status of Gaelic and promote the acquisition and learning of the language. In line with Dundee's commitment to be a 'city of culture', we will place particular emphasis on opportunities to promote Gaelic through support for cultural activities and events.

Councillor Ken Guild
Leader of Dundee City Council

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Summary

Dundee City Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The Council is committed to the objectives set out in the National Plan for Gaelic and will play its part in supporting a sustainable future for Gaelic in Scotland.

The position of Gaelic is fragile and, if it is to be reinvigorated 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 the increased use of Gaelic

This document is Dundee City Council's Gaelic Language Plan, 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 and how we will work to promote and grow the use of Gaelic, taking a positive but proportionate approach which recognises the city's tradition and use of the language today. Our aim is to be supportive, facilitating the use of Gaelic to the greatest extent that is appropriate in the particular circumstances of our area.

Delivery of our Plan depends to an extent on our partnership with Leisure and Culture Dundee, the organisation which provides cultural services on behalf of the Council, and they have confirmed their support for the Plan and their commitment to working with the Council to deliver its objectives. Formal monitoring of the partnership is through an annual report to Committee and an annual meeting between senior officers of the Council and the Board of Leisure and Culture Dundee. These meetings, along with the close working relationships between the organisations and regular meetings at officer level to discuss performance, will provide the opportunity to ensure that services being delivered on behalf of the Council adhere to the principles in this plan.

This Plan has been prepared in accordance with the statutory criteria set out in the Gaelic Language (Scotland) Act 2005, having regard to the National Gaelic Language Plan and Bòrd na Gàidhlig's Guidance on the Development of Gaelic Language Plans.

Chapter 1 – Introduction

1.1 Context

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of Gaelic as an official language of Scotland commanding equal respect with English.

One of the key features of the 2005 Act is a provision which enables Bòrd na Gàidhlig to require public authorities to prepare Gaelic Language Plans. This 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. Dundee City Council was notified by the Bòrd in August 2013 of a requirement to produce a Plan by February 2015, and we gratefully acknowledge the assistance of the Bòrd's staff in developing this Plan. In agreeing this Plan, Dundee City Council will give effect to the principle that the Gaelic and English languages should be accorded equal respect.

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Dundee City Council has consulted local organisations and the public in general on a draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

The Plan was approved by Dundee City Council in X and by Bòrd na Gàidhlig in X.

1.2 Functions and Priorities of Dundee City Council

Dundee City Council provides all local government services for the city of Dundee, which has a population of 147,268. The Council employs over 7,000 staff, making it one of the largest employers in the city, and has an annual net revenue expenditure of £350 million (2014/15) as well as a significant programme of capital investment in schools, housing, community facilities, roads, social care, leisure and sport.

The Council Plan 2012-2017 identifies our priorities as:

- Jobs through the Waterfront, renewables, life sciences, creative industries and other sectors
- Social Inclusion through our Fairness Strategy, Getting It Right For Every Child and Early Intervention to help keep young people focussed on a positive destination and everyone seeking to improve their health
- Quality of Life for All through building stronger communities, achieving the Scottish Housing Quality Standard and maintaining and improving our built and natural environment

The Council has signed up to the Dundee Partnership's vision that Dundee:

- will have a strong and sustainable city economy that will provide jobs for the people in Dundee, retain more graduates and make the city a magnet for new talent
- will offer real choice and opportunity in a city that has tackled the root causes of social and economic exclusion, creating a community which is healthy, safe, confident, educated and empowered

- will be a vibrant and attractive city with an excellent quality of life where people choose to live, learn, work and visit

Along with our partners, and the Scottish Government, the Council is committed to achieving the outcomes detailed in Dundee's Single Outcome Agreement, which cover jobs, education, children, health and wellbeing, care, inequality, safety, fairness, communities and sustainability.

Once famous for jute mills and shipbuilding, Dundee has reinvented itself as a centre of excellence in computer games and biotechnology. Culture has played a huge part in the regeneration of the city, with a cutting edge Contemporary Arts Centre; the UK's only full-time repertory theatre company at Dundee Rep, also home to Scottish Dance Theatre; award winning attractions including Discovery, Verdant Works, the Science Centre and The McManus; a host of festivals; and a vibrant local cultural scene. The V&A Dundee will open in 2017, as part of a project to transform the city's Waterfront, and Dundee has recently been designated as a UNESCO City of Design.

1.3 Gaelic in Dundee

Dundee does not currently have a large Gaelic speaking community. The 2011 census showed that 474 people (0.33%) said they can speak Gaelic and 48 (0.03%) said this is the language used at home. Out of a population of 142,489 aged 3 and over, the 2011 census recorded that:

- 440 understand but do not speak, read or write Gaelic
- 238 speak, read and write Gaelic
- 192 speak but do not read or write Gaelic
- 40 speak and read but do not write Gaelic
- 119 read but do not speak or write Gaelic
- 44 have some other combination of skills in Gaelic

In total, therefore, 1,073 people (0.75%) over the age of 3 report having at least one Gaelic language skill.

There are local organisations with a keen interest in Gaelic and the Council is committed to supporting them in their efforts to raise awareness of Gaelic language and culture and to provide opportunities for Gaelic learners. Dundee Highland/Gaelic Societies have existed since 1814 and a variant of the original society still exists today as the Dundee Highland Society. There is also an active Dundee Gaelic Music Association and there are a number of individuals active in Gaelic teaching, translation and promotion. Dundee's Central Library provides a home for the Wighton Heritage Centre for the Study and Appreciation of Scottish Music, which includes the famous Wighton collection of early printed music. The Friends of Wighton organise concerts and classes to raise awareness of this resource and are committed to reflecting the country's Gaelic heritage. The National Mod has been held in Dundee on 5 occasions, most recently in 1974.

Dundee and Angus Convention Bureau, which focuses on attracting conferences and meetings to the area, actively promotes Gaelic through music by suggesting the inclusion of Gaelic singers as part of conference social programmes. This is of particular interest to international conferences and plays a part in enhancing the delegate experience when showcasing Scotland.

There is currently no provision for Gaelic education in Dundee's schools or support given for adult learning, although we are aware of Gaelic classes run by Tayside Language Centre and the University of Dundee. In 2014, there were two well-attended Gaelic conversation coffee mornings provided by Cli Gaelic.

At present we have no information on the number of staff who can speak, read or write in Gaelic, have any skills related to use of Gaelic within the workplace, or have a desire to learn Gaelic.

Chapter 2 – Core Commitments

In its 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 Bord has identified four core areas of service delivery that it wishes public bodies to address in their Gaelic Language Plan – identity, communications, publications and staffing. This section of the plan details our commitments under each of these headings. Throughout the plan, our commitment is to demonstrate equal respect for Gaelic and English regarding any bilingual services and resources, and to make an active offer regarding our core commitments. In delivering on these commitments, we will explore the scope for joint working with other local authorities, especially the neighbouring areas of Angus and Perth and Kinross, to deliver any actions in the most cost-effective way.2.1 Identity

Dundee City Council recognises the importance of extending the visibility of Gaelic and increasing its status. The presence of Gaelic in the corporate identity and signs of a public authority can enhance the visibility of the language, increase its status and make 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.

Current Practice	Actions	Target	Lead
Dundee City Council does not currently use Gaelic in its <u>corporate identity</u>	If and when the Council rebrands its corporate identity, we will render the corporate logo bilingual and make corporate letter headings bilingual, demonstrating equal respect for Gaelic and English, and roll-out across the authority on a new or replacement basis	On rebranding	Chief Executive's Department (Communications)
Dundee City Council does not have a policy for use of Gaelic in its <u>signage</u>	We will identify a number of high profile signs (e.g. on prominent buildings or entry points to the city, but <u>not</u> including street name signs), selected on the basis of status, footfall and visibility, to be made bi-lingual on a renewal or replacement basis at nil or minimal cost	From year one and continuing over the lifetime of the Plan	Chief Executive's Department (Communications) and City Development Department (Transportation)

2.2 Communications

Dundee City Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to incrementally increasing its provision in this area where there is an identified need.

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 forms can also enhance the visibility and prestige of the language. The preparation of Gaelic versions of 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.

Current Practice	Actions	Target	Lead
Dundee City Council does not at present provide a Gaelic element to its <u>reception</u> or <u>telephone</u> service	Gaelic awareness training and training in Gaelic language skills will be offered to key staff at main Council receptions and telephone contact centres on an incremental basis. Where Gaelic language skills are available, an active offer will be made of this service	Over the lifetime of the plan	Corporate Services Department (Human Resources and Customer Services)
Dundee City Council does not at present provide a Gaelic element to <u>email</u> <u>correspondence</u>	We will review posts to identify any where it would be appropriate to have bi-lingual automatic email contact information, or where staff want this	March 2016	Corporate Services Department (Human Resources and Customer Services/IT)
Dundee City Council does not at present provide a Gaelic element to <u>forms</u>	In consultation with Bòrd na Gàidhlig, we will identify key forms and make them bi-lingual then make an active offer	March 2016	Chief Executive's Department (Corporate)

Dundee City Council does not at present include Gaelic in its <u>complaints procedure</u>	A Gaelic translation of the model complaints handling procedure for local authorities will be sourced from the Scottish Public Services Ombudsman or other Councils and will be publicised and made available on request	As requested	Chief Executive's Department (Corporate)
Dundee City Council does not at present provide interpretation services at public meetings	Where a need is identified for a bi-lingual meeting, and reasonable notice is given, we will provide an interpreter and advertise this service	Over the lifetime of the plan	All departments

2.3 Publications

Dundee City Council is committed to supporting the increased use of Gaelic in those areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

The use of Gaelic in 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 commitment to the medium of Gaelic, as well as enhancing the visibility and status of the language.

Current Practice	Actions	Target	Lead
Dundee City Council does not have a policy on publishing <u>printed material</u> in Gaelic	Guidelines will be developed for publishing material in Gaelic in line with the principle of equal respect and incremental growth We will identify any key printed publications and produce these bilingually, demonstrating equal respect for Gaelic and English	March 2016 Commencing in year one and over the lifetime of the plan	Chief Executive's Department (Communications) Chief Executive's Department (Communications)
There is no Gaelic provision on Dundee City Council's <u>website</u>	We will ensure that Gaelic begins to appear on our website, firstly by	March 2016	Chief Executive's Department (Communications and Corporate)

	<p>introducing a Gaelic page, advertised on the home page, which will include a link to this plan, a link to the website of Bòrd na Gàidhlig and some common words and phrases in Gaelic, with sound files giving pronunciations. Over the lifetime of the plan, we will begin to mainstream Gaelic into the content of the corporate website, demonstrating equal respect for Gaelic and English where this is done. Our website uses Google Translate and this will incorporate Gaelic as soon as available. (To clarify, this does not affect the commitment to use a high quality translation service as set out in section 3.4 below)</p>		
Dundee City Council does not at present provide a Gaelic element to <u>exhibition materials</u>	On a new or replacement basis, we will make exhibition materials bi-lingual, based on high status and visibility and/or where there is a demonstrable connection between the subject matter and the Gaelic language	Over the lifetime of the plan	<p>Chief Executive's Department (Communications)</p> <p>Leisure and Culture Dundee</p>
Dundee City Council does not have an identified member of staff to deal with <u>public relations/ media</u> in Gaelic	Our press officers will be given assistance as required to deal with press releases or media contacts involving the use of Gaelic	Over the lifetime of the plan	Chief Executive's Department (Communications)

2.4 Staffing

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

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 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 the language should be used in public life and that Gaelic users have an important role to play within a public authority.

Current Practice	Actions	Target	Lead
Dundee City Council does not currently have information regarding <u>levels of Gaelic language skills among staff</u>	We will carry out an audit of staff's Gaelic language skills and interest in training within the first year of this plan and will repeat the audit before the plan is due for review. Training will be prioritised on the basis of the audit and the implementation of this plan.	March 2016 repeated by March 2019	Corporate Services Department (Human Resources)
Dundee City Council does not currently offer <u>Gaelic awareness training opportunities for staff</u>	We will offer Gaelic awareness training to elected members and senior staff, rolling this out to all staff on an incremental basis We will introduce a Gaelic page on the Council's intranet with a link to this plan and some common words and phrases in Gaelic, with sound files giving pronunciations for those staff who can access these	March 2016 March 2016	Chief Executive's Department (Corporate) Chief Executive's Department (Corporate)
Dundee City Council does not currently offer	We will make an active offer of Gaelic language	Over the lifetime of the plan	Corporate Services Department (Human Resources)

<u>language learning opportunities for staff</u>	learning opportunities to staff as part of the Council's personal development plan programme		
Dundee City Council does not make provision at present for the use of Gaelic in <u>advertising and recruiting for staff</u>	We will develop a policy regarding Gaelic essential and desirable posts. If Gaelic is identified as essential or desirable, the advertisement and recruitment documentation will be bi-lingual	Commencing within year two of the plan	Corporate Services Department (Human Resources)

Chapter 3 – Supporting the National Gaelic Language Plan

The National Gaelic Language Plan identifies the following interlinking aspects of language development which need to be addressed within Gaelic Language Plans:

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.

2 Language Usage

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression.

3 Language Status

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life.

4 Language Corpus

Strengthening the relevance and consistency of Gaelic and promoting research into the language.

Dundee City Council will contribute to the achievement of the objectives of the National Plan, through implementation of this Gaelic Language Plan and where opportunities arise to promote the language through other strategies and policies.

In particular, the Council has identified the following areas for development:

- provide information to parents and investigate the feasibility of providing Gaelic medium early years services and Medium Education, taking into account the legislation and guidance provided on this by Bòrd na Gàidhlig
- work with Gaelic interest groups and adult education organisations to identify and promote provision to adult Gaelic learners and consider how to address any gaps if there is significant demand
- increase the visibility and recognition of Gaelic
- increase the availability of key information bilingually

Dundee City Council is committed to supporting the implementation of the National Plan and to working in partnership with the Gaelic community. In the sections below, we set out how we will contribute to each of the four interlinking aspects of language development.

3.1 Language Acquisition

Dundee City Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on education and adult learning as the key means of achieving this. We will take the steps outlined below to help create a supportive environment for growing the number of Gaelic speakers in Scotland. In addition, we will follow up the recommendations made by Bòrd na Gàidhlig that the Council should:

- consider approaching the GLPS consortium about the possibility of information and access to training for staff
- establish links with Angus Council regarding delivery of GME at primary school

Objective	Actions	Target	Lead
Gaelic in Education	Provide staff development opportunities for teachers to develop Gaelic language skills for use in the classroom setting	Over the lifetime of the plan	Children and Families Department
	Following the provision of information to parents, consider the feasibility of providing Gaelic medium early years provision and Gaelic medium education	Over the lifetime of the plan	Children and Families Department
	Provide Gaelic awareness learning opportunities for 3-18 year old school pupils	Over the lifetime of the plan	Children and Families Department
	Recognise that Gaelic could be one of the languages included in the 1+2 model for the learning and teaching of languages being introduced by the Scottish Government, and consider the feasibility of providing for this subject to demand and relevant staff expertise	Over the lifetime of the plan (but noting that the completion date for the 1 + 2 model is 2020)	Children and Families Department
	Promote Gaelic song and traditional music through cultural activities in schools	Over the lifetime of the plan	Children and Families Department

Gaelic in Adult Learning	Work with Gaelic interest groups and other adult education organisations to identify, promote and deliver Gaelic learning opportunities if there is significant demand	March 2016	Neighbourhood Services Department (Communities)
	Provide capacity-building support to existing and new Gaelic language and cultural community groups and initiatives to help grow the profile of the language, increase new usage and encourage new learners	Over the lifetime of the plan	Neighbourhood Services Department (Communities)

3.2 Language Usage

Dundee City 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. Our commitment to demonstrating equal respect for Gaelic and English will be shown where the languages appear in websites and information on events, exhibitions and programmes for cultural facilities, and Gaelic will be mainstreamed as part of the Council's community and leisure programmes, in partnership with Leisure and Culture Dundee where appropriate. We will take the following steps:

Objective	Actions	Target	Lead
Gaelic in Communities	Support local Gaelic organisations to provide and develop Gaelic language and culture, by advising and helping organisations to grow and meet the needs of the community and actively promoting liberal adult education learning	Over the lifetime of the plan	Neighbourhood Services Department (Communities)
Gaelic in the Workplace	Develop a policy regarding Gaelic essential and desirable posts and provide Gaelic job	Commencing by the end of year two of the plan	Chief Executive's Department (Communications)

	adverts and recruitment documentation where there is an identified need		
	Provide press releases in Gaelic where there is relevance to the Gaelic community and for a selection of high profile press releases	Over the lifetime of the plan	Chief Executive's Department (Communications)
	Provide a range of information in Gaelic on the Council's website	Over the lifetime of the plan	Chief Executive's Department (Communications)
	Participate in Gaelic Twitter Day	Over the lifetime of the plan	Chief Executive's Department (Communications)
Gaelic in the Arts	Review and develop the use of Gaelic song and traditional music in schools	Over the lifetime of the plan	Children and Families Department
	Ensure Gaelic organisations are linked into the city's cultural networks and involved in the development and delivery of appropriate strategies and programmes	Over the lifetime of the plan	Funded partners funded partners (including Leisure and Culture Dundee)
	Work in partnership with Gaelic community in the area, with Gaelic organisations that work at a national level and with other public authorities that have Gaelic Language Plans to create a programme of Gaelic events for adults	Over the lifetime of the plan	Funded partners (including Leisure and Culture Dundee)
	Increase the use of Gaelic in information for appropriate events and exhibitions	Over the lifetime of the plan	All departments

Gaelic in Tourism, Heritage and Recreation	Work with our partners who manage libraries, museums, heritage facilities etc to feature Gaelic in their provision and programmes	Over the lifetime of the plan	Funded partners (including Leisure and Culture Dundee)
	Encourage Leisure and Culture Dundee to continue to purchase books in Gaelic and on Gaelic learning for the city's libraries	Over the lifetime of the plan	Leisure and Culture Dundee
	Work with Dundee Highland Society and Dundee and Angus Convention Bureau on a bid to host the National Mod in Dundee in 2021 or soon after	December 2016	Chief Executive's Department (Corporate), Dundee Highland Society and Dundee and Angus Convention Bureau

3.3 Language Status

Dundee City 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 institutions which play an important role in our daily lives. We will take the following steps:

Objective	Actions	Target	Lead
Increase the visibility of Gaelic	On a renewal or replacement basis to ensure nil or minimal cost, provide bi-lingual signage at high profile locations (e.g. prominent buildings and entry points to the city, but <u>not</u> including street name signs)	Over the lifetime of the plan	Chief Executive's Department (Communications) and City Development Department (Transportation)

3.4 Language Corpus

Dundee City Council recognises the need to strengthen the relevance and consistency of Gaelic and the importance of good quality translation services. We will take the following steps:

Objective	Actions	Target	Lead
Ensure accurate Gaelic translation and interpretation	When translating Council information or providing interpreters, Dundee City Council will use translators and interpreters with a proven track record and ensure that quality assurance measures are in place	Over the lifetime of the plan	Chief Executive's Department (Communications) Neighbourhood Services Department (Communities)
	Dundee City Council will adhere to Gaelic orthographic conventions and utilise the services of Ainmean-Àite na h-Alba for guidance on Gaelic place names	Over the lifetime of the plan	All departments

Chapter 4 – Publicising, Implementing and Monitoring the Plan

Dundee City Council's Gaelic Language Plan will be published bi-lingually on the Council's website, demonstrating equal respect for Gaelic and English. In addition we will:

- make copies of the plan available in our public offices, reception areas and libraries
- make the plan known to employees via Dundee City Council's Intranet and 'all staff' messages
- distribute copies of the plan to partners and other interested bodies
- issue a high profile bilingual press release containing information on the plan
- make copies available on request

The Plan has been agreed by Council members and the senior management team. The Chief Executive will be responsible for ensuring that the Council delivers on the commitments set out in the Plan. These will largely be met from existing budgets, although the Council will also actively seek external funding opportunities to enhance delivery of the objectives in the Plan.

We will monitor progress on the Plan by submitting an annual report to Bòrd na Gàidhlig and the Council and we will carry out a full review, including public consultation and in conjunction with Bòrd na Gàidhlig, within 5 years of the date on which this Plan was approved.

Contact Details

The officer with overall responsibility for delivery and monitoring of Dundee City Council's Gaelic Language Plan is:

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Queries about the preparation and day-to-day operation of the Plan should be addressed to:

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