

REPORT TO: POLICY AND RESOURCES COMMITTEE – 27 OCTOBER 2014

REPORT ON: GAELIC LANGUAGE PLAN

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 376-2014

1. PURPOSE OF REPORT

To advise Committee that Dundee City Council is required to produce a Gaelic Language Plan and to recommend a draft plan for the purposes of consultation.

2. RECOMMENDATIONS

It is recommended that the Committee:

- i) note that Dundee City Council is required, under the statutory powers given to Bord na Gaidhlig, to submit a Gaelic Language Plan by 28 February 2015
- ii) approve the draft which is attached as Appendix 1 as the basis for consultation on the Plan
- iii) agree the consultation process and timetable as outlined in paragraph 4.3 of this report
- iv) remit the Chief Executive to report back to Committee on the outcome of the consultation, with a recommended plan for submission to Bord na Gaidhlig in February

3. FINANCIAL IMPLICATIONS

Approving the draft plan for consultation will have no direct financial implications, beyond the costs of advertising and holding a consultation meeting. However, consideration may need to be given to identifying resources to meet any demands arising from implementation of the Plan, which will be the subject of future reports to Committee.

4. MAIN TEXT

4.1 The Gaelic Language (Scotland) Act 2005 enables Bord na Gaidhlig to require public bodies to prepare Gaelic Language Plans, with the aim of raising the status and profile of Gaelic and creating practical opportunities for its use. The Bord has notified the Council of a requirement to produce its plan by 28 February 2015.

4.2 The guidance on the structure and content of plans is fairly prescriptive and there are good examples of plans published by other local authorities which have been helpful in producing the attached draft, which does however reflect Dundee's particular circumstances. Guidance on developing plans says these can be proportionate, in our case reflecting the small number of Gaelic speakers currently in the city, but should also be supportive, demonstrating equal respect for Gaelic and English.

4.3 The Act requires public bodies to consult interested parties on the development of its plan. The proposed consultation approach is to publish a draft plan and send this to relevant national and local organisations for comments, and also to organise a public meeting locally to give groups and individuals with an interest the opportunity to discuss the draft plan. Following consideration of the issues raised during consultation, a recommended plan would then be brought back to Committee for approval prior to formal submission to Bord na Gaidhlig. The proposed timetable is:

- draft plan agreed by Committee – 27 October 2014
- draft plan published and sent to interested parties – 1 November 2014

- public meeting – late November/early December 2014
- deadline for comments – 31 December 2014
- plan brought back to Committee – 9 February 2015
- submission to Bord na Gaidhlig – 28 February 2015

Any amendments to the plan which are required following assessment by Bord na Gaidhlig will be reported back to Committee prior to publication of the final plan.

5. **POLICY IMPLICATIONS**

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

6. **CONSULTATIONS**

The Director of Corporate Services, the Head of Democratic and Legal Services, Directors of City Development and Education and Heads of Communities, Communications, Customer Services and Human Resources have been consulted on 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 – Bord na Gaidhlig

The National Gaelic Language Plan 2012-2017 – Bord na Gaidhlig

David K Dorward
Chief Executive

..... 20/10/2014

CONSULTATION DRAFT

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

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

It was approved by Bord na Gaidhlig 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 our communities to communicate in Gaelic. The 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). In the Dundee area, a number of place names were coined in the Gaelic period. 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').

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 commitment to working with the Council to deliver its objectives.

This Plan has been prepared in accordance with the statutory criteria set out in the 2005 Act, having regard to the National Gaelic Language Plan and Bord na Gaidhlig'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 Bord na Gaidhlig to require public bodies 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 Bord in August 2013 of a requirement to produce a Plan by February 2015, and we gratefully acknowledge the assistance of the Bord's staff in developing this Plan. In agreeing this Plan, Dundee City Council seeks to 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 Bord na Gaidhlig 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 on 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 the 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 will open in 2017, as part of a project to transform the city's Waterfront.

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

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. The main organisations active are Dundee Gaelic Music Association and Dundee Highland Society 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.

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

There is currently no provision for Gaelic education in Dundee's schools and no direct 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.

As part of our commitment to promoting Gaelic in Dundee City Council, we will carry out an audit of Gaelic language skills and interest in training among the Council's staff within the first year of this plan and will repeat the audit before the Plan is due for review.

Chapter 2 – Core Commitments

In its Guidance on the Development of Gaelic Language Plans, Bord na Gaidhlig 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, which are intended to demonstrate equal respect for Gaelic and English.

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>	We will develop a bilingual corporate logo for use as appropriate, demonstrating equal respect for Gaelic and English	December 2015	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 prominent high profile signs, selected on the basis of status, footfall and visibility, to be made bi-lingual on a renewal or replacement basis	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 as resources allow and 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 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 versions of 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.

Current Practice	Actions	Target	Lead
Dundee City Council does not at present provide a Gaelic element to its <u>reception</u> service	Training in Gaelic language skills will be offered to key staff at main Council receptions 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 its <u>telephone</u> service	Training in Gaelic language skills will be offered to key staff at main Council 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 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	December 2015	Corporate Services Department (Human Resources and IT Division)
Dundee City Council does not at present provide a Gaelic element to <u>forms</u>	In consultation with Bord na Gaidhlig, we will identify key forms which should be made bi-lingual	December 2015	Chief Executive's Department (Corporate Division)
Dundee City Council does not at present provide interpretation services at <u>public</u>	Where a need is identified for a bi-lingual meeting, and reasonable notice is given, we will	Over the lifetime of the plan	All departments

<u>meetings</u>	provide an interpreter and advertise this service		
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 SPSO or other Councils and will be made available on request	As requested	Chief Executive's Department (Corporate Division)
Dundee City Council does not at present reply in Gaelic to <u>letters, emails, complaints etc received in Gaelic</u>	We will reply in Gaelic to correspondence received in Gaelic, using external translation providers, aiming to respond on the same timescales as correspondence in English	As requested	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 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 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 key printed publications and produce these bilingually, demonstrating equal respect for Gaelic and English	December 2015 Over the lifetime of the plan	Chief Executive's Department (Communications Division) Chief Executive's Department (Communications Division)

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 introducing a Gaelic page, advertised on the home page, which will include a link to this plan, a link to the website of Bord na Gaidhlig and some common words and phrases in Gaelic, with sound files giving pronunciations. Our website uses Google Translate and this will incorporate Gaelic as soon as available	December 2015	Chief Executive's Department (Communications and Corporate Divisions)
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 relevant exhibition materials bi-lingual, demonstrating equal respect for Gaelic and English	Over the lifetime of the plan	Chief Executive's Department (Communications) Leisure and Culture Dundee
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 Division)

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 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.

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	December 2015, repeated by December 2018	Corporate Services Department (Human Resources)
Dundee City Council does not currently offer <u>Gaelic awareness training opportunities for staff across all services</u>	We will offer Gaelic awareness training to elected members and senior staff 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	December 2015 December 2015	Chief Executive's Department (Corporate Division) Chief Executive's Department (Corporate Division)
Dundee City Council does not currently offer <u>language learning opportunities for staff across all services</u>	We will make an active offer of Gaelic language learning opportunities to staff if this is relevant to their position, as part of the Council's personal development plan programme	Over the lifetime of the plan	Corporate Services Department (Human Resources)
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. Where Gaelic is identified as an essential or desirable, the advertisement and recruitment documentation will be bi-lingual	Over the lifetime 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 aim to 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 carry out research into the demand for Gaelic medium early years services, Gaelic Language in the Primary School and Gaelic Medium Education and respond appropriately to any significant demand, taking into account the legislation and guidance provided on this by Bord na Gaidhlig
- assess demand for provision of support to adult Gaelic learners and respond appropriately to any significant demand
- increase the visibility and recognition of Gaelic
- increase the availability of Gaelic translations of key Council information

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 following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland:

Objective	Actions	Target	Lead
Gaelic in Education	Provide information to parents and research demand for a Gaelic medium early years service, Gaelic Language in the Primary School and Gaelic Medium Education	December 2015	Education Department
	Subject to demand, offer places for teachers to develop Gaelic language through the Gaelic Learners Provision in Primary Schools programme	Over the lifetime of the plan	Education Department
	Subject to demand, consider the feasibility of providing Gaelic medium early years provision and Gaelic medium education	Over the lifetime of the plan	Education Department
	Provide Gaelic awareness learning opportunities for 3-18 year old school pupils	Over the lifetime of the plan	Education Department
	Include Gaelic in the 1+2 model for the learning and teaching of languages being introduced by the Scottish Government, subject to demand and relevant staff expertise	Over the lifetime of the plan	Education Department
	Promote Gaelic song and traditional music through cultural activities in schools	Over the lifetime of the plan	Education Department

Gaelic in Adult Learning	Establish the demand for Gaelic classes and respond appropriately to any significant demand	December 2015	Chief Executive's 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	Chief Executive's Department (Communities) Leisure and Culture Dundee

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. 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	Chief Executive's Department (Communities)
Gaelic in the Workplace	Develop a policy regarding Gaelic essential and desirable posts and provide Gaelic job adverts and recruitment documentation where there is an identified need	Over the lifetime of the plan	Chief Executive's Department (Communications)

	Provide press releases in Gaelic where there is an identified need	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	Education Department
	Ensure Gaelic organisations are linked into the city's cultural networks and involved in the development of appropriate strategies and programmes	Over the lifetime of the plan	Chief Executive's Department (Communities) and funded partners
	Increase 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 on behalf of the Council, to feature Gaelic in their provision and programmes	Over the lifetime of the plan	Chief Executive's Department (Communities) and funded partners
	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 and Angus Convention Bureau on a bid to host the National Mod in Dundee in 2020 or soon after	December 2015	Chief Executive's Department (Corporate Division) 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	Provide bi-lingual signage at major public access points and prominent buildings, demonstrating equal respect for Gaelic and English	December 2015	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 and Communities Divisions)
	Dundee City Council will adhere to Gaelic orthographic conventions and utilise the services of Ainmean-aite 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
- distribute copies of the plan to partners and other interested bodies
- issue a high profile 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 Bord na Gaidhlig and the Council and will carry out a full review, including public consultation and in conjunction with Bord na Gaidhlig, within 5 years.

Contact Details

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

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