REPORT TO: **POLICY AND RESOURCES COMMITTEE**

REPORT ON: **GAELIC LANGUAGE PLAN 2020-2025**

REPORT BY: **CHIEF EXECUTIVE**

REPORT NO: **132-2020**

1. PURPOSE OF REPORT

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

2. RECOMMENDATIONS

It is recommended that members:

(i) note that Dundee City Council is required, under the statutory powers given to Bòrd na Gàidhlig, to submit its second Gaelic Language Plan by 17 September 2020;

(ii) approve the draft document 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 4.4 of this report;

(iv) remit the Chief Executive to report back in August on the outcome of the consultation, and with a revised version of the draft plan which reflects this consultation for submission to Bòrd na Gàidhlig by 17 September.

3. FINANCIAL IMPLICATIONS

Approving the draft plan for consultation will have no direct financial implications. If consideration needs to be given in future to identifying resources to meet any demands arising from implementation of the plan, this will be the subject of future reports to Committee. Bòrd na Gàidhlig operates a Gaelic Language Plans Implementation Fund to which applications will be made to support any initiatives with resource implications.

4. MAIN TEXT

4.1 The Gaelic Language (Scotland) Act 2005 enables Bòrd na Gàidhlig 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 Council was required to produce its first plan in 2015 and the Bòrd has notified the Council of a requirement to produce its second plan by 17 September 2020, covering the period 2020-2025.

4.2 The guidance on the structure and content of plans is fairly prescriptive and has been closely followed to produce the attached draft, which does however reflect Dundee's particular circumstances. Guidance on developing plans says these can be proportionate, reflecting the situation in each authority, but should also be supportive, demonstrating equal respect for Gaelic and English.

4.3 A positive and proportionate approach was taken to the development and implementation of Dundee's first Gaelic Language Plan, published in 2015. Developments during the period covered by the first Plan have included:

- Gaelic signage appears on the most significant recent public buildings in Dundee - the V&A Museum of Design, the Railway Station and the Regional Performance Centre for Sport.

- Gaelic appears on the Council's website, with a page which has a link to the Gaelic Language Plan, links to local and national organisations and some common words and phrases.

- The Council takes part in Gaelic Twitter Day and the annual 'language ceilidh' when lots of organisations send a "many languages, one home" message. We also tweeted when the aircraft which flies Dundee-London was named 'Spiorad Dhùn Dè', when the new National Gaelic Plan was launched, and on St Andrew's Day.

- Gaelic awareness-raising sessions were delivered by Ruairidh Maclean, Gaelic journalist and broadcaster, in 2017. Following on from this, the Council is making a contribution to the cost of two members of staff pursuing Gaelic learning opportunities - one on an advanced course through the University of the Highlands and Islands and the other on a beginners level Ulpan course.

- Leisure and Culture Dundee have now run three successful series of Gaelic lunchtime concerts in the Marryat Hall. One of the participants in each series was Dundee Gaelic Choir and the Council has helped to promote the choir. Leisure and Culture Dundee have also expanded the range of Gaelic books available in the city's libraries, and organised an afternoon of songs, stories and rhymes for toddlers, in Gaelic and English, at Blackness Library.

- In accordance with legislation, information has been provided on the Council's website about Gaelic Medium Primary Education, the benefits of bilingualism and the rights of parents to request an assessment of the need for GMPE. There have been no specific requests to provide Gaelic medium education to date.

- Dundee is among a group of local authorities in north east Scotland who commissioned research, funded by Bòrd na Gàidhlig, into the history, current situation and future opportunities for Gaelic. The results of that research have informed the draft plan.

4.4 The Gaelic Language (Scotland) Act requires public bodies to consult interested parties on the development of their plans. The proposed consultation approach is to publish a draft plan and send this to relevant national and local organisations for comments, and to invite comments online. A public meeting would normally have been included but Bòrd na Gàidhlig accept this will not be possible in the current circumstances. Following consideration of the issues raised during consultation, a revised plan will then be brought back to Committee for approval prior to formal submission to Bòrd na Gàidhlig. The proposed timetable is:

- Draft approved as basis for consultation - by 22 June 2020

- consultation draft published and comments invited - 23 June 2020

- deadline for comments - 3 August 2020

- revised plan brought back for approval - 24 August 2020

- submission to Bòrd na Gàidhlig - 17 September 2020

Any amendments to the draft plan which are subsequently requested following assessment by Bòrd na Gàidhlig will be reported back for approval prior to publication of the final plan.

5. POLICY IMPLICATIONS

This report has been screened for any policy implications in respect of Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. There are no major issues.

6. CONSULTATIONS

The Council Management Team has been consulted on this report. In addition, delivery of the plan will depend to a significant 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 2018-2023.

David R Martin
Chief Executive

3 June 2020

In view of the timescales involved, this report was approved by the Chief Executive in consultation with the Convener of the Policy and Resources Committee, Labour Group Spokesperson, Conservative Group Spokesperson, Liberal Democrat Group Spokesperson, the Independent Member and the Lord Provost.

David Martin	11 June 2020
Chief Executive	Date
John Alexander	11 June 2020
Convener of Policy and Resources Committee	Date
Kevin Keenan	17 June 2020
Labour Group Spokesperson	Date
Derek Scott	17 June 2020
Conservative Group Spokesperson	Date
Fraser Macpherson	11 June 2020
Liberal Democrat Group Spokesperson	Date
Gregor Murray	17 June 2020
Independent Member	Date
Ian Borthwick	11 June 2020
Lord Provost	Date

D R A F T

DUNDEE CITY COUNCIL

GAELIC LANGUAGE PLAN

2020-2025

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on **(approval date to follow)**.

The Bòrd na Gàidhlig and Council logos will be added to the front cover once the plan has been approved, and not to any drafts.

FOREWORD BY THE LEADER OF DUNDEE CITY COUNCIL

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.

This is the Council's second Gaelic Language Plan and it demonstrates our commitment to maintain the progress made in recent years and to increase momentum in line with aims of the National Gaelic Plan.

Significant progress has been made in raising awareness of Gaelic and increasing the visibility of the language in the city, and this Plan aims to further increase the use and learning of Gaelic and to further promote a positive image of Gaelic in Dundee.

Councillor John Alexander
Leader of Dundee City Council

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1. INTRODUCTION

DESCRIPTION OF DUNDEE CITY COUNCIL

Dundee City Council provides all local government services for the city of Dundee, which has a population of 148,270. The Council employs over 6,700 staff, making it one of the largest employers in the city, and has an annual gross revenue expenditure of over £600 million and a programme of capital investment in schools, housing, community facilities, roads, social care, leisure and sport of over £450 million in the next five years.

In December 2017, the Council adopted an ambitious Dundee Partnership City Plan 2017-2026 and Council Plan 2017-2022 with a clear vison to continue to transform the city over the next ten years to create jobs, social inclusion and improve the quality of life. The plans were developed following extensive engagement with communities and consultation with partners, and include ambitious targets under five key themes of Fair Work and Enterprise, Children and Families, Health Care and Wellbeing, Community Safety and Justice and Building Stronger Communities.

Key strategic priorities include raising levels of attainment for school leavers; responding to increased demand from an ageing population with significant health and social care needs; tackling major issues in relation to drugs; responding to the climate emergency; and reducing levels of deprivation and inequality.

GAELIC IN DUNDEE

The History of Gaelic in Dundee

The information below is taken from research carried out by Duncan Sneddon, University of Aberdeen, which is gratefully acknowledged.

Gaelic in Medieval Dundee

Numerous place names within Dundee attest to the presence of Gaelic speakers in the area in the medieval period, before Scots became the dominant language. For instance, the common Gaelic place name element *baile* (farmstead, settlement) can be seen in Balgowan (*Baile a' Ghobhainn*, blacksmith's steading) and Balgay (*Baile (na) Gaoithe*, the windy/marshy steading).

Gaelic in Dundee in the Modern Period

The Gaelic-speaking population of Dundee began to be seen as a substantial community towards the end of the 18th century. While there must have been Gaels living here in previous decades, and indeed the presence of individuals with Highland names can be traced in tax records from as far back as the 1690s, there was a marked growth in the 1780s, to such an extent that the Gaelic Chapel was opened in Long Wynd in 1791. The Gaelic congregation left the Church of Scotland to join the Free Church at the Disruption of 1843, and built their own Gaelic church at Albert Square in 1869. Services in Gaelic continued to be held in the city until 1923.

Other important social institutions for Dundee's Gaels included the Dundee Highland Society, established in 1814 for "...the preservation of the dress and antiquities of the ancient Caledonians, also for raising a fund for relieving distressed Highlanders at a distance from their native homes and such other benevolent purposes." The Society was wound up in 1868 and replaced by the very similar Dundee Gaelic Club, which also held Gaelic social evenings.

In 1851, there were 809 Highland-born people living in Dundee, 1.02% of the city's population. While not all would have been Gaelic speakers, the figure also does not include those Gaelic speakers born in Dundee itself to Highland parents. The Gaelic-speaking community in Dundee fluctuated through the year, as seasonal migration for work in harvesting and the fishing industry brought large numbers of Gaelic speakers to the area for a time each year. These may not have been permanent Dundee residents, but they were part of the ordinary pattern of economic life in the city. The growth of the jute industry in the second half of the nineteeth century, along with the depopulation of vast swathes of the Highlands during the Clearances, saw the Highland-born and Gaelic-speaking population of Dundee increase, with many Gaels living in the Hawkhill and Scouringburn areas of the city. This saw the number of Gaelic speakers in Dundee increase from 237 in 1881 to 736 two decades later.

Gaelic in Dundee today

According to the 2011 Census, Dundee City had a population of 142,489 people aged three or over. Of these, those with skills in Gaelic were counted as follows:

Understands but does not speak	440
Speaks, reads and writes Gaelic	238
Speaks but does not read or write	192
Speaks and reads but does not write	40
Reads but does not speak or write	119
Other combination of skills in Gaelic	44
Total with some Gaelic skills	1,073

This represents a fairly small proportion of Dundee's overall population, but is a community not much smaller than that of Barra, and, a community a thousand strong is a fairly substantial one. Considering that Dundee currently has no GME provision, until recently had no Gaelic adult education classes, no regular conversation circle and only distance courses at one of its universities, it is a community with considerable potential for growth and development.

Those in Dundee with Gaelic skills can be categorised by age as follows:

Age	Understands but does not speak	Speaks, reads and writes	Speaks but does not read or write	Speaks and reads but does not write	Reads but does not speak or write	Any other combination of skills	Total with any skills in Gaelic
3-4	0	1	0	0	0	0	1
5-9	4	1	2	0	1	0	8
10-14	14	6	2	1	1	0	24
15	1	0	1	0	0	0	2
16-17	8	1	3	0	0	1	12
18-19	24	21	10	1	12	0	68
20-24	86	32	34	9	33	9	203
25-29	64	24	28	3	19	9	140
30-34	30	13	8	2	9	3	65
35-39	16	16	14	1	6	3	54
40-44	28	14	12	1	6	1	64
45-49	23	13	19	3	7	3	70
50-54	33	20	16	4	5	5	81
55-59	17	17	8	3	4	3	52
60-64	22	18	9	3	6	1	59
65-69	20	19	9	3	1	2	54
70-74	22	5	6	2	1	4	40
74-79	11	4	2	2	2	0	21
80-84	8	6	6	0	3	0	23
85 +	9	7	3	2	3	1	25

Gaelic organisations in Dundee

First established in 1896, the Dundee Gaelic Choir (Dundee Gaelic Music Association) went into abeyance in 1939 but was re-established in 1966. It performs in the Royal National Mòd, local mòds and holds various charity and community concerts. As well as Dundee residents, it also draws members from Angus, Fife and Perth and Kinross. Dundee City Council has helped to promote the choir and made a small financial contribution towards the cost of uniforms following an influx of new members.

Progress through Dundee's First Gaelic Language Plan

Dundee's first Gaelic Language Plan was published in 2015. Significant developments since the first Plan was produced include:

- Gaelic is now more visible in the city, with Gaelic signage on the three most significant new public buildings in Dundee - the V&A Museum of Design, the Railway Station and the Regional Performance Centre for Sport. V&A also produced its visitors' guide in Gaelic.

- Gaelic appears on the Council's website. The page includes a link to the Gaelic Language Plan, links to local and national organisations and some common words and phrases, with a link to sound recordings. The page also includes information about Gaelic classes and has been used to promote events such as Gaelic concerts.

- The Council takes part in Gaelic Twitter Day and the annual 'language ceilidh' when lots of organisations send a "many languages, one home" message. We also tweeted when the aircraft which flies Dundee-London was named 'Spiorad Dhùn Dè', when the new National Gaelic Plan was launched, and on St Andrew's Day. The Council promoted the film 'Scottish Gaelic Explained' on its website and through Twitter.

- Our first programme of Gaelic awareness-raising sessions were delivered by Ruairidh Maclean, highly respected Gaelic journalist and broadcaster, in September and October 2017, and were very well received. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among over 50 people who attended the sessions. Following on from this, a number of staff are pursuing Gaelic learning opportunities.

- The Council is providing funding to assist two members of staff with Gaelic learning at different levels - one on a fairly advanced course through the University of the Highlands and Islands and the other on a more beginners level Ulpan course in St Andrews.

- Our partners Leisure and Culture Dundee, who provide cultural services on the Council's behalf, have now run three successful series of Gaelic concerts in the city's Marryat Hall. One of the participants in each series was Dundee Gaelic Choir and the Council has helped to promote the choir. Leisure and Culture Dundee have also expanded the range of Gaelic books available in the city's libraries, organised an afternoon of songs, stories and rhymes for toddlers, in Gaelic and English, at Blackness Library, and have indicated a willingness to feature Gaelic in relevant museum exhibitions.

- Information has been provided on the Council's website about Gaelic Medium Primary Education, the benefits of bilingualism and the rights of parents to request an assessment of the need for GMPE and we will respond to demand should a request be made. There have been no specific requests to provide Gaelic medium education to date.

- Dundee is among a group of local authorities in north east Scotland who commissioned research, funded by Bòrd na Gàidhlig and carried out by Duncan Sneddon from the University of Aberdeen, into the history, current situation and future opportunities for Gaelic. The results of Duncan's research have informed this plan.

GAELIC IN SCOTLAND

The current National Gaelic Plan says that good progress has been made in recent years. The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. The plan says that ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland's cultural life.

The National Gaelic Plan concludes that Gaelic development has made good progress yet there is much to do to maintain this progress and increase momentum by means of new commitments. The priorities in the National Plan have been categorised under the headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

and this Plan shows how Dundee City Council will contribute to maintaining progress and increasing momentum under each of these headings. We support the statement in the National Plan that Gaelic can make a contribution to the national outcomes that focus on the economy, on education, on young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services.

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Dundee City Council's second 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, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

This Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

INTERNAL GAELIC CAPACITY AUDIT

We conducted an internal Gaelic capacity audit during the course of our first Gaelic Language Plan, so that the commitments in the plan can be matched to existing skills, and to highlight where additional recruitment and/or training is required.

Key findings of the Gaelic capacity audit are summarised below:

- A total of 252 employees completed the survey, one of whom one said they could speak, read and write Gaelic and 17 more said they had some limited ability or understanding, usually some common words such as greetings.

- Since the first audit, we are aware of at least two new staff joining the Council who have some skills in Gaelic.

- There are two Council employees who are currently taking Gaelic courses as part of their Continuing Professional Development, part-funded by the Council. One is doing the distance-learning course run by Sabhal Mòr Ostaig (University of the Highlands and Islands) and one doing a beginners' Ùlpan course in St Andrews.

- The intention is to make use of these internal resources when implementing the commitments in this Plan eg in supporting the establishment of Gaelic classes and a Gaelic conversation group in the city. We will also explore with these workers and their managers, and especially those learning Gaelic as part of their CPD, what other kinds of support they might be able to offer to develop Gaelic.

We will carry out a further audit of Gaelic capacity during the course of this plan.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

Due to lockdown restrictions as a result of the COVID-19 pandemic, public consultation on this Plan was carried out online, with interested groups and individuals invited to send comments to a dedicated email address.

Key findings of the consultation are summarised below:

(to follow)

In addition to the online consultation described above, a focus group meeting was held in September 2019 as part of the research carried out by Duncan Sneddon, University of Aberdeen, on behalf of the Councils in the North East of Scotland. There was one native Gaelic speaker present, the rest were learners. Most of the people who attended the meeting were members of the Dundee Gaelic Choir. The views and ideas expressed at this meeting, as recorded in Duncan's research report, have also been taken into account in developing this Plan.

One of the issues highlighted at the focus group was a feeling that there needs to be a greater degree of community organisation among Gaelic speakers and learners in Dundee than currently exists, in order to press for stronger Gaelic provision and to publicise classes and Gaelic events. At present, it seems that this can best be achieved through the Dundee Gaelic Choir, although a desire was also expressed to restart the Dundee Highland Society, perhaps in a different form to what it had before. The society went into abeyance a few years ago due to a difficulty in finding office bearers, and had a membership of about 60 at the time. The society held about five or six events a year, mostly musical events, but also tatties-and-herring suppers (*oidhche buntàta 's sgàdan*). A key strength of the society was that it was a grassroots, community-led organisation, rather than being something that was run by or provided by the Council or any such other official, "top-down" body. It was felt by the focus group that this should continue to be the case were the society to be re-launched. One potential role for the society would be running conversation groups, bringing native speakers together and giving learners a chance to gain conversational experience with them. It was also suggested that a Facebook group be established for Gaelic speakers in Dundee and Angus which could be used to co-ordinate and promote events.

The Council is keen to work with former members and potential new members of the Dundee Highland Society to explore what assistance may be of benefit in taking forward the aims set out above.

2. KEY PRINCIPLES

This section of the plan confirms Dundee City Council's commitment to three key principles to be applied across the plan and throughout the authority.

EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Bòrd in turn expects that public authorities will demonstrate in their plans how this principle will be achieved and maintained in practice.

Dundee City Council will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

ACTIVE OFFER

Dundee City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will give Gaelic users the confidence to know that their needs will be met if that is their choice.

Dundee City Council will ensure that our Gaelic language services are as accessible as our English language services.

MAINSTREAMING

Dundee City Council will ensure that opportunities for the public and our staff to use Gaelic are mainstreamed or normalised, in support of the aim in the National Gaelic Language Plan 2018-2023 that Gaelic is used more often, by more people and in a wider range of situations, so it becomes part of the day-to-day fabric of modern Scottish life.

3. PLAN COMMITMENTS

3.1 HIGH LEVEL AIMS

Dundee City Council has agreed a set of High Level Aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

The High Level Aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2018-2023, and framed around the three National Gaelic Language Plan headings of:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

Dundee's High Level Aims are:

INCREASING THE USE OF GAELIC

High level Aim	Increase in Gaelic's presence in arts and culture events and resources.
Proposed Outcome	Dundee should 'play to its strengths' by increasing the presence of Gaelic as part of the city's well established reputation for arts and culture.
Current Practice	A programme of Gaelic lunchtime concerts, featuring musicians and singers from around Scotland, has proven popular and is now on its third series of six concerts each time. Over the lifetime of the first Gaelic Language Plan, there was an increase in Gaelic resources held in the libraries which are run on the Council's behalf by Leisure and Culture Dundee. This included not only language learning materials, but also fiction and children's books.
Actions Required	Action - Continue the programme of Gaelic concerts. Target Date - Over the lifetime of the plan Responsibility - Leisure and Culture Dundee
	Action - Continue to promote the work of Dundee Gaelic Choir and explore options to extend its connections to the Council eg by exploring the possibility of collaborative projects with schools. Target Date - Over the lifetime of the plan Responsibility - Chief Executive's Service/Children and Families
	Action - Explore with Leisure and Culture Dundee the opportunities to host an exhibition in McManus Galleries or Central Library on a topic which features Gaelic, and to host book or poetry readings in Gaelic and English. Target Date - Over the lifetime of the plan Responsibility - Leisure and Culture Dundee
	Action - Work with Leisure and Culture Dundee to feature Gaelic in annual events such as Local History Week and National Book Week. Target Date - Over the lifetime of the plan Responsibility - Leisure and Culture Dundee

	Action - Explore with Dundee Contemporary Arts the possibility of showing Gaelic films. Target Date - From 2021 Responsibility - Chief Executive's Service
	Action - Explore ideas for further events. At the focus group mentioned earlier in the consultation section, other kinds of events were discussed such as a regular PopUp Gàidhealtachd, meetings of a Gaelic reading group and a - perhaps annual - Gaelic Language Day, with language taster sessions, grammar workshops for learners, discussions on strategies for raising bilingual children, musical performances and FilmG screenings. These ideas will be explored. Target Date - From 2021 Responsibility - Chief Executive's Service
	Action - Raise awareness among key economic sectors, including design businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture has something unique and engaging to offer visitors to Scotland and buyers of Scottish products, with its distinctiveness enhancing customer perceptions of authenticity and provenance. This awareness raising will include promoting Visit Scotland's 'Gaelic for tourism businesses' portal. Target Date - from 2021 Responsibility - City Development

High level Aim	Explore with neighbouring Councils the scope for sharing resources for Gaelic development.
Proposed Outcome	The positive relationships between the officers responsible for Gaelic in this part of Scotland should be built upon to explore the possibility of further sharing of resources and planning of new initiatives and joint events.
Current Practice	The officers responsible for Gaelic in Dundee, Angus, Fife, Perth and Kinross and Aberdeen meet on a regular basis to share good practice, contacts etc. This group also commissioned a research project on Gaelic in the north east of Scotland (including the history, current situation and future opportunities for Gaelic in the area) which will help to raise the profile of the language.
Actions Required	Action - Explore with the other neighbouring Councils, and with Bòrd na Gàidhlig, a suggestion made during consultation that several local authorities (Dundee and Angus, for instance) could, possibly with some external funding, support and share a Gaelic Language Officer - ideally a fluent Gaelic speaker - who could not only develop Gaelic policy but also play a role in delivering it, for instance as a tutor for adult education classes. Target Date - During 2021 Responsibility - Chief Executive's Service

	Action - Consider further options, in the meantime, to maximise the co-operation between officers and the cross marketing of Gaelic events and activities across the different Council areas in this part of the country. Target Date - Over the lifetime of the plan Responsibility - Chief Executive's Service

INCREASING THE LEARNING OF GAELIC

High level Aim	Undertake the duty under the Education (Scotland) Act 2016 to promote, as appropriate, the potential for Gaelic medium and Gaelic learner education to Dundee City Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
Proposed Outcome	Dundee should meet its duties under the Education (Scotland) Act and should incrementally increase the awareness and visibility of Gaelic in schools.
Current Practice	There is currently no provision for Gaelic in schools in Dundee, at nursery, primary or secondary level. The Council's website does include information about Gaelic Medium Primary Education, the benefits of bilingualism and the rights of parents to request an assessment of the need for GMPE, and this information has been translated into Gaelic. There have been no specific requests to provide Gaelic medium education to date. There are no regular Bookbug sessions in Gaelic, but our partners Leisure and Culture Dundee did run an afternoon of songs, stories, rhymes, and games for toddlers, in a mix of Gaelic and English, at one of our community libraries.
Actions Required	Action - Respond to any requests to provide Gaelic education in line with the requirements of the Act. Target Date - Over the lifetime of the plan Responsibility - Children and Families Service
	Action - Take steps to increase the awareness of and visibility of Gaelic in schools eg through music, poetry, awareness-raising sessions and special projects which provide an opportunity to introduce Gaelic to pupils. Target Date - Over the lifetime of the plan Responsibility - Children and Families Service
	Action - Encourage Leisure and Culture Dundee to provide more Bookbug sessions? Target Date - From 2021 onwards Responsibility - Leisure and Culture Dundee

High level Aim	Look at providing, through a Tayside Collaborative model, access to Gaelic Medium Education where requests are made for families living in the Dundee City Council area.
Proposed Outcome	There should be collaboration between neighbouring authorities to maximise access to Gaelic education and ensure effective and sustainable use of resources.
Current Practice	Angus, Perth and Kinross and Dundee Councils are currently involved in a range of collaborative work to improve educational outcomes, but this has not to date included Gaelic.
Actions Required	Action - Explore ideas and share good practice through the Tayside 1+2 Strategy Group. Target Date - Over the lifetime of the plan Responsibility - Children and Families Service
	Action - Signpost parents who wish Gaelic medium education for their children to the provision by Angus Council until such time as there is sufficient demand to make provision in Dundee viable. Target Date - Over the lifetime of the plan Responsibility - Children and Families Service

High level Aim	Support the provision of Gaelic language classes in the community.
Proposed Outcome	There should be opportunities for people to learn Gaelic in Dundee.
Current Practice	• Until very recently, there were no Gaelic adult education classes in Dundee, and some learners in the city travel to Fife to attend classes. Recently a pilot learners' group has been meeting at Menzieshill Community Centre and provides the basis for future development. • Dundee Gaelic Choir has in the past run beginners'-level courses using Ùlpan, funded by Bòrd na Gàidhlig, as they needed to have a certain proportion of Gaelic-speakers in the choir for the Mòd. • Tayside Language Centre have considered running Gaelic courses as they aware of significant demand, but they do not have any tutors capable of delivering them. • The University of Dundee does not have a Gaelic department or offer degree programmes in Gaelic. It does however offer an online distance learning course, which it has run for the last two years. This is a 25-week course worth 20 SCQF credits, which runs a year from January to July. The course is recommened for students who already have some basic knowledge of Gaelic. • Dundee and Angus College does not offer Gaelic courses at present and has no current plans to do so.

Actions Required	Action - Aim to establish a beginners' Gaelic class for adult learners, perhaps building on the pilot classes which were held at Menzieshill Community Centre or in partnership with adult education associations, with effective marketing and promotion to encourage students to attend. Target Date - During 2021 Responsibility - Chief Executive's Service
	Action - Assuming that a class can be run on a regular basis, monitor the numbers attending so that this can be used as the base from which further growth can be attempted (i.e. so that the city's third Gaelic Language Plan would include a commitment to increase the number of adults learning Gaelic through its classes by X% over those who did so during the lifetime of this second plan). We will also plan how to ensure continuity of provision, so that intermediate and advanced courses are available for those who have completed beginners' courses, perhaps in co-operation with neighbouring local authorities. Target Date - Following on from above Responsibility - Chief Executive's Service

High level Aim	Support the development of a regular opportunity for Gaelic speakers in Dundee to meet and support each other in using Gaelic in conversation.
Proposed Outcome	There should be opportunities, in addition to formal classes, for Gaelic speakers to meet in a less formal setting to use the language. The National Gaelic Plan notes that "the primary need in towns and cities is to bring speakers together more often to create dynamic communities which support and grow the use of Gaelic within these urban settings. Gaelic arts and cultural events already play a central role. This needs to expand, as do other types of infrastructure to support using Gaelic whether it be through sports, training or social activities, thus creating vibrant and thriving communities which can capitalise on opportunities for growth". We will seek to contribute towards meeting that need.
Current Practice	There is no regular gathering of Gaelic speakers in Dundee and few opportunities to use Gaelic, either for native speakers or learners.
Actions Required	Action - Explore the best way to support a regular opportunity for Gaelic speakers to meet up to use the language. Target Date - During 2021 Responsibility - Chief Executive's Service
	Action - During the focus group held as part of Duncan Sneddon's research, one of the points raised was the desirability of a dedicated Gaelic community space, a drop-in centre where classes, conversation groups and choir rehearsals could meet, as well as being a space for community meetings, public talks and other such events. This was felt to be especially important for reaching older speakers who might not use the internet and might otherwise be hard to reach, and might not know other Gaels in the city. It was suggested it might be possible to secure external funding from Bòrd na Gàidhlig to work with the council to fix up one of a number of empty buildings around the city centre and to staff it with someone who could, for instance, run adult education classes. It was suggested that this Plan should commit to exploring this possibility, in consultation with the city's Gaelic community. In the current financial climate, it will be difficult to create a new dedicated space but we will explore ideas with the Gaelic speaking community on how the aims behind this aspiration can be taken forward.

	Target Date - During 2021 Responsibility - Chief Executive's Service

PROMOTING A POSITIVE IMAGE OF GAELIC

High level Aim	Increase the visibility of Gaelic in signage, heritage and high profile events.
Proposed Outcome	Gaelic should be more visible in the city and in a wider range of situations and events.
Current Practice	Significant progress has been made in providing Gaelic signage at high-profile locations, with Gaelic appearing on the three most recent major new buildings in the city - the V&A Museum of Design, the new Railway Station and the Regional Performance Centre for Sport. There is nothing visible in Dundee to show the history of Gaelic in the area. During the period of the last Gaelic Language Plan, Dundee twice hosted the Trad Music Awards which celebrated the best of traditional music in Scotland, including Gaelic, and were broadcast on BBC Alba and streamed worldwide through the BBC Alba website. Dundee has hosted the Royal National Mòd on five occasions - in 1902, 1913, 1937, 1959 and 1974 - and would love to do so again.
Actions Required	Action - Ensure that any relevant new or replacement prominent signage features Gaelic. Target Date - Over the lifetime of the plan Responsibility - City Development
	Action - Seek external funding to instal bi-lingual heritage plaques on sites in the city connected with Gaelic, with a view to raising Gaelic's visibility in the city and contributing to a greater understanding of the historical presence of Gaelic speakers in Dundee. Target Date - By end of 2021 Responsibility - Chief Executive's Service
	Action - Initiate discussions about the feasibility of Dundee hosting the Royal National Mòd during this decade. For this to happen, there needs to be a local branch of An Comunn Gàidhealach or an affiliated organisation, which at present there is not, and the Council will explore any assistance it can give to re-starting such a group. During consultation, it was suggested that a more realistic short-term aim would be hosting a provincial mòd for Dundee, Angus and Perth and Kinross, and building on that experience, so there will be further feasibility work done with relevant bodies. Target Date - During 2021 Responsibility - Chief Executive's Service

High level Aim	Deliver Gaelic awareness training to councillors and staff, with priority given to the education team and those with a key role in ensuring successful implementation of the Gaelic Language Plan.
Proposed Outcome	Councillors and senior officers should have an awareness of the importance of the Gaelic language, its historical spread across Scotland, its rich heritage linked to place and culture, Gaelic's place in a multi-lingual Scotland and the wider world, and Gaelic's benefits in in education and economic development.
Current Practice	Very successful awareness sessions were held for Council employees during the course of the Council's first Gaelic Language Plan but have not to date been delivered specifically for councillors or senior officers.
Actions Required	Action - Seek funding from Bòrd na Gàidhlig to run a further series of awareness raising sessions targeted more at senior policy and decision makers. Target Date - During 2021 Responsibility - Chief Executive's Service

3.2 CORPORATE SERVICE AIMS

As well as the High Level Aims agreed with the Council, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims to be included in all Gaelic Language Plans.

The Corporate Service Aims are based on the Bòrd's experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector.

All public authorities are expected to address all of these Corporate Service Aims in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions.

Where the aim has been achieved and is being delivered, this is stated below under current practice.

Where the aim has not yet been achieved, we have set out below how and when this will happen, even if it is beyond the lifetime of the current plan and/or as part of future renewal processes.

Subsequent editions of our Gaelic Language Plan will show incremental progress towards delivery of the Corporate Service Aims.

STATUS

Desired Outcome	**Logo and Brand** Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	The Council has not rebranded its corporate identity since agreeing its first Gaelic Language Plan.
Actions Required	Action - The Council remains committed to demonstrating equal respect for Gaelic and English on any rebranding. Target Date - On any rebranding Responsibility - Communications team within Chief Executive's Service

Desired Outcome	**Signage**

	Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Gaelic signage has been included in the three most significant public buildings in the city in recent years - V&A, Museum of Design, Railway Station and Regional Performance Centre for Sport.
Actions Required	Action - Include Gaelic signage on future prominent buildings and in any renewal of signage on the ambassador routes into the city. Target Date - Over the lifetime of the plan Responsibility - City Development

COMMUNICATING WITH THE PUBLIC

Desired Outcome	**Promotion** Positive message that communication from the public in Gaelic is always welcome.
Current Practice	A message to this effect has been added to the Gaelic page on the Council's website.
Actions Required	Action - Maintain existing commitment. Target Date - Over the lifetime of the plan Responsibility - All services

Desired Outcome	**Written Communication** Written communication in Gaelic is always accepted (post, e-mail and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	We have not, to date, received any communication solely in Gaelic.
Actions Required	Action - Accept and respond appropriately to any written communication in Gaelic. Target Date - Over the lifetime of the plan Responsibility - All services

Desired Outcome	**Reception and Phone** Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	We do not currently have staff with these skills.
Actions Required	Action - If reception/telephone staff have Gaelic language skills in future, this service will be promoted. Target Date - Over the lifetime of the plan Responsibility - Customer Services

Desired Outcome	**Public Meetings**

	Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	We have not yet had any meetings for which this service was requested.
Actions Required	Action - Respond to any requests to hold meetings bilingually or in Gaelic. Target Date - Over the lifetime of the plan Responsibility - All services

INFORMATION

Desired Outcome	**News Releases** High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	We have not yet issued a press release in Gaelic (although we have tweeted).
Actions Required	Action - Support press officers to obtain translations of news releases relating to Gaelic. Target Date - Over the lifetime of the plan Responsibility - Communications team within Chief Executive's Service

Desired Outcome	**Social Media** Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
Current Practice	We have participated in Gaelic Twitter Day and posted Gaelic tweets at other times.
Actions Required	Action - Continue to distribute Gaelic content through social media. Target Date - Over the lifetime of the plan Responsibility - Communications team within Chief Executive's Service

Desired Outcome	**Website** Gaelic content should be available on the website, with emphasis given to the pages with the highest potential reach.
Current Practice	Gaelic appears on the Council's website. The page includes a link to the Gaelic Language Plan, links to local and national organisations and some common words and phrases, with a link to sound recordings. The page also includes information about Gaelic classes and we have used it to promote events such as Gaelic concerts.

Actions Required	Action - Continue to keep the Gaelic page up-to-date, and seek further opportunities to use the page to promote resources such as the film 'Scottish Gaelic Explained'.
	Target Date - Over the lifetime of the plan Responsibility - Communications team within Chief Executive's Service

Desired Outcome	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	The Council's Gaelic Language Plan has been produced bilingually, in both electronic and paper formats.
Actions Required	Action - Identify any further publications which should be produced in Gaelic and English. Target Date - Over the lifetime of the plan. Responsibility - All services, with assistance from the Communications team within Chief Executive's Service.

Desired Outcome	**Language Utility** A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	We have used a professional translator for our plan, for information on our website and Twitter account, and to provide bilingual email contact details for staff who requested that. Our translator was recommended to us by other local authorities who testified to the quality of her work.
Actions Required	Action - Our commitment to using professional translation is confirmed. Target Date - Over the lifetime of the plan Responsibility - Chief Executive's Service

Desired Outcome	**Exhibitions** Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	We have not, to date, delivered a public exhibition bilingually or in Gaelic.
Actions Required	Action - Continue to explore, with our partners Leisure & Culture Dundee, the opportunity to feature Gaelic in exhibitions and events. Target Date - Over the lifetime of the plan Responsibility - Leisure & Culture Dundee

STAFF

Desired Outcome	**Internal Audit** Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	We carried out our first audit during July and August 2017, and repeated this specifically for teaching staff in early 2018. A total of 252 employees completed the survey, of whom one said they could speak, read and write Gaelic and 17 more said they had some limited ability or understanding, usually some common words such as greetings. 62 staff said they were interested in attending a Gaelic awareness session - most of these have now attended.
Actions Required	Action - Carry out a further audit during the period of this plan. Target Date - By end of 2022 Responsibility - Chief Executive's Service

Desired Outcome	**Induction** Knowledge of the public authority's Gaelic Language Plan is included in new staff inductions.
Current Practice	Our induction materials include a link to the Council's Strategic Plans, one of which is the Gaelic Language Plan.
Actions Required	Action - Ensure the commitments in this plan are highlighted to new staff. Target Date - Over the lifetime of the plan Responsibility - Human Resources within Corporate Services

Desired Outcome	**Language Training** Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	No direct training has been provided. However the Council has part funded two members of staff pursuing Gaelic learning through a course at the University of the Highlands and Islands and the Ulpan course in St Andrews.
Actions Required	Action - Consider further applications for funding support from members of staff who wish to undertake Gaelic language skills training. Target Date - Over the lifetime of the plan Responsibility - Learning and Organisational Development, within Corporate Services

Desired Outcome	**Awareness Training** Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing with the public.

Current Practice	Our first programme of Gaelic awareness-raising sessions were delivered by Ruairidh Maclean, highly respected Gaelic journalist and broadcaster, in September and October 2017, and were very well received. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among over 50 people who attended the sessions.
Actions Required	Action - Offer further sessions, targeted at senior officers and councillors. Target Date - By end of 2022 Responsibility - Chief Executive's Service

Desired Outcome	**Recruitment** Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.
Current Practice	We have not yet identified any posts for which Gaelic is essential or desirable.
Actions Required	Action - Recognise and respect Gaelic skills when recruiting for any posts for which these skills would be relevant. Target Date - Over the lifetime of the plan Responsibility - All services

Desired Outcome	**Recruitment** Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	We have reviewed our approach to this as requested but still have not to date identified any posts for which Gaelic would be essential or desirable.
Actions Required	Action - Continue to keep this under review, and in the meantime continue to encourage and support any members of staff who wish to develop their knowledge of Gaelic. Target Date - Over the lifetime of the plan Responsibility - All services

Desired Outcome	**Recruitment** Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	No such posts have yet been identified.
Actions Required	Action - If we identify posts for which Gaelic is an essential skill, adverts will be bilingual. Target Date - Over the lifetime of the plan Responsibility - Human Resources, within Corporate Services

GAELIC LANGUAGE CORPUS

Desired Outcome	**Gaelic Orthographic Conventions** The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.
Current Practice	There is a commitment in our first Gaelic Language Plan that Dundee City Council will adhere to Gaelic orthographic conventions.
Actions Required	Action - Re-affirm existing commitment. Target Date - Over the lifetime of the plan Responsibility - All services

Desired Outcome	**Place-Names** Gaelic place-name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	There is a commitment in our first Gaelic Language Plan to use the services of Ainmean-Àite na h-Alba for guidance on place names.
Actions Required	Action - Re-affirm existing commitment. Target Date - Over the lifetime of the plan Responsibility - All services

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The commitments in this Gaelic Language Plan will help advance the following priorities of the National Performance Framework:

- children and young people - we grow up loved, safe and respected so that we realise our full potential.
- communities - we live in communities that are inclusive, empowered, resilient and safe.
- culture - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- economy - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- education - we are well educated, skilled and able to contribute to society.
- human rights - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at https://nationalperformance.gov.scot/

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Dundee's City Plan - the Local Outcome Improvement Plan developed by Dundee's Community Planning Partnership - includes a vision that Dundee:

- will have a strong and sustainable city economy that will provide jobs for the people of 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.

The commitments in this plan will contribute towards achieving that vision.

Further work will be done during the course of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to explore the scope for joint working on Gaelic with neighbouring authorities.

6. PUBLICATION

This section of the plan sets out how Dundee City Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

INTERNAL

The Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist for them to use their Gaelic and/or develop their skills. This will be done by:

- publishing information on our staff intranet.
- positive references in the Chief Executive's monthly blog.
- including Gaelic in induction and in employee development reviews.

EXTERNAL

Dundee City Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan.
- publicise the plan through a variety of social media platforms.
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan.
- distribute copies of the plan to key stakeholders in the public, private and third sectors.
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies.
- make hard copies available on request.

7. RESOURCING THE PLAN

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. Where there are any extra cost implications, these will be agreed by the Council in line with normal budget processes.

8. MONITORING THE PLAN

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter.

Dundee City Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

9. THE GAELIC LANGUAGE PLAN IN DUNDEE CITY COUNCIL

OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive has overall responsibility for preparation, delivery and monitoring of Dundee City Council's Gaelic Language Plan. He can be contacted as follows:

NAME:	David Martin
POSITION:	Chief Executive
DEPARTMENT:	Chief Executive's Service
NAME OF ORGANISATION:	Dundee City Council
ADDRESS:	5 City Square
	DUNDEE DD1 3BA

TELEPHONE NUMBER: (01382) 434201

E-MAIL ADDRESS: david.martin@dundeecity.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Corporate Planning Officer has day-to-day responsibility for the delivery and monitoring of Dundee City Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

NAME: Bill Findlay

POSITION: Corporate Planning Officer

DEPARTMENT: Chief Executive's Service

NAME OF ORGANISATION: Dundee City Council

ADDRESS: 5 City Square

DUNDEE DD1 3BA

TELEPHONE NUMBER: (01382) 434094

E-MAIL ADDRESS: bill.findlay@dundeecity.gov.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan.

Dundee City Council will establish a group as follows:

- Remit - to oversee the implementation and monitoring of this plan.
- Representation - officers from Chief Executive's Services, Corporate Services, City Development, Children and Families, Neighbourhood Services and our partners at Leisure & Culture Dundee.
- Frequency of meetings - quarterly.

ENGAGING WITH STAFF

The Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring, as follows:

- through the implementation and monitoring group described above.
- through employee development reviews.
- through communication on the staff intranet, all staff e-mails and the Chief Executive's blog.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The Council will ensure that those who deliver services/goods on its behalf (eg contractors, arm's length organisations and other third parties) are aware of and will deliver commitments of the authority's Gaelic Language Plan.

This applies in particular to Leisure & Culture Dundee who manage libraries, museums and venues on the Council's behalf. We will continue to encourage Leisure & Culture Dundee to feature Gaelic in their provision and programmes.