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**East Dunbartonshire Council**

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## **DRAFT GAELIC LANGUAGE PLAN 2023-2028**

This draft plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was submitted and approved by Bòrd na Gàidhlig on 7 August 2023

## Foreword

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I am delighted to introduce the Gaelic Language Plan 2023-28, which sets out our aims, ambition, and commitment to promoting and supporting the use of the Gaelic language in East Dunbartonshire. We recognise the importance of Gaelic as a vital part of Scotland's cultural heritage and as an official language of Scotland.

The Council continues to acknowledge the significance of the Gaelic language, culture, and education recognising their invaluable contribution to both local and national cultural heritage. Our unwavering commitment lies in aligning with the National Gaelic Language Plan and fulfilling our obligations mandated by the Gaelic Language (Scotland) Act 2005, all of which are essential for securing a sustainable future for Gaelic in Scotland.

Building upon the achievement of the prior Gaelic Language Plans spanning 2013-18 and 2018-23, this edition of East Dunbartonshire Gaelic Language Plan provides a comprehensive blueprint detailing our concerted efforts to enhance Gaelic learning and promote the use of the Gaelic language within East Dunbartonshire. In crafting this plan, we have engaged in close collaboration with colleagues from various Council Services, collaborated with Bòrd na Gàidhlig (the primary public entity responsible for advancing Gaelic development in Scotland) and involved key stakeholders.

We believe that the Gaelic language has an important role to play in promoting diversity and inclusion, and we are committed to working with Gaelic-speaking communities and individuals to help support the language and its continued use.

We acknowledge that there are challenges to be addressed in promoting the Gaelic language including the need for more resources and support for Gaelic language education and the need to increase the number of Gaelic speakers. However, we are committed to working collaboratively with other public bodies and stakeholders to overcome these challenges and ensure that the Gaelic language continues to thrive in East Dunbartonshire.

The insights derived from the 2022 Census will serve as a pivotal foundation for our understanding of Gaelic in East Dunbartonshire. These insights will guide us as we strive to realise our Strategic Priorities and Corporate Service aims. This endeavour stands as a fundamental element in our ongoing commitment to safeguard the status of Gaelic and its integral role in the community.

We hope that our Gaelic Language Plan will encourage other organisations to take active steps to support the Gaelic language and its speakers. We look forward to working with our communities, stakeholders, partners, and staff to implement our plan and help support the Gaelic language and its vibrant culture.

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## 1. INTRODUCTION

East Dunbartonshire Council is in the west central lowlands of Scotland. It is located to the north of the river Clyde and to the east of the City of Glasgow. The Council covers an area of approximately 67 square miles and has a population of around 109,000 people. The main towns in East Dunbartonshire include Bearsden, Milngavie, Bishopbriggs and Kirkintilloch. The area is known for its beautiful scenery with hills, woodlands and countryside surrounding the towns and villages. The area is also known for its historic landmarks including the Antonine Wall, a UNESCO World Heritage site.

Since forming in 1996, East Dunbartonshire Council has been recognised as a progressive, and efficient council, committed to serving the needs of its residents and workers. The Council currently employs around 5,700 individuals who provide a diverse range of services across the area. The Council's corporate and civic headquarters are located at Southbank Marina in Kirkintilloch.

One of 32 Scottish councils, East Dunbartonshire is split into seven multi-member wards, with three or four councillors representing the interests of the local community in their Ward on the Council. The multi-member wards are Ward 1 – Milngavie, Ward 2 - Bearsden North, Ward 3 - Bearsden South, Ward 4 - Bishopbriggs North and Campsie, Ward 5 - Bishopbriggs South, Ward 6 - Lenzie and Kirkintilloch South, Ward 7 - Kirkintilloch East and North and Twechar. The 2022 Local Council elections resulted in a minority, which is led by the Scottish National Party.

Party	Elected Member
Scottish National Party	8
Scottish Labour Party	4
Scottish Conservative and Unionist Party	2
Scottish Liberal Democrats	6
Independent/Other	2

## 2. GAELIC IN EAST DUNBARTONSHIRE

According to results from the 2011 Census, 0.9% of the East Dunbartonshire population could speak Gaelic, and 1% of the population had knowledge of the Gaelic Language. The following table 1 provides more detailed information.

Table 1: People with Gaelic abilities

Understands spoken Gaelic but cannot speak, read or write	351
Speaks, reads and writes Gaelic	498
Speaks but neither reads nor writes Gaelic	336
Speaks and reads but cannot write Gaelic	83
Reads and/or writes but does not speak Gaelic	72
<b>All people aged 3+ able to speak, write, read or understand Gaelic</b>	<b>1,340</b>
No knowledge of Gaelic	100,659
All people aged 3+	101,999

Those with Gaelic language abilities reside across the communities in East Dunbartonshire, however, there are slightly higher concentrations in Bearsden, Bishopbriggs, Kirkintilloch and Milngavie.

## 3. GAELIC WITHIN SCOTLAND

The release of the 2022 Census information (expected in 2024) will provide us with updated insights into the status of Gaelic in Scotland.

According to the 2011 Census, approximately 87,100 individuals in Scotland (approximately 17% of the population) possessed some level of Gaelic language skills. Among these individuals:

- 32,400 were proficient in understanding, speaking, reading, and writing Gaelic.
- 57,600 could speak Gaelic
- 6,100 could read and/or write Gaelic but did not speak it.
- 23,400 could understand Gaelic but were unable to speak, read or write it.

While there was a slight increase in the number of individuals (aged three and older) with comprehensive Gaelic language skills between 2001 and 2011 Censuses, rising from 31,500 in 2001 to 32,400 in 2011, there was a discernible downward trend concerning Gaelic language skills in Scotland.

- The number of people (aged three and older) proficient in speaking Gaelic declined by 1.8% between 2001 and 2011.
- The number of individuals (aged three and older) capable of reading or writing Gaelic decreased by 13.2% between 2001 and 2011.
- The number of individuals (aged three and older) able to understand Gaelic but unable to speak, read or write it, declined by 12.6% between 2001 and 2011.

On St Andrew's Day in 2019, Scottish Gaelic was introduced as a course on the online platform, Duolingo. As of March 2022, the Scottish Gaelic course had attracted 1.12 million learners, with 431,000 of these learners actively engaging with the course. Remarkably 25% of these learners hail from the UK. Duolingo has since partnered with Sabhal Mòr Ostaig (the National Centre for Gaelic Language and Culture) to further enhance the course's development.

## 4. THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

The Gaelic Language (Scotland) Act 2005, ratified by the Scottish Parliament, was enacted with the intent of establishing Gaelic language as an official language of Scotland, affording it equal recognition alongside the English language.

A prominent aspect of the 2005 Act is its provision empowering Bòrd na Gàidhlig to mandate public authorities to formulate a Gaelic Language Plan. This provision was designed to ensure that the Scottish public sector actively contribute to building a sustainable future for Gaelic. It achieves this by elevating the language's status and visibility while also creating practical avenues for its utilisation.

The document represents East Dunbartonshire Council's proposed Gaelic Language Plan, meticulously crafted within the framework of the Gaelic Language (Scotland) Act 2005. It delineates our approach to incorporating Gaelic into our operational functions, facilitating the use of Gaelic when engaging with the public and key partners, and fostering the promotion and development of the Gaelic language.

This Gaelic language plan has been developed in adherence of the statutory criteria in the 2005 Act. Additionally, it has been developed with due considerations to the National Gaelic Language Plan and the Guidance on the Development of a Gaelic Language Plan.

## 5. THE NATIONAL GAELIC LANGUAGE PLAN

East Dunbartonshire Council stands firmly behind the objective set forth in the National Gaelic Language Plan, which seeks to promote the more extensive use of Gaelic involving a broader spectrum of individuals and across various contexts. Our commitment to realising this objective is demonstrated through our dedicated efforts, aligning with the overarching goals of the National Gaelic Language Plan:

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

## 6. INTERNAL GAELIC CAPACITY AUDIT

East Dunbartonshire Council is set to undertake an internal language capacity audit of its workforce, as an integral component of the preparations for this Gaelic Language Plan. This language capacity audit will be carried out in strict accordance with our statutory obligations as mandated by the 2005 Act and the accompanying guidance. The primary objectives of this audit are two-fold:

- To enhance our understanding of the Gaelic language proficiencies of Council staff
- To ascertain the interest and demand for Gaelic language training for staff.

## 7. CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

In accordance with the Gaelic Language (Scotland) Act 2005, the Council is mandated to seek input to the draft Gaelic Language Plan before its submission to Bòrd na Gàidhlig. The pre-consultation period was carried out with stakeholders and findings will inform the methods to consult on this Draft Gaelic Language Plan 2023-28. We will review all the responses received in the pre-consultation and implement any required changes prior to submission to Bòrd na Gàidhlig.

## 8. KEY PRINCIPLES

### **Equal Respect**

Under the provisions of the 2005 Act, Bòrd na Gàidhlig actively works towards establishing the Gaelic language as an official language of Scotland, hoping for equal stature with the English language. Consequently, Bòrd na Gàidhlig anticipates that public authorities will demonstrate through their plans how this principle will be effectively implemented and sustained in practice.

The Council is committed to guaranteeing that any Gaelic components integrated into our operations and services are held to the same standards of quality and excellence as those provided in English.

### **Active Offer**

The Council will proactively extend an offer of our Gaelic services to our employees and the public. This proactive approach ensures that Gaelic service availability is clearly communicated to Gaelic users, actively encouraging their utilisation. This approach will support confidence among Gaelic users.

### **Normalising**

The primary objective of the Gaelic Language (Scotland) Act 2005 is to foster the sustainability and growth of the Gaelic language and its associated culture. The Council will endeavour to normalise opportunities for the public and our staff to use Gaelic, aligning with the objectives outlined in the National Gaelic Language Plan.

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## 9. PLAN COMMITMENTS

<b>1. INCREASING THE USE OF GAELIC</b>			
<b>Strategic Priority</b>	Work with partners and businesses to increase both the use and awareness of the Gaelic language throughout East Dunbartonshire.		
<b>Desired Outcome</b>	Encourage more people to use Gaelic in East Dunbartonshire by supporting communities to host Gaelic events. Make more people know about Gaelic in East Dunbartonshire by using signs in two languages in places like buildings and roads.		
<b>Current Practice</b>	Right now, in East Dunbartonshire, we're raising awareness of Gaelic by using signs in two languages in some instances. Gaelic events and opportunities in the area are promoted by East Dunbartonshire Council and East Dunbartonshire Leisure and Culture Trust.		
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Plan a campaign in partnership with key Council services to raise awareness of Gaelic generally and raise awareness of Cleachdi Initiative.	Produce a communication report outlining impact of campaign to promote the Gaelic Language Plan	Plan in Q3 and Q4 (2023-24) for delivery in Q1 (2025)	Communication & Engagement Team Community Planning & Partnership Team All services East Dunbartonshire Leisure and Culture Trust (EDLCT) East Dunbartonshire Business Community
Create video content that shows how we can use Cleachdi materials	Produce online video content to illustrate the practical use of Cleachdi materials across services and the community	Plan in Q3 and Q4 (2023-24) for delivery in Q1& Q2 (2024)	Communication & Engagement Team Community Planning & Partnership Team All services EDLCT East Dunbartonshire Business Community
Increase posts on key Gaelic campaigns and events in both languages on East Dunbartonshire Council Website	Produce digital content for the relevant Gaelic campaigns.	Plan in Q2 for delivery in Q3 (2023) and Plan in Q1, 2 for delivery in Q3(2024)	Communication & Engagement Team Community Planning & Partnership Team All services Gaelic Community EDLCT East Dunbartonshire Business Community

When needed, change old or broken signs and information at places with signs that have two languages on them and increase the number of signs.	Record baseline of current signs in two languages  Increase the number of bilingual signs at venues across East Dunbartonshire	Conduct baseline in Q3;4 (2023-24)  Plan in Q1;2 and deliver Q3;4 (2024-25)	Communication & Engagement Team Community Planning & Partnership Team All services Gaelic Community East Dunbartonshire Communities EDLCT East Dunbartonshire Business Community
Looking at road signs we currently have, explore where we could add or change signs with two languages on roads across East Dunbartonshire including at the edges of our communities. Ensuring the names of places are right by getting advice from Ainmean-Aite na h-Alba when needed	In our road's asset management programme, we'll check and find important spots where signs, complying with TSRGD (Traffic Signs Regulations General Direction) with two languages could be introduced. We'll also replace old signs when they need to be changed, in compliance with TSRGD.	Plan Q3, 4 (2023-24) and deliver Throughout lifetime of plan	Community Planning & Partnership Team Roads Service Communication and Engagement Team All services Gaelic Community East Dunbartonshire Communities EDLCT
<b>Strategic Priority</b>	Ensure that the plan implementation is led with representation from all key service areas within the Council.		
<b>Desired Outcome</b>	The Equalities Action Planning Forum will agree terms of reference and meet quarterly and monitor progress made, with summary reports compiled to form an annual report for each year of the Plan.		
<b>Current Practice</b>	The operational officer's forum meets infrequently.		
<b>Action Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Review the terms of reference for the Equalities Action Planning Forum	Agree the terms of reference for the Equalities Action Planning forum and schedule meetings.	November 2023	Community Planning & Partnership Team Key services EDLCT
Equalities Action Planning Forum meets quarterly to plan delivery and monitor progress	A record of meetings will be noted and disseminated to members.  Summary report from Equalities Action Planning forum will be	Meet once per quarter per year lifetime of the plan	Community Planning & Partnership Team Key services EDLCT

	collated, including a RAG status of indicators.		
Provide an annual report advising of progress of that year in relation to the Gaelic Language Plan (2023-28)	An annual monitoring report which will include summary reports will be presented to East Dunbartonshire Council for approval and then to Bòrd na Gàidhlig and East Dunbartonshire Community Planning Partnership Board	Plan for in Q1, 2 & 3 and produce report Q4 every year of the lifetime of the plan	Community Planning & Partnership Team Key services EDLCT East Dunbartonshire Business Community East Dunbartonshire Community Planning Partnership
<b>2. INCREASING THE LEARNING OF GAELIC</b>			
<b>Strategic Priority</b>		Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Medium Education (GME); ensuring the retention of pupils at key transitional phases, promoting an increase in numbers enrolling in GME and ensuring annual improvement plans are in place to provide standards and quality reporting.	
<b>Desired Outcome</b>		Continue to provide high quality Foghlam tro Mheadhand (Gaelic Medium Education - GME) and identify additional opportunities for people to learn Gaelic.	
<b>Current Practice</b>		Parents are told about the choice of Foghlam tro Mheadhan na Gàidhlig (Gaelic Medium Education - GME) during the early years and P1 registration process. The option for learning Gaelic is also offered in secondary school at Bishopbriggs Academy. Innis an Uillt (Meadowburn Gaelic Unit) sets specific goals for Gaelic in their yearly improvement plan and quality report. Secondary education is part of Bishopbriggs Academy's improvement plan and standards and quality report.	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
We will advertise and promote Gaelic Medium Education (GME), as part of our campaigns for early years and P1 enrolment	Produce a digital communication report outlining impact of campaign posts.	Plan for in Q 4 2023 and implement Q 1 2024, and subsequent years for the lifetime of the plan	Education Communication and Engagement Team Gaelic Communities Community Toddler Groups Nurseries

	<p>We will record the number of community-based opportunities promoting GME, including New Scot events and Bookbug sessions.</p> <p>We will record enrolment.</p>		<p>Partner Child Minders After school provisions East Dunbartonshire Communities EDLCT East Dunbartonshire Businesses</p>
<p>We will develop high quality improvement plans and standards and quality reports annually for our Gaelic Medium Education provision.</p>	<p>Submissions monitored and quality assured by the link Quality Improvement Officer and moderated by the wider Quality Improvement Team</p>	<p>Lifetime of the plan by school session</p>	<p>Education Service Pupil Council Parent Council</p>
<p>We will make sure parents/carers are informed of the offer available for continuing or commencing Gaelic at Bishopbriggs Academy.</p>	<p>We will monitor the uptake of Gaelic at secondary stages.</p> <p>We will provide young people and their families/carers with clear and accurate information about the benefits of Gaelic education, the curriculum, and the potential career opportunities.</p>	<p>Plan for in Q 4 2023 and implement Q 1 2024, and subsequent years for the lifetime of the plan</p>	<p>Education Service (Bishopbriggs Academy) East Dunbartonshire Communities East Dunbartonshire Business Community</p>
<p>Development of Family Learning Opportunities and events</p>	<p>Participation data collected and analysed Feedback from Learners Feedback from Parents/Carers Evaluations from Family Learning Assistant</p>	<p>Lifetime of the plan by school session</p>	<p>Education Service (Head Teachers)</p>
<p>The Council will engage with parents and the Gaelic community to conduct a consultation on GME Early Years provision</p>	<p>Feedback from all stakeholders Data collected and analysed</p>	<p>Implementation by 2025.</p>	<p>Education Service</p>

<b>Strategic Priority</b>		As the Gaelic Medium primary school roll increases, consult on how to further enhance the immersion experience for pupils.	
<b>Desired Outcome</b>		Pupils have improved language skills and deeper engagement.	
<b>Current Practice</b>		Ongoing work with the Gaelic Community and Comhairle nam Pàrant as well as close working between Sgoil Araich, Meadowburn Gaelic unit and Bishopbriggs Academy. Parental consultation takes place throughout each school session, with data collected analysed and acted upon to inform next steps.	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Develop a consultation mandate in collaboration with stakeholders.	A consultation plan will be produced  Collation and analysis of stakeholder feedback  Action Plan (informing School Improvement Planning and Service Planning)	Plan Q 3,4, year 2025-26), delivered in Q1,2 (2026-27)	Education Services
Promote the work of the Gaelic Language and Culture within East Dunbartonshire.	We will develop our good relationships with our Gaelic Community, and community planning partners including East Dunbartonshire Leisure and Culture Trust  We will record the number of Gaelic Bookbug delivered sessions and gifting of Gaelic Bookbug Bags.	Plan Q 3,4, year 2024-25), delivered in Q1,2 (2026-27)	Education Services - Bookbug Communication and Engagement Team Community Planning and Partnership Team East Dunbartonshire Community Planning Partnership EDLCT Gaelic Community East Dunbartonshire Communities East Dunbartonshire Businesses
<b>Strategic Priority</b>		Expand the Gaelic Medium Curriculum offer at secondary level each session.	

<b>Desired Outcome</b>		Increase the number of attainment opportunities available to pupils at secondary level	
<b>Current Practice</b>		Plans are in place for all pupils attending the Gaelic Medium Education unit at Bishopbriggs Academy to secure a qualification in Gàidhlig.	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Maintain staffing levels to ensure continued delivery of quality Gaelic Medium Education provision	Workforce Planning	Assess Q1 and implement Q2 every year lifetime of the plan	Education Services Pupils, Pupil Council and Parent Council
Continue to have strong partnerships with primary schools to deliver work experience opportunities for Gaelic Medium Education pupils.	Record the number of work experience opportunities offered. Record the number of work experience opportunities taken up.	Annually throughout the lifetime of the plan	Education Services Pupils, Pupil Council and Parent Council Skills for Learning, Life and Work Team
Establish a community driven forum to ensure the voice of the Gaelic and wider community inform Gaelic Language Plan.	Establish the “Unity Inclusion forum” to ensure community voice is heard.	Plan Q3, 4 (2023-24)  Deliver Q 1,2 (2024-25)	Community Planning & Partnership Team Communication and Engagement Team Communities EDLCT East Dunbartonshire Voluntary Action East Dunbartonshire Community Planning Partnership East Dunbartonshire Businesses
Continue to build partnership with appropriate Gaelic organisations to deliver a wide range of cultural experience.	Conduct a comprehensive stakeholder mapping and profiling of organised Gaelic organisations.  Record participation in the “Unity Inclusion Forum”	Plan Q 3, 4 (2023-24) and Deliver Q 1,2 for subsequent years of lifetime of the plan	Education Service Pupils, Pupil Council and Parent Council Gaelic Community East Dunbartonshire Community Planning Partnership East Dunbartonshire Businesses
<b>Strategic Priority</b>		Building upon current progress, promote Gaelic as an L3 (Second modern language) to all primary schools with the aim of growing the	

		number of schools offering Gaelic as an L3 (Second Modern Language)	
<b>Desired Outcome</b>		A broader and more widespread adoption of Gaelic language learning among children and young people, contributing to preserving and revitalising the Gaelic language.	
<b>Current Practice</b>		<p><b>L3 in the Primary Sector</b> The use of a planned interdisciplinary approach and aspects of citizenship and international education is one way of introducing the L3 language. Increasing use of planned interdisciplinary learning (one of the four contexts for learning within CfE) facilitates learning about aspects of other countries across the curriculum. In our primary schools for example, projects about other countries can involve aspects of language, geography, history, environmental studies and the expressive arts, together with health and wellbeing. The other country can become a focus for learning across the school.</p> <p><b>L3 in the Secondary Sector</b> In terms of the L3 language, a number of approaches are evident besides a full subject option. For example, during the broad general education a new language is taken forward through a carefully planned interdisciplinary approach, or through an elective or enrichment activity which runs for all or part of the session. These options are introduced in a way that allows for genuine progression in L3, which would ideally be the third language children had learned in primary school. The L3 language could thereafter be studied for certification purposes within the senior phase, based on learner choice</p>	
<b>Actions Required</b>	<b>Measurement Method</b>	<b>Target Date</b>	<b>Responsibility</b>
Annually promote and support career-long professional learning	Monitor and record the number of staff participating in Gaelic CLPL.	Annually throughout the lifetime of the plan	Education Service

(CLPL) in Gaelic to all teaching staff.	Monitor feedback from CLPL courses.		
Annual information session offered, in collaboration with Meadowburn GME unit, to all interested East Dunbartonshire staff to promote Gaelic language and culture within schools.	Monitor and record the number of staff in attendance at information sessions.  Monitor feedback from sessions.	Plan Q3,4 (2023-24) and deliver subsequent years	Education Services

<b>A CORPORATE SERVICE AIMS</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<b>Logo and Brand</b>  East Dunbartonshire Council logo and branding into both Gaelic and English	The East Dunbartonshire Council civic crest incorporates Gaelic.	We will aim to continue the progress that has been made in identifying opportunities that arise to render the corporate logo branding in both Gaelic and English	Plan Q3, 4 (2023-24)  Deliver Q 1,2 (2024-25)	East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum
<b>Signage</b>  Signage will include Gaelic and English as part of any renewal process.	Bilingual signage is currently in place in some places in East Dunbartonshire.	We will explore in partnership with the Gaelic community review the suitability of replacing signage in key venues, and road signage. We will check and find important spots where signs, complying with TSRGD (Traffic Signs Regulations	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of the lifetime of plan	East Dunbartonshire Council Roads Department Equalities Action Planning Forum Gaelic Community East Dunbartonshire Communities



		General Direction) with two languages could be introduced. We'll also replace old signs when they need to be changed, in compliance with TSRGD.		
<b>B COMMUNICATING WITH THE PUBLIC</b>				
<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>Promotion</b></p> <p>Positive messages that communication from the public in Gaelic is always welcome and regularly repeated.</p>	<p>There is a webpage on East Dunbartonshire Council's website for the Gaelic Language Plan 2020-23 and additional webpages for Gaelic Medium Education. Neither state we welcome communication from the public in Gaelic.</p>	<p>We will promote welcoming and acceptance of communication in Gaelic and will endeavour to provide replies in Gaelic.</p> <p>We will distribute news releases and important information in relation to Gaelic initiatives in both Gaelic and English in consultation with the Gaelic and wider Community.</p> <p>We will frequently (minimum of four posts per year) circulate Gaelic content through social media.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p> <p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of the plan.</p> <p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>

<p><b>Written Communication</b></p> <p>Written communication in Gaelic is always accepted (post, email and social media), and replies provided in Gaelic in accordance with the general policy.</p>	<p>It does not state on East Dunbartonshire Council’s website that written communication in Gaelic is always accepted. There are no training modules for staff in relation to responding to Gaelic correspondence.</p>	<p>We will review current information on our website, as part of our refreshed website.</p> <p>The Accessible Information Policy includes translation and interpretation where the person requiring Council services does not have any English capacity.</p> <p>We will explore the solutions and process to support sustainable implementation across East Dunbartonshire to respond to Gaelic communication received.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p> <p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>
<p><b>Reception and phone</b></p> <p>Where Gaelic speaking staff can provide this service they are supported to do so.</p>	<p>There are currently no Gaelic speaking staff to provide reception and phone services in East Dunbartonshire Council, except within Gaelic Medium provision.</p>	<p>We will explore the suitability and sustainability of implementing this corporate service aim.</p>	<p>Identify baseline of request, plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>
<p><b>Public Meetings</b></p>	<p>East Dunbartonshire Council has not had the opportunity to host a</p>	<p>We will explore the suitability and sustainability of</p>	<p>Identify baseline of request, plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team</p>

<p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>public meeting bilingually.</p>	<p>implementing this corporate service aim.</p> <p>We will explore the opportunities and sustainability of embedding opportunities in the consultation and monitoring of the Gaelic Language Plan 2023-28</p> <p>We will host initial consultation meetings and events bilingually on the draft Gaelic language plan</p> <p>We will host events with New Scots incorporating Gaelic language.</p>	<p>Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan.</p> <p>Plan in Q3,4 and deliver in Q1,2 (2024-25) and subsequent years of plan.</p> <p>Plan in Q3,4 and deliver in Q1,2 (2024-25) and subsequent years of plan.</p> <p>Plan in Q3,4 and deliver in Q1,2 (2024-25) and subsequent years of plan.</p>	<p>East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
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**C INFORMATION**

<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>News Releases</b></p> <p>High profile news releases and all news releases related to Gaelic</p>	<p>All news releases are currently released only in English. News releases relevant to Gaelic are published</p>	<p>We will explore the suitability and sustainability of implementing this corporate service aim.</p>	<p>Identify baseline of request, plan Q3, 4 (2023-24) and deliver</p>	<p>East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services</p>

are available in both Gaelic and English.	predominantly in English. News releases would be available in Gaelic on request.	We will explore Gaelic media and circulate related news releases.	Q1,2 (2024-25) and subsequent years of Plan	Equalities Action Planning Forum
<b>Social Media</b> Gaelic content distributed regularly through social media.	We do not provide social media posts across Council social media platforms.	We will explore where relevant to do so, to ensure that relevant social media content is bilingual.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	We currently have our Gaelic Language Plan 2020-23 available on our website in Gaelic.	We will explore the suitability and sustainability of implementing this corporate service aim		East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum  Agree process between education and comms/services to get information translated
<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.	The Gaelic Language plan (2020-23) has been published bilingually. All other corporate documents are available on request.	We will aim to explore the suitability and sustainability across the Council to identify corporate publications with the highest potential reach and impact.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
<b>Language</b>	Translation and interpretation for corporate information	We will review current provision and explore suitability and	Plan Q3, 4 (2023-24) and deliver	East Dunbartonshire Council Communication and Engagement Team

<p>A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high</p>	<p>and documents is currently conducted by a qualified external third party, that adheres to SQA Orthographic Conventions.</p>	<p>sustainability across the Council to identify translation and explore opportunity to build local community resilience.</p>	<p>Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Exhibitions</b>  Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with highest potential impact.</p>	<p>East Dunbartonshire Council understand the central role played by arts and heritage in sustaining and growing engagement and increase use of Gaelic across Scotland.</p>	<p>We will review current provision and explore suitability and sustainability across the Council to identify translation and explore opportunity to build local community participation and resilience.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>D STAFF</b></p>				
<p><b>Desired Outcome</b></p>	<p><b>Current Practice</b></p>	<p><b>Actions Required</b></p>	<p><b>Target Date</b></p>	<p><b>Responsibility</b></p>
<p>Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of teach edition of the plan.</p>	<p>East Dunbartonshire Council conducted an internal Gaelic capacity audit for the previous Gaelic Language Plan (2020-23)  We will conduct an internal language capacity audit for this iteration of the Gaelic Language Plan.</p>	<p>We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan by Bòrd na Gàidhlig</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Induction</b></p>	<p>Our Gaelic Language Plan (2023-23) is</p>	<p>We will review current provision and explore</p>	<p>Plan Q3, 4 (2023-24) and deliver</p>	<p>East Dunbartonshire People Development Team</p>

<p>Knowledge of the public authority's Gaelic language plan and training opportunities are embedded in new staff induction.</p>	<p>accessible on our intranet.</p>	<p>suitability and sustainability across the Council induction and learning opportunities.</p>	<p>Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Language Training</b></p> <p>Gaelic language skills training and development delivered to staff particularly in relation to implementing the public authority's Gaelic Language Plan</p>	<p>East Dunbartonshire Council as part of the offer provided by people development support CPD to staff who require Gaelic as an essential part of their roles.</p>	<p>We will review the findings of the internal language capacity audit.</p> <p>We will develop a baseline, and explore suitability and sustainability across the Council people development platforms</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Using Gaelic</b></p> <p>Staff are encouraged to use Gaelic in their work.</p>	<p>East Dunbartonshire Council staff are encouraged where relevant and appropriate to use Gaelic in their work.</p>	<p>We will continue to encourage staff where relevant and appropriate to use Gaelic in their work.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>
<p><b>Recruitment</b></p> <p>Gaelic language skills are recognised and respected within the recruitment process throughout the Council.</p>	<p>Where there is a requirement for the Gaelic language to form part of the job role and specification, this is done in accordance with Bòrd na Gàidhlig recruitment advice.</p>	<p>We will continue to comply with Bòrd na Gàidhlig recruitment advice as appropriate.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Human Resources Recruitment Team East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>

<p>Gaelic named as an essential and/or desirable in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>No routine adverts have the Gaelic language as a skills requirement.</p>	<p>Where there is a specific Gaelic speaking requirements or a post, a suitable Gaelic speaking representative will be included in the interview process.</p>		
<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.</p>	<p>Where Gaelic is essential skill for a role, we will aim to publish bilingual job adverts and person specification.</p>		

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<b>Desired Outcome</b>	<b>Current Practice</b>	<b>Actions Required</b>	<b>Target Date</b>	<b>Responsibility</b>
<p><b>Gaelic Orthographic Conventions</b></p> <p>The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the authority</p>	<p>East Dunbartonshire Council written materials are translated by a qualified third-party or EDC employee that adheres to SQA Orthographic Conventions.</p>	<p>We will review current provision and explore suitability and sustainability of engaging EDC staff.</p> <p>We will review current interpretation and translation guidance issued, to ensure that translation and interpretation of all written materials comply with Gaelic Orthographic Conventions.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services East Dunbartonshire Communication and Engagement Team Equalities Action Planning Forum</p>

<p><b>Placenames</b></p> <p>Gaelic place name and advice from Ainmean-Àite na h-Alba is sought and used.</p>	<p>East Dunbartonshire Council seeks advise from Ainmean-Àite na h-Alba as required.</p>	<p>We will continue to seek advice from Ainmean-Àite na h-Alba as required.</p>	<p>Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan</p>	<p>East Dunbartonshire Council Education Services                  East Dunbartonshire Communication and Engagement Team                  Equalities Action Planning Forum                  Gaelic Community                  East Dunbartonshire Communities                  East Dunbartonshire Businesses</p>
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