




The draft Guidance on Gaelic Language Plans

a Gaelic language plan must set out the measures to be taken by the relevant public authority in relation to the use of the Gaelic language in connection with the exercise of the authority's functions



Section 3(4)(a), Gaelic Language (Scotland) Act 2005



Introduction to the Draft Guidance

This draft of the first Guidance on Gaelic Language Plans has been drawn up by Bòrd na Gàidhlig as required by section 8 of the Gaelic Language (Scotland) Act 2005, and is hereby published for public consultation under section 8(2) of the Act.

As of 14th August 2006, the draft Guidance has been made available for public consultation in booklet form and on the Bòrd na Gàidhlig website at www.bord-na-gaidhlig.org.uk.

Responses from individuals or organisations or ad hoc groupings of either are invited by letter and through electronic mail. The consultation period will close at 5pm on 10th November 2006. Responses should be sent to:

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The draft Guidance will be reconsidered by Bòrd na Gàidhlig in the light of responses received during the period of public consultation. The Bòrd will then submit a revised draft to the Scottish Ministers for approval.

Your response is welcome on any aspect of the draft Guidance. The following questions may be of help to you or your organisation in developing your response, but your submission need not be directed by these.

- ❖ *Are you satisfied with the interpretation of equal respect on page 8?*
- ❖ *Are the issues concerning the level of provision on pages 9-10 adequately tackled?*
- ❖ *Is the advice in each section clear and helpful?*
- ❖ *Are the suggestions from page 14 for the content of a Gaelic language plan comprehensive enough and appropriate to the requirements of Gaelic development?*
- ❖ *Are the percentages proposed on pages 18-19 and page 22 for the triggering of various policy provision and employment requirements, realistic and appropriate?*
- ❖ *If you are responding on behalf of an organisation, would the draft Guidance adequately assist in drawing up a Gaelic language plan?*
- ❖ *If you are responding on behalf of an organisation not covered by the Gaelic Act, do you feel that this guidance would be of assistance in drawing up a non-statutory Gaelic language plan?*

As part of the consultation process on the draft Guidance, Bòrd na Gàidhlig would welcome examples of good practice that bodies of all kinds, and their clients, would like to nominate.

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Introduction

The Gaelic Act

The Scottish Ministers are committed to securing the status of Gaelic as an official language of Scotland commanding equal respect to the English language. A major plank in giving substance to official status was the Gaelic Language (Scotland) Act 2005 (henceforth "the Gaelic Act").

The Gaelic Act was passed by the Scottish Parliament on 21st April 2005, and was commenced by the Scottish Ministers on 13th February 2006. This saw the culmination of a legislative process initiated by the Ministers to give statutory backing to their commitment to increase the number of people able to use and speak Gaelic, to encourage the use of the language, and to make the language and culture more accessible.

In presenting the bill for its final reading, the Minister with responsibility for Gaelic, Minister for Education and Young People Peter Peacock MSP, stated that it provided for:

"a flexible framework to secure the future of the Gaelic language. It gives clear and official recognition to Gaelic. Gaelic is an official language of Scotland commanding equal respect to English."

The Gaelic Act introduced three new, inter-related elements to Scottish public life.

- ❖ The statutory public body, **Bòrd na Gàidhlig**, was established to develop the use of Gaelic with the aim of securing it as an official language of Scotland which commands equal respect with English.
- ❖ Bòrd na Gàidhlig is charged with preparing the key statutory policy document, the **National Plan for Gaelic**, with which to articulate the philosophy and priorities to promote, and facilitate the promotion of, the use and understanding of Gaelic, Gaelic education and Gaelic culture.
- ❖ Bòrd na Gàidhlig is also charged with overseeing and assisting the introduction of **Gaelic language plans** which contribute to the implementation of the National Plan within the context of the circumstances of the individual public authorities and the communities they serve. This Guidance explains and supports the preparation of such plans.

Gaelic Language Plans

Gaelic plans should follow international best practice, such as the language schemes of Wales and the Irish Republic, in embedding Gaelic promotion in the operations, services and policies of bodies. They increase awareness of the language and its prestige by increasing its visibility and audibility, and they increase support for the language through enabling Gaelic users to employ the language in dealing with public authorities. Bilingual corporate identity, bilingual signage and a Gaelic presence on the web are all basic steps.

Gaelic language plans seek to create the conditions for the use of Gaelic in public life and support for its use in the home and community. They aim to produce the normalisation of a language, ie, the creation of an environment in which it can be used without reticence or resistance.

The obligations in respect of Gaelic plans are of a different nature from measures which public authorities may wish to take to assist speakers of non-indigenous languages who have insufficient command of the operating language of the body.

This Guidance provides examples of plan content, for consideration in the context of individual operations, client groups and localities. Gaelic plans demonstrating good practice will further the priorities of the National Plan for Gaelic. These priorities encourage action to support language vitality in the home, community and workplace. The National Plan also aims to increase the status of the language and further developments in the fields of education, culture and communication – all areas in which individual Gaelic plans may play a significant role through their influence on operations, services and policies.

Statutory Gaelic Plans

The Gaelic Act empowers Bòrd na Gàidhlig to notify Scottish public authorities, the Scottish Parliamentary Corporate Body and cross-border public authorities in relation to devolved matters in Scotland of a requirement to prepare a statutory Gaelic language plan.

The Scottish Ministers consider the public sector as having a vital role in ensuring a viable future for the language, and the statutory element was introduced precisely to ensure the success of this mechanism.

Bòrd na Gàidhlig will set out in its Corporate Plan the public authorities to whom it intends issuing a notice in any three-year period. These authorities will be prioritised in a strategy to impact most effectively on the development of Gaelic in Scotland, whilst ensuring that the burden on the public sector is both reasonable and proportionate.

The publishing of this Guidance on Gaelic plans is a requirement of the Gaelic Act. Its primary purpose is to assist those public authorities in receipt of notification in the preparation of their plan. Such authorities are statutorily obliged to have regard to it when preparing their plan.

This Guidance includes assistance on the structure of a Gaelic plan, on funding implications and possible assistance, on engaging in consultation and on a possible resource and service audit. It looks at the process for approval of the plan, at the requirement for a timetable and the potential for publicising and monitoring the plan, and at the statutory review of the plan. It also considers the potential for, and steps in, appealing statutory notification of a plan or of the timetable for its preparation.

Non-statutory Gaelic Plans

The Scottish Ministers have made it clear that they wish all public bodies, whether or not in receipt of notification under the Gaelic Act, to consider how they can contribute most effectively and efficiently to the national effort to preserve and promote Gaelic as a living language.

Bòrd na Gàidhlig shares this view, and would urge any body operating in Scotland, whether public or private, voluntary or commercial, to embrace the spirit of the Gaelic Act and realise its potential in assisting in the normalisation of Gaelic.

This Guidance will be of assistance in preparing both statutory and non-statutory Gaelic plans. Both types of plan are seen as of major importance in the delivery of the priorities established by the National Plan for Gaelic.

Further Advice

The preparation of a Gaelic plan will involve a certain amount of work for a body, but this Guidance is designed to assist in the task. The body will also receive help from Bòrd na Gàidhlig. The Bòrd will provide advice and assistance so that a plan can be drawn up that suits the particular circumstances of the body, and so that the appropriate support services can be sourced when the plan is adopted.

For further information, please contact:

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Links to examples of Gaelic plans and of good practice will be displayed when available on the Bòrd na Gàidhlig website at:

www.bord-na-gaidhlig.org.uk

Equal Respect

The Gaelic Act secures the status of Gaelic as an official language of Scotland commanding equal respect to English. In preparing guidance and giving advice and assistance Bòrd na Gàidhlig must seek to give effect, so far as is both appropriate in the circumstances and reasonably practicable, to the principle that the Gaelic and English languages should be accorded equal respect.

Equal respect does not mean identical treatment. The extent to which a public authority will be required to use Gaelic in its operations will be affected by the numbers of Gaelic users it serves, the potential for further developing its Gaelic-medium services, guidance under the Gaelic Act and representations from the public.

Equal respect does mean that public authorities are expected to respond to Gaelic users as generously and supportively as possible. It means that, where Gaelic-medium services are available, public authorities act proactively to inform the public of such services and encourage the public to use them. Requests to use Gaelic should never be greeted with grudging acquiescence. Where Gaelic-medium services are offered, public authorities should ensure that they are of the same standard as English-medium services in terms of quality and timeliness. Where Gaelic and English are presented in parallel, Gaelic will be accepted by the public authority, and will be dealt with on the basis of equality.

Level of Provision

Progressive Growth

The National Plan for Gaelic aims for growth on a progressive basis, and this will be reflected in a realistic approach to Gaelic plans. Such an approach recognises the wide variation across the country in starting points for the development of the language.

If geography is not a significant factor, for instance in dealing with mail in Gaelic, then provision should be at the same level across the sphere of operation of the body. However, real concerns of resource allocation and of the ability to deliver may require flexibility in the application of other operations, services and policies. The Gaelic Act refers in section 3(5) to the extent of use of the language by clients as having a bearing on a Gaelic plan.

Geographical Flexibility

Variation in the level of provision may relate to certain geographical areas, with particularly robust application targeted where Gaelic has a particular significance in the community. In some cases, such targeting may radiate from specific locations such as schools with Gaelic-medium education, or may form a corridor along a linear feature such as a road associated with a community or communities, or activity or activities, of which Gaelic is a characteristic. In many cases, more extensive areas will be appropriate, the exact boundaries of which might be determined by the regional or district structure of the body itself.

Typically, this targeting will be applied to engage with greater concentrations of Gaelic users, as indicated in the national Census (for the skills of speaking, reading, writing and, as of 2001, understanding).

In relation to the level of provision to be offered, the percentage of the total local population with a Gaelic skill is not the sole determinant. The local concentration of Gaelic users is, however, an important factor. Where Gaelic skills are shown to be held by a significant proportion of the local population – suggestive of a high profile for, or use of, the language – maximum robustness might be expected.

Additionally, as indicated by section 3(5) of the Gaelic Act, the potential for development needs to be taken into consideration, whether or not this coincides with a concentration of users. Such potential may also be indicated by Census statistics, for example by a notable growth in numbers, or fall in average age, between Censuses. Or it may be suggested by the level of demand for Gaelic provision identified locally.

In this respect, section 3(5) of the Gaelic Act requires regard to any representations made to a public authority concerning use of Gaelic and the exercise of the body's functions. It further requires regard to any guidance issued by the Scottish Ministers or by Bòrd na Gàidhlig.

Confidence Building

The body's Gaelic plan should be designed so as to boost the confidence of Gaelic users and encourage the uptake of Gaelic-medium services.

In 2001, of Scotland's 58,652 Gaelic speakers aged three and over, 39,152 (66.7%) claimed to be able to read the language and 31,537 (53.8%) to be able to write it; a further 4,744 could read but not speak Gaelic (Source: Table 2A, *Scotland's Census 2001: Gaelic Report*, GROS 2005). The Gaelic plan should seek to assist in developing literacy skills in Gaelic and recognise that a high visibility for the language is in itself necessary for a broader facility in the written language.

In addition to those possessing proficiency in one of the Gaelic skills, there are an unquantified number of non-fluent Gaelic learners, who play an important part in the Gaelic community and who also need to be afforded equal respect.

Based on its functions, and the geographical spread of its work, the body must determine which areas of its work it should pay particular attention to in its Gaelic plan. For some bodies the emphasis may be on operations, or on services, or on policies; others may find that all functions of the organisation should have equal priority in the plan. It is unlikely, however, that it would be appropriate to limit Gaelic provision to one function.

The National Plan for Gaelic

The Gaelic Act required Bòrd na Gàidhlig to prepare and submit to the Scottish Ministers a national Gaelic language plan, to include proposals as to the exercise of its functions under the Act. These proposals had to include a strategy for promoting, and facilitating the promotion of, the use and understanding of Gaelic, Gaelic education and Gaelic culture.

The Vision

The vision of the National Plan is Gaelic as the language of choice for an ever-increasing number of Scots and others, with an expanding core of mother-tongue speakers, and with a dynamic culture in a diverse language community. This is a vision which recognises Gaelic as a national asset and responsibility for Scotland, entails no diminution in status or support for other languages in Scotland, indigenous or immigrant, and places Gaelic in the vanguard of a heightened awareness and appreciation of the multilingual mix of Scotland, past and present.

The Mission

The mission of the National Plan is to tackle the challenge before the National Plan – a language with vitality – and the four other action areas required to achieve the vision, namely status, education, culture and communication.

Language Planning

The National Plan employs language planning theory and practice to promote Gaelic in the five action areas through the setting of priorities for the allocation of resources, reinforced by a programme of research and survey.

Vitality

The National Plan seeks to stabilise the number of fluent Gaelic speakers, to promote use and to lay the foundations for growth through priorities for the home, the community, the workplace and corpus development.

Status

The National Plan seeks to achieve the popular recognition of Gaelic as a personal and national asset through priorities for Gaelic plans and language prestige, awareness and support.

Education

The National Plan seeks to expand the provision and uptake of Gaelic education at all levels through priorities for early years, school years, tertiary & lifelong learning and education resources, and through the National Gaelic Education Strategy.

Culture

The National Plan seeks to achieve wider use of Gaelic in Scottish cultural life through priorities for cultural activity, the arts, heritage and sport & recreation.

Communications

The National Plan seeks to achieve greater and broader access to, and presence for, Gaelic in all media through priorities for the print media, interactivity, broadcasting distribution and content access.

Structure

Requirements

A Gaelic language plan should clearly set out, for the benefit of staff and the public, ways in which the body will use, or is willing to use, Gaelic in relation to its services and internal operations.

A statutory Gaelic plan, prepared under section 3(4) of the Gaelic Act, must:

- (a) *set out the measures to be taken by the relevant public authority in relation to the use of the Gaelic language in connection with the exercise of the authority's functions*

The functions of the public authority include policy formation and delivery, internal operations and external relations. The Gaelic plan should outline what provision will be provided by the authority, with clear targets against which success can be measured. Subsequent plans should aim for an incremental expansion in provision.

- (b) *specify the date by which the measures are to be taken*

There will be some measures which the public authority will be able to implement or adopt immediately; other measures will require time to prepare. The date of implementation for each measure must be clearly stated. Implementation should be set for as early a date as reasonably possible.

- (c) *contain such other information as may be prescribed in regulations*

The Scottish Ministers may through regulations specify the content of statutory Gaelic plans. Such regulations may cover provision for specific purposes, or be aimed at particular types of public authority. At the time of publication, no regulations have been issued in relation to the Gaelic Act.

Under section 3(3)(a), individual Gaelic plans need to be designed to operate in conjunction with the National Plan for Gaelic. The priorities and philosophy which encourage actions designed to promote Gaelic have been adopted by the Scottish Ministers and presented to Parliament following public consultation. They are part of governmental policy for all public authorities in Scotland and are to be implemented as an integral part of their standard operations, services and policies.

Considerations

In preparing a statutory Gaelic language plan, the public authority must under section 3(5) have regard to:

- ✦ **The strategic direction set by the National Plan for Gaelic.** First published by Bòrd na Gàidhlig in conjunction with this Guidance, following public consultation and agreement with the Scottish Ministers, the National Plan has a five-year review and update cycle.
- ✦ **The actual or potential demand for Gaelic provision in the body's sphere of operation.** The Gaelic plan must seek to meet both demand that has been articulated and the latent demand which will exist among its clients to access services through Gaelic. The fact that the adult client will generally also be able to speak English will not be a justification for failure to meet demand.

- ❖ **The potential for the development of the language in different localities or client groups, or across the sphere of operation.** Not only should demand be met and functions be increased, but demand and use must be encouraged and the possibility of new functions being employed in support of Gaelic should be explored. When determining cost-effectiveness, in many cases it will be more appropriate to compare the number of Gaelic users in an area with the number of people nationally who have one or more Gaelic abilities (as listed in the latest Census), rather than comparing the number of Gaelic users to the number of people in an area unable to use Gaelic. The potential for development should also be borne in mind.
- ❖ **Any representations made to the public authority with regard to the exercise of its functions and the use of Gaelic.** A report should be compiled for Bòrd na Gàidhlig summarising the consultation exercise and the analysis of comments received.
- ❖ **This Guidance.** And any additional or subsequent guidance that may be issued by the Scottish Ministers or Bòrd na Gàidhlig.

The UK commitments in respect of Gaelic under the European Charter for Regional or Minority Languages should also be given due consideration (see *European Charter for Regional or Minority Languages* below).

Operational Culture

Administrative arrangements should be established from the start, with a nominated senior officer in overall charge of the Gaelic plan and its delivery. Duties and responsibilities at all levels within the body with regard to the plan must be clearly set out, explained and understood. It should be clear to whom staff and the public can refer questions or complaints about the Gaelic plan.

Individual Gaelic plans should seek to reflect the relevance of these aims to the body, and to contribute to the objectives of the National Plan, which includes the National Gaelic Education Strategy. Gaelic plans can be prepared with some flexibility in the light of local and specific needs: this will allow for the incremental development of provision for Gaelic.

The body's Gaelic plan should be designed to produce a shift in operational culture so that service and support are provided for Gaelic users and learners. Therefore, commitments should be clear, unequivocal, precise and quantifiable. The plan should state the body's commitments and should generally avoid the use of conditions or qualifications which create elements of discretion as to whether a service will be provided or not. It should engender a sense of goodwill towards the language community, and seek to accommodate its needs in practical ways.

Content

The following examples give an idea of what to include in a Gaelic language plan. They are only illustrations, and represent neither a prescriptive nor a comprehensive range. Nor are they options from which it is expected that only one might be picked in any given category. It is expected that every Gaelic plan will address in some way each of the headings set out below.

Robust measures will be appropriate in areas of significant potential demand. However, some measures will be appropriate for all localities and client groups (see *Level of Provision* above). They should address the public interface and image of the body, internal operations and the workplace environment.

The categories have been grouped together here under *Communication, Publications, Interface, Internal Operation and Policy*. For measures specific to educational functions, the National Gaelic Education Strategy – part of the National Plan for Gaelic – should be consulted.

The choice of measures for inclusion in the Gaelic plan should be made in the light of the priorities set by the National Plan. These place a particular emphasis on the **vitality** of the language in the home, community and workplace, and this should be reflected in consideration of all operations, services and policies impacting on these themes. The choice of measures which maximise the impact in the community and workplace may be influenced by the significance of Gaelic locally (including the presence of Gaelic-medium education), but the aim should be to provide full support to any household wishing to use Gaelic in the home, wherever that may be.

The National Plan also lays out priorities in four other areas. Measures chosen for inclusion in the Gaelic plan should include those which enhance the **status** of the language, including increased visibility and audibility. As an official language of Scotland, it is appropriate that this status for Gaelic should be built in to the national image and activities of the body, though at a local level the choice of measures may be influenced by the significance of Gaelic locally.

Measures for **education** should be dictated by the priorities of the National Plan, the National Gaelic Education Strategy, and any guidance on Gaelic education published by Bòrd na Gàidhlig. An integral national strategy for Gaelic education was a ministerial commitment to Parliament during the passage of the bill leading to the Gaelic Act. The Bòrd has, under section 9(1) of the Gaelic Act, the right to prepare and submit to the Scottish Ministers guidance on the provision and development of Gaelic education.

Section 9(3) of the Gaelic Act adds to the Standards in Scotland's Schools etc Act 2000 a requirement for education authorities to have regard in their annual statement of improvement objectives to any statutory Gaelic plan published by the body and any education guidance published by Bòrd na Gàidhlig under the Gaelic Act.

The location of Gaelic education (as a subject or as a medium of tuition) should be dictated by reasonable demand, wherever that may be. However, the more significant Gaelic is locally in the community, the greater the expectation should be that demand for Gaelic education (as a subject and as a medium) will be encouraged.

Measures for the areas of **culture** and **communication** should be on offer regardless of location.

Communication

Face to Face

- ❖ Bilingual welcome given by all staff
- ❖ Gaelic-speaking staff always available and identified
- ❖ Response from a Gaelic-speaking member of staff offered

Telephone

- ❖ Bilingual welcome given by all staff
- ❖ Bilingual message given by answering machines
- ❖ Dedicated number for communication with Gaelic-speaking staff
- ❖ Gaelic menus offered on automated answering systems
- ❖ Transfer to a Gaelic-speaking member of staff offered
- ❖ Return telephone call from a Gaelic-speaking member of staff offered

Mail & Email

- ❖ Indication in all mailing that there is a policy to accept communication in Gaelic
- ❖ Respond in Gaelic to mail sent in Gaelic (without ad hoc translation of supporting documents)
- ❖ Stated Gaelic response time no longer than that given for English correspondence
- ❖ Database of groups and individuals preferring communication in Gaelic maintained and communication with them in Gaelic as a matter of practice
- ❖ Bilingual mailings or separate Gaelic and English circulars under one cover

Forms

- ❖ Bilingual forms as a norm
- ❖ Gaelic versions of other forms readily available
- ❖ Indication on all forms, irrespective of language, that they may be completed in Gaelic

Public Relations

- ❖ Gaelic speakers available to deal with Gaelic media enquiries and interviews
- ❖ Gaelic media and organisations provided with Gaelic versions of press releases
- ❖ Reference to the body's Gaelic plan and Gaelic provision in all notes to editors in press releases
- ❖ Gaelic-medium visitor presentations and corporate entertainment offered to parties of Gaelic users
- ❖ Gaelic used as a part of all presentations or entertainment

Publicity

- ❖ On-going advertising of the body's Gaelic plan and provision
- ❖ Uptake of the body's Gaelic provision actively encouraged
- ❖ Gaelic versions of publicity campaigns
- ❖ Gaelic as an element in publicity campaigns

Publications

Printed Material

- ❖ Gaelic versions or bilingual production of all leaflets
- ❖ Gaelic versions or bilingual production of all booklets and corporate documents intended for general distribution
- ❖ Gaelic versions or bilingual production of booklets intended for limited distribution, if the material is related to Gaelic or is of particular interest to the Gaelic community, according to a clear policy to determine this
- ❖ Incorporation of Gaelic elements (eg, Gaelic names, bilingual captions, Gaelic summary) in non-Gaelic publications
- ❖ Gaelic versions launched at the same time as the English equivalent
- ❖ Gaelic versions advertised in their non-Gaelic equivalents
- ❖ Gaelic versions retailed at no greater price or of no less quality than non-Gaelic equivalents
- ❖ Gaelic publications included in displays and lists in the same way as their non-Gaelic equivalents

Websites

- ❖ Gaelic incorporated into home page
- ❖ Gaelic and English web addresses
- ❖ Gaelic version of content based on Gaelic or bilingual printed material published by the body (as outlined above)
- ❖ Gaelic pages
- ❖ Gaelic website

Exhibitions

- ❖ Reference to Gaelic and the body's Gaelic plan and provision in all display material
- ❖ Some Gaelic incorporated in all display material
- ❖ Significant amount of Gaelic incorporated in display material if the content is based on Gaelic or bilingual printed material published by the body (as outlined above)
- ❖ Significant amount of Gaelic incorporated in display material if the subject is related to Gaelic or of particular interest to the Gaelic community, according to a clear policy to determine this

Interface

Corporate Identity

- ❖ Gaelic version of body's name formally registered
- ❖ Bilingual identity on stationary, badges, passes, and vehicle livery
- ❖ Bilingual slogans and strap-lines
- ❖ Gaelic incorporated into the corporate logo
- ❖ Gaelic internet domain used in parallel with the existing corporate domain
- ❖ Gaelic incorporated into corporate signature files

Development

- ❖ Employment of dedicated Gaelic development officer(s)

External Signage

- ❖ Bilingual external signs, of the same font family (colour may vary) with equal prominence for Gaelic and English, with colour contrast in compliance with the Disability Discrimination Act
- ❖ On multilingual signs and plaques, Gaelic immediately precedes or follows the English text with equal prominence
- ❖ New signage erected through staged replacement or normal upgrading programmes, in order to maximise opportunity and minimise cost
- ❖ Temporary signage subject to the same language requirements as permanent signs

Reception

- ❖ Fixed counter markers indicate where Gaelic-speaking staff are always available
- ❖ Temporary counter markers or prominent badges indicate staff with Gaelic

Public Meetings

- ❖ Use of Gaelic as the principle language where significant proportion of potential participants are Gaelic speakers
- ❖ Principle language of a meeting clarified in prior publicity
- ❖ Provision of any interpretation facilities advertised in prior publicity
- ❖ Any contributions made in Gaelic to be minuted in Gaelic, with English translation

Complaints Procedure

- ❖ Clients provided with the means of registering complaints regarding the plan in Gaelic or English
- ❖ Publicising the existence and nature of the complaints procedure in Gaelic and English

Internal Operation

Internal Communication

- ❖ Tolerance of the use of Gaelic in the workplace
- ❖ Encouragement for staff to use Gaelic if they have proficiency
- ❖ Encouragement of the use of Gaelic in all meetings of local authorities.

Internal Signage

- ❖ Bilingual internal signs, of the same font family (colour may vary) and with equal prominence for Gaelic and English, with colour contrast in compliance with the Disability Discrimination Act
- ❖ On multilingual signs and plaques, Gaelic immediately precedes or follows the English text with equal prominence
- ❖ New signage erected through staged replacement or normal upgrading programmes, in order to maximise opportunity and minimise cost
- ❖ Temporary signage subject to the same language requirements as permanent signs

Increasing Language Capacity

- ❖ External translation and proofing services employed when required
- ❖ Basic training for non-Gaelic staff who may be involved in the body's Gaelic plan and provision (eg, identifying text or speech as Gaelic, using courtesy phrases)
- ❖ General support resources for staff directly involved in implementing the body's Gaelic plan and provision (eg, dictionaries, software)
- ❖ Specialist training for staff involved in implementing the body's Gaelic plan and provision (eg, technical vocabulary, bilingual design)

- ❖ Staff encouraged to learn Gaelic, to acquire literacy, and to enhance their Gaelic language skills (eg, through external Gaelic education facilities and/or internal language classes)
- ❖ Gaelic-medium social events for staff

Staff Recruitment

- ❖ All posts working specifically with or through the language to be designated "Gaelic-essential"
- ❖ All posts in Gaelic work environments to be designated "Gaelic-essential"
- ❖ All posts having a potential linguistic impact on Gaelic environments or duties to be designated "Gaelic-desirable"
- ❖ Gaelic-only or Gaelic-predominant advertising of "Gaelic-essential" posts
- ❖ Bilingual or separate Gaelic and English advertising of "Gaelic-desirable" posts
- ❖ Reference to the body's Gaelic plan and provision in recruitment documentation for all posts
- ❖ Staff development and redeployment to take account of family participation in, or intention to participate in, Gaelic-medium education

Policy

Language Impact Audit

- ❖ Neutral or positive impact of policy decisions and their implementation on the use and status of Gaelic
- ❖ Monitoring of the impact of policy implementation on the use and status of Gaelic
- ❖ Recognition of communities with 5% of the local population shown by the latest Census to have a Gaelic language skill as discrete units in economic and community planning

Social & Health Functions

- ❖ Support for the transmission of Gaelic as a mother tongue, irrespective of location
- ❖ Encouragement of, and support for, 0-3 Gaelic-medium provision through engagement with young couples and families, irrespective of location
- ❖ Promotion of new 0-3 Gaelic-medium provision, in support of local Gaelic-medium education provision
- ❖ Development of targeted professional support services for Gaelic-medium pre-school and school education, available through the medium of Gaelic
- ❖ Development of Gaelic-medium professional support services, where 20% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill

Education Functions

- ❖ Support Gaelic-medium education and Gaelic learning as a means to reinforce and adopt Gaelic as a first language, irrespective of location
- ❖ Expansion with appropriate resourcing of the provision, uptake and continuity of Gaelic education, irrespective of location
- ❖ Expansion with appropriate resourcing of the provision of Gaelic-medium education, where sustainable demand can be met by cost-effective provision within a reasonable travelling distance
- ❖ Expansion with appropriate resourcing of the provision of Gaelic-medium dedicated schooling, where sustainable demand can be met by cost-effective provision within a reasonable travelling distance
- ❖ Expansion with appropriate resourcing of the uptake and continuity of Gaelic-medium education, in support of local Gaelic-medium education provision
- ❖ Educational and other benefits of Gaelic-medium education to be promoted, in support of local Gaelic education provision
- ❖ Introduction of Gaelic-medium education as standard provision, where 40% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill

Culture Functions

- ❖ Support for Gaelic heritage as an appreciation of the past and an enrichment of the present, irrespective of location
- ❖ Support for art as a developer and diversifier of Gaelic-medium culture, irrespective of location
- ❖ Development of targeted cultural, art, recreation, sport and healthy living services for Gaelic-medium pre-school and school education, available through the medium of Gaelic
- ❖ Gaelic-medium interpretation of and access to presentation of heritage, culture and art on offer, where 5% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill

Communication Functions

- ❖ Promotion of the awareness of, and of access to information on, Gaelic, Gaelic education, Gaelic activities, Gaelic development and Gaelic employment, irrespective of location
- ❖ Support for community and occupational use of Gaelic as a language of communication, where 20% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill
- ❖ Support for Gaelic broadcasting and print as community builders and language disseminators, irrespective of location

Finance

Appropriate provision for financing the Gaelic plan will need to be budgeted for. The requirement under section 3(1) of the Gaelic Act to prepare a plan is not dependent upon receipt of funding assistance. It is anticipated that Gaelic provision will be mainstreamed in the body's budgets. Some initial assistance may, however, be available for non-recurring, capacity-building costs.

For 2006-2008 in the first instance, the Scottish Ministers have established a Gaelic Language Act Implementation Fund, managed by Bòrd na Gàidhlig. This fund is a source of assistance to public authorities required to prepare Gaelic plans under the Gaelic Act. The fund may also assist authorities with specialist services and Gaelic development generally.

A number of Scottish public authorities have already made progress with Gaelic plans or policies. This is welcome, as is any existing expenditure by these authorities. The Implementation Fund, however, is for the purpose of encouraging new projects and initiatives, and not for the purpose of supporting projects that are already in place.

Support will be considered both for internal functions and external service delivery of Scottish public authorities, and for projects brought forward by them. It is unlikely that Bòrd na Gàidhlig will offer 100% funding for projects.

Bòrd na Gàidhlig will also consider for support one-off projects by bodies not covered by the Gaelic Act which could make an important contribution to the promotion of Gaelic.

Consultation

When a statutory Gaelic language plan is prepared, people who may have an interest must, under section 3(6) of the Gaelic Act, be consulted. Given the varied and dispersed nature of the Gaelic community, this can only be satisfactorily achieved through public consultation. All reasonable efforts must be made to bring this to the attention of the wide range of people with an interest in the language.

Bòrd na Gàidhlig will be happy to assist in determining the simplest and most cost-effective means by which the body can conduct such a consultation. Much will depend on the nature of the operations, services and policies concerned.

However, in all cases the consultation should include at least one public meeting (more where a geographically wide area is concerned), simultaneous interpretation facilities at such meetings, hard copy and web-based distribution of information and receipt of comment, and publicity for the consultation through the Gaelic media, specialist and local press, electronic listings, and school and social networks.

A copy of the consultation report, and of any evaluation report, should be lodged with Bòrd na Gàidhlig.

Resource and Service Audit

A body may wish to conduct an initial Gaelic language audit to assist in preparing a Gaelic language plan. An audit should be designed to inform management of the human and material resources available in the body to deliver the services set out in the plan. It should also indicate the future staff and resource development needs specific to Gaelic.

An audit should include the forms and literature already made available in Gaelic by the body, the Gaelic skills available in its current workforce, and Gaelic skills readily accessible through contract.

Employment

Vacancies or new jobs working specifically with or through the language, or in Gaelic work environments, may be designated as Gaelic-essential posts, and posts having a potential linguistic impact on Gaelic environments or duties may be designated as Gaelic-desirable. The human resource demands of the Gaelic plan should be taken into consideration during recruitment or staff allocation.

Gaelic-essential posts may include those where contact, verbal or written, with Gaelic users is inevitable, to ensure that use of the language is catered for and encouraged.

The body's policy might be:

- ❖ Gaelic reception or telephone call staff
- ❖ health and education support personnel catering for Gaelic-medium education groups, units and departments
- ❖ non-teaching staff in dedicated Gaelic schools and colleges
- ❖ an individual or team available to provide guide, warden or recreation services to Gaelic groups
- ❖ nursing and care cover available in Gaelic where 20% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill

Gaelic-desirable posts might include those where contact with Gaelic users may be expected on a regular or frequent basis.

The body's policy might be:

- ❖ all reception staff where 40% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill
- ❖ all staff in schools and colleges catering for some Gaelic-medium pupils and students
- ❖ all guides, wardens and recreation staff where 40% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill
- ❖ all nursing and care staff where 40% of the local population by civil parish or a significant numerical concentration are shown by the latest Census to have a Gaelic language skill

Assessment should be based on the number of Gaelic users who may use the service in question and the potential for increased language use, rather than on explicit demand.

When there are difficulties in filling a Gaelic-essential post, either a proven Gaelic learner can be appointed with the stated and supported objective of increasing his or her linguistic skills, or someone with the requisite Gaelic skills can be trained for the post.

The audit could also incorporate appropriate third parties working with, or on behalf of, the body. New agreements and arrangements with such third parties may stipulate that the Gaelic plan be adopted for their work on behalf of the body.

Approval

Bòrd na Gàidhlig

A statutory Gaelic language plan must be submitted to Bòrd na Gàidhlig for approval or suggested modifications. When considering approval, under section 5(2) of the Gaelic Act the Bòrd will apply similar criteria as the public authority (see *Structure* above), namely:

- ❖ **The strategic direction set by the National Plan for Gaelic.** Bòrd na Gàidhlig will be looking for agreement with the priorities and philosophy outlined in the National Plan.
- ❖ **The actual or potential demand for Gaelic provision in the body's sphere of operation.** Bòrd na Gàidhlig will be looking for evidence that the existing level of demand will be met, with provision made to cover reasonable growth in demand over the lifespan of the Gaelic plan.
- ❖ **The potential for the development of the language in different localities or client groups, or across the sphere of operation.** Bòrd na Gàidhlig will be looking for an intention on the part of the body to engage with the Gaelic community and with those with an interest in Gaelic to promote greater uptake in demand for Gaelic provisions and in use of the language in other ways, encouraged by an increase in the status of the language through the Gaelic plan.
- ❖ **Any representations made to the public authority with regard to the exercise of its functions and the use of Gaelic.** Bòrd na Gàidhlig will wish to see a report on any such representations made to the body during the public consultation as part of the preparation of the Gaelic plan, and any representations made during the lifetime of any existing Gaelic plan.

- ❖ **Any Guidance given by the Scottish Ministers.** The impact of Gaelic plans on the furtherance of the aims of the Gaelic Act is ultimately the responsibility of the Scottish Ministers. They work in partnership with Bòrd na Gàidhlig to this end, and may choose from time to time to provide clear Guidance to the Bòrd on the way forward.

Bòrd na Gàidhlig is in turn committed to working in partnership with all sectors of the community, and to providing practical advisory support during the preparation of Gaelic plans.

Should Bòrd na Gàidhlig not approve the Gaelic plan, under section 5(1)(b) the Bòrd will propose modifications to it.

The public authority must then, under section 5(3), either:

- ❖ notify within a month Bòrd na Gàidhlig of its disagreement with all or any of the modifications, giving reasons for that disagreement, or
- ❖ submit an appropriately amended plan within three to six months, on a date determined by the Bòrd under section 5(4)

If after submission or resubmission of the Gaelic plan Bòrd na Gàidhlig fails to give approval within two months of the notification of disagreement, then under section 5(5) the plan is referred to the Scottish Ministers for approval or any modifications as they see fit (section 5(6)).

Scottish Ministers

The Scottish Ministers' decision must be made within six months, and under section 5(7) with regard to:

- ❖ **the strategic direction set by the National Plan for Gaelic**
- ❖ **the actual or potential demand for Gaelic provision in the body's sphere of operation**
- ❖ **the potential for the development of the language in different localities or client groups, or across the sphere of operation**

These first three criteria are identical to those incumbent upon the public authority (see *Structure* above).

- ❖ **any representations that Bòrd na Gàidhlig and/or the public authority might wish to make**
- ❖ **consultation with any other person the Scottish Ministers may think fit**

On approval of the Gaelic plan, by Bòrd na Gàidhlig or the Scottish Ministers, under section 5(9) the public authority must:

- ❖ publish it in such a manner as it thinks fit (having regard to any guidance given by the Bòrd), and
- ❖ implement the measures in accordance with the plan

Timetable

A statutory Gaelic language plan needs to include a timetable detailing when the measures for each element of the plan will be carried out:

- ❖ **Publication** – this needs to occur shortly after approval of the plan by Bòrd na Gàidhlig or the Scottish Ministers under section 5(9).
- ❖ **Implementation** – the plan must specify the date by which time the individual measures are to be taken, under section 3(4)(b) (see *Structure* above).
- ❖ **Review** – under section 7(2) of the Gaelic Act the public authority must review the plan no later than five years after the date of approval by Bòrd na Gàidhlig or by the Scottish Ministers, it must make any amendments it considers necessary to incrementally increase provision, and submit it to the Bòrd (see *Reviewing* below).

Publicising

A Gaelic language plan is a document of public interest, which contributes to many facets of the national life of Scotland. The public should be informed about it, and should be actively encouraged to benefit from what it offers.

The Gaelic plan should be published bilingually and made available on the internet. It is a significant document, and should be treated accordingly.

The launch of the Gaelic plan should be marked in an positive way, which targets the public in the sphere of operations of the body, all staff and any associated third parties, using both the English and Gaelic media.

The Gaelic plan should be brought to the attention of new staff and made part of appropriate new third party agreements and arrangements.

The principles of the Gaelic plan should be added to any core corporate documents, and training material for staff should be updated to incorporate the plan and inform them of its provisions.

Monitoring

Arrangements for the monitoring of a Gaelic language plan should be specified in the Gaelic plan, and amendments made to structures as appropriate during the lifetime of the plan.

Monitoring may include:

- ❖ compatibility of new policies or initiatives with the Gaelic plan
- ❖ correspondence in and about Gaelic
- ❖ language of response and turnaround time when people communicate with the body
- ❖ material wholly or partly published in Gaelic
- ❖ translation quality and turnaround
- ❖ client satisfaction when interacting with staff and associated third parties
- ❖ awareness of Gaelic in policy and management decisions
- ❖ rate of improvement in the body's Gaelic skills base

Twelve months after a body receives notification of a requirement for a statutory Gaelic plan, Bòrd na Gàidhlig may under section 6(2) of the Gaelic Act ask for a monitoring report from a public authority on the implementation of its plan. Under section 6(3), the authority needs to comply within three months. A further twelve months must elapse before a second or subsequent monitoring report may be requested by the Bòrd from the authority.

Bòrd na Gàidhlig will be looking in the monitoring report for confirmation by the body of the publication and review of the Gaelic plan according to the timetable agreed, and for confirmation of the implementation of each measure specified in the plan and according to the agreed timetable.

If Bòrd na Gàidhlig believes that the monitoring report does not indicate that all requirements have been met, it can submit a report to this effect to the Scottish Ministers (section 6(4)). The Bòrd will only do this if it believes that there is a clear case of failure on the part of the public authority to honour the commitments made in its Gaelic plan.

After consulting with the public authority and taking account of any representations by it, the Scottish Ministers may lay a copy of Bòrd na Gàidhlig's report before Parliament and/or direct the authority to implement any or all of the measures in its Gaelic plan (section 6(5) and 6(6)).

European Charter for Regional or Minority Languages

In preparing a Gaelic language plan, a body should give due consideration to the UK commitments in respect of Gaelic under the European Charter for Regional or Minority Languages.

The Council of Europe's European Charter for Regional or Minority Languages (see *Appendix III* for web address) was ratified by the UK in 2001. Under section 1(2)(d) of the Gaelic Act, Bòrd na Gàidhlig will report to the Scottish Ministers on the implementation of the Charter in Scotland in respect of Gaelic.

Monitoring of Gaelic plans will inform Bòrd na Gàidhlig's report on the Charter, which will be submitted annually.

The Charter report on Gaelic will inform the UK Government's triennial report to the Council of Europe on the implementation of the Charter.

Under Part ii of the Charter, the UK's policies, legislation and practice in respect of Gaelic is to be based on a number of objectives and principles, including:

- ❖ the need for resolute action to promote Gaelic in order to safeguard it
- ❖ the facilitation and/or encouragement of the use of Gaelic, in speech and writing, in public and private life
- ❖ the provision of appropriate forms and means for the teaching and study of Gaelic at all appropriate levels
- ❖ the provision of facilities enabling non-speakers of Gaelic to learn it

The UK has agreed to a number of specific provisions in Part iii of the Charter in relation to Gaelic. The Scottish Ministers are responsible for:

- ❖ making education in Gaelic available at all levels and to providing the basic and further training of the teachers
- ❖ allowing documents and evidence to be produced in Gaelic in civil judicial proceedings
- ❖ allowing the use of Gaelic by local authorities
- ❖ allowing the use of place- and family-names in Gaelic
- ❖ encouraging and facilitating media services in Gaelic, including television, radio, newspapers and audiovisual media
- ❖ encouraging and providing Gaelic cultural activities
- ❖ opposing practices designed to discourage the use of Gaelic in connection with economic or social activities
- ❖ facilitating and promoting co-operation with users of Gaelic outwith Scotland

Reviewing

No later than five years after the date of approval of a statutory Gaelic language plan by Bòrd na Gàidhlig or the Scottish Ministers, under section 7(2) of the Gaelic Act the public authority must review the plan, and make any amendments it may consider necessary to incrementally increase provision. The plan is then submitted to the Bòrd.

The review and any amendments to the Gaelic plan are carried out in the same way that the original plan was prepared under the Gaelic Act (section 7(3)). An annual assessment may be made in order to track progress and to highlight any failings. These assessments would inform the final review.

Revisions may be necessary during the lifetime of the Gaelic plan if circumstances change or if flaws in the plan become apparent. Bòrd na Gàidhlig is available to assist with such a review of provision.

Under section 7(4) of the Gaelic Act, a full, formal review is not necessary to make minor alterations such as correcting an error or updating factual information which has changed, as long as the change does not alter the Gaelic plan substantially.

Notification

Notification in respect of a statutory Gaelic language plan is made by Bòrd na Gàidhlig under section 3(1) of the Gaelic Act. When giving notification, under subsection 3(3), the Bòrd will take account of:

- (a) *the most recent national Gaelic language plan published under section 2*

The draft for the first National Plan for Gaelic must be submitted by Bòrd na Gàidhlig to the Scottish Ministers for approval before 13th February 2007. Subsequent national Plans will be published by the Bòrd on a five-year review and update cycle. The National Plan establishes the priorities for the development of Gaelic across Scotland, and notification will be given to a public authority based on the impact which that authority is anticipated to have on these priorities. The current policy of the Bòrd is to target in accordance with three strategies, targeting impact on language **vitality**, on Gaelic in **education**, and on the **Highlands & Hebrides**. Also taken into account is the volume of work required of the Bòrd's staff at any given time, the current ability of the public authority to prepare and implement a Gaelic plan, and the amount of implementation assistance required and available. Notification may occur at any point in the calendar, but will always be preceded by informal contact by Bòrd staff.

- (b) *the extent to which*

- (i) *the Gaelic language is used by persons in relation to whom the functions of the authority are exercisable*

The use of Gaelic includes both verbal and written communication, and communication in relation to the work, internal operations and external relations of the public authority. It is not only those with a requirement to communicate in Gaelic, such as the young and the ill, who should be considered, but also those with a desire to do so or with a legal guardian who desires this.

- (ii) *in the Bòrd's opinion, there is potential for the authority to develop the use of the Gaelic language in connection with the exercise of those functions*

Gaelic plans are not static, but part of an ongoing promotion which seeks to increase the uptake of services and develop more extensive provision. As the uptake of Gaelic services increases, the opportunities for further development will be considered.

- (c) *any representations made to it in relation to the use of the Gaelic language in connection with the exercise of those functions*

Bòrd na Gàidhlig records all communication, and uses this and other means to evaluate the demand for the use of Gaelic within the work of all bodies and how it is being met.

- (d) *any guidance given by the Scottish Ministers*

If any such guidance impacts on a decision to notify, Bòrd na Gàidhlig will indicate this in the notification.

Bòrd na Gàidhlig seeks to co-operate with bodies in a spirit of partnership to advance the aims of the Gaelic Act. The Bòrd has a policy of flexibility which recognises the variation in Gaelic use and development around Scotland.

Appeals against Notification

The Gaelic Act allows for an appeal by a public authority within 28 days of receiving notification of a statutory requirement to prepare a Gaelic language plan, should the authority believe that notification by Bòrd na Gàidhlig is unreasonable in respect of sections 3(3)(a) to (d), or that the specified date for submission of its plan is unreasonable.

It may be that a public authority believes that it does not meet the strategic criteria set by Bòrd na Gàidhlig for notification.

If notification is regarded as unreasonable, the public authority may under section 4(8) make a direct appeal to the Scottish Ministers.

A decision will be made on such an appeal within six months (section 4(9)). If it is upheld, then under section 4(10):

- ❖ the notice ceases to have effect, and
- ❖ Bòrd na Gàidhlig may not give a further notice under section 3(1) to the public authority until at least two years after the date on which the notice was given.

It may be that a public authority accepts that it matches the strategic criteria set by Bòrd na Gàidhlig for notification, but that it believes it requires a longer time in which to prepare a Gaelic plan.

If the specified date is regarded as unreasonable, but the notification is in terms of the Gaelic Act reasonable, a public authority may under section 4(1) make a request to Bòrd na Gàidhlig to review the date. The request must set out (section 4(2)) the reasons for the authority's view.

Within 28 days of Bòrd na Gàidhlig having received the request, the Bòrd must either confirm that the original date needs to be kept or accept a later date (section 4(3)). If the Bòrd asks that the original date be kept, the Bòrd must set out its reasons for doing so (section 4(4)).

If a public authority is aggrieved by Bòrd na Gàidhlig's decision about the date, it may under section 4(5) appeal to the Scottish Ministers within 28 days of its having received the decision. The Scottish Ministers must make a decision on the appeal within two months of its receipt (section 4(6)). Should the Scottish Ministers uphold the appeal, under section 4(7), they must specify another date.

Appeals to the Scottish Ministers against notification by Bòrd na Gàidhlig, or against a decision by the Bòrd on the review of a date, should be addressed to:

Head of Gaelic Unit
Cultural Policy Division
Scottish Executive Education Department
Area 1-A
Victoria Quay
Edinburgh
EH6 6QQ

Appendix I

Membership of Bòrd na Gàidhlig

The members of Bòrd na Gàidhlig were appointed in January 2006 and took up their responsibilities on 13th February 2006.

Cathraiche (Chair): Matthew M MacIver

Ordinary Members: Arthur Cormack
Rob Dunbar
Dr Michael Foxley
John Angus MacKay OBE
Alasdair MacLeod
Faye MacLeod
Annie MacSween
Rosemary Ward (until 16th June 2006)

Appendix II

Glossary of Gaelic organisations

Acair: www.acairbooks.com

Acair publishes a wide range of Gaelic, English and bilingual books.

An Comunn Gàidhealach: www.ancomunn.co.uk

An Comunn is a voluntary, charitable organisation, founded in 1874 in order to promote the Gaelic language and culture. It organises the Royal National Mòd, the main Gaelic cultural festival.

An Lòchran: www.anlochran.co.uk

An Lòchran is an organisation formed in 1999 to promote and develop Gaelic arts and culture in Glasgow and to establish a permanent and visible presence for Gaelic arts in the city.

Bòrd na Gàidhlig: www.bord-na-gaidhlig.org.uk

The Bòrd was established in 2006 under the Gaelic Language (Scotland) Act 2005 to increase the number of persons who are able to use and understand Gaelic, to encourage the use and understanding of Gaelic, and to facilitate access in Scotland and elsewhere to Gaelic and Gaelic culture.

Clì Gàidhlig: www.cli.org.uk

Clì Gàidhlig is an access and promotion organisation which promotes the learning and national status of Gaelic, disseminates information on Gaelic and Gaelic matters, and acts as the voice of learners and non-native speakers.

Colmcille: www.colmcille.net

Colmcille supports the promotion of Gaelic and Irish in Scotland, Northern Ireland and the Republic of Ireland, and works to strengthen the ties between these countries. It is funded by the governments of the three areas.

Comann nam Pàrant (Nàiseanta): www.parant.org.uk

Comann nam Pàrant is a network of local groups representing the interests of parents whose children are educated through the medium of Gaelic, from pre-school to secondary level. The main aim of all CnP groups is to promote and support the establishment and maintenance of education through the medium of Gaelic.

Comhairle nan Sgoiltean Àraich: www.gaelicworld.co.uk

CNSA gives pre-school education to children in Scotland through the medium of Gaelic. It gives guidance and advice on the sector, and are involved in teaching Gaelic to parents.

Comunn na Gàidhlig: www.cnag.org.uk

CnaG is a Gaelic development agency which works in a number of areas to develop Gaelic. It is particularly involved in initiatives involving the community, family, business, young people and students.

Fèisean nan Gàidheal: www.feisean.org

Fèisean nan Gàidheal is an independent umbrella organisation for many of the Gaelic teaching festivals in Scotland. Fèisean nan Gàidheal gives support funding and delivers training programmes, and is involved in many initiatives which promote the Gaelic language and its culture.

Gaelic Arts Agency: www.gaelic-arts.com

Pròiseact nan Ealan is the principal national development agency for the Gaelic arts in Scotland. It is involved in numerous projects connected with the Gaelic arts.

Gaelic Books Council: www.gaelicbooks.net

The Gaelic Books Council is the main organisation which supports authors and the publication, marketing and sale of Gaelic books. It is involved with many of the successes in the Gaelic literary world.

Gaelic Media Service: www.gms.org.uk

GMS was constituted by the Communications Act of 2003 to fund programme production and development, training, audience research and related activities, and to make, schedule and commission programmes, with the authority to seek a broadcast licence. Its key objective is the establishment of a dedicated Gaelic television channel.

Ionad Chaluum Chille Ìle: www.ile.ac.uk

Ionad Chaluum Chille is a Gaelic and cultural centre in Islay which offers learning and educational opportunities in Gaelic.

Lews Castle College: www.lews.uhi.ac.uk

Lews Castle College is a Higher Education Institute in Stornoway, part of the UHI Millennium Institute. It offers a number of Gaelic courses, including degree programmes.

Sabhal Mòr Ostaig: www.smo.uhi.ac.uk

Sabhal Mòr Ostaig is a Higher Education Institute on the Isle of Skye, part of the UHI Millennium Institute. It offers a range of Gaelic courses, including degree programmes, and it provides short courses, distance learning and part-time courses for learners and fluent speakers.

Stòrlann Nàiseanta na Gàidhlig: www.storlann.co.uk

Stòrlann Nàiseanta na Gàidhlig was established to co-ordinate the production and distribution of resources for Gaelic education. The organisation provides resource support for statutory education at all levels, and for lifelong learning through specific projects.

Tobar an Dualchais: www.smo.uhi.ac.uk/dualchas

Tobar an Dualchais is involved in the archiving of thousands of recordings in digital format which will be available online. This heritage project gives people the chance to listen to the voices of Gaelic speakers through the years.

Tosg: www.hi-arts.co.uk/tosg

Tosg is a professional touring theatre company, and commissions new writing in Scottish Gaelic in a variety of styles for both children and adult audiences.

Appendix III

Web addresses for further information

Gaelic Language (Scotland) Act 2005

www.opsi.gov.uk/legislation/scotland/acts2005/20050007.htm

Plana Nàiseanta na Gàidhlig, 2007-2012

National Plan for Gaelic, 2007-2012

Inverness: Bòrd na Gàidhlig, 2006

www.bord-na-gaidhlig.org.uk

European Charter for Regional and Minority Languages CETS No 148

Strasbourg: Council of Europe, 1992

<http://conventions.coe.int/Treaty/Commun/QueVoulezVous.asp?NT=148&CM=8&DF=29/07/2005&CL=ENG>

Scotland's Census 2001: Gaelic Report

General Register Office for Scotland, 2005

Gaelic:

www.gro-scotland.gov.uk/statistics/census/censushm/scotcen/scotcen2/scotcen-gaelic/2001gaelic-report.html

English:

www.gro-scotland.gov.uk/statistics/census/censushm/scotcen/scotcen2/scotcen-gaelic/index.html

Bòrd na Gàidhlig

www.bord-na-gaidhlig.org.uk

Scottish Executive, Gaelic Unit

www.alba.gov.uk

Bòrd na Gàidhlig
Darach House
Stoneyfield
Inverness
IV2 7PA

Tel: 01463 225454

Email: stiuireadh@bord-na-gaidhlig.org.uk

Further copies of this document can be obtained from the same address. This document can also be downloaded from the Bòrd na Gàidhlig website: www.bord-na-gaidhlig.org.uk

For a large print version of this publication please contact Bòrd na Gàidhlig on
01463 225454