



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

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.

East Dunbartonshire 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 Bord na Gaidhlig (the primary public entity responsible for advancing Gaelic development in Scotland) and involvement of 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 comprehension 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 including Bearsden, Milngavie, Bishopbriggs and Kirkintilloch. The area is known for our beautiful scenery with hills, woodlands and countryside surrounding our towns and villages. We are also known for our 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 5700 individuals who provide a diverse range of services across the area. The council's headquarters are located at the Marina, Southbank, Kirkintilloch.

At our Council Budget Meeting we agreed our General Revenue Budget for 2023/24 and revised Capital Programme. With estimated expenditure of just over £322 million and available funding of £301.4 million, the funding gap of £20.6 million was the largest the Council has ever faced in a one-year period. A Council Tax increase of 5% was agreed, reducing the financial gap by an additional £1.37 million and increasing the annual Band D charge by £67.41. Community engagement and participation is absolutely at the heart of the decisions we are making.

One of 32 Scottish Councils East Dunbartonshire is split into multi-member wards, with three or four councillors to represent the interests of their local community in the council. The seven 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	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.

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
All people aged 3+ able to speak, write, read or understand Gaelic	1,340
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 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 Mor Ostaig 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 Bord na Gaidhlig 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 at hand 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 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 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 assessment 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 comprehension of the Gaelic language proficiencies among our staff members within East Dunbartonshire Council
- To ascertain the extent of interest and demand for Gaelic language training opportunities within our staff cohort.

7. CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

In accordance with the Gaelic Language (Scotland) Act 2005, public authorities are mandated to seek input on their draft Gaelic Language Plan before its submission to bord na Gaidhlig. The pre-consultation period was carried out with stakeholders and findings will inform the consultation methods to consult on our Draft Gaelic Language Plan 2023-28. We will meticulously review all received responses and implement any requisite modifications to this preliminary version prior to its submission to bord na Gaidhlig.

8. KEY PRINCIPLES

Equal Respect

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

East Dunbartonshire 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

East Dunbartonshire 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, assuring them that their preference will be accommodated.

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. East Dunbartonshire 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

1. INCREASING THE USE OF GAELIC			
Strategic Priority	Work with partners and businesses to increase both the use and awareness of the Gaelic language throughout East Dunbartonshire.		
Desired Outcome	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.		
Current Practice	Right now, in East Dunbartonshire, we're helping people know about Gaelic by using signs in two languages. Gaelic events and opportunities are promoted through East Dunbartonshire Council and East Dunbartonshire Leisure and Culture Trust		
Actions Required	Measurement Method	Target Date	Responsibility
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 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 East Dunbartonshire Leisure and Culture Trust East Dunbartonshire Business Community
Increase posts on key campaigns and events in both languages on East Dunbartonshire Council Website	Produce digital content for the relevant 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

			East Dunbartonshire Leisure and Culture Trust 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 East Dunbartonshire Leisure and Culture Trust 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 East Dunbartonshire Leisure and Culture Trust
Strategic Priority	Ensure that the plan implementation is led with representation from all key service areas within the Council.		
Desired Outcome	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.		
Current Practice	The operational officer's forum meets in-frequently.		
Action Required	Measurement Method	Target Date	Responsibility
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 East Dunbartonshire Leisure and Culture Trust

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 collated, including a RAG status of indicators.	Meet once per quarter per year lifetime of the plan	Community Planning & Partnership Team Key services East Dunbartonshire Leisure and Culture Trust
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 Bord na Gaeilge 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 East Dunbartonshire Leisure and Culture Trust East Dunbartonshire Business Community East Dunbartonshire Community Planning Partnership
2. INCREASING THE LEARNING OF GAELIC			
Strategic Priority		Undertake the duty under the Education (Scotland) Act 2016 to promote & support Gaelic Education; 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.	
Desired Outcome		Continue to provide high quality Foghlam tro Mheadhand (Gaelic Medium Education - GME) and identify additional opportunities for people to learn Gaelic.	
Current Practice		Parents are told about the choice of Foghlam tro Mheadhand (Gaelic Medium Education - GME) during the early years and P1 registration process. The option for learning Gaelic is also offered in secondary school. Innis an Uillt (Meadowburn Gaelic Unit) sets specific goals for Gaelic in their yearly improvement plan and quality report. Secondary education is part of the school's improvement plan and standards and quality report.	
Actions Required	Measurement Method	Target Date	Responsibility

<p>We will advertise and promote Gaelic Medium Education (GME), as part of our campaigns for early years and P1 enrolment</p>	<p>Produce a digital communication report outlining impact of campaign posts.</p> <p>We will record the number of community-based opportunities promoting GME, including New Scot events, book-bug sessions.</p> <p>We will record enrolment.</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 Communication and Engagement Team Gaelic Communities Community Toddler Groups Nurseries Partner Child Minders After school provisions East Dunbartonshire Communities East Dunbartonshire Leisure and Culture Trust 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 update 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>

The Council will engage with parents and the Gaelic community to conduct a consultation on GME Early Years provision	Feedback from all stakeholders Data collected and analysed	Implementation by 2025.	Education Service
Strategic Priority		As the Gaelic Medium primary school roll increases, consult on how to further enhance the immersion experience for pupils.	
Desired Outcome		Pupils have improved language skills and deeper engagement.	
Current Practice		Ongoing work with the Gaelic Community and Comunn nam Parant, 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.	
Actions Required	Measurement Method	Target Date	Responsibility
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 East Dunbartonshire Community Planning Partnership Dunbartonshire Leisure and Culture Trust Gaelic Community East Dunbartonshire Communities

			East Dunbartonshire Businesses
Strategic Priority		Expand the Gaelic Medium Curriculum offer at Secondary level each session.	
Desired Outcome		Increase the number of attainment opportunities available at pupils at secondary level	
Current Practice		Plans are in place for all pupils attending the Gaelic Medium Education at Bishopbriggs Academy to secure a qualification in Gàidhlig.	
Actions Required	Measurement Method	Target Date	Responsibility
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 East Dunbartonshire Leisure and Culture Trust 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.	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

	Record participation in the “Unity Inclusion Forum”		East Dunbartonshire Community Planning Partnership East Dunbartonshire Businesses
Strategic Priority		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)	
Desired Outcome		A broader and more widespread adoption of Gaelic language learning among children and young people, contributing to preserving and revitalising the Gaelic language.	
Current Practice		<p>L3 in the Primary Sector 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>L3 in the Secondary Sector 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</p>	

		studied for certification purposes within the senior phase, based on learner choice	
Actions Required	Measurement Method	Target Date	Responsibility
Annually promote and support Career-Long Professional Learning in Gaelic to all teaching staff.	Monitor and record the number of staff participating in Gaelic CLPL. Monitor feedback from CLPL courses.	Annually throughout the lifetime of the plan	Education Service
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

A CORPORATE SERVICE AIMS

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Logo and Brand East Dunbartonshire Council logo and branding into both Gaelic and English	The East Dunbartonshire Council logo is bilingual.	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
Signage Signage will include Gaelic and English as	Bilingual signage is currently in place across East Dunbartonshire.	We will explore in partnership with the Gaelic community review the suitability of replacing	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent	East Dunbartonshire Council Roads Department Equalities Action Planning Forum Gaelic Community

<p>part of any renewal process.</p>		<p>signage in key venues, and road signage. We will 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.</p>	<p>years of the lifetime of plan</p>	<p>East Dunbartonshire Communities</p>
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B COMMUNICATING WITH THE PUBLIC

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>Promotion 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 Gaelic and will endeavour to provide replies in Gaelic.</p> <p>We will distribute news releases and important information in both Gaelic and English in consultation with the Gaelic and wider Community.</p> <p>We will frequently (minimum of four posts</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>East Dunbartonshire Council Communication and Engagement Team Equalities Action Planning Forum</p>

		per year) circulate Gaelic content through social media.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	
<p>Written Communication</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>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>Reception and phone</p> <p>Where Gaelic speaking staff can provide this service they are supported to do so.</p>	<p>There is 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 tis 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>Public Meetings</p> <p>Opportunities to hold public meetings bilingually or in Gaelic</p>	<p>East Dunbartonshire Council has not had the opportunity to host a public meeting bilingually.</p>	<p>We will explore the suitability and sustainability of implementing tis 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>

<p>are regularly explored and promoted.</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>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>Equalities Action Planning Forum</p>
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C INFORMATION

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>News Releases</p> <p>High profile news releases and all news releases related to Gaelic are available in both Gaelic and English.</p>	<p>All news releases are currently released only in English. News releases relevant to Gaelic are published predominantly in English. News</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 East Dunbartonshire Council Education Services Equalities Action Planning Forum</p>

	releases would be available in Gaelic on request.	We will explore Gaelic media and circulate related news releases.		
Social Media 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
Website 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 tis 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
Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.	The Gaelic Language plan (2020-23) have 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
Language A process is in place to ensure that the quality and accessibility of	Translation and interpretation for corporate information and documents is currently conducted by	We will review current provision and explore suitability and sustainability across the Council to identify	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

Gaelic language in all corporate information is high	a qualified external third party, that adheres to SQA Orthographic Conventions.	translation and explore opportunity to build local community resilience.		Equalities Action Planning Forum
Exhibitions 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.	East Dunbartonshire Council understand the central role played by arts and heritage in sustaining and growing engagement and increase use of Gaelic across Scotland.	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.	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
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Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Internal Audit Conduct an internal audit of Gaelic skills and training needs through the life of teach edition of the plan.	East Dunbartonshire Council conducted an internal Gaelic capacity suit for the previous Gaelic Language Plan (2020-23) We will conduct an internal language capacity audit for this iteration of the Gaelic Language Plan.	We will conduct an internal language capacity audit following approval of this iteration of the Gaelic Language Plan by Bord na Gaidhlig.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team Council Communication and Engagement Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
Induction Knowledge of the public authority's Gaelic	Our Gaelic Language Plan (2023-23) is accessible on our hub.	We will review current provision and explore suitability and sustainability across the	Plan Q3, 4 (2023-24) and deliver	East Dunbartonshire People Development Team East Dunbartonshire Council Education Services

language plan and training opportunities are embedded in new staff induction.		Council induction and learning opportunities.	Q1,2 (2024-25) and subsequent years of Plan	Equalities Action Planning Forum
Language Training Gaelic language skills training and development delivered to staff particularly in relation to implementing the public authority' s Gaelic Language Plan	East Dunbartonshire Council as part of the offer provided by people development support CPD to staff who require Gaelic as an essential as part of their roles.	We will review the findings of the internal language capacity audit. We will develop baseline, and explore suitability and sustainability across the Council people development platforms	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
Using Gaelic Staff are encouraged to use Gaelic in their work.	East Dunbartonshire Council staff are encouraged where relevant and appropriate to use Gaelic in their work.	We will continue to encourage staff where relevant and appropriate to use Gaelic in their work.	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum
Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the public authority. Gaelic named as an essential and/or desirable in job descriptions in	Where there is a requirement for the Gaelic language to form part of the job role and specification, this is done in accordance with Bord na Ghadhlig recruitment advice. No routine adverts have the Gaelic	We will continue to comply with Bord na Gaidhlig recruitment advice as appropriate. Where there is a specific Gaelic speaking requirements or a post, a	Plan Q3, 4 (2023-24) and deliver Q1,2 (2024-25) and subsequent years of Plan	East Dunbartonshire Human Resources Recruitment Team East Dunbartonshire People Development Team East Dunbartonshire Council Education Services Equalities Action Planning Forum

<p>order to deliver the Gaelic Language Plan and in accordance with the Bord na Gaidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>language as a skills requirement.</p> <p>We do not currently advertise bilingual or Gaelic only job adverts for posts where Gaelic is an essential skill.</p>	<p>suitable Gaelic speaking representative will be included in the interview process.</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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Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>Gaelic Orthographic Conventions</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>Placenames</p> <p>Gaelic place name and advice from Ainmean-Aite na h-Alba is sought and used.</p>	<p>East Dunbartonshire Council seeks advise from Ainmean-Aite na h-Alba as required.</p>	<p>We will continue to seek advice form Ainmean-Aite 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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