



Aberdeen City Council

Gaelic Language Plan

2021-2026

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [\[approval date\]](#)

The Bòrd na Gàidhlig logo should be added to the front cover
of the approved plan only and not to any drafts.

Foreword

To be inserted after consultation

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1. INTRODUCTION

1.1 Description of Aberdeen City Council

Aberdeen City Council is a local authority established under the Local Government (Scotland) Act 1994 and is one of 32 all-purpose councils in Scotland. It has the 8th largest local authority population in Scotland and is made up of 37 neighbourhoods. It is the main provider of services to the City's 228,000 residents as well as those who work, visit and do business in the city.

'Our purpose is to ensure the People and Place of Aberdeen prosper and to protect the People and Place from harm.'

The [Local Outcome Improvement Plan 2016 – 2026](#) (LOIP) identifies how Aberdeen City Council, together with our [Community Planning Partners](#), will tackle the key issues facing our city to ensure Aberdeen is a place where all people prosper. The LOIP sets out our shared promises to the people of Aberdeen:

- **Prosperous Economy** - Aberdeen has a flourishing, thriving and successful local economy.
- **Prosperous People** - People in Aberdeen are happy, healthy and enjoy positive life outcomes.
- **Prosperous Place** - People experience Aberdeen as the best place to invest, live and visit.
- **Enabling Technology** - Innovative, integrated and transformed public services.

To deliver our promises to the city of Aberdeen, our focus is on:

- Empowering staff to meet priority outcomes.
- Empowering the communities, we serve, to be self-sufficient.

- Early intervention and prevention of harm to the people, place, and economy of Aberdeen.
- Connecting with citizens, customers, and partners through our use of digital technology.
- Using data and information to help us understand the demand on the Council and how we can better meet our outcomes.
- Being entrepreneurial - creative and innovative in how we do our business.

The [Council Delivery Plan](#) identifies how we meet commitments and requirements.

We count on our 8,155 employees to be enthusiastic and proactive public servants, who are committed to our purpose and motivated to make a positive and lasting difference to the city and its people.

Aberdeen City Council is arranged into functions with each function divided into clusters, and within each cluster are service areas or teams:

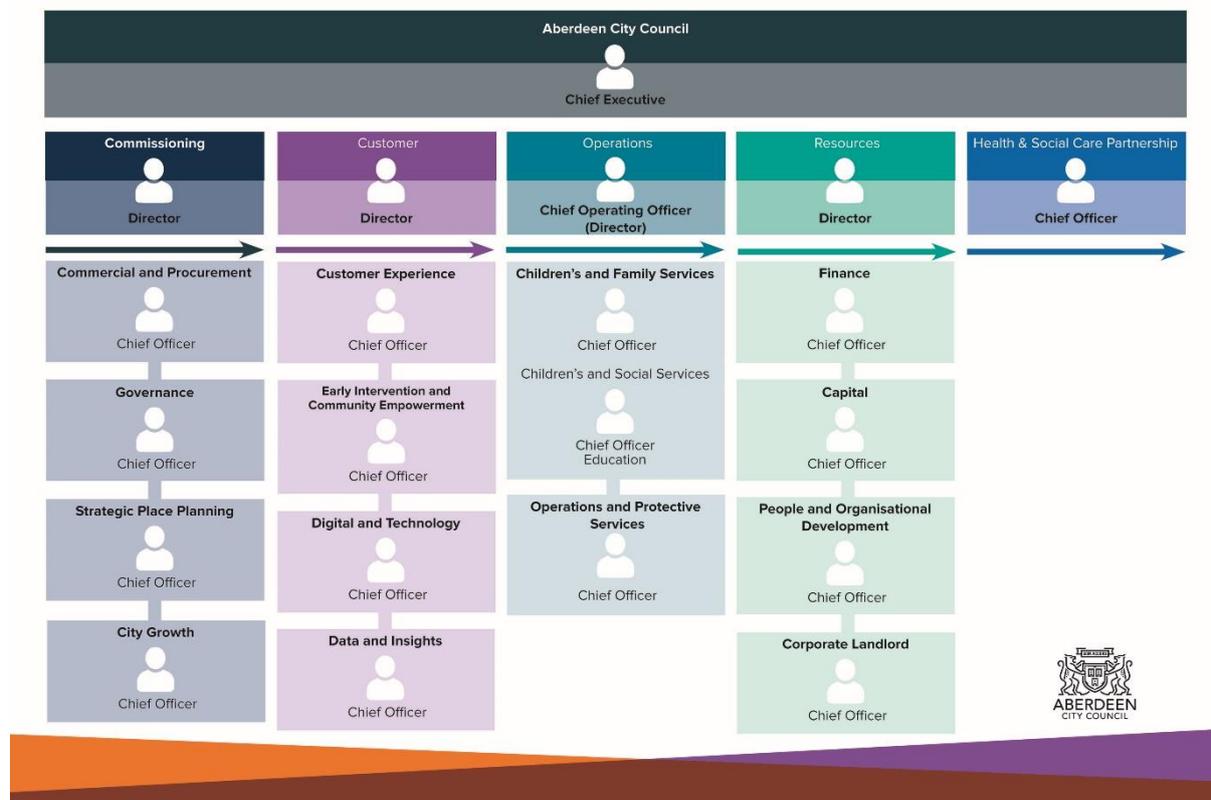


Figure 1 ACC Structure

1.1.1 Commissioning Function

This function is responsible for the allocation of resources from budget to deliver on the Council's contribution to the Local Outcome Improvement Plan (LOIP). The function has the budget and accountability for choosing how to allocate resources to contribute to the performance measures and other indicators of progress towards the outcome.

a) Commercial and Procurement Cluster

This cluster both commissions and procures the best service / partner to deliver the identified outcomes within an agreed budget.

b) Business Intelligence and Performance Management Cluster

This cluster is responsible for identifying social, economic, and digital trends; how they will impact our city in future; and how we can meet these needs through stronger partnership working. At an instructional level, this cluster is responsible for understanding why people use our services, how they access our services and analysing information to understand the impact of the service. The cluster has a role in identifying outcomes which will reduce demand for services across the Council.

1.1.2 Customer Function

This function is responsible for the management of the Aberdeen City Council customer 'platform', consolidated customer functions and has the duty of dealing with the first point of enquiry, assessment, managing demand and interfacing with operations where this is necessary. The function is focused on helping individuals and communities to help themselves, where appropriate, as part of the whole system overview of demand which the Council is facing.

The function is there to offer more of our service delivery through digital means; to enforce customer standards and to, over time, build deeper and broader services directly through to customers and communities and away from 'services'. The role is

highly reliant on the IT and business intelligence functions and the owner of the Strategic Digital Partner.

a) Customer Experience Cluster

This cluster is responsible for managing all internal and external customer contact across all channels (face to face, telephony, mail, web, social media etc).

b) Digital and Technology Cluster

The Digital and Technology cluster is an enabling service, providing Information Technology (IT) services that are secure, highly available, effective and efficient to enable the provision of customer focussed services to the citizens, visitors and businesses of Aberdeen. The cluster provides core IT infrastructure, implements and supports line of business applications and delivers and supports End User Computing services. The cluster also provides business analysis and project management to support digital transformation for the Council and the wider city.

c) Early Intervention and Community Empowerment Cluster

The Early Intervention and Community Empowerment cluster delivers key quality of life services for local residents and communities including housing, libraries, community learning and development, community planning, community safety and community justice. It has a key role in understanding community need, increasing community capacity and resilience, and working with partners to tackle the cause rather than the consequences of failure demand.

d) External Communications Cluster

Responsible for providing external communications advice and support. The cluster will have responsibility for both proactive and reactive communications. They will ensure that we communicate effectively with key local, regional and national audiences and promote the reputation of the Council.

1.1.3 Operations Function

This function brings together the leadership of the ACC “in house” delivery functions. It is deliberately aimed at the removal of service specific silos and behaviours, and charged with joining up our service delivery, adapting to meet demand and continuous operational improvement.

a) Integrated Children’s and Family Services Cluster

Responsible for the delivery of frontline services related to education, additional support needs and children’s Social Work.

b) Operations and Protective Services Cluster

Responsible for the delivery of frontline services related to the cleanliness of the city, infrastructure services, fleet, transport, and protective services (e.g. environmental health).

1.1.4 Resources Function

This function is responsible for our people management, financial management and our information management. It also has responsibility for the Council owned assets and, separately, the delivery of the Council capital programme.

a) Finance Cluster

This cluster is responsible for the financial planning, monitoring, and reporting of the Council.

b) Capital Cluster

The cluster includes the development of design and delivery of all strands of capital, including the city centre masterplan, the city region investments, the school’s estate strategy, roads infrastructure, housing and all aspects of our current general fund capital programme.

c) People and Organisation Cluster

The purpose of this cluster is to reshape the council’s workforce within the context of a 21st century workforce strategy and ensure an aligned organisational culture. It supports delivery of the Target Operating Model by

empowering staff to meet priority outcomes. The teams supports the recruitment, selection, development and ongoing retention of all staff and promotes good practice in staff communication and engagement.

d) Corporate Landlord Cluster

This cluster consolidates all our corporate landlord activities, which include the consolidation of all health and safety activities and is responsible for the management of commercial and non-commercial land and property assets, facilities management, and council house stock management.

1.1.5 Governance Function

This function is responsible for supporting the organisation to manage its corporate governance activity, embedding governance principles, ensuring the systems of assurance are effective and overseeing the management of corporate risk.

a) Governance Cluster

This cluster supports the organisation to manage its corporate governance activities, including democratic structures, legal compliance, and systems of assurance.

1.1.6 Place Function

This function leads on the direction and delivery of economic, social and physical strategies for the continuous development of Aberdeen as a globally competitive city. It works in partnership with organisations and agencies in the development and growth of Aberdeen's economy to deliver the Regional Economic Strategy.

City Growth Cluster

This area is responsible for representing the Council and the city of Aberdeen on local, regional, national, and international stages, supporting inward investment and the promotion of the city as a competitive business location. Key responsibilities are outward trade, a diverse employability and skills base, and a focus on tourism, culture, and the development of our events programme.

Strategic Place Planning Cluster

This area includes the physical, social, and economic activities used to maintain, regenerate, and strengthen the place of Aberdeen. The focus is to enable, facilitate and deliver Strategic Place Planning. This includes all of the transport, environment, housing, building, planning, building standards and digital initiatives that will help to deliver major infrastructure projects, meet the outcomes in the Local Outcome Improvement Plan and advance City Growth.

In 2019/20, we received income of £457 million, comprising £262 million and £123 million raised locally through non-domestic rates and council tax respectively, whilst £72 million was received from government grants.

Aberdeen City Council's headquarters are located at Marischal College in the city centre of Aberdeen, with additional customer contact points, including schools, libraries and locality offices comprising housing and community services, located across the city, including:

- Altons East
- Spring Garden
- Kincorth Area Office
- Kittybrewster Depot
- Mastrick Area Office
- Mastrick Housing Office
- Town House
- Tillydrone Community Campus

1.2 Gaelic Within Aberdeen City Council

Aberdeen City Council recognises the importance of Gaelic as an integral part of Scotland's heritage, national identity, and cultural life. We are committed to the aims and objectives set out in the National Gaelic Language Plan 2018-2023.

1.2.1 The Linguistic Make-up of Aberdeen

Aberdeen is a linguistically rich city with higher than the national average rates of bilingualism. 14.5% of Aberdeen's population use a language other than English at home compared to the national 7.4%. In addition to English, Gaelic and Scots are the other two national languages of Scotland, spoken in Aberdeen city.

The latest Census in 2011 counts 3,197 out of a population of 215,597 (1.48% of the city's resident population) having some competence in Gaelic. The number of Gaelic speakers in the census results will not take into account the large number of students and workers in the city who speak the language and lived here for a substantial amount of time but whose permanent residence is elsewhere.

Scots is spoken by a higher percentage of the city's residents than is spoken nationally with 35.5% of the population with spoken ability in Scots (30.1% nationally). Doric (Mid Northern Scots) is the dialect of Scots used in the North East. Other minority languages are also spoken, for instance, 2.9% of Aberdeen's residents speak Polish at home.

1.2.2 Gaelic within the Authority's area of operation

Like much of the north-east of Scotland, the maximum extent of Gaelic in the Aberdeen city area was in the twelfth century, when it was spoken up to the coast. It was probably not long after this that Gaelic ceased to be the dominant language in the town.

Place names such as Ruthrieston and Gilcomstoun are names of Scots origin but contain Gaelic personal names, Ruairidh and GilleCaluim in modern form. These persons date from the twelfth century, showing us that while Gaelic was likely still spoken in Aberdeen, Scot's placenames were beginning to be formed. Later, Gaelic continued to be used by speakers who migrated into the city from the countryside, and a popular and exclusively Gaelic chapel is on record in the 18th Century. Although Scottish Gaelic has not recently been a primary language on the North East Coast, the language is attested by Gaelic place names in the region:

- Cults - A' Chùilt, from Coilltean, the Scottish Gaelic word for "Woods"

- Kincorth - a corruption of the Scottish Gaelic "Ceann Coirthe", which probably refers to an old pillar or standing stone, coirthe.
- Kittybrewster - Cuidhe Briste, a Celtic derivation from Cuitan Briste, meaning "broken fold."
- Peterculter – Cultair, the latter part of the name is said to come from the Gaelic compound word "Cul-tir", which signifies the "back part" of the country.
- Tillydrone - Tulach Droighne, the name is a corruption of the Scottish Gaelic "Tulach Droighne", meaning a knoll with thorn trees growing on it.

1.2.3 Gaelic Activity in Aberdeen

Gaelic medium education is available for young people aged 3-18 in Aberdeen City, with Gaelic medium primary education first being established at Gilcomstoun School in 1991. Gaelic medium pre-school and primary education are offered at the school, where young people follow the full curriculum through the medium of Gaelic.

Hazlehead Academy is the designated secondary school within Aberdeen City where provision is made for pupils to continue studying Gaelic Language. Gaelic medium pupils are offered Gàidhlig as a subject at all stages. Gaelic is also promoted as an additional language as part of 1+2 Modern Languages within primary schools and at Hazlehead Academy.

There are a range of benefits from learning Gaelic through an immersion approach:

- Children have a deeper understanding of language and their ability to learn other languages is enhanced.
- They will benefit cognitively from being bilingual.
- Children develop a wider knowledge and appreciation of Scottish culture.

In addition, it is recognised that being bilingual can be good for your brain, strengthening memory skills and helping to protect against Alzheimer's Disease.

There are several local Gaelic groups that promote and support the learning and use of Gaelic in Aberdeen City (see Appendix 3):

- Club Gàidhlig Obar Dheathain/Aberdeen Gaelic Club organise evening and weekend Gaelic classes for local City and Shire residents, as well as hosting coffee afternoons and Gaelic related events.
- Fèis Obar Dheathain/The Aberden Fèis are part of the Fèisean nan Gàidheal network and organise Gaelic arts and music tuition and events for young people in the North East.
- Còisir Ghàidhlig Obar Dheathain/Aberdeen Gaelic Choir is a successful local choir that performs annually at the Royal National Mòd.
- Comann nam Pàrant Obar Dheathain and Sradagan are local parent-run groups that support parents who have children in Gaelic medium education and provide Gaelic related events to support young people's Gaelic language.
- Pàrant is Pàiste is a local parent and child group that meets weekly to provide Gaelic speaking parents, and parents interested in Gaelic or Gaelic medium education with a supportive Gaelic environment.

In addition, The University of Aberdeen has a long and prestigious history of teaching Gaelic. The University has been teaching Scottish Gaelic and culture for a hundred years, led by teachers and researchers whose work directly influences Scottish policy on maintaining a vibrant, sustainable, and respected Gaelic community in Scotland today.

1.2.4 Gaelic Language Skill Survey

As part of the development of this second edition of the Gaelic Language Plan, Aberdeen City Council carried out a survey of its workers, collecting information on Gaelic language skills, experiences, and ideas for Gaelic development. This was distributed digitally via a range of internal communication tools.

In total, 72 members of staff completed the survey.

Of those surveyed 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

Most respondents either agreed or strongly agreed that Gaelic should be developed throughout the organisation, thus endorsing our commitments in this Plan to:

- 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.

The results of the survey can be seen in the Gaelic Skills Audit, Appendix 1.

1.2.5 Progress towards Aberdeen City Council's Gaelic Language Plan 2016-21

Our new Gaelic language Plan will span the five-year period from 2021-2026 and builds upon progress made in the previous plan. The following progress was made during the lifetime of the 2016-2021 Plan:

- An e-learning module on the online Interactive Learning site raises awareness of Gaelic language and signposts employees to additional resources. This is available for all employees.
- All applications for Gaelic Medium Education (GME) were successful.
- Gaelic Medium Education continues to be promoted across the city and the Pàrant is Pàiste group is promoted alongside GME. The 3-18 pathway for GME is promoted, and the continuation of GME from Gilcomstoun Primary School to Hazlehead Academy is promoted to both parents and pupils.

- To overcome the shortage of GME Early Learning and Childcare staff and the challenges in recruiting fluent Gaelic speakers for expansion, we have put together an innovative training plan to support ELC practitioners to learn Gaelic to be able to better support the GME nursery setting. This training provision was created and delivered by central teams and officers and consists of professional learning in the pedagogy related to GME and Gaelic language learning in the early years setting. This training started in April 2021.
- Plans are in place to expand upon the number of subjects taught through the medium of Gaelic at Hazlehead Academy from August 2021; 4 additional periods will be taught through the medium of Gaelic in S1. In addition, Gàidhlig will be offered from August 2021 as an online additional subject to any Gaelic medium pupils in Broad General Education attending a secondary school other than Hazlehead Academy, to ensure that it is possible for all Gaelic medium pupils to continue their Gaelic education after primary school.
- Gaelic Learner certificate courses are available for senior pupils across the city through the City Campus.
- We work alongside the other local authorities in the Northern Alliance to support Gaelic education and the Scottish Government's plans for the growth of Gaelic.
- Professional learning opportunities are created annually for primary and secondary teachers to learn Gaelic for the delivery of Gaelic within 1+2 Modern Languages.
- With support from Bòrd na Gàidhlig GLAIF funding, two bilingual welcome banners have been placed in each of the GME schools and two bilingual outdoor signs at Hazlehead Academy.
- A bilingual sign was installed outside Gilcomstoun School.
- More webpages related to Gaelic are now presented bilingually. ACC's general information related to [Gaelic and Gaelic education](#) are now presented bilingually, as are the pages relating to Gaelic education on [Hazlehead Academy's](#) website. Gilcomstoun School is currently constructing a new website and information will be presented bilingually on the new website.
- At the start of 2020, a Gaelic Education Leadership Group was established. This group meets regularly and is made up of members of the GME school

leadership and central officers with the aim of improving Gaelic medium education provision.

- All Gaelic related posts are advertised bilingually and are shared locally with Gaelic groups and nationally through Bòrd na Gàidhlig, Obraichean Gàidhlig and Thig a Theagasg. Gaelic is essential for 9 posts within education.
- An officer from Aberdeen City Council works with local groups to support Gaelic in the community, including Club Gàidhlig Obar Dheathain and Fèis Obar Dheathain. We are delighted to see how the numbers of children attending the fèis has increased since it restarted in 2016.
- [Gaelic in the community and in Early Years](#) is promoted through ACC's pages relating to Gaelic.
- Gaelic language and Gaelic Medium Education is promoted through Bookbug and joint Gaelic/English Bookbug sessions will continue again in the future. In the meantime, Leugh le Linda and other online events/resources have been shared through networks.
- We continue to support Club Gàidhlig Obar Dheathain/[Aberdeen Gaelic Club](#) and have applied for and received GLAIF funding to support the co-ordination and promotion of adult Gaelic community night classes and weekend classes. The Gaelic community classes are promoted to staff, the local community, and parents with children in Gaelic Medium Education.
- Gaelic related events including [Fèis Obar Dheathain](#) and [Fèisean nan Gàidheal](#) events are promoted to parents through both Gaelic schools and general parent networks, as these events provide young people with high quality opportunities to learn Gaelic or develop their Gaelic skills.
- With funding from Bòrd na Gàidhlig, we have worked alongside other local authorities (Angus, Dundee, Fife, Perth and Kinross and Aberdeenshire) to develop a project that focuses on the historical, present day and future use of Gaelic in these areas. [Gaelic on the East Coast of Scotland/A' Ghàidhlig air Taobh an Ear na h-Alba](#)

1.3 Gaelic in Scotland

Gaelic is one of the national languages of Scotland and has a rich heritage of music, folklore, and culture. The historical influence of the language can be seen in many

place names across Scotland and through the names of numerous landmarks such as mountains and lochs.

At the time of the most recent 2011 census, 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills.

Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic, that is: could understand, speak, read, and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read, or write it.

Bòrd na Gàidhlig is the principal public body in Scotland responsible for promoting Gaelic development, including providing advice to Scottish Ministers on Gaelic issues. Their aim is that Gaelic is seen and heard daily across Scotland, such that it is widely recognised as an integral part of Scottish life and a national cultural and economic asset.

1.4 The Gaelic Language (Scotland) Act 2005

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

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

Aberdeen City Council endorses the commitments in the Gaelic Language (Scotland) Act 2005 to:

- increasing the number of persons who can use and understand the Gaelic language,
- encouraging the use and understanding of the Gaelic language, and
- facilitating access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.

This document is Aberdeen City Council's second Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005.

It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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

1.5 The National Gaelic Language Plan

Aberdeen City Council supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focussing our work under these three headings: -

- 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.

Aberdeen City Council is committed to raising the visibility and profile of Gaelic and providing greater opportunities for Gaelic speakers and learners of the language.

1.6 Internal Gaelic Capacity Audit

As part of our internal Gaelic skills audit, a survey was published to all staff to gain their views and skills in relation to the Gaelic language. This was distributed digitally via a range of internal communication tools.

In total, 72 members of staff completed the survey so the results may not be representative of all Council employees.

Of those surveyed 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

In terms of Gaelic use in the workplace only a small number (9%) said they ever used Gaelic while working and even fewer used it regularly. 3 members of staff chose not to respond.

The full results from the audit along with commentary can be seen in Appendix 1.

1.7 Consultation on The Draft Gaelic Language Plan

This section of the plan will give a summary of the key findings of the public consultation, with full details included as Appendix 2 to the plan.

To be completed following the public consultation

2. KEY PRINCIPLES

2.1 Equal Respect

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

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

2.2 Active Offer

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

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

2.3 Mainstreaming

Aberdeen City Council will ensure that opportunities for the public and our staff to use Gaelic are normalised. In support of the National Gaelic Language Plan 2018-23, we will aim that Gaelic is used more often, by more people and in a wider range of situations so it becomes part of the day-to-day fabric of modern Scottish life.

3. PLAN COMMITMENTS

3.1 High-Level Aims

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

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

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

3.1.1 Increasing the Use of Gaelic

High-level Aim	Support the development of regular opportunities for Gaelic speakers in Aberdeen City to meet and support each other in using Gaelic in conversation.
Proposed Outcome	Increased opportunities for young people to use Gaelic out with school and for adults to meet and use Gaelic in conversation.
Current Practice	<p>ACC work with local Gaelic groups such as Fèis Obar Dheathain and Club Gàidhlig Obar Dheathain to organise and promote Gaelic related music and arts-based events for young people and adults.</p> <p>A group of young people successfully completed the Gaelic John Muir Award in 2017/18. Some Gaelic related events are promoted internally to ACC employees.</p>

	A lunchtime conversational Gaelic group ran once a month at Marischal College for Council employees prior to lockdown restrictions.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> • Re-establish a Gaelic John Muir Award or similar extra-curricular group. • Create opportunities for pupils to participate in Film-G, the Mòd and the National Debate. • Plan and deliver Gaelic related events to support Developing the Young Workforce (DYW) for primary and secondary pupils. • Work in partnership with Fèis Obar Dheathain to organise music and arts-based events for young people and families. • Work in partnership with Comann nam Pàrant Obar Dheathain to support the promotion of Sradagan and family events. • Work in partnership with Club Gàidhlig Obar Dheathain to organise Gaelic related events for Gaelic speakers and learners. • Promote Gaelic related events internally to employees. • Re-establish the monthly lunchtime conversational Gaelic group for employees.
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

High-level Aim	Increase Gaelic's presence in arts and culture events and resources.
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Proposed Outcome	Programming in Gaelic Language, events and performances as part of the Aberdeen Archives, Gallery and Museums public programme for a range of audiences. This would include developing events for families in connection with Gaelic education.
Current Practice	There is currently limited Gaelic presence in Arts and Culture events and resources.
Actions Required	We will <ul style="list-style-type: none"> • Identify within the programmed range of special exhibitions and displays, a selection of projects for Gaelic language interpretation. • Implement Gaelic language interpretation to the exhibitions and displays.
Target Date	Across the lifetime of The Plan
Responsibility	City Archivist Head of Public Programmes

3.1.2 Increasing the Learning of Gaelic

High-level Aim	<ul style="list-style-type: none"> • Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to ACC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME). • Increase the numbers enrolled in Gaelic medium education at secondary level and the range of Gaelic medium subjects taught
Proposed Outcome	Promote Gaelic Medium Education and increase the number of young people attending Gaelic Medium Education in nursery, primary and secondary education in line with the Statutory Guidance for Gaelic Education.

Current Practice	GME is available to young people aged 3-18 and is promoted annually across the city and to parents attending Pàrant is Pàiste.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> • Adhere to the Education Scotland Act (2016) and the Statutory Guidance on Gaelic Education. • Deliver Gaelic medium education from age 3-18. • Create a catchment area for Gaelic medium education in Aberdeen City. • Increase Early Learning and Childcare provision in GME. • Continue to promote GME through social media, posters, sharing of leaflets and media adverts and consider ways to reach a wider audience. • Support Pàrant is Pàiste Obar Dheathain to develop and promote 0-3 provision within the City. • Target support for S1 transition to increase the number of young people following secondary GME.
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Increase the availability of GME in secondary and subjects taught through the medium of Gaelic.
Current Practice	Gàidhlig is currently available as a subject for S1-S6 at Hazlehead Academy. No other secondary subjects are available through the medium of Gaelic.
Actions Required	We will

	<ul style="list-style-type: none"> • From session 2021/22, pilot the delivery of online Gàidhlig Broad General Education courses for all S1-S3 GME pupils across the city. This will ensure that all GME pupils who choose not to attend Hazlehead Academy, the designated Gaelic secondary school, will have access to Gàidhlig courses. Access to Senior Phase Gàidhlig courses will be available through the City Campus for pupils who complete the BGE in Gàidhlig. • From session 2021/22, introduce the delivery of additional subjects through the medium of Gaelic for secondary pupils. • From session 2021/22, make Gaelic medium music instruction available to all Gaelic medium pupils in Gilcomstoun School and Hazlehead Academy.
Target Date	October 2021
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Develop and improve Gaelic medium 3-18 provision in the City.
Current Practice	Gaelic medium education is available for young people aged 3-18. Professional learning is provided annually for GME staff, and a Gaelic Education Leadership Group was established in 2020 to drive forward improvement in GME provision.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> • Support the professional learning of staff and teachers involved in Gaelic Medium Education.

	<ul style="list-style-type: none"> • Support the professional learning of staff or teachers who wish to move into Gaelic Medium Education. • Provide a Gaelic language course for Early Years Practitioners to enable them to learn Gaelic to support GME learners. • Focus on improvement in Gaelic Medium Education through our Gaelic Education Leadership Group. The group will annually evaluate provision and practice and set out aims in relation to Education Scotland's Advice on Gaelic Education (2015).
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

Proposed Outcome	Support GME parents to learn Gaelic to support young people's Gaelic literacy.
Current Practice	Promotional materials for local community Gaelic classes, information about local Gaelic groups and online resources are shared with GME parents.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> • Work with Club Gàidhlig Obar Dheathain to create opportunities for GME parents to learn Gaelic or to develop their existing Gaelic skills. • Work with Comann nam Pàrant Obar Dheathain in supporting parents to learn Gaelic. • Share information about local Gaelic groups, events, and online resources to support parents.
Target Date	October 2021

Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education
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Proposed Outcome	Build capacity to deliver Gaelic as an L3 in the primary school and increase pathways for Gaelic Learners at secondary.
Current Practice	Gaelic is promoted as an L3 option and ACC run an annual Gaelic Beginner course for teachers wishing to teach Gaelic as an L3. Resources are shared with practitioners.
Actions Required	<p>We will</p> <ul style="list-style-type: none"> • In partnership with the Northern Alliance, provide professional learning opportunities (suitable for beginners and intermediate learners) and resources to teachers to support the delivery of Gaelic as an L3 at primary and secondary. • Offer Gaelic Learner routes from S1 – S6 at the designated Gaelic medium secondary school, Hazlehead Academy. • Offer Gaelic Learner qualifications to all S4 to S6 pupils in the city through the City Campus.
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education

3.1.3 Promoting A Positive Image of Gaelic

High-level Aim	Increase the visibility of Gaelic in heritage trails and within the tourism sector.
Proposed Outcome	Customers are more aware of Gaelic language and have increased cultural understanding.

Current Practice	There is currently no visibility of Gaelic in heritage trails and within the tourism sector.
Actions Required	We will <ul style="list-style-type: none"> • Provide Gaelic language promotion for identified events, exhibitions and projects that are part of the Public Programme of learning, performances, and special exhibitions on a variety of platforms including social media.
Target Date	Across the lifetime of The Plan
Responsibility	Communications and Marketing Manager Programme Delivery Manager Links with Visit Aberdeenshire

3.2 Corporate Service Aims

Aberdeen City Council is fully committed to achieving the following corporate service aims and has identified specific actions to support our achievement of these aims.

3.2 1 Status

Desired Outcome	Logo and brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	No bilingual logo currently being used.
Actions Required	We will consider: <ul style="list-style-type: none"> • Creating a bilingual logo for use with Gaelic Education. • Consider Gaelic in ACC logo/branding at next refresh.
Target Date	Across the lifetime of The Plan
Responsibility	Communications and Marketing Manager

Desired Outcome	Signage Prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	During sessions 2019/20 & 2020/21, ACC replaced the signage outside our two Gaelic schools (Gilcomstoun School and Hazlehead Academy) to bilingual signage.
Actions Required	We will <ul style="list-style-type: none"> • Add in three languages wording (English, Gaelic and Doric) to the “Welcome” entry signs which are currently located on the main access routes into the city. These will be updated when any require replacement or when new welcome entry signs are created. • When a new Housing development is planned within an area with Gaelic connotation, create name signs using bilingual wording.
Target Date	Across the lifetime of The Plan
Responsibility	Operations and Protective Services – Team Leader, Road Safety and Traffic Management Building Standards Manager within “Place”

3.2.2. Communicating With the Public

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Any communications received in Gaelic are responded to in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> • Respond in Gaelic to communications received in Gaelic. • Actively promote positive Gaelic messaging to the public through our website.
Target Date	January 2022

Responsibility	Customer Experience Team Communications and Marketing Manager (social media)
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Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email, and social media) and replies will be provided in Gaelic in accordance with the corporate policy.
Current Practice	The above outcome is current practice
Actions Required	We will <ul style="list-style-type: none"> Continue current practice in ensuring that written communication in Gaelic is always accepted and that replies will be provided in Gaelic.
Target Date	October 2021
Responsibility	Customer Experience Communications and Marketing Manager Facilities Team dealing with postal mail

Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current Practice	Use of phone interpreters when needed
Actions Required	We will <ul style="list-style-type: none"> Complete a focussed skills audit to identify staff with the ability to support and welcome conversations. Ensure Gaelic speaking staff can be identified by customers
Target Date	Across the lifetime of The Plan
Responsibility	Customer Experience Team

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	If appropriate, meetings relating to education can be held in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> • In meetings related to education, ensure that meetings can be held in Gaelic if required, or provide an introduction in Gaelic if the attendees are not fluent in Gaelic. • Promote the opportunity for public meetings to be held bilingually.
Target Date	Across the lifetime of The Plan
Responsibility	Education Support Officer and Quality Improvement Manager with responsibility for Gaelic Education Chief Officers

3.2.3 Information

Desired Outcome	News releases High profile press releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	No press releases are currently issued in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> • Ensure that press releases relating to Gaelic language/education are issued bilingually as appropriate.
Target Date	October 2021
Responsibility	Officers requesting Press releases Communications and Marketing Manager

Desired Outcome	Social Media Gaelic content distributed regularly through social media,
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	guided by the level of actual and potential users
Current Practice	Very few social media posts are currently issued in Gaelic or bilingually.
Actions Required	We will <ul style="list-style-type: none"> • Share social media posts from recognised Gaelic Groups in the area via the council's official accounts. • Ensure social media messaging regarding the Gaelic language/education is issued bilingually.
Target Date	October 2021
Responsibility	Communications and Marketing Manager

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	Information relating to Gaelic education and Gaelic in the community is available bilingually.
Actions Required	We will <ul style="list-style-type: none"> • Highlight Scottish Gaelic as an option available when accessing the ACC website. • Continue to ensure that information relating to Gaelic in education, or the community are available in both English and Gaelic. • Ensure additional information requested in Gaelic is provided following a request.
Target Date	October 2021
Responsibility	Communication and Marketing Manager Programme Delivery Manager

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
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Current Practice	Corporate publications are not currently produced in Gaelic.
Actions Required	We will <ul style="list-style-type: none"> • Ensure there is a Gaelic translation of the Local Outcome Improvement Plan (LOIP) Summary. • Make sure the translation information panel is published on council documents which have a wide- reaching audience, giving people the option to request a copy in Gaelic.
Target Date	July 2022
Responsibility	Communication and Marketing Manager All Service Managers

Desired Outcome	Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Trained interpreters who follow the Gaelic Orthographic Conventions are used.
Actions Required	We will <ul style="list-style-type: none"> • Continue to make use of trained interpreters who follow the Gaelic Orthographic Conventions.
Target Date	October 2021
Responsibility	Business Support Services InterTrans

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
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Current Practice	There are currently limited opportunities to deliver public exhibitions bilingually.
Actions Required	We will <ul style="list-style-type: none"> • Ensure that the development of online and public displays with relevance to the Gaelic community are presented bilingually.
Target Date	Across the lifetime of The Plan
Responsibility	Cultural Team City Growth

3.2.4 Staff

Desired Outcome	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	Previous audit postponed due to Covid
Actions Required	We will <ul style="list-style-type: none"> • Carry out a skills audit survey
Target Date	Completed
Responsibility	People and Organisational Development

Desired Outcome	Induction Knowledge of the public authority's Gaelic Language Plan included in new staff inductions
Current Practice	The Gaelic Language Plan is not currently included in Corporate Induction.
Actions Required	We will <ul style="list-style-type: none"> • Ensure a slide is added to Corporate Induction to the Council's Gaelic Language Plan so that people are aware of it and where they can learn more. • Translate the welcome slide at Corporate Induction which says, "Welcome to Corporate

	Induction". This will be translated so it is in both English and Gaelic.
Target Date	October 2021
Responsibility	People and Organisation Development Equalities Team

Desired Outcome	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.
Current Practice	Gaelic language skills training is currently offered to staff.
Actions Required	We will <ul style="list-style-type: none"> • Ensure our Equalities Team delivers a resource to promote and implement The Gaelic Language Plan.
Target Date	December 2021
Responsibility	People and Organisational Development Equalities Team

Desired Outcome	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current Practice	The Gaelic Plan is highlighted as part of the training offer from the Equalities Team
Actions Required	We will <ul style="list-style-type: none"> • Create specific sessions around the Gaelic Plan and its requirements
Target Date	October 2022
Responsibility	People and Organisational Development Education Equalities Team

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current Practice	No recognition in recruitment adverts about Gaelic skills
Actions Required	We will <ul style="list-style-type: none"> • Ensure the following statement is translated into Gaelic and included on all job adverts: <i>“We welcome applications from Gaelic speakers. Aberdeen City Council has a Gaelic Language Plan. For more information, please visit <LINK>.”</i>
Target Date	October 2021
Responsibility	People and Organisational Development

Desired Outcome	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions to deliver the Gaelic Language Plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Gaelic is currently named as essential in certain roles such as Gaelic Medium Education (GME) roles.
Actions Required	We will <ul style="list-style-type: none"> • Continue this practice and ensure that any vacancies for new roles other than GME roles, which have a direct impact on the Gaelic Language Plan, have Gaelic as an essential or desirable skill.
Target Date	October 2021
Responsibility	People and Organisational Development

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Job adverts for vacancies within GME schools are bilingual.
Actions Required	We will <ul style="list-style-type: none"> Continue this practice and ensure that any vacancies for new roles other than GME roles, which have a direct impact on the Gaelic Language Plan, are also bilingual.
Target Date	October 2021
Responsibility	People and Organisational Development

3.2.5 Gaelic Language Corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	The Gaelic Orthographic Conventions are followed in relation to all written materials.
Actions Required	We will <ul style="list-style-type: none"> Ensure the Gaelic Orthographic Conventions continue to be followed in relation to all written materials produced by the public authority.
Target Date	October 2021
Responsibility	InterTrans

Desired Outcome	Place Names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Information or interpretation boards are used by various departments to highlight places of interest and historical information / specific to an area.

Actions Required	<p>We will</p> <ul style="list-style-type: none"> • Create five Gaelic bilingual Information Boards to refer to areas with Gaelic connotation/history in Aberdeen. It is proposed that these will be: <ul style="list-style-type: none"> ▪ Cults - A' Chùilt, from Coilltean, the Scottish Gaelic word for "Woods" ▪ Kincorth - Ceann Coirthe, "end-place of standing stones" ▪ Tillydrone - Tulach an Droighinn, "the mound of the brambles" ▪ Kittybrewster - Cuidhe Briste, meaning "broken fold". ▪ Balnagask - Baile a' Ghaisg, "the settlement of the tail of land"
Target Date	Across the lifetime of the Plan
Responsibility	Joint responsibility across three teams – Graphics, Media and Roads

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

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

Human Rights – As a public service, we will continue to treat people with dignity and respect and encourage their participation using Gaelic mediums in civic, social, and domestic settings.

Culture – Our plan will support and develop the use of Gaelic through our cultural and heritage initiatives, which will be undertaken as we develop our activities.

Environment – supporting the use of signage in Gaelic will encourage visits outdoors and historical sights.

Education – developing more ways to support the educational attainment of young people using Gaelic, developing extracurricular activities that support Gaelic mediums and upskilling children with more language skills for filling vacancies and specialist roles. Support to parents of Gaelic learners.

Children – an integral part of all our functions, our plan will support the social development of young people through increased use of their Gaelic language skills, hearing their voices and developing resources to meet their needs.

Communities – as an organisation we work to make Aberdeen a place where everyone feels safe and welcomed. By having additional cultural activities specifically in Gaelic, we will achieve this by reducing loneliness and encouraging participation.

Economy and International: A thriving city where culture is celebrated, tourism is welcomed, and the cultural heritage of Gaelic will be celebrated.

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

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Community Planning Aberdeen (CPA) is the strategic partnership for public services in the City, working to deliver the [Aberdeen City Local Outcome Improvement Plan](#) (LOIP). The LOIP incorporates the strategic and operational priorities of the organisation along with the improvement priorities, and sets out the measures and actions required to deliver and monitor the Council's priorities for 2016-26. The Partnership is focussed on the priority issues for the City to achieve the vision of Aberdeen as 'A place where all people can prosper'.

By ensuring that all people in Aberdeen can prosper, we promote the wellbeing and equity of our citizens. The ultimate expression of this is our commitment to invest in our children and young people. Our status as the first Scottish City to be accepted onto UNICEF's Child Friendly Partners Programme reflects our ambition for Aberdeen to be a place where all children and young people have the opportunity to reach their potential regardless of their background and circumstances.

The commitments in our Gaelic Language Plan for the provision of Gaelic Medium Education and Gaelic community support groups to young learners, reflects our approach of investing in our children and young people and contributes towards the stretch outcome 'Aberdeen is a Child Friendly City which supports all children to prosper and engage actively with their communities by 2026'.

As a City of Learning, Aberdeen is committed to enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions so they can participate more fully in their own lives and in the life of the city to help their families and communities prosper.

The commitments in our Gaelic Language Plan to increase the use and learning of Gaelic supports this ambition - by empowering people and communities to put lifelong learning at the heart of their civic and cultural identities we can support the building of a prosperous economy.

The Council's [Equality Outcomes and Mainstreaming Plan](#) (2021- 2025) will also be used to align our commitments in the Gaelic Language Plan to ensure more communities will have increased access to information and opportunities in Gaelic.

Gaelic plays a unique role in Scottish culture and a 2014 study by [Highlands and Islands Enterprise](#) found that businesses and organisations across Scotland found Gaelic to be an asset in a range of fields, particularly the sectors of creative industries; food and drink; education and learning; nature- based heritage and tourism. Therefore, further work will be done during the life of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to increase the use, learning and promotion of Gaelic as an economic asset to the region.

6. PUBLICATION

6.1 Publishing and Publicising the Plan

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

6.1.1 Internal

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

- publishing information on our staff intranet including the Leadership Forum, Yammer, and the Equality Ambassador Network
- positive references in the Chief Executive's blog
- including Gaelic in employee induction and development reviews.

6.1.2 External

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

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

7. RESOURCING THE PLAN

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

This will include accessing [GLAIF](#) funding from Bòrd na Gàidhlig, which was established to help public authorities in the delivery of commitments in their Gaelic Language Plans, as well as the [Scottish Government's Gaelic Education Specific Grant](#) to support Gaelic education.

8. MONITORING THE PLAN

The Gaelic Language (Scotland) Act stipulates the on-going monitoring of approved Gaelic Language Plans. In accordance with Bòrd na Gàidhlig requirements, Aberdeen City Council is committed to and will produce an annual progress report. The next monitoring report will be provided to Bòrd na Gàidhlig and made available to the public in October 2022.

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

9.1 Overall Responsibility for The Plan

The Chief Officer, Early Intervention and Community Empowerment has overall responsibility for preparation, delivery and monitoring of Aberdeen City Council's Gaelic Language Plan. The Chief Officer can be contacted as follows: -

Name	Derek McGowan
Position	Chief Officer
Department	Early Intervention and Community Empowerment
Name Of Organisation	Aberdeen City Council
Address	Marischal College 2 nd Floor West, Hub 11 Broad Street, Aberdeen AB10 1AB
Telephone Number	01224 522226
E-Mail Address	DeMcGowan@aberdeencity.gov.uk

9.2 Day-To-Day Responsibility for The Plan

The Priority Families Manager has day-to-day responsibility for the delivery and monitoring of Aberdeen City Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Name	Gill Strachan
Position	Priority Families Manager
Department	Early Intervention and Community Empowerment
Name of Organisation	Aberdeen City Council
Address	Marischal College Lower Ground Floor, North Broad Street, Aberdeen

AB10 1AB

Telephone Number 01224 419449
E-Mail Address gstrachan2@aberdeencity.gov.uk

9.3 Gaelic Language Plan Implementation and Monitoring Group

Aberdeen City Council is wholly committed to the delivery of this second edition of its Gaelic Language Plan.

To ensure its full implementation, we will establish a Gaelic Language Plan Implementation and Monitoring Group which will meet to review progress. This Group will be a sub-group of our Strategic Equalities Partnership Group.

The Group will be chaired by the Chief Officer, Early Intervention and Community Empowerment and will comprise staff from across the Council with responsibility for developing, implementing, and monitoring different aspects of the plan, including:

- Education
- Equalities Team
- Communications and Marketing
- Customer Experience
- People and Organisational Development
- Culture
- Roads

The group will meet on a quarterly basis with officers reporting on the progress of the plan and required actions and outcomes.

9.4 Engaging with Staff.

Following an official launch through our Leadership Forum and a staff webinar, the Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring, as follows:

- Through the Gaelic Language Plan Implementation and Monitoring Group described above
- Through staff performance reviews
- Through communication on the staff intranet and the Chief Executive's blog
- Through the Equalities Ambassadors Network

9.5 Arm's Length Organisations and Third Parties

We are committed to working in collaboration with stakeholders and partners across Aberdeen to achieve our ambition of encouraging the increased use of Gaelic, promoting the acquisition and learning of Gaelic and promoting a positive image of Gaelic. As a public authority we commission several organisations to deliver services on our behalf and support us in the delivery of our Equality Outcomes. Therefore, it is critical that our Arm's Length Organisations and Third Parties are both aware and supportive of this commitment. We ensure this by:

- Consulting with our commissioned partners in the development of our Gaelic Language Plan and
- Reflecting this commitment in our Service Level Agreements

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

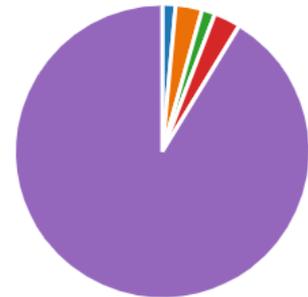
We carried out an internal Gaelic language audit to gain an understanding of staff views and skills in relation to Gaelic. This was distributed digitally via a range of internal communication tools to attract the greatest number of responses.

In total, 72 members of staff completed the survey so the results may not be representative of all Council employees.

Of those surveyed, 22% said they had some form of Gaelic language skills with 75% of those saying their skill was at a basic level, 20% at intermediate level and 5% at either advanced or fluent levels.

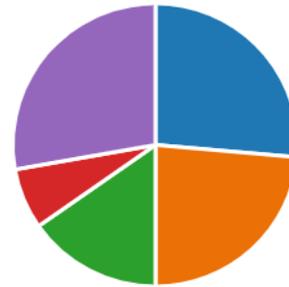
In terms of Gaelic use in the workplace only a small number (9%) said they ever used Gaelic while working and even fewer used it regularly. Three members of staff chose not to respond.

● On a daily basis	1
● Several times a week	2
● Several times a month	1
● No more than once a month	2
● Not at all	63



While there was a low level of usage from those who responded, there was an appetite to develop Gaelic language skills, with 62% of respondents expressing at least some interest in developing their skills. One person chose not to respond to this question.

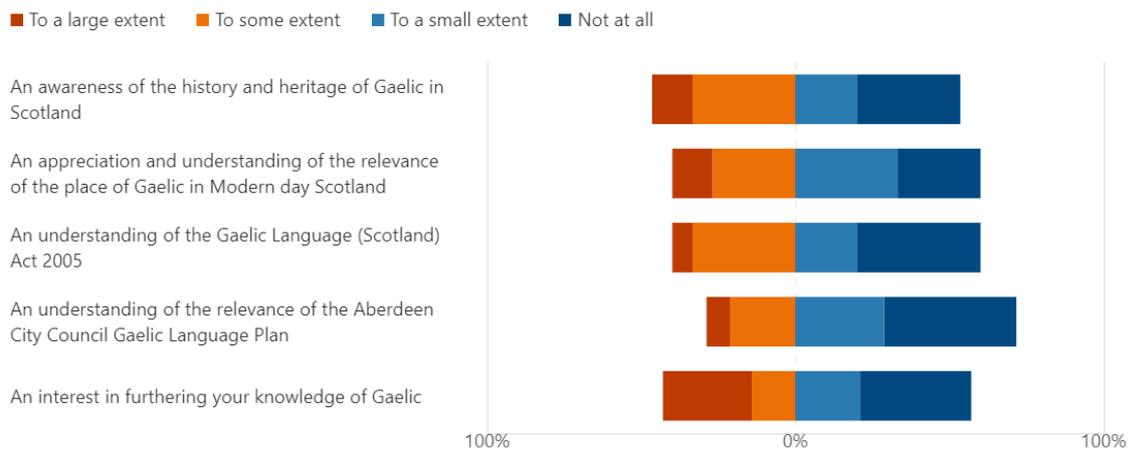
Very interested	19
Fairly interested	17
Not sure	11
Not very interested	5
No at all interested	20



The most requested type of development was around both Gaelic conversation and general Gaelic classes with 60% responding positively to this question.

Additionally, of those who responded, 8% have previously attended some sort of Gaelic awareness session previously.

Of the 8% who attended, a breakdown of the impact of the sessions can be found below:

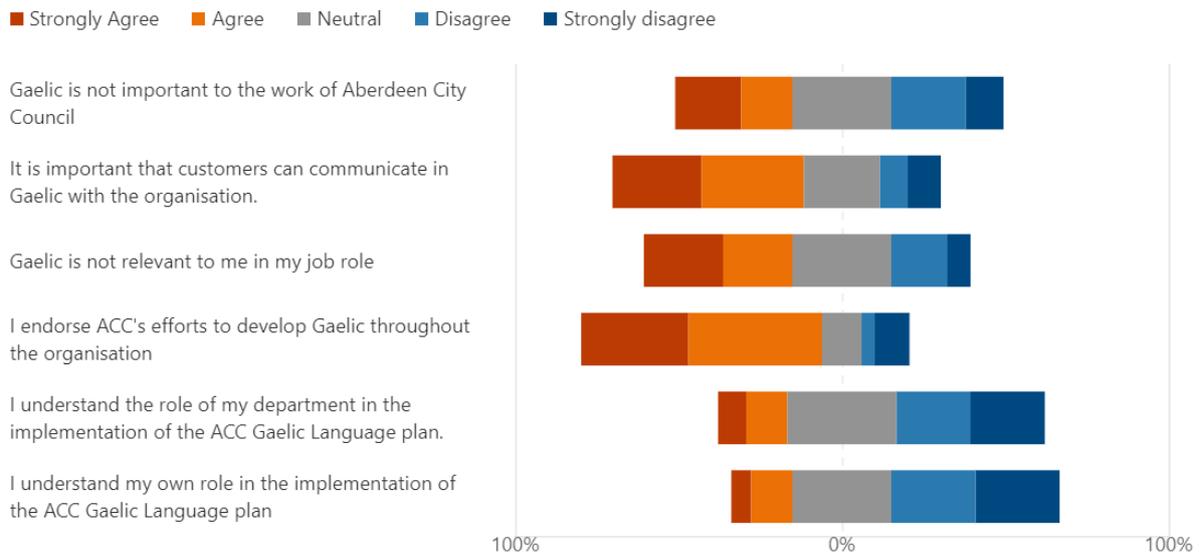


Meanwhile of those who indicated they had not attended some form of event previously, 53% of those answering this question said they were very interested or fairly interested in doing so in the future.

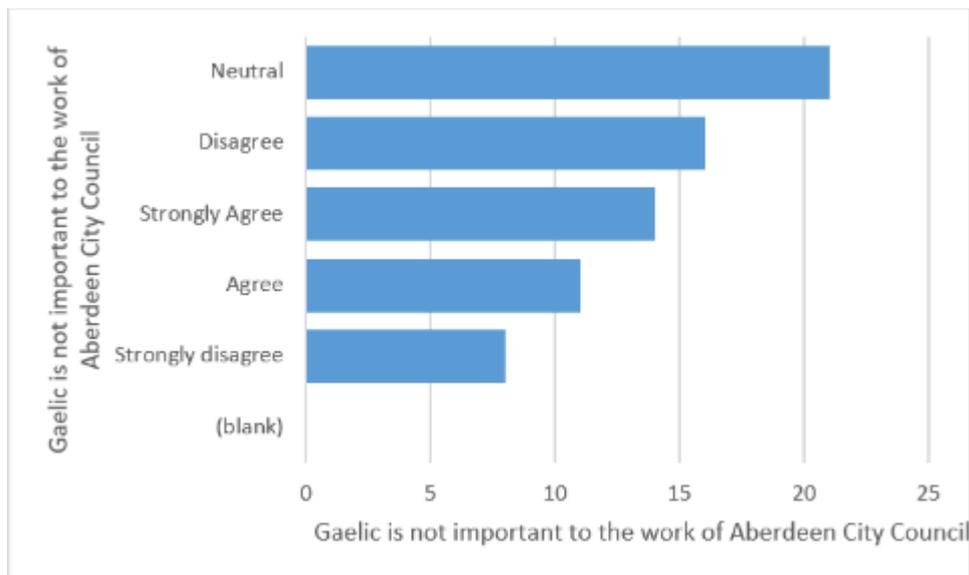
Very interested	17
Fairly interested	18
Not sure	12
Not very interested	4
Not at all interested	14

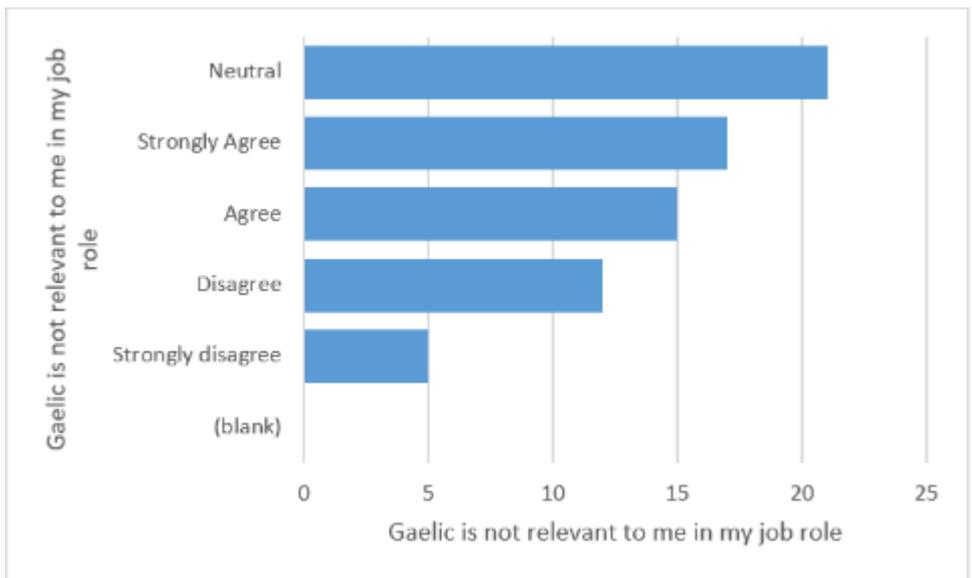
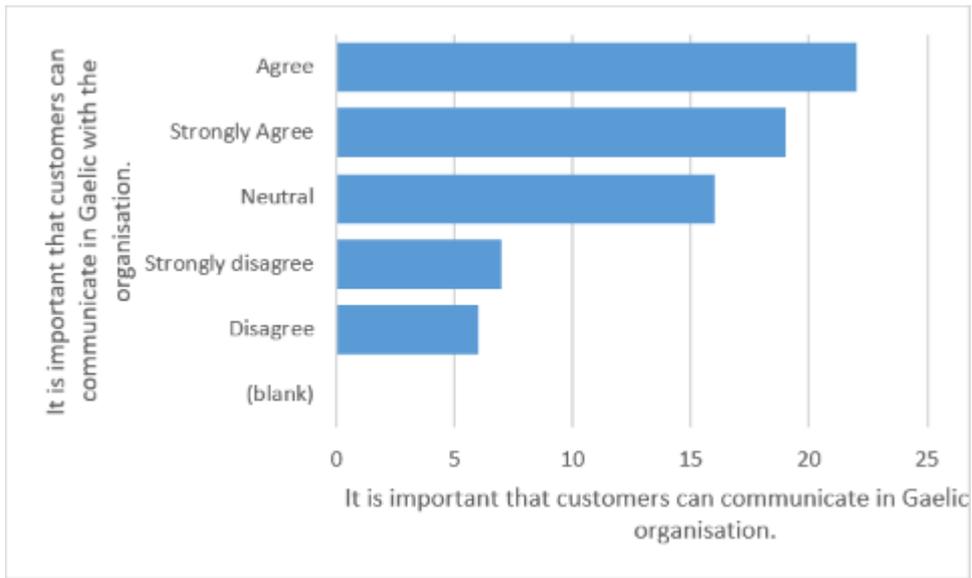


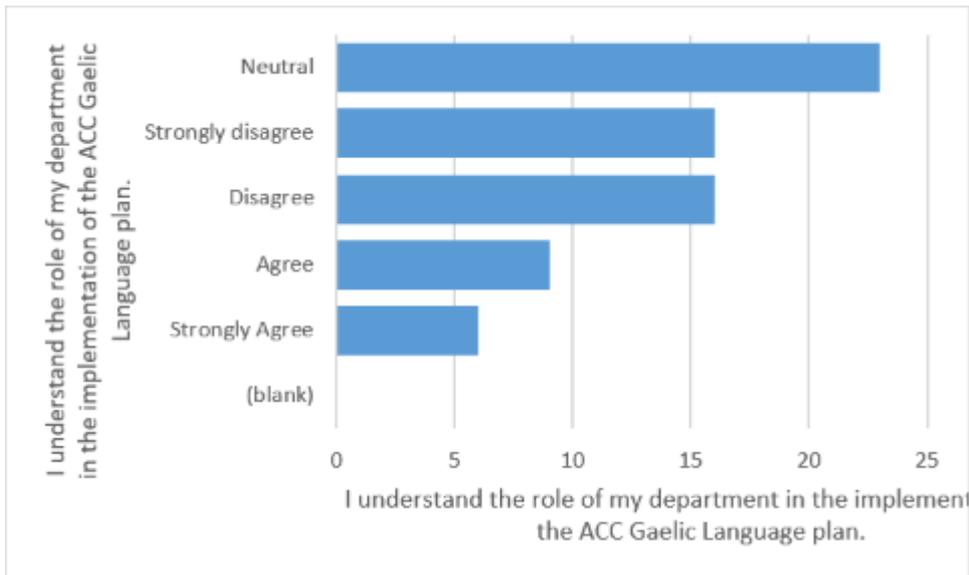
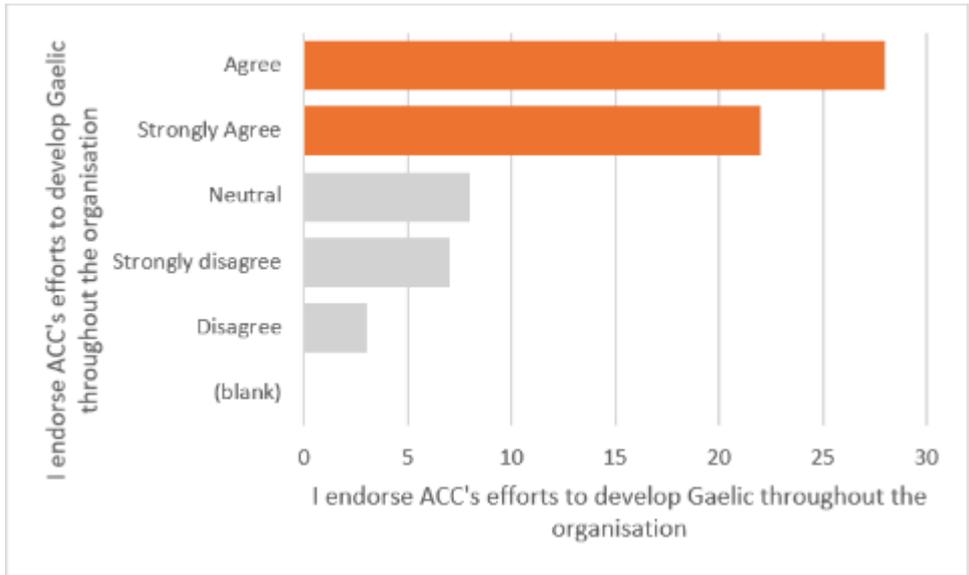
The chart below evidences a strong understanding from staff of our commitment and ambition to develop and enhance the role of the Gaelic language throughout the organisation and supports our efforts to move this agenda forward.

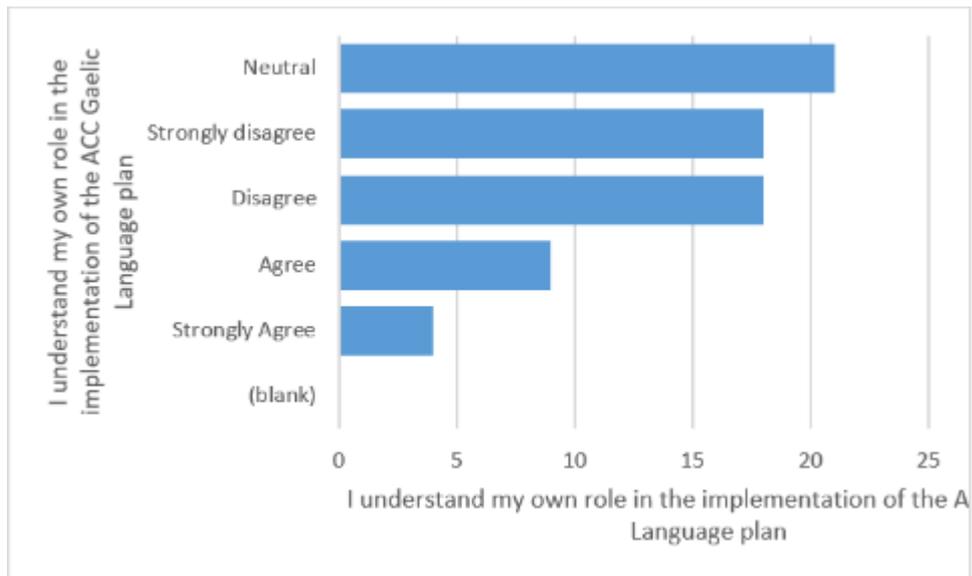


A breakdown of each of the above questions with responses is below:









A free text box asked: *What type of sessions or training would support you in understanding the role of the organisation, specific teams, and individuals in the implementation of the Aberdeen City Council Gaelic Language plan?*

There was a wide spectrum of answers here with a range of views. These are all detailed below:

None - I do not see it as relevant to my role.

Guided learning session and some formal learning sessions.

Comms within Clusters outlining the wider role which then breaks down through the teams and down to the individual.

Online training

Myth busting session - common perception that Gaelic is less relevant to North East. Session I attended gave a lot of good examples re place names within the North East which had roots in Gaelic. Session also needs to address Doric and

links/importance of Gaelic to other languages. It needs to focus on positive impacts - rather than more negative perceptions e.g. it's a waste of money having dual signage. Would be interested to see some tourist stats/data. ie what is the economic benefit to the city? Need a quiz - guess what this word means or guess the language

basics, background, taster sessions.

i have a basic level of gaelic as im from he west coast where it is still spoken daily - id be keen to develop my skills and use it as part of my working day however, i am keen to understand the level of gaelic spoken in the community and the need for it within Aberdeen city.

Clear reference points for support, where to find resources to support Gaelic speakers, I understand that we have a number of pupils children and young people in the City in Gaelic Medium Education and their language should be supported and celebrated through the UN Convention on the rights of the child and also incorporated into our Child Friendly City

It would be useful to have Gaelic actively promoted instead of stifled within the council. More teachers need to be trained to offer it as part of the one plus two in order to encourage children to learn it and promote it to their families.

Gaelic classes and the opportunity to work on and develop these skills in the workplace

Advertising that we should understand the plan in relation to our rolls. I wasn't aware of the Gaelic Language Act 2015. I would like to see more about the implementation plan at ACC and how I need to be involved.

General awareness sessions combined with a "who to contact " in relation to Gaelic issues

I don't know unless I read the Gaelic Language Plan. I think that the sessions and training of what the Gaelic Language Plan and the reason for its implementation would be important. Face to face meetings would be a good idea.

As a teacher, I was not aware there was an Awareness Day and as an Irish speaker I would have been interested. I would also be interested to raise the profile of the language especially in my place of work. It will die out if not protected. One way could be with schools - in Ireland each child learns it from P1-S6 (could / should have been incorporated differently with the 1+2 initiative?

Online session

Would like support to do Gaelic through teams

Better promotion of Gaelic Language plan & priorities. Signposting to fluent speakers and Gaelic learners within the Council. Council funding for Gaelic language development for council employees.

Online

Awareness and the role of Gaelic in my working duties

Short webinars/pre-recorded sessions

EAN session

webinar

Gaelic is not relevant to the North East of Scotland and is not historically relevant to the area. I do not support spending vast sums of money on Gaelic language

signs and papers that the majority of Scots, particularly in the North East, do not understand nor have any interest in understanding

Webinar

I would need basic training as I know nothing of the Act, plan or my role within it. I do think we need to be able to assist others where English is not the first language, and that includes cases such as BSL.

General awareness sessions

Language classes/courses & study groups. Implementation of Gaelic into our social media and marketing presence.

gaelic language and conversational classes

I could attend Team's training sessions

Awareness sessions about the history and why it's important to be using Gaelic

Classes

Webinar/Stream

Face to face sessions

Anything.

Finally, respondents were given the opportunity to make any further comments. A range of views are detailed below:

Would agree with the principle aims. Important we retain this aspect of our culture.

The ACC Gaelic plan should link with the CL&D strategic plan, if it doesn't already

I am disappointed by the current consultation on transport options for pupils in GME in Aberdeen. There doesn't seem to be much point in promoting it in the occasional survey to tick the boxes. What is needed is the language to be embraced by the council as others have done.

English is the language of this country. I appreciate the history and culture, but there is no place within ACC for developing a dual language service, It costs money we don't have, and gives opportunity for dual level services, leading to inequality and mistakes

I am very much in favour of this plan

This should attract little priority given the extremely small number of Gaelic speakers in the city.

It is great to see languages which define the Scottish culture being recognised nationally and now more locally in local authorities. This will give SCOTS a sense of their origins and give greater heritage value to the country. Will Doric as a newly recognised Scots 3rd language also be given its own plan for the North East. This may not be rolled out nationally and may need to be driven locally/ NE for this regional language to be recognised.

My own knowledge of Gaelic is at an early mature learner stage. I think it is important to promote Gaelic as a national language and support those learning and using the language in order that it can grow with future generations. In addition I would note that whilst I do not believe Gaelic to have been as prominent in Aberdeen City itself it was historically much

more common in our hinterlands and like many Aberdonians it was until relatively recently the language of some of my ancestors in Aberdeenshire and beyond. I would also highlight the need to properly recognise Scots/Lallans/ Doric as an important aspect of our culture that should be nurtured. Similar to Gaelic this has suffered in the effort to promote English and denigrate the two languages to being obsolete vulgar 4th rate oddities to be corrected or dismissed. I find the recent resurgence of political negativity against Gaelic disturbing; the future and current use of Gaelic should be a cultural concern not a political one.

More Gaelic language signs in council premises would raise awareness of the language. Also, to provide badges to staff to show they speak the language as there is with other languages.

The Gaelic Language Act is a divisive policy designed to promote one aspect of Scotland to the detriment of the wide diversity of language and dialects that are the true heritage. It is also an unnecessary cost in these straightened times.

Very pleased to hear about it!

It would be great to know who has Gaelic in the council maybe if badges were available because all Gaelic speakers are fluent English speakers so it isn't apparent you can speak in Gaelic together

Have not seen GLP in advance of this survey. Making the plan more visible is key.

Give detail of staff contact with Gaelic Skill to the EAN to pass on to others, as suited.

Interested in the need - I think it would be more appropriate to promote Doric.

I think promoting the use of Doric in Aberdeen city would be more valuable to the residents and more in keeping with the local culture than Gaelic.

I learned gaelic at school but lived in the west coast where it is used widely, I am no aware of it being used to such an extend in the east

Support to learn Gaelic on the job would be good.

I am supportive of the preservation of minority languages. This however needs to be proportionate and relevant. How many people approach ACC for support who only speak Gaelic? I would imagine it is very small.

I think this is a great objective that I'd like to see implemented - not sadly forgotten about with hardly any impact.

I don't believe there is a need for Gaelic in the North East. We have local dialects of Scots not Gaelic.

n/a

APPENDIX 2 – PUBLIC CONSULTATION

To be inserted following consultation

APPENDIX 3 – GAELIC GROUPS IN ABERDEEN



Gàidhlig ann an Obar Dheathain

Gaelic in Aberdeen

Buidhnean Gàidhlig ann an Obar Dheathain - Gaelic Groups in Aberdeen

www.aberdeencity.gov.uk/gaelic

<p>Club Gàidhlig Obar Dheathain – Am Baile agus an Sgìre Feasgar cofaidh gach mìos, tachartasan Gàidhlig, clasaichean oidhche agus cùrsaichean làitheil Gàidhlig airson inbhich.</p> <p>Aberdeen Gaelic Club – The City and Shire Monthly coffee afternoons, Gaelic events and community Gaelic night classes and day courses.</p>	<p>https://aberdeengaelic.wordpress.com</p> <p>clubgaidhlig@googlemail.com</p> <p>Facebook: Club Gàidhlig Obar Dheathain Twitter: Club Gaidhlig OD</p>
<p>Coisir Ghàidhlig Obar Dheathain Tha Coisir Obar Dheathainn a’ tighinn ri chèile gach Dimàirt agus cuiridh iad fàilte air luchd fileanta agus luchd ionnsachaidh na Gàidhlig.</p> <p>Aberdeen Gaelic Choir The choir meets every Tuesday and welcomes Gaelic speakers and non-Gaelic speakers.</p>	<p>http://www.aberdeengaelicoir.com</p> <p>aberdeengaelicoir@gmail.com</p> <p>Facebook: Aberdeen Gaelic Choir</p>
<p>Fèis Obar Dheathain Tachartasan ciùil agus ealain do chloinn agus Inbhich.</p> <p>Aberdeen Fèis Gaelic music and arts events for children and adults.</p>	<p>feisobardheathain@feisean.org</p> <p>Facebook: Fèis Obar Dheathain Twitter: FeisObarDheathain</p>
<p>Sradagan Buidheann Gàidhlig airson clann P1 gu P7.</p> <p>Sradagan Gaelic Children’s Club for children in P1 to P7.</p> <p>Sradagan meets during term time on a Thursday evening.</p>	<p>cnpgilc@gmail.com</p> <p>Facebook: Sradagan Obar Dheathain</p>
<p>Pàrant is Pàiste Obar Dheathain Seiseanan Pàrant agus Pàiste airson aois 0-5.</p>	<p>seopipod@gmail.com</p>

<p>Aberdeen Gaelic Parent and Child Group Gaelic parent and child group for ages 0-5.</p> <p>No Gaelic required, come and learn along with your child on a Wednesday and Friday morning.</p>	<p>Facebook: Parant is Paiste Obar Dheathain seopipod@gmail.com</p> <p>Facebook: Parant is Paiste Obar Dheathain</p>
<p>Bun Sgoil Ghilcomstoun Foghlam tro mheadhan na Gàidhlig bho sgoil-àraich gu P7.</p> <p>Gilcomstoun Primary School Gaelic medium education from nursery to P7.</p>	<p>Gilcomstoun@aberdeencity.gov.uk</p> <p>01224 642722</p> <p>Twitter: Gilcomstoun School</p>
<p>Acadamaidh Hazlehead Foghlam tro mheadhan na Gàidhlig bho S1 gu S6.</p> <p>Hazlehead Academy Gaelic medium education from S1 to S6.</p>	<p>HazleheadAcademy@aberdeencity.gov.uk</p> <p>01224 310184</p> <p>Twitter: Hazlehead Academy</p>
<p>Comann nam Pàrant Obar Dheathain Buidheann taic airson pàrantan aig a bheil clann ann an foghlam tro mheadhan na Gàidhlig ann an Obar Dheathain.</p> <p>Aberdeen Gaelic Medium Education Parents' Group A support group for parents whose children attend Gaelic medium education in Aberdeen.</p>	<p>cnpgilc@gmail.com</p> <p>https://aberdeengaelic.wordpress.com/</p> <p>Facebook: Gaelic Aberdeen</p>
<p>Comhairle Obar Dheathain Oifigear Taic Foghlaim (le uallach airson foghlam Gàidhlig)</p> <p>Aberdeen City Council Education Support Officer (with responsibility for Gaelic education)</p>	<p>Anne Thirkell athirkell@aberdeencity.gov.uk</p> <p>01224 522849</p>
<p>Oilthigh Obar Dheathain: Roinn na Gàidhlig</p> <p>University of Aberdeen: Gaelic Department</p>	<p>www.abdn.ac.uk/gaelic</p> <p>lanqlit.school@abdn.ac.uk</p>
<p>Oilthigh Obar Dheathain: An Comunn Cèiltich</p> <p>University of Aberdeen: The Celtic Society</p>	<p>http://homepages.abdn.ac.uk/celtic</p> <p>aucelticsociety@googlemail.com</p>