



The Scottish Parliament  
Pàrlamaid na h-Alba

# Annual Report: Gaelic Language Plan

21 January 2021

Reference: SPCB(2021)Paper 02

## Executive summary

1. The [Gaelic Language Plan](#) is subject to consideration by Leadership Group and approval by SPCB every 5 years. The current plan covers from April 2018 to end of March 2023, with a requirement to report annually to Bòrd na Gàidhlig (BnG) on our progress.
2. The Annual Report for May 2019 – April 2020 is due by end of January. This paper provides the SPCB with the following information on:
  - how we report on our statutory commitment to Gaelic now and for Session 6
  - the Annual Report for 2019/20
  - the overall Language Policy of the Scottish Parliament with regards to the GLP and BSL Plan
3. As a reminder of the context, our current GLP is based on the following principles agreed previously by the SPCB:
  - a. Using Gaelic to reach out to communities across Scotland and ensuring communities can reach out to us in Gaelic (by offering outreach and education activities in local communities and facilitating interactions with the Parliament in Gaelic).
  - b. Supporting our MSPs and staff in developing confidence around using Gaelic in their work (by providing and promoting support and opportunities for them to do this)
  - c. Integrating Gaelic into the fabric of the Scottish Parliament's thinking (by ensuring work is delivered alongside and within existing programmes as well as having activities specifically for raising the profile of Gaelic).

## Issues and options

4. To date, each Annual Report has been signed by the Head of Outreach Services and seen by the Chief Executive. Quarterly performance reports are provided to Leadership Group.
5. To reflect the status of the reports and help us to meet our goal in paragraph 3c, we propose to change this reporting procedure for Session 6 to be:

- a. As per current arrangements, quarterly compliance updates and an Annual Report is prepared by the relevant Office Head (currently Outreach Services) for Leadership Group consideration.
  - b. Annually, the Report is provided to SPCB for information.
  - c. The Report is then submitted to BnG and published on our website as a public record.
6. Owing to the impact of the pandemic, an extension from August 2020 to the end of January 2021 to report on May 2019- April 2020 was given. Our Report is contained in Annex A. The pandemic has had a small impact on achieving a small number of our goals but overall, we are not concerned at the level of variation at this near mid-point in the 5-year plan.
  7. The Gaelic Language Plan sits alongside and supports the SPCB approved [Language Policy](#) of the Parliament. This policy determines the role of languages in our work, including through Gaelic and BSL.
  8. To prepare for Session 6, a Review will look across the relevant language plans and the overall policy. This will ensure our values, our commitment to diversity, inclusion and public engagement as well as our learning from session 5 can be incorporated into the overarching policy and both plans.
  9. This work has begun, and we aim to conclude the review ahead of Session 6 starting. Any amendments to the Language Policy based on this review will be for the next SPCB to determine.

## **Governance**

10. At the end of 2020 we received an FOI request asking to see our Gaelic BnG annual reports, a timely reminder that the public expect accountability.
11. Publishing reports on Gaelic Language Plans is not compulsory, but some other public bodies choose to do so, or have done so, including the Scottish Government. BnG has indicated it is content for us to publish our reports should we wish to.
12. Similar reports are already produced and published by our colleagues in [Procurement](#), [Diversity and Inclusion](#) and on [Sustainable Development and Environment](#).
13. An EQIA on the annual report is not required. However, it will form part of our work in reviewing the Language Policy overall.

## **Resource implications**

14. This work (reporting cycle for Gaelic and BSL Language Plans, publishing the GLP Report for 2019-20 and the future review of the Language Policy) can all be delivered within existing resources. It will include the involvement of other offices who are either served by or support language provision in the Parliament.

## **Publication Scheme**

15. This paper can be published. Communications colleagues will assist us in ensuring the public and current MSPs are aware of this year's Report.

## **Next steps**

16. Should any questions arise from this paper or the Annual Report, the Head of Outreach Services can provide further information or briefing.
17. Following the SPCB consideration of this paper, Annex A - the Annual Report for May 2019 – April 2020 - will be submitted to BnG. Once they have confirmed receipt, it will be published on our website.

## **Decision**

18. The SPCB is asked to note the information on the reporting cycle for Gaelic and BSL Language Plans, publishing the GLP Report for 2019-20 and the future review of the Language Policy.

## **Outreach Services**

January 2021

**BÒRD NA GÀIDHLIG****ANNUAL RETURN FORM 2019-20**

<b>Organisation's name</b>	<b>Scottish Parliamentary Corporate Body</b>
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**Primary Indicator Data**

<b>Communications from the Public</b>	How many written communications have the organisation received from the public in Gaelic this year?	60
<b>Dissemination of information</b>	How many posts did the organisation distribute on social media in Gaelic this year?	660 (Tweets: 551 Soundcloud: 35 Blog: 12)
	How many press releases did the organisation publish in Gaelic this year?	86
<b>Staff</b>	How many staff received Gaelic skills training this year?  * Gaelic awareness/basic Gaelic sessions – some people attended more than one.	73*  2 undertaking an Cùrsa-Inntrigidh at Sabhal Mòr Ostaig
	How many posts do you currently have where Gaelic is an essential skill?	2
	How many staff currently within the organisation have Gaelic skills?  * These figures are from our 2018 survey of Gaelic language skills. These will be updated when we undertake a new survey in the development for our next Gaelic Language Plan.	41 <b>abairtean bunaitich</b> / basic phrases  3 <b>le sgilean eadarmheadhanach</b> / intermediate  5 <b>fileanta</b> / fluent speakers*

<b>Publications</b>	How many organisational publications have been published bilingually (Gaelic and English) this year?	Bilingual: 6  Separate Gaelic and English versions: 4  English publications with Gaelic title or foreword: 9
<b>Status</b>	How many bilingual signs were erected this year?	n/a  Bilingual signage already rolled out in line with our GLP

## National Gaelic Language Plan Priorities

### Using Gaelic

How is the organisation increasing the use of Gaelic?

- By Gaelic social media presence via our dedicated Gaelic social media channels and via other parliamentary social media channels (e.g. corporate, committee, education, outreach twitter feeds, Instagram, Facebook)
- By publicizing committee enquiries to the Gaelic community and encouraging evidence in Gaelic – e.g. the hate crime legislation consultation which received much evidence in and about Gaelic. We also published a Gaelic summary of the secondary school subject choice enquiry which was read by 724 people.
- Through producing a wide range of publications in Gaelic.
- Through developing Gaelic digital information resources, for example: <https://www.youtube.com/watch?v=s-5Kk17qh8g&feature=youtu.be>
- Through production of a range of Gaelic education resources – 51 are currently available in Gaelic.
- Through continuing to offer and deliver Gaelic sessions for schools. 7 Sessions were delivered and the *An t-Alltan* conference was attended.
- By producing webpages and news releases in Gaelic
- By enabling and encouraging correspondence in Gaelic
- Our new Parliament & You exhibition consisting of video case studies contains a Gaelic interview about land reform. This was launched in June 2019 as part of the Parliament's 20<sup>th</sup> Anniversary event.
- Gaelic was used several times in Chamber and Committee business during this period including a debate on the International Year for Minority Languages, a committee session by the Public Audit and Post Legislative Committee and a Gaelic Time for Reflection. The Gaelic team publicised these sessions and aided various Members, Presiding Officers and Conveners with Gaelic use for Parliamentary Business including proofreading and supplying of pronunciations of simple phrases (such as *Madainn mhath/good morning*) and Gaelic nomenclature. Six motions or questions were submitted bilingually and the Gaelic team proofread these where required.

## Learning Gaelic

How is the organisation increasing the learning of Gaelic?

- Two members of staff are being supported by the Parliament to do the *Cùrsainntrigidh* at Sabhal Mòr Ostaig.
- We had a student from Sabhal Mòr Ostaig on a three week work experience placement.
- Publicizing local and national Gaelic learning opportunities locally internally
- Offering our 2-hour Gaelic 2, 3 courses (*Abair Beagan – Speak a Little, and Use your Gaelic* in the Scottish Parliament sessions to staff following on from our Gaelic 1 – Gaelic awareness sessions)
- Through our Abair Beagan basic parliamentary Gaelic booklet
- Through our short podcast Gaelic Word of the Week which teaches a little about Gaelic and about the Parliament each week. This is regularly listened too by over 100 people and also performs very well on Twitter.

## Promoting Gaelic

How is the organisation promoting a positive image of Gaelic?

- Gaelic officers attend induction sessions to inform new-starts about the Gaelic Language Plan and our Gaelic awareness sessions.
- Bilingual signage
- increased use of Gaelic in corporate publication titles/summaries
- Use of Gaelic in social media – both in and about Gaelic throughout the Parliaments' social media accounts
- Including Gaelic in videos made by the Presiding Officer
- Delivering the 'Learn Gaelic in 5 minutes' pop-up stall at various events internal and external
- Internal communications including our internal Gaelic blog and our corporate communications and through external communications including our weekly eBulletin.
- By providing Gaelic Awareness training for staff and also offering to our partners.
- By holding a Gaelic Language week with enhanced visibility and increased social media content for Gaelic in addition to sessions in Gaelic (below).
- By holding 2 Make Your Voice Heard Through Gaelic sessions in the Scottish Parliament as part of our Gaelic week in November and 1 session in Skye in September.
- Scotland's Futures forum held the Gaelic 2030: What would success look like? conference in December 2019 as part of the Scotland 2030 programme, looking at the future of Gaelic. 80 people were present at the conference which was also webcast.

## Other monitoring information

### Promotion of Gaelic Education

For Local Authorities only to complete

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

n/a

### Corporate Parenting

For Local Authorities only to complete

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

n/a

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

n/a

### **Equalities**

For all organisations to complete

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

We have not identified any particular issues. We ensure that Gaelic activities are inclusive and are also available to staff at all levels across the organization. We have worked actively with staff diversity networks across the organization to promote Gaelic.


Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

To raise awareness of Gaelic amongst the general public, we have bilingual signage, we have added Gaelic to titles and/or forewords of many corporate publications and have Gaelic-related social media content aiming at non-Gaelic speakers. We target younger people through social media, education materials and education publications. Gaelic education sessions can be delivered anywhere in Scotland.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.



The Gaelic officers have worked closely with the Parliament’s BSL officer to share good practice and consider ways of working together and one Gaelic officer attended a conference on the subject of representation of the BSL community and delivered a paper about the position of Gaelic. We have ensured that all diversity networks in the Scottish Parliament have bilingual logos.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>	
Àrd Phrionnsabalan	Overarching Principles	
<b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	<b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	Green
<b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	<b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	Green
<b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnadairean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.	<b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	Green
<b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	<b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	Green
<b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’	<b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	n/a

faighinn na h-aon cothroman 's a tha clann le cànan eile.		
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Inbhe	Status			
<b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	<b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	Green		
<b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.	Green		
Conaltradh leis a' phoball	Communicating with the public			
<b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.	Green		
<b>Conaltradh sgrìobhte</b> Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	<b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	Green		
<b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air tseirbheis dhan phoball.	<b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	Green		

<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>Green</p>
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Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	Green		
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	Green		
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	Green		
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Green		
<p><b>Taisbeanaidhean</b> Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p><b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	Green		
Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written</p>	Green		

	materials produced by the public authority.	
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Luchd-obrach	Staff			
<b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Green		
<b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions	Green		
<b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhan agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	<b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Green		
<b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchdobraich air a bheil dleastanas a bhith a' conaltradh leis a' mhòrshluagh.	<b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	Green		
<b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas ffastaidh.	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.	Green		
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach ann an dealbhan obrach far a bheil dleastanasan co-cheangailte ri librigeadh a' Phlana Ghàidhlig agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in roles where responsibilities are linked to delivery of the Gaelic language plan and in accordance with the	Green		

	Bòrd na Gàidhlig recruitment advice.	
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgiil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Green