

REPORT TO KINCARDINE AND MEARNIS AREA COMMITTEE – 12 OCTOBER 2021

DRAFT GAELIC LANGUAGE PLAN

1 Reason for Report / Summary

- 1.1 Committee is recommended to consider and comment on the draft Gaelic Language Plan 2022 – 2027.

2 Recommendations

The Committee is recommended to:

2.1 Consider and comment on the draft Gaelic Language Plan 2022 - 2027

3 Purpose and Decision Making Route

- 3.1 The Gaelic Language (Scotland) Act 2005 requires relevant public authorities to prepare a Gaelic Language Plan (GLP). Aberdeenshire Council's [Gaelic Language Plan](#) (GLP) was published in 2016. The next iteration of our GLP, from 2022-27, is due with the Bord Na Gaidhlig (the principal Gaelic body in Scotland) by 7 December 2021.
- 3.2 High Level Aims were developed in discussion with relevant Heads of Service and the Bord na Gaidhlig; these are a small number of strategic level actions closely linked to the National Gaelic Language Plan 2018-23. The High Level Aims were approved by [Business Services Committee](#) on 10 June 2021. The Bord Na Gaidhlig approved the High Level Aims on 1 September 2021.
- 3.3 The council is required to consult on its draft Gaelic Language Plan which must be for a minimum of six weeks. The consultation is taking place from 26 August to 7 October 2021. The interim results of the consultation will be provided verbally at the committee meeting.

4 Discussion

- 4.1 The Council was required to produce its first plan in 2016 and the Bòrd has notified the Council of a requirement to produce the next iteration of its plan by 7 December 2021, covering the period 2022-2027.
- 4.2 The guidance on the structure and content of plans is fairly prescriptive and has been closely followed to produce the attached draft, which does however reflect Aberdeenshire's particular circumstances. Guidance on developing plans says these can be proportionate, reflecting the situation in each authority, but should also be supportive, demonstrating equal respect for Gaelic and English.

- 4.3 The approach to the 2016 – 2021 Gaelic Language Plan was positive and proportionate, and this approach continues as we work with services to develop this draft version of the 2022 – 2027 Gaelic Language Plan.
- 4.4 Key areas of work developed within the current plan (2016 – 2021) include: development of a Gaelic awareness training course on ALDO (council's online training hub); development of a Gaelic version of the council's logo; trilingual Bookbug sessions were held in libraries in English, Gaelic and Doric; Gaelic resource boxes have been created for use in L3 projects in schools (where a second modern language can be learned from p5 upwards); and a "Gaelic for Beginners" language course was offered for staff in 2018 at libraries across Aberdeenshire.
- 4.5 The draft plan has been developed in conjunction with services. Services have identified their actions under the High Level Aims and the corporate service aims (established by the Bòrd na Gàidhlig) and these have been collated into the draft plan. The high level aims of the plan are:
- Establishing and maintaining a Gaelic language plan implementation group with representation from all Council Services. Heads of Service will have responsibility for delivery of actions within their service.
 - Increasing the presence of the Gaelic language in art and culture events and community resources.
 - Collaborate with neighbouring councils to increase shared resources for Gaelic development.
 - Fulfilling the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
 - In consultation with Bòrd na Gàidhlig, provide information and carry out a survey of parents to measure interest in the establishment of Gaelic medium and Gaelic learner education
 - Raise awareness across Aberdeenshire of the Gaelic language and its heritage in Aberdeenshire.
- 4.6 The Gaelic Language (Scotland) Act requires public bodies to consult interested parties on the development of their plans. The proposed consultation approach is to publish a draft plan and send this to relevant national and local organisations for comments, and to invite comments online. A public meeting would normally have been included but Bòrd na Gàidhlig accept this will not be possible in the current circumstances.
- 4.7 Following consideration of feedback, a final version of the plan will then be brought to Business Services Committee on November 11 2021 for approval prior to formal submission to Bòrd na Gàidhlig by 7 December 2021.
- 4.8 Any amendments to the draft plan which are subsequently requested following assessment by Bòrd na Gàidhlig will be reported back to Business Services Committee for approval prior to publication of the final plan.

- 4.9 Aberdeenshire Council recognises that Doric is an important feature of communities in the North East as a day to day spoken language and in the cultural heritage, literature, poetry and song. Within Aberdeenshire we know that Doric is heard daily in work and learning environments across the North East. The council’s commitment to Doric was agreed at [Education & Children’s Service Committee](#) in February 2017. Furthermore, at this meeting the committee approved the [Doric Guidelines](#) for the council.
- 4.10 There are a range of activities being supported by services to promote and support the use of Doric in Aberdeenshire including hosting Across the Grain – a festival celebrating Doric and traditional music of the North East this takes place in October this year and offers people the chance to dive into the cultural life, heritage, language, music and stories of the North East and Inverallochy Primary School continue to hold their Tak a Beat festival each year focusing on our local culture, heritage and tradition. Furthermore, in Banff pupils from the academy worked on a project with the Elphinstone Institute to provide a Doric dictionary for the [Banff & Macduff heritage trail website](#).

5 Council Priorities, Implications and Risk

- 5.1 This report helps deliver the Strategic Priority Education within the Pillar Our People, having the right people, in the right place, at the right time.
- 5.2 The table below shows whether risks and implications apply if the recommendation(s) is (are) agreed.

Subject	Yes	No	N/A
Financial		X	
Staffing		X	
Equalities and Fairer Duty Scotland	IJA attached as Appendix 2		
Children and Young People’s Rights and Wellbeing	IJA attached as Appendix 2		
Climate Change and Sustainability		X	
Health and Wellbeing		X	
Town Centre First		X	

- 5.3 An integrated impact assessment (IJA) has been carried out as part of the development of the proposals set out above. It is included as **Appendix 2** and no negative impacts have been identified. There are positive impacts which include promoting opportunities to access services such as Gaelic Medium Education. The IJA will be further developed after the conclusion of the staff audit and the formal

consultation on the draft plan to incorporate feedback received through these processes prior to being presented to Business Services Committee.

- 5.4 The following Risks have been identified as relevant to this matter on a Corporate Level:
- ACORP002 – Changes in government policy, legislation and regulation.
 - ACORP006 – Reputation management (including social media).

6 Scheme of Governance

- 6.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the [Scheme of Governance](#) and relevant legislation.
- 6.2 The Committee is able to consider and comment on proposals to develop Council policy in line with the Policy Development and Review Framework and make recommendations to the relevant Policy Committees in terms of Section B.11.1 of the [List of Committee Powers in Part 2A](#) of the Scheme of Governance.

RITCHIE JOHNSON
DIRECTOR OF BUSINESS SERVICES

Report prepared by Lynne Gravener (Strategic Policy Lead)
Date 4 October 2021

List of Appendices:

Appendix 1 – Aberdeenshire Council's Draft Gaelic Language Plan
Appendix 2 – Integrated Impact Assessment

APPENDIX 1



Aberdeenshire Council

GAELIC LANGUAGE PLAN

2022-2027

Foreword

Aberdeenshire Council continues to be committed to raising awareness and promoting the use of the Gaelic language in Aberdeenshire. This is in support of the National Gaelic Language Plan and our responsibilities with regards to the Gaelic Language (Scotland) Act 2005.

Our Gaelic Language Plan for 2022-27 details how we intend to promote and support Gaelic learning opportunities, increase the presence of the Gaelic language in art and culture events, and raise awareness across Aberdeenshire of the Gaelic language and its heritage in the area. We will build on the progress made in our first Gaelic Language Plan.

Prior to the pandemic, we gave staff the opportunity to attend a Gaelic learning course held at libraries throughout Aberdeenshire, developed information about Gaelic for staff on the council's intranet, created a Gaelic version of the council logo, created an online course for staff to learn basic greetings and phrases, and promoted Gaelic learning opportunities for school pupils.

There is a great language diversity within the population of Aberdeenshire including our indigenous Doric dialect of the Scots language, unique to the North East. Our ancient Gaelic history is evidenced in place names throughout Aberdeenshire, some of which are detailed within the plan. Bilingualism and multilingualism are often standard due to the increase in the number of residents for whom English is not a first language.

Aberdeenshire has a rich variety of cultural heritage and resources. Although the number of residents using the Gaelic language has been low for a sustained period, the 2011 census did show that there was an increase in the area over the preceding decade. The 2022 census will give us an up-to-date picture of the use of Gaelic in the area, which can further inform our planned work.

Our plan aims to contribute to the promotion and protection of the Gaelic language in Scotland which, alongside other indigenous languages, is of great importance and value.

Jim Savege
Chief Executive
August 2021

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1. INTRODUCTION

DESCRIPTION OF ABERDEENSHIRE COUNCIL

Local authorities are responsible for providing a range of public services. This includes education, social care, roads and transport, economic development, housing and planning, environmental protection, waste management, cultural and leisure services

Aberdeenshire Council is one of 32 Council areas of Scotland. The Aberdeenshire Council area is bordered by Moray, Highland, Perth & Kinross and Angus. The council is a large organisation, with 16,000 employees and delivering hundreds of local services for the benefit of our communities. Our council activities are managed through services – Education and Children’s Services, Business Services, Infrastructure Services, and Health & Social Care. The council has six administrative areas – Banff & Buchan, Buchan, Formartine, Garioch, Kincardine & Mearns and Marr - within which local decisions are taken locally by elected Members. Corporate matters are decided at policy committees – Business Services, Education and Children’s Services, Communities, Infrastructure and Full Council. Aberdeenshire's six administrative areas each have an Area Committee, an Area Manager and an Area Management Team. The Area Manager's job, with the help of the Area Management Team, is to enable the Area Committee to make local decisions and to ensure that these decisions are carried out.

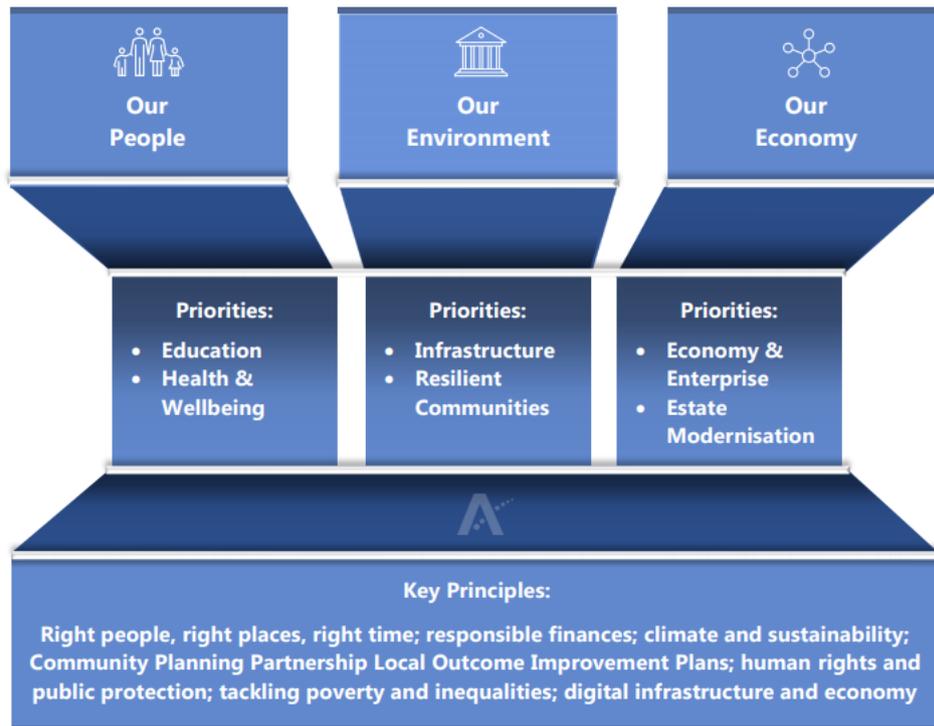
Aberdeenshire Council is made up of 70 elected councillors. They represent the 19 wards within the authority area: six wards have three councillors each and 13 wards have four councillors. We have offices in the following locations

- **Aberdeen** – our headquarters is in Aberdeen, outwith the boundary area of the Council
- **Banff & Buchan and Buchan areas:** Banff, Fraserburgh, Macduff, Maud, Peterhead and Strichen
- **Formartine and Garioch areas:** Turriff, Ellon, Oldmeldrum, Westhill and Inverurie
- **Marr and Kincardine & Mearns area:** Aboyne, Alford, Banchory, Huntly, Laurencekirk, Portlethen and Stonehaven.

Aberdeenshire Council’s vision is “Serving Aberdeenshire from mountain to sea –the very best of Scotland”. Sitting under that vision, the key plans for the council are detailed as follows:

- **Council plan** – describes how the council will achieve its vision and sets out the aims and outcomes that drive our work
- **Directorate plans** – describe the contribution of each council Service to the delivery of our strategic priorities
- **Area plans** - describe how our strategic priorities and community planning outcomes will be delivered in each area

The council's Priorities are shown in the diagram as follows:

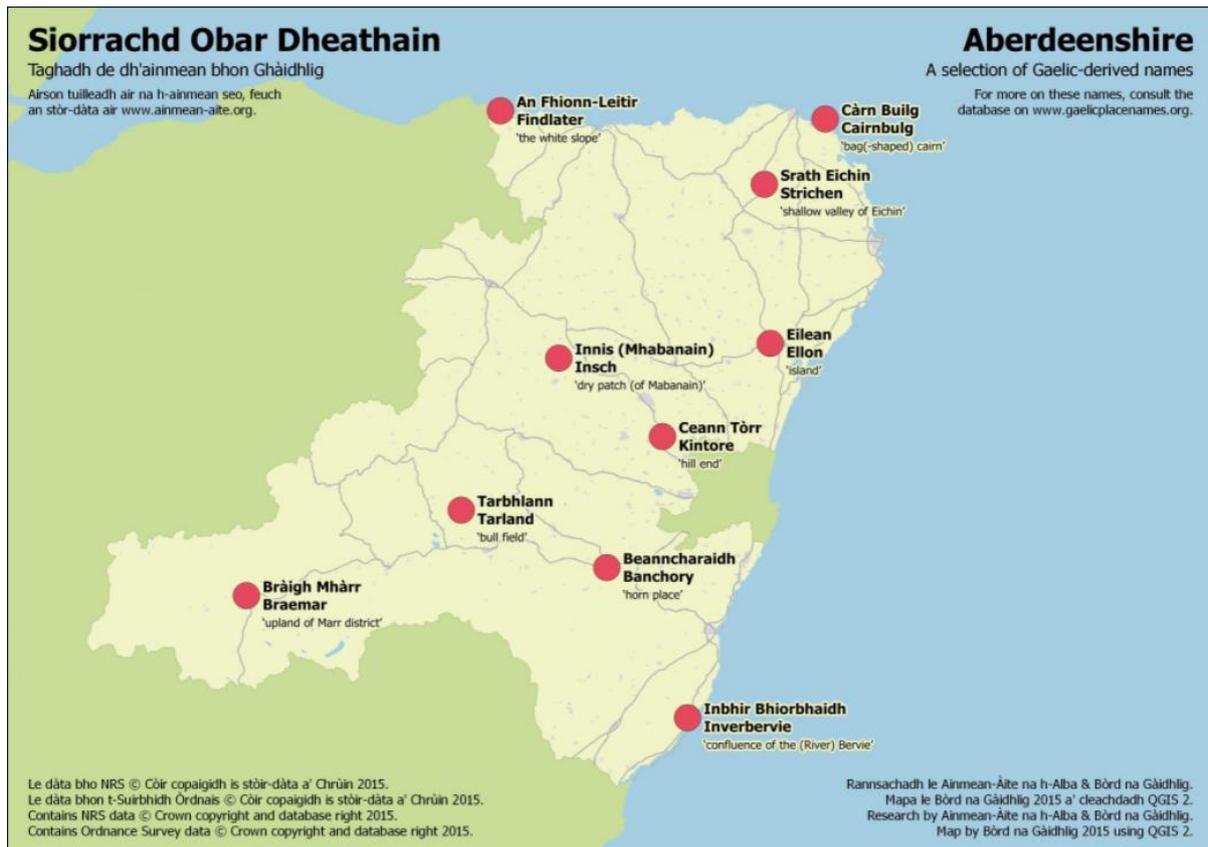


GAELIC WITHIN ABERDEENSHIRE COUNCIL

The number of Gaelic speakers in Aberdeenshire increased from 890 in 2001 to 1400 in 2011, the largest growth seen across the country. Aberdeenshire's [Gaelic Language Plan 2016-21](#) provides a breakdown of Gaelic speakers from the 2011 census results into the 2007 electoral ward areas.

The Census in 2022 will update our understanding of the Aberdeenshire population who speak Gaelic.

The following map shows Gaelic-derived place names in Aberdeenshire (source: https://www.ainmean-aite.scot/wp-content/uploads/2016/09/mapa_BnG_Sd_Obar_Dheathain.jpeg)



As an employer, Aberdeenshire Council has focussed its Gaelic language activity over the last few years on identity, communications, staff training and language development. This includes: promotion of, and support to access, Gaelic medium education in the neighbouring local authority; promotion of Gaelic learning opportunities in schools and access to resources; establishment of bilingual signs at major new builds by the council and at main area offices; the development of a Gaelic version of the council logo; a [webpage](#) on the council website that shows that communication in Gaelic is welcome; and the development of an internal training module to promote understanding of procedure when residents wish to communicate in Gaelic.

GAELIC IN SCOTLAND

The 2011 Census showed that around 87,000 people in Scotland (around 1.7% of the population) have some Gaelic language skills. For the first time there was an increase in the number of speakers aged under 25, even though the overall figure decreased slightly. The Census also showed that Gaelic speakers live in most communities across Scotland, with approximately 50% living in the Highlands and Islands, and 50% across the rest of the country. (Source: [National GLP](#))

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.

This document is Aberdeenshire Council's 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.

Aberdeenshire 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.

THE NATIONAL GAELIC LANGUAGE PLAN

Aberdeenshire 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 the achieving this aim by focussing our work, on 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

INTERNAL GAELIC CAPACITY AUDIT

A key element of our Gaelic Language Plan is to understand the Gaelic skills which exist within Aberdeenshire Council. We are conducting an internal Gaelic capacity audit so that we understand existing skills and where awareness raising or training may be required. A summary of the key findings of the audit will be provided here once they are available.

A further audit is planned within the timeframe of the Plan to complement the initial results we have received in 2021.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic language plan before submitting it to Bòrd na Gàidhlig. Aberdeenshire Council are consulting on the draft Plan between 26th August and 7th October 2021. A summary of the key findings will be made available here when available, with the full results attached at Appendix 2.

2. KEY PRINCIPLES

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.

Aberdeenshire 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.

ACTIVE OFFER

Aberdeenshire Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, we will take steps to make sure the community is made aware of their existence, and are actively encouraged to use them.

MAINSTREAMING

Aberdeenshire 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 aim “that Gaelic is used more often, by more people and in a wider range of situations”.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

Aberdeenshire Council has worked with Bòrd na Gaidhlig to create a number of High Level Aims which reflect our commitment for the Gaelic language at a strategic level and are closely linked to the National Gaelic Language Plan 2018-23.

INCREASING THE USE OF GAELIC

High-level Aim	Establish and maintain a Gaelic language plan implementation group with representation from all Council Services. Senior officers will still maintain responsibility for delivery of actions within their service.		
Desired Outcome	Actions are reviewed and delivered as appropriate during the life cycle of the Gaelic Language Plan.		
Current Practice	Officers from council services implement actions from the previous Gaelic Language Plan. However, there is no defined implementation group that meets on a regular basis.		
Actions Required	How this will be measured	Target Date	Lead Officer
Establish a cross-service Gaelic Language Plan implementation group	Formation of group and schedule of meetings	March 2022	Head of Customer and Digital Services
Co-produce a Terms of Reference with the implementation group	Creation of a Terms of Reference	March 2022	Head of Customer and Digital Services
Develop a schedule of meetings to review progress on implementing actions within the GLP	Creation of schedule of meetings	March 2022	Head of Customer and Digital Services

INCREASING THE LEARNING OF GAELIC

High-level Aim	Collaborate with other councils to increase shared resources for Gaelic development		
Desired Outcome	Resources shared with other local authorities are used for increasing Gaelic awareness and development in Aberdeenshire.		
Current Practice	There has previously been collaboration with neighbouring authorities in sharing resources and the council continues to be open to building relationships with other local authorities to share resources where appropriate.		
Actions Required	How this will be measured	Target Date	Lead Officer
Working with colleagues in Edinburgh City Council who have offered to share communications resources	Ongoing engagement and use of content	Life of the plan	Head of Customer and Digital Services
Working with other local authorities to identify where online Gaelic learning opportunities can be shared (L&D)	Number of opportunities shared, and the number of people who participate in the opportunity.	Life of the plan	Head of Customer and Digital Services

High-level Aim	Fulfil the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education		
Current Practice	<p>There is currently no Gaelic Medium Education and minimal Gaelic Learner Provision within the authority. Parents who wish to educate their children in the medium of Gaelic may send them to Gilcomstoun Primary school or Hazlehead Academy in Aberdeen City and support is available from the authority towards this in the form of paid transport. Information about GME is available on the Council website.</p> <p>The promotion of Gaelic as a viable and relevant L3 as part of 1+2 Language provision continues. Teachers benefit from access to Gaelic language learning and resources through the Regional Improvement Collaborative. New developments are promoted and signposted through the Aberdeenshire Primary Languages Portal which is accessible to all teaching staff. Schools are encouraged to signpost families to the Gaelic Learning opportunities hosted on the Northern Alliance Family Learning site.</p>		
Desired Outcomes	<ul style="list-style-type: none"> • Awareness of Gaelic learning opportunities and resources to families is increased • Information relating to Gaelic medium and Gaelic learner education is accessible 		
Actions Required	How this will be measured	Target Date	Lead Officer
Review, improve and update information available on the Aberdeenshire Council website relating to Gaelic Medium Education	Monitor engagement with website? Increase in number of enquires re GME to officers?	Annually in September for the duration of the Plan Termly	Head of Education
Continue to signpost to all Gaelic learning opportunities facilitated by partners in the Regional Improvement Collaborative – for staff and families.	Website visits Increase engagements with social media posts	updates for life of plan (August / October/ January/ April)	Head of Education
Continue to promote Gaelic Learner opportunities for schools through E-sgoil.	Increase uptake for National Qualifications from 1 or 2 young people per session.	Annually for the duration of the Plan	Head of Education

<p>a) Increase use of social media to improve signposting to Gaelic Learning for children and families</p> <p>b) Improve promotion of Gaelic Immersion and other learning opportunities through use of established communication tools such as Weekly School Mail to all staff and corporate social media accounts for family learning in the local area or neighbouring authorities.</p>	<p>Number of tweets and level of engagement with Tweets</p> <p>Increase in enquiries about participation in staff learning opportunities.</p>	<p>Ongoing for the duration of the Plan</p>	<p>Head of Education</p>
<p>Desired Outcome</p>	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic Learner opportunities through e-sgoil for Secondary age learners 		
<p>Actions Required</p>	<p>How this will be measured</p>	<p>Target Date</p>	<p>Lead Officer</p>
<p>Continue to promote Gaelic Learner opportunities for schools through E-sgoil.</p>	<p>Increase uptake for National Qualifications from 1 or 2 young people per session.</p>	<p>Annually for the duration of the GLP</p>	<p>Head of Education</p>
<p>Desired Outcome</p>	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic learner opportunities through the L3 offer in Primary School 		
<p>Actions Required</p>	<p>How this will be measured</p>	<p>Target Date</p>	<p>Lead Officer</p>
<p>Maintain up to date information relating to Gaelic learning opportunities for teaching staff on the Aberdeenshire Primary Languages Portal</p>	<p>Monitor site usage and engagement. Monitor attendance at events related to Gaelic. Annual SG 1+2 Survey returns will show increase in schools providing Gaelic as an L3</p>	<p>Updates each term for life of plan (August / October/ January/ April)</p>	<p>Head of Education</p>

High-level Aim	In consultation with Bòrd na Gàidhlig, provide information and carry out a survey of parents in the Council area to measure interest in the establishment of Gaelic medium and Gaelic learner education.		
Current Practice	<p>There is currently no Gaelic Medium Education within the authority. Parents who wish to educate their children in the medium of Gaelic send them to Gilcomstoun Primary school or Hazlehead Academy in Aberdeen City Council and support is available from the authority towards this in the form of paid transport. Information about GME is available on the Council website.</p> <p>Gaelic learner education is promoted as a viable and relevant L3 as part of 1+2 language provision. The annual Scottish Government 1+2 Survey is used to measure engagement with Gaelic as an L3. Gaelic learner provision is limited to that available to Secondary schools through e-sgoil. We were however facilitating access to this provision before it was made as a national offer.</p> <p>A database is held of children who attend Gaelic Medium provision in Aberdeen City Schools. There is no information held on pre-school parents who may be interested in their child accessing Gaelic Medium education. There has only been one request from one family since the Education (Scotland) Act 2016 came into effect.</p>		
Desired Outcome	<ul style="list-style-type: none"> Aberdeenshire Council have a good understanding of where parental demand exists for Primary GME, and for Gaelic learner opportunities to include Secondary pupils, in Aberdeenshire 		
Actions Required	How this will be measured	Target Date	Lead Officer
Liaison with Bòrd na Gàidhlig to establish best practice for the format and wording for proposed surveys.	Production of survey	June 2022	Head of Education
Create surveys for parents and determine most effective means of promotion.	Production of survey	December 2023	Head of Education
Conduct survey for parents	Number of responses to survey	January 2024	Head of Education

Analyse and prepare report of findings with any subsequent actions being incorporated into planning.	Report of findings produced	April 2024 and for duration of GLP	Head of Education
Desired Outcome	<ul style="list-style-type: none"> To include views of young people in relation to provision of Gaelic Medium and Gaelic Learner provision 		
Actions Required	How this will be measured	Target Date	Lead Officer
Liaison with Bòrd na Gàidhlig to establish best practice for the format and wording for proposed surveys.	Production of survey	June 2022	Head of Education
Create surveys for children and young people and determine most effective means of promotion.	Production of survey	December 2023	Head of Education
Conduct survey for children and young people.	Number of responses to survey	January 2024	Head of Education
Analyse and prepare report of findings with any subsequent actions being incorporated into planning.	Report of findings produced	April 2024 and for duration of GLP	Head of Education

PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	Raise awareness across the Council area of the Gaelic language and its heritage in Aberdeenshire		
Desired Outcomes	<ul style="list-style-type: none"> • There is increased awareness of Gaelic events taking place in Aberdeenshire or in neighbouring areas. • To support projects which engage young people with Gaelic songs to increase young people's understanding of Gaelic language and its heritage in Aberdeenshire 		
Current Practice	Fèis: Fèis Rois and the Provincial Mod, has previously operated in Aberdeenshire. The current practice has been to work with partners to address the demand to support Doric language and its heritage in Aberdeenshire.		
Actions Required	How this will be measured	Target Date	Lead Officer
Active promotion of Gaelic events when they happen on public facing comms channels, when alerted.	Visibility of events. Number of views.	Ongoing	Head of Customer and Digital Services
Develop a programme to support young people to participate in Gaelic songs projects	Number of opportunities shared, and the number of young people who participate in the opportunity.	Lifetime of the Plan	Head of Communities, Wellbeing and Partnerships
Encourage targeted/vulnerable young people to participate in Gaelic songs projects	Number of opportunities shared, and the number of targeted young people who participated in the opportunity.	Lifetime of the Plan	Head of Communities, Wellbeing and Partnerships

High-level Aim	Increase the presence of the Gaelic language in art and culture events and community resources		
Desired Outcome	To support a range of partners and communities with the development of Gaelic activities		
Current Practice	The current practice has been to work with key partners with the recognition that there is a demand to support Doric language in art and culture events and community resources.		
Actions Required	How this will be measured	Target Date	Lead Officer
To liaise with partners and communities about Gaelic culture activities, such as Book of Deer and Gaelic Bookbug, and to support partners and communities to identify and apply for funding to support Gaelic cultural activities where appropriate	Number of partners supported. Number of activities Number of grant applications	Lifetime of the Plan	Head of Communities, Wellbeing and Partnerships
Encourage targeted families, young people and communities to participate in Gaelic language arts and cultural activities	Number of opportunities shared, and the number of targeted families, young people who participated in the opportunity.	Lifetime of the Plan	Head of Communities, Wellbeing and Partnerships
When requested to assist with the provision of community space for Gaelic artists to make or show their work	Number of community spaces made available/used	Lifetime of the Plan	Head of Communities, Wellbeing and Partnerships

CORPORATE SERVICE AIMS

This is Aberdeenshire Council's second Gaelic Language Plan and since 2016 we have taken incremental steps to support Gaelic through our corporate services.

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	A Gaelic version of the Aberdeenshire Council logo sits within the logo suite and is promoted through the intranet page and the internal awareness training module.		
Actions Required	How this will be measured	Target Date	Lead Officer
Presence of Gaelic logo within logo suite and in visual identity. Should the corporate logo be refreshed this will also be refreshed. There are no current plans for an overhaul.	Complete	Complete	Head of Customer and Digital Services
Desired Outcome	Signage		
	Prominent signage will include Gaelic and English as part of any renewal process.		
Current Practice	<u>Schools</u> : New school builds, and those schools receiving Gaelic as part of the curriculum will have school name signs provided bilingually. <u>Internal Signage</u> : A Gaelic 'Welcome to Aberdeenshire Council' sign will be placed at the reception areas of each area headquarter. <u>Libraries</u> : Library name signs will be provided bilingually for new library buildings or upgraded library buildings. <u>New Buildings</u> : Future building projects will have Gaelic signage included as standard.		

<p><u>Multilingual Signs:</u> Gaelic will be included in future multilingual signs such information plaques at heritage sites. In such instances, design considerations will be taken to ensure Gaelic and Scots are displayed as indigenous Scottish languages. <u>Street Names:</u> Current policy offers no guidance on language.</p>			
Actions Required	How this will be measured	Target Date	Lead Officer
New school builds and schools that have projects to upgrade reception areas will have the school's name sign in reception provided bilingually.	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Ongoing for duration of plan.	Head of Property & Facilities Management / Heads of Education
A Gaelic 'Welcome to Aberdeenshire Council' sign will be placed in the reception area of each Council Area Headquarters. This is not retrospective and will be implemented on all new projects affecting the identified Area Headquarters.	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Ongoing for duration of plan.	Head of Property & Facilities Management
Any upgrade project to new or existing Library facilities will include a bilingual name sign at the main desk	Percentage of applicable projects meeting this requirement from date of implementation of the updated GLP.	Ongoing for duration of plan.	Head of Property & Facilities Management
Gaelic will be included in future multilingual signs such information plaques at heritage facilities. In such instances, design considerations will be taken to ensure Gaelic, and Scots are displayed as indigenous Scottish languages. This requirement is not retrospective and will be considered for all new signage and any replacement/renewals.	Percentage of upgraded/replaced building signage meeting this requirement from date of implementation of the updated GLP.	Ongoing for duration of plan.	Head of Property & Facilities Management

New Guidance to be considered permitting new streets to be given their single official name in one of three languages - either English, Doric or Gaelic where appropriate to the local context.	Approval of new policy by relevant policy committee.	Reviewed during lifetime of plan.	Head of Roads and Infrastructure
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COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.		
Current Practice	There is a web page on the Aberdeenshire Council website that shows that communication in Gaelic is welcome and signposts to relevant Gaelic information.		
Actions Required	How this will be measured	Target Date	Lead Officer
Web page to make clear communication in Gaelic is welcome.	Complete	Complete	Head of Customer and Digital Services
Web page above checked quarterly for accuracy		Quarterly	Head of Customer and Digital Services
'Happy to communicate in Gaelic' email footer produced for use (individual discretion).	Produced and published on internal channels	March 2022	Head of Customer and Digital Services

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 general policy.
Current Practice	A communications page on the council intranet was created to make clear the willingness to complete correspondence in Gaelic. The "How to Respond to Customers Who Speak Gaelic" internal training module is a mandatory course requirement for frontline customer services staff.

Actions Required	How this will be measured	Target Date	Lead Officer
Internal comms page on intranet created to make clear the willingness to complete correspondence in Gaelic	Presence of page	Complete	Head of Customer and Digital Services
Review of above intranet page on a quarterly basis		Reviewed quarterly	Head of Customer and Digital Services

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	The “How to Respond to Customers Who Speak Gaelic” internal training module highlights basic greetings, how to show if a staff member can converse in Gaelic, and what to do if staff receive correspondence in Gaelic.

Actions Required	How this will be measured	Target Date	Lead Officer
An email signature will be produced for use by staff who wish to make it clear that they are happy to communicate in Gaelic or English.	Number of downloads from Corporate Image Library	March 2022	Head of Customer and Digital Services

Desired Outcome	Public Meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Current Practice	Aberdeenshire Council does not currently have an agreed policy for the use of Gaelic in public meetings. A Gaelic address for the Provost was previously prepared.

Actions Required	How this will be measured	Target Date	Lead Officer
Where meetings are on Gaelic issues they will be promoted bilingually.	Number of bilingual promotions	Lifetime of the Plan	Head of Customer and Digital Services
A Gaelic address for the Provost will be delivered at any appropriate Gaelic public events.	Number of Gaelic addresses delivered at Gaelic events	Lifetime of the Plan	Head of Customer and Digital Services
A policy and process will be established regarding when and how Gaelic will be used at meetings when resource is available	Policy and process developed	March 2025	Head of Customer and Digital Services

INFORMATION

Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.		
Current Practice	Where a media release is required for a Gaelic event, this will be provided to the media dual lingually. There hasn't been a request for this so far.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where a media release is required for a Gaelic event, this will be provided to the media dual lingually, provided reliable translation is available in the required timescale.	Ongoing	Ongoing	Head of Customer and Digital Services

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users		
Current Practice	Events in Gaelic are shared on social media, rendered in both languages, provided reliable translation is available in the required timescale		

Actions Required	How this will be measured	Target Date	Lead Officer
Events in Gaelic will be shared on social media, rendered in both languages.	Reach	As required	Head of Customer and Digital Services
Education: All Gaelic events will be promoted bilingually	Number of events promoted	For the duration of the Plan	Head of Education

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	There is a web page on the Aberdeenshire Council website that shows that communication in Gaelic is welcome and signposts to relevant Gaelic information.		

Actions Required	How this will be measured	Target Date	Lead Officer
The Gaelic page on our website will be checked quarterly for accuracy	Accuracy	Quarterly	Head of Customer and Digital Services
Education: Information relating to how to access Gaelic Medium Education will also be available bilingually	Bilingual information published	June 2022 and for duration of the Plan	Head of Education
We will investigate plug-ins for translation services, should cost allow	Implementation if agreed	June 2022	Head of Customer and Digital Services
We will provide translations for key pages on our website, in the absence of above, over the lifetime of the plan.	Progress towards publication.	Lifetime of plan	Head of Customer and Digital Services

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.		
Current Practice	Corporate publications are not currently produced in Gaelic as it is not one of the top six languages of which translations are requested in Aberdeenshire, however information in Gaelic can be provided through our translation service.		
Actions Required	How this will be measured	Target Date	Lead Officer
We will ensure that all publications have a route for translation, with Gaelic as an option.		Ongoing for the life of the plan	Head of Customer and Digital Services
Continue to review which are the top six languages in Aberdeenshire re translation requests	As part of management information of translations requested through the Interpretation and Translations Contract	Ongoing for the life of the plan	Head of Customer and Digital Services
Education: We will deliver articles regarding Gaelic education and Gaelic school activities bilingually		For the duration of the GLP	Head of Education

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	We have an interpretation and translation contract in place to ensure the quality of translation is high and Gaelic is one of the languages available for translation		
Actions Required	How this will be measured	Target Date	Lead Officer
We will ensure the quality of Gaelic is maintained in the procurement of any interpretation and translation provider	Appropriately considered within procurement contract	1 st August 2022	Head of Customer and Digital Services

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.		
Current Practice	Aberdeenshire Council does not currently have an agreed policy for the use of Gaelic in exhibitions.		
Actions Required	How this will be measured	Target Date	Lead Officer
We will ensure that our Gaelic version logo features at Gaelic events and cultural events where Gaelic features.	Number of promotions featuring Gaelic version logo	Lifetime of the Plan	Head of Customer and Digital Services

STAFF

Desired Outcome	Internal Audit		
	Conduct an internal audit of Gaelic skills and training needs through the life of each plan.		
Current Practice	An internal audit of staff skills was carried out in August 2021.		
Actions Required			
	How this will be measured	Target Date	Lead Officer
Review of results of staff audit and development of further action required	Development of action(s) based on results	July 2022	Head of Customer and Digital Services

Desired Outcome	Induction		
	Knowledge of the public authority's Gaelic language plan included in new staff inductions		
Current Practice	Internal online course 'How to respond to customers who speak Gaelic' was developed and available to all staff. From Spring 2021, this short course is a mandatory requirement for our customer services staff. It is optional for staff across the organisation to undertake training.		
Actions Required			
	How this will be measured	Target Date	Lead Officer
Renew and update the awareness training on ALDO (council's online training portal) to ensure it is up-to-date.	Awareness training will be reviewed every two years	Lifetime of the Plan	Head of Customer and Digital Services / Head of Legal and people
Add a paragraph into the Service Induction guidance with link to Gaelic Language Plan.	Reviewing Services Induction Plans to ensure link is included	Summer 2022	Head of Legal & People
Advise new starts of the online course 'How to respond to customers who speak Gaelic'	Reports from the Learning Management System	Summer 2022	Head of Legal & People

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	A series of face to face beginner evening classes were held in different areas of Aberdeenshire. These tended to have low numbers of attendees completing the whole course.		
Actions Required	How this will be measured	Target Date	Lead Officer
Actions may arise from the Internal Capacity Audit. They will be added here in due course.		Spring 2022 and lifetime of the Plan	Head of Legal and people
To arrange lunch time sessions to be delivered virtually to allow larger groups of staff to attend	Attendance to events	Spring 2022 and lifetime of the plan	Head of Legal & People
Sessions to be recorded so that they can be made available to all staff at a time suitable to them.	Reports on use of the recorded session	Spring 2022 and the lifetime of the plan	

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	Prior to COVID Gaelic Awareness classes were being delivered in library venues throughout Aberdeenshire. These were available to all employees and Elected Members. Internal online course 'How to respond to customers who speak Gaelic' was developed and available to all staff.		
Actions Required	How this will be measured	Target Date	Lead Officer
To continue to provide Gaelic Awareness learning sessions for all employees and Elected Members.	Attendance at events (virtual and face to face)	Ongoing	Head of Legal & People
Sessions held to be recorded and made available to employees and Elected Members at a time more suitable to themselves	Reports on those accessing ALDO	Ongoing	Head of Legal & People
Further promote the online learning developed 'How to respond to customers who speak Gaelic'. This course provides basic information about Gaelic greetings, use of Gaelic signatures and information on the use of interpretation and translation services. The course also provides links to LearnGaelic and courses available at Aberdeen University. It also provides an opportunity to advise of any interest in accessing other forms of learning Gaelic.	Higher uptake of access to the online course	Ongoing	Head of Legal & People

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority		
Current Practice	Where a job has had Gaelic listed as an essential criteria in the job profile, the job advert has been posted with a Gaelic translation.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where job profiles indicate a requirement for Gaelic, job adverts will contain a Gaelic translation.	Job adverts will include a Gaelic translation	Lifetime of the Plan	Head of Legal and People

Desired Outcome	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.		
Current Practice	There were previously two temporary posts created for Gaelic Primary Teacher and Gaelic Development Officer, both of which had Gaelic in the Essential or Desirable Criteria.		
Actions Required	How this will be measured	Target Date	Lead Officer
Review above roles and ensure that Gaelic is in the Essential or Desirable criteria within job profile.	Review contents of job profile	30.10.2021	Head of Legal & People
Review job profiles to ascertain any other roles which require this essential / desirable criteria	Review contents of all job profiles	31.01.2022	Head of Legal & People

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.		
Current Practice	Where a job has had Gaelic listed as an essential criteria in the job profile the job advert have been posted with a Gaelic translation.		
Actions Required	How this will be measured	Target Date	Lead Officer
Where a vacancy request is submitting advising that Gaelic is in the Essential or Desirable criteria the advert text is to be sent for translation.	Appropriate vacancies have Gaelic translation advert text.	Ongoing	Head of Legal & People

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 council's supplier for Interpretation and Translation is used for Gaelic translations		
Actions Required	How this will be measured	Target Date	Lead Officer
To review as part of tendering for new interpretation/translation contract to ensure this is a requirement in contract moving forward	Incorporation of requirement in new contract	August 2022	Head of Customer and Digital Services

Desired Outcome	Place Names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.		
Current Practice	It is understood that advice can be sought from Ainmean-Àite na h-Alba		
Actions Required	How this will be measured	Target Date	Lead Officer
Advice will be sought from Ainmean-Àite na h-Alba if required in implementing the actions detailed under "Signage"	Number of requests for advice		Head of Property & Facilities Management

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4. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

Aberdeenshire Council staff will be made aware of the plan through an article on the council's intranet, through cascading of the plan from senior management to their respective services, and through informal communication routes for staff (e.g Yammer)

Responsibility in terms of delivery of the plan will lie with the cross-service implementation and monitoring group, however all staff will be made aware of the opportunity to contribute to the actions detailed in the plan, where relevant to them. We will also ensure awareness is raised of the Gaelic information on the dedicated intranet page, and of the online training module that we had previously developed. We will be directed by the results of our staff audits with regard to the demand for opportunities to develop Gaelic language skills, and will promote opportunities accordingly through the routes detailed above.

EXTERNAL

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

- publicise the plan through a variety of social media platforms
- promote awareness of, and provide access to, the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to any relevant Gaelic organisations and other interested bodies
- make hard copies available on request

5. RESOURCING THE PLAN

The costs associated with the actions above will be covered within existing budgets for all of the council services involved.

6. MONITORING THE PLAN

An annual monitoring report on the implementation of this Plan will be sent to Bòrd na Gàidhlig and made available to the public. The report will focus on the progress of the identified actions that will help to deliver the High Level Aims and the Corporate Service Aims. This will be monitored through the Aberdeenshire Gaelic Language Plan Implementation and Monitoring Group.

7. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Head of Customer and Digital Services has overall responsibility for preparation, delivery and monitoring of Aberdeenshire Council's Gaelic Language Plan. They can be contacted as follows: -

NAME: Kate Bond

POSITION: Head of Customer and Digital Services

DEPARTMENT: Customer and Digital Services

NAME OF ORGANISATION: Aberdeenshire Council

ADDRESS: Woodhill House, Westburn Road, Aberdeen, AB16 5GB

TELEPHONE NUMBER: 01467 536162

E-MAIL ADDRESS: Kate.Bond@aberdeenshire.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

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

NAME: Fiona McCallum
POSITION: Business Strategy Manager
DEPARTMENT: Customer and Digital Services
NAME OF ORGANISATION: Aberdeenshire Council
ADDRESS: Woodhill House, Westburn Road, Aberdeen, AB16 5GB

TELEPHONE NUMBER: 01467 533031
E-MAIL ADDRESS: Fiona.McCallum@aberdeenshire.gov.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

It is one of our High Level Aims within this Plan to “establish and maintain a Gaelic language plan implementation group with representation from all council services”. It is planned that a Terms of Reference for the group will be established by March 2022, as detailed in the actions above. This will specify which services within the council will be represented and involved in the group. A schedule of meetings will also be developed.

ENGAGING WITH STAFF

A Gaelic Language Awareness page has been developed on the council's intranet.

An internal staff audit of Gaelic language skills was held in August 2021, through our Engage Aberdeenshire community engagement online platform. This was widely promoted to staff. Through this survey we will also understand the interest in and

demand for basic Gaelic language training for those with little or no skills. It is planned that the information from this audit will be further enhanced in the duration of the Plan through engagement of staff through our Employee Engagement Group.

Once published, this Plan for 2022-27 will be widely promoted to staff to raise awareness.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The monitoring and implementation group will lead on identifying opportunities where those who deliver services/goods (e.g contractors) on the council's behalf are made aware of the commitments in the council's Gaelic Language Plan.

APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

The results of the internal gaelic capacity audit will be made available at appendix 1 once the audit is complete.

APPENDIX 2 – PUBLIC CONSULTATION

A report on the results of the public consultation on the draft Gaelic Language Plan will be made available in appendix 2 once complete.

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APPENDIX 2

Aberdeenshire Council

Integrated Impact Assessment

Gaelic Language Plan

Assessment ID	IIA-000091
Lead Author	Lynne Gravener
Additional Authors	Erin Wood
Service Reviewers	Fiona McCallum
Subject Matter Experts	Lynne Gravener, Christine McLennan
Approved By	Kate Bond
Approved On	Wednesday September 15, 2021
Publication Date	Wednesday September 15, 2021

1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

Aberdeenshire's Gaelic Language Plan aims to increase opportunities to use Gaelic to speakers of the language, raise awareness of, and increase visibility of the Gaelic language with the national aim to give Gaelic equal respect to English in Scotland. The first iteration of the plan was approved in 2015. It is now time to approve the second version of the plan and this assessment assesses the impact of the second iteration of the plan. Our earlier plan was assessed under the previous regime.

Aberdeenshire Council and the Bòrd na Gàidhlig (the public body with responsibility for Gaelic) have created a list of high level expectations to be considered when creating a plan. In the 2022 - 2027 Gaelic Language Plan the high level aims are:

- Establish and maintain a Gaelic language plan implementation group with representation from all Council Services. Senior officers will still maintain responsibility for delivery of actions within their service.
- Increase the presence of the Gaelic language in art and culture events and community resources.
- Collaborate with neighbouring councils to increase shared resources for Gaelic development.
- Fulfil the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
- In consultation with Bòrd na Gàidhlig, provide information and carry out a survey of parents in the Council area to measure interest in the establishment of Gaelic medium and Gaelic learner education.
- Raise awareness across the Council area of the Gaelic language and its heritage in Aberdeenshire.

During screening 3 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Children's Rights and Wellbeing
- Equalities and Fairer Scotland Duty

In total there are 3 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 2 points has been provided.

This assessment has been approved by kate.bond@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy reduce inequality of outcome?	No
Does this activity / proposal / policy have an impact on children / young people's rights?	Yes
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No

3. Impact Assessments

Children's Rights and Wellbeing	No Negative Impacts Identified
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe		Yes		
Healthy		Yes		
Achieving	Yes			
Nurtured		Yes		
Active		Yes		
Respected		Yes		
Responsible		Yes		
Included		Yes		

4.2. Rights Indicators

UNCRC Indicators upheld by this activity / proposal / policy	Article 1 - Definition of a child Article 2 - Non-discrimination Article 3 - Best interests of the child Article 4 - Protection of rights Article 5 - Parental guidance and a child's evolving capacities Article 12 - Respect for the views of the child Article 13 - Freedom of expression Article 14 - Freedom of thought, conscience and religion Article 28 - Right to education Article 29 - Goals of education Article 30 - Children of minorities / indigenous groups Article 31 - Leisure, play and culture
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4.3. Positive Impacts

Impact Area	Impact
Achieving	Young people will have the opportunity to access Gaelic Medium Education. The parent or carer of any child or young person can make a request to attend any school which offers Gaelic Medium Education

4.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Council's Website	It provides details of how to make a request for their child to attend or access Gaelic Medium Education.	There is a process there to support young people accessing Gaelic Medium Education.

4.5. Information Gaps

Awaiting the outcomes of the formal consultation.

4.6. Measures to fill Information Gaps

Measure	Timescale
The evaluation will be completed once the formal consultation is closed.	October 2021

4.7. Accounting for the Views of Children and Young People

Views of children and young people have been sought through the Pupil Participation Forum, the MYSP's and the youth forums within Aberdeenshire.

4.8. Promoting the Wellbeing of Children and Young People

The draft plan is about supporting and promoting Gaelic within Aberdeenshire. In terms of the achieving wellbeing indicator the process is in place for accessing Gaelic Medium Education

4.9. Upholding Children and Young People's Rights

The engagement process has supported the rights of young people to be heard and to have their views respected. The rights to education are also upheld by enabling requests for Gaelic Medium Education.

4.10. Overall Outcome

No Negative Impacts Identified.

The draft plan is promoting the use of Gaelic within Aberdeenshire.

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)	Yes			
Age (Older)		Yes		
Dis ability		Yes		
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity	Yes			
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

5.3. Positive Impacts

Impact Area	Impact
Age (Younger)	Young people will have the opportunity to access Gaelic Medium Education. The parent or carer of any child or young person can make a request to attend any school which offers Gaelic Medium Education
Pregnancy and Maternity	Increased awareness on bilingualism and opportunities available to new parents .

5.4. Evidence

Type	Source	It says ?	It Means ?
Internal Consultation	Internal Gaelic Capacity Audit	tbc	tbc
External Consultation	Draft Gaelic Language Plan public consultation	tbc	tbc

Type	Source	It says?	It Means?
External Data	Census 2011	Provides data on the number of Gaelic Speakers within Scotland	Provides an understanding of the number of Gaelic speakers within Scotland and can be further broken down to Aberdeenshire Communities.
Internal Data	Translation requests for information in Gaelic	Quarterly data is provided by the council's current supplier for Interpretation & Translation Services which helps the council understand key language being used.	Gaelic is not one of the main languages where translations are requested.
Internal Consultation	Report to Senior Leadership team	The draft plan was agreed as was the next step to proceed with formal consultation with the public.	The senior Leadership Team have agreed to proceed to Formal Consultation as the next part of the process in developing the next iteration of our Gaelic Language Plan

5.5. Information Gaps

Data from Staff Audit in interest in accessing Gaelic awareness sessions.
Results of formal Consultation

5.6. Measures to fill Information Gaps

Measure	Timescale
Carry out a staff audit	August - September 2021
The formal consultation will be evaluated once closed in October and the IIA will be updated accordingly.	October 2021

5.7. Engagement with affected groups

The draft Gaelic Language Plan will be formally consulted on from 26th August - 7th October.
Further information will be provided after this consultation

5.8. Ensuring engagement with protected groups

This will be updated once the formal consultation has been undertaken

5.9. Evidence of engagement

This will be updated once formal consultation has been undertaken

5.10. Overall Outcome

No Negative Impacts Identified.

The Gaelic Language plan is designed to have a positive impact on our communities by protecting a native language to Scotland. The aims and actions identified within the plan will help to promote Gaelic in Aberdeenshire and provide opportunities for the language to be used/

learned.

5.11. Improving Relations

The plan aims to provide people who wish to use Gaelic as their first language with support to do so. It also aims to open opportunities for people to access Gaelic opportunities.

5.12. Opportunities of Equality

The plan is designed to improve accessibility of Gaelic to everyone.

6. Action Plan

Planned Action	Details
Conduct a Staff Audit	<p>Lead Officer Lynne Gravener</p> <p>Repeating Activity No</p> <p>Planned Start Wednesday August 18, 2021</p> <p>Planned Finish Friday September 10, 2021</p> <p>Expected Outcome An understanding of Gaelic skills within the organisation and interest in Gaelic awareness sessions.</p> <p>Resource Implications Staff time.</p>
Evaluation of the feedback received through the formal consultation on the Aberdeenshire Council's draft Gaelic Language Plan.	<p>Lead Officer Lynne Gravener</p> <p>Repeating Activity No</p> <p>Planned Start Thursday October 07, 2021</p> <p>Planned Finish Friday October 29, 2021</p> <p>Expected Outcome Understanding the views of stakeholder in regards to the draft Gaelic Language Plan</p> <p>Resource Implications Within existing staff resources</p>