

REPORT TO BUSINESS SERVICES COMMITTEE - 11 NOVEMBER 2021

DRAFT GAELIC LANGUAGE PLAN 2022-27

1 Reason for Report / Summary

- 1.1 The draft Gaelic Language Plan 2022-2027 is presented to Committee for consideration and approval.

2 Recommendations

The Committee is recommended to:

- 2.1 **Approve the draft Gaelic Language Plan 2022 – 2027 (the draft Plan) attached as Appendix 1 to this Report;**
- 2.2 **Note that the draft Plan has been considered by Area Committees and comments incorporated in the draft Plan;**
- 2.3 **Note that feedback from Area Committees is in Appendix 2 to this Report;**
- 2.4 **Agree that the draft Plan is submitted to the Bord Na Gaidhlig for approval in accordance with the requirements of the Gaelic Language (Scotland) Act 2005; and**
- 2.5 **Agree to receive a further report when comments are received from the Bord Na Gaidhlig.**

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 [first Gaelic Language Plan](#) 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)(the Bòrd) 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.

4 Discussion

- 4.1 The Council was required to produce its first Gaelic Language Plan in 2016. 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 the GLP is fairly prescriptive and has been closely followed to produce the draft Plan, which reflects Aberdeenshire's particular circumstances. Guidance on developing the GLP 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 Gaelic Language Plan 2016 – 2021 (the 2016-21 Plan) was positive and proportionate and this approach continues as we work with services to develop the draft Plan.
- 4.4 Key areas of work developed within the 2016 – 2021 Plan included development of a Gaelic awareness training course on ALDO (the 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 Primary 5 upwards); and a "Gaelic for Beginners" language course was offered to 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 draft 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
 - Collaborating 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, providing information and carrying out a survey of parents to measure interest in the establishment of Gaelic medium and Gaelic learner education
 - Raising 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 consultation approach included publishing a draft plan which was also sent to relevant national and local organisations for comments and invited comments online. A public in-person meeting would normally have been included but Bòrd na Gàidhlig accept this has not been possible in the current circumstances.

- 4.7 Feedback from both the formal consultation and Area Committees (Appendix 2) has been considered and the draft Plan has been updated where appropriate. English meaning for Gaelic words have been included, actions which are similar to those suggested have been reviewed to ensure the suggestions from respondents are incorporated. Feedback from the formal consultation is within Appendix 1 to this Report.
- 4.8 Following consideration and approval of the draft Plan by Committee it will be submitted to Bòrd na Gàidhlig by 7 December 2021.
- 4.9 Any amendments to the draft plan which are subsequently requested following assessment by Bòrd na Gàidhlig will be reported back to Committee for approval prior to publication of the final Plan.
- 4.10 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 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. At this meeting the committee approved the [Doric Guidelines](#) for the council.
- 4.11 There are a range of activities being supported by services to promote and support the use of Doric in Aberdeenshire including [Across the Grain](#) – a festival celebrating Doric and traditional music of the North East offering a chance to dive into the cultural life, heritage, language, music and stories of the North East. Inverallochy Primary School continue to hold their Tak a Beat festival each year focusing on our local culture, heritage and tradition. In Banff pupils from the academy worked on a project with the Elphinstone Institute at the University of Aberdeen to create 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 and the underlying principle of 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 recommendations are agreed.

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

5.3 An integrated impact assessment (IIA) 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.

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 and had no comments to make and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

6.2 The Committee is able to consider and take a decision on this item in terms of Section C.1.1 of the List of Committee Powers in Part 2A of the Scheme of Governance as it relates to a policy issue within the remit of the Committee.

Ritchie Johnson
Director of Business Services

Report prepared by Lynne Gravener, Strategic Policy Lead
Date 26 October 2021

List of Appendices:

Appendix 1 - Draft Gaelic Language Plan 2022-27
Appendix 2 - Feedback from Area Committees
Appendix 3 - Integrated Impact Assessment



Aberdeenshire Council

GAELIC LANGUAGE PLAN

2022-2027

DRAFT

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 their 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

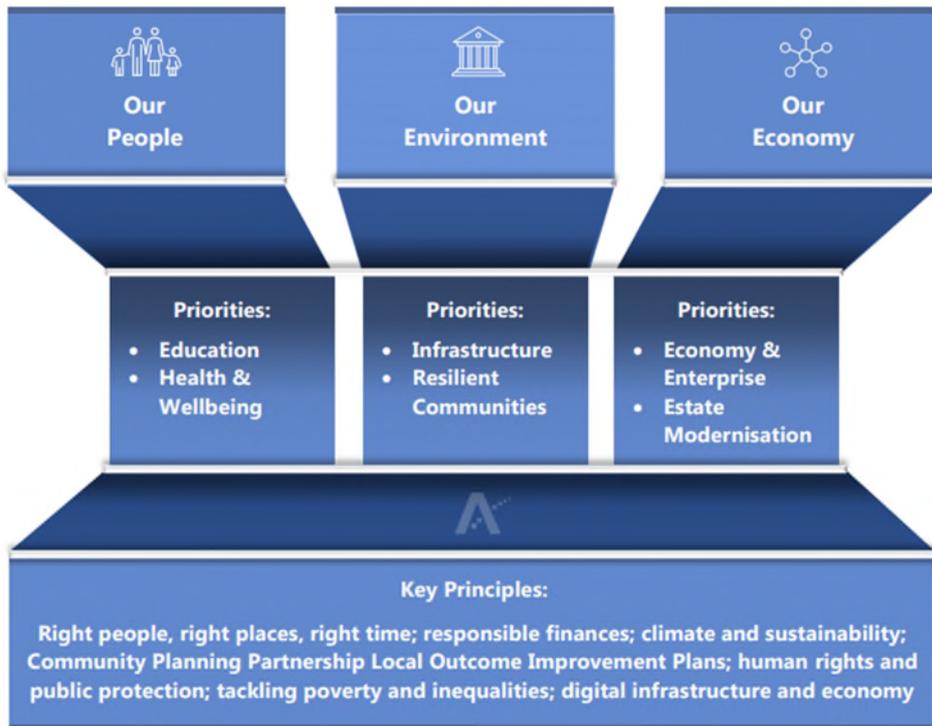
- **Aberdeen** – our headquarters is in Aberdeen, outwith the boundary area of the Council
- **Banff & Buchan and Buchan areas:** Banff, Fraserburgh, Macduff, Maud, Peterhead and Strichen
- **Formartine and Garioch areas:** Turriff, Ellon, Oldmeldrum, Westhill and Inverurie
- **Marr and Kincardine & 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 administrative area

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

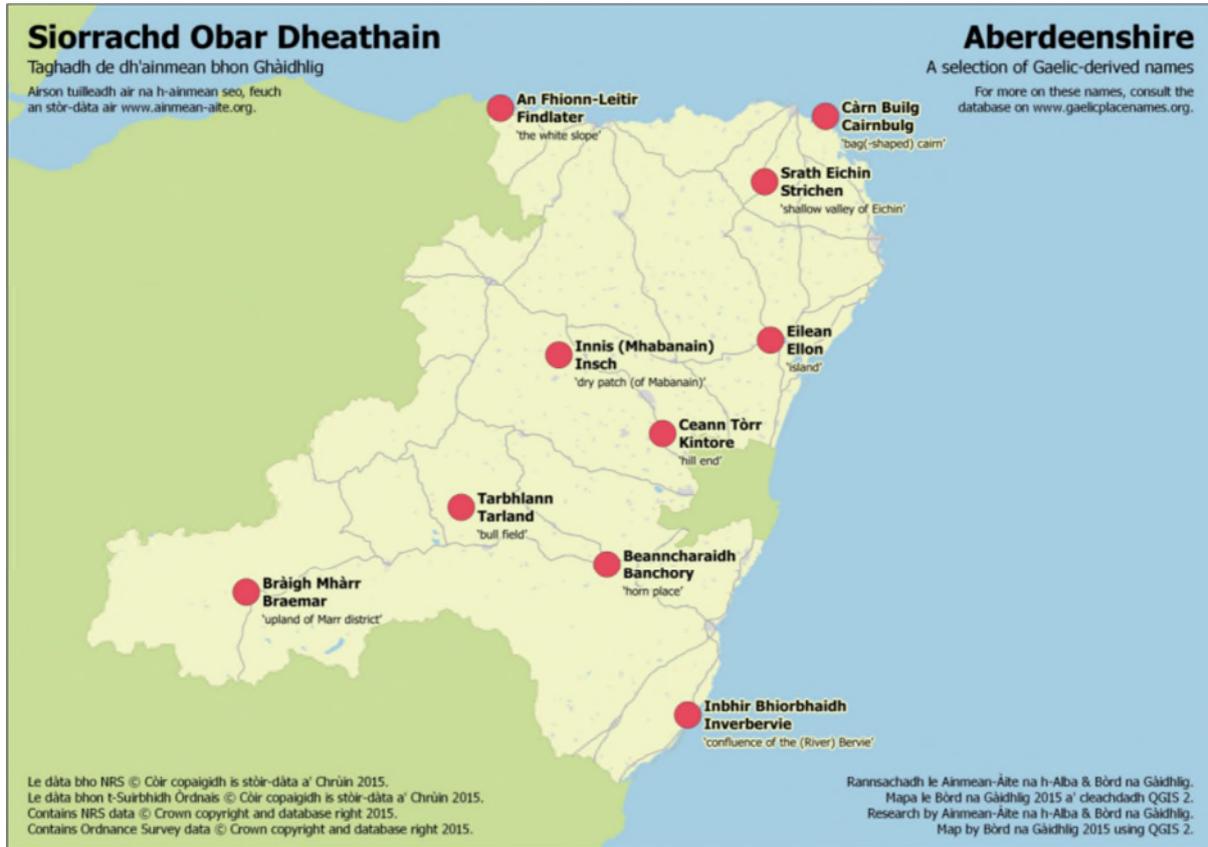


Gaelic within Aberdeenshire Council

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 map below 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 section on the Council website dedicated to [Gaelic language services](#); 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 (the principal public body in Scotland responsible for promoting Gaelic development) 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 conducted an internal Gaelic capacity audit so that we better understand existing skills and where awareness raising or training may be required.

Aberdeenshire Council employees were invited to complete a staff survey to identify levels of Gaelic skills and interest in a learning opportunity. One hundred and forty-nine (149) members of staff responded to the survey between the period of 31st August to 19th September 2021. The majority of respondents (83%) do not have Gaelic skills. Half of respondents did express interest in attending an informal learning opportunity on basic Gaelic phrases. Only 4 respondents indicated that they use Gaelic skills in their work with the council.

Respondents offered suggestions on how Gaelic could be promoted in Aberdeenshire. Some positive themes coming through were: learning through schools, including introduction to Gaelic at an early age; free or affordable classes (perhaps online) could be offered to communities and staff; and consideration of Gaelic on street or road signs as appropriate.

The results have been considered and some actions are already in place in the action plan, and others will be considered and included by Spring/Summer 2022 as indicated in the action plan.

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 consulted on the draft Plan between 26 August and 7 October 2021, and 139 people responded.

89% of respondents have no Gaelic language skills. When asked if the Draft Plan is easy to understand, respondents answered as follows:
Yes – 40%, No - 26%, Don't Know – 34%

For those who answered no, the points made on the clarity of the Plan related to the formatting of action tables; a lack of clarity on what is being done to address the lack of Gaelic; and the need for English translation of any Gaelic words used in the Plan.

The actions suggested in order to deliver the aims of the Plan included: highlighting the benefits of Gaelic (heritage) within the area; gauging demand before making any language classes available; and providing more opportunities for young people to learn Gaelic.

Respondents were asked if they had anything further to suggest and whether there was anything more communities and services could do to deliver actions. The majority of comments centred around concerns about the cost of actions and impacts on budget. Other comments suggested better promotion of Scottish history and culture be better promotion of Gaelic in arts and culture; and highlighted that our local communities are interested in Doric, the local Scots language.

The results of the public consultation are in Appendix 2 to this Plan.

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 those operations and services 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. Where Gaelic services are made available by us, we will take steps to make sure the community is made aware of their existence, and is 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”.

CORPORATE PARENTING

Aberdeenshire Council 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. The council will ensure that any Child’s Plan (for care experienced young people) or care leaver’s Pathways Plan gives due consideration to language opportunities.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

Aberdeenshire Council has worked with Bòrd na Gàidhlig (the principal public body in Scotland responsible for promoting Gaelic development) 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 withing 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> <p>For reference below, e-Sgoil is a remote teaching facility based in the Western Isles of Scotland.</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	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	Termly 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
a) Increase use of social media to improve signposting to Gaelic Learning for children and families 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.	Number of tweets and level of engagement with Tweets Increase in enquiries about participation in staff learning opportunities.	Ongoing for the duration of the Plan	Head of Education
Desired Outcome	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic Learner opportunities through e-sgoil for Secondary age learners 		
Actions Required	How this will be measured	Target Date	Lead Officer
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 GLP	Head of Education
Desired Outcome	<ul style="list-style-type: none"> Increase awareness and engagement with Gaelic learner opportunities through the L3 offer in Primary School 		
Actions Required	How this will be measured	Target Date	Lead Officer
Maintain up to date information relating to Gaelic learning opportunities for teaching staff on the Aberdeenshire Primary Languages Portal	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	Updates each term for life of plan (August / October/ January/ April	Head of Education

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

