



**DRAFT**

**ANGUS COUNCIL**  
**GAELIC LANGUAGE PLAN**  
**2019-2024**

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on (to be added).

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## FOREWORD

### Foreword by the Chief Executive and Provost of Angus Council

Fàilte – Welcome - to Angus Council's second iteration of our Gaelic Language Plan, which sets out our ambitions for Gaelic over the next five years, to 2024, and reports on progress made since the beginning of our first Plan in 2014. We remain committed to the objectives set out in the National Plan for Gaelic of safeguarding the future sustainability of the Gaelic language by aiming to enhance the profile of the language and provide more opportunities for our communities to communicate in Gaelic.

Since 1995 Angus Council has actively supported the Gaelic language through formal primary education and Gaelic Medium Education has been at the centre of these developments.

The Gaelic language has a long history in Angus and there are Gaelic speakers resident in the county who form a small and important part of our community. It is our ambition to not only sustain but to increase these numbers through the aims and actions contained within our Gaelic Language Plan.

Our commitments within the Plan set out what we will do to promote Gaelic and raise its status in a proportionate way. We will, however, encourage our services to exceed these commitments.

This Gaelic Language Plan has been endorsed by our internal Gaelic development group, senior leadership team, and elected members.

Margo Williamson  
Chief Executive

Ronnie Proctor  
Provost of Angus Council



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## SECTION 1

### 1. GAELIC IN SCOTLAND

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 (**note**<sup>1</sup>) with the English language.

Gaelic is a fragile language, with the number of speakers in Scotland decreasing. The 2005 Act requires the public sector in Scotland to produce a Gaelic Language Plan, subject to review every 5 years. This provision was designed to ensure that the public sector plays its part in creating a sustainable future for Gaelic by raising its status, profile and use in the home, workplace, community, and in places of learning.

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<sup>1</sup> Note "The principle of equal respect was incorporated into the 2005 Act by [the Scottish] Parliament as a positive statement about the value and worth of Gaelic, in recognition of the fact that Gaelic users aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that the language should not suffer from any lack of respect either at an individual or corporate level....Giving Gaelic equal respect does not... mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, public authorities should endeavour, whatever the linguistic landscape they face, to be supportive and generous to Gaelic development. [They] should not take a minimalist approach to Gaelic development....[but should] seek to expand over time the level of Gaelic provision that they provide. When delivering services in Gaelic, they should endeavour to ensure they are of a comparable standard and quality as those they provide in English."

The Act also established Bòrd na Gàidhlig, a statutory, non-departmental public body, to promote the use and understanding of the Gaelic language throughout Scotland. The Bòrd represents a cornerstone of the Scottish Government's implementation of their duties under the European Charter for regional or community languages.

The Bòrd's aims include:

- Arrest the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language.
- Encourage the use and understanding of the Gaelic language in line with the legislation's key principle of equal respect for Gaelic and English.
- Facilitate access, in Scotland and elsewhere, to the Gaelic language and Gaelic culture.
- Promote the use and understanding of the Gaelic language, Gaelic education and Gaelic culture.

Amongst other functions, Bòrd na Gàidhlig's remit includes;

- Producing a National Gaelic Plan and co-ordinating its delivery
- Overseeing the development and implementation of Gaelic Language Plans by public bodies
- Issuing statutory guidance to develop Gaelic education
- Advising Scottish ministers on Gaelic issues
- Promoting Gaelic locally, nationally and internationally
- Providing leadership and advice in Gaelic initiatives

The aim of the **National Gaelic Language Plan 2018-2023** is to drive forward the Bòrd's vision of a healthy, vibrant language, increasingly used, valued and respected in a modern, multicultural and multilingual Scotland. It wants to see "Gaelic used more often, by more people, and in a wider range of situations". The National Plan contains key messages and priorities that are relevant to groups, bodies and individuals – "Gaelic belongs to Scotland. This is about the past, the present and the future. Gaelic is part of our history and heritage". John Swinney, Deputy First Minister and Cabinet Secretary for Education and Skills said "It has been good to see that many Gaelic initiatives have been characterised by strong partnership working and co-operation. We need this to continue and I would like to encourage all authorities and bodies to continue to consider what steps they can take to cooperate in the promotion of Gaelic in their areas". (Foreword to the National Gaelic Language Plan 2018-2023).

Angus Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. We are committed to the objectives set out in the National Gaelic Language Plan 2018-2023 and have put in place structures and initiatives in Angus to contribute to Gaelic having a sustainable future in Scotland. In addition, we are already working in collaboration with local authorities in Aberdeenshire, Perth & Kinross, Dundee and Fife, having established a regional Gaelic group, and this will continue.

The Council recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic;
- encourage the increased use of Gaelic.

Angus Council's Gaelic Language Plan 2019-2024 has been prepared within the framework of the Gaelic Language (Scotland) Act 2005, in accordance with statutory criteria set out in the 2005 Act, having regard to the National Gaelic Language Plan 2018-2023, and the Guidance on the Development

of Gaelic Language Plans. Our plan also supports implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'. This national and cultural identity is defined by a sense of place, sense of history and sense of self. It is defined by what it means to be Scottish; to live in a modern Scotland; to have an affinity to Scotland; and to be able to participate in Scottish society. The aim is for all of Scotland's people to take pride in their country. One factor identified to achieve this is through 'our languages and the place of Gaelic within our communities'.

Our Gaelic Language Plan takes cognisance of the above, and sets out how we will use Gaelic in a proportionate way, in the operation of our functions, how we will enable the use of Gaelic in communications, and how we will promote and develop Gaelic.

### **Angus Council's Gaelic Language Plan**

Our Gaelic Language Plan comprises four sections:

Section 1 provides the national and local context within which the Plan has been developed.

Section 2 sets out our high level aims, and how the Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. The section also sets out the basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

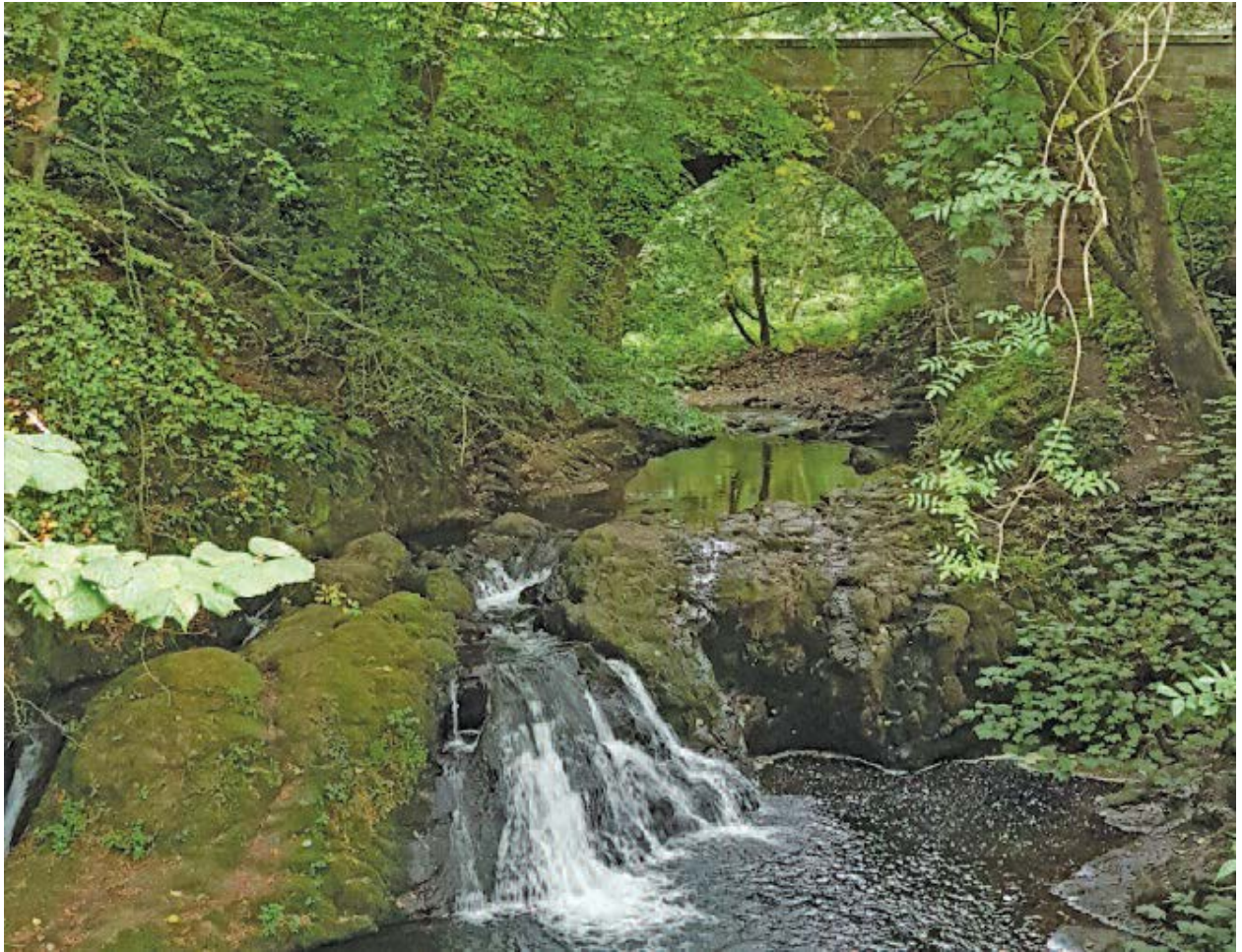
Section 3 sets out how the Council will help implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in planning and delivery of our services, particularly in education and cultural services.

Finally, section 4 sets out how implementation of our Gaelic Language Plan will be taken forward, and monitored.

The 2005 Act requires public bodies to bring the preparation of their Gaelic Language Plans to the attention of all interested parties. Angus Council will consult widely and publicly during the preparation of this Plan and will take into account representations made during the six week statutory consultation process. Results emanating from consultation will be contained in appendix 2 of this report.

The Council's draft Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval on 16 September 2019.





## 2. **ANGUS – PLACE, PEOPLE & COUNCIL**

**Angus** is an area of outstanding beauty, situated on the east coast of Scotland with its rugged coastline opening into scenic glens and the fertile Valley of Strathmore. The glens themselves have a strong historic affinity with Gaelic.

An area of approximately 2,180km<sup>2</sup> and although predominantly rural, Angus has a population of 116,700 (National Records of Scotland, 2016) mainly living within or around the seven burghs of Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir, Monifieth and Montrose. Currently, over three quarters of the population live within these towns, with the remainder in the many satellite villages or smaller settlements in more rural areas.

Known around the world as Scotland's Birthplace, Angus is proud to promote the signing of the Declaration of Arbroath at Arbroath Abbey in 1320, and plans are being developed to include Gaelic in the celebration of its 700<sup>th</sup> year anniversary in 2020. Angus however, also enjoys the benefits of modern living, as well as tangible links with a colourful and historically significant past.





**People.** The latest demographic figures from the National Records of Scotland, mid 2016 estimate that the **Angus population** accounts for 2.2% of the total population of Scotland, and in line with Scotland's total population, it continued to rise during the period from 2011 (110,630 – 2011 Census) to 2016 (116,520 – National Records of Scotland).

Angus has a population demographic split that is generally older than the Scottish average: 60.6% of the population are of working age, 16.7% are children and 22.7% are of pensionable age. The gender profile is 51.3% female to 48.7% male, similar to the national average (i.e. 51% female to 49% male)

On average from 2009 to 2011, there was a net inflow of 230 people migrating into Angus each year.

**Angus Council** is one of 32 unitary local authorities in Scotland which came into being on 1 April 1996 following reorganisation of local government. It is responsible for a range of areas of service delivery, including education, care of children, environmental health, planning and building control, housing, waste management, maintenance of public roads (other than trunk roads), and emergency planning.

The number of people the council employs has been decreasing, and we now have 4,194, employees which is a drop of 1,206 since our first Gaelic Language Plan in 2014. However, during that period, Angus Alive, the leisure and culture Trust was established and employees previously employed by the council transferred to the Trust, therefore there is no direct comparison of council employee figures. Angus Alive delivers the council's actions in our Plan regarding culture.



The council's political governance arrangements comprise:

- Full council of 28 elected members covering eight multi member wards, with each ward having three or four councillors depending on the size of the electorate in each ward.
- Angus Council, and Policy and Resources committees deal with strategic and corporate issues that impact across the whole council.
- There are three service committees comprising Children & Learning, Communities, and Development Standards
- There is a Scrutiny and Audit Committee.

The council's administrative headquarters is based in Forfar, as is the council chambers. The council's budget net expenditure for 2019/20 is £271.830 million as per the Provisional Budget set on the 21 February 2019.

The council vision is: Angus is a great place to live, work and visit, and Gaelic can contribute to that vision.

### 3. GAELIC IN ANGUS

(i) The **history of Gaelic in Angus** dates from circa the eighth century. Angus lay in the territory of the Picts, a Celtic people who spoke a language thought to be similar to that which has survived in Wales.

Celtic languages are described as belonging to one of two groups known as "P" and "Q". The "P" group includes Pictish, Welsh, Cornish and Breton, and the "Q" group Gaelic, Irish and Manx. The languages of each group are related, but were sufficiently different even in the sixth century for an interpreter to be required when Columba met the Pictish King Bruide.

During the eighth and ninth centuries Kings reigned jointly in each of the Scottish Gaelic Kingdom of Dalriata and that of the Picts. From that time signs begin to emerge of an increasing Gaelic influence in the Pictish east. With the arrival of Cinaed (Kenneth) MacAlpin by 848, Gaelic became the language of the ruling classes in Pictavia, and although he was styled *Rex Pictorum*, on his death in 858 Gaelic became the language of the new Kingdom of Alba.

Gaelic survived as the spoken language of Angus well into the feudal period, but it was probably superseded by the Scots language by the thirteenth century, at least in lowland Angus.

Gaelic continued to be spoken in the highland glens, however, and we can see from the survival of purer Gaelic place-names that most of these were coined in recent centuries. However, Gaelic

then suffered a serious decline in Angus, in common with most lowland counties in Scotland. We know from contemporary accounts that Gaelic was still spoken by most inhabitants of Glen Esk in the early 17<sup>th</sup> century. The following is a map of the distribution of Gaelic spoken c. 1682.

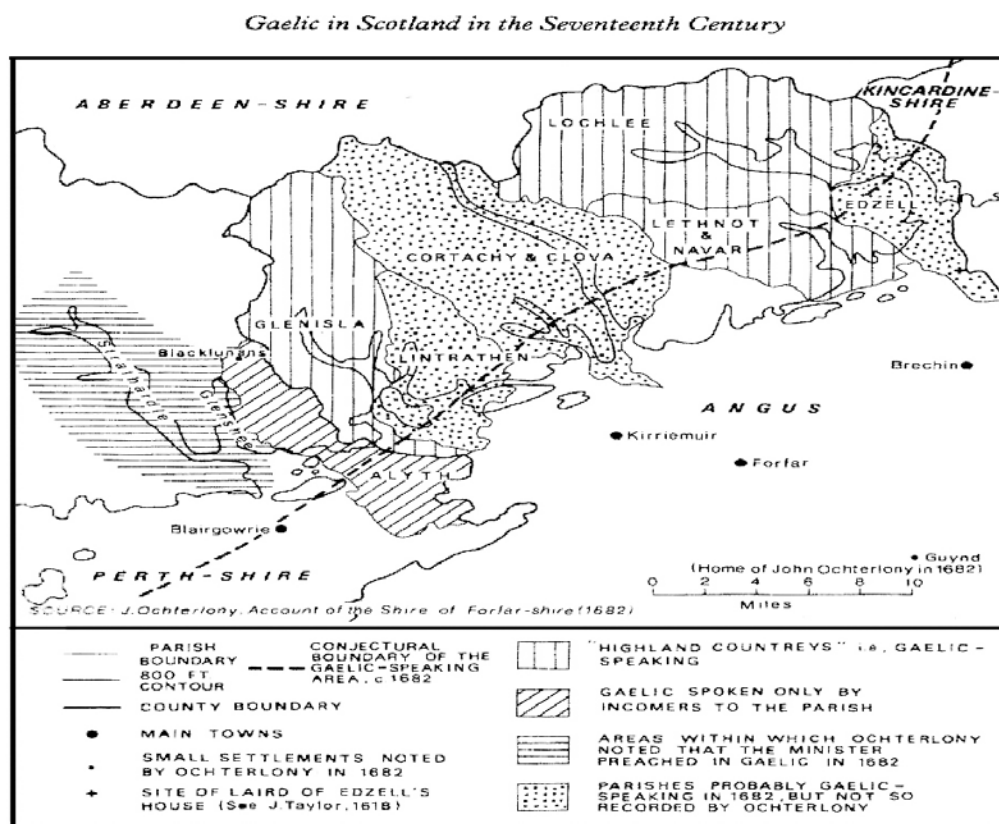


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The last Gaelic speaker in Glen Esk was reputed to have been alive within living memory during the mid 20<sup>th</sup> Century. However there is no information to back up this assertion or to confirm if this refers to a local native speaker or migrant from elsewhere in Scotland.

Records of Gaelic speakers from the 19<sup>th</sup> century census records suggest that Gaelic was spoken by small numbers of people in the Angus glens but they are likely to have migrated from highland areas where Gaelic was still in common usage.

In more recent times, the 2001 and 2011 Census identified that in the Angus Council area:

% Gaelic speakers 2001	0.45%
% Gaelic speakers 2011	0.37%

**(ii) Education.** Gaelic provision within the Council primarily centres around Gaelic Medium Education, the aim of which is to achieve competency in both Gaelic and English. Children are taught the curriculum in Gaelic, followed by the gradual use of English. By the end of primary seven, children educated in Gaelic Medium Units will have completed the curriculum and also be fluent in Gaelic. Primaries one to three are the 'total immersion' stages in which all teaching is done through Gaelic language. In the last term of primary three, English reading and writing are gradually introduced.

Children educated through Gaelic Medium classes grow up with a deep knowledge of and respect for the culture of Gaelic-speaking Scotland. The Gaelic experience promotes a wider and forward looking approach to the opportunities in a multi-lingual Europe.

Delivery of Gaelic education in Angus can be summarised as follows:

#### *Pre-School*

There is no pre-school provision in Gaelic, however the Gaelic primary school teacher has some input by attending the nursery on a weekly basis.

#### *Primary School*

The Angus Gaelic medium class was opened at Kirkriggs Primary School in Forfar in 1995 and relocated to Whitehills Primary School in 2007. Although it occupies its own classroom, it is very much a part of the whole school community. The children join the rest of the school for assemblies, school trips, specialist teaching, playtimes and general activities.

Parents are strongly involved in the work of the class and the wider school, and there is close collaboration with the Gaelic teacher.

Children from Whitehills Primary School. participate in the school choir singing songs in both Gaelic and English.

During the academic school year 2018-19 there are seven pupils taught at the primary school, with another two starting in June 2019 from another GME school. There is also one new pupil confirmed as starting from August 2019.

#### *Secondary School*

Following the departure of Gaelic teachers during the period of our first Gaelic Language Plan, we have been unable to recruit replacements, despite several attempts. Digital learning of Gaelic was explored but there were issues around staffing it, and it would be hugely disruptive due to timetabling. However, secondary school students have the opportunity to continue with Gaelic by attending Whitehills once a week and the teacher there will run sessions with them.

GLPS (Gaelic Learning in Primary School) is not currently delivered in Angus.

**(iii) Employees.** As part of our Gaelic Language Plan 2014 – 2019, we set an aim to undertake a survey of all staff and identify abilities in Gaelic. From October to December 2015 there was an employee survey undertaken to establish: the numbers of employees in the council who read, write and/or speak Gaelic; those who are learners; and those expressing a desire to learn Gaelic. Employees could respond to the survey electronically, and 1,500 paper surveys were distributed to those unable to access the electronic survey. An analysis of responses to the survey is attached in **Appendix 1**.

Eighty five employees responded by stating they were interested or very interested in finding out more about Gaelic. These employees were contacted directly regarding the Gaelic awareness sessions and Gaelic conversation sessions which we subsequently ran. Our aim is to undertake another employee survey during the lifetime of this Gaelic Language Plan 2019 – 2024.

Since 2003, the council has offered to provide on request council documents, leaflets, plans etc (or relevant sections of them) in Gaelic.

There are no known Gaelic organisations with offices in Angus, nor any community organisations with a Gaelic function in Angus. There is no adult learning provision in Gaelic available in Angus.

## SECTION 2

### 4. OUR HIGH LEVEL AIMS

In conjunction with Bòrd na Gàidhlig, Angus Council has agreed a set of high level aims it wishes to pursue during 2019 – 2024. These are tabled below:

Amasan Àrd-Ìre	High-level Aims
<b>Amasan àrd-ìre airson dàrna chuairt de Phlana Gàidhlig Comhairle Aonghais (CA).</b>	<b>High-level aims for the second edition of Angus Council's (AC) Gaelic Language Plan.</b>
Bidh gach gealladh bhon chiad tionndadh de Phlana Gàidhlig CA a tha fhathast mar phàirt de dhleastanasan an ùghdarrais air an toirt air adhart agus air an cur don phlana.	That all commitments from the first iteration of AC's Gaelic Language Plan which remain within its remit are carried forward and delivered.
Stèidhichte air an àireamh de chlann a tha a' dol tro fhoghlam tràth bhliadhnaichean Gàidhlig ann an 2019, ag amas air an àireamh seo a mheudachadh le 15% airson deireadh a' Phlana.	Based on the number of children in Gaelic medium early years education in 2019, aim to grow this number by 15% by the end of the plan.
Mar phàirt de cho-chomhairleachadh air a' phlana Gàidhlig againn nì sinn conaltradh leis a' phoball gus tomhas a dhèanamh air an ùidh ann am Foghlam tro mheadhan na Gàidhlig, agus/neo ann an co-bhonn ri ùghdarrasan eile faisg air làimhe.	To engage with the public to determine where there is interest in primary GME, and/or in partnership with neighbouring authorities, through consultation on our Gaelic Language Plan.
Rannsachadh a dhèanamh air a bheil cothrom ann a bhith a' cur 1+2 Gàidhlig air dòigh ann am bun-sgoiltean ann an sgìre an ùghdarrais.	To explore potential to provide Gaelic 1+2 in primary schools in the authority area.
Leasaich cleachdadh na Gàidhlig air làrach-lìn agus eadra-lìn CA, le fiosrachadh air an làrach-lìn air ciamar as urrainn dha pàrantan tagradh a dhèanamh airson foghlam bun-sgoil Gàidhlig, a thaobh Achd an Fhoghlaim (Alba) 2016.	To develop the use of Gaelic on AC's website and intranet, and to include guidance on the website for parents regarding the right to make a request for Gaelic medium primary education, in terms of the Education (Scotland) Act 2016.
Ag amas air prògram teagaisg airson luchd-ionnsachaidh aig ìre àrd-sgoil a leudachadh, air feadh sgìre na Comhairle.	Expand Gaelic learners secondary school provision across the Council area.
Leasaich cothroman ionnsachaidh Gàidhlig dha inbhich ann an coimhearsnachdan ann an sgìre an ùghdarrais, ('s dòcha ann an co-bhonn ri ùghdarrasan eile faisg air làimhe).	To develop, (potentially in partnership with neighbouring authorities), Gaelic learning opportunities for adults in communities in the authority area.
Leasaich clasaichean Gàidhlig, ('s dòcha ann an co-bhonn ri ùghdarrasan eile faisg air làimhe), do luchd-obrach CA mar phàirt de CPD, gu h-àraid luchd-obrach fàilteachais 's luchd-obrach eile a bhios a' dèiligeadh ris a' phoball, agus luchd-obrach an sàs ann a bhith a' libhrigeadh a' Phlana.	To develop, (potentially in partnership with neighbouring authorities), Gaelic classes for AC staff as part of CPD, particularly reception and other customer-facing staff, and staff involved directly in the implementation of the Gaelic language plan.
A' leantail le leasachadh cleachdadh na Gàidhlig ann an conaltraidhean freagarrach, a' gabhail a-steach conaltraidhean mheadhannan sòisealta.	To continue to develop the use of Gaelic in communications, including social media communications where appropriate.

Cùm taic ri buidhnean Gàidhlig ann an sgìre an ùghdarrais a th' ann mu thràth, neo tha air an ùr stèidheachadh gus inbhe, cleachdadh agus togail na Gàidhlig a leudachadh agus gus daoine ùra a bhrosnachadh gus Gàidhlig ionnsachadh.	To support existing and new Gaelic language and cultural community groups within the local authority area, to help grow the profile of the language, increase usage and encourage new learners.
Leasaich na h-ealainean, meadhanan agus gnìomhan luchd-turais ann an sgìre an ùghdarrais, le bhith a' co-obrachadh le buidheann ùghdarrasan ionadail Taobh Tatha, a tha a' gabhail a-steach comhairlean Aonghais, Pheairt is Cheann Rois, Dùn Dè agus Siorrachd Obar Dheathain.	To develop Gaelic arts, media, heritage and tourism activities in the authority area, by working in partnership with the Tayside local authority group, comprising Angus, Perth and Kinross, Dundee, Fife and Aberdeenshire Councils.

## 5. CORE COMMITMENTS

Creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The National Gaelic Language Plan focuses on three key aims, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland. We commit to Gaelic in the priority areas of home and early years, education, community, the workplace, and media, arts, heritage and tourism in the following respects:

Identity:	corporate identity signage
Communications:	reception telephone mail and e-mail forms public meetings complaints procedures
Publications:	public relations and media printed material websites exhibitions
Staffing:	training language learning recruitment advertising

Angus Council recognises that action in each of these four key areas can raise the visibility and profile of Gaelic and provide greater opportunities for Gaelic speakers and learners of the language.

This section of our Gaelic Language Plan details our commitments under each of the aforementioned headings.





## IDENTITY

***Angus Council recognises the importance of extending the visibility of Gaelic and increasing its status.***

### Rationale:

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Bilingual Logo	The council logo is not bilingual.	We will introduce a bilingual council corporate logo, demonstrating equal respect for Gaelic and English.	Raise the profile of Gaelic on council materials.	When logo is reviewed.	Strategic Policy, Transformation & Public Sector Reform
Publications, stationery etc	There is no provision made for the Gaelic language.	We will revise the council's guide for producing leaflets and publications, and the council's guidance for producing signage, to give Gaelic equal respect to English.	Equal respect of Gaelic by addressing the need for bilingual signage, vehicle livery, stationery, and ID badges.	When stationery etc is reviewed.	Strategic Policy, Transformation & Public Sector Reform
Vehicle Livery	Livery is not bilingual.	We will add the council's corporate bilingual logo and other council information to council vehicles when they are renewed or replaced as part of the council's procurement and renewal programme.	Increase the visibility of Gaelic on council vehicles.	When logo is reviewed, or at first opportunity.	Communities
Signage	There is policy in the use of Gaelic in signage, i.e. bilingual signs to be considered when signage is needing replaced	<p>We will take cognisance of the need for a consistent approach across the area and neighbouring authorities:</p> <p>When we undertake a replacement programme, boundary signs and place name signs in the area will include a Gaelic translation</p>	<p>A policy that all new bilingual signs and street name plates will demonstrate equal respect for Gaelic and English.</p> <p>Increase the visibility of Gaelic entering and leaving Angus.</p>	Ongoing from 2016, at point when needing replaced.	Infrastructure

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
		When street name plates are being renewed or replaced - bilingual signs may be used where there is appropriate Gaelic derivation of the name, following guidance from Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland.	Increase the visibility of Gaelic in street names.		
	Requesting organisations fund tourist signs in English.	<p>We will revise the procedure for naming of streets in new developments.</p> <p>When tourist signs are being renewed or replaced bilingual signs should be used where there is an appropriate Gaelic derivation of the name.</p> <p>We will revise the procedure for requests for new tourist signs. The organisation will be asked to provide bilingual signs where there is an appropriate Gaelic derivation of the name.</p> <p>We will introduce the use of bilingual signs when replacement programmes of directional signs are undertaken, where a consistent approach is achievable, on an incremental/prioritised basis.</p> <p>We will introduce the use of bilingual signs when replacement programmes of ancillary road signage (finger posts; car park signs; tourist interpretation/ information boards etc) are undertaken following wider use of Gaelic signage.</p>	<p>Developers should be required to make the name plates bilingual, wherever there is an appropriate Gaelic derivation of the name. Increase the visibility of Gaelic to tourists.</p> <p>The requesting organisations to fund new bilingual tourist signs to increase the visibility of Gaelic.</p> <p>Increase the visibility of Gaelic in directional signs.</p> <p>Consideration of widening future use of bilingual signage.</p>	<p>2019 onwards</p> <p>2019 onwards</p>	Infrastructure

**PROGRESS:**

GLAIF (Gaelic Language Act Implementation Fund) money (£4,000) was secured and match-funded which enabled 16 signs across Angus to be made bilingual when they required renewal. These included street signage and signs for some council buildings.

**COMMUNICATION**

***Angus Council recognises the importance of increasing the opportunities for the practical use of Gaelic in everyday life, and is committed to progressively increasing the level of provision in this area.***

**Rationale:**

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the audible and visual presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language it also creates the opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Reception	There is no policy on the use of Gaelic in reception areas.	All council staff and ANGUSalve staff employed in front line services will be offered Gaelic awareness training.	Increase the number of front line staff who can speak Gaelic at the initial point of contact with the public.	2019 onwards	Business Support, Angus Alive
		We will introduce Gaelic awareness training for front line staff in schools where Gaelic is taught.	Increase awareness of Gaelic for reception staff dealing with pupils and parents of Gaelic speakers.	2019 onwards	Children & Learning
Mail and email	There is no policy on how to respond to mail and email received in Gaelic.	We will reply in Gaelic to correspondence received in Gaelic using external translation providers.	Responses made in the same time frame as responses in English as far as practically possible. Increase equal respect for Gaelic.	2019 onwards	HR, Digital Enablement, IT and Business Support
		We will undertake a review of posts to identify where it would be appropriate to add bilingual signatures. The council's disclaimers will be rendered bilingual.	Raise the profile of Gaelic on electronic correspondence.		HR, Digital Enablement, IT and Business Support
Telephone	The current telephone interpreting	We will develop the process of adding Gaelic to the service providers list of	Provide the availability of Gaelic for those telephoning the council wishing to speak in Gaelic.	2019 onwards	HR, Digital Enablement, IT

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	service does not include Gaelic.	languages interpreted, or look to source the provision elsewhere.  We will introduce Gaelic welcomes on automated systems or answering machines under ACCESSLine if existing technology allows, and will incorporate this into future phone systems as they are renewed.	Increase the profile of Gaelic for telephone users.		and Business Support
Forms	There is no policy on how to respond to forms completed in Gaelic.	We will accept forms completed in Gaelic, unless there are reasons why it is not possible, and clearly stipulate when this will be, e.g. legal restrictions.	Enable those wishing to complete forms in Gaelic the opportunity to do so wherever possible.	2023	HR, Digital Enablement, IT and Business Support
Public meetings	Where requested and relevant, an interpreter of a community language is provided at council meetings.	We will continue to provide interpretation facilities in Gaelic in relevant circumstances if advised Gaelic speakers will be in attendance and have requested an interpreter. This facility will be promoted where Gaelic is the main subject.  We will use a Gaelic greeting where Gaelic is the main subject of a public meeting.	Meet our obligations regarding Gaelic language provision.  Increase equal respect for Gaelic in public meetings.	Ongoing from 2019  Ongoing	HR, Digital Enablement, IT and Business Support  HR, Digital Enablement, IT and Business Support
Complaints Procedure	There is no policy on how to respond to complaints in Gaelic.	We will respond to a complaint in Gaelic if it is received in Gaelic.  When our complaints procedure is being reviewed, we will include both Gaelic and English, demonstrating equal respect for Gaelic and English.	Increase equal respect for Gaelic throughout our complaints procedure.	2024	Strategic Policy, Transformation & Public Sector Reform

**PROGRESS:**

- (i) All front-line staff were prioritised for Gaelic awareness training.
- (ii) Welcomes in Gaelic are made at the start of all Gaelic related meetings, both internal and involving others.

**PUBLICATIONS**

***Angus Council recognises the importance of increasing the use of Gaelic, with the long term aim of promoting the language across its services.***

**Rationale:**

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Public relations and media	We publicise news and information about the council's Gaelic related activities.	We will continue to publicise council news and information relating to Gaelic, particularly in relation to education and culture.	Raise the profile of Gaelic and what has been achieved in respect of Gaelic. A council spokesperson for Gaelic.	Ongoing	Strategic Policy, Transformation & Public Sector Reform
Printed material	We provide the option for Gaelic speakers to request a Gaelic translation of external material.	We will continue to provide a translation service on request for all external council publications. This is stated in our publications.	Meet Gaelic language translation requests.	Ongoing	HR, Digital Enablement, IT and Business Support
		We will review the usage of printed and audio material available in Gaelic in libraries and resources as indicated by data.	Help promote the language, history and culture of the area.	Ongoing	Angus Alive
Website	There is some information in Gaelic on our websites.	We will develop Gaelic content on our websites, which will demonstrate equal respect for Gaelic and English.	Highlight the commitment to Gaelic in Angus Council	Ongoing	HR, Digital Enablement, IT and Business Support
		We will include a clear link to Bòrd na Gàidhlig's website.	Ensure users have easy access to more detailed information about Gaelic issues.	Ongoing	



Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Exhibitions	There is now provision for including Gaelic in exhibitions where relevant.	We will provide information in Gaelic where it is relevant to the exhibition. Any exhibitions, marketing and promotional materials used in schools in Gaelic education in Angus will be produced bilingually, demonstrating equal respect for Gaelic and English. We will feature Gaelic language in marketing and promotional materials where Gaelic tradition, history or culture features in council associated or funded cultural activity.	Promote cultural aspects of Gaelic wherever relevant to individual exhibitions/cultural activity.	Ongoing	Angus Alive  Children & Learning

#### PROGRESS:

- (i) Over £200 was received from GLAIF which enabled the council to buy 26 books in Gaelic for the public library, and 10 for Whitehills PS library.
- (ii) There is some information in Gaelic on the council's website. There is a link to Bòrd na Gàidhlig's website.
- (iii) To date, no-one has asked for any material to be translated into Gaelic.
- (iv) There has been one exhibition involving Gaelic (see page 21 of this Plan).



## STAFFING

***Angus Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which knowledge of Gaelic and its use is essential or desirable. The council also recognises the importance of enabling employees to develop their Gaelic skills if they wish to do so.***

### Rationale:

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Training	We have provided staff training in Gaelic language and raised	We will use a range of methods to communicate our Gaelic Language Plan to employees.	Increase the awareness of our Gaelic Language Plan via different methods.	2019	HR, Digital Enablement, IT and Business Support

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	employees' awareness of Gaelic.	<p>We will conduct an initial on line employee survey to identify employees who speak, read and or write Gaelic.</p> <p>We will subsequently audit skills on a regular basis.</p> <p>We will support Gaelic language skills training to front line staff prioritised and based on the findings of the staff Gaelic language skills audit.</p> <p>A full Gaelic Awareness training session will be delivered to staff and elected members, extended to all staff and members over the lifetime of the Plan.</p> <p>We will continue to support teaching staff to attend Gaelic CPD events.</p> <p>We will introduce a page on the staff intranet with the most commonly used phrases and words in Gaelic.</p>	<p>Assess the starting point for initial numbers of employees' ability in Gaelic. The survey to also identify those who would like to learn Gaelic and or gain a better awareness of Gaelic language, history and culture.</p> <p>Monitor changes in language skills acquisition.</p> <p>Increased numbers of employees speaking Gaelic.</p> <p>Increase appreciation of Gaelic amongst employees and elected members.</p> <p>Reinforce our commitment to Gaelic for staff in Education.</p> <p>Employees become familiar with some basic Gaelic.</p>	<p>2016</p> <p>2024</p> <p>2019 onwards</p> <p>2021</p> <p>Ongoing</p> <p>To be updated</p>	<p>Children &amp; Learning</p> <p>Strategic Policy, Transformation &amp; Public Sector Reform</p>
Language Learning	We have not yet provided language learning for staff.	We will promote the availability of Gaelic language training available which staff can access in their own time.	Promote and encourage employees to take advantage of opportunities to learn Gaelic.	2024	HR, Digital Enablement, IT and Business Support
		We will advertise any Gaelic learning opportunities on the council's intranet and in Mini Matters		Ongoing	Strategic Policy, Transformation & Public Sector Reform

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Recruitment & Advertising	There are no recruitment guidelines for Gaelic positions.	<p>We will develop guidance for recruitment to positions where Gaelic is an essential requirement.</p> <p>We will advertise for Gaelic posts bilingually, demonstrating equal respect for Gaelic and English.</p> <p>We will advertise teaching posts on the Teagasg.com, demonstrating equal respect for Gaelic and English.</p>	Apply a consistent approach when recruiting to posts where Gaelic is an essential requirement.	<p>2024</p> <p>2019 onwards</p> <p>2019 onwards</p>	HR, Digital Enablement, IT and Business Support

#### PROGRESS:

(i) We conducted a survey of all staff and their Gaelic abilities. This was not just an electronic one but paper surveys were distributed to 1,500 staff not connected electronically. The results are in appendix 1 of this Plan.

(ii) A page of common words in Gaelic was added to the council's website in 2016.

(iii) With the assistance of GLAIF money, several Gaelic awareness sessions took place, along with Gaelic conversation classes. These were open to all staff, with priority given to front line staff, and also attended by several elected members: in 2016, 34 staff and 5 elected members undertook the Gaelic awareness training (2 full days, one half day, and one twilight session), In 2017, 23 members of staff, and 3 elected members attended two Gaelic conversation sessions)

## SECTION 3

### 6. SUPPORTING THE NATIONAL GAELIC LANGUAGE PLAN

The Council is committed to ensuring that the language development priorities in the National Gaelic Language Plan are implemented and while we recognise that the four areas will be primarily implemented through our Gaelic Language Plan we also recognise that further opportunities will arise to promote and develop the language. Accordingly we will examine current policy commitments to identify areas where the priorities of the National Gaelic Language Plan can be incorporated, and will examine new policies as appropriate. We see this development as corresponding to a normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

The National Gaelic Language Plan identifies four interlinking aspects of language development which need to be addressed within local Gaelic Language Plans, and sets out a number of priority action areas:

#### **Language Acquisition**

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic in:

- the home
- school
- adult learning

#### **Language Usage**

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression in:

- Communities
- the Workplace
- Media, Arts, Heritage & Tourism

#### **Language Status**

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for Gaelic in Scottish public life, through:

- Gaelic Language Plans
- a positive image of Gaelic
- increased visibility and recognition of Gaelic in Scotland

#### **Language Corpus**

Strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

- the relevance and consistency of the Gaelic language
- the quality and accessibility of Gaelic translations
- accurate research information

Source: Bòrd na Gàidhlig's *Template for the preparation of public authority Gaelic Language Plans*.

In this next section we set out actions which will help promote these four priority language development areas.

## LANGUAGE ACQUISITION: HOME & EARLY YEARS

***Angus Council recognises the importance of passing Gaelic on to children in the home and the need for an increase in the number of children acquiring Gaelic in this way as well as the need for enhanced early years' education in Gaelic.***

### Rationale:

International research and experience indicate that language learning at home and in early years' provision will be vital for the future of the Gaelic language in Scotland. Early language learning produces an attachment and loyalty to a language and provides a basis for and expectation of continuity in Gaelic language learning.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Gaelic 0-3 Early Years	Children attending Whitehills nursery sing Gaelic songs weekly	<p>We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home.</p> <p>We will promote learning Gaelic to partner agencies who work with children under 3 years.</p>	<p>Increase in the acquisition and use of Gaelic by young people in the home.</p> <p>The council will use Gaelic Bookbug resources and maintain contact with Bòrd na Gaidhlig regarding Gaelic developments with 'Play at Home' and 'Play, Talk, Read'</p>	Ongoing	Children & Learning
Gaelic 0-3 in the home and early years setting	Gaelic Bookbug sessions	<p>We will ensure practical support, resources and advice are available for passing Gaelic on to children in the home and in Gaelic early years education:</p> <p>We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home through libraries, pre-school settings, and health partnerships.</p> <p>We will promote learning Gaelic to staff of partner agencies who work with children under 3 years.</p>	Increase in the number of children entering Gaelic medium early years' education by 15% by the end of the Plan.	2024	Children & Learning



Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Gaelic in the home and early years provision	None	<p>We will support Bòrd na Gàidhlig in delivering their initiative to increase the use of Gaelic in the home.</p> <p>We will promote learning Gaelic to partner agencies who work with children under 3 years.</p>	Strengthen links between the use of Gaelic in the home and Gaelic early years provision.	Ongoing	Children & Learning
Voluntary pre-school and statutory early years education	Headteacher monitors Whitehills Gaelic Unit, to assure and improve quality.	<p>We will ensure Gaelic Medium Education (GME) teachers lead a termly learning opportunity for parents and pre-school providers.</p> <p>We will ensure appropriately qualified pre-school leaders are encouraged to promote Gaelic, through the medium of Gaelic.</p>	Improved quality and availability of voluntary-led Gaelic pre-school activities and statutory early years' education.	Ongoing	Children & Learning

#### PROGRESS:

Comann nam Pàrant provided an outreach officer who delivered many Gaelic Bookbug sessions. This has since ceased, but some employees of the council/Angus Alive (libraries) have attended initial sessions to look to investigate providing it themselves.



## LANGUAGE ACQUISITION: SCHOOLS

**Angus Council recognise the importance of both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) and the need within both for an increase in numbers and improvement in support.**

### Rationale:

Gaelic language learning at all levels is vital for the future of Gaelic in Scotland. Both GME and GLE have the potential to create new Gaelic speakers. For those who learned Gaelic from an early age Gaelic-medium education reinforces and expands their language skills and it is important that it continues for as long as possible. For those without background, Gaelic education is effective in providing them with the ability to operate with a range of Gaelic abilities.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Provision of GME and GLE	Information widely available including on council website and school handbook. Gaelic Medium Education is available at Whitehills Primary School	<p>We will ensure Gaelic has a higher profile on the Angus Council website.</p> <p>We will hold an annual open day at Whitehills PS for interested parents.</p>	<p>Increase in the number of children enrolling in Gaelic-medium education (GME) doubling the current annual intake.</p> <p>Year on year increase in the number of pupils engaged in Gaelic-learner education (GLE) in both primary and secondary schools.</p> <p>Expansion in the availability of Gaelic-medium subjects in secondary schools.</p> <p>Make GME fully integrated within the school and take opportunities to share Gaelic with others or work with other classes and expose children to Gaelic in a positive and everyday environment.</p>	<p>2024</p> <p>2024</p>	Children & Learning/Gaelic parents' network
Recruitment	Use of My Job Scotland Recruitment website. GME teachers given enhanced training and support.	<p>We will ensure GME teachers continue to benefit from enhanced training opportunities eg visits to Sabhal Mòr Ostaig.</p> <p>We will explore opportunities for the development of GLE in Angus. The council will communicate with Bòrd na Gàidhlig regarding opportunities to take this development forward.</p>	<p>Increase in initiatives to promote, establish and expand both GME and GLE at primary and secondary levels.</p> <p>GLPS primary school provision will be investigated, along with the possible inclusion of Gaelic in 1+2 at primary level</p>	<p>Ongoing</p> <p>2024</p>	Children & Learning

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
CPD and culture	Links in place with Perth & Kinross Goodlyburn Primary School GMU. Pupils from Whitehills PS attend Mòds	<p>We will extend links to other authorities.</p> <p>We will make use of on-line / social networking to support learning.</p> <p>We will embrace Gaelic heritage within the wider context of Scottish arts and culture. Young people will have the opportunity to speak with fluent speakers from the arts community etc.</p>	Adequate attention is given to the recruitment, retention, education, support and development of GME and GLE teachers.	Ongoing as appropriate	Children & Learning
	Tuition in Gaelic	We will use expressive arts to embrace Gaelic language and music.	Instrumental instruction in Gaelic.	Ongoing	Children & Learning
Quality Assurance	Input by Gaelic expert.	<p>We will access external support and scrutiny from a Gaelic teacher annually for 1 day duration in order to provide further quality assurance on spoken Gaelic.</p> <p>We will continue to monitor provision.</p>	<p>Provide a wide range of opportunities for young people in both GME and GLE to enhance their Gaelic skills through greater use.</p> <p>All steps are taken to secure the quality of both GME and GLE through National Guidance and other means.</p>	Ongoing	Children & Learning/Gaelic parents' network

#### PROGRESS:

(i)GLAIF money was awarded for a Maths teacher to undertake Gaelic at Sabhal Mòr Ostaig on Skye.in order to expand Gaelic at a secondary school (i.e. teach maths in Gaelic). The council also contributed financially to his learning with money from the Gaelic specific fund. This was completed, but the teacher subsequently moved to Skye.

(ii)Also with the help of GLAIF money, the music teacher from Whitehills successfully undertook Gaelic training - the council contribution was the payment of her salary for one day a week during that period from the Gaelic specific fund.



## LANGUAGE ACQUISITION: ADULT LEARNING

***Angus Council recognises the importance of Gaelic learning outwith school and the need to see progress with this in order to reverse the decline in speaker numbers. We also recognise the specific need to strengthen the place of Gaelic in both Further Education (FE) and Higher Education (HE).***

### **Rationale:**

Gaelic education in the Further Education and Higher Education sectors and adult learning of Gaelic delivered independently are vital for the future of Gaelic in Scotland. In these sectors, Gaelic learning has the potential to increase the numbers of people speaking and using Gaelic. In addition, both sectors offer unique expertise to enrich Gaelic in Scotland and provide important continuity and diversity in Gaelic language learning.

<b>Development Area</b>	<b>Current Practice</b>	<b>Actions</b>	<b>What We Aim To Achieve</b>	<b>Timescale</b>	<b>Lead</b>
Community learning	Not currently provided.	<p>We will develop a strategy for promoting Gaelic literacy and language skills from 3 years to adult.</p> <p>We will promote Gaelic learning in the community</p> <p>We will extend access to, and participation in, a wide range of Gaelic learning opportunities for adults within Angus, and increase the numbers progressing to fluency.</p> <p>We will ensure opportunities for the continuity and progression of literacy and other language skills for adults learning Gaelic and for fluent speakers.</p>	Increase in the number of adults acquiring Gaelic and enhance language skills among fluent Gaelic speakers.	2024	Children and Learning partnership/. Adult Learning
Higher/ Further Education	No courses available in Angus.	<p>We will engage with Perth College/ University of Highlands and Islands to promote Gaelic Language courses available in Perth and Kinross.</p> <p>We will strengthen the unique capacity in FE and HE to enrich the profile of Gaelic in Scotland.</p>	Making good resources available to support adults learning Gaelic.	By 2024	Communities

## LANGUAGE USAGE (1): COMMUNITIES

*Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it throughout our communities.*

### Rationale:

Gaelic in communities is of crucial importance to promote the increased use of and confidence in Gaelic. The community is vital for the implementation of the Gaelic Act's key principle of equal respect for Gaelic and English.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Supporting national organisations in taking forward Gaelic development in Angus		<p>We will actively engage with national Gaelic organisations and identify further areas of activity which could take Gaelic forward.</p> <p>We will undertake a survey to determine if a Gaelic youth club in Angus could be sustained by the community for the community. This will be shared with Bòrd na Gaidhlig.</p>	Increase participation and usage of Gaelic in Angus in a range of daily activities by prioritising schools where there is a GME and or Gaelic learners' provision and their communities (parents and children) as part of this.	2024	<p>HR, Digital Enablement, IT &amp; Business Support</p> <p>Communities</p>

### PROGRESS:

(i)The council undertook work with Comann nam Pàrant and other Gaelic organisations to hold a drop-in session in Forfar library for parents of children at GME at Whitehills, and for any parent interested in their children learning Gaelic.

(ii)A series of craft days/family fun days in Gaelic was funded between GLAIF and the council i.e. in kind (6 at the end of 2016, and 1 in 2017). Parents as well as children participated.



## LANGUAGE USAGE (2): ANUGUS COUNCIL WORKPLACE

*Angus Council recognises that creating a sustainable future for Gaelic means increasing the number of people able to speak Gaelic and use it within the workplace.*

### Rationale:

Gaelic in the workplace is key to extending the everyday usage of Gaelic by reinforcing individuals' language skills, and enhancing the perceived status of the language through daily working life.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Developing Gaelic in the workplace	Gaelic promotion where appropriate	We will promote and encourage a positive attitude towards using Gaelic in the workplace.	Increase knowledge, interest and opportunities for employees to understand and use Gaelic within and outwith the workplace.	Ongoing from 2019	HR, Digital Enablement, IT & Business Support

### PROGRESS:

(i) We have used the electronic staff newsletter to promote Gaelic activity/fun days/training/some common words etc.

(ii) We found that 85 employees out of 215 (40%) who responded to the staff survey were either interested or very interested in learning more about Gaelic. We targeted these employees first for our Gaelic awareness training and Gaelic conversations training.

## LANGUAGE USAGE: ARTS, MEDIA, HERITAGE, & TOURISM

***Angus Council recognises the importance of the Gaelic arts, media, and heritage and the potential benefits for tourism.***

### **Rationale:**

Gaelic's presence in the areas of the arts, media, heritage and tourism is vital in order to promote access to Gaelic forms of expression; increase knowledge of Gaelic heritage; increase the usage of Gaelic in the media, and promote Gaelic in promotional material to visitors. The increased usage of Gaelic in these areas raises the profile of Gaelic and has potential benefits for increased tourism.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Promoting and increasing the profile of Gaelic in the arts, media, heritage and tourism	There is limited promotion of Gaelic in exhibitions, tourism etc.	<p>We will encourage an increase in range, quantity and quality of Gaelic in print and on-line media.</p> <p>We will encourage access to and participation in the arts in Gaelic.</p> <p>We will encourage an increased profile for Gaelic in tourism, heritage and recreation sectors.</p> <p>We will create opportunities to support the aims of the Cairngorms National Park Authority's Gaelic Language Plan.</p> <p>We will support and promote the school Gaelic choir at Whitehills.</p> <p>We will explore the possibility of hosting the Royal National Mòd within the council area.</p> <p>We have begun talks with Historic Environment Scotland regarding joint events with Gaelic input, especially the 700<sup>th</sup> anniversary of the Signing of the Declaration of Arbroath in 2020.</p>	Increase the usage of Gaelic in the media, arts, heritage and tourism, and raise its profile particularly for visitors.	<p>2019 onwards</p> <p>2024</p> <p>2024</p> <p>2024</p> <p>2020</p>	<p>Angus Alive</p> <p>HR, Digital Enablement, IT and Business Support</p>

**PROGRESS:**

(i) There has been one exhibition in Angus with Gaelic included, at ANGUSalive's Montrose Museum & Art Gallery, as follows:

**The Landmark Exhibition at Montrose Museum 10 March – 21 July 2018**

"Landmarks" investigated the encompassing nature of Scottish Literature and culture, alongside Montrose which is an important medieval harbour to this day. In 1920, a modern revolution in Scottish literature began in Montrose where writers and artists in the locale helped to found a new and unique voice for Scotland in the arts. "Landmarks" showcases the iconic portraits from the great post Second World War generation of Scottish poets by Alexander Moffat. Ruth Nicol showcases her large scale, energetic paintings of the landscapes that influenced and inspired these poets. Both artists collaborate with the poet and Professor of Scottish Literature, Alan Riach, whose writings and critical expertise further enhanced the project. "Landmarks" also included "Scotland's Voice" a new painting by Moffat and sister to the well-known "Poets Pub". The aim of this exhibition was to explore the impact of the locations on our writers, poets, singers and musicians and to consider the influences on those who were exposed to a sea environment as part of the natural ebb and flow of ideas.

(ii) We explored the possibility of hosting the national Mod in Angus but discovered that it would not be feasible hosting it alone. The possibility of a joint one is still live.



## LANGUAGE STATUS

***Angus Council recognises that in order to increase the visibility of Gaelic and increase learning and appreciation of the language a positive image of Gaelic in daily life is required.***

### **Rationale:**

The status of Gaelic is affected by its presence in the daily environment and the extent to which it is used, valued and perceived by those institutions which play an important role in everyone's daily lives.

<b>Development Area</b>	<b>Current Practice</b>	<b>Actions</b>	<b>What We Aim To Achieve</b>	<b>Timescale</b>	<b>Lead</b>
Raising the profile and prestige of Gaelic in the daily environment in Angus	Active promotion when opportunity arises.	We will prepare and commit to our Gaelic Language Plan.  We will increase Gaelic visibility on council communication, street names, website etc.	Demonstrate to the public our commitment to supporting, developing, promoting and encouraging Gaelic in daily life.	From the first day of delivery onwards.	HR, Digital Enablement, IT & Business Support

### **PROGRESS:**

We have promoted our Gaelic Language Plan, increased visibility with street signs, added Gaelic to our website, advertised events to the public, such as Gaelic family fun sessions, our Gaelic drop in event, and Gaelic awareness day.

## LANGUAGE CORPUS

***Angus Council recognises Gaelic must be fit for all appropriate purposes and for use in the growing range of contexts (for example in surveys and research) in which it features.***

### **Rationale:**

There is a need to strengthen the relevance and consistency of Gaelic, appreciate the importance of facilitating translation services and promoting research into the language.

<b>Development Area</b>	<b>Current Practice</b>	<b>Actions</b>	<b>What we Aim to Achieve</b>	<b>Timescale</b>	<b>Lead</b>
Putting in place appropriate structures and measures to ensure the richness, relevance and consistency of the Gaelic language is maintained and strengthened	Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland approached when required (e.g. bilingual signage)	<p>We will ensure quality and accessibility in Gaelic translations and interpretation, within the same timeframes as English wherever possible.</p> <p>We will use as accurate information as possible in all areas of Gaelic activity and development to inform policies as appropriate.</p> <p>We will approach Ainmean-Àite na h-Alba/Gaelic Place-names of Scotland, to provide help in delivering an authoritative and agreed list of place names when delivering Gaelic signage.</p> <p>We will apply SQA Gaelic Orthographic Convention rules into any external council publications considered to be appropriate in Gaelic.</p>	Strengthen the relevance and consistency of Gaelic.	2024	HR, Digital Enablement, IT & Business Support

## **OTHER AREAS OF PROGRESS**

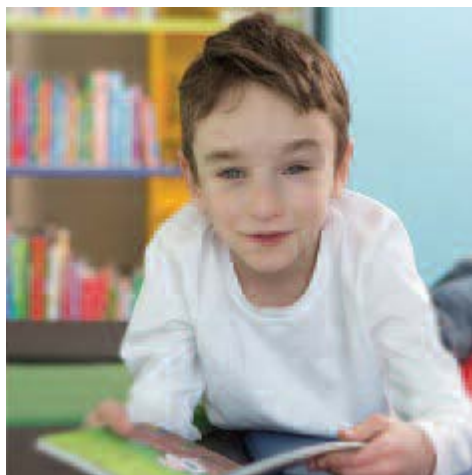
(i) The council held a Gaelic awareness day at the end of 2017, which was funded mainly by GLAIF. This consisted of a Gaelic Bookbug, a craft session in Gaelic, stalls with Gaelic materials and representatives from various Gaelic organisations. There was a tasting table of many foods with the Gaelic name alongside, and a video clip running throughout the day only in Gaelic created by the pupils at Whitehills. The Gaelic choir from Dundee also gave many Gaelic renditions.

(ii) A joint Gaelic group was established with representatives from with Aberdeenshire, Dundee, Fife and Perth & Kinross councils. The aim was to share information/knowledge/experience about Gaelic, and jointly develop areas of common purpose. This group is ongoing.

(iii) A piece of major research is about to begin in collaboration with Aberdeenshire, Dundee, Fife and Perth & Kinross councils. A joint bid for GLAIF money was successful and the research will look to provide historical information about Gaelic in these geographical areas, bringing it up to present day.

(iv) Angus took part in a family learning weekend celebrating language and culture which was held in and around Aberfeldy alongside the provincial Mòd.

(v) Angus participates in the Perthshire & Angus Mòd delivered by the Aberfeldy & District branch of An Comunn Gàidhealach which takes place in Aberfeldy attracting over five hundred entries annually. A range of Gaelic music, arts and literature events are included in the annual programme of events which includes visits from the Fèis Rois and Fèis Spè Cèilidh Trail.



## **SECTION 4**

### **7. IMPLEMENTATION AND MONITORING**

This Plan will be available bilingually on our website and publicised on social media. In addition

- copies of the Plan will be available in public libraries;
- the Plan will be actively promoted to employees via our Intranet;
- other organisations and third parties delivering services on behalf of the council, will be directed to the council's website to assist the council to comply with the Plan;
- copies of the Plan have been distributed to Gaelic organisations;
- copies of the Plan are available on request.

The Plan will remain in force for a period of 5 years from 2019, and we will review the Plan no later than 5 years after the date it was approved by Bòrd na Gàidhlig. Within sections 2 and 3 we have set out individual target dates for implementing specific commitments in our Plan.

We have established an internal Gaelic development group to co-ordinate actions, develop and monitor the Plan.

Angus Alive is the Trust which delivers the cultural commitments to Gaelic on the council's behalf. A senior staff member from the Trust sits on the internal Gaelic development group.

Monitoring will be carried out internally by the corporate equalities' group which is responsible to the leadership team. A yearly monitoring report will be sent to Bòrd na Gàidhlig.

The resource requirements for the Plan will be considered as part of the Council's financial planning considerations.

The overall responsibility for the implementation of our Gaelic Language Plan lies with the council's Chief Executive, Margo Williamson, Angus House, Orchardbank Business Park, Forfar, Angus DD8 1AN. Tel 01307 492616.

The Director with lead responsibility for the Plan is:

Director of Infrastructure  
Angus Council  
Angus House  
Orchardbank Business Park  
Forfar  
DD8 1AN

Any comments or questions about the content of this Plan should be addressed to:

Snr Practitioner Equalities  
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