



**ANGUS COUNCIL**  
**Gaelic Language Plan**  
**2022-2027**

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 26.01.22.

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## **FOREWORD**

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

Fàilte – Welcome - to Angus Council's second edition of our Gaelic Language Plan, which sets out our ambitions for Gaelic over the next five years, to 2027, 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.

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

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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."

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 that:

Gaelic is seen and heard on a daily basis across Scotland, such that it is widely recognised as an integral part of Scottish life and a national cultural and economic asset.

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 2022-2027 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, which focus mainly on how we will support delivery of the National Gaelic Language Plan as set out in section 3, in addition to relating to some corporate commitments in section 2. In this section we also include 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 consulted widely and publicly during the preparation of this Plan and took into account representations made during the six week statutory consultation process. Results emanating from consultation are contained in appendix 2 of this report.

The Council's draft Gaelic Language Plan was submitted to Bòrd na Gàidhlig for approval on 16 September 2019, as the original date of the second edition of the Plan was 2019 – 2024. However, due to a combination of circumstances, the revised Plan is now being re-submitted for January 2022.



## 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 were to have Gaelic very much a part of the celebration of its 700<sup>th</sup> year anniversary in 2020 - in the Parade, and with involvement of school pupils reciting the Declaration in Gaelic. Unfortunately, due to the Covid – 19 pandemic these celebrations did not take place.

Angus 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 had been decreasing, - in 2019 we had 4,194, employees which was a drop of 1,206 since the first edition of our 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. For clarification, Angus Alive delivers the council's actions in our Plan regarding culture.

By 2021, the number of council employees had increased to 4,479, largely due to the expansion in early years staffing.



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 £283.853 million as per the Provisional Budget set on the 21 February 2021.

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.

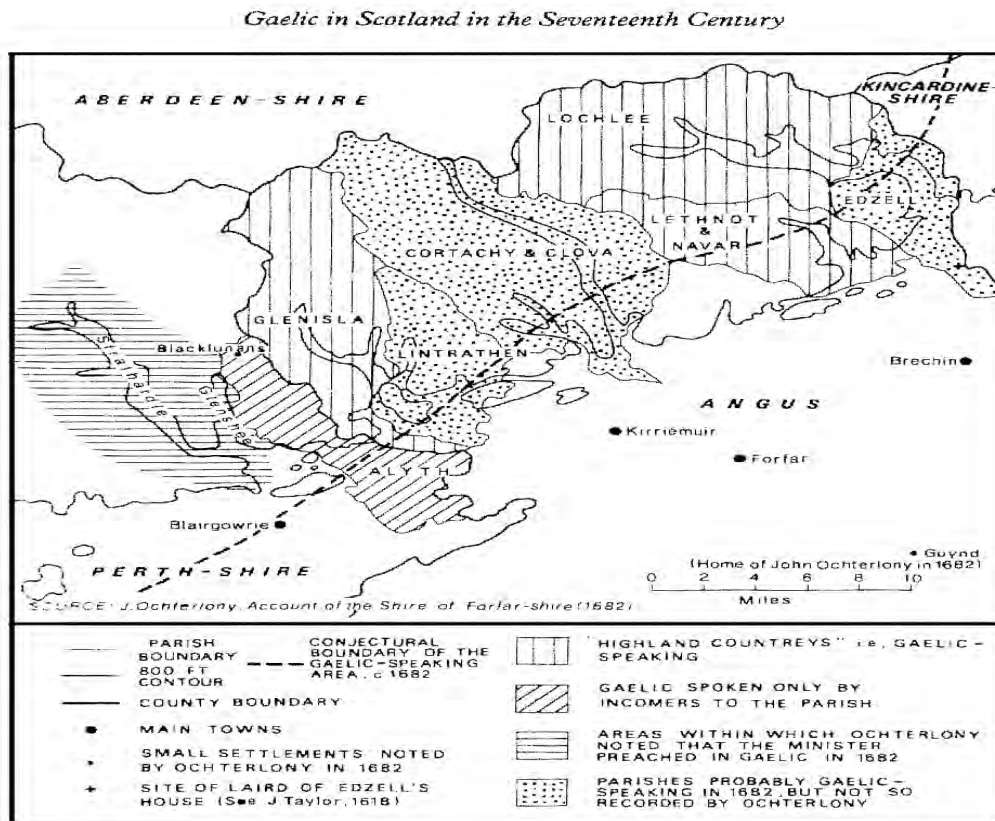


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The last Gaelic speaker in Glen Esk was reputed to have been alive within living memory during the mid 20<sup>th</sup> Century. However, there is no information to back up this assertion or to confirm if this refers to a local native speaker or migrant 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 were nine pupils taught at the primary school. As at July 2021, this has increased to 11 pupils.

*Secondary School* Following the departure of Gaelic teachers during the period of our first Gaelic Language Plan we were unable to recruit replacements, despite several attempts. Digital learning of Gaelic was explored and there were issues around staffing it, including considerable challenges around timetabling. However, E-sgoil is being delivered for one current learner (2021), and we are looking to develop a pathway for other GME pupils in subsequent years.

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

### **(iii) Employee Surveys**

**2015** 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 (a)**.

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. The awareness classes also included elected members who were also interested.

Lunchtime Gaelic classes for 20 staff commenced in March 2020, but only two classes were able to take place before lockdown due to the pandemic. In January 2021, these classes recommenced virtually, and 12 staff attended.

**2021.** In May 2021 we undertook our second staff survey, again looking at the numbers of staff who could read/write or speak Gaelic, those who are learners and those expressing a desire to

learn more. This was an electronic survey of all staff. An analysis of the full results is in Appendix 1 (b), but a few points to highlight over the period from 2015 to 2021 include:

- The number of responses to the survey doubled from 215 to 429
- The number of staff saying they could speak some Gaelic rose from 29 to 64
- Awareness of the National Plan for Gaelic rose from 32 to 227
- Awareness of the council's Gaelic Language Plan rose from 24 to 174
- The expressions of interest in learning more/possibly learning more of some form of Gaelic rose from 85 to 211 employees: There were just over 400 responses either for Gaelic awareness in the landscape, for a lunchtime staff class, or for an evening class, which was an overwhelming number.

In September 2021, six sessions of Gaelic Awareness in the Landscape were run (three sessions each repeated once with different attendees), which included an average of 17 people at each session.

Due to the level of demand from the survey, we are looking to realign the community classes and staff classes i.e. to join the current ones together, in order to enable us to offer more opportunities to other staff/community members to be able to undertake Gaelic classes.

It was hoped that we would be able to start a drop-in cafe for Gaelic speakers, to be located in Forfar, but due to the pandemic restrictions, and the size of the room, we have been unable to start this. However, we continue to investigate having a virtual drop in café instead, and hope to have this in place before the end of 2021.

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. Since May 2021, there has been a community Gaelic class in Angus, as detailed above.

## 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 2022 – 2028. 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 ùghdarras 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.

<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>To explore potential to provide Gaelic 1+2 in primary schools in the authority area.</p>
<p>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.</p>	<p>To develop the use of Gaelic on our 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.</p>
<p>Ag amas air prògram teagaisg airson luchd-ionnsachaidh aig ìre àrd-sgoil a leudachadh, air feadh sgìre na Comhairle.</p>	<p>Expand Gaelic learners secondary school provision across the Council area.</p>
<p>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).</p>	<p>To develop, (potentially in partnership with neighbouring authorities), Gaelic learning opportunities for adults in communities in the authority area.</p>
<p>Leasaich clasaichean Gàidhlig, 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' lìbhrigeadh a' Phlana.</p>	<p>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</p>
<p>A' leantail le leasachadh cleachdadh na Gàidhlig ann an conaltraidhean freagarrach, a' gabhail a-steach conaltraidhean mheadhannan sòisealta.</p>	<p>To continue to develop the use of Gaelic in communications, including social media communications where appropriate</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>



## 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 bilingual.	The council's bilingual logo will demonstrate equal respect in Gaelic and English to be used as standard across the organisation	Equal respect between Gaelic and English	On renewal	Strategic Policy, Transformation & Public Sector Reform
Publications, stationery etc	The council's bilingual logo appears on publications, stationery, etc	We will ensure that the bilingual logo demonstrating equal respect appears on documents, our website etc, and when stationery etc is updated. A policy to review stationery has not happened yet.	Equal respect of Gaelic by addressing the need for bilingual signage, stationery, and ID badges.	Once reviewed- by 2027	Strategic Policy, Transformation & Public Sector Reform
Vehicle Livery	Livery when renewed will include the bilingual council logo	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 livery is reviewed.	Communities
Signage	There is a policy in the use of Gaelic in signage, i.e. bilingual signs to be considered when signage is needing replaced	We will take cognisance of the need for a consistent approach across the area and neighbouring authorities  When we undertake a replacement programme, boundary signs and place name signs in the area will include a Gaelic translation wherever possible	There is a policy that all new bilingual signs and street name plates will demonstrate equal respect for Gaelic and English.  Increase the visibility of Gaelic entering and leaving Angus.	From 2022  On renewal	Infrastructure



	There are now 16 street names which are bilingual. And a number of signs at council buildings	When street name plates are being renewed or replaced - bilingual signs will be used whenever possible and 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	On renewal	
	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 will be used whenever possible and 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 advised 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 will be requested to make the name plates bilingual, wherever there is an appropriate Gaelic derivation of the name.</p> <p>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>2027</p> <p>2022</p> <p>2024</p> <p>2022</p> <p>2022</p>	Infrastructure

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## 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	Reception staff have been prioritised for Gaelic awareness training/classes	All council staff and ANGUSalive staff employed in front line services will continue to be prioritised for Gaelic awareness training/Gaelic classes.	Increase the number of front line staff who can speak Gaelic at the initial point of contact with the public.	Yearly from 2022	Business Support, Angusalive
	Front line staff in schools are prioritised for Gaelic awareness training/classes	Front line staff in schools where Gaelic is taught will continue to be prioritised for Gaelic awareness training/Gaelic classes	Increase awareness of Gaelic for reception staff dealing with pupils and parents of Gaelic speakers.	Yearly from 2022	Schools & Learning
Mail and email	We will reply in Gaelic to correspondence received in Gaelic using external translation providers.	We will welcome Gaelic correspondence received in Gaelic.	Responses made in the same time frame as responses in English as far as practically possible. Increase equal respect for Gaelic.	2023	Business Support
	Email practices are under review.	We will undertake a review of posts to identify where it would be appropriate to add bilingual signatures. The	Raise the profile of Gaelic on electronic correspondence.	2022	HR, Digital Enablement, IT and Business Support

<b>Development Area</b>	<b>Current Practice</b>	<b>Actions</b>	<b>What We Aim To Achieve</b>	<b>Timescale</b>	<b>Lead</b>
		council's disclaimers will be rendered bilingual.			
Telephone	The current telephone interpreting service does not include Gaelic.	<p>We will develop the process of adding Gaelic to the service providers list of languages interpreted, or look to source the provision elsewhere.</p> <p>We have been unable to include Gaelic welcomes on automated systems or answering machines for our ACCESSLine service, but will pursue this at a future renewal.</p>	Provide the availability of Gaelic for those telephoning the council wishing to speak in Gaelic.	2023  2027	HR, Digital Enablement, IT 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.	2022	HR, Digital Enablement, IT and Business Support
Public meetings	<p>Interpretation facilities can be provided in Gaelic if advised Gaelic speakers will be in attendance and have requested an interpreter.</p> <p>Welcomes in Gaelic are made at the start of all Gaelic related meetings, both internal and involving external partners etc.</p>	<p>We will continue to provide interpretation facilities in Gaelic if advised Gaelic speakers will be in attendance and have requested an interpreter. This facility will be promoted where Gaelic is the main subject.</p> <p>We will continue to use a Gaelic greeting at Gaelic related meetings.</p>	<p>Meet our obligations regarding Gaelic language provision.</p> <p>Increase equal respect for Gaelic in internal and other meetings.</p>	<p>Ongoing from 2022</p> <p>Ongoing from 2022</p>	<p>HR, Digital Enablement, IT and Business Support</p> <p>HR, Digital Enablement, IT and Business Support</p>

## 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.	From 2022	Strategic Policy, Transformation & Public Sector Reform
Printed material	We provide the option for Gaelic speakers to request a Gaelic translation of external material. To date no-one has requested any translations.  We review the usage of printed and audio material available in Gaelic in libraries and resources as indicated by data on usage, or requests, for example, twenty six books in Gaelic were purchased for the libraries and ten	We will continue to provide a translation service on request for all external council publications. This is stated in our publications.  We will continue to review the usage of printed and audio material available in Gaelic in libraries and resources.	Meet Gaelic language translation requests.  Help promote the language, history and culture of the area.  To enable Gaelic readers to have access to or request, new/up-to-date materials	From 2022  From 2022	HR, Digital Enablement, IT and Business Support  Angusalive

<b>Development Area</b>	<b>Current Practice</b>	<b>Actions</b>	<b>What We Aim To Achieve</b>	<b>Timescale</b>	<b>Lead</b>
	specifically for Whitehills GME unit.				
Website	There is some information in Gaelic on our websites.  There is now a link to Bòrd na Gàidhlig's website.	We will develop Gaelic content on our websites, which will demonstrate equal respect for Gaelic and English.  Maintain link.	Highlight the commitment to Gaelic in Angus Council  Ensure users have easy access to more detailed information about Gaelic issues, which is up-to-date	2023  2022	HR, Digital Enablement, IT and Business Support
Exhibitions	There is now provision for including Gaelic in exhibitions where relevant.  One museum exhibition took place including Gaelic (see p21)	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.	From 2022  2022	Angusalive  Schools & Learning



## 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 continue to use a range of methods to communicate our Gaelic Language Plan to employees.	Increase the awareness of our Gaelic Language Plan via different methods.	2022-2027	HR, Digital Enablement, IT and Business Support

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	<p>employees' awareness of Gaelic.</p> <p>In 2015 we conducted an initial employee survey to identify employees who speak, read and or write Gaelic. We also identified those who wanted to learn Gaelic and or gain a better awareness of Gaelic language, history and culture.</p> <p>Our second audit was completed in 2021 and included those staff indicating a interest in Gaelic language skills training. Over 400 requests were received. A third audit will be due in the lifetime of our next GLP.*1</p> <p>Gaelic classes for staff were offered to everyone, and anyone who was front line was prioritised.</p> <p>Gaelic awareness sessions have taken place *2</p>	<p>We will audit skills on a regular basis, within the lifetime of each Plan.</p> <p>We will prioritise Gaelic language skills training to front line staff prioritised and based on the findings of the staff Gaelic language skills audit.</p> <p>Gaelic Awareness training sessions will continue to be delivered to staff and elected members</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 once new members elected in 2022</p>	<p>2027</p> <p>2022</p> <p>2022</p>	

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	<p>In 2021 Gaelic awareness in the landscape sessions were also offered to staff and the community</p> <p>We support teachers CPD when opportunities arise*3</p> <p>We introduced a page on the staff intranet with the most commonly used phrases and words in Gaelic, but this has lapsed.</p> <p>We added information on the training section of our intranet of sources of various Gaelic learning materials available, with links to various websites.</p>	<p>We will continue to support teaching staff to attend Gaelic CPD events.</p> <p>We will re- introduce a page on the staff intranet with the most commonly used phrases and words in Gaelic.</p>	<p>Reinforce our commitment to Gaelic for staff in Education.</p> <p>Employees become familiar with some basic Gaelic on a regular basis.</p>	<p>Continuing from 2022</p> <p>2022</p>	<p>Schools &amp; Learning</p> <p>Strategic Policy, Transformation &amp; Public Sector Reform</p>
Language Learning	Staff classes for Gaelic learning are taking place*4	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.	Continuing from 2022	HR, Digital Enablement, IT and Business Support
	We advertise Gaelic learning opportunities on the council's intranet and in Mini Matters, which is the council's weekly	We will continue to advertise any Gaelic learning opportunities on the council's intranet and in Mini Matters	Promote and encourage employees to take advantage of opportunities to learn Gaelic.	Continuing from 2022	Strategic Policy, Transformation & Public Sector Reform



Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
	electronic newsletter for staff.				
Recruitment & Advertising	There are no recruitment guidelines for Gaelic positions.	We will develop guidance for recruitment to positions where Gaelic is an essential requirement.	Apply a consistent approach when recruiting to posts where Gaelic is an essential requirement.	2022	HR, Digital Enablement, IT and Business Support
		We will advertise for Gaelic posts bilingually, demonstrating equal respect for Gaelic and English.	Targetted recruitment	2022	
		We will advertise teaching posts on obraichean.co.uk, demonstrating equal respect for Gaelic and English.	Targetted recruitment	2022	

\*1 We conducted a survey of all staff and their Gaelic abilities during the lifetime of the first GLP (i.e. in 2015). In 2021, we undertook a second survey of staff and their Gaelic abilities. The results are in appendix 1 of this Plan.

\*2 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. In 2021 6 sessions of Gaelic awareness in the Landscape took place for a combination of staff and the community (3 sessions were repeated to a different audience) – an average of 17 people attended each session.

\*3 Support given to teachers is detailed on p 17.

\*4 A staff lunchtime class (in person) commenced in 2020 with 20 people, but the class was put on hold due to the covid pandemic. It recommenced in January 2021 on line, and has continued since then. Following the staff survey in 2021, an overwhelming amount of staff requested some form of Gaelic: there were more than 400 requests for classes or awareness.

## SECTION 3

### 5. SUPPORTING THE NATIONAL GAELIC LANGUAGE PLAN

The Council is committed to ensuring that the priorities in the National Gaelic Language Plan are implemented and we have included 4 headings under which we deal with these priorities: Language Acquisition, Usage, Status and Corpus. We also recognise that further opportunities will arise to promote and develop the language through the lifetime of our Gaelic Language Plan, and we will make the most of any opportunity as it arises. We will examine current policy commitments to identify areas where the priorities\* of the National Gaelic Language Plan (2018

– 2023) 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 used by more people, more often and by a wider range of people, as an everyday part of life in Scotland.

#### \*The National Gaelic Language Plan Priorities

USING GAELIC: Priorities: Initiatives which promote the use of Gaelic in homes and communities • Initiatives which promote the use of Gaelic by young people • Gaelic in traditional and new media • Gaelic in the arts, publishing and creative industries • Gaelic Language Plans • Gaelic in the workplace • Gaelic use in heritage, tourism, food and drink, environment and leisure industries • Initiatives which strengthen language richness, relevance and consistency • Initiatives promoting links with Gaelic abroad and with minority languages

LEARNING GAELIC: Priorities: Gaelic in the family • Gaelic medium workforce recruitment, retention, training and supply • Resources and support for learning • Gaelic in Early Learning and Childcare (ELC) • Gaelic medium education (GME) in primary and secondary schools • Gaelic learner education (GLE) in primary and secondary schools • Gaelic in Higher and Further Education • Adult Gaelic learning

PROMOTING GAELIC: Priorities: Support for Gaelic from the Scottish Government, Parliament and wider political support • Gaelic Language Plans implemented by public authorities (local authorities and public bodies) • Promoting a positive image of Gaelic and raising awareness through: Gaelic media and other media Gaelic education at all levels, and Gaelic arts • Promoting the social, economic and cultural value of Gaelic • Positive messages about Gaelic, bilingualism, and about diversity and inclusion

Our four priority areas are identified under the following headings:

#### **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**

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

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

### **Language Corpus**

Contributing to 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

## 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	There is currently no nursery provision for Gaelic	<p>We will support Bòrd na Gaidhlig in delivering their initiative to increase the use of Gaelic in the home wherever possible</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>	2024	Schools & Learning
Gaelic 0-3 in the home and early years setting	Gaelic Bookbug sessions have taken place *1	<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>	To re-introduce Gaelic medium early years' education by the end of the Plan.	2027	Schools & Learning

\*1 Comann nam Pàrant provided an outreach officer who delivered many Gaelic Bookbug sessions. This has since ceased, but some employees of Angus Alive (libraries) have attended initial sessions to look to investigate providing it themselves. Parents of children attending Whitehills school have also been looking into the possibility of providing Gaelic Bookbug 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	<p>Information widely available including on council website and school handbook.</p> <p>Gaelic Medium Education is available at Whitehills Primary School. There are increasing numbers of children in Whitehills GME.</p> <p>We hold an annual open day at Whitehills PS for interested parents.</p>	<p>We will ensure Gaelic has a higher profile by refreshing the information on the Angus Council website.</p> <p>Parents' rights to request GME under the Education (Scotland) Act 2016 will be included.</p> <p>E sgoil is under investigation for the provision of Gaelic at secondary school level</p>	<p>Continuing to increase the number of children enrolling in Gaelic-medium education (GME).</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>	2022 and continuing	Schools & 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 e.g. 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 Gaidhlig 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>	2024	Schools & 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.	2022	Schools & Learning
	Tuition in Gaelic *1	We will use expressive arts to embrace Gaelic language and music.	Instrumental instruction in Gaelic.	2022	Schools & 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 from 2021	Schools & Learning/Gaelic parents' network

**PROGRESS:**

\*1 The music teacher from Whitehills successfully undertook Gaelic training and provides singing and music in Gaelic



## **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	Now provided	<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.	Continuing from 2022	HR, Digital Enablement, IT and Business Support
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.	2027	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	To use opportunities when they arise.*1	We will actively engage with national Gaelic organisations and identify further areas of activity which could take Gaelic forward.	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	HR, Digital Enablement, IT & Business Support

### PROGRESS:

\*1 An open day involving the community, and parents of prospective children was hosted by the council, in collaboration with Comann nam Pàrant, Bòrd na Gaidhlig, and other Gaelic organisations. Elected members supported the event held in one of the secondary schools. Whitehills PS made a video all in Gaelic, there was Gaelic Bookbug, a craft session in Gaelic, a table of food with their Gaelic word alongside them, the Dundee Gaelic choir, and stalls with Gaelic books and other Gaelic resources.

The council also undertook work with 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. A series of craft days/family fun days in Gaelic took place in collaboration with Comann nam Pàrant: 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 whenever opportunities arise*1	We will continue to 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.	Continuing from 2022	HR, Digital Enablement, IT & Business Support

### PROGRESS:

\*1 We have used the electronic staff newsletter to promote Gaelic activity/fun days/training/some common words etc.

Employees who responded to our staff surveys who were either interested or very interested in learning more about Gaelic were targeted for Gaelic awareness training, Gaelic conversations training, and latterly, our staff Gaelic classes

## 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:

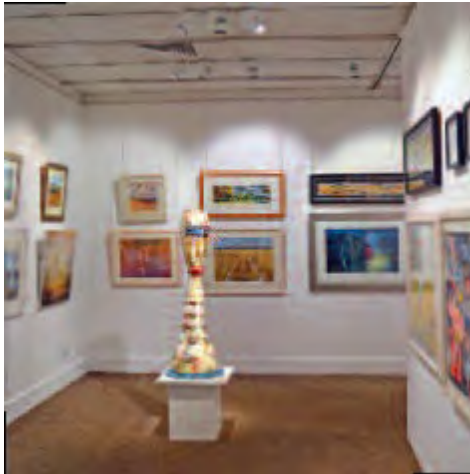
Gaelic's presence in the areas of the arts, media, heritage and tourism is vital in order to promote access to Gaelic forms of expression; increase knowledge of Gaelic heritage; increase the usage of Gaelic in the media, and promote Gaelic in promotional material to visitors. The increased usage of Gaelic 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. *1	We will encourage an increase in range, quantity and quality of Gaelic in print and on-line media.	Increase the usage of Gaelic in the media, arts, heritage and tourism, and raise its profile particularly for visitors.	Continuing from 2022	AngusAlive
	We have commenced dialogue with Historic Environment Scotland, and are looking for ways to work jointly.	We will encourage access to and participation in the arts in Gaelic.  We will encourage an increased profile for Gaelic in tourism, heritage and recreation sectors.	The economic benefit from the tourism sector. The sharing of resources and ideas with another partner.	2022	
		We will create opportunities to support the aims of the Cairngorms National Park Authority's Gaelic Language Plan.		2024	
		We will support and promote the school Gaelic choir at Whitehills.		2024	
	Investigation completed but hosting Mod not feasible on our own. The possibility of a joint Mod with a neighbouring local	We will explore the possibility of jointly hosting the Royal National Mòd within the council area.		2026	HR, Digital Enablement, IT and Business Support

\*1 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.



## 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.

Development Area	Current Practice	Actions	What We Aim To Achieve	Timescale	Lead
Raising the profile and prestige of Gaelic in the daily environment in Angus	Active promotion when opportunity arises.	We are committed to the actions in our 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.	Continuing from 2022	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, Gaelic awareness day. We have promoted other Gaelic events, such as the Kilted Otter, run in 2021 by Abertay University, and those run by our neighbouring authorities.

## 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.

Development Area	Current Practice	Actions	What we Aim to Achieve	Timescale	Lead
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.	2022 – 2027	HR, Digital Enablement, IT & Business Support
	A joint regional Gaelic group was established with representatives from with Aberdeenshire, Dundee, Fife and	Members share information/knowledge/experience about Gaelic.	Jointly develop areas of common purpose.	2022	HR, Digital Enablement, IT & Business Support

Perth & Kinross councils. This group is ongoing.

A piece of major research had been undertaken and was concluded in collaboration with Aberdeen, Dundee, Fife and Perth & Kinross councils. It was finalised and circulated in 2021 and it provides historical information about Gaelic in these locations, bringing it up to present day.

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

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.				
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## SECTION 4

### 6. 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 2022, and we will review the Plan no later than 5 years after the date it is approved by Bòrd na Gàidhlig. Within sections 2 and 3 we have set out individual target dates for implementing specific commitments in our Plan.

An internal Gaelic development group exists to co-ordinate actions, develop and monitor the Plan.

Angusalive is the Trust which delivers the cultural commitments to Gaelic on the council's behalf. A 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 included 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  
HR, Digital Enablement, IT & Business Support Directorate  
Angus Council  
Angus House  
Orchardbank Business Park  
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