



Aberdeen City Council DRAFT GAELIC LANGUAGE PLAN

This plan has been prepared under Section 3 of the
Gaelic Language (Scotland) Act 2005

FOREWORD

This is Aberdeen City Council's Gaelic Language Plan which sets out our aims and ambitions for Gaelic in the local authority, our schools and communities over the next five years.

Aberdeen City Council is committed to supporting the aspirations and objectives included in the National Plan for Gaelic and the Gaelic Language (Scotland) Act 2005. This plan explains the reasoning behind the creation of national and local Gaelic Language Plans and what the intentions of our individual plan are. It sets out to what extent we aim to increase the attainment, usage and visibility of Gaelic in Aberdeen and how we will endeavour to achieve these objectives.

The energy sector, entrepreneurial activity connected to the sector, our position as a research and technical knowledge hub, and world famous universities have all secured Aberdeen's status as one of the UK's leading business centres. The city is also a vibrant and culturally exciting place in which to live and work and this plan will support our aspiration of "A Better Image for Aberdeen" in our Strategic Infrastructure Plan.

Aberdeen is a culturally diverse city with a unique linguistic heritage which has shaped our culture and identity. We will continue to celebrate, support and promote this identity. As Scotland's third largest city and with a small but growing number of Gaelic speakers we play an important role in ensuring that Gaelic, Scotland's oldest living language, has a sustainable future.

Focusing on Education, we aim to increase the numbers of children going through Gaelic Medium Education and also the number who will have the opportunity to learn Gaelic as a language in our schools. We will also demonstrate how we will better support teaching staff and parents in these developments.

Aberdeen City Council has supported Gaelic through cultural and arts initiatives in the past. We will examine where this can be strengthened and new areas in which we can work with schools and the third sector to give our residents more opportunities to participate in this aspect of Scottish culture.

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This chapter sets out how we 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. This chapter sets out *the basic minimum level* of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

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This chapter sets out how we will help implement the *National Plan for Gaelic*. It also shows how we intend promoting the use of Gaelic in service planning and delivery, particularly in policy areas, such as Education, Arts & Cultural Services and Roads & Infrastructure. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

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SUMMARY

Aberdeen City 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 Plan for Gaelic* and have put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

We recognise 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.*

This document is Aberdeen City Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Aberdeen City Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the *National Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

CHAPTER 1 - INTRODUCTION

Setting the Context for Developing Gaelic Language Plans

The Gaelic language has over time suffered as a result of neglect and active suppression and is now identified as a “Definitely Endangered” language by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in its Atlas of the World’s Languages.

The National Gaelic Language Plan includes proposals for increasing the number of Gaelic speakers, encouraging its use and facilitating access to Gaelic language and culture.

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require public bodies to prepare Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Consultation on a draft Gaelic Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Aberdeen City Council will consult publicly on the draft of its Gaelic Language Plan in March/April 2015 and take into account representations made to it during the consultation process.

Approval of Aberdeen City Council’s Gaelic Language Plan:

Aberdeen City Council’s Gaelic Plan will be submitted to Bòrd na Gàidhlig for approval on 12th June 2015.

Overview of the functions of Aberdeen City Council and the use of Gaelic within our area of operation

Background Information about the City of Aberdeen

The city of Aberdeen, Obar Dheathain, is bordered by Aberdeenshire and has a stretch of sandy coastline along the North Sea. Aberdeen is situated between two river mouths – the river Dee and river Don. Located at the mouth of the Don, Old Aberdeen is believed to be the location of the first settlement of Aberdeen, *Aberdon*, deriving its name from the Pictish word ‘*Aber*’ meaning ‘river mouth’. The city now includes the former burghs of Old Aberdeen, New Aberdeen, Woodside and the Royal Burgh Torry.

Aberdeen is Scotland’s third most populous city with an estimated population of 222,973 (Scottish Census 2011 results). The city has a lower median age for both females (37) and males (35) than the rest of Scotland (42 and 40 respectively). However the city also has a lower percentage of young people less than 17 years of age. Aberdeen has a ratio of 49.4% males to 50.6% females compared to the national ratio of 48.5% males to 51.5% females.

Business and industry in Aberdeen

The traditional industries of fishing, paper-making, shipbuilding and textiles have been largely replaced in Aberdeen over the past three decades by a buoyant oil industry. The fishing ports of Peterhead and Fraserburgh have overtaken as the North East’s fishing capitals but investment and expansion of Aberdeen Harbour, one of Europe’s most modern ports and also one of Britain’s oldest businesses has ensured that Aberdeen harbour has not seen the decline similar ports have suffered.

Aberdeen is recognised as one of the UK’s most competitive cities, the Gross Valued Added (GVA) figure per head of population for Aberdeen is £28,731, 38% above the Scottish average.

The City has significantly higher proportions of households with income over £40,000 compared to the other key cities in Scotland and the Scottish average. In 2012, 25% of Aberdeen City’s working age population earned less than £14,811 compared to £13,395 in Scotland.

	£0 - £10,000	£10,001 - £20,000	£20,001 - £30,000	£30,001 - £40,000	Over £40,000
Aberdeen City	17%	32%	18%	13%	19%
Scotland	18%	34%	20%	14%	14%

Figure 1: Household Income, 2009/10

According to the Income and Poverty Modelled Estimates, in 2011, 9% of Aberdeen City’s working age population was income deprived compared to 13% in Scotland. However, out of 47 Intermediate Zones in Aberdeen eight have below £22,000 median household income. West End North has the highest median income of

£51,000, which is more than double the median income of Torry East, which has the lowest income.

Linguistic make-up of Aberdeen

Aberdeen is a linguistically rich city with higher than the national average rates of bilingualism. 14.5% of Aberdeen's population use a language other than English at home compared to the national 7.4%. Scots is spoken by a higher percentage of the city's residents than is spoken nationally with 35.5% of the population with spoken ability in Scots (30.1% nationally). Doric (Mid Northern Scots) is the dialect of Scots used in the North East. The term Doric is understood to have originated from a humorous reference to the ancient Doric dialect of the ancient Greek language which was said to have a more rustic tone than Attic Greek spoken in Athens. 2.9% of Aberdeen's residents speak Polish at home.

Art and Culture in Aberdeen

Residents of Aberdeen and visitors to the city are well served for culture, music and art. Aberdeen Performing Arts manages His Majesty's Theatre, Music Hall and The Lemon Tree, producing, commissioning and creating programmes for each. It has built a strong reputation in small to large scale theatre, music and dance, curated programmes and imaginative collaborations. Working with partners in the city they aim to develop the cultural offer and promote this offer nationally and internationally.

Located in the heart of historic Aberdeen, The Tivoli Theatre is one the city's most remarkable Grade A buildings and a rare and near intact example of a Victorian theatre. After major external renovation work as part of the Green Townscape Heritage Initiative, and regeneration work supported by Historic Scotland this beautiful building reopened its doors in 2013 after a 16 years closure.

ACT (Arts Centre & Theatre) Aberdeen has at its heart performing arts tuition and is nationally recognised as an inclusive community centre. The auditorium regularly plays host to music and drama events and the gallery offers local artists and photographers a platform to showcase their work.

Aberdeen Art Gallery is the main visual arts space in the city and houses one of the finest art collections in Britain with paintings, sculptures and graphics from the 15th century to the present day. Currently undergoing a major redevelopment, the gallery is closed until winter 2017.

Peacock Visual Arts is the main contemporary arts organisation in Aberdeen and is supported by Aberdeen City Council and Creative Scotland. Organising an annual programme of national and international contemporary art exhibitions, talks and workshops the centre also provides the widest range of media hire and workshop space openly available anywhere in Scotland.

Aberdeen Maritime Museum is situated in the historic Shiprow, offering a spectacular view of Aberdeen harbour. The collections cover shipbuilding; fishing and port history; whalers and is also the only place in the UK to see displays on the North Sea

and gas industry. The museum incorporates Provost House, which was built in 1593 making it one of the oldest domestic buildings in the city.

Background Information about the Public Authority

In 1975, the County of City was combined with Bucksburn, Dyce, Newhills, Old Machar, Peterculter and the Stoneywood areas of the County of Aberdeen and the Nigg area of the County of Kincardine including Cove Bay to form the Aberdeen District of the Grampian Region. This district became the council area of Aberdeen City in 1996.

The city's wards are represented by 43 councillors (17 Labour, currently 13 Scottish National Party (SNP), 5 Liberal Democrat, 2 Conservative, 3 Independent and 1 Non-Aligned) and following the 2012 election Aberdeen City Council is controlled by a coalition of Scottish Labour, Scottish Conservative and Independent. There are currently two vacancies on the council following the resignation of two SNP councillors to take up seats as Westminster MPs. The council serves its communities through four directorates in addition to the Office of the Chief Executive. These are: Communities, Housing and Infrastructure; Corporate Governance; Education and Children's Services; and Adult Health and Social Care (Integrated Service with NHS). Aberdeen City Council has a revenue budget of £455.5million to spend on key services for 2015/16.

The Council Committee structure is as follows:-

- Council
- Audit, Risk and Scrutiny Committee
- Communities, Housing and Infrastructure Committee
- Education and Children's Services Committee
- Finance, Policy and Resources Committee
- Licensing Committee
- Petitions Committee
- Planning Development Management Committee

Each Committee has its own distinctive remit which allows it to make decisions. These are known as the Committee Orders of Reference. The Committees meet on an eight week cycle. The business of Council and its Committees is governed by the Council's Standing Orders. These are a set of rules which govern the procedures to be followed prior to and at Council and Committee meetings.

Officers also make decisions that help the Council govern and provide services. The Council has delegated powers to officers to give them the authority to make decisions in its behalf. These are outlined in detail in the Scheme of Delegation.

Committee meetings are open to members of the public. Individuals can ask to address the Committee by making a deputation and can also submit a petition for consideration by the Petitions Committee.

In order to compete with other global cities Aberdeen will need to invest in various elements of its 'offer' by enhancing its cultural heritage, promoting strong, safe communities, and investing in high quality infrastructure. Shaping Aberdeen is a long term plan of how we can make this city a great place to live in, work in and visit. Resulting from the Strategic Infrastructure Plan five key goals have been outlined:

- A step change in the supply of housing
- High quality digital connectivity at home and at work
- Better local transport
- The skills and labour that Aberdeen needs to thrive
- A better image for Aberdeen.

Councillors have approved a near £400 million five-year capital investment plan to deliver on our vision 'shape Aberdeen' through key projects which include but are not limited to:

- City Centre Regeneration
- Art Gallery Redevelopment
- Housing and Wider Regeneration
- The Dyce Drive Link Road
- The Aberdeen Western Peripheral Route
- A Third Don Crossing
- School Estate Strategies
- Social Care Facilities
- The Tillydrone Extra Care Village
- Refurbishment of the Aberdeen Arts Centre
- Renovation and refurbishment of the Music Hall

The Council has a range of employment types including full-time, part-time, job-share, fixed-term, term-time and zero hours reflecting the complex and diverse range of services we provide. In addition, there are individuals who work for the Council on an irregular basis, including reliefs, casuals, and supply teachers. Using a 'snap shot' position (as at 30/1/13), Aberdeen City Council employs approximately 9,300 persons, with a full-time equivalent of approximately 7,800.

Gaelic within the Authority's area of operation

Although Scottish Gaelic has not recently been a primary language on the North East Coast it was once spoken in the region as is attested by Goidelic place names in the region:

- Cults - A' Chùilt, from Coilltean, the Scottish Gaelic word for "Woods"
- Kincorth - a corruption of the Scottish Gaelic "Ceann Coirthe", which probably refers to an old pillar or standing stone, coirthe
- Kittybrewster - Cuidhe Briste, a Celtic derivation from Cuitan Briste, meaning "broken fold"

- Peterculter – Cultair, the latter part of the name is said to come from the Gaelic compound word "Cul-tir", which signifies the "back part" of the country
- Tillydrone - Tulach Droighne, the name is a corruption of the Scottish Gaelic "Tulach Droighne", meaning a knoll with thorn trees growing on it

The last known speaker of the Aberdeenshire dialect, Mrs Jean Bain, of Braemar died in 1984. The oldest examples of Scottish Gaelic originate from Old Deer, in the district of Buchan, around 30 miles north of Aberdeen. A small manuscript of the Gospels in vulgate, it contains Scottish Gaelic writing in the margins. This manuscript "The Book of Deer" is now held in The Cambridge University library.

The 2011 census results show that the City of Aberdeen has a total number of 1636 Gaelic speakers. This represents 0.8% of the population in comparison to Scotland's 1.1% of the population. Figure 2 shows a breakdown of Gaelic Language Skills for the city of Aberdeen.

Aberdeen City		
	No.	%
All people aged 3 and over	215,597	-
Understands but does not speak, read or write Gaelic	1,200	0.6%
Speaks, reads and writes Gaelic	929	0.4%
Speaks but does not read or write Gaelic	553	0.3%
Speaks and reads but does not write Gaelic	146	0.1%
Reads but does not speak or write Gaelic	269	0.1%
Other combination of skills in Gaelic	77	0.0%

Figure 2: Gaelic Language Skills in Aberdeen

Aberdeen City Council provides Gaelic Medium Education at various stages including a Gaelic nursery and primary education. Pupils can continue their Gaelic studies at Hazlehead Academy.

A parent and child group, currently based at Gilcomstoun School meet on Wednesday and Friday mornings. The aim of the group is to have lots of fun with the children and to introduce them and their parents to Gaelic through arts, crafts, play and song. Gaelic learner language classes are run on a Friday morning for parents.

The Gaelic nursery at Gilcomstoun School opened in 1999. This is a well-equipped nursery where the children follow the same curriculum as other nurseries but in the medium of Gaelic.

The Gaelic Medium Primary Unit opened in Gilcomstoun Primary School in 1991. The unit is fully integrated within the school and has taken part in various activities a visit to the local Mod in Inverness, International Mother Language Day and various Gaelic television productions. The Gaelic Unit currently has 2 classes – primary 1-3 and primary 4-7.

Class	Number of pupils	Staff Employed
Nursery	11	1 Gaelic nursery nurse
Primary 1	6	1 Gaelic teacher
Primary 2	4	
Primary 3	8	
Primary 4	2	2 Gaelic part time teachers (1 FTE)
Primary 5	3	
Primary 6	1	
Primary 7	6	

Figure 3: Number of pupils receiving Gaelic Medium Education at Gilcomstoun Primary

Hazlehead Academy is the designated secondary school within Aberdeen City where provision is made for pupils to continue studying Gaelic Language. Children are offered Gaelic as a subject at all stages.

Delivered through the Curriculum for Excellence S1 – 3 pupils follow a broad general education, which aims to teach them numerous skills, such as research, communication, reading, writing different kinds of texts, as well as pulling in experiences and skills in numeracy and health & wellbeing. In S4 – 6 they have the option to study for Nationals, Higher or Advanced Higher. These are the certificated classes with exams at the end (National 5 and above).

All classes are delivered exclusively through the medium of Gaelic. In National courses, there is a focus placed on becoming familiar with contexts (society, culture, employment, and health & wellbeing language) and being able to use these in the understanding and creation of texts. Literature study increases in Higher and Advanced Higher.

Class	Number of pupils
S1	2
S2	3
S3	2
Nat 5 Gàidhlig	1
Higher Gàidhlig	2
Advanced Higher Gàidhlig	2
Nat 5 Gaelic	1
Higher Gaelic	2

Figure 4: Number of pupils receiving Gaelic Education at Hazlehead Academy

Young people from Hazlehead have participated in Deasbad BTA Alba, the BT Scotland National Gaelic Schools Debate for several years. Pupils auditioned for roles in “Bannan” (first series screened on BBC Alba in 2014) in February 2015. Bòrd na Gàidhlig will visit pupils to discuss careers in March 2015. A class trip to a Gaelic drama is organised for March 2015 along with an accompanying creative writing workshop delivered by a visiting author.



Image 1: Orla MacDonal and Iona MacDonal of Hazlehead Academy at Deasbad BTA Alba, the BT Scotland National Gaelic Schools Debate © MMU, Comhairle nan Eilean Siar

Sradagan, a Gaelic youth group, is run by Comann nam Pàrant (CnP), the parents' management committee for children who attend the Gaelic primary unit. The group meets once a week on Thursday evenings from 6pm to 7.30pm. The aim of the group is to enable children to use their Gaelic out with the school environment.

Club Gàidhlig Obar Dheathain (Aberdeen Gaelic Club) was formed in October 2004 and provides Gaelic evening classes, day courses, Gaelic song workshops and coffee afternoons as well as organising ceilidhs and talks.

Aberdeen Gaelic Choir formed in 1952. The choir sings, in four part harmony, a range of Gaelic songs. They are traditional and modern with lovely melodies which form part of Scotland's centuries-old culture. Every year they perform at different events and compete in provincial mods, climaxing in the Royal National Mod in October. Some choir members speak Gaelic and many have an interest in the language and culture. There is no requirement to be able to speak Gaelic or read music as word and music recordings are provided as well as tuition at practices.

The City of Aberdeen has hosted the National Mòd on four occasions, 1946, 1955, 1964 and 1976.



Image 2: The Queen Mother and Princess Margaret arriving at Aberdeen Music Hall for the 1955 National Mòd © The Scotsman Publications Ltd. Licensor www.scran.ac.uk

As part of the 100 words project organised by Aberdeen City Council's Community Learning Team Aberdeen residents were invited to submit their favourite Doric word. Working with Gilcomstoun Primary School who submitted their favourite Gaelic words the resulting 100 words were then turned into an artwork by local artist Gabrielle Reith.



Image 1: 'Carnegie' by artist 'Gabrielle Reith © Gaia Photography

Aberdeen Performing Arts have brought Gaelic performance and music to the North East as part of their cultural programme with acts such as MÀNran, Capercaillie, The Shee, Breabach, Daimh and Julie Fowlis; productions such as Dunsinane, and Fiona Kennedy and the Kist; and the Sound Festival Mr McFall's Chamber *Remember/Imagined*.

Aberdeen Music Hall hosted the 2013 MG Alba Scots Trad Music Awards which is an annual event highlighting Scotland's traditional music in all its forms. The event

receives live coverage on BBC Alba and attracts over 100,000 votes from across the world.

The University of Aberdeen has a long and prestigious history of teaching Gaelic with a particular emphasis on modern, Scottish Gaelic. The Department of Gaelic provide courses in Gaelic language, culture and literature. The University also delivers undergraduate programmes and postgraduate diplomas for Primary Teaching in the Medium of Gaelic, and teaching Gaelic as a language subject in primary or secondary.

Established by the University in 2013, the May festival showcases the world-class research been undertaken at the university and is fast establishing itself as a highlight in the North East cultural calendar. Gaelic events feature strongly at the festival and visitors can listen to Gaelic lectures, short films, music and song as well as introduce their children to Gaelic through fun Bookbug and song sessions.

The University of Aberdeen, Aberdeenshire Council and the Cairngorms National Park Authority all have Gaelic Language Plans in place which creates local opportunities for creative learning opportunities and collaborative projects.

Further opportunities are available through national bodies such as Creative Scotland, the Forestry Commission, Historic Scotland, Learning Teaching Scotland, the National Galleries of Scotland, Scottish Funding Council, Scottish National Heritage, Skills Development Scotland, and Visit Scotland all of which have approved Gaelic Language Plans.

Gaelic within the public authority

A survey on ability and interest in the Gaelic language was conducted in February 2015 which 517 members of staff took the time to complete. The results from this survey are as follows:

Can you understand Gaelic? (Please choose one option)		
Answer Options	Response %	Response Count
I can fully understand Gaelic	1.7%	9
I can understand most daily conversation	2.9%	15
I can understand some Gaelic words and phrases	23.8%	123
I do not understand any Gaelic	71.6%	370
<i>answered question</i>		517
<i>missed question</i>		0

Can you speak Gaelic? (Please choose one option)		
Answer Options	Response %	Response Count
I can speak Gaelic fluently	1.4%	7
I can hold a basic Gaelic conversation	3.1%	16
I can exchange simple greetings in Gaelic	17.8%	92
I cannot speak any Gaelic	77.8%	402
<i>answered question</i>		517
<i>missed question</i>		0

Can you read Gaelic? (Please choose one option)		
Answer Options	Response %	Response Count
I can read and understand Gaelic books and articles	1.5%	8
I can read and understand simple sentences	3.7%	19
I can read and understand limited words and greetings	12.0%	62
I cannot read any Gaelic	82.8%	428
<i>answered question</i>		517
<i>missed question</i>		0

Can you write Gaelic? (Please choose one option)		
Answer Options	Response %	Response Count
I can write Gaelic without difficulty (emails, letters, reports)	1.2%	6
I can write a few sentences in Gaelic	3.5%	18
I can write some simple greetings and words	6.4%	33
I cannot write Gaelic	89.0%	460
<i>answered question</i>		517
<i>missed question</i>		0

Have you ever been taught/ studied Gaelic?		
Answer Options	Response %	Response Count
Yes	14.7%	76
No	85.3%	440
<i>answered question</i>		516
<i>missed question</i>		1

If yes, please tell us where you were taught/ studied Gaelic? (Please tick all that apply)		
Answer Options	Response %	Response Count
In primary school	42.6%	29
In secondary school	33.8%	23
At college or university level	16.2%	11
At an evening class	33.8%	23
Through a training course at work	1.5%	1
Through distance learning	8.8%	6
I have never learnt Gaelic	0.0%	0
Other (please specify)		21
<i>answered question</i>		68
<i>missed question</i>		449

Some ways in which staff reported learning Gaelic were specified as:

- Nursery/cròileagan; Saturday classes when a child; Self education at home when children were younger.
- My family are fluent in Gaelic; my family speak Gaelic; My mother tongue; brought up speaking in family home
- Speaking Our Language on BBC Alba; Book & recordings; Online

The number of staff interested in learning Gaelic or improving their language ability was very positive.

Do you have any interest in learning Gaelic or improving your current Gaelic language ability?		
Answer Options	Response %	Response Count
Yes	45.6%	234
No	54.4%	279
<i>answered question</i>		513
<i>missed question</i>		4

What training opportunities would be of interest to you? (Please tick all that apply)		
Answer Options	Response %	Response Count
Evening classes	46.7%	107
Lunchtime classes within work	51.5%	118
A course on OIL (Online Interactive Learning, the council's eLearning portal)	67.7%	155
Home study	48.0%	110
An Intensive week-long course	42.8%	98
A formal qualification	34.1%	78
Other (please specify)		10
<i>answered question</i>		229
<i>missed question</i>		288

Other suggestions given for training opportunities and issues with ability;

- Conversation sessions with Gaelic speakers
- Use of IT to practise - listen and respond type activity. Wee film clips etc.
- Any method that does not require a commitment at the same time each day or week
- Study sheets available online giving basic words - numbers, colours, days, basic greetings, etc.
- Day release one day per week for few months
- I am aware that my spelling / grammar are erratic
- Letters and information posters in Gaelic

Have you ever come across Gaelic being used in your workplace?		
Answer Options	Response Percent	Response Count
Yes	10.5%	53
No	89.5%	451
<i>answered question</i>		504
<i>missed question</i>		13

Examples given of experiencing Gaelic used in the workplace included:

- Language development at An Comann Gàidhealach (organisers of the Royal National Mòd) and Comann nam Pàrant (parent and child group) and also as a teacher of Gaelic
- We have a few Gaelic speakers in Aberdeen City Council Roads who occasionally lapse into it
- When dealing with other Scottish Authorities in my day to day work.
- Aberdeen City Council when I was a student social worker in a care home
- National Trust for Scotland. Certain events would have an element of bilingual spoken and written English / Gaelic
- Provision of resources such as books, poems, language, courses etc. part of library service provision and services
- Within Aberdeen City Council when I have heard staff using it when talking to visitors at the museum
- Library service delivering Gaelic Bookbug sessions
- Communication from Scottish Qualifications Authority
- My work with Adventure Aberdeen for Aberdeen City Council, we use Gaelic for place names most days
- National museums and galleries displays, documents and labels
- My Manager speaks Gaelic and we have held conversations
- I taught Gaelic in Switzerland years ago!

Would you like to see the use of Gaelic increased in the workplace?		
Answer Options	Response %	Response Count
Yes	33.1%	163
No	66.9%	329
<i>answered question</i>		492
<i>missed question</i>		25

Staff were asked in what way they would like to see the use of Gaelic increased in the workplace and some of the responses were as follows:

- We have translations available for most other languages so it would be good if the same was available for Gaelic
- If it were used alongside English words on signs etc. then we would become more familiar with it and begin to see an increased level of interest in learning it
- I think it would be interesting from a cultural perspective to have both languages on official documentation.
- Local use for parks and green space
- Dual language signage
- Incorporated into schools, particularly at primary school level

- Communication with citizens who are fluent in Gaelic, website publication, civic ceremonies/presentation material
- I would like Gaelic speakers to be available to speak to people in e.g. nursing homes if required as I have come across situations where people with dementia have started speaking in Gaelic and no-one knew what they were saying
- I would like Looked After Children to have the ability to be aware of and make use of resources which could teach them the language
- Letters for our GMU parents written in Gaelic the same way as the other languages are catered for
- Basic training courses to be supported. Qualifications to be supported
- To help Scotland and Aberdeen City Council enhance its identity
- Using arts and culture as a vehicle so that people can explore it in context and also to explore the relevance of the language now

An open ended question on opinions on how Aberdeen City Council can support the Gaelic language in general elicited the following responses:

- It shouldn't support it. It's a dead language. Tax payer's money would be better spent on live languages such as Spanish, Mandarin and Arabic.
- I'm sick of the tail wagging the dog and the Gaelic Mafia insisting that the Gaelic language is important to Scotland. Given the rise in Polish as the chosen bilingual language of Aberdeen I would have thought this the more important language to promote in a forward looking modern country rather the backward looking shortbread-tin version of Scottish history.
- Waste of time, would be far more utility in us all learning an eastern European language (i.e. a language that is actually spoken as a first language by some people in Aberdeen)
- In my role speaking an eastern European language would be more beneficial such as Polish or Latvian- although I fully understand the need to try and retain Gaelic-as its part of our Scottish heritage- sadly, I've met a handful of Gaelic speakers compared to those client who hail from eastern Europe.
- If the survey finds there is considerable demand, the Council could make available documents in Gaelic (as it does in other languages like Polish, or Braille/large print etc.) but probably the most effective way of supporting the Gaelic language to remain living would be to embed it in the curriculum in schools - is there demand for this? And where does Doric fit into the curriculum? Does Doric command similar attention and respect?
- ACC should recognise that Gaelic has traditionally not been spoken in the NE for a very long time, hence the proliferation of Doric in these parts. Having said that, acknowledging and embracing the language for the cultural heritage it provides would be good. Although the NE is no longer a Gaelic heartland, the place names are all of Gaelic origin would make people have more time and respect for the language.
- It should not waste its time on Gaelic. Scots the more relevant indigenous language to the NE should be Aberdeen City Council's focus.
- I would prefer to see Doric supported rather than Gaelic, as a more local language.
- Gaelic on Council vehicles. Addition of Gaelic as an optional language on documents and fliers. Bringing the Mod to Aberdeen.

- Keep on teaching it to those who wish to study it - the language shouldn't be allowed to die
- By taking some first steps involving increased visibility of the language in the context of its extended reach within the Community, Aberdeen City Council, could generate an awareness of the Gaelic medium which, potentially, might encourage curiosity and, hopefully, interest in its use more widely.
- Are there already programmes to develop the Gaelic language happening in our libraries?
- Aberdeen City Council could support the Gaelic language through the Arts - media, history and language input combined for various age groups across the City.

The results of the survey with regards to Gaelic Education can be views in chapter 3 of this plan.

Comments from the Public Consultation exercise appear at chapter 5 the end of the plan.

CHAPTER 2 - CORE COMMITMENTS

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:-

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

Section 1 - Identity

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.

Aberdeen City Council is in the process of finalising a corporate management restructure which has seen the creation of a new Communication and Promotion Service. This service brings together teams currently working on advertising, city and civic events, city promotion, design, digital communications, freedom of information, internal communications, marketing, media relations, public reporting, twinning and web activity.

The service has as its core role a responsibility of improving the Council's communication and engagement with the people of Aberdeen. In addition, by raising awareness of the Council's work and achievements and that of our partners in Aberdeen this service will also ensure that Aberdeen is recognised as a great place to live, work in and visit.

Gaelic does not feature in our corporate identity or signage. A Communication and Promotion Strategy is currently in development and areas in which Gaelic can be incorporated will be considered as part of the development process. Corporate guidelines will be developed to mainstream the consideration of Gaelic in future branding initiatives and ensure that equality of respect for Gaelic with reference to English is demonstrated where Gaelic does feature.

Aberdeen City Council recognises the importance of extending the visibility of Gaelic and increasing its status.

Corporate Identity			
Current Practice: Gaelic is not visible in any of the council's corporate identity			
Development Area	Actions	Timescale	Lead Officer
Bilingual logo	Consideration will be given to the inclusion of Gaelic at the next rebranding of the Council logo. Guidelines will be	On council rebrand	Head of Communications and Promotion

	developed for the use of the Gaelic language in conjunction with our current corporate logo		
City branding initiatives	Gaelic will be considered in future rebranding initiatives for development sites and projects	Future Projects	Head of Communications and Promotion
Gaelic version logo	A Gaelic version of the council's logo will be created and used with reference to Gaelic education and initiatives	By June 2016	Head of Communications and Promotion
Vision Statements / Straplines	Vision statements and straplines will be rendered bilingually on Education documents and other selected council documents	By June 2016	Head of Communications and Promotion
Scottish Government's Strategic Objectives assisted: 1, 2			

Signage (Internal and External)

Current Practice: Gilcomstoun School which provides Gaelic Medium Education features a bilingual sign. Aberdeen City Council does not have a policy of providing bilingual corporate, vehicle or street signage.

Development Area	Actions	Lead Officer	Costs & Funding
Road Entry Signs	Bilingual road entry signs will be provided by the council where they have jurisdiction, displaying equality of respect for both languages. We will liaise with BEAR Scotland regarding trunk routes out-with our jurisdiction to ensure consistency	On renewal or replacement.	Head of Communications and Promotion
Bilingual Street Signs	Bilingual street signs when new or being renewed, with equality of respect for the languages will be considered on a case by case basis	Beginning Jan 2016 and ongoing for the duration of our 5 year plan.	Head of Communications and Promotion
Marischal College Signage	Signage for the Marischal College building is currently under review and Gaelic signs will be incorporated for key signs such as welcome signs and service titles with equality of respect demonstrated for both languages	By June 2016	Head of Communications and Promotion
Vehicle Livery	Gaelic will be considered when vehicle signs are being replaced or renewed, with equality of respect shown for the languages	Beginning Jan 2016 and ongoing for the duration of our 5 year plan.	Head of Communications and Promotion

Multilingual Signs and Plaques	Gaelic will be included in multilingual signs and plaques, displayed with equality of respect to English	For lifetime of plan	Head of Communications and Promotion
Parks and Gardens	Consideration will be given to the inclusion of Gaelic in the current review of park and garden signage.	By June 2017	Head of Communications and Promotion
Scottish Government's Strategic Objectives assisted: 1, 2			

Section 2 – Communications

Rationale:

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible 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 opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

Aberdeen City Council recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area. We will support staff in developing their Gaelic communication skills and where provision is available we will commit to making this known to service users.

Reception			
Current Practice: The Council does not make provision for Gaelic in reception areas.			
Development Area	Actions	Timescale	Lead Officer
Active offer Policy	Where provision is available it will be visibly promoted	June 2016 and for the duration of our Gaelic Language Plan	Head of IT, Customer Service and Performance
Language Learning	Basic Gaelic greetings will be made available via our intranet to support reception staff to greet service users who communicate in Gaelic	By June 2016	Head of HR & OD
Scottish Government's Strategic Objectives assisted: 1, 2			

Telephone			
Current Practice: The Council does not currently have a policy with regards to calls received in Gaelic or regarding Gaelic issues.			
Development Area	Actions	Timescale	Lead Officer
Guidance Note	A guidance note will be prepared which will explain to staff how calls received in Gaelic should be dealt with. This will also detail the appropriate contacts for Gaelic services	By June 2016	Head of HR & OD
Language Learning	Administration staff in Education who may receive Gaelic calls will learn basic Gaelic greetings. These key phrases will be made available via our intranet to all staff	By June 2016	Head of HR & OD
Voice Mail Messages	Staff with Gaelic in their job remit will provide a bilingual voice mail for their callers	By June 2016	Head of HR & OD Head of Education Services
Scottish Government's Strategic Objectives assisted: 1, 2			

Mail and E-mail			
Current Practice: The council does not have a policy with regards to Mail and E-mail.			
Development Area	Actions	Timescale	Lead Officer
Mail and E-mail received in Gaelic	A guidance note will be prepared illustrating what procedure to take when correspondence in Gaelic is received. Correspondence	By June 2016	Head of IT, Customer Service and Performance Head of Education Services

	received in Gaelic will be responded to in Gaelic.		
E-mail signatures & automated Out of Office replies	Staff with Gaelic in their job remit will provide their signatures and out-of-office replies bilingually	By June 2016	Head of HR & OD Head of Education Services
Active Offer Policy	Staff with Gaelic ability will be encouraged to make this provision known through their e-mail signature	By October 2016	Head of HR & OD
Scottish Government's Strategic Objectives assisted: 1, 2			

Forms			
Current Practice: The council does not have a policy regarding the use of Gaelic in forms.			
Development Area	Actions	Timescale	Lead Officer
Forms received in Gaelic	The council will commit to receiving forms completed in Gaelic and responding to such forms where possible in Gaelic	Over lifetime of plan	Head of IT, Customer Service and Performance
Education Forms	Forms regarding education will be audited and recommendations made for wider use of Gaelic where it would be valued by service users	Over lifetime of plan	Head of Education Services
General Forms	The council will in the first instance utilise TòMaS* the Gaelic Translation Memory Service if a Gaelic translated form is requested. Similarly we	Over lifetime of plan	Head of IT, Customer Service and Performance Head of Education Services

will share standard text forms we have translated with this service for use by other public bodies

Scottish Government's Strategic Objectives assisted: 1, 2

Public Meetings

Current Practice: The council does not make any provision for the use of Gaelic in public meetings.

Development Area	Actions	Timescale	Lead Officer
Education Meetings	Where there is reasonable service user demand public meetings will be conducted bilingually	Over lifetime of plan	Head of Education Services
Active offer Policy	Where provision is available at general meetings it will be visibly promoted	Beginning June 2016 and for the duration of our Gaelic Language Plan	Head of IT, Customer Service and Performance

Scottish Government's Strategic Objectives assisted: 1, 2

Complaints Procedure

Current practice: The council does not make any provision for including Gaelic in its complaints procedure.

Development Area	Actions	Timescale	Lead Officer
Guidance Note	A guidance note will be prepared for staff on how to treat complaints received in Gaelic.	By June 2016	Head of IT, Customer Service and Performance

Scottish Government's Strategic Objectives assisted: 1, 2

Section 3 – Publications

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.

Aberdeen City Council is committed to increasing the use of Gaelic in publications where the subject matter relates to Gaelic issues at a minimum, and increasing visibility of the language more generally where we believe it can add value and will be appreciated.

Public Relations and Media			
Current Practice: The council does not have a policy for the use of Gaelic with regards to public relations and media.			
Development Area	Actions	Timescale	Lead Officer
Social Media	Facebook posts and tweets regarding Gaelic Education and Gaelic Events will be published bilingually	Beginning Oct 2015 and for the lifetime of this plan	Head of Communications and Promotion
Press Releases	Press releases on Gaelic initiatives will be provided bilingually to requesting publishers	Beginning Oct 2015 and for the lifetime of this plan	Head of Communications and Promotion
Collaborative approach with other bodies providing Gaelic opportunities	Working with organisations such as Aberdeen University, Aberdeen Gaelic Club, Aberdeenshire Council and the Cairngorms National Parks we	Beginning Oct 2015 and for the lifetime of this plan	Head of Communications and Promotion

	will promote opportunities to get involved with Gaelic culture and learn the Gaelic language		
Partnership working	Third sector organisations working with the council will be encouraged to deliver PR information regarding Gaelic events bilingually	Beginning Oct 2016 and for the lifetime of this plan	Head of Communications and Promotion
Scottish Government's Strategic Objectives assisted: 1, 2			

Printed Material			
Current Practice: The council does not have a policy for the use of Gaelic in printed material.			
Development Area	Actions	Timescale	Lead Officer
Guidelines	We will develop guidelines for the use of Gaelic in future council documents	Beginning Jan 2016 and for the lifetime of this plan	Head of Communications and Promotion
Gaelic Medium Education Documents	Articles regarding Gaelic Medium Education at Gilcomstoun Primary School and Gaelic Education at Hazlehead Academy will be provided bilingually	Beginning April 2016 and for the lifetime of this plan	Head of Education
School Prospectus, newsletters and yearbooks	Schools providing Gaelic Medium Education and Gaelic Secondary Education will provide articles regarding Gaelic bilingually. Consideration will be given to where Gaelic can be included throughout the documents to	Beginning April 2016 and for the lifetime of this plan	Head of Education

	increase its status and visibility		
Standards & Quality Report	The council's annual Education Standards and Quality report will include a bilingual foreward and chapter titles	Beginning April 2016 and for the lifetime of this plan	Head of Education
Scottish Government's Strategic Objectives assisted: 1, 2			

Websites			
Current Practice: The council does not have a policy for the use of Gaelic on its websites.			
Development Area	Actions	Timescale	Lead Officer
Gaelic Services	Information regarding the council's Gaelic services will be provided bilingually	By June 2016	Head of Education
Expansion of Gaelic related material	We will identify material which would be of interest to the public relating to Gaelic in Aberdeen and provide this information bilingually	By June 2018	Head of Cultural Services
Website Guidelines	Our website guidelines will be updated as part of the Communication and Promotion Strategy with guidance on the inclusion and treatment of Gaelic	By June 2016	Head of Communications and Promotion
Scottish Government's Strategic Objectives assisted: 1, 2			

Exhibitions

Current Practice: The council does not have a policy for the use of Gaelic at exhibitions.

Development Area	Actions	Timescale	Lead Officer
Exhibition guidelines	We will develop guidelines for the use of Gaelic in our future exhibitions and exhibitions to which the council contributes. These will stipulate the minimum visibility Gaelic must be given at events where the language features and encourage bilingual treatment at Gaelic events.	By June 2016	Head of Communications and Promotion

Scottish Government's Strategic Objectives assisted: 1, 2

Section 4 – Staffing

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 within a public authority.

Aberdeen City Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. Aberdeen City Council also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Training			
Current Practice: The council does not provide staff with training with regards to Gaelic.			
Development Area	Actions	Timescale	Lead Officer
Guidance note	Guidance will be prepared for staff regarding our Gaelic services, key staff enquiries can be transferred to, support bodies for the delivery of the Gaelic language plan and funding opportunities	By June 2016	Head of HR and OD
Gaelic Awareness Training	Gaelic awareness training will be given to Service Managers whose services are involved in the delivery of this plan. Gaelic awareness material will be	By June 2017	Head of HR and OD

made available via our training portal to all staff
Scottish Government's Strategic Objectives assisted: 1, 2

Language Learning			
Current Practice: The council does not provide staff with Gaelic language learning opportunities.			
Development Area	Actions	Timescale	Lead Officer
Workplace Classes	Staff will have lunchtime or evening Gaelic classes made available to them in the workplace targeting staff who will be involved in the Gaelic Language Plan	By June 2017	Head of HR and OD & Head of Education
Community Classes	Classes being run in the city and Shire through Aberdeen Gaelic Club and the University of Aberdeen will be promoted to staff	By June 2016	Head of HR and OD & Head of Education
Gaelic courses	Week long residencies and immersion courses will be promoted to teachers and key staff involved with the Gaelic Language Plan	By June 2016	Head of HR and OD & Head of Education
Gaelic learning resources	Resources will be made available via our online learning portal to all staff	By June 2016	Head of HR and OD & Head of Education
Scottish Government's Strategic Objectives assisted: 1, 2			

Recruitment

Current Practice: Where the ability to speak or write Gaelic is an occupational requirement, the candidate's linguistic ability is taken into consideration.

Development Area	Actions	Timescale	Lead Officer
Gaelic Education Campaign	We will run a campaign to promote the opportunities available to teachers to both train to teach in Gaelic Medium Education, and Gaelic language and culture as subject	June 2016	Head of Education & Head of HR and OD
Staff Audit	Gaelic ability in the workforce will be audited to identify staff to help with the implantation of this plan	June 2017	Head of HR and OD

Scottish Government's Strategic Objectives assisted: 1, 2

Advertising

Current Practice: The council currently has no policy in place with regards to advertising in Gaelic

Development Area	Actions	Timescale	Lead Officer
Gaelic Posts	Where Gaelic is an occupational requirement or desirable job adverts will be bilingual	Oct 2015	Head of HR and OD

Scottish Government's Strategic Objectives assisted: 1, 2

CHAPTER 3 – POLICY IMPLICATIONS FOR GAELIC

Implementation of the National Plan for Gaelic

Aberdeen City Council recognises that the various priority areas identified in the National Plan for Gaelic will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. We will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Plan for Gaelic initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, Aberdeen City Council will ensure that the impacts on Gaelic will be in line with the National Plan for Gaelic.

Overview of the National Plan for Gaelic

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

1. *Language Acquisition*

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

- increasing the use and transmission of Gaelic in the home
- increasing the number of children acquiring Gaelic in the school
- increasing the uptake and availability of Gaelic-medium education
- increasing the number of adult Gaelic learners progressing to fluency

2. *Language Usage*

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

- increasing the use of Gaelic in communities
- increasing the use of Gaelic in tertiary education and places of work
- increasing the presence of Gaelic in the media
- increasing the promotion of Gaelic in the arts
- increasing the profile of Gaelic in the tourism, heritage and recreation sectors

3. *Language Status*

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

- increasing the number of bodies preparing Gaelic Language Plans
- increasing the profile and prestige of Gaelic
- increasing the visibility and recognition of Gaelic

4. *Language Corpus*

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

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

Commitment to the Objectives of the National Plan for Gaelic

Aberdeen City Council is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

1. Language Acquisition

Aberdeen City Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. This section explains the steps we will take to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

Gaelic in the home

Rationale - Statistics show that though the number of Gaelic speakers in Aberdeen is 1636, a much lower number (405) use Gaelic in the home. Many parents with little or no Gaelic skills, choosing Gaelic Medium Education for their children, do so with an appreciation of the cognitive benefits of bilingualism and the cultural benefits of Gaelic Medium Education.

Gaelic learner language classes for parents are run on Friday morning at the Parent and Child Group. There is also a good range of classes and day courses available through Aberdeen Gaelic Club. Parents cited unsuitable timings and a lack of continuity/progression in the classes available to them and a desire to be more actively involved in their children's Secondary Education and ability to support their children with homework at that stage. It is important that parents of Gaelic Medium Education, prospective parents and parents of children receiving Gaelic language classes feel able to support their children with homework and are able to give their children the opportunity to use and normalise their Gaelic language skills in the home.

Library Services raised that though the availability of Gaelic Bookbug packs was promoted on the council's website, as parents receive their packs directly they have no reason to check the site. Though at one time the libraries stocked a range of Gaelic books they have not done so for some time.

Gaelic in the Home			
Aims:			
<ul style="list-style-type: none">• Improved provision of classes and support for parents• Increased use of Gaelic in the home and access to resources			
Development Area	Actions	Timescale	Lead Officer
Support for language learning for parents of GME children	An audit of current provision available to parents in the city for language learning	June 2017	Head of Education

	opportunities will be carried out and a strategy to develop parents' Gaelic ability developed through a collaboration with Aberdeen Gaelic Club and The University of Aberdeen		
Work with the Parental Support Comann nam Pàrant	Ensure parents feel supported and that concerns are addressed by meeting with the Parental Support Group on a regular basis	Jan 2016	Head of Education
Online Gaelic resources	Raise awareness of the online Gaelic resources available and online support for parents helping children with homework	June 2017	Head of Education
Promotion of Gaelic Bookbug Packs	We will review how Gaelic Bookbug packs are advertised and ensure staff involved in Early Years work are aware of the provision	June 2017	Head of Education
Ascertain demand for Gaelic materials in our libraries	We will trial a promotion of selected Gaelic publications to ascertain whether there is a demand to stock more Gaelic language books	June 2018	Head of Education
Scottish Government's Strategic Objectives assisted: 1, 2			

Gaelic in Education

Bilingualism across Europe is seen as being very normal, easily attainable and vibrant. The increase in Gaelic Medium Education is increasing the opportunity to be bilingual in Scotland. Research shows that bilingualism is beneficial for a child's development, their future and that the advantages of being bilingual hold true whatever that language may be. Some of the advantages of being bilingual are:

- An increased awareness of different cultures, other people and points of view
- Better ability in multitasking and focusing attention
- A better understanding of language syntax and increased ability to learn further languages
- Access to different literature, different ways of thinking and acting
- Gaelic bilinguals have a better understanding of the wider Scottish identity
- Research shows that children educated through Gaelic are on a par or outperform their peers educated in one language

More can be read on the benefits of bilingualism at www.bilingualism-matters.org.uk. Bilingualism Matters is a Centre at the University of Edinburgh who encourage bilingualism and second language learning. Scottish Gaelic has been studied along with many other languages.

Aberdeen City Councils is developing a *Gaelic Education Plan* which will be further developed and implemented by a Gaelic Development Officer. Aberdeen City Council staff were surveyed on their awareness of Gaelic Medium Education in the city and despite this provision being available since 1991, 50% of staff were unaware of it.

10% of the teachers surveyed indicated an interest in training for delivering Gaelic Medium Education or teaching Gaelic as a language in the classroom. There are a number of teachers working for the authority who are Gaelic speakers who could develop their skills to deliver their current subjects through the medium of Gaelic to extend provision in Secondary Schools or to teach Gaelic as a language as part of the 1+2 Initiative.

Gaelic in Education

Aims:

- Raised awareness of parents of children, 0-4years, of Gaelic medium education
- Increased numbers of children who are accessing Gaelic Medium Education

- Provision of an offer to primary 5,6,7 pupils of taster language sessions across Aberdeen schools
- Provision of a programme of opportunities to 15/16 year olds at secondary level to develop Gaelic conversation
- Pro-active support to pupils who are transferring from Gaelic education in the primary school to Secondary Schools, with the aim of increasing the numbers of pupils who choose Gaelic medium education in the secondary school

Development Area	Actions	Timescale	Lead Officer
Gaelic Development Officer	The council is currently in the process of recruiting a Gaelic Development Officer to develop and implement the Gaelic Education Plan	Immediate	Head of Education Services
Strategic Steering Group	A strategic steering group will be established with Headteachers from GME schools, service managers from Education, officers from Community Health and Infrastructure (GLPPO) and Aberdeen University. This group will meet twice a year to review progress with implementation of the Gaelic Education plan and progress to achieving the success criteria.	March 2016	Head of Education Services
Review of current provision	Carry out a review of current provision to identify areas of strength and areas for sharing of effective practice as well as key areas for improvement	March 2016	Head of Education Services
Skills survey	Complete a skills survey of teachers and readiness to deliver Gaelic	March 2016	Head of Education Services

Promotional Strategy	Develop a promotional strategy for GME and publicise choice of current GME through website, press, city poster campaigns	June 2016	Head of Education Services
Continuing Professional Development	Commission a CPD programme from Aberdeen University to support teachers in teaching Gaelic and promote CPD Opportunities to teaching staff to learn Gaelic or improve their current skills	Feb 2017	Head of Education Services
Promote GME in Early Years	Develop a communication strategy to promote GME across Aberdeen City jointly with Community, Housing and Infrastructure	Feb 2017	Head of Education Services
1+2 Languages Initiative	As part of 1+2 initiative schools have been introduced to the possibility of offering Gaelic as the additional language in Primary schools beginning. We will identify 5 schools for developing taster language sessions as a pilot project.	Feb 2016	Head of Education Services
Gaelic Learner Classes	Provide Gaelic Learner Class at National 4/5 Level and Higher Level	Feb 2018	Head of Education Services
Cròileagan Location	The Cròileagan (Parent and Child Group) is the first opportunity parents have to GME. Currently based at	Oct 2015	Head of Education Services

	Gilcomstoun Primary School the Council will give practical assistance to the group to find less formal premises for the creative play and song sessions.		
Creative Learning	The Council's Creative Learning Team will work with teachers, artists and partners to develop and deliver creative and experiential workshops and resources that support Context and Language Integration Learning. Working with the Gaelic Development Officer and Aberdeen University they will contribute towards the acquisitions of language skills for teachers and ideas of how to engage children with language through creative approaches. This pilot project will result in toolkits for future 1+2 projects.	Feb 2017	Head of Education Services
John Muir Award	John Muir Award resources are available in Gaelic and this will be promoted to young people in Secondary schools who have gone through GME. This opportunity is supported through the Cairngorms	Oct 2015	Head of Education Services

	National park and Comunn na Gàidhlig.		
IntoFilm and FilmG	Young people will be supported through workshops and IntoFilm Gaelic resources to create media work for submission to the FilmG annual Gaelic film competition.	Feb 2017	Head of Education Services
Scottish Government's Strategic Objectives assisted: 1, 2			

Gaelic in the Adult Learning

Language classes and day courses, and Gaelic song workshops are provided in the city through Aberdeen Gaelic Club. Along with their range of undergraduate and postgraduate courses The University of Aberdeen also run Gaelic events.

Gaelic in Adult Learning			
Aims:			
<ul style="list-style-type: none"> Increased numbers of adult Gaelic learners in Aberdeen 			
Development Area	Actions	Timescale	Lead Officer
Aberdeen Gaelic Club	The council will support the work of Aberdeen Gaelic Club by providing staff and the public with information on their range of classes.	By June 2015 and for the duration of this plan	Head of HR and OD
Aberdeen University	The council will work with Aberdeen University to raise awareness of any of their Gaelic initiatives through social media and sharing of	For the duration of this plan	Head of HR and OD

	information at offices with staff and through libraries with the public.		
Scottish National Heritage	The council will look at opportunities to work with SNH on Gaelic awareness and Gaelic landscape	For the duration of this plan	Head of Education Services
Scottish Government's Strategic Objectives assisted: 1, 2			

2. Language Usage

Aberdeen City Council recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

Gaelic in Arts & Communities

Aberdeen Gaelic Club, Aberdeen University and Aberdeen Performing Arts have provided a wide range of creative, exciting and educational events in the city either in Gaelic or featuring Gaelic. We will work to ensure that opportunities are promoted and available to all groups in our communities to extend our cultural and educational offer in the city.

Census results show that though the number of Gaelic speakers in the city is 1636, the number who use Gaelic at home is 405. This may in part be down to lack of opportunity in the home. The number of Gaelic speakers in the census results will also not take into account the large number of students and workers in the city who speak the language and live here a substantial amount of time but whose permanent residence is elsewhere.

The census results also show that out of the 174 Gaelic speakers over the age of 65 that can speak Gaelic only 24 of those use Gaelic at home. Bilingualism Matters, The University of Edinburgh, have studied the benefits of bilingualism in delaying early onset dementia, and this study which was published internationally, showed that bilingualism delayed dementia by 4.5 years irrespective

of educational achievement, sex, profession or lifestyle. Further studies have shown that learning a second language can boost cognitive performance in late learners too.

Gaelic in Arts & Communities

Aims:

- Extend the cultural offer for young people with fluent Gaelic, learner Gaelic or interested in Gaelic culture
- Increase opportunities for people of all abilities to access Gaelic culture and language learning
- Increase opportunities for all age groups to access Gaelic learning and events
- Increase opportunities for voluntary organisations in the community

Development Area	Actions	Timescale	Lead Officer
Fèis Obar Dheathain	The council will have an education representative on the steering group for Fèis Obar Dheathain. The community-based Gaelic arts tuition festival ran in the city for several years and a steering group will work with the support of Fèisean nan Gàidheal to get provision for young people in the city again.	By Feb 2016	Head of Education Services
Intergenerational Projects	We will work with Aberdeen Gaelic Club to promote opportunities for age 65+ residents to share their language skills with younger residents and to access cultural programmes in Gaelic. Classes being considered features art classes, song workshops and music tuition in Gaelic.	By June 2016	Head of Adult Health and Social Care

Befriending Scheme	We will work with Aberdeen Gaelic Club to increase the opportunity for elderly residents to attend Gaelic coffee afternoons/classes and events or meet with Gaelic speakers if in residential care.	By Aug 2016	Head of Adult Health and Social Care
Language Learning and Music Tuition	Working with the Disability Advisory Group and Aberdeen Gaelic Club we will increase and promote Gaelic language learning, music and song opportunities for all Explore the possibility of working with Aberdeen Gaelic Choir	By June 2016	Head of Community Housing and Infrastructure
Promotion of Gaelic Opportunities and Funding	We will ensure information regarding Gaelic support and funding opportunities are shared with third sector organisations through (ACVO) Aberdeen Council of Voluntary Organisations	June 2015 and for the duration of this plan	Head of Community Housing and Infrastructure
Aberdeen Performing Arts	We will continue to support the work of Aberdeen Performing Arts who have featured Gaelic performance as part of their wide cultural programme.	June 2015 and for the duration of this plan	Head of Communications and Promotion

Scottish Government's Strategic Objectives assisted: 1, 2

Gaelic in the workplace

This area of work is covered in Chapter 2 of this plan (Core Commitments).

Gaelic in the Media

The council provides translation services in many languages through InterTrans our Interpretation and Translation Service and we provide Gaelic translators to the council and external bodies.

Gaelic in the Media			
Aims:			
<ul style="list-style-type: none">• Provide a cost effective, timely and reliable Gaelic translation service• Promote our translation service for the whole of the North East• Encourage use of the service by partner providers			
Development Area	Actions	Timescale	Lead Officer
Translation Service	We will increase the number of Gaelic translators on our database to ensure a quick and reliable service. We will use TòMaS*, the Gaelic translation memory service wherever possible to minimise costs. We will submit frequently translated material to the TòMaS service for use by other public organisations.	By June 2016 and for the lifetime of this plan	Head of Community Housing and Infrastructure
Encourage bilingual advertising of Gaelic Events in the city	We will increase awareness of, and promote our Gaelic translation services to public bodies and third sector	By June 2016 and for the lifetime of this plan	Head of Community Housing and Infrastructure

organisations working in the city and the North east encouraging bilingual promotion of Gaelic events and cultural events where Gaelic could add value.

Scottish Government's Strategic Objectives assisted: 1, 2

* TòMaS - <http://www.uhi.ac.uk/en/lis/tomas/what-is-tms>

Gaelic in Tourism, Heritage and Recreation

Gaelic plays a unique role in Scottish culture and a 2014 study by Highlands and Islands Enterprise found that businesses and organisations across Scotland found Gaelic to be an asset in a range of fields, particularly the sectors of creative industries; food and drink; education and learning; nature based heritage and tourism. We will assess where Gaelic will enhance our city's cultural offer to residents and visitors.

Gaelic in Tourism, Heritage and Recreation

Aims:

- Encourage inclusion of Gaelic where it will add value

Development Area	Actions	Timescale	Lead Officer
City Festivals	We will audit city festivals to ascertain where Gaelic would be culturally appropriate and add value	June 2015 and for the duration of this plan	Head of Communications and Promotion
Tourism Providers	We will provide tourism partners with details of our Gaelic translation services and	June 2015 and for the duration of this plan	Head of Community Housing and Infrastructure

promote awareness of the council's Intertrans service to encourage consideration of Gaelic provision

Scottish Government's Strategic Objectives assisted: 1, 2

3. Language Status

Aberdeen City Council recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

Preparation of Gaelic Language Plan

We have prepared this Gaelic Language Plan in consultation and collaboration with services, organisations providing Gaelic language and events, parents of Gaelic children and a variety of third sector groups. We have evaluated current provision, assessed our staff survey and will consult with the public on the initial draft of this plan. Our plan will be implemented through council services with support from partner organisations in our communities and external Gaelic organisations.

Creating a Positive Image for Gaelic

Gaelic currently has a low profile in the city of Aberdeen and we will increase the awareness of its history in the North East, the benefits of learning the Gaelic language and the opportunities which are available to partake in Gaelic events and culture locally. We welcome and encourage opportunities for collaborative Gaelic and Doric projects which promote the unique linguistic heritage of the city and promote the city's cultural appeal locally and nationally.

4. Language Corpus

Aberdeen City Council recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language.

Gaelic Orthographic, Terminological and Place-name Development

Aberdeen City Council will make use of Ainmean Àite na h-Alba to ensure correct and consistent approach to placenaming.

We run a translation and interpretation service, InterTrans, which is used by our services, partner organisations and private organisations. We will make use of TòMaS, the Gaelic translation memory service wherever possible to minimise costs. We will also submit frequently translated material to the TòMaS service for use by other public organisations.

CHAPTER 4 – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

Aberdeen City Council's Gaelic Language Plan will be published bilingually on www.aberdeencity.gov.uk. In addition, we shall:

- issue a press release announcing the plan;
- make copies of the plan available in our public offices and reception areas,
- make the plan known to employees via Aberdeen City Council's Intranet;
- distribute copies of the plan to Non-departmental Public Bodies and agencies, agents and contractors;
- distribute copies of the Plan to Gaelic organisations;
- distribute copies of the plan to other interested bodies; and
- make copies available on request.

Resourcing the Plan

Funding is available to assist with additional costs incurred incorporating Gaelic and also towards starting up new project via the Gaelic Language act Implementation Fund.

We will make partner organisations aware of the funding opportunities which are available to them.

There are several local organisations in Aberdeen delivering Gaelic opportunities and national organisations working in the city with Gaelic Language Plans which opens up opportunities for joint up working.

Monitoring the Implementation of the Plan

An annual Meeting with external bodies and interested parties will be organised and hosted by the council to ensure all projects are supported and progressing as scheduled in this plan.

- Gaelic within the Council's Corporate Identity and signage will be monitored and reported on by the Communication and Promotion Team
- Workplace aspects of the plan will be monitored and reported by Human Resources
- Education aspects including Gaelic in the home and adult education will be monitored by the Gaelic Development Officer and 1+2 Languages Officer.
- Social care projects will be monitored by the Equalities Team in collaboration with Social Work, the Disability Advisory Group and Older People's Advisory Group

Monitoring reports will be collated and submitted to Bòrd na Gàidhlig by the Gaelic Development Officer (1 year fixed post), thereafter by the Equalities Team.

CHAPTER 5 – PUBLIC CONSULTATION

A public consultation was held on the plan between 30th March and 11th May 2015. The following forms the list of consultees:

- Gilcomstoun Primary School
- Hazlehead Academy
- Aberdeen Gaelic Club
- Aberdeen University
- Aberdeenshire Council
- GMòr Group
- City Voice Blog
- Civic Forum
- Fèisean nan Gàidheal
- Comann nam Pàrant
- Cairngorms National Parks
- Forestry Commission
- Scottish National Heritage,
- Aberdeen Performing Arts,
- North East College
- The Robert Gordon University
- Clì Gàidhlig
- Aberdeen Disability Advisory Group
- Aberdeen Older People’s Advisory Group
- Aberdeen Council of Voluntary Organisations (ACVO)
- Sabhal Mòr Ostaig

There were a total of 5 responses; 4 positive and 1 negative, to the public consultation, with fuller contributions from the Scottish National Heritage and Aberdeen University and certain themes within the plan will be updated and expanded upon as a response to the consultation. The negative response would have preferred to see the focus on developing a common language such as Esperanto.

Other contributions follow.

“It is pleasing to see that the Education Department of Aberdeen City have realised at last that the up-take of Gaelic in the schools offering the subject is unacceptably low. To read about a strategy addressing the matter, is equally pleasing! Education is key to the future of Gaelic (not just in Aberdeen)”

“I was amazed that so few people who work for the Council were unaware that there was a Gaelic Medium facility at Gilcomstoun School and Hazlehead Academy. There is obviously an opportunity to promote this and that is addressed in the Strategy

To make the Plan successful in the implementation there would need to be a core number of Gaelic speakers who are willing and able to give their time to "teach" Gaelic at various points throughout the City. This would take meticulous organisation and a lead person who has the ability to persuade people to take part. The reaction I usually have from Gaelic speakers is "my Gaelic is not good enough." Because of a century of neglect in Education, Gaelic speakers don't have a lot of confidence in their written Gaelic skills, as is highlighted in the strategy.

The Strategy seems fine on paper but I would suggest taking it very slowly so that people don't feel they are being "forced" to learn Gaelic or participate in promoting the language as a city-wide project. This could be achieved by highlighting the positives - Gaelic does have a relevance in Aberdeen, it's fun to learn another language, it gives access to a slice of Scottish culture that has been denied to many people including Gaelic speakers themselves. Scotland's language skills as a whole are appalling. My European students will speak at least five languages fluently, and begin to learn other languages at primary school level.

Studies show that by the age of seven, children's tongue muscles will have adapted to the language mostly used. Studies also show that children who are bi-lingual have many advantages over monoglots when it comes to academic performance.”

“Aberdeen University would welcome opportunities to work in partnership and to work together to promote Gaelic activities within the community. and trust that we will have further opportunities to discuss commitments where the University is named in due course. “

“Thank you for offering SNH the chance to comment on your draft Gaelic Language Plan. We welcome the identification of SNH within your GLP as a potential partner for collaborative working and have, in our comments below, looked to identify possible opportunities for such joint initiatives.

SNH runs several *Gaelic Awareness* and *Gaelic in the Landscape* courses each year, and we can offer spaces to your staff if places are available. These are usually held at our Perth office. Similarly, we could discuss joint language class provision in future, though currently we do not offer Gaelic language classes at our Aberdeen office (Inverdee House, Baxter Street).

We aim to provide a breadth of opportunities for Gaelic speakers and learners to engage in our natural heritage work, and to raise awareness of Gaelic among a non-Gaelic speaking audience. Leading examples are our *Gaelic in the Landscape* series of place names booklets and our *Gaelic Nature Dictionary* (an online resource). There may be opportunities for raising awareness of these resources among Aberdeen City’s Gaelic speakers and learners.

Finally, you may wish to incorporate nature based content into your proposed *Gaelic in Heritage* (p.50) work, and we would be happy to offer advice on this.

There will be other opportunities for joint working, perhaps particularly within the Cairngorm National Park. “

CONTACT DETAILS

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Aberdeen City Council's Gaelic Language Plan is:

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