



West Dunbartonshire Council
Comhairle Siorrachd Dhùn Breatann
an Iar

GAELIC LANGUAGE PLAN
2014-19

This draft plan is for public consultation and has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005.

FOREWORD

The Gaelic Language (Scotland) Act 2005 requires public bodies throughout Scotland to develop a Gaelic Language Plan, outlining how they will promote and use Gaelic throughout the area.

In producing this Gaelic Language Plan West Dunbartonshire Council is committed to ensuring that the aims of the act are reflected. The plan is proportionate and cognisant of the existing economic climate and identifies key areas which will be developed over the 5 year lifespan of the Plan.

The council will include Gaelic in its signage for new council buildings, in addition to bilingual gateway signs into the authority. Equality of access and inclusion is key to this plan and will supported through the establishment of Gaelic language collections in every public library and mobile libraries.

Learning for all ages is also reflected in the plan. The council will continue to support access to community based Gaelic language classes for adults and family learning. Gaelic language is already established in one Primary school and we will support its development further reflecting the 1+2 language model for pupils. In addition new learning resources will be developed for Primary pupils linking Gaelic language and culture to Curriculum for Excellence.

The council's public libraries will celebrate Gaelic language and culture and promote online access to Gaelic resources, activities and events. We believe that the actions identified in the plan will ensure that Gaelic language is promoted to the broader community of West Dunbartonshire and will establish good practice on which to build in the future.

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SUMMARY

West Dunbartonshire Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. West Dunbartonshire Council is committed to the objectives set out in the National Gaelic Plan and aims to put in place sustainable structures and initiatives to promote Gaelic language.

West Dunbartonshire Council recognises that in order to ensure the revitalisation of Gaelic language within Scotland this requires concerted efforts by all local authorities to:

- **Enhance the status of Gaelic;**
- **Promote access to Gaelic language and learning**
- **Encourage and support increased acquisition of Gaelic**

West Dunbartonshire's Gaelic Language Plan has been prepared within the framework of the Gaelic Language (Scotland) Act 2005. It illustrates how we raise the profile of Gaelic corporately, promote public access to Gaelic literature and support Gaelic learning in schools.

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

STRUCTURE OF THE GAELIC LANGUAGE PLAN

The key components of our Gaelic Plan are:

Chapter 1 Introduction

This chapter provides the back ground and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of West Dunbartonshire Council's main areas of operation. It provides a summary of the demography of the authority and current Gaelic activity and usage.

Chapter 2 Core Commitments

This chapter sets out how West Dunbartonshire Council will use, and enable the use of Gaelic in relation to our business functions. It covers key functions such as corporate identity, communications, and signage.

Chapter 3 Policy Implications for Gaelic: implementing the National Gaelic Language Plan

This chapter sets out how West Dunbartonshire Council will help implement the National Gaelic Language Plan. It also shows how we intend promoting the use of and access to Gaelic language in service planning and delivery, for example in Education and Cultural Services.

Chapter 4 Implementation and Monitoring

This chapter sets out how our Gaelic Plan will be implemented and outcomes monitored.

CHAPTER 1 – INTRODUCTION

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 authority 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.

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. West Dunbartonshire Council will consult publicly on this draft Gaelic Language Plan in April & May 2014 and where possible will take into account representations made to it during the consultation process.

The final draft of West Dunbartonshire Council's Gaelic Language Plan will be submitted to West Dunbartonshire Council for ratification on 24 June 2014. Following this it will be submitted to Bòrd na Gàidhlig for approval on 30th June 2014.

Overview of the functions of West Dunbartonshire Council and the use of Gaelic within our area of operation

1. West Dunbartonshire Area

West Dunbartonshire lies to the west of the City of Glasgow bounded by the River Clyde, Kilpatrick Hills and Loch Lomond. Bordering Argyll and Bute, East Dunbartonshire, Renfrewshire and Stirling the authority is a significant location for economic and environmental development between the city of Glasgow and the gateway to the Highland through Loch Lomond. West Dunbartonshire includes significant sites of natural beauty and heritage, good transport links with a close proximity to Glasgow and its airport. The area has a rich past, shaped by its world-famous shipyards along the Clyde, and boasts many attractions ranging from the iconic Titan Crane and Dumbarton Rock, to the beauty of the Loch Lomond and The Trossachs National Park and its historic whisky warehouses.

With a population of 90,340 West Dunbartonshire is one of Scotland medium sized authorities in terms of population, covering 98 square miles. The biggest employer is the local authority. A mix of urban and rural communities its key towns are Clydebank, Dumbarton and Alexandria which are rich in industrial heritage. Other towns and villages include, Duntocher, Old Kilpatrick, Milton, Bowling, Gartocharn and Balloch.

The authority includes significant pockets of social and economic deprivation. 22% of the population income deprived (Scotland 16%), and the percentage of economically active people at a working age is 66% (Scotland 71%). Education performance levels continue to improve in particular positive destinations.

2. West Dunbartonshire Council

West Dunbartonshire Council is one of 32 unitary authorities in Scotland. It is responsible for a broad range of services including: education, social work, housing, environmental health, planning, economic development, employment and financial support, Modern Apprentices, roads and transportation, customer contact centers and One Stop Shops. It has one of the best established Community Planning Partnerships in Scotland and was one of the first authorities to set up a Community Health and Care Partnership with the NHS.

The council came into being on 1 April 1996 from part of the former Strathclyde Region, namely the entire district of Clydebank and the Dumbarton district less the Helensburgh area. In the Local Government (Scotland) Act 1994 that created the council area its name was Dumbarton and Clydebank. The council, elected as a shadow authority in 1995, resolved to change the name of the area to West Dunbartonshire. Several regional functions were transferred to the new unitary authority (e.g. Social Work, Roads etc.).

West Dunbartonshire Council comprises 22 locally elected Councillors covering 6 multi-member wards. The council is the governing body for West Dunbartonshire's decision

making and is the source of all delegated powers to strategic Committees. Current committees are:

- Appeals Committee
- Argyll, Bute and Dunbartonshire Criminal Justice Partnership Joint Committee
- Audit & Performance Review Committee
- Community Participation Committee
- Community Planning Partnership Management Board
- Corporate Services Committee
- Educational Services Committee
- Education Grievance and Disciplinary Committee
- Housing, Environmental and Economic Development Committee
- Joint Consultative Forum
- Licensing Board
- Licensing Committee
- Local Negotiating Committee for Teachers
- Local Review Body
- Planning Committee
- Recruitment and Individual Performance Management Committee
- Tendering Committee
- Community Health & Care Partnership
- West Dunbartonshire Council

The net annual expenditure of the Council is £224,232m. We employ 5,500 employees in the following service departments:

- Chief Executive
- Corporate Services
- Educational Services
- Housing, Environmental and Economic Development Services
- Community Health & Care Partnership

The West Dunbartonshire Single Outcome Agreement sets out the outcomes that the Council and its Community Planning Partners want to achieve with the people of West Dunbartonshire. It acts as a core plan for everything we do. The Single Outcome Agreement sets out how West Dunbartonshire Community Planning Partnership contributes to the Scottish Government's sixteen national outcomes. We are only the second Council in Scotland to introduce a living wage for its workforce; and the only Council in Scotland to introduce an Overprovision policy to tackle alcohol problems. A new school building programme has delivered three new secondary schools and three new primary schools and moved 5,000 pupils into state-of-the-art facilities

3. Gaelic in West Dunbartonshire

According to results from the 2011 Census (1), 0.58% of the West Dunbartonshire population over the age of 3 years of age can speak Gaelic, 0.98% of the population has knowledge of the Gaelic language, and 0.31% reported they can speak, read and write Gaelic. On this basis West Dunbartonshire is in the lower third nationally in terms of understanding Gaelic language. The following table provides more detailed information.

Knowledge of Gaelic in West Dunbartonshire (1.)	
All People, aged three and over	87,590
Understands spoken Gaelic but cannot speak, read or write, aged 3+	289
Speaks, reads and writes Gaelic, aged 3+	275
Speaks but neither reads nor writes Gaelic, aged 3+	190
Speaks and reads but cannot write Gaelic, aged 3+	45
Reads but neither speaks nor writes Gaelic, aged 3+	41
Other combination of skills in Gaelic, aged 3+	23
No Knowledge of Gaelic, aged 3+	86,727
Gaelic used at home, aged 3+	110

(1) Taken from Census 2011, provided by the General Register for Scotland

No current information exists relating to the number of West Dunbartonshire Council staff who can speak, read, write or understand Gaelic. An action within this Gaelic Language Plan is to audit and monitor this.

4. Gaelic Development in West Dunbartonshire

Educational Services is the main provider of Gaelic Development within West Dunbartonshire. Gaelic Language book and media collections are being rolled out in all branch libraries in 2014 with the first collections being established in Alexandria, Clydebank, Dumbarton, and Faifley Public Libraries. A range of Gaelic books will be provided including a wide range of dual language books and Gaelic children's' books and will be refreshed regularly.

Gaelic Language in the Primary School (GLPS) is taught in Edinbarnet Primary through the provision of a part time Gaelic speaking teacher. Edinbarnet Primary is a Non-Denominational school located in Faifley Clydebank and has a school role of 227 pupils. The present building was originally designed as a secondary building in 1958 and has been used as a primary school since 1972. In 1993, the school was completely re-designed specifically as a primary education facility. An original three year pilot project funded by West Dunbartonshire Council and the Scottish Government has been extended year on year whereby Gaelic is taught to identified classes in the middle and upper stages of the school. The children in these classes also learn about the culture and history of the Gaelic speaking communities.

Edinbarnet is attached to the newly opened Faifley Library which will house a Gaelic language collection (April 2014).

West Dunbartonshire Council currently funds transport costs of £26,498 per annum enabling 18 pupils (15 primary, 3 secondary) to attend Sgoil Ghàidhlig Ghlaschu (Glasgow Gaelic School).

Fèis Dhun Breatainn An Iar Gaelic Group is a community organisation providing Gaelic Language courses in Dumbarton predominantly for adults. The group also coordinates Gaelic cultural events and receives support towards its aims from West Dunbartonshire Council. This Gaelic Plan will build upon the existing relationship.

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 authorities to address when preparing Gaelic Language Plans:-

Identity	Communications	Publications	Employees
Corporate Identity Signage	Reception Telephone Mail & Email Forms Public Meetings Complaints Procedures	Public relations & media Printed material Websites Exhibitions	Training Language Learning Recruitment Advertising

This section of the plan details West Dunbartonshire Council's core commitments in relation to the Bòrd's "Guidance on the Development of Gaelic Language Plans".

In addition this plan indicates how West Dunbartonshire Council aims to assist in the implementation of the Scottish Governments Strategic Objectives. The Strategic Objective/s assisted is identified numerically against each action outlined from the list below:

1. *Wealthier & Fairer*
2. *Smarter*
3. *Healthier*
4. *Safer & Stronger*
5. *Greener*

Section 1 – Identity

In developing this Gaelic Language Plan West Dunbartonshire Council recognises the Bòrd na Gàidhlig rationale that 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 within the authority.

Development Function	Actions	Lead	Timescale	Strategic Objective Ref
Identity:				
Current Practice	West Dunbartonshire does not have an agreed policy for the use of Gaelic in its corporate identity.			
Key Areas of Development	We will promote Gaelic language on bilingual external signage for all new council buildings including new schools, leisure centres and CHCP properties. .(equal respect for Gaelic and English)	HEED	2014 then ongoing	1
Key Areas of Development	We will promote bilingual Gaelic street names in areas adjacent to schools where Gaelic language is taught. .(equal respect for Gaelic and English)	HEED	2014	1
Key Areas of Development	We will provide bilingual Gaelic 'gateway' road signage entering West Dunbartonshire. .(equal respect for Gaelic and English)	HEED	2014/15	1
Key Areas of Development	We will promote bilingual external signage for all public libraries. .(equal respect for Gaelic and English)	Educational Services	2014	1
Key Areas of Development	Working with local and national partners we will investigate the use of Gaelic to promote tourism and cultural development.	Educational Services HEED	2015 then ongoing	1 3

Section 2 – Communications & Publications

West Dunbartonshire Council recognises Bòrd na Gàidhlig's principle that using Gaelic at the initial point of contact with members of the public increases the visibility and presence of the language and contributes to the sense that the language is welcome and celebrated and creates opportunities for its practical use.

The use of Gaelic language in mail email and forms enhances the visibility and prestige of the language. The preparation of Gaelic language written material 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.

West Dunbartonshire 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. In addition West Dunbartonshire Council recognises the equality impact of providing bilingual written materials for the public.

Development Function	Actions	Lead	Timescale	Strategic Objective Ref:
Communication & Publications:				
Current Practice	Gaelic language is used regularly both written and spoken in communication within Edinbarnet Primary.			
Key Areas of Development	In line with existing policies relating to translations we will provide Gaelic language versions of council publications including staff bulletins, public information, exhibition guides etc. for Gaelic speakers upon request.	Corporate Services	2014 then ongoing	1
Key Areas of Development	We will promote a positive public image of Gaelic language through promotions including recognition of the importance of Gaelic language and culture via displays and promotions in public libraries.	Educational Services	2014 then ongoing	1
Key Areas of Development	We will annually consult on the council's Gaelic Plans its aims and publish progress.	Educational Services	2014 then ongoing	1
Key Areas of Development	We will promote online signposting to Gaelic Language learning courses and opportunities on council intra/internet sites.	Corporate Services Educational Services	2014/15	1 2

Section 3 – Employees

In this plan West Dunbartonshire Council recognises Bòrd na Gàidhlig rationale that in order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job and language skills of staff. The promotion of access to language e-learning for staff helps promote adult Gaelic learning. 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.

Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement. Authorities should adopt and apply objective criteria to appointments are made in a fair and consistent basis and reflect the identified needs of the post.

Development Function	Actions	Lead	Timescale	Strategic Objective Ref:
Communication & Publications:				
Current Practice	West Dunbartonshire Council currently employ 0.5FTE employees for their ability to speak Gaelic. We are currently unaware of how many employees speak Gaelic in their home as a first or second language. As part of this Gaelic Plan we will audit and establish the number of Gaelic speaking employees is within the organisation.			
Key Areas of Development	We will promote a positive public image of Gaelic language and Culture through Gaelic language and culture displays and promotions in public libraries.	Educational Services	2014 then ongoing	1
Key Areas of Development	We will carry out an audit through our staff intranet to identify numbers of Gaelic speakers within the organisation.	Corporate Services	2014 then ongoing	1
Key Areas of Development	We will provide information on Gaelic awareness/Gaelic language e-learning tools to all employees via the e-learn platform.	Corporate Services	2014/15	1 2
Key Areas of Development	We will support employees involved in the provision of Gaelic services and education to develop their language skills.	Corporate Services	2014/15	1 2
Key Areas of Development	Job profiles will define any requirements for Gaelic as an	Corporate Services	2014/15	1 2

	essential or desirable criteria.			
Key Areas of Development	Relevant roles/jobs will continue to be assessed as Gaelic essential/desirable posts.	Corporate Services	2014/15	12
Key Areas of Development	Job advertisements for Gaelic specific jobs/roles will provide information on the need for knowledge and fluency of the Gaelic language.	Corporate Services	2014/15	12

Chapter 3 – POLICY IMPLICATIONS FOR GAELIC

Policy implications for Gaelic

West Dunbartonshire Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. West Dunbartonshire Council will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan 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, West Dunbartonshire Council will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Overview of the National Gaelic Language Plan

The National Gaelic Language Plan 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 Gaelic Language Plan

West Dunbartonshire 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

Rationale:

West Dunbartonshire 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. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

Priority Action Area	Actions	Lead	Timescale	Strategic Objective Ref:
1. Language Acquisition				
Key Areas of Development	We will provide discrete collections of Gaelic language books and media in all public libraries.	Educational Services	2014/15	1, 2 3
Key Areas of Development	Gaelic language courses and learning opportunities will be promoted to a broad range of stakeholders through a variety of means.	Educational Services	2014/15	1 2 3
Key Areas of Development	We will develop online resources and information on Gaelic language education for pupils and teachers via our Languages web pages.	Educational Services	2014 then ongoing	1 2 3
Key Areas of Development	We will source and develop Gaelic language and culture school resources linked to Curriculum for Excellence.	Educational Services	2014 then ongoing	1 2 3
Key Areas of Development	We will support Gaelic language programmes in schools where requested, as part of education's 1+2 languages model.	Educational Services	2016 then ongoing	1 2 3
Key Areas of Development	We will provide Gaelic Early Years programmes e.g. Bookbug in public libraries where GLPS is established in schools	Educational Services	2016 then ongoing	1 2 3

2. Language Usage

Rationale:

West Dunbartonshire 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.

Priority Action Area	Actions	Lead	Timescale	Strategic Objective Ref:
2. Language Usage				
Key Areas of Development	We will work collaboratively with local Gaelic organisations including Fèis Dhun Breatainn An Lar to promote access to community based Gaelic Language classes.	Educational Services	2014 then ongoing	1 2 3
Key Areas of Development	We will improve awareness of Gaelic language and learning opportunities for all ages in council buildings and on the council's web site.	Educational Services	2014 then ongoing	1 2
Key Areas of Development	We will build upon existing good work supporting Gaelic acquisition in Edinbarnet Primary.	Educational Services	2014 then ongoing	1 2 3
Key Areas of Development	We will develop Gaelic language and culture resources linked to Curriculum for excellence to support Gaelic usage in Primary Schools	Educational Services	2015 then ongoing	1 2 3
Key Areas of Development	We will ensure that Gaelic language collections in public libraries are free, inclusive and fully accessible to members of the public.	Corporate Services/Educational Services	2014/15	1 2
Key Areas of Development	We will explore the potential for Gaelic	Educational Services	2014/15	1 2 3

	language classes to be supported in public libraries.			
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3. Language Status

Rationale:

West Dunbartonshire 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 a West Dunbartonshire Gaelic Language Plan
- Creating a Positive Image for Gaelic
- Increase Visibility of Gaelic

Priority Action Area	Actions	Lead	Timescale	Strategic Objective Ref:
3. Language Status				
Key Areas of Development	We will support the promotion and development of Gaelic language through the development of a Gaelic Language Plan	Educational Services	2014 then ongoing	1 2
Key Areas of Development	We will promote a positive image of Gaelic language within the council through corporate led promotions.	Corporate Services	2014 then ongoing	1
Key Areas of Development	We will provide Gaelic language versions of council publications including staff bulletins, public information, exhibition guides etc. for Gaelic speakers upon request. (equal respect for Gaelic and English)	Corporate Services	2014 then ongoing	1
Key Areas of Development	We will promote Gaelic language on bilingual external signage for all new council buildings including new schools, leisure centres and CHCP properties. (equal respect for Gaelic and English)	HEED	2014 then ongoing	1
Key Areas of Development	We will promote bilingual Gaelic street names in areas adjacent to schools where Gaelic language is taught. (equal respect for Gaelic and English)	HEED	2014	1
Key Areas of	We will provide bilingual Gaelic	HEED	2014/15	1

Development	'gateway' road signage entering West Dunbartonshire. (equal respect for Gaelic and English)			
Key Areas of Development	We will promote bilingual external signage for all public libraries. (equal respect for Gaelic and English)	Educational Services	2014	1
Key Areas of Development	Working with local and national partners we will investigate the use of Gaelic to promote tourism and cultural development.	Educational Services	2015 then ongoing	1
Key Areas of Development	Over the term of the plan we will work with partners to support the development of an annual Fèis .	Educational Services	2015 then ongoing	1
Key Areas of Development	We will ensure that Gaelic language and culture features annually in West Dunbartonshire's 'BOOKED!' Festival of Words.	Educational Services	2015 then ongoing	1

4. Language Corpus

Rationale:

West Dunbartonshire 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. Any translations resulting from this plan will comply with the latest version of Gaelic Orthographic conventions and place-names used will be according to recommendations of Ainmean-àite na h-Alba.

In addition West Dunbartonshire recognises the importance of ensuring equality of access and delivery. This plan has been equality impact assessed in its development.

Priority Action Area	Actions	Lead	Timescale	Strategic Objective Ref:
4. Language Corpus				
Key Areas of Development	We will Equality Impact Assess West Dunbartonshire Council's Gaelic Language Plan.	Corporate Services	2014 then ongoing	1 3
Key Areas of Development	We will regularly monitor equality impact through a variety of means including online public consultation and analysis of census statistics.	Corporate Services	2014 then ongoing	1 3
Key Areas of Development	We will examine the extent to which Gaelic is relevant to surveys and research carried out by West Dunbartonshire Council.	Corporate Services Educational Services	2015/16	1 3

CHAPTER 4 – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to Bòrd na Gàidhlig for approval. In this plan we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

West Dunbartonshire Council's Gaelic Language Plan will be published bilingually on West Dunbartonshire Council's website. 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 West Dunbartonshire 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.

Administrative Arrangements for Implementing the Gaelic Language Plan

Following public consultation this draft plan will be submitted to West Dunbartonshire for consideration as the Gaelic policy and plan for the authority.

Overall Responsibility:

The Councillors and Chief Executive of West Dunbartonshire Council will be responsible ultimately for ensuring that West Dunbartonshire Council delivers on the commitments of this plan.

Individual Staff members:

All employees will be provided with information on the content of this plan. Some

officers will have particular responsibilities, as set out with the plan. Annual reports on progress will be submitted to the Council's Educational Services Committee.

Services delivered by third parties:

All third party organisations which deliver services on behalf of the Council will be advised of the commitments within this Gaelic Language Plan.

Informing other organisations of the plan

Information on the content of this plan will be provided to all Community Planning Partners across West Dunbartonshire Council. It will also be made available to all Community Councils, Equality Groups, and other organisations as appropriate.

Resourcing the plan

The majority of the activities within this plan will be resourced through existing budgets relevant to the responsible service.

Additional funding for specific developmental activities encouraging growth of Gaelic language usage/acquisition will be accessed through external funding bodies such as Bòrd na Gàidhlig and Awards for All.

Monitoring the implementation of the plan

The plan will be monitored on an annual basis by way of a report on progress each August to the Educational Services Committee. Thereafter the report will be made available to the public on the Council website, and sent to the Bord na Gaidhlig for information.

Contact details

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

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Queries about the day-to-day operation of the plan should be addressed to:

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Manager Libraries & Cultural Services
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Dept: Educational Services
19 Poplar Road
Dumbarton
G82 2RJ

Te: 01389 608042
Email: gill.graham@west-dunbarton.gov.uk

Other formats:

We are happy to consider requests to make this draft document available in other languages, large print and audio format on request.

The final agreed West Dunbartonshire Gaelic Language Plan will be published in both English and Gaelic.

West Dunbartonshire Council,
Libraries & Cultural Services HQ
19 Poplar Road
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