



East Lothian
Council

GAELIC LANGUAGE PLAN

Plana na Gàidhlig

2020-25

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

FOREWORD

This is East Lothian Council's first Gaelic Language Plan, and sets out our ambitions for Gaelic over the next five years, to 2025.

Our aim is to contribute to the Scottish Government's vision of safeguarding the future sustainability of the Gaelic language by enhancing the profile of the language and providing more opportunities for our communities to communicate in Gaelic. The plan will also support implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'.

We see this first iteration of our Gaelic Language Plan as a starting point for developing and improving our current Gaelic provision. Our commitments within the Plan set out what we will do to raise the status of Gaelic in a proportionate way whilst meeting our commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.



Monica Patterson
Chief Executive
East Lothian Council

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Summary

East Lothian Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. East Lothian Council is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

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

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

This document is East Lothian 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.

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

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of East Lothian Council's main areas of operation. It also provides some background information on the use of the Gaelic language in East Lothian.

It shows how we intend promoting the use of Gaelic in service planning and delivery and how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 2 – Commitments

This chapter sets out how East Lothian Council will use, and enable the use of, Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

1. INTRODUCTION

The Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005 (The Act) seeks to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

The Act builds on and sits beside other measures to support the rights of minority languages, including: the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992); and, the Council of Europe's European Charter for Regional or Minority Languages (1992).

The Act established Bòrd na Gàidhlig as an executive non-departmental public body, responsible through Ministers to the Scottish Parliament with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish 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.

Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan. East Lothian Council received official notification from Bòrd na Gàidhlig in May 2018 that it has to prepare a statutory Gaelic Language Plan under the framework of the Act. The notification set out the corporate service aims and seven high level aims the Plan should meet under three headings as set out in the National Gaelic Language Plan 2018-23.

Using Gaelic – support existing and new Gaelic language and culture groups in East Lothian to help grow the profile and use of Gaelic.

Promoting Gaelic – undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to East Lothian residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic medium education.

Once approved by Bòrd na Gàidhlig, promote the plan and its key commitments to residents of the council area.

Include aspects of Gaelic language and culture to pupils educated by East Lothian Council, with the aim of attracting more young people to learn and use Gaelic.

Learning Gaelic – establish a dialogue with the Gaelic Learning in the Primary School (GPS) consortium, with a view to establishing Gaelic Learner Education within the council area during the lifetime of the plan.

Support families and groups of families within the council area to access opportunities for Gaelic early years and/ or primary school provision.

Support and encourage Gaelic learning opportunities for adults in East Lothian Council area, including an active and on-going dialogue with Newbattle Abbey College.

The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the attention of all interested parties. East Lothian Council has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made to it during the consultation process.

East Lothian Council

One of Scotland's most scenic areas, East Lothian covers some 270 square miles and includes some 43 miles of coastline. It extends from Musselburgh, its largest town, eastwards to Dunbar and beyond to its boundary with Scottish Borders. Other principal towns in East Lothian are Haddington, Tranent, North Berwick and Prestonpans.

East Lothian currently has a population of around 105,000 and is one of Scotland's fastest growing local authority areas with projected population growth of around 1,000 a year over the next 20 years.

East Lothian Council is committed to working together with its partners and the people and communities of East Lothian to achieve the vision that *'East Lothian should be even more prosperous, safe and sustainable, with a dynamic and thriving economy that enables our people and communities to flourish.'*

East Lothian Council is responsible for over 100 public services including education, adult social work, children's services, community housing, environmental health, leisure, planning, building control, waste management, roads maintenance, civil registrations, burial grounds, licensing services and economic development.

In partnership with our communities we have identified four strategic themes, which lie at the heart of the Council Plan

Growing our Economy – to increase sustainable and inclusive economic growth as the basis for a more prosperous East Lothian.

Growing our People – to give our children the best start in life and protect vulnerable and older people.

Growing our Communities – to give people a real say in the decisions that matter most and provide communities with the housing, transport links, community facilities and environment that will allow them to flourish.

Growing our Capacity – to deliver excellent services as effectively and efficiently as possible within our limited resources.

These are set within the context of an overarching aim to *'reduce inequalities within and across our communities.'*

The council employs around 4,800 employees (c.3,800 permanent, 550 temporary and 400 casual/ relief staff). Over 1,500 fte staff (43.5% of the total) are employed in the education service, including teachers and support staff.

East Lothian Council operates from three main offices: John Muir House (Haddington), Penston House and Randall House (both in Macmerry). The council has 230 operational properties including secondary schools, primary and nursery schools, Children's Homes and a Child and Family Centre, Care Homes, 12 libraries and Community Centres.

Gaelic in East Lothian

Lowland Scots rather than Gaelic would have been spoken in East Lothian. However, there are some examples of place names in East Lothian having Gaelic origins, such as:

- Cuil Choinnich – Cockenzie (the neuk of Coinneach – Kenneth)
- Craobhbarraidh – Carbery (at the palisade)
- Fan Taisidh – Phantassie (at the damp slope)
- An garbh-Allt – Garvald (the rough burn)¹

The Jacobite army that fought in the Battle of Prestonpans (1745) was largely made up of Gaelic speaking Highland clansmen and the interest in commemorating the Battle has resulted in the provision of some bi-lingual road signs and place names around the battlefield site.

The 2011 census recorded 728 people in East Lothian with some understanding or ability to speak, read or write Gaelic. Just under 400 of these self-reported as being able to speak Gaelic – 0.41% of the population aged over 3, compared to 1.1% across Scotland. The detailed breakdown of the 2011 census data showed:

- 251 people understand but do not speak, read or write Gaelic
- 171 people speak, read and write Gaelic
- 180 people speak but do not read, or write Gaelic
- 46 people speak and read but do not write Gaelic
- 56 people read but do not speak or write Gaelic
- 24 people with some other combination of skills in Gaelic.

The council currently has no data on the number of Gaelic speakers or Gaelic learners amongst its staff. It is due to carry out a staff skills audit in 2021 and this will allow it to gather such information.

¹ Research by Ainmean-Alte na h-Alba & Bord na Gaidhlig

Gaelic in an education setting

East Lothian Council recognises and values and importance of Gaelic language as part of strategic planning and development of language learning and of the rights of our young people to access education in Scotland's indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

“Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.” Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows: GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

Gaelic Medium Education in East Lothian Council

East Lothian Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by East Lothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. This provision is supported by East Lothian Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the East Lothian Gaelic Language Plan and is included in the actions listed below.

In 2018/19 a total of 17 primary school learners from East Lothian attended City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), and three secondary learners attended James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city. More information is available via Cròileagan Dhùn Èideann's website: <http://www.gaelicplaygroup.com/>

East Lothian Council lead officers support the ongoing development of effective partnership working across the South-East Improvement Collaborative (SEIC) and lead support for schools in developing Gaelic learning.

Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: "In English medium education, Gaelic language learning is part of children's and young people's entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision." ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across East Lothian Council schools. GLE is an area which is currently undeveloped in East Lothian schools, but is planned through the Gaelic Language Planning process. This will include seeking opportunities to promote the use of the Stòrlann 1+2 Languages website and resources, Go Gaelic (<https://go-gaelic.scot/>). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, regional local authorities, higher and further education establishments, schools and parents.

An East Lothian and Midlothian Councils' Gaelic Education Steering group has been established to support the strategic development of Gaelic language in schools and includes key local authority officers, primary and secondary teachers, parents and local partners. Key local partners include Newbattle Abbey College which offers professional development and engagement opportunities for schools, parents and learners. Teachers who have experience or an interest in Gaelic learning have been identified through email requests and local training opportunities are being developed and offered.

East Lothian Council is working with schools in neighbouring areas where GLE is currently being delivered (James Gillespie's High School, City of Edinburgh) and offering opportunities through digital solutions to open up Gaelic learning to learners across the region.

Gaelic in a non-education setting

East Lothian Council Library services provide Bookbug bags in Gaelic at each of the following stages:

- Baby (gifted by the health visitor at around 6 weeks)

- Toddler (gifted by the health visitor at around 18 months)
- Explorer (gifted by nurseries at 3)
- Family Bag (gifted through schools in P1)

A stock of Gaelic language books is available at Library Headquarters and 28 items are available in children's collections across East Lothian libraries. Requests for Gaelic items are infrequent; however this may be due to a lack of awareness and so has been identified as an area for development in the Gaelic Language Plan.

Library services have explored Gaelic Bookbug sessions supported by a volunteer in the past and a number of families were interested in participating. Again, this is an area which has been identified for future development in the Gaelic Language Plan and can be supported by Bòrd na Gàidhlig Early Years Bookbug training, although this may require someone who is a Gaelic speaker who would volunteer to support the development of this service.

In terms of community learning, there are no current classes for adults though the East Lothian Community Learning programmes. However, courses and events are currently offered by Newbattle Abbey College and through the Gaelic Language Planning process, and officers have started promoting these activities through their communication channels and networks. Community Learning & Development (CLD) have been involved in the development of local Gaelic Language Planning with a view to identifying opportunities to offer Gaelic language in their learning programmes.

Other partners and areas of interest with links to Gaelic language are being identified including local place name mapping work and identification of local tourist attractions with a link to Gaelic language e.g. around the Battle of Prestonpans which has promoted the use of Gaelic through bi-lingual signage around the battle site in recognition of the involvement of Gaelic speakers from the Highlands in the Jacobite army that fought in the battle.

Implementing the National Gaelic Language Plan

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and is committed to making an active offer of all Gaelic or bilingual services and resources. In this section, we set out how we will achieve that aim.

East Lothian 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. East Lothian Council will examine 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.

East Lothian 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. Actions to help create a supportive

environment for growing the number of Gaelic speakers in East Lothian are detailed in Gaelic Language Acquisition and Usage section of our commitments (section 2.5).

The council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

2. 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:

East Lothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section we set out how we will achieve that aim. The actions East Lothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic are set out under five headings:

Identity and Status including, corporate identity and signage and expanding visibility, audibility, recognition and respect for Gaelic

Communications, including, reception, telephone, mail and e-mail, forms and complaints procedures

Publications, including, public relations and media, printed material and websites

Staff, including, recruitment and training.

Gaelic Language Acquisition and Usage: enabling people to develop speaking, reading and writing skills in Gaelic and enabling the use of Gaelic in a range of social, formal and work settings.

East Lothian Council recognises that action in each of these areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers to use the language,

The council will ensure that Arms-Length External Organisations and third party service providers are aware of the council's plan and expectation that they will adhere to the principles and / or commitments in the plan.

Any developments or initiatives to promote Gaelic will be undertaken within existing resource capacity. For example, the provision of bi-lingual road signs would be done on a renewal/ replacement basis.

The Council will adhere to the most recent Gaelic Orthographic conventions and place-names advised by The Gaelic Place-names Scotland.

2.1 Identity and Status

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. East Lothian Council recognises the importance of raising the visibility of Gaelic, increasing its status and creating a positive image of the language.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Corporate Identity	East Lothian Council's corporate identity does not include any Gaelic language elements	We will review the council's corporate identity and brand guidelines to ensure the inclusion of Gaelic in the council logo, signage in, and on council buildings and into email sign offs on a new or renewal basis, ensuring equal respect for Gaelic and English	The Council's 'Brand' guidelines will incorporate guidelines for the use of Gaelic language in the Council's corporate identity	Communications Manager	April 2022
Signage	Very little bilingual signage exists in East Lothian	Current provision of signage will be audited to identify 'Welcome to East Lothian' road signs which will include Gaelic when they are renewed	Welcome signs at the main entry points into East Lothian will include Gaelic, demonstrating equal respect for Gaelic and English	Communications Manager and Road Services Manager	April 2025

2.2 Communications

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.

East Lothian Council recognises the importance of creating opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Reception	Although the Council currently does not have any specific Gaelic provision in reception areas. The council's Translation and Interpretation services includes provision of Gaelic	<p>A review of the council's Translation and Interpretation services will ensure the provision of Gaelic when requested</p> <p>Training for reception staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>Customers coming into reception areas in Council offices will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Equalities Officer and Customer Feedback Manager</p> <p>Service Manager Customer Services</p>	April 2022

<p>Telephone</p>	<p>The council currently does not have any provision for telephone call handling in Gaelic</p>	<p>A review of the council's Translation and Interpretation services will ensure the provision of Gaelic</p> <p>Training for customer services/ contact centre staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>The provision of Gaelic within the Translation and Interpretation service will be promoted to ensure equal respect for Gaelic. Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	<p>Customers contacting the council by telephone will be engaged with appropriately no matter what language they speak</p> <p>All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic</p>	<p>Equalities Officer and Customer Feedback Manager</p> <p>Service Manager Customer Services</p>	<p>April 2022</p>
<p>Mail and Email</p>	<p>The council currently does not have an agreed policy on how to respond to Gaelic mail and e:mail</p>	<p>A review of the council's Translation and Interpretation services will ensure the provision of Gaelic. Mail or e:mail received in Gaelic will be translated and responses will be provided in Gaelic within an agreed timescale, demonstrating equal respect</p>	<p>All staff will be made aware of the provision to translate mail and email from and into Gaelic</p>	<p>Communications Manager and Customer Feedback Manager</p>	<p>April 2022</p>
<p>Forms (including</p>	<p>The council currently</p>	<p>A review of the Council's</p>	<p>All staff will be made</p>	<p>Service Manager</p>	<p>April 2022</p>

<p>complaints procedure and handling of complaints)</p>	<p>does not have any forms in Gaelic</p>	<p>Translation and Interpretation services will ensure the provision of Gaelic</p> <p>The council’s website includes an accessibility and translation facility that includes Gaelic</p> <p>All forms and document, such as the council’s complaints procedure, that are put on the website can be translated into languages including Gaelic</p> <p>Forms or complaints submitted in languages other than English, including Gaelic, will be dealt with appropriately and if requested in the relevant language</p>	<p>aware of the website facility that allows all on-line forms to be translated into Gaelic</p>	<p>Customer Services and Customer Feedback Manager</p>	
<p>Public Meetings</p>	<p>The council does not currently offer services for the use of Gaelic in public meetings</p>	<p>The provision of Gaelic within public meetings will be reviewed should this service be asked for</p>	<p>A review of the provision of Gaelic at public meetings if there is a demand for this service.</p>	<p>Service Manager Improvement, Policy and Communications</p>	<p>Within the lifetime of this plan</p>

2.3 Publications

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.

East Lothian Council is committed to increasing the use of Gaelic in areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Website	The council website has an accessibility and translation facility that enables the site and all documents on the site to be translated into Gaelic	Review the use of the translation facility Ensure that any documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated	All documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated	Communications Manager	April 2021
Public Relations and Social Media	The council does not have guidelines relating to the use of Gaelic in press and social media	Review the use of languages other than English, including Gaelic in press and social media	All press releases on the council website will be translatable into Gaelic	Communications Manager	April 2021
Printed material – council documents and papers	The council does not have a policy relating to the use of Gaelic in printed material	Review the use of languages other than English, including Gaelic in printed material	Printed material that should be available in Gaelic are on the website thereby	Communications Manager	April 2021

			<p>allowing them to be translated</p> <p>However, under the principle of equal respect, service users will be able to request a hard copy of documents in Gaelic</p>		
Printed material in libraries	There are few books or other printed resources in Gaelic in council libraries	The Library service will promote the availability of bilingual material and consider the purchase of new books in Gaelic through direct request.	The Library service will hold a stock of printed and digital resources in Gaelic	Service Manager Customer Services and Senior Librarians	September 2022
Public Exhibitions and Heritage	The council has not made any provision for Gaelic in any exhibitions it holds	The Museum and Library services will review their exhibitions policies and will make provision for Gaelic in exhibitions	Museums and Library services exhibitions policies make provision for Gaelic in exhibitions as appropriate	Service Manager Customer Services and Team Manager Museums	September 2022

2.4 Staff

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. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement.

East Lothian Council recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable and we recognise the importance of enabling staff to develop their Gaelic skills if they can and want to deploy them in support of the Council's Gaelic Language Plan.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Recruitment	All council jobs are advertised on the myjobscotland website which does not have a language translation function	If a job has Gaelic as a requirement, the job advertisement will be both in Gaelic as well as English COSLA (responsible for the myjobscotland website) will be approached to consider adding a language translation facility to the website and application forms	Bilingual adverts for posts requiring Gaelic will appear on myjobscotland	HR Business Partner	April 2022
Training and Language Learning	No staff training is available in Gaelic as there has been no demand for this to date. Training is being developed for teachers to support learning &	Explore & assess demand for Gaelic learning for staff Identify possible training models & approaches (e.g. Gaelic awareness, members' briefings, language learning etc.) Work with local partners to	Improved staff engagement in and awareness of Gaelic language	Organisational Development officers ELC lead officers Gaelic Strategic group	April 2023

	teaching in Gaelic in schools	promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College)			
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2.5 Gaelic Language Acquisition and Usage

East Lothian 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 East Lothian.

In addition, recognising the council's role as a Corporate Parent the council's Corporate Parenting Plan will set out how children and young people in care will receive equal opportunities in learning Gaelic and how the council will meet the needs of children and young people in care with Gaelic language skills.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Gaelic Medium Education (GME)	Currently delivered through partnership agreement with City of Edinburgh Council Local strategic steering group has been convened to support ongoing planning and development	Track and monitor uptake of GME and evaluate council information regarding GME provision Promote GME through communications channels & networks Work in partnership with City of Edinburgh to support and sustain	Data on numbers of pupils attending GME To support and sustain current provision arrangements To ensure clear information is available regarding ELC GME provision In line with the	ELC lead officers Gaelic Strategic group	April 2024

	<p>GME learner data is being gathered</p> <p>Contact with parents is underway to support collaborative planning</p>	<p>current arrangements and to align planning around GME.</p> <p>Promote / support pre-school and school age GME – mainly through existing partnership provision</p> <p>Families – support pack for families; review website information; engage with parents</p>	<p>Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016</p> <p>To increase uptake of GME in line with local and national plans</p>		
Gaelic Learners Education (GLE)	<p>There is currently no GLE in East Lothian</p> <p>Interested teachers have been identified</p> <p>Teacher introduction to Gaelic courses taking place in May 2019</p> <p>A group of teachers has been identified to attend Sabhal Mòr Ostaig courses in 2019/2020</p> <p>Partnership development of</p>	<p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of regional SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (for us that would be Newbattle, the E-Sgoil or schools in Edinburgh). Identify opportunities to promote use of the Stòrlann Go Gaelic website to support teacher development in basic Gaelic language skills</p>	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools</p>	ELC lead officers Gaelic Steering Group	April 2024

	language resources in Gaelic has been planned with Newbattle Abbey College	Develop Gaelic learner opportunities as part of 1+2 and via partners (for us that would be Newbattle, the E-Sgoil or schools in Edinburgh)			
Adult Learning	No Gaelic currently is being offered by CLD Partnership opportunities are available and are starting to be promoted locally	Identify and assess opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community	Gaelic language strategic implementation group	April 2024
Gaelic in Communities, Partnerships and networks	Engagement and partnership working underway with local Gaelic language partners Partnership representation on the ELC Gaelic steering group ELC is represented by	Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development. Identify key local partners (business, tourism etc.)	Enhanced provision of Gaelic learning and development Increased engagement with and awareness of Gaelic language	ELC lead officers Gaelic language strategic implementation group	April 2024

	lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)	Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development			
Gaelic in the Arts	The Council has not made any provision for Gaelic in arts, heritage and recreation	The council's arts service will review its policies and make provision for Gaelic arts activities	The arts service's policies will make provision for Gaelic arts activities	Service Manager Connected Communities and Arts Manager	September 2022

3. IMPLEMENTATION AND MONITORING

East Lothian Council's Gaelic Language Plan will be published bilingually on our website and copies will be made available on request. In addition, we shall make the plan known to the public via a press release and social media and to employees via our Intranet.

This plan is the policy of East Lothian Council and has been endorsed both by our Council Management Team and Council members.

The Council's Integrated Impact Assessment process will be amended to include screening questions relating to Gaelic and signposting those who are developing relevant new policies to this policy and the National Gaelic Language Plan to ensure that policies are developed in line with the Plan.

The Chief Executive will be responsible ultimately for ensuring that the council delivers on the commitments set out in this Plan.

Individual responsibility for various actions set out in Chapter 2 of the Plan has been assigned to relevant staff members and we have set out the individual target dates for when we expect to implement specific commitments.

The council will monitor the implementation of the Gaelic Language Plan through a bi-annual update on progress in implementing the actions set out on Chapter 2. These monitoring reports will be submitted to Bòrd na Gàidhlig.

Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of East Lothian 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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