

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



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Title of Policy/ Proposal	Gaelic Language Plan
Completion Date	28 October 2019
Completed by	Paolo Vestri
Lead officer	Paolo Vestri

Type of Initiative:

Policy/Strategy

Programme/Plan

Project

Service

Function

Other

New or Proposed

Changing/Updated

Review or existing

1. Briefly describe the policy/proposal you are assessing.

Board na Gaidhlig to prepare a national Gaelic Language Plan and gave it authority to request public authorities (including local authorities) to prepare and publish Gaelic Language Plans.

East Lothian Council was one of the last four councils to be asked to prepare a plan. The Chief Executive has received notification from the Bord that the council has to prepare and publish a plan by 7th November 2019. The notification set out the high level aims that the Plan should meet.

East Lothian Council's draft Gaelic Language Plan (Appendix 1) was 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* produced by Bord na Gaidhlig.

It sets out how the council will use Gaelic in the operation of its functions, how it will enable the use of Gaelic when communicating with the public and key partners, and how it proposes to promote and develop Gaelic.

The key components of the draft 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 a summary of the use of the Gaelic language in East Lothian.

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.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

2. What will change as a result of this policy?

The Plan includes a detailed implementation plan setting out how the commitments in the Plan will be actioned over the next four years. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. The Plan sets out the level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	No
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	
6. The policy/proposal has negligible impact on the economy	
7. The policy/proposal has no/ minimal impact on the environment	
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	Data on Gaelic speakers taken from 2001 census
Data on service uptake/access	No use of Gaelic interpretation services and little use of Gaelic material in libraries Information on demand and use of Gaelic Medium Education included in the Plan
Data on quality/outcomes	As above
Research/literature evidence	Desk based research backed up by information from key services
Service user experience information	Little service user experience available Education service has evidence of parental involvement in requesting Gaelic Medium Education
Consultation and involvement findings	Consultation with relevant services Draft Plan was put on Consultation Hub for comment – only 2 responses
Good practice guidelines	Draft plan was based on template provided by Born a Gaidhlig and benchmarked against other council plans
Other (please specify)	
Is any further information required? How will you	No

gather this?

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none">• Older people, people in the middle years• Young people and children• Women, men and transgender people (includes issues relating to pregnancy and maternity)• Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)• Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)• Refugees and asylum seekers• People with different religions or beliefs (includes people with no religion or belief)• Lesbian, gay, bisexual and heterosexual people• People who are unmarried, married or in a civil partnership	<p>The Plan has no specific consequences for equality groups apart from people whose first language is Gaelic.</p> <p>The Plan addresses the needs of Gaelic speakers and in particular children and young people in relation to Gaelic Medium Education</p>

<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>No specific relevance to those who are vulnerable to falling into poverty</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities • Urban Communities • Coastal communities 	<p>No specific relevance to geographical communities as Gaelic speakers are dispersed across the county</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

The Plan includes a section on staffing, including, ensuring staff who speak Gaelic or people applying for jobs will have access to Gaelic translation and interpretation services.

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

No except possible utilisation of external translation and interpretation services

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

The Plan will be made available on the internet in Gaelic through the Recite Me translation service.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The Plan ensures that Gaelic speakers have access to services etc and improves the status of the Gaelic language
Promotes good relations within and between people with protected characteristics and tackles harassment	Not relevant
Promotes participation, inclusion, dignity and self control over decisions	The Plan ensures that Gaelic speakers have access to services etc and improves the status of the Gaelic language
Builds family support networks, resilience and community	Not relevant

capacity	
Reduces crime and fear of crime	Not relevant
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Lifeskills 	Not relevant
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	Not relevant
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms or transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	

Maximises income and /or reduces income inequality	Not relevant
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

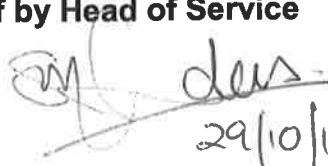
10. Action Plan

No negative impacts identified that require mitigation

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Head of Service

Name
Date

 *deus* (S.H. SAUNDERS)
29/10/19.