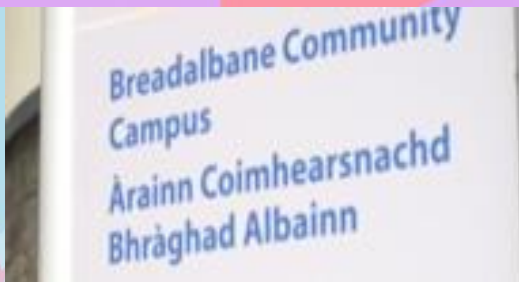
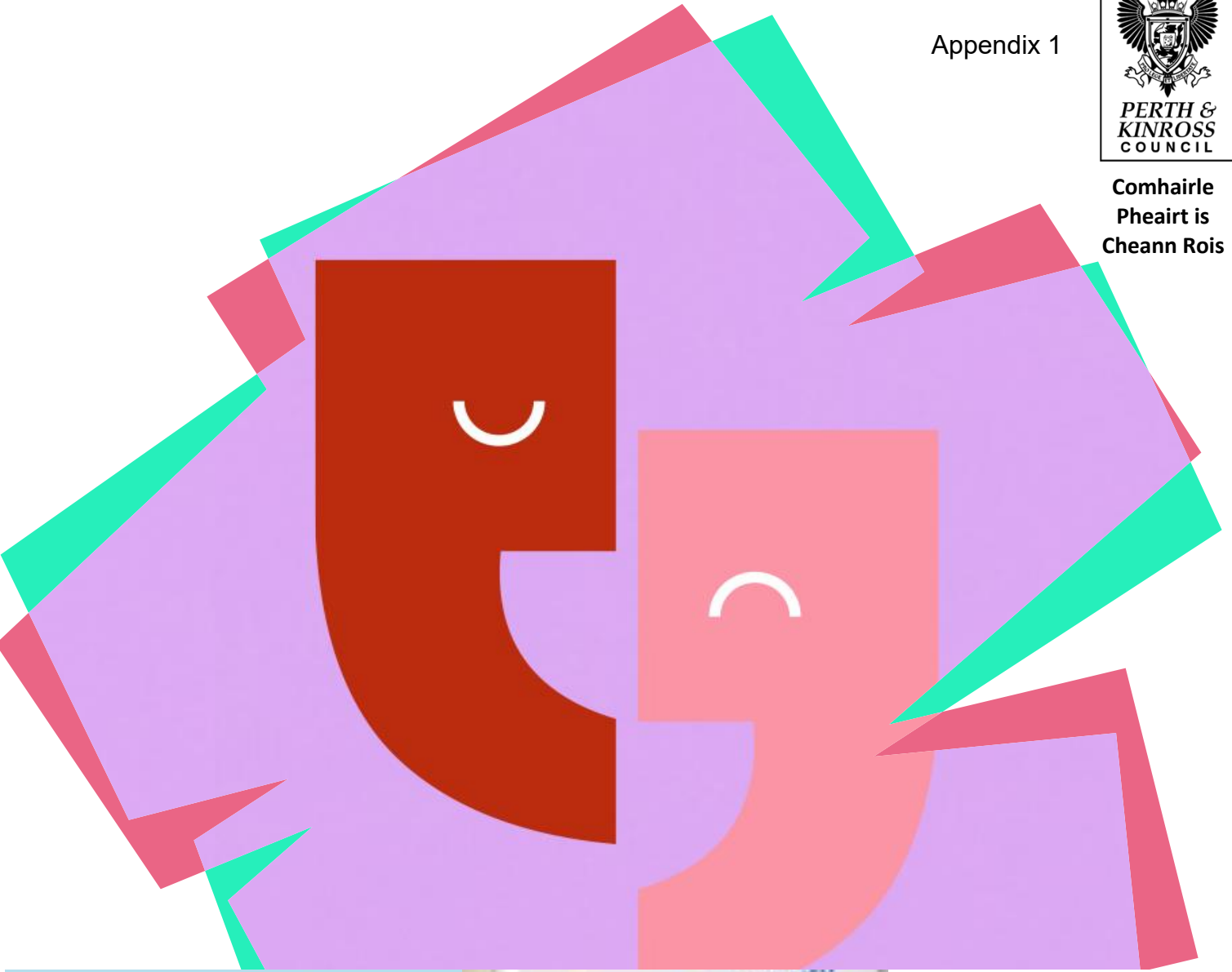




Comhairle
Pheairt is
Cheann Rois



Gaelic Language Plan 2023-28

Plana Cànan Gàidhlig 2023-28

A Perth and Kinross where everyone can live
life well, free from poverty and inequalities

Perth & Kinross Council's Gaelic Language Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005

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Introduction

We are pleased to present Perth & Kinross Council's third Gaelic Language Plan, a testament to our dedication towards the future of the Gaelic language and culture in our communities.

In line with the National Gaelic Language Plan, we have devised a targeted five-year blueprint (2023-2028) detailing strategic actions to encourage Gaelic use in our localities.

We recognise Gaelic's valuable contribution to our history, heritage, and living culture, and our Gaelic Language Plan continues to support and promote these aspects.

Gaelic Medium Education continues to strengthen in Perth City and in Highland Perthshire, the Perthshire & Angus Provincial Mòd remains an important fixture, and the new Fèis Thatha (Tay Gaelic Festival) continues to expand.

The success of the Royal National Mòd held in Perth in October 2022 demonstrates the commitment of Perth & Kinross Council, its partners, and community residents to the ongoing revitalisation of Gaelic in the region.

Our Gaelic Language Plan aims to leverage the Mòd legacy as a foundation for further growth, fostering increased usage, learning, and cultural promotion of Gaelic.

Councillor Grant Laing

Leader of the Council

Councillor John Duff

Gaelic Ambassador

Background and Structure

Developing a Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005, enacted by the Scottish Parliament, underscores the status of Gaelic as an official language of Scotland, commanding equal respect alongside English.

The Act promotes the use of Gaelic in public life throughout Scotland, encouraging its increased usage in homes, communities, educational institutions, and workplaces.

A significant provision of the 2005 Act empowers Bòrd na Gàidhlig, the national Gaelic language agency, to request that public bodies prepare Gaelic Language Plans. The agency assesses the plans for quality and monitors their implementation progress.

Principle of Equal Respect

The principle of equal respect, enshrined in the 2005 Act by the Scottish Parliament, reflects the value and importance attributed to Gaelic. It recognises that Gaelic speakers aspire to use the language as a normal part of their lives and emphasises the need for a spirit of generosity towards Gaelic throughout Scotland. According to Bòrd na Gàidhlig's guidance, granting equal respect to Gaelic does not necessitate identical treatment of Gaelic and English, nor does it require a specific level of Gaelic provision in all circumstances. Instead, it encourages public bodies to be supportive and accommodating to Gaelic development, adapting their Gaelic Language Plans to facilitate the appropriate extent of Gaelic use based on their unique circumstances and linguistic landscape.

Structure of the Plan

The Plan is divided into three sections:

- Section A: Context - Outlines the development of this Plan, the third Perth & Kinross Council Gaelic Language Plan. It describes our organisation's responsibilities and the historical and current status of the Gaelic language in the area.
- Section B: The Three Pillars of Gaelic - Presents Perth & Kinross Council's strategic commitments and enabling actions in line with the priorities of the National Gaelic Language Plan. It details our contributions to the implementation of the National Plan, the delivery of public services related to Gaelic, and our commitment to consider this Plan when formulating and executing new policies and strategies.
- Section C: Implementation and Monitoring - Provides insight into how we will deliver our Gaelic Language Plan and the measures we will take to monitor progress.

Section A: Context

Serving as one of Scotland's 32 local authorities, Perth & Kinross Council is Scotland's fifth-largest geographical area with a variety of public services. These services, many of which have strong Gaelic elements, span education, children's services, digital and IT, business development, community planning and engagement, as well as leisure and culture. Perth and Kinross is located in the heart of Scotland, covering approximately 5,286 km₂ and is a large and varied area with an estimated population of 146,652 as of the 2011 census update in March 2015.

We have a long-standing commitment to Gaelic language and culture, acknowledging their role in our heritage, national and local identity, and cultural fabric. Perthshire had its own distinctive Gaelic dialect and traditions, with Gaelic being the language of choice for nearly 13% of the population until the late 19th century.

This third Gaelic Language Plan, created within the framework of the Gaelic Language (Scotland) Act 2005 and aligning with the National Gaelic Language Plan and Bòrd na Gàidhlig's Guidance on the Development of Gaelic Language Plans, outlines the following key objectives for Perth and Kinross:

- Increase Gaelic use in our communities, within our public authority services, and in our schools.
- Create opportunities for employees, community members, children, and young people to learn Gaelic in various ways, ensuring its vibrant presence in Perth and Kinross.
- Promote and raise awareness of Gaelic language and culture, recognising Gaelic as an asset to our communities and organisation and ensuring its visibility and appreciation.

The plan details how we will integrate Gaelic into our operations and public service delivery, facilitate communication with key partners, and actively promote and develop Gaelic in our region.

Our Past

Once a Gaelic-rich region, Siorrachd Pheairt (Perthshire) recalls a time when Gaelic was the dominant language. Historical references often include the phrase "bho Hiort gu Peairt" (from St Kilda to Perth) to acknowledge Perthshire as part of the Gàidhealtachd (the Gaelic-speaking region of Scotland).

Gàidhealtachd Pheairt or Garbh Chrìochan Pheairt (Highland Perthshire) was a prominent Gaelic-speaking area until the mid-20th century, with over 60% of the population identifying as Gaelic speakers when the census first included Gaelic in 1881.

Prominent figures such as Queen Victoria and the Duke of Atholl actively supported Gaelic, challenging prevailing public education policies. Nevertheless, the language experienced a rapid decline after the Second World War, with the last known speaker of the Perthshire Gaelic dialect passing away in 1991.

The language has seen some revival aided by Gaelic education programmes and adult-learning initiatives, and migration from other parts of Scotland has also brought Gaelic speakers to Perth and Kinross. Efforts to reverse the language decline are underway throughout Scotland, and our region is no exception.

Our Present

Presently, the number of Gaelic speakers in Perth and Kinross falls below the national average, a challenge we are committed to addressing. The 2011 Census reported 2,169 Gaelic speakers in our region (1.5% of the population), compared to 87,100 (1.7%) in Scotland.

Gaelic has seen a revival in the last decade thanks to collaborative efforts between Perth & Kinross Council and its partners. We have seen growth in Gaelic education and adult-learning programmes. Aberfeldy hosts a large provincial Mòd, and Highland Perthshire features the flourishing Gaelic choir. Breadalbane Academy boasts a thriving traditional music group, and the Perth Gaelic Choir, Guthan Pheairt (Perth Voices), has been re-established with our support. Fèis Thatha (Tay Festival) continues to grow, offering a range of activities. Other groups, such as the Gaelic Society in Perth and the regional branch of An Comunn Gàidhealach, contribute to promoting Gaelic.

In 2022, we hosted the Royal National Mòd in the City of Perth, the annual celebration of Gaelic language and culture. This event brought over 7,500 visitors to the city and injected more than £2.5 million into the local economy. There are plans to build on this legacy and bring the Mòd back to Perth and Kinross in the near future.

As we develop our third Gaelic Language Plan, we aim to achieve the targets set by the National Gaelic Language Plan, represent the aspirations of our Gaelic-speaking community, policymakers, and educators, and complement the Scottish Government's Strategic Objectives.

Gaelic in Education

Gaelic education starts with playgroups in Perth City and Aberfeldy that introduce the language to children aged 0-5. Early Learning and Childcare (ELC) Gaelic provisions at Breadalbane Academy and is planned for in Goodlyburn Primary School for children aged 3 to 5 years. Gaelic Medium Primary Education (GMPE) has been available at Goodlyburn Primary School since 1993 and Breadalbane Academy since 2011, aiming to achieve bilingual proficiency in Gaelic and English by P7.

The Languages 1+2 initiative delivers weekly Gaelic (Learners) sessions in schools across Highland Perthshire, reaching over 600 primary pupils per year. Other primary schools in Perth & Kinross Council have also started delivering Gaelic in Languages 1+2.

Within secondary education, Perth Academy and Breadalbane Academy offer Gaelic (Learners) and Gàidhlig (Fluent) as subjects. Students from all four secondary schools within Perth City can choose Gaelic (Learners) at certificate level through the Perth City Campus (PCC) initiative.

Adult education classes, both online and in-person, cater to community members and employees of Perth and Kinross interested in learning Gaelic.

Gaelic in the Community

Community initiatives bolster the presence of Gaelic in Perth and Kinross. The Gaelic Society of Perth, established in 1880, organises monthly cèilidhs and educational events. Informal Gaelic conversation groups gather in Perth, attended by fluent speakers and learners. Libraries throughout Perth and Kinross and Goodlyburn Primary School host Gaelic Bookbug sessions. Comann nam Pàrant Obar Pheallaidh and Comann nam Pàrant Peairt actively support and promote Gaelic and Gaelic Medium Education. Religious institutions throughout the region offer valuable contributions to Gaelic usage through Gaelic services and community engagement.

Arts, Culture, Heritage, and Tourism

Cultural events and festivals celebrate Gaelic in Perth and Kinross.

The Perthshire & Angus Provincial Mòd, organised by the Aberfeldy & District branch of An Comunn Gàidhealach, brings together local choirs and performers, including Aberfeldy Gaelic Choir and Guthan Pheairt.

Gaelic music, arts, and literature events occur at venues including Perth Concert Hall, Birnam Institute, and Pitlochry Festival Theatre and in the Perform in Perth Festival. The Royal National Mòd returned to Perth in 2022, marking the area's eleventh hosting of Scotland's premier Gaelic festival, 10 occasions in Perth and once in Blairgowrie in 1996.

Our Future

Embracing Gaelic

This plan is designed to leverage the benefits of Gaelic, viewing it as an asset that brings economic, environmental, linguistic, and cultural advantages. Furthermore, Gaelic contributes to the health and well-being of our region, which is deeply rooted in the Gaelic language and culture.

Effective Communication with the Public and within our Organisation

Using Gaelic at the initial point of contact with the public fosters a welcoming environment for Gaelic use. It raises the language's profile, creates practical opportunities for its utilisation, and encourages members of the public to engage with Gaelic in subsequent interactions with the public authority.

We aim to integrate Gaelic into our public authority's corporate identity and signage. This not only raises the visibility of the language but also enhances its status. We encourage young people and community members to take pride in their Gaelic identity and appreciate the benefits of bilingualism.

Gaelic in the 3rd Decade of the 21st Century

We understand the importance of developing Gaelic to ensure its suitability for all appropriate purposes. Through language corpus development, we aim to ensure that Gaelic continues to evolve and embraces technological advancements and lifestyle changes.

We view Gaelic as a valuable asset that enriches the lives of individuals, communities, businesses, and the overall identity of the Heart of Scotland. We aim to foster its economic, environmental, and sustainable growth while ensuring its continuous evolution as both a language and an invaluable asset.

Section B: The Three Pillars of Gaelic

Our Gaelic Language Plan: The Three Pillars

Our Gaelic Language Plan is constructed around **Using Gaelic**, **Learning Gaelic**, and **Promoting Gaelic**.

Each of these pillars represents a crucial component in nurturing and sustaining Gaelic within our organisation and communities. We aspire to see Gaelic thrive, be cherished and be appreciated throughout our region.

To Note: All commitments and actions in the Gaelic Language Plan will be assessed by each service and judgments made on viability and impact.

Using Gaelic

We understand that a sustainable future for Gaelic involves increasing the number of Gaelic speakers and increased usage. We aim to encourage more individuals to use Gaelic as their preferred mode of communication in daily life.

In our communities, we are committed to:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Boosting existing and budding Gaelic language and culture groups by enhancing awareness of their activities. • Collaborating with partners to augment Gaelic language learning opportunities. • Boosting the use of Gaelic via musical, cultural, and linguistic activities in collaboration with local organisations. • Initiating Community Gaelic Hubs in Perth City and Highland Perthshire to spur the use of Gaelic in services and promotions. • Nurturing the Perthshire & Angus Provincial Mòd committee by providing necessary support and explore the feasibility of establishing another provincial Mòd within the Perth & Kinross Council area. • Supporting the expansion of Fèis Thatha and continue to promote the event. • Collaborating closely with Comunn na Gàidhlig, Fèisean nan Gàidheal, An Comunn Gàidhealach, and other Gaelic development bodies to ensure plentiful high-quality Gaelic usage opportunities. • Acknowledging the valuable contributions to Gaelic from other institutions and sectors including religion, sports and business. 	<p>Ongoing and continuous work with interest groups, the Mòd, Fèis Thatha, Gaelic organisations and partners and over the lifetime of the Plan</p> <p>Initiate virtual Gaelic Hubs from January 2024</p>	

In Business and Place Development, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Leverage research that underscores the impact of Gaelic on the Scottish economy for planning purposes. • Champion the economic advantages of Gaelic for the local community and businesses. • Enrich the visitor experience with Gaelic heritage and cultural offerings. 	<p>Use current research and evidence.</p> <p>Upon release of National Gaelic Tourism Strategy in late 2023/early 2024</p>	

In Communications, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Welcomingly accept communication in Gaelic and endeavour to provide replies in Gaelic that may include reception and phone services based on staff skills. • Distribute and publish news releases, materials and important public information in both Gaelic and English. • Regularly circulate Gaelic content through social media and improve Gaelic content on our website. • Include Gaelic in public and internal meetings when Gaelic is the main subject and Gaelic greetings in relevant civic and other events. 	<p>As received</p> <p>Target: monthly publications</p> <p>Target: weekly social media content</p> <p>As meetings arise</p>	

In Continuing to Develop Language Corpus, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Ensure accessibility of Gaelic when used in published and communicated information. • Adhere to the most recent Gaelic Orthographic Conventions guidelines in our written materials. • Seek advice from Ainmean-Àite na h-Alba (Scottish Placenames) for signage and community collaborations. 	As required and necessary in communications, publications and signage	

In Signage and Branding, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Adopt a bilingual corporate logo and brand, ensuring equal prominence for both languages in all communications. • Include Gaelic and English in signage where appropriate, considering visibility enhancement during renewal opportunities in council buildings, town/village nameplates and schools. 	<p>Approve design at April 2024 and rollout over the lifetime of the Plan</p> <p>Ongoing currently and from date of publication of this Plan</p>	

In Arts, Culture, and Heritage, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Utilise Gaelic in the re-launched City Hall and collaborate on projects related to the Stone of Destiny and with Arms' Length External Organisations (ALEOs). 	<p>From opening of Perth Museum</p> <p>From January 2024 and for the</p>	

<ul style="list-style-type: none"> • Revive storytelling, folklore, and local heritage and cultural projects that foster a sense of place and community connection. 	lifetime of the Plan	
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In Organisational Development, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Encourage staff to use Gaelic in their work. • Introduce a standard bilingual email signature and out-of-office reply for all staff. 	From November 2023 and for the lifetime of the Plan	

Learning Gaelic

We aim to provide diverse opportunities for employees, community members, children, and young people and parents to learn Gaelic in ways that ensure its thriving presence in Perth and Kinross.

Sufficient skilled Gaelic speakers will be required to meet the need for arising vacancies and staff opportunities in our organisation and others and to meet the need for Gaelic experiences that are informal and community-based.

In Education, we will:	Timeframe	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Support the continued strategic development of Gaelic Early Learning and Childcare (Sgoil Àraich) in alignment with our existing Gaelic Medium Primary Education (GMPE) provision. • Sustain the operation of two Cròileagain (Gaelic Playgroups) and Gaelic Bookbug, twice weekly in Perth City and Aberfeldy, promoting continuity into Early Years Gaelic. • Implement a promotional strategy to increase the annual uptake of Gaelic Medium Education. • Ensure high-quality learning and teaching across all aspects of Gaelic education, meeting the needs of all learners. • Ensure GME Secondary provisions provide annual improvement planning and progress reports tied to their standards and quality process in line with the national guidance on Gaelic education. • Grow Gaelic as part of Languages 1+2 delivery through staff training and development opportunities. • Develop the Àrd-sgoil A9 project (A9 High Schools Project) to enhance the GME secondary school experience with peers. • Create a programme of activities and events that boost learners' confidence, self-esteem in Gaelic, and employability skills. 	<p>Ongoing and continuous from date of approval of Plan</p> <p>Ongoing promotional strategy</p> <p>Ongoing and continuous quality assurance of learning and teaching, 1+2, Àrd-sgoil A9, programme of activities, involving learners more and CECYP.</p> <p>Exploration of catchments by June 2024</p> <p>Staffing Standard by April 2024</p>	

<ul style="list-style-type: none"> • Involve GME learners in curriculum design, school ethos, environment, and broader achievement experiences, making them ambassadors for Gaelic. • Incorporate the needs of looked-after children and care leavers with Gaelic into Perth & Kinross Council policy. • Explore the viability of reviewing the current catchment areas of Gaelic Medium Education. • Implement a staffing standard for Gaelic education, encompassing teaching and single-status staff, in partnership with Perth UHI. 		
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In Organisational Development, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Further develop partnerships, including with ALEOs and community planning partners with Gaelic language plans, to promote Gaelic and support common approaches and commitments. • Enhance workforce capacity through recruitment to grow the Gaelic education workforce in the in line with national approaches. • Increase the number of modern apprentices, graduate trainees, and mentoring volunteers who engage with Gaelic. 	<p>Ongoing and from approval of Plan</p> <p>Ongoing and taking cognisance of output from national workstream on recruitment from Faster Rate of Progress on Gaelic</p> <p>Ongoing work with Skills Development Scotland on post-school destinations</p>	

We will provide language learning opportunities to:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Employees of Perth & Kinross Council who would benefit from having an ability in Gaelic to undertake their duties. • Employees of Perth & Kinross Council who would like to work in Gaelic or learn Gaelic out of personal interests. • Members of local Gaelic choirs, local Gaelic interest groups, the Perthshire Gaelic Society, the Perthshire and Angus Provincial Mòd, and Fèis Thatha. • Parents of children and young people in GME, Cròileagan, or accessing early years Gaelic. • Community members who wish to learn Gaelic for personal or work interests and who would become active in the Gaelic community over time. • Senior phase secondary school-aged young people, including Care Experienced and who may wish to follow a post-school pathway in Gaelic. 	<p>Continuation of language learning opportunities and throughout the lifetime of the Plan for all stakeholders</p> <p>Target: at least 3 a year for each group</p>	

For learning Gaelic at home, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Encourage families to learn together in the home through partnerships and initiatives by organisations including Education Scotland, Comann nam Pàrant and Stòrlann, Fèisean nan Gàidheal and e-sgoil. • Encourage the use of media and online Gaelic learning resources, including SpeakGaelic, LearnGaelic, GoGaelic, Gaelic for Parents, Duolingo, and other language applications. • Create resources, including games and educational materials, to make Gaelic learning at home natural, enjoyable, and supportive of the GME experience. 	<p>From November 2023 and for the lifetime of the Plan enhance the support for families.</p> <p>Creation of resources, games and materials by June 2024</p>	

<ul style="list-style-type: none"> • Considering available research and evidence, support families in using Gaelic more at home, especially if they have children in GME. 	<p>As available and published</p>	
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<p>In Business and Place Development, we will:</p>	<p>Timelines</p>	<p>Evidence from Steering Group – Date</p>
<ul style="list-style-type: none"> • Expand adult and family learning activities related to the Gaelic landscape of Perth and Kinross, developing accessible learning resources and guided outdoor opportunities, including digital trails. • Provide training for leaders and volunteers in outdoor learning and guided walks focused on our Gaelic landscape. 	<p>From January 2024 and for the lifetime of the Plan. Target: 4 activities a year</p> <p>Training offered once a year for the lifetime of the Plan</p>	

Promoting Gaelic

We will promote the use of Gaelic, its visibility, and its status to make it an integral part of daily life in our region. We will work to create a more positive image for Gaelic and a more significant role for it in the cultural life of Scotland, ensuring its robust future.

In Communications, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> Convey the message that we welcome public communication in Gaelic. 	On website and through social media by April 2024	

With Families, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> Promote Gaelic language learning among children, young people, and their families by highlighting resources that support Gaelic learning. 	By June 2024 and annually thereafter	

In Education, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> Promote and highlight the work of organisations and groups that actively support teachers, young people, and parents in Gaelic education, including Stòrlann, Sabhal Mòr Ostaig, e-Sgoil, Fèisean nan Gàidheal, Comann nam Pàrant, FilmG, Education Scotland and national bodies responsible for GME and GLE. Stay abreast of research concerning Gaelic development. Publicise the availability of Gaelic Medium Education in local press and on our website. 	<p>From November 2023 and annually thereafter with schools and families</p> <p>Continue to publicise GME</p>	

<ul style="list-style-type: none"> • Arrange regular information sessions for prospective parents of Gaelic Medium Education, providing guidance on available options. • Foster a positive and inclusive attitude towards Gaelic in school communities, boosting confidence among children and young people. 	<p>and at points of registration</p> <p>Twice annually deliver information sessions</p>	
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<p>In Organisational Development and Workforce Planning, we will:</p>	<p>Timelines</p>	<p>Evidence from Steering Group – Date</p>
<ul style="list-style-type: none"> • Promote careers that value Gaelic skills and raise awareness of apprenticeships, training programs, and career routes in Gaelic to broaden the Gaelic labour market. • Collaborate with agencies to plan and support events showcasing Gaelic-related careers. • Integrate knowledge of the public authority's Gaelic Language Plan and training opportunities into new staff induction. • Include Gaelic as an essential or desirable skill in job descriptions related to delivering the Gaelic Language Plan. • Conduct internal audits of Gaelic skills and training needs. • Provide Gaelic awareness training to staff and elected members. • Demonstrate equal respect for Gaelic and English in bilingual services and resources, promoting Gaelic services. 	<p>Annual promotion and careers events at course choice and at points when young people are considering post-school destinations</p> <p>Induction information by June 2024</p> <p>Annual audit of skills in Gaelic in August for the lifetime of the Plan</p> <p>Annual awareness training</p>	

In Communities, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Support the establishment of community groups and networks with shared interests in promoting Gaelic. • Collaborate to further reintroduce Shinty to Perth & Kinross Council communities and support the Shinty sessions at Goodlyburn Primary School. • Promote Cròileagain and Gaelic Bookbug to all families with children under five years old. • Create a Perth and Kinross Gaelic Community Forum. • Enhance Gaelic visibility within our communities. • Continue to have a Gaelic spokesperson and ambassador for Council matters. 	<p>Networks for Gaelic groups by April 2024</p> <p>Shinty to be further established by August 2024</p> <p>Community Gaelic Forum by April 2024</p>	

In Business and Place Development, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Promote projects that enrich and sustain the Gaelic language, bolstering the confidence of Gaelic users. • Promote VisitScotland's Gaelic Tourism Strategy to partners and within Perth & Kinross Council. • Develop a toolkit and guide for local businesses, including the tourism and hospitality sector, on the benefits of using Gaelic. • Promote Gaelic as an economic asset and its benefits in businesses, social enterprises, and the local authority. We will focus on cultural tourism, the food and drink industry and sustainable approaches to land management and renewables. 	<p>Highlight and promote the National Tourism Strategy by April 2024</p> <p>Develop toolkit and promotional materials by May 2024 and continue to update annually over the lifetime of the Plan</p>	

In Arts, Culture, and Heritage, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Collaborate with Bòrd na Gaidhlig and Creative Scotland to advance Gaelic arts and culture. • Work to host the FilmG Awards in Perth. • Collaborate with local arts organisations to develop an annual programme of Gaelic events. 	<p>Host FilmG by 2026</p> <p>Annual programme of events in place by August 2024</p>	

With Partners, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Collaborate with other public authorities with the Gaelic language plans to establish a network for joint actions and commitments. • Promote Perth & Kinross Council's good practices in Gaelic to national forums. • Re-establish the East Coast Gaelic Regional Group to share resources and good practices and to collaborate on common actions. 	<p>Network of public bodies and East Coast Group established by April 2024 and meet twice annually thereafter</p>	

In the Implementation and Monitoring of the Plan, we will:	Timelines	Evidence from Steering Group – Date
<ul style="list-style-type: none"> • Establish and maintain a Gaelic Language Plan Steering Group with representation from relevant Council departments. 	<p>By March 2024 and twice annually thereafter for the lifetime of the Plan</p>	

Section C: Implementation and Monitoring

Schedule

This Gaelic Language Plan will be active for five years from 2023 until a new plan is developed.

Plan Distribution

Our Gaelic Language Plan will be published on our website in both Gaelic and English, with physical copies available at our public offices and local libraries. Copies will be distributed to our Arms' Length External Organisations (ALEOs), community planning partners, contractors, Gaelic organisations, and other stakeholders. The Plan will be accessible to our employees via the intranet, and its launch will be publicised through social media and press releases.

Administrative Arrangements for Implementing Our Gaelic Language Plan

Once this Plan has been approved by the Senior Management Team, Elected Members of Perth & Kinross Council, Scottish Ministers, and Bòrd na Gàidhlig, it will officially become Perth & Kinross Council's policy. The Strategic Lead for Education and Learning will be responsible for fulfilling the plan's commitments, with regular updates provided to our communities and staff about the progress of our Gaelic Language Plan.

Resourcing Our Plan

The necessary resources for this plan will be allocated from existing Perth & Kinross Council budgets. We will also seek financial support from external bodies, including Bòrd na Gàidhlig and the Scottish Government Specific Grant for Gaelic Education.

Monitoring and Implementing Our Plan

Our third Gaelic Language Plan spans the period from 2023 to 2028. A Gaelic Steering Group, including representatives from various council services, will meet twice annually to coordinate actions, supervise progress, and evaluate the plan's execution. We will actively involve customers, partners, and stakeholders, seeking their feedback and insights on our progress.

The plan's execution will be monitored through the strategic planning processes of our Budget and Service Plans and our Annual Performance Reports. Monitoring activities will encompass the following:

- Twice annually Gaelic Steering Group meetings with minutes distributed

- Cooperation with elected members overseeing Gaelic
- Annual reports to the Council
- Reports to local Gaelic forums
- Bi-annual reports to the Senior Management Team and Strategic Leads of the Council
- Annual report to Bòrd na Gàidhlig
- Feedback from surveys, questionnaires, and course evaluations
- External assessments

Working with Partners and External Agencies

Perth & Kinross Council acknowledges the importance of partnerships to progress this plan within our communities and beyond. We will continue to work with local and national organisations to foster Gaelic opportunities within Perth and Kinross.

Local partners include Culture Perth & Kinross, Perth College UHI, Horsecross Arts, Birks Cinema, PKAVS, Live Active Leisure, and the local community organisations mentioned in this plan.

On the national level, we will work with Visit Scotland, Historic Environment Scotland, Scottish Natural Heritage, and Skills Development Scotland and utilise our local connections with community planning partners.

We also plan to cooperate with national Gaelic organisations such as Bòrd na Gàidhlig, An Comunn Gàidhealach, Comunn na Gàidhlig, Fèisean nan Gàidheal, and MG ALBA.

Moreover, we will cultivate relationships with other local authorities by:

- Participating in the Gaelic Local Authority Network (GLAN) and the Community Learning and Development Review Group for Gaelic.
- Joining a Tayside and East Coast regional network that includes Fife Council, Dundee City Council, Angus Council, and Aberdeen City Council.

Contact Details

Overall Responsibility

The Senior Officer responsible for overseeing the preparation, delivery, and monitoring of Perth & Kinross Council's Gaelic Language Plan is:

Executive Director
Education & Children's Services
Perth & Kinross Council
2 High Street
Perth
PH1 5PH

Tel: 01738 475000

Day-to-day Operation

For inquiries regarding the day-to-day operation of the plan, please contact:

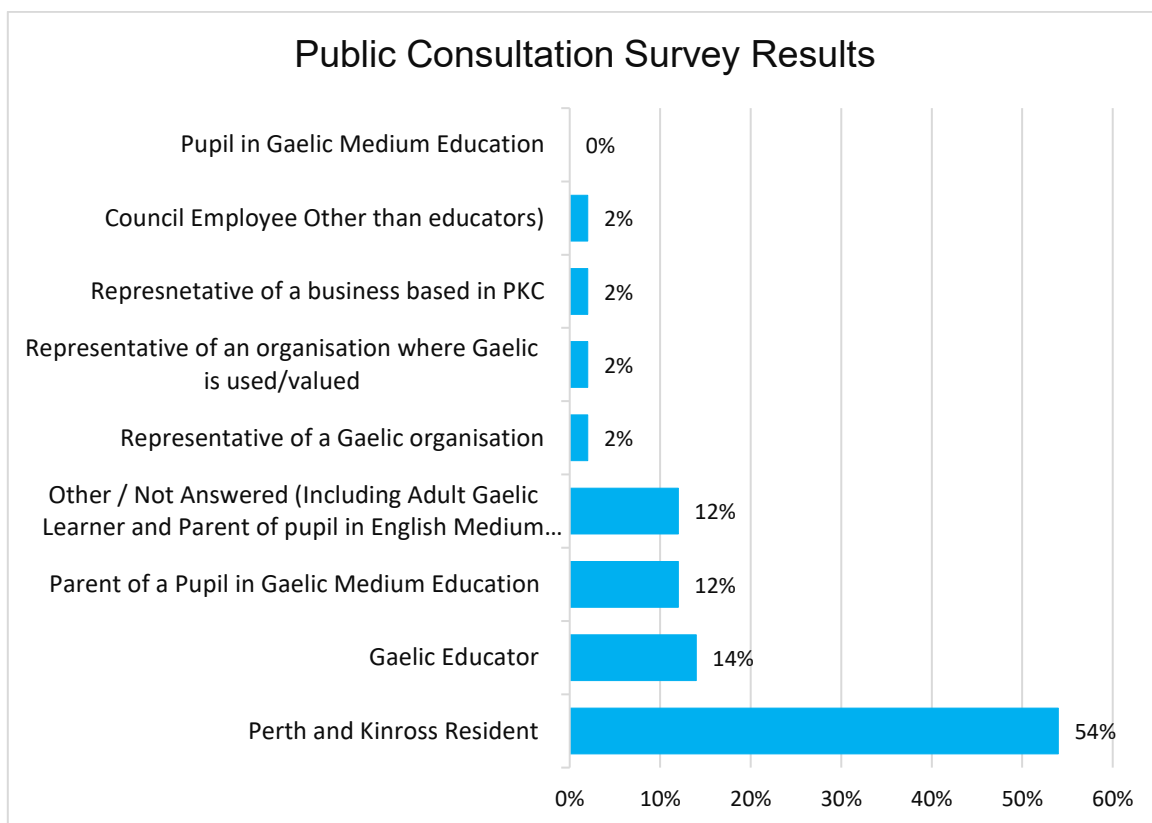
Gaelic Development Manager
Education & Children's Services
Perth & Kinross Council
2 High Street
Perth
PH1 5PH

Email: gaelic@pkc.gov.uk

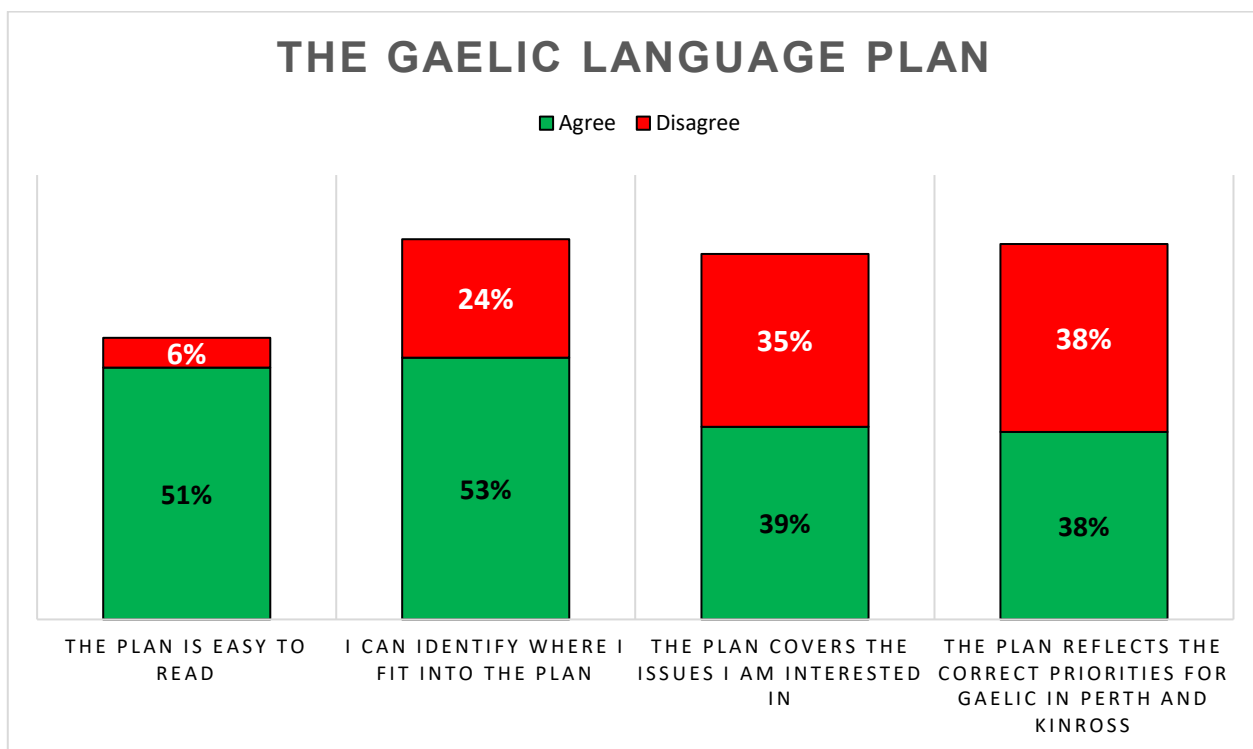
Public Consultation Survey Results

Perth and Kinross Council’s Draft Gaelic Language Plan was out for public consultation for a period of around 4 weeks from 07 August 2023 to 31 August 2023. The Plan was made available through the online PKC and national Consultation Hub, and a small number provided feedback on the consultation in writing.

There was a total of 57 responses on the draft Gaelic Language Plan.



People were asked.... To what extent do you agree or disagree with the following statements about the Gaelic Language Plan?



People were asked.....What is currently not included in the Plan? The most common thmes that emerged were:

- A stronger commitment and clear pathway for adults in our communities and staff to learn Gaelic
- It's a waste of money

People were askedDo you have any recommendations on how we could improve our plan? The most common themes that emerged were:

- Clearer targets
- More adult learning opportunities
- Better communication and awareness raising on Gaelic activities nearby, e.g. Dundee
- The consideration of a single site and continuum of provsion for Gaelic education 0-18

People were asked.....If they had any further comments on the Plan. The most common themes that emerged were:

- More opportunites for adults and senior members of our communitis to use and learn Gaelic
- Waste of time and money and nobody appreciates it.
- More community involvement and experiences

Statistical Information on Gaelic Education and Early Learning in Perth and Kinross Council

Early Learning and Childcare Provision in Perth and Kinross

Location	School	Number of Pupils 2023/24
Aberfeldy	Breadalbane Academy (Primary)	9
Perth	Goodlyburn Primary School	Planned for opening in 2023/24

Gaelic Medium Education Provision in Perth and Kinross Council

Location	School/Centre	
Aberfeldy	Breadalbane Academy (Primary)	18
	Breadalbane Academy (Secondary)	11
Perth	Goodlyburn Primary School	26
	Perth Academy	9

Languages 1+2 – Gaelic Provision in Primary Schools in Perth and Kinross

Location	Number of Pupils 2023/24
Highland Perthshire - Royal School of Dunkeld, Glenlyon Primary School, Blair Atholl Primary School, Kinloch Rannoch Primary School, Pitlochry High (Primary), Breadalbane Academy (Primary)	Circa 600

Gaelic (Learners) Secondary

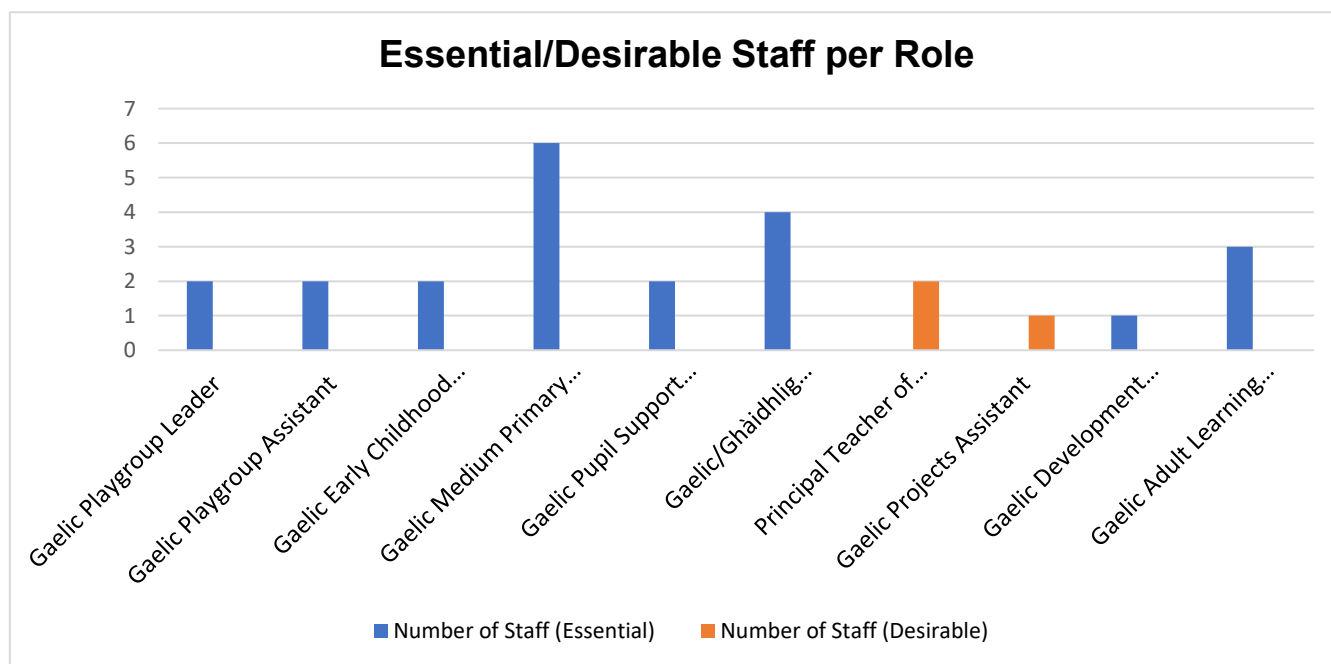
Location	Number of Pupils 2023/24
Breadalbane Academy (Secondary)	119
Perth Academy	15

Statistical Information on Gaelic Speakers within Perth and Kinross Council

Perth and Kinross Council employ the following staff in, or are recruiting to, roles where Gaelic language skills are deemed essential or desirable.

Role	Number of Staff	Essential/Desirable
Gaelic Playgroup Leader	2	Essential
Gaelic Playgroup Assistant	2	Essential
Gaelic Early Childhood Practitioner	2	Essential
Gaelic Medium Primary Teacher	6	Essential
Gaelic Pupil Support Assistant	2	Essential
Gaelic/Ghàidhlig Secondary Teacher	4	Essential
Principal Teacher of Languages (Gaelic)	2	Desirable
Gaelic Projects Assistant	1	Desirable

Gaelic Development Manager	1	Essential
Gaelic Adult Learning Tutors	3	Essential
Total No of Staff	25	



A staff survey was conducted in 2023 on Gaelic language within Perth and Kinross Council. A total number of 217 members of staff responded. The results are displayed in the table below.

