



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA



Bòrd na
Gàidhlig

Gaelic Language Plan 2023-2028



Foreword

As Chief Executive of the Scottish Police Authority, I am delighted to present this draft of our second edition Gaelic Language Plan covering the period 2023 - 2028.

Gaelic is an important element of the Scottish society and culture and the Authority is committed to supporting its promotion and recognition as part of our country's heritage and as a living language. We also recognise that Gaelic contributes to social, cultural and economic wellbeing.

Edition two of our Gaelic Language Plan seeks to support delivery of the objectives outlined in the National Gaelic Language Plan and to meet the duties laid out in the Gaelic Language (Scotland) Act 2005. The Authority engaged and invited feedback on this draft with our stakeholders, workforce and the public during July and August 2021.

It sets achievable aims aligned to our business priorities and focused on enhancing understanding and use of Gaelic within our organisation. Our commitments focus on increasing the visibility, status and use of Gaelic in the way the Authority communicates and engage with the public. This will include, the proliferation of a new bilingual logo which will be used across all of our communication channels.

The high level aims agreed with Bòrd na Gàidhlig are:

- Establish a Gaelic language plan development and implementation group with senior representation from all SPA functions including Forensic Services.
- The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.
- Integrate Gaelic awareness and language skills training into SPA Corporate and Forensic Services induction and training.
- As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.

We recognise that a separate but complementary approach is required by both the Authority and Police Scotland in order to ensure our contribution to strengthening Gaelic is meaningful and has the desired impact. We are committed to working closely with Police Scotland to progress this objective.

Lynn Brown OBE
Chief Executive
Scottish Police Authority

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1. INTRODUCTION

DESCRIPTION OF THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority was established on 1 April 2013 by the The Police and Fire Reform (Scotland) Act 2012. The Authority consists of a Board of up to 15 members, including a Chair, who are selected through a public appointments process and appointed by Scottish Ministers.

The Authority was set up to provide a clear separation between Scottish Ministers and the police service.

The key principles set out in the Act which underpin the policing of Scotland are:

- that the purpose of policing is to improve the safety and well-being of persons, localities and communities in Scotland;
- and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which;
 - (i) is accessible to, and engaged with, local communities, and
 - (ii) promotes measures to prevent crime, harm and disorder.

The Authority has five core functions set out within the Act. These are:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland; and
- to hold the Chief Constable to account for the policing of Scotland.

These five functions demonstrate the complementary responsibilities of the Authority to oversee policing and hold the Chief Constable to account, while supporting policing to maintain and improve.

The Authority has a number of additional responsibilities in addition to the core functions set out in the Act, including importantly the provision of Forensic Services to the wider criminal justice system in Scotland. The service provided in Scotland is a unique crime-scene-to-court model which ensures impartiality and independence by placing a sterile corridor between Forensic Services and Police Scotland.

The Authority employs circa 600 staff to deliver Forensic Services in Scotland, and circa 50 staff to support the Authority in delivering its oversight and governance responsibilities. The Authority is also the employer of more than 5000 police staff who are under the direction and control of the Chief Constable, and who support Police Scotland in the exercise of its functions.

The Authority also has a statutory duty to maintain and manage an Independent Custody Visiting Scheme (ICVS) to monitor the welfare of people detained in police custody facilities throughout Scotland. The ICV scheme helps ensure that the Authority is meeting its obligations to in relation to equality and diversity and the protection of human rights. It also helps to ensure that Scotland is doing everything it can in its public services to meet international standards set by the United Nations in its Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT).

The Authority also has an important role in considering complaints about the Authority; Authority staff, or Police Scotland officers at the rank of Assistant Chief Constable, Deputy Chief Constable or Chief Constable.

As the primary governance body for policing in Scotland, the Authority's role and responsibilities are distinct from most other public bodies. The Authority sets and monitors an annual budget of over £1.3 billion and is responsible for securing best value in relation to its functions. The Authority's Chief Executive is the Accountable Officer personally responsible to the Scottish Parliament for the entire budget.

The Authority sets strategy, scrutinises and reports on performance, supports continuous improvement activity, and listens to and takes into account a wide range of views about the policing of Scotland. The Authority's oversight and support of policing draws on a wide range of evidence and on independent, expert opinion from a number of bodies, including inspectorates, auditors and similar organisations.

The Authority is committed to working in partnership with others at both a local and national level to deliver our responsibilities. Local authorities are an important component of the Authority's engagement work as it seeks to ensure communities are able to influence the services they receive.

The Authority's organisational priorities are set out in its Corporate Strategy published on the website.

GAELIC WITHIN THE SCOTTISH POLICE AUTHORITY

Our People

Although a separate public body, the Scottish Police Authority and Forensic Services receive HR and workforce related support from Police Scotland. We therefore work closely with the service to understand the use of Gaelic across the policing workforce but particularly within the Authority's Corporate team and Forensic Services.

Our Gaelic / bilingual materials

Since 2016, the Scottish Police Authority and Police Scotland have published Gaelic versions of our Strategic Police Plan.

2016: [Policing 2026](#)¹

2020: [Joint Strategic Police Plan](#)²

The Authority has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.

The Authority has also developed a dedicated Gaelic language area on its intranet for staff working within SPA Corporate and Forensic Services which promotes the Authority's support and commitment to creating a sustainable place for Gaelic in Scotland.

Our signage

The Authority has Gaelic logo/signage within its HQ at Pacific Quay Glasgow and Forensic Services office at Rushton Court, Dundee.

The Authority also has bilingual logo/marketing materials which is used for physical meetings of its Authority meetings. These materials increase the visibility of the Authority's Gaelic logo with meetings streamed live and recordings available via a dedicated livestream channel.

GAELIC IN SCOTLAND

At the time of the 2011 census (currently the most up-to-date), 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills. Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic, that is could understand, speak, read and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read or write it.

Highland, Eilean Siar and Glasgow City are the local authority areas with the largest numbers of people with some Gaelic language ability; home to almost half (49%) of those with some Gaelic language skills nationally, and 70.3% of people who used Gaelic at home.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll & Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one

¹ [policing-2026-strategy-gaelic-201709.pdf \(spa.police.uk\)](#)

² https://www.spa.police.uk/spa-media/2ejfuysh/joint-strategy-for-policing-2020-v9_gla.pdf

geographic location. Of the people who were Gaelic speakers, 40% reported using Gaelic at home nationally, although the proportion varies geographically from 22.1% up to 79.2% according to how widely Gaelic is used in the local community.

Within households that had adults with some Gaelic skills, the incidence of Gaelic-speaking ability among children was 37.8% for children aged three to four, 48.6% at ages five to 11 and 46.3% at ages 12 to 17. However, at both the primary school and the secondary school stage the largest group of Gaelic speakers lived in households where no adult had any Gaelic skills (36.1% at ages five to 11 and 39.3% at ages 12 to 17).

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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 a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This is the second edition of the Scottish Police Authority's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use, promote, enable and develop Gaelic in the delivery of our functions.

The Authority's 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 NATIONAL GAELIC LANGUAGE PLAN

The Scottish Police Authority supports the aim set out in the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focussing our efforts on the following key areas;

- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.
- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us;
- Offering opportunities for our staff to learn about Gaelic;

INTERNAL GAELIC CAPACITY AUDIT

Following an audit of the Authority's workforce in 2018 (circa 550 staff), 6 individuals working across both SPA Corporate and Forensic Services identified themselves as being able to speak, read, write or understand Gaelic.

The Authority worked in conjunction with Police Scotland to conduct an audit of the entire policing workforce. The survey during April/May 2021 focused on officers and staff under the direction and control of the Chief Constable, as well as the SPA's Corporate Team and those working across Forensic Services. Through the survey, we will be able to determine the linguistic profile of the entire policing workforce, including:

- The number of employees who speak, read, write or understand Gaelic and the level of their language skills.
- The number of Gaelic speaking staff able to support delivery of the Plan and in which capacity they may do this.
- The departments and/or working locations of identified individuals.
- The number of posts where Gaelic is a desirable skill.
- Any services or internal processes conducted through the medium of Gaelic.

The results of the audit are included at Appendix 1 and will enable us to consider how to use and enhance the skills of our current staff.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic language plan before submitting it to Bòrd na Gàidhlig.

This draft version of the Scottish Police Authority's second edition Gaelic Language Plan was published for engagement and consultation during July and August 2021. The results of the consultation are outlined at Appendix 2 and have informed this draft.

2. KEY PRINCIPLES

This second edition documents the Scottish Police Authority's programme of activity for the period 2023-28 and demonstrates a commitment to the key principles of the National Gaelic Language Plan.

EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

Where Gaelic is utilised within the Authority business, we will strive to ensure it is of an equal standard and quality as anything provided in English.

ACTIVE OFFER

The Scottish Police Authority will ensure that where Gaelic publications and content are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to access them.

This will take the responsibility away from the individual to ask for these and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

We will also ensure that our Gaelic language publications and content are as accessible as our publications and content produced in English.

MAINSTREAMING

The Scottish Police Authority will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

3. PLAN COMMITMENTS

HIGH-LEVEL AIMS

OVERARCHING AIM

High Level Aim: Establish a Gaelic language plan development and implementation group with senior representation from all SPA departments.

Desired Outcome: To support and drive progress against the commitments contained in the Gaelic Language Plan with involvement of senior staff from all business areas to ensure collective ownership across the organisation.

Current Practice - Responsibility for promoting and coordinating compliance and progress across the organisation lies with one individual, the Head of Strategic Business Management.

Actions Required		Target Date	Responsibility
HLA 1.1	Creation of steering group.	Year 1	Authority's Head of Strategic Business Management.
HLA 1.2	Single points of contact to be established across SPA Corporate and Forensic Services.	Year 1	Responsibility for progress shared across all Authority functions including Forensic Services with coordination, secretariat and monitoring provided by Corporate Management Team.
HLA 1.3	Regular meeting structure and secretariat established.	Year 1	
HLA 1.4	Coordination with Police Scotland.	Year 1 - 5	

INCREASING THE USE OF GAELIC

High Level Aim: The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.			
Desired Outcome: To increase opportunities for Gaelic users to contribute their views to inform the work of the Authority and to be represented in the scrutiny of policing and of policing issues. To increase the number of core publications and content produce bilingually, and/or in Gaelic.			
Current Practice - The Authority publishes Gaelic versions of the Strategic Police Plan on our website and has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.			
Actions Required		Target Date	Responsibility
HLA 2.1	Proactively invite the views of Gaelic speakers and communities to inform Authority business.	Year 1 - 5	Authority's Head of Strategic Business Management with shared responsibility across Authority functions, including Forensic Services.
HLA 2.2	We will increase the number of our main publications we produce bilingually and in Gaelic.	Year 1 - 5	
HLA 2.3	Ensure interpreting and translation support is in place to assist with translation, consultations and digital / media content.	As required	
HLA 2.4	Establish an inventory of our existing Gaelic and bilingual materials including publications, stationery, forms and online content.	Year 1	

INCREASING THE LEARNING OF GAELIC

High Level Aim: Integrate Gaelic awareness and Gaelic language skills training into SPA Corporate and Forensic Services induction and training.			
Desired Outcome: To raise awareness of Gaelic and Gaelic language skills amongst the Authority's Corporate and Forensic Services staff and promote opportunities to develop and use Gaelic language skills.			
Current Practice - The Authority has a dedicated section on the staff intranet with links to and promotion of Gaelic. We also promote opportunities to the workforce to learn Gaelic, such as the Learn Gaelic website.			
Actions Required		Target Date	Responsibility
HLA 3.1	Internal capacity audit of Authority's Corporate and Forensic Services staff.	Year 4	Authority's Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
HLA 3.2	Circulate the second edition Gaelic Language Plan to all staff to raise awareness of the Plan and the commitments within.	Year 1	
HLA 3.3	Development and inclusion of information on the Gaelic Language Plan in staff induction programme (Moodle module).	Year 1	
HLA 3.4	Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team.	Year 2	
HLA 3.5	Promote opportunities to learn Gaelic language skills to staff.	Year 1 - 5	

PROMOTING A POSITIVE IMAGE OF GAELIC

High Level Aim: As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.			
Desired Outcome: To oversee the level and nature of policing's contribution towards the National Gaelic Language Plan in an open and transparent forum. Increased visibility of policing's contribution towards delivery of National Gaelic Language Plan objectives.			
Current Practice - Scottish Police Authority and Police Scotland Gaelic Language Plans considered and endorsed by Board at full Authority meetings held in public session.			
Actions Required		Target Date	Responsibility
HLA 4.1	Schedule Board oversight of Scottish Police Authority and Police Scotland's contribution towards the National Gaelic Language Plan at least twice in the lifetime of the Plan.	Year 1 - 5	Authority's Head of Strategic Business Management in consultation with Police Scotland and Forensic Services.
HLA 4.2	Publish annual monitoring reports on progress against Gaelic Language Plan.	Year 1 - 5	

CORPORATE SERVICE AIMS

STATUS

Logo and brand: Desired outcome - Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.			
Current Practice - The Scottish Police Authority continues to use the separate English and Gaelic logo (i.e. displayed in our corporate office equal in size and prominence). A bilingual logo for the Authority has been developed. Forensic Services does not currently have a bilingual logo.			
Actions Required		Target Date	Responsibility
CSA 1.1	Roll out of Authority's corporate bilingual logo.	Year 1	Authority's Governance and External Relations Lead / Forensic Services
CSA 1.2	Develop bilingual logo for Forensic Services.	Year 1	Communication and Engagement Specialist.

Signage: Desired outcome - Prominent signage will include Gaelic and English as part of any renewal process.			
Current Practice: The Authority continues to use the separate English and Gaelic logo (i.e. displayed in our corporate Office equal in size and prominence) and at one Forensic Services location. A bilingual logo has been developed.			
Actions Required		Target Date	Responsibility
CSA 2.1	Replace Authority's corporate office signage with bilingual signage.	Year 1	Authority's Governance and External Relations Lead / Forensic Services
CSA 2.2	Roll out Forensic Services bilingual signage, on a replacement basis.	Year 4	Communication and Engagement Specialist.
CSA 2.3	Create an inventory of all existing Gaelic and bilingual internal and external signs.	Year 2	

COMMUNICATING WITH THE PUBLIC

Promotion: Desired Outcome - Positive message that communication from the public in Gaelic is always welcome.			
Actions Required		Target Date	Responsibility
CSA 3.1	Contact Us page of the Authority website to be updated to promote the receipt of written communication in Gaelic.	Year 1	Authority's Governance and External Relations Lead.
CSA 3.2	The Authority will increase its communication and engagement with stakeholders and the public in Gaelic.	Year 1 - 5	
CSA 3.3	Ensure interpreting and translation support is in place to assist with translation of consultations and digital / media content.	As required	
CSA 3.4	Complaints page of the website to be updated to publicise that complaints communicated in Gaelic are accepted.	Year 1	

Written Communication: Desired outcome - Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.			
Current Practice - The Authority is committed to accepting communications in Gaelic and replying in Gaelic.			
Actions Required		Target Date	Responsibility
CSA 4.1	Update Correspondence policy to explicitly reference Gaelic language communication is accepted and responses will be provided in Gaelic.	Year 1	Authority's Corporate Management Lead / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
CSA 4.2	Ensure interpreting and translation support is in place.	Year 1	
CSA 4.3	Annual reminders to be issued to Authority Corporate and Forensic Services staff on the use of a bilingual email signature.	Year 1 - 5	

Reception and phone: Desired outcome - Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.

Actions Required		Target Date	Responsibility
CSA 5.1	Consider results of internal audit to identify whether there are staff with skills in roles to offer this service.	Year 1	Authority's Corporate Management Lead
CSA 5.2	Build capacity through staff awareness training and voluntary learning opportunities	Year 5	Authority's Head of Strategic Business Management

Public meetings: Desired outcome - Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.

Actions Required		Target Date	Responsibility
CSA 6.1	We will introduce an element of spoken Gaelic where our meetings and engagement activities are open to the public.	Year 3 - 5	Authority's Governance and External Relations Lead.

INFORMATION

News releases: Desired outcome - High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.			
Actions Required		Target Date	Responsibility
CSA 7.1	The Authority will increase the number of high profile news releases produced in Gaelic.	Year 1 - 5	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

Social Media: Desired outcome - Gaelic content distributed regularly through social media, guided by the level of actual and potential users			
Actions Required		Target Date	Responsibility
CSA 8.1	Review of Authority's digital channels to identify content for Gaelic.	Year 1	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.
CSA 8.2	The Authority will produce at least 15 social media posts and promote Gaelic content produced by the Authority.	Year 1 - 5	

Website: Desired outcome - Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.			
Current Practice - The Authority publishes its Gaelic Language Plan on its website.			
Actions Required		Target Date	Responsibility
CSA 9.1	All of the Authority's Gaelic content to be accessible and searchable on the Authority's website.	Year 2	Authority's Governance and External Relations Lead
CSA 9.2	The Authority will increase the Gaelic content on the main pages of the Authority's website demonstrating equal respect for Gaelic and English.	Year 1 - 5	

Corporate Publications: Desired outcome - Produced in Gaelic and English, with priority given to those with the highest potential reach.			
Current Practice - The Authority publishes its Strategic Police Plan in both Gaelic and English and has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.			
Actions Required		Target Date	Responsibility
CSA 10.1	We will increase the number of our main publications we produce bilingually and in Gaelic.	Year 1 - 5	Authority's Governance and External Relations Lead
CSA 10.2	Establish an inventory of existing Gaelic and bilingual materials including publications, stationery, forms and online content.	Year 1	Corporate Management Lead

Language utility: Desired outcome - A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions and as per information provided by Ainmean-Àite na h-Alba.			
Actions Required		Target Date	Responsibility
CSA 11.1	Publications provided in Gaelic to be compliant with the most recent Gaelic Orthographic Conventions.	Year 1 - 5	Authority's Governance and External Relations Lead

Exhibitions: Desired outcome - Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.			
Current Practice - The Authority does not deliver public exhibitions.			

STAFF

Internal audit: Desired outcome - Conduct an internal audit of Gaelic skills and training needs through the life of each plan.			
Current Practice - An internal capacity audit has been undertaken to build an accurate picture of Gaelic skills and interest in training.			
Actions Required		Target Date	Responsibility
CSA 12.1	Gaelic capacity audit to be completed.	Year 4	Authority's Head of Strategic Business Management in collaboration with Police Scotland.

Induction / Awareness Training: Desired outcome - Knowledge of the public authority's Gaelic language plan included in new staff inductions and Awareness Training offered.			
Current Practice - This is not currently incorporated into the induction plan for new starts. However, there is a dedicated Gaelic language plan area on the staff intranet which promotes Gaelic based resources.			
Actions Required		Target Date	Responsibility
CSA 13.1	Develop a learning module for Police Scotland and SPA staff to promote Gaelic awareness and organisational commitments as set out in our Gaelic Language Plans and roll out within the lifetime of the plans.	Year 4	Authority's Head of Strategic Business Management
CSA 13.2	Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team.	Year 2	
CSA 13.3	We will update the SPA Induction Handbook to promote Gaelic awareness and organisational commitments as set out in our Gaelic Language Plan.	Year 1	Authority's Corporate Management Lead

Language Training: Desired outcome – Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority’s Gaelic language plan.

Current Practice - Language learning opportunities are promoted to staff through a dedicated Gaelic Language Plan area on the staff Intranet. Training budgets are provided which enables staff the opportunity to consider the right training that they require to deliver their roles.

Actions Required		Target Date	Responsibility
CSA 14.1	The Authority’s corporate messaging and Personal Development Process will promote Gaelic language training opportunities for staff.	Year 1 - 5	Authority’s Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.

Recruitment: Desired outcome – Recognising and respecting Gaelic skills within the recruitment process throughout the public authority

Actions Required		Target Date	Responsibility
CSA 15.1	Inclusion of Gaelic skills as a positive attribute will be embedded in our recruitment activities.	Year 1 - 5	Authority’s Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.
CSA 15.2	Tailored recruitment activity for ICVS volunteers.	Year 1 - 5	Authority’s Head of Strategic Business Management / Chair of Forensic Services Equality, Diversity and Inclusion (EDI) sub-group.

Recruitment: Desired outcome – Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.

Actions Required		Target Date	Responsibility
CSA 16.1	The Authority’s corporate team, when reviewing its role descriptions, will recommend inclusion of Gaelic as a desirable skill.	Year 1 - 5	Authority’s Head of Strategic Business Management

Recruitment: Desired outcome – Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.			
Actions Required		Target Date	Responsibility
CSA 17.1	When the Authority identifies posts where Gaelic is an essential skill we will advertise and promote these either bilingually or in Gaelic.	Year 1 - 5	Authority's Head of Strategic Business Management

GAELIC LANGUAGE CORPUS

Gaelic Orthographic Conventions: Desired outcome - The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions.			
Actions Required		Target Date	Responsibility
18.1	Ensure interpreting and translation support is in place to assist with translation, consultations and digital/media content.	As required	Authority's Governance and External Relations Lead.
18.2	Translation requests to be compliant with Gaelic Orthographic Conventions.		

Place names: Desired outcome - Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.			
Current Practice - The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions and as per information provided by Ainmean-Àite na h-Alba.			
Actions Required		Target Date	Responsibility
19	Translation requests to be compliant with advice from Ainmean-Àite na h-Alba.	As required	Authority's Governance and External Relations Lead.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The Authority's Gaelic Language Plan contributes towards the following outcomes of the National Performance Framework:

- **people grow up loved, safe and respected so that they realise their full potential**
The plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speakers this translates to respect for their culture, heritage and community.
- **people live in communities that are inclusive, empowered, resilient and safe**
The plan sets out an ambitious programme for community messaging to reach Gaelic communities across Scotland alongside the provision for further engagement at a local level. This will contribute towards inclusivity and empowerment of Gaelic communities.

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

The Scottish Police Authority and Police Scotland's Strategic Police Plan is framed around five strategic outcomes which describe the positive impact we are seeking for the people and communities of Scotland. Refreshed every three years, this plan is published in Gaelic, to afford Gaelic speakers and communities equal respect and opportunity to understand how policing underpins the safety and resilience of the people of Scotland.

The Authority's Corporate Strategy sets out the role and responsibilities of the the Authority as the governance body for policing in Scotland, the outcomes we seek to achieve and the high level activities designed to achieve them. The Corporate Strategy aligns to the Strategic Police Priorities published by the Scottish Government, and should be read alongside the Authority's joint Strategic Police Plan and the Forensic Services Strategy.

These provide the strategic framework which sets the context and direction for policing in Scotland. The 3-year Corporate Strategy is underpinned by an Implementation Plan which sets out the Authority's priorities and explains how performance will be measured.

The framework above will support the aims of the Authority's second edition Gaelic Language Plan to proactively invite the views of Gaelic speakers and communities to inform Authority business. This approach is underpinned by an Engagement Strategy which prioritises improving our engagement with local government.

6. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

The Scottish Police Authority's Gaelic Language Plan will be published in Gaelic and in English and be available to all staff via our intranet.

Communications regarding the plan will be sent to all staff by senior management.

EXTERNAL

The Scottish Police Authority's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

7. RESOURCING THE PLAN

The Authority's Strategic Business Management team will coordinate delivery of the commitments contained in this plan working closely with Police Scotland, Forensic Services and the wider Corporate team.

The costs associated with delivery of commitments will be mainstreamed within existing budgets and/or as part of on-going renewal processes.

8. MONITORING THE PLAN

The Scottish Police Authority will publish its annual progress report provided to Bòrd na Gàidhlig in relation to the implementation of the Gaelic Language Plan on our website.

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive and Accountable Officer has overall responsibility for preparation, delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. They can be contacted as follows: -

Lynn Brown OBE
Chief Executive
Scottish Police Authority
1 Pacific Quay
Glasgow G51 1DZ
SPAChiefExecutive@spa.police.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Senior Corporate Support Officer has day-to-day responsibility for the delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Aimie McGuinness
Scottish Police Authority
1 Pacific Quay
Glasgow
G51 1DZ
SPACorporateServices@spa.police.uk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

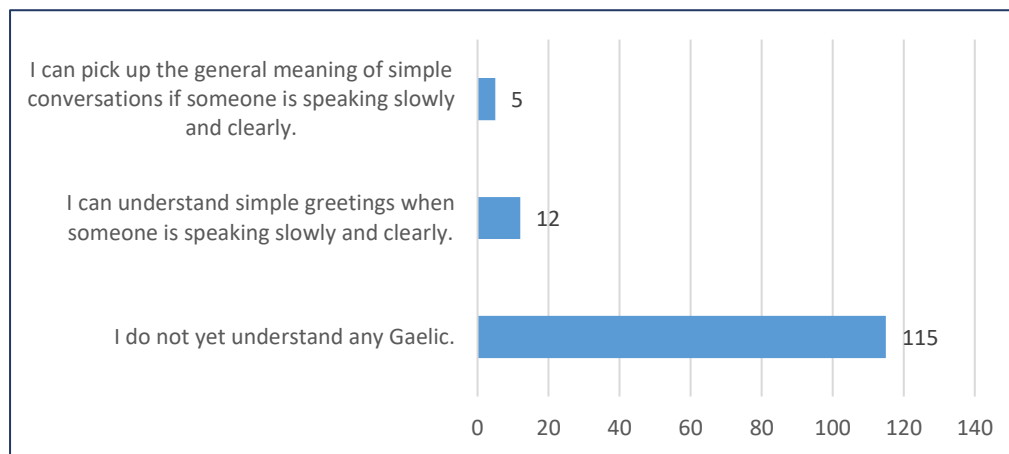
The Scottish Police Authority will establish a Gaelic language plan implementation and monitoring group in line with the high level aims agreed. This group will be joint between the Authority and Police Scotland and involve staff and officers from both organisations and corporate functions including Corporate Communications and Estates. It will also include Forensic Services.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications between organisations and the workforce.

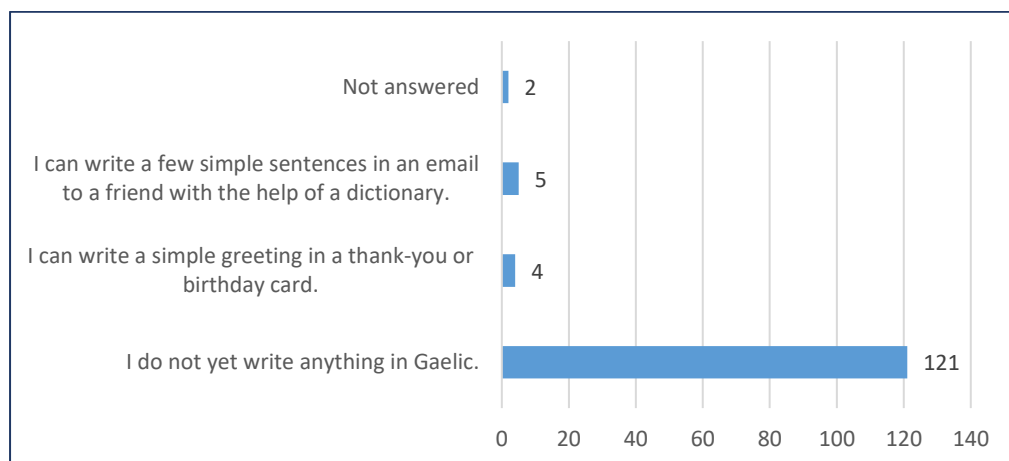
APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

In total there were 138 respondents from SPA Corporate and Forensic Services. Further analysis discounted 6 of these responses as likely Police Scotland staff. The number of staff with Gaelic skills has increased since the Authority's 2018 audit. An overview of understanding, writing and speaking ability amongst the 132 respondents is provided below and full analysis is provided in the paper to the Authority meeting on 29 September 2021.³

Q1. Which best describes your ability to understand spoken Gaelic.

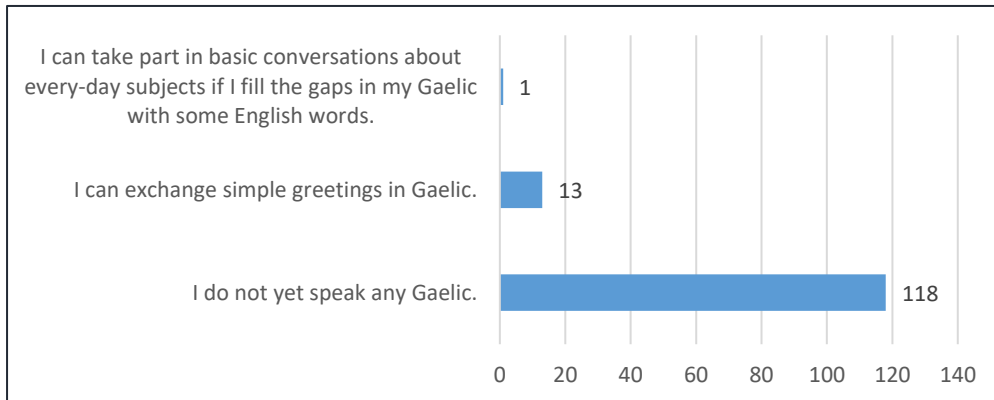


Q2. Which best describes your Gaelic writing ability.

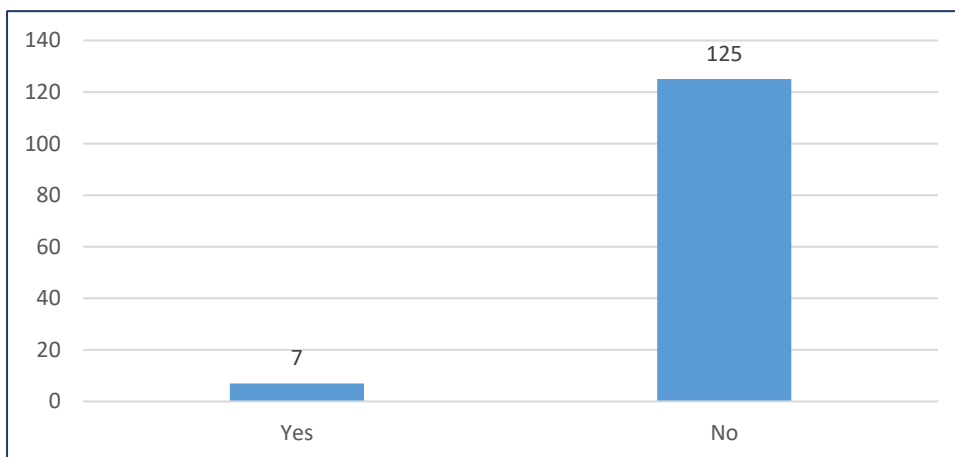


Q3. Which best describes your Gaelic speaking ability.

³ [rep-b-20210922-item-10-1-spa-gaelic-language-plan-2021-26.pdf](#)



Q4. Would you be interested in assisting in the delivery of the Gaelic Language Plan



The second edition of our Gaelic Language Plan reflects the Authority’s support of the promotion and recognition of the Gaelic language. Aims within the plan commit to promoting and providing opportunities for those who express a desire to receive training, as well as a proactive approach to consideration of the level of Gaelic skills when recruiting to certain posts as necessary.

Context

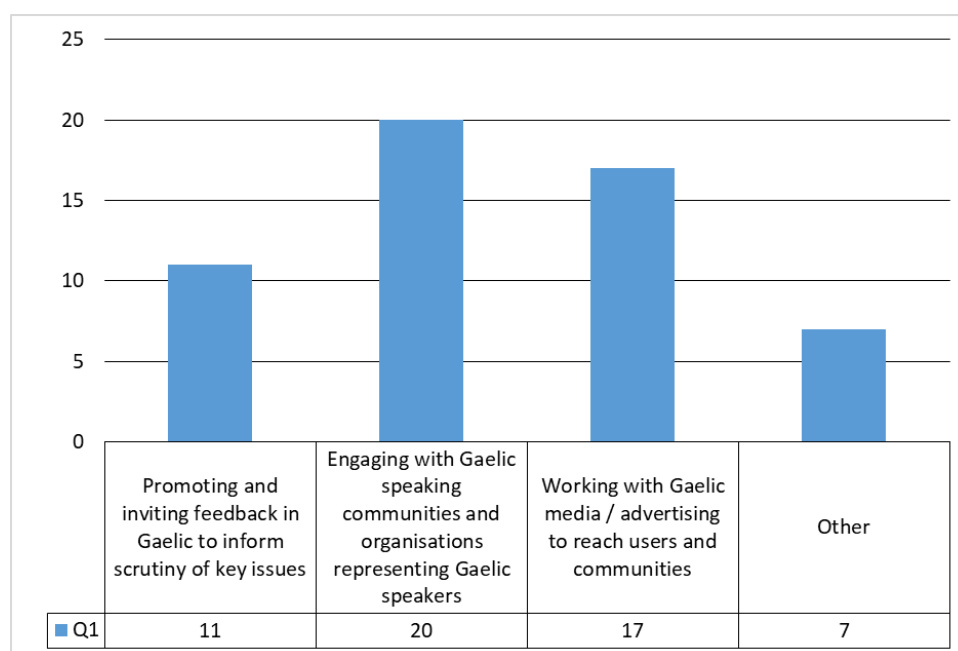
Between July and August 2021, the Authority ran a survey on its draft Gaelic Language Plan 2021-26. The survey contained six questions with open and closed elements focusing on views on the usage of Gaelic by the Authority and the draft Plan. There were 34 responses received in total.

This paper outlines the key points and trends. Full analysis of each of the six questions is provided in the paper to the Authority meeting on 29 September 2021.⁴

Q1: Ways to encourage Gaelic Users and communities to share their views

As shown in **Figure 1**, in response to the multiple choice question on how the Authority could encourage Gaelic users and communities to share their views on policing, the majority of respondents felt this could be achieved by engaging with communities and organisations that represent Gaelic speakers (n=20). This was followed by working with Gaelic media/advertising to reach users and communities (n=16) and promoting and inviting feedback in Gaelic (n=10).

Figure 1: Q1 - What do you think are the main ways we could encourage Gaelic users and communities to share their views to inform scrutiny of policing and of policing issues?



Notably, seven respondents also selected 'Other' and were invited to submit their suggestions – although 10 free text responses were received. The majority of these comments were largely negative, including not thinking/querying why it was required, thinking it was a waste of resources/money, or commenting on a lack of Gaelic speakers in their area.

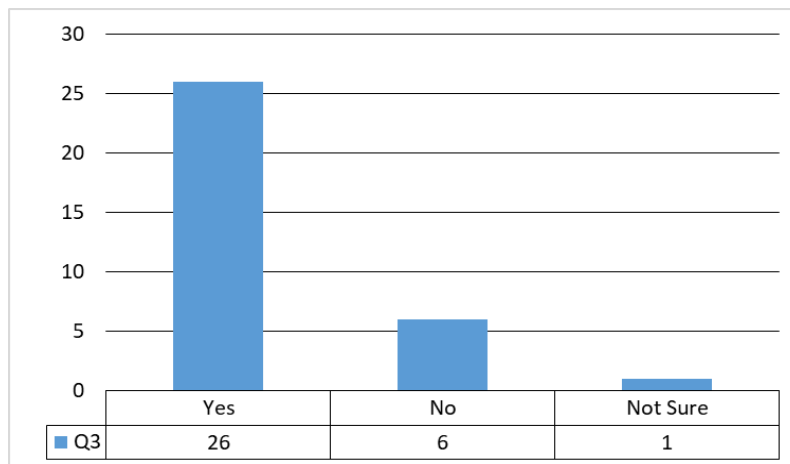
⁴ [rep-b-20210922-item-10-1-spa-gaelic-language-plan-2021-26.pdf](#)

However, some respondents suggested further engagement activities such as having a Gaelic awareness/celebration day, inviting a member of Bòrd na Gàidhlig to address Authority members at a public meeting on the importance of the Gaelic Language Plan, more publications in Gaelic (including the website and phone communication), and via local policing in areas where Gaelic is the main language.

Q3: Importance of SPA encouraging and including the views of Gaelic users and communities

The majority (n26) felt that it was important to encourage and include the views of Gaelic users and communities – see **Figure 3**. Six respondents selected ‘No’ and one answered ‘Not Sure’.

Figure 2: Q3 - Do you feel it is important for us to encourage and include the views of Gaelic users and communities?



15 respondents left a comment as to why they felt this way.

For the respondent who selected ‘Not sure’, they noted they were “always up for inclusion” but that it was a large response for a small population. Those who selected ‘No’ felt that it was a waste of public resources, it was not a core function of the police, and that there were no Gaelic language speakers in their area.

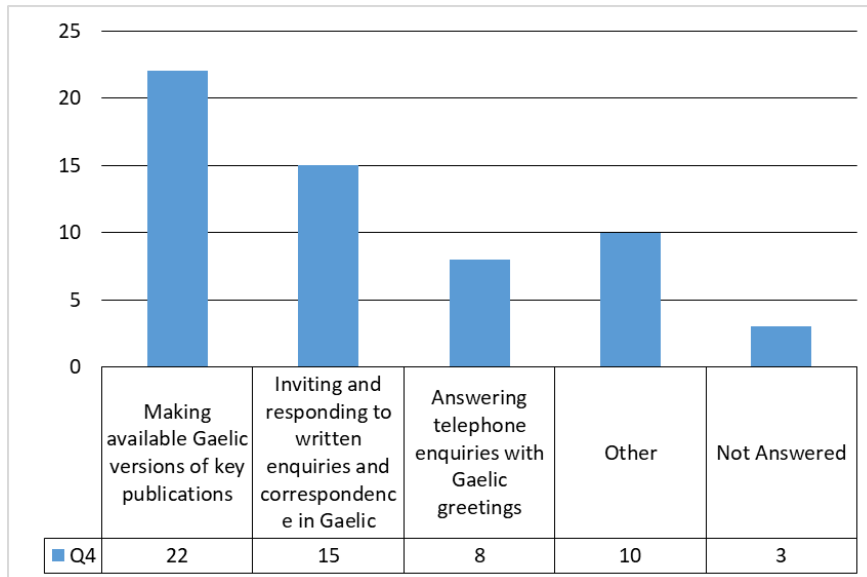
Of those who selected ‘Yes’ and left a comment, the majority noted that the views of all communities and groups (e.g. BAME communities, young people, people with disabilities etc.) should be encouraged and included. Others did not understand why it had to be in Gaelic, felt it would “normalise” Gaelic and improve its visibility, or gave similar/the same answers to Q2 around it being important in winning their support and consent and it being a ‘home’ language.

Q4: Expectations on the Authority’s use of Gaelic

Figure 4 shows the majority of respondents expected the Authority to make Gaelic versions of key publications available (n=22). 15 felt it should be by inviting and responding to

written enquiries and correspondence in Gaelic and eight that it should be via answering telephone enquiries with greetings in Gaelic. 10 respondents selected other and three did not answer.

Figure 3: Q4 - The Authority will integrate Gaelic language awareness training for our staff. How would you expect the Authority to use Gaelic in its activities?



There were 18 responses to the request for comment if ‘Other’ was selected – despite only 10 selecting ‘Other’. Again some felt it was unnecessary, a waste of public resources, or should be minimal. Whereas others felt it had to be proportionate or when needed/necessary. One added that it had to meet the expectations of Gaelic speakers and suggested asking Gaelic speakers what their expectations are. Another commented that “inviting, responding and greeting in Gaelic does not seem proportionate” before noting making publications available in Gaelic and other languages should be routine if requested.

There was the suggestion to introduce simple/basic phrases during training opportunities for staff to be able to greet/acknowledge members of the Gaelic community and show respect as this could foster greater respect and co-operation from Gaelic speakers.

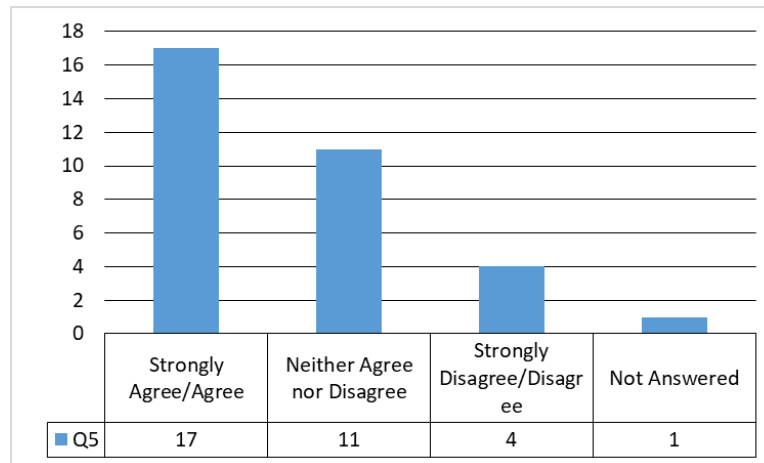
Some respondents singled out the answering telephone option, stating that it was not a good idea or risked alienating other communities. Whereas others felt all suggestions should be implemented – with one suggesting a bilingual website and answering the telephone in Gaelic. Bilingual signage, email signatures and social media posts were also suggested.

Q5: Current Gaelic Language Plan draft promoting a positive image of Gaelic

In response to Question 5, the majority (n=17) either ‘Strongly Agreed’ or ‘Agreed’ that the current draft of the Gaelic Language Plan met the objective of the Authority to promote a

positive image of Gaelic – see **Figure 5**. This was followed by 11 who selected ‘Neither Agree nor Disagree’, four who ‘Disagreed’ or ‘Strongly Disagreed’ and one who did not answer.

Figure 4: Q5 - The Authority has a responsibility to promote a positive image of Gaelic, to what extent do you agree or disagree that the current draft meets that objective?



14 respondents left a comment as to why they felt that way.

Of those who disagreed and commented, some highlighted that there were few Gaelic language speakers, with one suggesting that staff should have the opportunity to learn Gaelic prior to utilising it in the workplace. They noted that they had seen no evidence of this despite an interest being expressed when the previous plan was launched. The respondent who did not answer also commented that the Authority had no responsibility to promote any language and suggested that policing should be promoted.

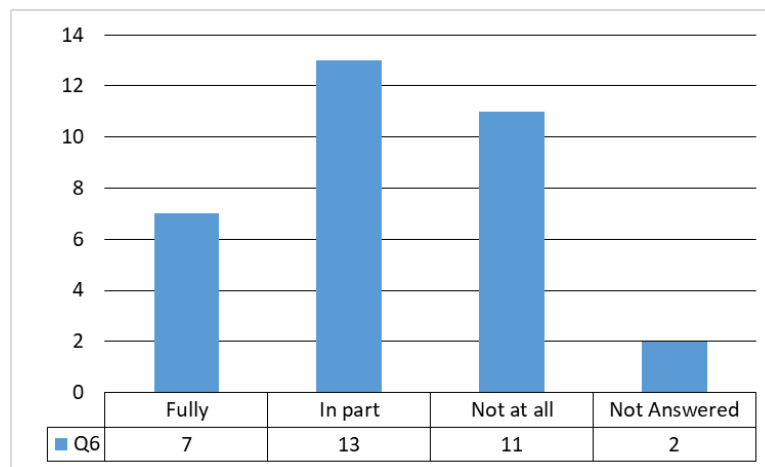
For those who selected ‘Neither Agree nor Disagree’ and commented, views included not believing it should be something the Authority should be accountable for, that the objective should be removed, and that it should not be high on the agenda during a pandemic. One respondent also mentioned that the Gaelic language speaking community should be treated like all which may use English as a second language and that we “should not single such a minority language out for special treatment in a multi-cultural Scotland”.

Respondents who ‘Strongly Agreed’ or ‘Agreed’ and commented observed that while they agreed the Authority had failed to enact most of the measures in the previous plan, with one suggesting timescales needed to be more robust and enforced. One noted it went further than they would have expected for a public body, but another noted it seemed proportionate to meet the requirements and queried if we should not look to exceed the requirements.

Q6: Does the Gaelic Language Plan commitments meet expectations

As shown in **Figure 6**, there were mixed views on whether the Gaelic Language Plan commitments met respondents’ expectations. Seven felt it fully met their expectations, 13 in part, 11 not at all, and two did not answer.

Figure 5: Q6 - Do you feel the commitments in the Authority’s draft Gaelic Language Plan meet your expectations?



Those who selected ‘In part’ or ‘Not at all’ were asked what more could be done by the Authority to improve the Gaelic Language Plan. 18 responses were received – including one from a respondent who did not answer.

Of those who selected ‘In part’ and commented, one felt the Forensic Services bilingual logo being produced and rolled out a year later showed the Authority’s “half-hearted commitment to the Gaelic language” and stressed the Authority must do better. Another highlighted that a bi-lingual logo, Forensic services logo and a bilingual website should be produced as soon as possible and that all correspondence and telephone answering should be in Gaelic. Offering Gaelic language learning to staff was also mentioned, and another noted there should be more engagement with the Gaelic speaking community so their expectations could be understood better.

Of those who commented and selected ‘Not at all’ contributions included that they did not think it is a priority or that they did not know any Gaelic users in their area, feeling that it wasn’t needed (e.g. “stop it”) or that only a single language should be used, and that staff should be encouraged to learn some Gaelic first.

One commented that use and promotion of British Sign Language would have a greater impact and they were disappointed time was being spent on this rather than “promoting the ways that basic IT skills can be improved so that personnel can get the most out of the applications that are in use in the organisation”. Another said it had not been explained why it was necessary. One respondent also noted that the efforts of the plan should be focused on the areas that really need it and making it a national drive would “water it down”.

As with the previous question, a respondent who did not answer also commented that the Authority had no responsibility to promote any language and suggested that policing should be promoted.