
BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022
ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	Ùghdarras Poilis na h-Alba / Scottish Police Authority For period 5 October 21 – 5 October 22 (submitted June 2023)
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Prìomh Dhàta Measaidh
Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	None (during 5 Oct 21-5 Oct 22)
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	None (during 5 Oct 21-5 Oct 22)
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	None (during 5 Oct 21-5 Oct 22)
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	c.50 – attended an online Gaelic awareness session which included some language skills. c.650 – an aide memoire was circulated to staff with useful phrases in Gaelic. Voluntary language learning opportunities are promoted via the staff Intranet and newsletter.

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	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	<p>None (as at 5 Oct 21-5 Oct 22)</p>
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	<p>17 – some understanding, e.g. greetings, simple conversation. 9 – some writing ability, e.g. simple greetings or sentences using a dictionary. 14 – some speaking ability, e.g. simple greetings 20 – some reading ability, e.g. signs or children's books with pictures. (Source: SPA Corporate and Forensic Services Audit - May 2021)</p>
<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>None (during 5 Oct 21-5 Oct 22) However, nine publications were translated during this period for future publication. These were the ICVS Annual Review 2021-2022 and a suite of eight public briefings about topical policing issues or policing technologies.</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>None (during 5 Oct 21-5 Oct 22)</p>

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

Instructions on how to create a bilingual email signature are available on the Intranet and staff are encouraged to adopt this.

An aide memoire containing common phrases and numbers with both English and Gaelic translations and a corresponding phonetic guide for pronunciation was shared with all staff on various occasions.

Forensic Services staff were made aware of a list of useful websites and social media sites compiled which promote speaking Gaelic in a format which is accessible for non-native speakers, e.g. "Gaelic lessons in 60 seconds" to encourage staff members to try the language and to aid parents of children who are progressing through the Gaelic Language Medium. The aide memoire and useful websites were added to Forensic Services induction packs for new staff and to the intranet site. The Chair's Note which opens the Forensic Services Belonging newsletter regularly opened and closed using Gaelic greetings.

World Gaelic Week (21-27 March 2022) was highlighted to all staff via the Intranet and newsletters, accompanied by the Gaelic aide memoir developed for staff to refer to for basic greetings / phrases. This included a reminder on how to adopt the bilingual email signature.

A session delivered by Fèisean nan Gàidheal took place in April 2022 for SPA Corporate and interested Forensic Services staff. This was an introduction to the language and its relevance in Scotland today intended to help us start to deliver the commitments in the second edition of our Gaelic Language Plan.

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

As above, this is done in various ways - links to websites and social media sites offering Gaelic language learning are available to all staff on the Intranet; an aide memoire with common phrases is regularly signposted to staff to encourage the learning and use of Gaelic; and a Gaelic awareness session delivered to staff by Fèisean nan Gàidheal included an element of language learning of basic greetings/phrases.

A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

Our website [Contact Us](#) and [Complaints](#) pages welcome written communication in Gaelic. Work to prepare a new website for launch considered how to make Gaelic content more accessible and how we can increase the Gaelic content on the main pages of the Authority's website.

As above, World Gaelic Week (21-27 March 2022) was highlighted to staff to promote and recognise Gaelic

as a living language. This also referred to the previously produced aide memoire of simple Gaelic words to help and encourage simple phrases.

Our duty under the Gaelic Language (Scotland) Act 2005 to contribute to creating a sustainable future for Gaelic was referenced at public meetings of both the Authority and the Forensic Services Committee.

Preparation for the roll out of new SPA corporate branding, including a bilingual corporate logo, was undertaken during the period of reporting 5 Oct 21-5 Oct 22 - roll out took place at the end of Oct 22. This affords equal respect to Gaelic in terms of visibility and is used on all our public platforms as well as at meetings of the Authority which are available to view by the public.

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

N/A

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

N/A – the Scottish Police Authority is a corporate parent and developed its first Corporate Parenting Plan during 2021, However, our function is such that we do not have young people registered with us.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras. Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

Our Corporate Parenting Plan commits to carrying out an annual roundtable with care experienced young people to understand how policing services impact on their lives from 2022 onwards.

The Authority's Independent Custody Visiting Scheme (ICVS) monitors the welfare of people detained in police custody facilities throughout Scotland. Independent Custody Visitors (ICVs) continue to prioritise the most vulnerable people in custody at the time of their visit. As such, there is an ongoing focus on children

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and young people in custody. Those in custody are asked if they have a language requirement. The ICVS 2020-21 Annual Review was translated in to Gaelic during the period of reporting for future publication.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

The Authority developed a Public Body Duty Reporting Framework which sets out, for all staff, the landscape of our public body duties. Staff can read about the requirements of each piece of legislation, how the Authority currently meets the requirements, future reporting due and oversight activity (where applicable). This Framework includes the Gaelic Language (Scotland) Act 2005 so that all staff have an understanding of the requirements of the Act and the Authority's duty to contribute to creating a sustainable future for Gaelic.

Linked to the above framework, an Impact Assessment Framework was implemented. SPA and SPA Forensic Services are required to innovate and make difficult resourcing and investment decisions. These decisions cannot be based solely on value for money, but must be made with the highest possible regard to wider impact on individuals and communities, such as Gaelic speaking communities and island communities. The framework brings together guidance, advice, contacts, and importantly, all the assessments in one place to support good practice in considering the consequence or effect that a decision will have on an individual, community or system.

The Forensic Services Equality and Diversity sub-group invited anyone who speaks Gaelic to contribute to improve work towards the Gaelic Language Plan in Forensic Services. The Chair of this group also sits on the SPA's Impact Assessment Working Group to feed in to this on public body duties, including our responsibilities under the Gaelic Language Act, to ensure a coordinated approach to delivery of the commitments in our Gaelic Language Plan.

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A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

Promoting simple phrases during Gaelic Language Week was well received by Forensic Services staff.


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Amasan airson Seirbhisean Corporra	Corporate Service Aims	■ Complete/implemented ■ In progress ■ Not commenced/not implemented
Àrd Phrionnsabalan	Overarching Principles	<div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; background-color: #c6efce;"></div> <div style="width: 33%; background-color: #ffcc00;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div>
Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	
Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblach a chur an gnìomh.	Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	N/A
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th’ ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	

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Inbhe	Status			
<p>Suaicheantas Ag amas air suaicheantas corporra anns a’ Ghàidhlig agus anns a’ Bheurla a chruthachadh nuair a thig a’ chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo 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.</p>	<p>During the period of reporting (5 Oct 21-5 Oct 22), preparation for the roll out of new SPA corporate branding, including a bilingual corporate logo, was undertaken (roll out took place at the end of Oct 22). Early work to develop a bilingual logo for SPA Forensic Services was undertaken with delivery planned during 2023.</p>		
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a’ phoball	Communicating with the public			
<p>Adhartachadh A’ toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a’ cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>			
<p>Conaltradh sgrìobhte Bithear daonnan a’ gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a’ phoileasaidh choitchinn.</p>	<p>Written Communication 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.</p>			
<p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a’ mhòr-shluaigh.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>			
<p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th’ ann gus coinneamhan</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are</p>			

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<p>poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>regularly explored and promoted.</p>	
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Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>			
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>			
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>			
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>			
<p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>			
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.</p>	<p>Exhibitions 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.</p>			

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Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	Language Audit carried out in May 2021 and will be carried out again during the life of the plan.		
<p>Fiosrachadh Inntigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	During the reporting period 5 Oct 21 – 5 Oct 22, the Staff Induction Handbook pointed new staff to a Framework which sets out the Authority's full range of public body duties.		
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>			
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd-co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>			
<p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority</p>			
<p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Gàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach</p>	<p>Recruitment 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.</p>			

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Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.			
Corpas na Gàidhlig	Gaelic Language Corpus			
Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	All written materials are translated using an approved supplier.		
Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	Not required to date		