

Meeting	SPA Authority Meeting
Date	29 September 2021
Location	Video Conference
Title of Paper	Police Scotland Gaelic Language Plan
Presented By	Chief Superintendent Linda Jones, Partnership, Prevention and Community Wellbeing
Recommendation to Members	For Discussion
Appendix Attached	Appendix A - Police Scotland Gaelic Language Plan 2021

PURPOSE

The purpose of this paper is to update the Scottish Police Authority Board on the recent public consultation of Police Scotland's revised draft Gaelic Language Plan, prior to formal submission to Bòrd na Gàidhlig.

Members are invited to discuss the content of this paper.

1. BACKGROUND

- 1.1 Police Scotland is required under the Gaelic Language (Scotland) Act 2005 to submit edition two of its Gaelic language plan to Bòrd na Gàidhlig no later than 5th October 2021. Ownership of the new plan will rest with Partnerships, Prevention & Community Wellbeing (PPCW), Equality and Diversity department. ACC PPCW Division will be the strategic lead.
- 1.2 Every public authority requires to revise their Gaelic Language Plan every 5 years. The legislation does not specify an exhaustive list of requirements, nor a minimum standard, although the following is a noteworthy requirement of the plan:
- “must set out the measures to be taken by the relevant public authority in relation to the use of the Gaelic language in connection with the exercise of the authority's functions”***
- 1.3 The legislation requires Police Scotland to submit their plan to Bòrd na Gàidhlig who can either approve the plan or propose modifications. Where no agreement on proposed modifications can be reached, the matter may be referred to Scottish Ministers who can include any such modifications which they think fit.
- 1.4 This plan attached in Appendix A was approved at Strategic Leadership Board on 8th September 2021 and must now be submitted to Bòrd na Gàidhlig by 5th October 2021.

2. FURTHER DETAIL

PUBLIC CONSULTATION

- 2.1 The public consultation on Police Scotland's draft Gaelic Language plan was launched on the 23rd of July and closed on the 5th of September. It was hosted on Police Scotland's Citizen Space website and the launch was promoted via Police Scotland's social media sites. English, Gaelic and BSL versions of the consultation were made available. The consultation received 6746 responses, far exceeding the several hundred which were expected, with 13 submitted in Gaelic.
- 2.2 The consultation consisted of 20 questions, half of which related directly to the plan itself the other half related to diversity statistics of the respondents. The questions relating directly to the plan included multi choice (agree, disagree etc) and qualitative questions

set around the agreed high level aims of the plan along with the opportunity to contribute suggestions.

PUBLIC CONSULTATION: ANALYSIS & RESULTS

- 2.3 Staff from PPCW Equality and Diversity department have undertaken the majority of the analysis supported by staff from Strategy and Innovation who provided guidance and direction alongside software to establish the coding framework. Approximately 60hrs of staff time has been spent analysing the results.
- 2.4 The most notable feature of the consultation was a significant number (approx. 75%) of respondents who displayed an *'annoyance or general ambivalence'* towards the concept as whole. The main reasons given for opposing the plan were:
- Government interference and politically driven;
 - Not a job for the police with resources better spent on core role;
 - Inappropriate due to the small number of Gaelic speakers in Scotland who almost all speak English;
 - Other languages (Polish, Urdu, Doric etc) were more worthy of this focus.
- 2.5 Analysis of the remaining responses were categorised in the following key themes. A summary of each theme and the position of the present draft edition of Police Scotland's revised plan is presented below.

Theme	Summary of Responses (across all questions)	Police Scotland's Plan
Recruitment/ Use of Gaelic speakers	<p>Consistent theme emerged of matching Gaelic language skills with geographic communities with a high proportion of Gaelic speakers. This included best use of existing staff with Gaelic skills, recruitment of Gaelic speakers to these areas and better community engagement using Gaelic in such areas.</p> <p>There were several requests to benchmark against Welsh Police forces.</p>	<p>Plan commits to recognising Gaelic as a desirable job skill and recognising and respecting Gaelic skills within the recruitment process. In particular tailored recruitment activity in current Gaelic speaking areas and communities to encourage applicants to become Officers, Special Constables, Police Staff or Police Scotland Youth Volunteers.</p>

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<p>Teaching & education</p>	<p>There was some support for offering staff the opportunity to learn Gaelic but there were also many responses that indicated this should be outwith working time on a voluntary basis.</p> <p>There was strong support for the deployment of Gaelic speaking officers to Gaelic schools for visits and inputs.</p>	<p>Plan offers no commitment to teaching officers Gaelic - it is not seen as a core function of policing.</p> <p>There is a commitment to develop an informative module on Gaelic which can be accessed by via the 'model' on-line learning platform.</p>
<p>Gaelic media output and campaigns</p>	<p>This theme attracted a range of responses with a split between focusing media output and campaigns in areas with a high concentration of Gaelic speakers versus a national approach.</p> <p>There was significant support for increased dual language media output – particularly social media and websites.</p> <p>There were mixed views on whether Gaelic content should feature on Police Scotland's main social media channels alongside the English equivalent or if a separate Gaelic-only channel should be maintained.</p> <p>Whilst some advocated the wholesale output of bilingual content, many respondents appeared satisfied with smaller scale bilingual output including posters and social media.</p>	<p>Plan commits to developing an appropriate strategy regarding the release of bi-lingual content by Police Scotland including social media, new releases, websites, corporate publications.</p> <p>This underpins two high-level aims around increasing community messaging through the medium of Gaelic and integrating Gaelic into a range of campaigns.</p> <p>Note: Funding has been secured to assist with media output.</p>
<p>Dual branding</p>	<p>Existing dual branding (vehicles, signage, uniforms etc) was generally viewed as a success and should continue wherever possible.</p> <p>There were several</p>	<p>Plan commits to seek opportunities to increase the visibility of Gaelic nationally through procurement and branding and there are already embedded processes in place</p>

	suggestions for a pin on an officer's uniform to identify them as a Gaelic speaking officer.	regarding dual language signage and branding on vehicles and uniform.
Focus on geographical need	Some respondents who were against the general concept of a plan were more supportive if the plan was focussed geographically in areas with a high concentration of Gaelic speakers. Whilst, those who were generally supportive of the plan preferred a national approach.	Ownership of the plan was moved from N division to PPCW Division to permit a national approach and mainstreaming. There is no specific focus on geographical need. Individual elements within the plan refer to local initiatives and the creation of an implementation group with representation from each division. This permits a degree of local variability.

INTERNAL AUDIT

- 2.6 Alongside the public consultation on the Gaelic Language Plan, an internal audit on Gaelic Language skills within Police Scotland has been undertaken. This revealed 434 officers / staff who have the ability to speak some Gaelic with 248 able to undertake basic writing in Gaelic. These figures are significantly higher than the previous survey from 2017 where just 48 Gaelic speakers were identified. The majority of those who speak the language would like to assist with delivery of GLP but lack confidence.

IMPLICATIONS FOR THE PLAN

- 2.7 Excluding the 75% of respondents who are described as *'annoyed / ambivalent'* to the concept as a whole, the proposed plan has the flexibility to address many of the other respondents' points. It is, however, likely that the stated approach within the plan around communication: *"developing an appropriate strategy regarding the release of bi-lingual content"* will be seen as too generic by Bòrd na Gàidhlig.
- 2.8 Given the public consultation results, Police Scotland have the opportunity to appeal to Scottish Ministers under section 4(8) of the Gaelic Language (Scotland) Act 2005, seeking permission not to publish a plan. Police Scotland will not invoke this provision.

- 2.9 The consultation report and the agreed Police Scotland revised Gaelic Language Plan will be submitted to Bòrd na Gàidhlig (prior to 5th October) for consideration. Bòrd na Gàidhlig may then approve the plan or propose modifications. Where modifications are proposed then Police Scotland and Bòrd na Gàidhlig enter into discussions to agree on same. If no agreement is reached the matter is referred to Scottish Ministers. Once approval is granted, Police Scotland must then publish the plan and remove any draft editions.
- 2.10 Police Scotland should not publish a final version until it has been approved by Bòrd na Gàidhlig or Scottish Ministers.

3. FINANCIAL IMPLICATIONS

- 3.1 There will be financial implications of implementing the finalised Gaelic Language Plan. These will require to be met from existing budgets and based on the draft for consultation this is considered achievable.
- 3.2 A grant of £7902 has been secured from Bòrd na Gàidhlig to provide financial support to Police Scotland in relation to media and translation costs to assist with the implementation of the plan. Additional monies can be applied for on an annual basis

4. PERSONNEL IMPLICATIONS

- 4.1 Resourcing implications will be met by PPCW and Corporate Communications from existing resources.

5. LEGAL IMPLICATIONS

- 5.1 Police Scotland are required under the Gaelic Language (Scotland) Act 2005 to submit edition two of its Gaelic language plan to Bòrd na Gàidhlig by no later than 5th October 2021.

6. REPUTATIONAL IMPLICATIONS

- 6.1 It is assessed that there are reputational risks and opportunities associated with the publication, and delivery, of a Gaelic Language Plan as highlighted previously in the paper.

7. SOCIAL IMPLICATIONS

- 7.1 In communities where Gaelic is a means of communication there is considerable interest in the actions of all public authorities. It

is also assessed that there is considerable political interest. It is assessed that there is moderate public interest within the wider community.

8. COMMUNITY IMPACT

8.1 Whilst the publication, and delivery, of a Gaelic Language Plan is a legal responsibility for Police Scotland it also offers significant opportunity to engage with those members of our communities who engage in Gaelic medium.

9. EQUALITIES IMPLICATIONS

9.1 The Gaelic Language Plan provides an opportunity for Police Scotland to demonstrate its engagement with all our communities.

10. ENVIRONMENT IMPLICATIONS

10.1 No implications identified.

RECOMMENDATIONS

Members are invited to discuss the content of this paper.

Poileas Alba | Police Scotland

Plana Gàidhlig | Gaelic Language Plan

2021-2026

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]

The Bòrd na Gàidhlig logo should be added to the front cover of the approved plan only and not to any drafts.

Foreword

Gaelic is an important part of communities across Scotland and one of Scotland's official languages.

The consent, support and co-operation of our fellow citizens lies at the heart of the identity and legitimacy of policing in Scotland. It is a moral imperative and an operational necessity that policing represents and reflects the communities we serve.

As always, the safety and wellbeing of the people of Scotland is my priority.

Policing has a role to play in supporting Gaelic ,which has the potential to contribute to social, cultural and economic wellbeing.

This plan, covering the period 2021-2026, sets out how we will contribute to the aspirations and objectives of the National Gaelic Language Plan.

Police Scotland will continue to work with Bòrd na Gàidhlig to increase the visibility, status and use of Gaelic and to ensure we comply with our statutory duties of the Gaelic Language (Scotland) Act 2005.

Iain Livingstone QPM

Chief Constable

Contents

Introduction

- Description of Police Scotland
- Gaelic with Police Scotland
- Gaelic in Scotland
 - The Gaelic Language Act
- The national Gaelic language plan
 - Internal Gaelic capacity audit
 - Consultation on the Gaelic language plan

Key principles

- Equal respect
- Active offer
- Mainstreaming

Plan Commitments

- High level aims
 - Overarching aim
 - Using Gaelic
 - Promoting a positive image of Gaelic
- Corporate service aims
 - Status
 - Communicating with the public
 - Information
 - Staff
 - Gaelic language corpus

Links to the national performance framework

Police Scotland's performance framework

Publication

- Publishing and publicising the plan
 - Internal

- External

Resourcing the Plan

Monitoring the Plan

The Gaelic Language Plan in Police Scotland

- Overall responsibility
- Day to day responsibility
- Gaelic Language plan implementation and monitoring group

Appendix 1 - Internal Capacity Audit

Appendix 2 - Public Consultation

Introduction

Description of Police Scotland

Police of Scotland was formed on the 1st April 2013 under the Police and Fire Reform (Scotland) Act 2012. Police Scotland is responsible for policing across the length and breadth of Scotland, some 28,168 square miles. Police Scotland is the second largest force in the UK after the Metropolitan Police.

The Service is led by a Chief Constable and comprises of police officers, police staff and special constables who are working together to deliver the best possible policing service for the people of Scotland. The Chief Constable is supported by a command team of three Deputy Chief Constables, a Deputy Chief Officer, Assistant Chief Constables and Directors.

Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland. Our focus is on Keeping People Safe which is at the heart of everything that we do.

There are 13 local policing divisions, each headed by a Local Police Commander who ensures that local policing in each area is responsive, accountable and tailored to meet local needs. Each division encompasses response officers, community officers, local crime investigation, road policing, public protection and local intelligence.

Alongside the local policing divisions, there are a number of national specialist divisions. The Partnerships, Prevention and Community Wellbeing (PPCW) division includes the Safer Communities sub-division and the Equality and Diversity unit.

The Operational Support Division provides specialist support functions such as Road Policing, Air Support, Dog Branch, Marine Policing and the Mounted Branch.

Criminal Justices Service Division is responsible for the National functions of Custody and Criminal Justice.

C3 Division covers our National Service Centres, Area Control Rooms and Resolution Teams.

The communities across Scotland have equal access to each of the specialist Divisions assets and resources.

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Police Scotland's priorities are outlined in our Annual Police Plan and ensure that we are delivering a service which is focused on Keeping People Safe.

The priorities in our Annual Police Plan are aligned to the strategic police priorities set by the Scottish Government and the strategic objectives outlined by the Scottish Police Authority (SPA) in their three year plan. They are also informed by the local policing plans set at local authority and multi member ward levels. (Available online at www.scotland.police.uk)

The Scottish Police Authority (SPA) was also established under the Police and Fire Reform (Scotland) Act 2012 to maintain policing, promote the policing principles, to promote and support the continuous improvement of policing, and to hold the Chief Constable to account. The SPA and Police Scotland have worked together in producing separate but complementary Gaelic Language Plans.

Gaelic within Police Scotland

Gaelic has been visual within Police Scotland and in legacy forces for many years. The Police Scotland College at Tulliallan conducts basic training for all probationers as well as other aspects of police training. The college crest has the motto of "BI GLIC - BI GLIC" which is the cry of the Oystercatcher which is rendered from Gaelic as "Be Wise, Be Circumspect."

Given the significant numbers of staff spanning the SPA and Police Scotland, Police Scotland is committed to conducting an internal Gaelic capacity audit early in the lifetime of this plan in conjunction with the SPA to assess the current level of Gaelic skills within both organisations. We will aim to determine:

1. The linguistic profile of Police Scotland, including:
 - a. The number of employees within the SPA and Police Scotland, who speak, read, write or understand Gaelic and the level of their language skills.
 - b. The number of employees undertaking Gaelic language skills training and the number who have expressed an interest in doing so.
 - c. The departments and/or locations those identified employees work.
 - d. The number of posts where Gaelic is a desirable skill.

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- e. Any services or internal processes conducted through the medium of Gaelic.
2. The creation of an inventory of all existing Gaelic and bilingual materials, including publications, stationery, forms, and on-line content.
3. An audit of existing Gaelic and bilingual internal and external signs.
4. An assessment of Police Scotland's translation and interpretation capacity.

The results of the survey will enable us to consider how to use and enhance the skills of our current staff.

We will also ensure this data is captured on our national SCOPE HR system and commit to audit it every 5-years.

This audit is included within the core commitments section of this plan.

Gaelic in Scotland

Police Scotland's area of operation covers all of Scotland and therefore, all of Scotland's Gaelic users and Gaelic communities.

The 2011 census recorded 87,056 people (1.7% of the Scottish population) as having Gaelic language ability (understanding, speaking, reading or writing) and 57,602 able to speak Gaelic. Although this number has decreased since the previous census, the rate of decline has slowed; the decline in the number of Gaelic speakers between 1991 and 2001 was 11% but the rate of decline between 2001 and 2011 was 1.2%.

Gaelic speakers are spread throughout Scotland. According to the 2011 census the council areas with the highest proportions able to speak Gaelic were found to be in Comhairle nan Eilean Siar (52%), Highland (5%) and Argyll & Bute (4%). There are also a high number of Gaelic speakers living in the urban centres of Aberdeen, Edinburgh, Greater Glasgow and Inverness.

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.

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One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require Police Scotland 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 document is Police Scotland's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Police Scotland'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

Police Scotland supports the aim of 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 the achieving this aim by focussing our work, on these two headings:-

Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us

Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

Internal Gaelic capacity audit

Police Scotland have officers and staff who possess Gaelic skills. These are recorded in our personnel and establishment coordination system which, as of the 2nd June 2021, lists 434 officers with Gaelic skills although in the majority of cases these are very basic in nature. These valued members of staff work in various business areas within our organisation and are located throughout Scotland. The range of their skills vary and include speaking, reading, writing and interpreting.

The nature of Policing is such that officers and staff members are frequently changing role and location. The role any staff member holds within the organisation may offer an opportunity for them assist in delivery of our Gaelic language plan. Equally there will be circumstances where their capacity to assist may be limited due to challenges associated with their daily duties. This, alongside the regular intake of new recruits and new staff members highlights the importance of conducting and maintaining an internal audit of Gaelic capacity. Police Scotland will commit to undertaking such an audit on an annual basis through our internal consultation mechanism.

Consultation on the draft Gaelic language plan

Key principles

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.

Police Scotland will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

Active offer

Police Scotland will make an active offer of communicating in Gaelic with the public to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

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

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We will ensure that our Gaelic language services are as accessible as our English language services.

Mainstreaming

Police Scotland will ensure that opportunities for the public and our staff to use Gaelic are mainstreamed 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.

Plan commitments

High-level aims

Overarching aim

High-level Aim	Police Scotland will establish a Gaelic language plan development and implementation group with representation from across the organisation.
Desired Outcome	<p>The group is empowered to progress aspects of the Gaelic language plan at national level with access to key business infrastructure including corporate communications, estates and procurement.</p> <p>To support the implementation of key aspects of the Gaelic language plan through a local policing single point of contact in every local policing division in Scotland.</p>
Current Practice	Responsibility for progress of the plan until recently lay with local policing in the Highlands and Islands division with limited national outreach.
Actions Required	<p>Creation of steering group</p> <p>Single Points of Contact to be established across local policing and key business areas</p> <p>Regular meeting structure and secretariat established</p>
Target Date	Within the first 3 months

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Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector
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Using Gaelic

High-level Aim	Police Scotland will increase community messaging and liaison through the medium of Gaelic.
Proposed Outcome	Police Scotland will, where appropriate, communicate in Gaelic at both local and national level. The opportunity for local interaction through the medium of Gaelic is improved in all policing areas.
Current Practice	Most community messaging and liaison is within the Highlands and Islands division with limited national capability
Actions Required	Internal capacity audit to understand where capabilities lie Interpreting and translation support to assist with media output Commitment from local policing divisions to pursue appropriate opportunities in their local area. This might include for example visits to schools or education centres.
Target Date	Within the first 3 months
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Promoting a positive image of gaelic

High-level Aim	Police Scotland will seek opportunities to increase the visibility of Gaelic nationally through procurement and branding.
Proposed Outcome	Dual branding becomes an embedded process wherever practical and cost effective to do so. Visibility of Gaelic increases as a result.

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Current Practice	Use of bilingual Police Scotland logo on all branded material including letterheads, business cards, and compliments slips Dual branding in relation to aspects of vehicles and estates on a new and replacement basis is already an embedded process.
Actions Required	The embedded process continues with opportunities to extend the scheme considered
Target Date	Ongoing throughout the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

High-level Aim	Police Scotland will integrate Gaelic into a range campaigns.
Proposed Outcome	Police Scotland will produce Gaelic language assets for campaigns run at local and/or national level.
Current Practice	None
Actions Required	Corportate Communications to develop / examine how to integrate Gaelic into selected campaigns Translation support to be provided
Target Date	Within the first year of the plan and each year thereafter
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Corporate Service aims

Status

Desired Outcome	Logo and brand Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process
Current Practice	The bilingual Police Scotland logo will continue to be used as standard across Police Scotland,

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	demonstrating equal respect for Gaelic and English and introduced on a new and replacement programme. Police Scotland uniforms to have bilingual markings with agreed brand of Poileas Alba on a replacement basis.
Actions Required	The process is already embedded and will be regularly reviewed to ensure it is being implemented effectively.
Target Date	Ongoing throughout the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Signage To show equal respect prominent signage will include Gaelic and English as part of any renewal process.
Current Practice	Standard Police Scotland vehicles have bi lingual markings on a replacement basis. Signage at all police stations Welcome/Failte signs in replacement within identified stations.
Actions Required	The process is embedded and regularly reviewed to ensure it is being implemented effectively.
Target Date	Ongoing throughout the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Communicating with the public

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Current Practice	Opportunities to communicate in Gaelic are highlighted on Police Scotland’s website

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Actions Required	When publishing in Gaelic we ensure a message is included so people understand communication in Gaelic is welcome.
Target Date	Within the first year of the plan and reviewed annually
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	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.
Current Practice	Advice and encouragement has been provided for staff on the use of a bilingual email signature Where practical, mail and emails received in Gaelic receive a response in Gaelic, facilitated through staff identified in the Gaelic Capacity Audit or through translation services. Police Scotland do not normally reply to social media content.
Actions Required	A review of procedure in the processing of Gaelic correspondence across the organisation incorporating the results of the internal capacity audit to understand how to best utilise resource
Target Date	Within year 2
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Information

Desired Outcome	News releases Where it is appropriate and practical to do so, high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
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Current Practice	New releases circulated in Gaelic on a limited basis
Actions Required	An appropriate strategy will be developed regarding the release of bi-lingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Social Media Promote Gaelic content on social media
Current Practice	Content circulated in Gaelic on a limited basis
Actions Required	An appropriate strategy will be developed regarding the release of bi-lingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Website Gaelic content will be available on Police Scotland’s website where the content is about the Gaelic language and where Gaelic content has been produced i.e. a quote/news release or campaign materials.
Current Practice	Information on the Gaelic language plan and signposting to Gaelic information on Police Scotland website.
Actions Required	An appropriate strategy will be developed regarding the release of bi-lingual content by Police Scotland
Target Date	With year 2
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Corporate Publications
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	Produced in Gaelic and English, with priority given to those of national significance or specific to areas with a high Gaelic speaking community.
Current Practice	Relevant corporate publications are published bilingually. All publications with high status, reach and usage pertaining to the Gaelic community will contain a bilingual executive summaries.
Actions Required	A strategy will be developed regarding the release of bilingual content by Police Scotland.
Target Date	Within year 1
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those where the target audience is especially relevant, such as young people in Gaelic-medium schools and Colleges of the University of the Highlands & Islands, or at relevant cultural events such as Hebridean Celtic Festival, Blas and The National Mod.
Current Practice	Exhibitions attended on an ad hoc basis based on local requirements
Actions Required	As a minimum a renewal of all Police Scotland display/promotional materials will have the bilingual logo. A record kept of all such events attended Funding opportunities to be explored
Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

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Staff

Desired Outcome	Internal audit 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
Actions Required	Gaelic Capacity Audit of staff and officers to be carried out in conjunction with SPA to build an accurate picture of Gaelic skills and interest in training. Process to be repeated on an annual basis.
Target Date	Within the first 3 months
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Induction Knowledge of the Police Scotland Gaelic language plan included in new staff inductions
Current Practice	The Gaelic language plan is published on the internal Police Scotland intranet
Actions Required	Develop an informative module which can be accessed by Police Scotland staff and officers via the Police Scotland on-line learning platform.
Target Date	Within year 4
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout Police Scotland
Current Practice	Gaelic acknowledged on an ad hoc basis
Actions Required	Tailored recruitment activity in current Gaelic speaking areas and communities to encourage applicants to become Officers, Special Constables, Police Staff or Police Scotland Youth Volunteers.

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Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Desired Outcome	Recruitment Gaelic named as a desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	Not presently undertaken
Actions Required	Appointment policy recognises languages and in particular Gaelic as a desirable job skill.
Target Date	Within year 3
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Gaelic language corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by Police Scotland.
Current Practice	Police Scotland adhere to Corporate Gaelic Orthographic Conventions.
Actions Required	Police Scotland will continue to adhere to Corporate Gaelic Orthographic Conventions. High level of translation standards maintained by ensuring that all translation services used are in line with industry standards.
Target Date	Ongoing throughout the plan
Responsibility	Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

Links to national performance framework

Police Scotland's Gaelic Language Plan is seen as contributing 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.

Police Scotland performance framework

The Gaelic Language Plan focuses on better serving the Gaelic speaking community in Scotland. It also affords an opportunity for Gaelic speaking officers and staff from Police Scotland to become involved. This correlates to the delivery of the following Police Scotland strategic outcomes :

- The needs of local communities are addressed through effective service delivery.
- Public and communities are engaged, involved and have confidence in policing.
- Our people are supported through a positive working environment enabling them to serve the public.
- Police Scotland is sustainable, adaptable and prepared for future challenges.

Publication

Publishing and publicising the plan

Internal

Police Scotland's Gaelic Language Plan will be published in Gaelic and in English and be available to all our staff via Police Scotland's internal intranet. Further details will be available on a microsite within the PPCW department.

Communication regarding the plan will be sent to all staff nationally via official memo.

Each local policing divisions will identify single points of contact who will have a responsibility for promoting the plan on a local level.

External

Police Scotland'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 to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- 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

Resourcing the plan

Police Scotland will incorporate the delivery of the Gaelic Language into the PPCW portfolio who will take on responsibility for service delivery and coordination. There will be significant actions for corporate communications also. All local policing divisions will contribute with the appointment of SPOCS.

To a significant extent the costs associated with the plan will be mainstreamed within existing budgets and / or as part of on-going renewal processes.

Monitoring the plan

Police Scotland commitments to produce an annual progress report in relation to the implementation of the Gaelic language plan and provide same to Bòrd na Gàidhlig and the public via Police Scotland's website.

The Gaelic language plan in Police Scotland

Overall responsibility for the plan

The Assistant Chief Constable, Partnerships, Prevention and Community Wellbeing has overall responsibility for preparation, delivery and monitoring of Police Scotland's Gaelic Language Plan. They can be contacted as follows: -

Assistant Chief Constable Gary Ritchie

Partnerships, Prevention and Community Wellbeing

Police Service of Scotland

Day-to-day responsibility for the plan

The Chief Superintendent, Partnerships, Prevention and Community Wellbeing, has day-to-day responsibility for the delivery and monitoring of Police Scotland's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Chief Superintendent Linda Jones

Partnerships, Prevention and Community Wellbring

Police Service of Scotland.

Gaelic Language plan implementation and monitoring group

Police Scotland will to establish a Gaelic language plan implementation and monitoring group.

This group will be managed by officers from the PPCW division and will include representatives from every local policing division and key specialist departments including estates, procurement and corporate communications.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications with all staff members with regard to their duties.