
BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2020-2021
ANNUAL RETURN FORM 2020-2021

Ainm na buidhne Organisation's name	Ùghdarras Poilis na h-Alba Scottish Police Authority For period October 20 – October 21 (submitted June 2022)
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Prìomh Dhàta Measaidh
Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>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?</p>	None (during Oct 20-Oct 21) Our website Contact Us page welcomes written communication in Gaelic.
A' sgaoileadh fiosrachaidh Dissemination of information	<p>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?</p>	None (during Oct 20-Oct 21)
	<p>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?</p>	None (during Oct 20-Oct 21)
Luchd-obrach Staff	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p>	No formal training during period Oct 20-Oct 21. Voluntary language learning opportunities are promoted via the staff Intranet and newsletter.
	<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>	None (during Oct 20-Oct 21)

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	<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.</p> <p>(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>Our draft second edition Gaelic Language Plan, and associated survey inviting feedback, were published in both Gaelic and English.</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 Oct 20-Oct 21) We would note that the SPA Corporate office was effectively closed for much of this period due to COVID with the majority of staff working from home.</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?

The Scottish Police Authority (SPA) is committed to producing key publications, such as our Strategic Police Plan (reviewed every 3-years) in Gaelic. The current Strategic Police Plan was published in Gaelic and is available on both the SPA and Police Scotland websites - <https://www.spa.police.uk/strategy-performance/strategic-police-plan/>

The SPA has a dedicated section for the Gaelic Language Plan on the staff intranet with links to further information and resources. It also provides further information about Gaelic in Scotland and promotes online websites which offer opportunities to learn Gaelic for our staff, including the Learn Gaelic website.

Development of the second edition of our Gaelic Language Plan began in March 21 with a language audit carried out in May 21. The draft second edition plan was published in both Gaelic and English to support a call for views during the summer of 2021. The survey overview and questions issued inviting feedback on the draft second edition were also published in Gaelic. Responses in Gaelic were welcomed.

Instructions on how to create a bilingual email signature are available to all staff via the Intranet and reminders issued to invite staff to adopt this.

A service request form for interpretation / translation requests was created in 2021. This ensures that Gaelic interpretation / translation requests are carried out by an approved supplier and to the required Gaelic Orthographic Conventions.

The SPA Corporate Management Team delivered a briefing for SPA Corporate staff in June 21. This highlighted our responsibilities under the Act and included basic greetings / phrases, as well as links to further information (e.g. Bord na Gàidhlig), and learning opportunities (e.g. Learn Gaelic and The Open University).

During 2020-21, a Senior Manager in SPA Forensic Services was given responsibility for developing and implementing an Equality, Diversity and Inclusion Vision, Strategy and related work plans. The Gaelic Language (Scotland) Act 2005, and the Gaelic Language Plan, are referenced within the draft Equality, Diversity & Inclusion Strategy. The Strategy has been developed through wide engagement and it is anticipated that it will be finalised during 2021-22.

In addition, a Gaelic Language work stream will be commenced during the next reporting period (2021-22). This group will consist of volunteers from within Forensic Services and will carry out their work according to a defined Terms of Reference. In terms of overall governance, this Gaelic Language work stream will report to the Equality, Diversity & Inclusion sub-group, which ultimately reports to the Forensic Services People Board.

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 well as the work outlined above in relation to promoting sources of information on Gaelic and learning opportunities on our staff Intranet. Learning opportunities were also promoted as part of the briefing session for SPA Corporate staff in June 21.

During 2020-21, SPA Forensic Services encouraged staff to adopt the use of a bi-lingual signature on e-mails, and has been developing a bi-lingual aide-memoire for staff. The draft Equality, Diversity & Inclusion Strategy and Plans reference the following:

- 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.

The results of the 2021 language audit show an increase in staff with Gaelic skills since the 2018 audit. Whilst the majority of staff with some Gaelic skills indicate these are basic, i.e. simple greetings and basic phrases, this is a positive step forward in delivering the commitments within our Gaelic Language Plan.

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?

Work to develop the second edition of our Gaelic Language Plan promoted a positive image of Gaelic and the SPA's role in contributing to this aim as well as the National Gaelic Language Plan.

SPA Forensic Services has raised the profile of Gaelic through the development of an inaugural Equality, Diversity & Inclusion Strategy and work plans. The draft Strategy references the following:

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

This is being developed through emphasising the importance of promoting a positive image of Gaelic and highlighting the legislative requirement to have a Gaelic Language Plan and to preserve our national heritage.

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 dleastanais 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.

Although the Scottish Police Authority is a corporate parent, 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.

During the period of reporting (Oct 20 – Oct 21), work to develop our first Corporate Parenting Plan was undertaken. The draft plan proposes that from 2022 onwards, an annual roundtable with care experienced people will be carried out to understand how policing services impact on their lives. Opportunities for care experienced young people to contribute in Gaelic may be explored, particularly where an issue impacts Gaelic speaking communities.

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Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh 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 SPA formed an Impact Assessment Working Group to develop and implement a framework for impact assessment, to ensure consistent and robust consideration of impact in relation to protected characteristics and other public body duties.

In addition, a draft Equality, Diversity & Inclusion Strategy is being developed for SPA Forensic Services, which provides context and the strategic approach which Forensic Services will take. The draft strategy includes a foreword from the Director, supporting the development of the Strategy and work plans, which includes the Gaelic Language Plan.

The Strategy also details the legal framework and public duty within which we operate. As stated previously, the Gaelic Language (Scotland) Act 2005, and the Gaelic Language Plan, are referenced within the draft Equality, Diversity & Inclusion Strategy. The Strategy has been developed through wide engagement and it is anticipated that it will be finalised during 2021-22.

The Forensic Services Equality, Diversity and Inclusion sub-group plans for a work stream on Gaelic language, and the Chair of the sub-group sits on the above mentioned Impact Assessment Working Group to support a coordinated approach and to share practice.

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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 sgaoileadh 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.

We anticipate that the development and launch of the Forensic Services Equality, Diversity & Inclusion strategy (which includes reference to the Gaelic Language (Scotland) Act 2005, and the Gaelic Language Plan) will provide a firm foundation on which to improve inclusivity and engagement regarding the Gaelic language.

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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: #90ee90;"></div> <div style="width: 33%; background-color: #ffa500;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div>
Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh 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 daonnan air na cothroman a th’ ann agus 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 bhuidheatan 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 bheillear 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>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 poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are 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 ùghdarras 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-chànanaich 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>			
		N/A		

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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>			
<p>Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>			
<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 Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.</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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<p>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.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>			
<p>Corpas na Gàidhlig</p>	<p>Gaelic Language Corpus</p>			
<p>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.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>			
<p>Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>			