



MIDLOTHIAN COUNCIL
GAELIC LANGUAGE PLAN
2021– 2026

Plana na Gàidhlig

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 2 February 2021.

FOREWORD

A Foreword from the Chief Executive

This is Midlothian Council's first Gaelic Language Plan, and sets out our ambitions for Gaelic over the next five years, to 2026.

Our aim is to contribute to the Scottish Government's vision of safeguarding the future sustainability of the Gaelic language by enhancing the profile of the language and providing more opportunities for our communities to communicate in Gaelic. The plan will also support implementation of the Scottish Government's National Outcome 'We take pride in a strong, fair and inclusive national identity'.

Midlothian Council commits to an equal respect between Gaelic and English. We see this first iteration of our Gaelic Language Plan as a starting point for developing and improving our current Gaelic provision. Our commitments within the Plan set out what we will do to raise the status of Gaelic in a proportionate way. We will however encourage our services to exceed these commitments. This underlines Midlothian Council's commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

Dr Grace Vickers
Chief Executive

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Summary

Midlothian Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Midlothian Council is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

Midlothian Council recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic;
- encourage the increased use of Gaelic

This document is Midlothian Council'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.

This 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 key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of Midlothian Council's main areas of operation. It also provides a summary of the use of the Gaelic language in Midlothian. It shows how we intend promoting the use of Gaelic in service planning and delivery and how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 2 – Commitments

This chapter sets out how Midlothian Council will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out the level of Gaelic language provision to which we are committed to providing during the lifetime of the Plan.

Chapter 3 – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation and outcomes will be monitored.

1. INTRODUCTION

1.1 The Gaelic Language Plan

The Gaelic Language (Scotland) Act 2005 (The Act) seeks to secure the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

The Act builds on and sits beside other measures to support the rights of minority languages, including: the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992); and, the Council of Europe's European Charter for Regional or Minority Languages (1992).

The Act established Bòrd na Gàidhlig as an executive non-departmental public body, responsible through Ministers to the Scottish Parliament with responsibility for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. The Act requires Bòrd na Gàidhlig to prepare a National Gaelic Language Plan and gives it the power to request that public authorities, including local authorities, prepare and publish Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Bòrd na Gàidhlig provides public authorities with official notification of when they must prepare their Plan and details of the high level aims which should be met by the Plan. Midlothian Council received official notification from Bòrd na Gàidhlig in July 2018 that it has to prepare a statutory Gaelic Language Plan under the framework of the Act. The notification set out the corporate service aims and seven high level aims the Plan should meet under three headings in line with the National Gaelic Language Plan 2018 – 2023 aims.

Using Gaelic – support existing and new Gaelic language and culture groups in Midlothian to help grow the profile and use of Gaelic.

Promoting Gaelic – undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to Midlothian residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic medium education.

Once approved by Bòrd na Gàidhlig, promote the plan and its key commitments to residents of the council area.

Include aspects of Gaelic language and culture to pupils' education by Midlothian Council, with the aim of attracting more young people to learn and use Gaelic.

Learning Gaelic – Establishing a dialogue with the Gaelic Learning in the Primary School (GPS) consortium, with a view to establishing Gaelic learner education within the council area during the lifetime of the plan.

Support families and groups of families within the Council area to access opportunities for Gaelic early years and/ or primary school provision.

Support and encourage Gaelic learning opportunities for adults in Midlothian Council area, including an active and on-going dialogue with Newbattle Abbey College.

The Act requires public bodies to bring the preparation of their Gaelic Language Plan to the

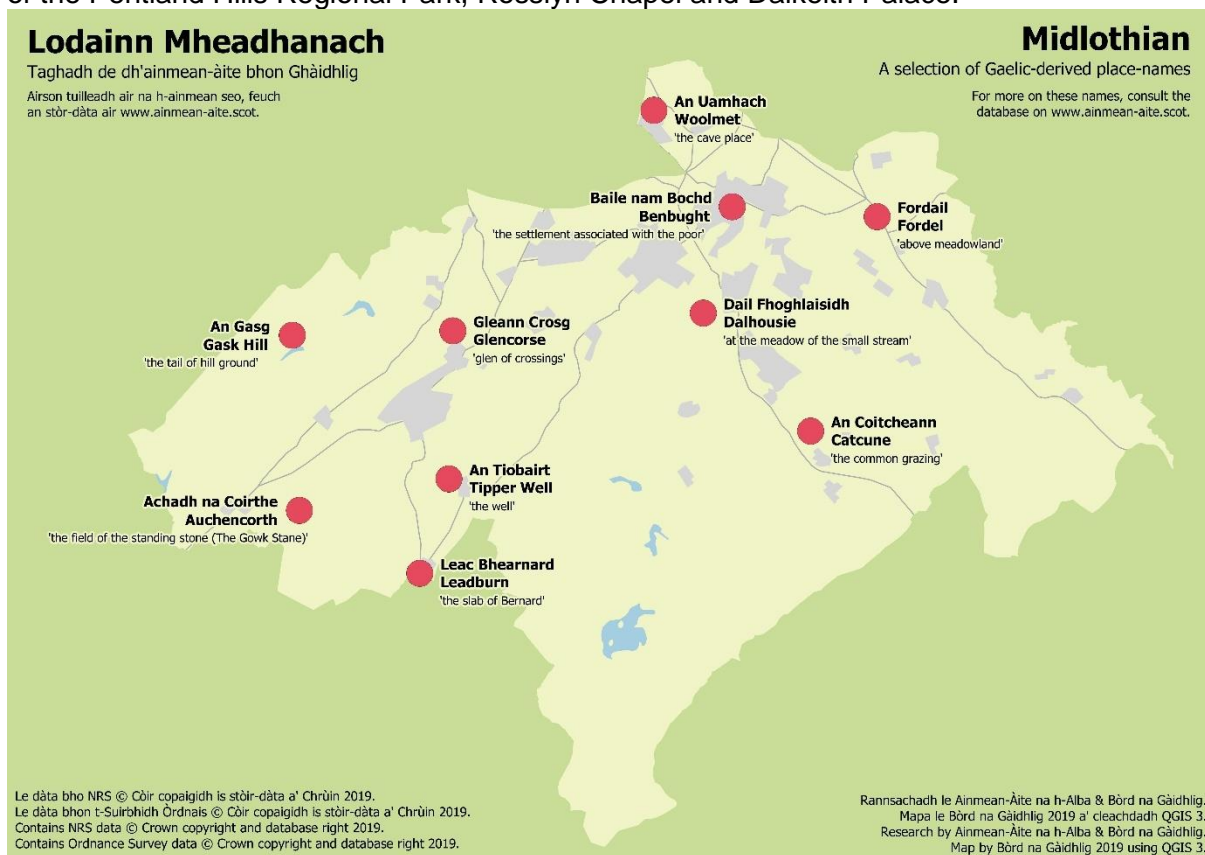
attention of interested parties. Midlothian Council has consulted publicly on the draft of its Gaelic Language Plan and has taken into account representations made during the consultation process.

Midlothian Council commits to demonstrating equal respect to Gaelic and English and commits to making an active offer of it's Gaelic services.

Midlothian Council's Gaelic Plan will also be submitted to Bòrd na Gàidhlig for approval.

1.2 Midlothian Council

Midlothian is a historic county and although one of the smallest council areas in Scotland, it is one of the fastest growing areas in Scotland. Midlothian lies in the east-central lowlands bordering the City of Edinburgh, East Lothian and the Scottish Borders. The county extends to 353.7km², and contains the towns of Dalkeith, Bonnyrigg and Penicuik as well as a portion of the Pentland Hills Regional Park, Rosslyn Chapel and Dalkeith Palace.



Midlothian has a population of around 90,090 (2017).

Midlothian Council is committed to working together with its partners and the people and communities of Midlothian to achieve the vision Midlothian – A Great Place to Grow.

Midlothian Council is responsible for a number of public services including education, adult social work, children's services, community housing, environmental health, leisure, planning, building control, waste management, roads maintenance, civil registrations, burial grounds, licensing services and economic development.

Midlothian Council and its Community Planning Partners have made a commitment to treat the following areas as key priorities under the Single Midlothian Plan:

- Reducing inequalities in learning outcomes
- Reducing inequalities in health outcomes
- Reducing inequalities in economic circumstance

Midlothian Council employs around 3,707 Full Time Equivalent (FTE) employees (c.3,192 permanent, 514 fixed term and 1 casual). Over 1,068 fte (28.82% of the total) are employed in the education service as permanent/fixed term teachers.

Midlothian Council operates from three main offices: Midlothian House, Fairfield House and Buccleuch House all located in Dalkeith. The Council has over 100 operational properties which include: an Arts Centre, Care & Children’s Homes, Community and Community Education Centres, High Schools and Primary Schools with Nursery Provision, Hostels, Hubs, Leisure Centres with and without pools, Libraries, and Social Work Centres.

1.3 Gaelic in Midlothian

Within Midlothian there are a number of people who understand, speak, read and write Gaelic. The 2011 census records the following:

	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic
Midlothian			
	80,280	185	167
Bonnyrigg	15,545	28	47
Dalkeith	11,297	29	16
Midlothian East	13,684	42	20
Midlothian South	12,771	19	23
Midlothian West	13,582	39	32
Penicuik	13,401	28	29

Gaelic in an education setting

Midlothian Council recognises and values the importance of Gaelic language as part of strategic planning and development of language learning and of the rights of our young people to access education in Scotland’s indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

GME provision – the current national definition

“*Gaelic Medium Education*” is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.” Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows: GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum

within CfE:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME . One of the Plan's action points is to develop a section of the Council's website with information promoting GME. There are also various other actions which support and promote GME.
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

Gaelic Medium Education (GME) in Midlothian Council

GME is currently provided by Midlothian Council through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by Midlothian Council and local partners with local demand being assessed and monitored as part of ongoing future planning. Demand will be assessed by tracking requests and in partnership with local providers in Edinburgh. There is ongoing discussion around this with City of Edinburgh Council partners. This provision is supported by Midlothian Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the Midlothian Gaelic Language Plan and is included in the actions listed below.

An overview of numbers of MLC learners attended GME provision in session 2018/19 is provided below:

Primary: 10

Secondary: 2

These numbers will be tracked as part of ongoing development of GME and in line with the Gaelic Language Plan high level aims.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city. More information is available via [Cròileagan Dhùn Èideann's](#) website.

Midlothian Council lead officers support the ongoing development of effective partnership working across the South-East region and lead support for schools in developing Gaelic learning

Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education (EME) context.

According to the Education Scotland advice and guidance on GLE: “In English medium education, Gaelic language learning is part of children’s and young people’s entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision.” ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across Midlothian Council schools. GLE is an area which is currently undeveloped in Midlothian schools, but is planned through the Gaelic Language Planning process. This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, regional local authorities, higher and further education establishments, schools and parents.

An East and Midlothian Gaelic Education Steering group has been convened to support the strategic development of Gaelic language in schools and includes key local authority officers, primary and secondary teachers, parents and local partners. Key local partners include Newbattle Abbey College, which offers professional development and engagement opportunities for schools, parents and learners. Teachers who have experience or an interest in Gaelic learning have been identified through email requests and local training opportunities are being developed and offered.

Other partners and areas of interest with links to Gaelic language are being identified including local place name mapping work and identification of local tourist attractions with a link to Gaelic language.

Midlothian Council is working with other local schools where GLE is currently being delivered (James Gillespie’s High School, City of Edinburgh) and offering opportunities through digital solutions to open up Gaelic learning to learners across the region.

Gaelic in a non-education setting

Library services provide Bookbug bags in Gaelic at each of the following stages:

- Baby (gifted by the health visitor at around 6 weeks)
- Toddler (gifted by the health visitor at around 18 months)
- Explorer (gifted by nurseries at 3)
- Family Bag (gifted through schools in P1)

A small stock of Gaelic language books are available including a very limited number of items available in children’s collections mostly held at Library HQ. Requests for Gaelic items are infrequent; however this may be due to a lack of awareness and so has been identified as an area for development in the Gaelic Language Plan.

In terms of community learning, there are no current classes for adults though the Midlothian Community Learning programmes, however courses and events are currently offered by Newbattle Abbey College. Community Learning & Development in considering the plan will look to identify opportunities to offer Gaelic language in their learning programmes.

Gaelic within Midlothian Council

The council currently has no data on the number of Gaelic speakers or Gaelic learners

amongst its staff. However, it is considering when and how this information can be gathered.

1.4 Implementing the National Gaelic Language Plan

The National Gaelic Language Plan focuses on three key aims, all of which have a vital contribution to make in increasing the numbers of people learning, speaking and using Gaelic in Scotland, and identifies key development outcomes within each:

Development Area	Key Outcomes
Using Gaelic	<p>An increase in the use of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes. This includes speakers and learners increasing their use of the language. It involves developing more situations where Gaelic can be used. It involves using Gaelic in situations where it has not been used previously and the increased use of Gaelic in daily life.</p> <p>The increased use of Gaelic strengthens the community of speakers and contributes to its confidence. This expands opportunities for Gaelic and Gaelic users, thus increasing awareness and the profile of the language.</p>
<p>Learning Gaelic</p> <p>Promoting Gaelic</p>	<p>An increase in the learning of Gaelic will be promoted and supported. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes.</p> <p>This includes promoting, supporting and expanding Gaelic learning at all levels and in all sectors. The benefits from this are clear: as progress is made with this, it will increase the number of those who understand, speak, read and write Gaelic and their ability to use Gaelic with confidence.</p> <p>A positive image of Gaelic will be promoted. This will be done in collaboration with key partners and providers and through Bòrd na Gàidhlig initiatives and programmes.</p> <p>Ensuring that a positive image of Gaelic is promoted and strengthened depends on a number of initiatives. It also includes ensuring that Gaelic is valued and that its important contribution to the social, cultural and economic life of the nation is recognised.</p> <p>The promotion of a positive image of Gaelic is critical to strengthening the appeal and status of Gaelic in Scotland and abroad. This depends on users and non-users alike.</p>

Commitment to the Objectives of the National Gaelic Language Plan

Midlothian Council is committed to ensuring that the National Gaelic Language Plan is implemented, and in this section, we set out how we will achieve that aim.

Midlothian Council recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. Midlothian Council will examine policy commitments to identify areas where Gaelic can be pro-

actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

Midlothian Council 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 three headings:-

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

2. COMMITMENTS

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:

- **Identity and Status** including, corporate identity and signage and expanding visibility, audibility, recognition and respect for Gaelic
- **Communications** including reception, telephone, mail and e-mail, forms and complaints procedures
- **Publications** including public relations and media, printed material and websites
- **Staffing** including recruitment and training.

This Plan also identifies the actions Midlothian Council will take to meet its commitment to the objectives of the National Gaelic Language Plan for Gaelic in relation to:

- **Gaelic Language Acquisition and Usage:** enabling people to develop speaking, reading and writing skills in Gaelic and enabling the use of Gaelic in a range of social, formal and work settings. The Council will adhere to the most recent Gaelic Orthographic conventions and place-names advised by The Gaelic Place-names Scotland.

Midlothian Council recognises that action in each of these areas can help raise the visibility and profile of Gaelic and bring greater opportunity for Gaelic speakers to use the language,

The Council will include Gaelic in future surveys and research where appropriate.

Third parties working on behalf of the Council will be encouraged to adhere to the spirit and any relevant commitments of the Gaelic Language Plan.

Recognising the Council's role as a Corporate Parent, the Council will ensure that it will meet the needs of children and young people in care with Gaelic language skills and will ensure that they receive equal opportunities in learning Gaelic.

The lack of demand could be connected to lack of promotion, as identified above under library services. The current economic situation means that additional resources to deliver major initiatives is limited, however, a lot can be done for Gaelic when services are included on a renewal / replacement basis, including through recruitment processes and the identification of Gaelic skills as an essential or desirable skill.

2.1 Identity and Status

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development. Midlothian Council recognises the importance of raising the visibility of Gaelic, increasing its status and creating a positive image of the language.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Corporate Identity	Midlothian Council's corporate identify does not include any Gaelic language elements	We will review the Council's corporate identity and brand guidelines to ensure the inclusion of Gaelic in the Council logo, signage in, and on, Council buildings and into email sign offs on a new or renewal basis, ensuring equal respect for Gaelic and English.	The Council's 'Brand' guidelines will incorporate guidelines for the use of Gaelic language in the Council's corporate identity	Communications Manager	April 2024
Signage	Very little bilingual signage exists in Midlothian	Current provision of signage will be audited to identify 'Welcome to Midlothian' road signs which will include Gaelic when they are renewed	Welcome signs at the main entry points into Midlothian will include Gaelic, demonstrating equal respect for Gaelic and English	Communications Manager and Road Services Manager	February 2026

2.2 Communications

The use of Gaelic in interactions with the authority by mail, e-mail and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of bilingual forms and Gaelic only forms can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, thus helping the development of the language itself.

Midlothian Council recognises the importance of creating opportunities for the practical use of Gaelic in communications with its citizens and will increase its level of provision on an incremental basis.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Reception	Although the Council currently does not have any specific Gaelic provision in reception areas, the Council's Translation and Interpretation services includes provision of Gaelic	<p>A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic when requested</p> <p>Training for reception staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>Customers who speak Gaelic will be able to request translation in the Gaelic language</p>	All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	<p>Equalities Officer and Customer Services</p> <p>Customer Service Manager</p>	Oct – Dec 2022
Telephone	The Council currently does not have any provision for telephone call handling in Gaelic	<p>A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic</p> <p>Training for customer services/ contact centre staff in how to meet customer needs and ensuring that the needs of people who speak languages other than English, including Gaelic</p> <p>Customers who speak Gaelic will be able to request translation</p>	All customer services / contact centre staff will be aware of how to access support for communicating in Gaelic	<p>Equalities Officer and Customer Services</p> <p>Customer Service Manager</p>	Oct – Dec 2022

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
		in the Gaelic language and this service will be promoted.			
Mail and E:Mail	The Council currently does not have an agreed policy on how to respond to Gaelic mail and e:mail	<p>A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic</p> <p>Any mail or e:mail received in Gaelic will be translated and responses will be provided in Gaelic in the same timescale as would be the case for an English response.</p>	All staff will be made aware of the provision to translate mail and e:mail from and into Gaelic	Communications Manager and Customer Services Manager	Oct – Dec 2022
Forms (including complaints procedure and handling of complaints)	The Council currently does not have any forms in Gaelic	<p>A review of the Council's Translation and Interpretation services will ensure the provision of Gaelic</p> <p>The Council's website includes an accessibility and translation facility that includes Gaelic</p> <p>All forms and document such as the Council's complaints procedure, that are put in the website can be translated into languages including Gaelic</p> <p>Forms or complaints submitted in languages other than English, including Gaelic, will be dealt</p>	All staff will be made aware of the website facility that allows all on-line forms to be translated into Gaelic	Customer Services Manager	Oct – Dec 2022

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
		with appropriately and if requested in the relevant language			
Public Meetings	The Council does not currently provide a Gaelic translation at public meetings.	If requested Gaelic translation will be provided at the meeting.	Gaelic translation will be provided at public meetings if requested	Customer Services Manager	February 2026

2.3 Publications

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new and enhance existing terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

Midlothian Council is committed to increasing the use of Gaelic in areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Website	The Council website has an accessibility and translation facility that enables the site and all documents on the site to be translated into Gaelic.	Review the use of the translation facility Ensure that any documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated. Where the document is high profile or relating to the Gaelic Language then a professional translator will be used.	All documents and forms that should be available in Gaelic are on the website thereby allowing them to be translated. High profile documents and those relating to the Gaelic Language will be professionally translated.	Communications Manager	December 2021
Public Relations and Social Media	The Council does not have guidelines relating to the use of Gaelic in press releases and social media	Review the use of languages other than English, including Gaelic in press releases and social media	All press releases on the Council website will be translatable into Gaelic. Hard copies will be made available on request.	Communications Manager	April 2022
Printed material – Council	The Council does not have a policy relating	Review the use of languages other than English, including	All printed material that should be available in	Communications Manager	December 2021

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
documents and papers	to the use of Gaelic in printed material	Gaelic in printed material	Gaelic are on the website thereby allowing them to be translated. Hard copies will be made available on request.		
Printed material in libraries	There are few books or other printed resources in Gaelic in Council libraries	The Library service will review its book purchasing policy and practice and source relevant books and printed resources in Gaelic	The Library service will hold a stock of printed and digital resources in Gaelic	Customer Service Manager	April 2023
Public Exhibitions and Heritage	The Council has not made any provision for Gaelic in any exhibitions it holds	The Council will review their exhibitions policies and will make provision for Gaelic in exhibitions	The Council exhibitions policies will make provision for Gaelic in exhibitions	Customer Service Manager	April 2023

2.4 Staffing

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic users have an important role to play within a public authority. Whatever the level of Gaelic skills required it is important that authorities ensure that Gaelic is a genuine occupational requirement.

Midlothian Council recognises the importance of seeing Gaelic as an important job skill and of notifying situations in which its use is essential or desirable and we recognise the importance of enabling staff to develop their Gaelic skills if they can and want to deploy them in support of the Council's Gaelic Language Plan.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Recruitment	All council jobs are advertised on the myjobscotland website which does not have a language translation function	If a job has Gaelic as a requirement, the job advertisement will be both in Gaelic and English COSLA (the body which has responsibility for the myjobscotland website) will be approached to consider adding a language translation facility to the website and application forms	Bilingual adverts for posts requiring Gaelic will appear on myjobscotland	HR Manager	April – June 2022
Training and Language Learning	No staff training is currently available in Gaelic but training is being developed for teachers to support learning & teaching in Gaelic in schools	Explore & assess demand for Gaelic learning for staff Identify and promote possible training models & approaches (e.g. Gaelic awareness, members' briefings, language learning etc.) Work with local partners to promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College)	Improved staff engagement in and awareness of Gaelic language	Equalities Officer	February 2026

2.5 Gaelic Language Acquisition and Usage

Midlothian Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Midlothian.

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Gaelic Medium Education	<p>Currently delivered through partnership agreement with City of Edinburgh Council</p> <p>Local strategic steering group has been convened to support ongoing planning and development</p> <p>GME learner data is being gathered</p> <p>Contact with parents is underway to support collaborative planning</p>	<p>Track and monitor uptake of GME</p> <p>Evaluate council information regarding GME provision</p> <p>Promote GME and the right to request GME in the Council area through communications channels & networks. The right to request GME is promoted and supported with full information readily available to parents and families.</p> <p>Work in partnership with City of Edinburgh to support and sustain current arrangements and to align planning around GME.</p> <p>Promote / support pre-school and school age GME – mainly through existing partnership provision</p> <p>Families – support pack for families, review website info., share opps</p> <p>Engage with parents</p>	<p>Data on numbers of pupils attending GME</p> <p>To support and sustain current provision arrangements. Continue to work with partners (City of Edinburgh Council) to support high quality provision of GME including Gaelic language and culture.</p> <p>The right to request GME is promoted and supported with full information readily available to parents and families.</p> <p>To continue to support the ongoing development of Gaelic language and culture in partnership with City of Edinburgh</p> <p>To ensure clear information is available regarding MLC GME provision</p>	MLC lead officers Gaelic Strategic group	February 2026

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
			To increase uptake of GME in line with local and national plans		
GLE	<p>There is currently no GLE in MLC</p> <p>Teachers interested in or with language skills in Gaelic have been identified through school networks and liaison.</p> <p>A teacher's introduction to Gaelic course took place in May 2019</p> <p>Partnership development of language resources in Gaelic is being planned with Newbattle Abbey College</p> <p>A Gaelic education steering group has been convened and key actions and areas for development have been identified.</p>	<p>Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers</p> <p>Promote uptake of regional SQA accredited courses</p> <p>Develop Gaelic learner opportunities as part of 1+2 and via partners (e.g. Newbattle, the E-Sgoil or schools in Edinburgh</p> <p>Continue to develop and promote Gaelic learning as an L3 in schools across Midlothian through resource developing, CLPL opportunities and promotion of Gaelic language and culture.</p>	<p>Increased numbers of schools and pupils engaging with GLE</p> <p>Increased numbers of teachers taking up opportunities for development in Gaelic language</p> <p>Locally developed Gaelic teaching resources available for teachers and schools. A developed network of teachers with an interest in developing Gaelic as an L3.</p>	<p>MLC lead officers (education)</p> <p>Gaelic Steering Group</p>	February 2026

Function	Current Position	Proposed Action	Proposed Outcome/ Indicator	Lead Service/ Officer	Timescale
Adult learning	<p>An adult Beginners Gaelic Language Class has been offered at Beeslack High School as part of Lifelong Learning.</p> <p>Partnership opportunities are available and starting to be promoted locally</p>	<p>Identify and assess opportunities for adult learning</p> <p>Work with local partners to provide and promote adult / community learning of Gaelic</p> <p>Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language</p>	<p>Increased offer of local community Gaelic language learning opportunities</p> <p>Engagement with the Gaelic speaking local community</p>	<p>MLC lead officers</p> <p>Gaelic language strategic implementation group</p>	February 2026
Partnerships and networks	<p>Engagement and partnership working underway with local Gaelic language partners e.g. Newbattle Abbey College</p> <p>Partnership representation on the MLC Gaelic steering group</p> <p>MLC is represented by lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)</p>	<p>Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision</p> <p>Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development.</p> <p>Identify key local partners (business, tourism etc.)</p> <p>Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development</p>	<p>Enhanced provision of Gaelic learning and development</p> <p>Increased engagement with and awareness of Gaelic language</p>	<p>MLC lead officers</p> <p>Gaelic language strategic implementation group</p>	February 2026

3. IMPLEMENTATION AND MONITORING

Midlothian Council's Gaelic Language Plan will be published bilingually on our website and copies will be made available on request. In addition, we shall make the plan known to employees via our Intranet.

This plan is the policy of Midlothian Council and has been endorsed both by our Council Management Team and Council members.

The Chief Executive will be responsible ultimately for ensuring that the Council delivers on the commitments set out in this Plan.

Individual responsibility for various actions set out in Chapter 2 of the Plan has been assigned to relevant staff members and we have set out the individual target dates for when we expect to implement specific commitments.

The council will monitor the implementation of the Gaelic Language Plan through a bi-annual update on progress in implementing the actions set out on Chapter 2. These monitoring reports will be submitted to Bòrd na Gàidhlig.

A news release will be published on our website when the final Plan is approved.

Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Midlothian Council's Gaelic Language Plan is:

Myra Forsyth
Policy & Scrutiny Manager
Midlothian Council, Midlothian House, Buccleuch Street, DALKEITH, EH22 1DN
Tel: 0131 271 3445 Email: myra.forsyth@midlothian.gov.uk

Queries about the day-to-day operation of the plan should be addressed to:

Lesley Crozier
Corporate Equality, Diversity & Human Rights Officer
Midlothian Council, Midlothian House, Buccleuch Street, DALKEITH, EH22 1DN
Tel: 0131 271 3658 Email: lesley.crozier@midlothian.gov.uk