
CAIRNGORMS NATIONAL PARK AUTHORITY

FOR DECISION

Title: Cairngorms National Park Authority Gaelic Language Plan

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Purpose

This paper seeks the Board's formal approval for the Cairngorms National Park Authority Gaelic Language Plan.

Recommendations

That the Board:

- a) Approves the Gaelic Language Plan for submission to Bòrd na Gàidhlig.

Executive Summary

The Cairngorms National Park Authority has a statutory duty to prepare a Gaelic Language Plan. This will set out how we will use and develop Gaelic in the delivery 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 over the five-year plan period. The Plan also presents an opportunity for us to work with partners to seek agreement and development of the use of Gaelic with the Park brand and the portal.

CAIRNGORMS NATIONAL PARK AUTHORITY GAELIC LANGUAGE PLAN - FOR DECISION

Background

1. 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'. Under the Act public bodies are required to produce Gaelic Language Plans, which '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 function' (*National Plan for Gaelic*). The Plan should contribute to the National Plan for Gaelic and increase the awareness of and develop the language. The Plan operates on a five-year cycle and will allow for the incremental development of provision for Gaelic in the organisation. This is the Park Authority's first Gaelic Language.
2. The CNPA held a six week consultation on its Draft Gaelic Language Plan from 8th November-17th December 2010. The document was available on the CNPA's website and offices. Notification letters were also sent to key stakeholders and partners. Comments supporting and criticising the document, and suggesting changes, were received from various individuals and organisations.
3. Since the end of the consultation, all of the comments received have been fully considered. Inevitably some of the comments received were contradictory, and so a judgement has had to be made on which approach to take. Not all of the suggestions made have been incorporated into the final Plan.

Responses to the Consultation

4. There were a total of 14 responses, ranging from public sector partners, to community and Gaelic interest groups and individuals. There was mixed-response to the Draft Plan, with a number of suggestions made for changes. There was also some confusion over the responsibilities and duties of the CNPA in terms of the Gaelic Language Plan and Act. The responses and our proposed actions are summarised below. Copies of all responses are available on request.

Relevance of Gaelic Language Plan for the Park:

- a) A number of respondents felt that due to the current economic situation and the low percentage of Gaelic speakers in the Park and in the Deeside and Donside areas in particular, that a Gaelic Language Plan is not appropriate for the Park or the CNPA. It should be noted that these issues are not unique to the CNPA and whilst the Gaelic Language Act may not be supported by everyone, the CNPA, as a public body has a statutory duty to prepare and implement a Gaelic Language Plan that will help to increase the awareness of and develop the language. Gaelic is an important and rich part of the Park's history and culture and from its establishment in 2003 the CNPA has been committed to promoting and raising awareness of the language and culture. A number of the actions outlined in the Plan are already being carried out and the Plan sets out how we will develop these over the next five years,

whilst other actions will ensure that we operate under ‘best practice’. At present there is no statutory requirement for a Doric plan, but the CNPA has supported and will continue to support Doric interpretation projects in the Park.

- b) In contrast, there was some support for a similar plan for Doric for the east-side of the Park. At present there is no statutory requirement for a Doric plan, but the CNPA has supported and will continue to support Doric interpretation projects in the Park as part of our commitment to a wide range of cultural heritage projects.

Use of Gaelic where relevant and appropriate:

- c) The majority of those who supported the Draft Plan felt that the term ‘where relevant and appropriate’ was unhelpful and that the Plan needed to be clearer in terms of what the CNPA was committing to and when. This is a valid point, and one we were advised would likely be raised by Bòrd na Gàidhlig in terms of the use of ‘where relevant’. The term has been removed and the Plan has been revised to make the actions clearer.

Equal prominence

- d) A minority of those who supported the Draft Plan felt that Gaelic should be given equal prominence in all the CNPA’s communications as English. Some of the suggestions have been taken on board and will help to deliver a more consistent and effective Gaelic Language Plan. However it should be noted that the National Plan for Gaelic which states ‘equal respect to English... does not mean identical treatment.’ The Plan operates on a five-year cycle and will allow for the incremental development of provision for Gaelic in the organisation. The Plan will also deliver ‘good practice’ and guidance in terms of the use of Gaelic by the CNPA.

Training and Translation

- e) We have taken on board suggestions that, where possible, we will use local contractors when outsourcing for translation services and will ensure that translators will apply the grammatical rules of the current Gaelic Orthographic Conventions.

Bòrd na Gàidhlig

5. Once approved by the Board, the Plan and a written report on progress to date and an analysis of our consultation will be submitted to Bòrd na Gàidhlig for formal approval in February. Bòrd na Gàidhlig can either approve the plan or propose modifications to it.

Recommendation

6. **That the Board:**
 a) **Approve the revised Gaelic Language Plan for submission to Bòrd na Gàidhlig**

Policy

7. The CNPA has a statutory duty to produce a Gaelic Language Plan. The National Plan for Gaelic provides the strategic context for the CNPA's Gaelic Language Plan and it should operate in conjunction with the National Plan for Gaelic and contribute to its objectives.
8. It also supports five of the nine outcomes that the CNPA has identified as contributing to in the Scottish Government's National Performance Framework outcomes:
 - a) We have tackled the significant inequalities in Scottish society.
 - b) We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.
 - c) We value and enjoy our built and natural environment and protect it and enhance it for future generations.
 - d) We take pride in a strong, fair and inclusive national identity.
 - e) Our public services are high quality, continually improving, efficient and responsive to local people's needs.

Implications

Financial Implications

9. Funding is secure for the publication, consultation and delivery of the Plan for the 2010/11 financial year through budgets in the agreed Operational Plan and funding from Bòrd na Gàidhlig Gaelic Language Act Implementation Fund. However given the current economic climate, and the reductions in public spending, this is likely to have an impact on our ability to deliver the Plan in future years (both the current plan period, 2011-2016, and beyond). Should the current resources change, we will make appropriate provision and amendments for the resourcing of this Plan with regard to those services delivered directly by us.

Presentational Implications

10. The Plan will be submitted to Bòrd na Gàidhlig for formal approval in February 2010. Following approval by Bòrd na Gàidhlig the Plan a downloadable designed version of the Plan will be available on the CNPA's website www.cairngorms.co.uk

Implications for Stakeholders

11. The Gaelic Language Plan will set a benchmark and consistency on the use of Gaelic by the CNPA. We will also work with the Brand Management Group and partners to get agreement on use of Gaelic with the brand. The CNPA's Gaelic Language Plan and our delivery of it should seek to be seen as 'good practice' by other organisations.

Next Steps

12. Following board approval the Plan will be submitted to Bòrd na Gàidhlig in February 2011 for formal approval.

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