

**Cairngorms National Park Authority**  
**DRAFT GAELIC LANGUAGE PLAN**

(Public authority logo to be included if appropriate. The Bòrd na Gàidhlig logo should not appear on the cover document or any other part of a draft Gaelic Language Plan.)

**FOREWORD**

A Foreword should be written by the Chief Executive or a relevant senior officer from the public body. This should include a commitment by the public authority to the aspirations and objectives included in the *National Plan for Gaelic* and the Gaelic Language (Scotland) Act 2005.

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**Summary**

The Cairngorms National Park Authority (CNPA) recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The CNPA is committed to the objectives set out in the *National Plan for Gaelic* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

The CNPA 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 the CNPA'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.

The CNPA's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the *National Plan for Gaelic* and the *Guidance on the Development of Gaelic Language Plans*.

## **Structure of the Gaelic Language Plan**

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 the CNPA's main areas of operation. It also provides a summary of the demography of the Gaelic language.

***Chapter 2 – Core Commitments***

This chapter sets out how the CNPA 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 basic minimum level of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

***Chapter 3 – Policy Implications for Gaelic: implementing the National Plan for Gaelic***

This chapter sets out how the CNPA will help implement the *National Plan for Gaelic*. It also shows how we intend promoting the use of Gaelic in policy areas, such as recruitment. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

***Chapter 4 – 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.

## **CHAPTER I - INTRODUCTION**

### **Setting the Context for Developing Gaelic Language Plans**

*The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:*

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.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require public bodies to prepare 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.

*Consultation on a draft Gaelic Plan:*

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. The draft plan will be available on the CNPA website, at the CNPA offices, libraries and other accessible points as required. Letters will also be sent to key stakeholders informing them of the consultation and highlighting the link on the website (hard copies will be available on request). We will also target communities and groups with a particular interest in Gaelic. The CNPA is consulting publicly on the draft of its Gaelic Language Plan in November and December 2010 and will take into account representations made to it during the consultation process. The consultation will

*Approval of the Cairngorms National Park Authority's Gaelic Language Plan:*

The results of the consultation and the further changes proposed will be reported to the CNPA board in January 2011 for approval. Once approved by the Board the CNPA's Gaelic Language Plan will be submitted to Bòrd na Gàidhlig for approval in February 2011.

## **Overview of the functions of the Cairngorms National Park Authority and the use of Gaelic within our area of operation**

### *Background Information about the Public Authority*

The Cairngorms National Park was established in September 2003 and the Cairngorms National Park Authority (CNPA) became fully operational – taking on all its statutory powers – on 1 September 2003.

The CNPA is designed to be an enabling organisation, promoting partnership working and giving leadership to all those involved in the Park. We do not duplicate the work of other organisations, such as the enterprise agencies or Scottish Natural Heritage, but ensure there is a joined-up approach to projects and initiatives that help to meet the four aims of the Park.

With a staff of around 60 plus 19 board members, the Park Authority has several statutory duties including managing outdoor access in the Park, planning and development management, the production of a Local Plan and the publication of a National Park Plan.

We are funded by the Scottish Government and Scottish Ministers appoint seven of our board members. Another seven board members are nominated to the board by the five councils in the Park area - Highland (2), Aberdeenshire (2), Moray (1), Angus (1) and Perth & Kinross (1) - and five are elected locally. Through our board we are responsible to the Minister and so to the Scottish Parliament.

### *Gaelic within the Authority's area of operation*

The Cairngorms National Park has a population of over 17,000 residents, is 4,528 sq km and covers five local authority areas:

- Highland
- Moray
- Aberdeenshire
- Angus and
- Perth and Kinross

The Cairngorms National Park has a rich history and culture of languages. Gaelic became the dominant language of the Cairngorms area over 1,000 years ago (superseding the Pictish language and culture) and because of this the majority of the current place-names within the Park are Gaelic in origin. However, there was a gradual decline of the language and by the 18<sup>th</sup> and 19<sup>th</sup> centuries many people in the Cairngorms area were bilingual, speaking Scots as well as Gaelic. On the east side of the Park, Doric is still spoken and adds to the culture and history of the area.

According to the 2001 census of the **(Census Scotland still to provide figures)** people living in the Park, **(Census Scotland still to provide figures)** speak and/or read and/or write and/or understand Gaelic **(Census Scotland still to provide figures)** per cent of the population and ?? per cent of Scotland's total Gaelic speaking population. The majority of these live in the Newtonmore and Kingussie area.

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**Paper 7 Annex I 29/10/10**

Information compiled by Bord Na Gaidhlig for the 2009-2010 academic year found that there were three pupils in Gaelic-medium Nursery education and 23 pupils in Gaelic-medium primary school education in the Park. There were also 11 fluent speaking pupils studying Gaelic at secondary school.

There are a number of Gaelic bodies operating throughout the Park, offering services in Gaelic language and culture (a number of which are supported and/or funded by the CNPA).

In terms of Scotland, the total number of people recorded as being able to speak and/or read and/or write and/or understand Gaelic in the 2001 census was 92,400 (1.9% of the Scottish population). Of these, the total number of people who could speak Gaelic was 58,652 (1.15% of the Scottish population).

While the number of Gaelic speakers declined overall since the previous census, the number of people able to speak and also to read and write Gaelic increased between 1991 and 2001, reflecting a growth in Gaelic literacy and growing numbers of Gaelic learners. The number of children aged 5 – 15 able to speak Gaelic also increased between 1991 and 2001.

There is no authoritative figure for the number of non-fluent adult learners. However, a national study in 1995 for Cumunn na Gaidhlig, the Gaelic development agency, found that there were roughly 8,000 in Scotland.

There are around 2,500 primary and secondary school children in Gaelic-medium education (GME) nationally at present, with a further 700 children in Gaelic-medium nurseries. Within English-medium education, between 2,500 and 3,000 learners study Gaelic as a secondary subject each year between S1 and S6. Many children in English-medium primary schools take part in the *Gaelic Language in the Primary School* scheme each year, with around 6,500 children in the 2005/6 session. (Gaelic Medium Unit information extracted from Scottish Schools Online)

Bòrd na Gàidhlig's *National Plan for Gaelic* sets out clear targets (p.15) for numbers of Gaelic speakers over the next 35 years, as follows:-

65,000 speakers & 4000 children enrolled annually in GME by 2021

75,000 speakers & 10,000 children in GME by 2031; and

100,000 speakers & 50,000 children in GME by 2041

Regardless of overall numbers of Gaelic speakers, it can be expected that the trends of increased literacy, increase in numbers of fluent learners and increase in GME will continue, leading to greater demand for services.

*Gaelic within the Cairngorms National Park Authority:*

The CNPA recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life and we are already committed to a number of activities, both with staff and partners and the public, which help to enhance the Gaelic language and culture.

At present there is no record of how many staff are fluent Gaelic speakers, learning Gaelic or have the ability to read or write Gaelic, though there are varying degrees of Gaelic amongst CNPA staff and board.

A core commitment of the Language Plan will be to carry out a survey to establish the number of staff who can speak, read and/or write Gaelic, and also the number of learners and those interested in learning. This information will allow us to use and enhance the skills of our current staff and also to strengthen the level of Gaelic used by staff.

The CNPA fund and run a number of projects, training courses and events which promote, develop and increase the Gaelic language and culture, both for staff and the public.

We previously funded a Gaelic language course for staff. This was available to all staff and we are also currently funding Gaelic Language training for staff who identified it as a training need during their appraisal. During the preparation of this draft plan we will run a series of Gaelic Awareness courses, which all staff and board will attend.

We have a Gaelic version of the corporate logo and it is used on publications, web, letters, compliment slips and business cards. There is also Gaelic on the Park's entry point signage and markers (it should be noted that the CNPA has no statutory requirements in terms of signage or interpretation).

We also produce the bi-lingual Place Names leaflet, which helps residents and visitors to appreciate which place names in the Park have Gaelic language origins and what they mean.

We also provide a Gaelic foreword in our statutory and policy publications.



## CHAPTER 2 - CORE 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:-

<i>Identity:</i>	<i>corporate identity signage</i>
<i>Communications:</i>	<i>reception telephone mail and e-mail forms public meetings complaints procedures</i>
<i>Publications:</i>	<i>public relations and media printed material websites exhibitions</i>
<i>Staffing:</i>	<i>training language learning recruitment advertising</i>

This section of the plan will detail the CNPA's commitments in relation to the Bòrd's *Guidance on Development of Gaelic Language Plans*.

Each function is structured as follows:

1. Information on current practice
2. Key areas of development
3. Targets
4. Timescale
5. Lead Officer

**Implementation of the Scottish Government's Strategic Objectives and National Performance Framework**

The CNPA is committed to achieving the objectives established by the Scottish Government. We will identify the strategic objectives that our Gaelic Language Plan will assist and will insert these under each action, with a number relating to the relevant strategic objective.

**Strategic Objectives:**

1. Wealthier & Fairer
2. Smarter
3. Healthier
4. Safer & Stronger
5. Greener

**National Performance Framework outcomes:**

1. We live in a Scotland that is the most attractive place for doing business in Europe.
2. We realise our full economic potential with more and better employment opportunities for our people.
3. We are better educated, more skilled and more successful, renowned for our research and innovation.
4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
5. Our children have the best start in life and are ready to succeed.
6. We live longer, healthier lives.
7. We have tackled the significant inequalities in Scottish society.
8. We have improved the life chances for children, young people and families at risk.
9. We live our lives safe from crime, disorder and danger.
10. We live in well-designed, sustainable places where we are able to access the amenities and services we need.
11. We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.
12. We value and enjoy our built and natural environment and protect it and enhance it for future generations.
13. We take pride in a strong, fair and inclusive national identity.
14. We reduce the local and global environmental impact of our consumption and production.
15. Our public services are high quality, continually improving, efficient and responsive to local people's needs.