

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Service and Performance Panel
of 7 March 2023**

**Subject: South Ayrshire Council Gaelic Language Plan (GLP)
Annual Monitoring Report to Bòrd na Gàidhlig 2021-
2022**

1. Purpose

- 1.1 The purpose of this report is to update the Service and Performance Panel on the South Ayrshire Gaelic Language Plan – Annual Monitoring Report 2022.

2. Recommendation

- 2.1 **It is recommended that the Panel scrutinises the South Ayrshire Gaelic Language Plan 2020-2025 Annual Monitoring Report, submitted to Bòrd na Gàidhlig in February 2023 for the reporting period 2021 – 2022 ([Appendix 1](#)).**

3. Background

- 3.1 The Council's Gaelic Language Plan (GLP) 2020-2025 was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 27 October 2020:

3.1.1 South Ayrshire's GLP details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet the Council's obligations in a way that ensures its communities, stakeholders and partners can recognise its ongoing progress to promote and use Gaelic.

3.1.2 As per the statutory guidance, annual reports are submitted by public bodies for consideration by the Bòrd na Gàidhlig.

- 3.2 The 2021-2022 Annual Report was submitted to Bòrd na Gàidhlig in February 2023 following approval at Cabinet on 15 February 2023.

4. Proposals

- 4.1 It is proposed that Members scrutinise the contents of the South Ayrshire Gaelic Language Plan Annual Monitoring Report for 2021/22. Any concerns or issues will be passed to the relevant services as with other performance reports.

5. Legal and Procurement Implications

5.1 The recommendations in this report are consistent with legal requirements and reflect appropriate advice.

5.2 The recommendations in this report are consistent with procurement requirements and reflect appropriate advice.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Rejecting the recommendations may impact on the reputation of the Council.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 2](#).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Commitment 1 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

Background Papers [South Ayrshire Council Gaelic Language Plan 2020-2025](#)

Report to Cabinet of 15 February 2023 – [South Ayrshire Council Gaelic Language Plan \(GLP\) Annual Monitoring Report to Bòrd na Gàidhlig 2021-2022](#)

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Date: 24 February 2023

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022 ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	SOUTH AYRSHIRE COUNCIL
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	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>Nil - from Communications Service</p> <p>New software being introduced September 2021 for reporting items on Council website. Working with ICT to have the mechanism to record this on new system</p> <p>Raised awareness within E&D updates to request Equalities Officer is advised of such communications</p>
A' sgaoileadh fiosrachaidh Dissemination of information	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?	None – this would be done at the request of services. No requests received by the Communications Team.
	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?	Primary pupils published three articles for South Ayrshire Council LIVE, the interactive e-newsletter for the Council and the community.

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>	<p>3 Primary school teachers completed GLPS training</p> <p>2 Education staff achieved A passes at SQA Higher</p> <p>1 member of education staff achieved SQA National 5</p>
	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgiol riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	<p>2 part time Gaelic Development Officer posts in Education</p>
	<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>A further 3 education members of staff in the past year have studied Gaelic through the GLPS programme. This takes the number of teachers with Gaelic language skills through this route to 19.</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>The South Ayrshire Council Gaelic Language Plan 2020-2025 SAC Gaelic Language Plan GA ELIC 002.pdf (south-ayrshire.gov.uk)</p> <p>Articles within the SAC LIVE magazine featuring pupil's work in schools using Gaelic.</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	<p>2 new School Campus have bilingual Welcome signs within Reception have been erected (completion date was by October 2021)</p> <p>In April 2021, Ayrshire Roads Alliance installed 24 new gateway signs incorporating Gaelic in the following locations: Kirkmichael (4no.), Dunure (2no.), Fisherton (3no.), Straiton (4no.), Old Dailly (2no.), Dailly (3no.), Maidens (2no.) and Crosshill (4no.).</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?

- Gaelic Language Plan 2020-2025 promoted across the Council which has given rise to some staff interested in learning or using Gaelic
- Bilingual signatories introduced and some Gaelic used in emails by a few members of staff within salutations and complimentary close.

Ionnsachadh na Gàidhlig / Learning Gaelic

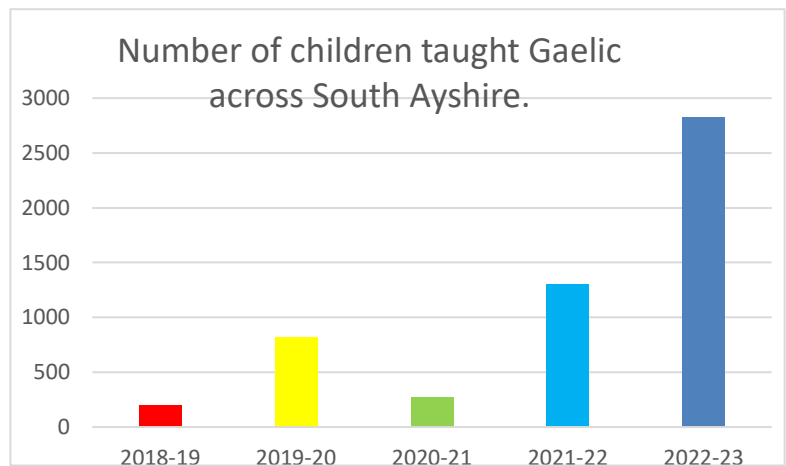
Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

- There are pages available which provide links to external organisations which promote Gaelic and contain links to learning resources.
- Education promote all national and local Gaelic Language learning opportunities to all education staff through the CLPL bulletin.
- Six primary schools will be delivering Gaelic Language learning from Early years/P1-7 this session (a 100% increase on last year) supported by a Gaelic Development Officer or Fèisean nan Gàidheal.
- Resources developed by the Gaelic Development Officers and shared via South Ayrshire

Languages blog: weaving project music resources (being further developed into a resource pack for schools); additional song resources (PDFs of music/lyrics, audio recordings and backing tracks); video lessons; Gaelic Thinglinks and Online Gaelic Games.

- A Microsoft TEAM has been created to support Brochan Beag, an Early Years project using active learning, games and activities to explore the Gaelic language and embed it in a fun way. Each lesson also has age appropriate and repetitive songs using rhythm and other musical activities. Resources created to support delivery were: Key Language Videos for each lesson to aid with the pronunciation and other aspects of the language; recorded videos of all the songs; MP3 audio and backing tracks; posters; flashcards and game cards. Finger puppets and other materials have been purchased for loan to Early Years Centres across the authority delivering Brochan. Hard copies of this pack are being distributed across the Authority on a rolling programme.
- Pilot and evaluation of the Brochan programme in two EYCs has been successful- other EYCs coming on board.
- Brochan is being delivered in at least another 4 Early Years Centres this session supported by the Development Officers.
- GLEANS (Gaelic Learners Education Authority Network Scotland) is a cross authority network developed by one of our Gaelic Development Officers in conjunction with development officers from Highland and Fife to network with people involved in GLE and share resources etc. Challenges are set with GLPS topics for pupils to engage with at home and at school. Pupils record the challenge activity on video or other medium (eg using Toontastic, socpuppets etc) to be shared with all who engage in the challenges. There has been a good uptake across Scotland. This year there are four challenges, if a school completes all 4 they get a gold award. <https://sites.google.com/view/gleans-home/dachaigh>.
- GLEANS: 4 schools in SAC were involved last session with 2 achieving a Gold Award.
- CLPL: An online CLPL session related to the Brochan project was made available to all early years education staff last session.
- Gaelic development officers are working in schools with pupils and staff. Teaching staff are expected to remain within lessons to aid development of Gaelic language and modelled lessons. Use of Gaelic language is steadily increasing within target schools and is beginning to be normalized through daily routine, signage and encouraging the use of Gaelic language on a daily basis.



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?

- Education is working on a Gaelic showcase to promote a positive image/liaise with local community within South Ayrshire. We anticipate including as many schools as possible that have had Gaelic input over the past few years. We plan to hold the event in Ayr Town Hall for a full day, with Gaelic information on hand, workshops, a concert and other ways to promote the language. It is anticipated that invited guests from Council, partners and outside agencies will have an overall positive view of Gaelic within South Ayrshire. This is an ongoing project aiming for completion in March next year.
- Gaelic Language Plan promoted via social media and press release (8th June 2021)
- Bilingual signatures being used by staff across the Council and more staff now adopting this, particularly to contacts out with the Council

- Equality Champions have further raised awareness to their own colleagues how to implement the Gaelic signatures on their emails via the appropriate ICT tool
- Use of South Ayrshire Council LIVE to promote interest in GLE in primary schools
- Use of twitter to promote Gaelic learning activities and some video lessons have been uploaded to YouTube, accessed through the SAC Languages blog

Fiosrachadh dearcnachaidh eile Other monitoring information

A' brosnachadh Foghlam Gàidhlig Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lionadh 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?

Any parent of a young person who is interested in Gaelic Medium Education can contact Education Services through the Council website or email. If enough interest is shown, a feasibility study will be conducted to look at the establishment of a Gaelic Medium Unit, its location, staffing etc. At present, any young people who have expressed a desire to be educated full time in Gaelic Medium are provided transport by the Council to attend Sgoil na Coille Nuaidh at the William MacIllvanney Campus in Kilmarnock within East Ayrshire local authority area

Queen Margaret Academy in Ayr has a dedicated Gaelic teaching room to be used for both Gaelic Learners Education or perhaps some form of Gaelic Medium Education.

Pàrantan Corporra Corporate Parenting

Chan fheum ach Pàrantan Corporra seo a lionadh 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.**

There are currently no Gaelic-speaking care experienced young people registered with South Ayrshire Council.

**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.**

Provision will be made available where applicable, for care experienced young people.

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?

Our local authority has many rural schools and the development of online resources can be used to support these rural schools with Gaelic language learning.

As very few people use Gaelic across South Ayrshire, there is not a demand or the capacity to develop greatly but is always prepared to further develop when possible and ensure equality of opportunity.

Gaelic training modules are available on the Council COAST e-learning site, which would only be available to staff who have access to the internet.

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?

Education Services have applied each year for grant funding from Scottish Government under the Grants for Gaelic Education (Scotland) Regulations 1986 and have had further funding from South Ayrshire Council to further Gaelic language programmes as detailed throughout this report.


Equalities has been given a dedicated Council budget to promote and raise awareness of Equality and Diversity and further enhance the use of Gaelic across the local authority.

Education Services have linked with Equalities and the Programme Developer for the new school campuses to ensure bilingual Welcome signage is incorporated within any current and future developments

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 ùghdarras 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.

N/A

<p>G – Implemented O – In progress R – Not implemented (add narrative)</p>	<p>Corporate Service Aims</p>	
<p>Àrd Phrionnsabalan</p>	<p>Overarching Principles</p>	
<p>Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	<p>GREEN</p>
<p>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 gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>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.</p>	<p>ORANGE</p>
<p>Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	<p>ORANGE</p>
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>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.</p>	<p>ORANGE</p>
<p>Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th’ ann mar Pàrant 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.</p>	<p>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.</p>	<p>GREEN</p>

Inbhe	Status			
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.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	GREEN		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	ORANGE		
Conaltradh leis a' phoball	Communicating with the public			
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	Promotion Positive message that communication from the public in Gaelic is always welcome.	ORANGE		
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	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.	ORANGE		
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	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.	RED No current Gaelic speaking staff in Customer Contact Services		
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	RED No current Gaelic speaking staff in Customer Contact Services		

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>RED Communications will carry this out when requested</p>		
<p>Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh 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>RED Communications will carry this out when requested</p>		
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</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>ORANGE</p>		
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>RED Publications are available in Gaelic on request</p>		
<p>Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</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>	<p>ORANGE</p>		
<p>Corpas na Gàidhlig</p>	<p>Gaelic Language Corpus</p>			
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</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>ORANGE</p>		

Luchd-obrach	Staff			
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	ORANGE Planned 2022		
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	GREEN		
Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhan agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	GREEN Mostly within Education Staff		
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	GREEN Available within Equality & Diversity training modules		
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhaistidh.	Recruitment Recognising and respecting Gaelic skills within the recruitment process.	RED Being monitored		
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	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.	RED Being monitored		
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	RED Will be implemented when appropriate		

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	South Ayrshire Council Gaelic Language Plan 2020-2025 Annual Progress Report 2021-2022
Lead Officer (Name/Position/Email)	Kevin Anderson. Service Lead – Policy, Performance and Community Planning

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children's Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing		
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies		
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)		
Socio-economic Background – social class i.e. parent’s education, employment and income		

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Positive - Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Positive - Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Positive - Low
Increase participation of particular communities or groups in public life	Positive - Low
Improve the health and wellbeing of particular communities or groups	Positive - Low
Promote the human rights of particular communities or groups	Positive - Low
Tackle deprivation faced by particular communities or groups	Positive - Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	NO
Rationale for decision: The Annual Report is to advise of progress of the implementation and monitoring of the Gaelic Language Plan to the Service and Performance Panel. The report has been forwarded to Bòrd na Gàidhlig following approval at Cabinet on 15 th February. This has no specific equality implications.	
Signed : Kevin Anderson, Service Lead Date: 13 February 2023	