



**POLICE  
SCOTLAND**

**POILEAS ALBA**

A' cumail daoine sàbhailte  
Keeping people safe

# **Poileas Alba | Police Scotland Plana Gàidhlig | Gaelic Language Plan 2016-2021**

---

Chaidh am plana seo ullachadh fo earrann 3 de dh'Achd na Gàidhlig (Alba) 2005. Seo plana còig bliadhna a chaidh aontachadh le Bòrd na Gàidhlig air 5 Dàmhair 2016.

---

This plan has been prepared under section 3 of the Gaelic Language (Scotland) Act 2005. This is a five year plan approved by Bòrd na Gàidhlig on the 5th of October 2016.

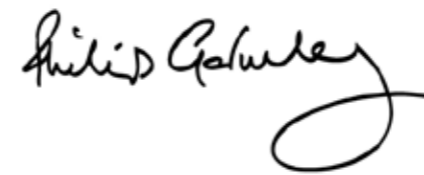
## Facal-tòisich

Mar Àrd-chonstabal Seirbheis Poileis na h-Alba, tha mi fìor thoilichte an cothrom seo a bhith agam am Plana Gàidhlig againn airson 2016 – 2021 a chur air bhog.

Anns a' phlana, tha sinn a' cur air adhart a' phlana leasachaidh còig bliadhna againn airson taic a thoirt dhan Ghàidhlig, cho math ri bhith a' sealltainn ar dealas airson a bhith a' cuideachadh gus miannan agus amasan Plana Cànain Nàiseanta na Gàidhlig a choileanadh. Tha sinn ag aithneachadh gur e taobh cudromach de dhualchas na h-Alba a th' anns a' Ghàidhlig, agus gu bheil comas aice cur ri soirbheas sòisealta, cultarach agus eaconomach.

Fhuair a' cho-chomhairle phoblach air a' phlana seo cha mhòr 140 freagairt bho air feadh na h-Alba, le beachdan gu math eadar-dhealaichte annta. Agus sinn a' cur adhart nan gealltanasan againn, tha sinn a' feuchainn ri cothrom a dhèanamh eadar diofar sheallaidhean is prìomhachasan agus a bhith cuideachadh a' coileanadh dleastanasan reachdail Achd na Gàidhlig (Alba) 2005 agus a bhith a' libhrigeadh leasachadh leantainneach ann an obair-phoileis.

Tha rùn aig Seirbheis Poileis na h-Alba a bhith a' leantainn orra le còmhraidh le Bòrd na Gàidhlig, le buidhnean a dh'fhaodadh a bhith nan com-pàirtichean maoinachaidh agus leis na coimhearsnachdan againn fhad 's a tha sinn a' cur a' phlana an gnìomh gus dèanamh cinnteach gum bi coimhearsnachdan air feadh na h-Alba sàbhailte is soirbheachail.



Philip Gormley QPM  
Àrd-chonstabal

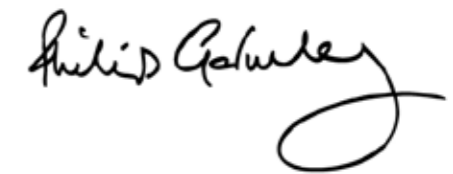
## Foreword

As Chief Constable of the Police Service of Scotland I am pleased to be able to introduce our Gaelic Language Plan for the period 2016 – 2021.

In it we are setting out our five year development plan for the support of Gaelic as well as demonstrating our commitment to help achieve the aspirations and objectives in the National Gaelic Language Plan. We recognise that Gaelic is an important aspect of Scotland's heritage, and has the potential to contribute to social, cultural and economic wellbeing.

Our public consultation on this plan provided almost 140 responses from across Scotland, with wide variation in comments. In setting out our commitments we seek to balance competing perspectives and priorities whilst delivering on the statutory duties of the Gaelic Language (Scotland) Act 2005 and securing continuous improvement in policing.

The Police Service of Scotland is committed to maintaining dialogue with Bòrd na Gàidhlig, potential funding partners and our communities during implementation to ensure the safety and wellbeing of communities across Scotland.



Philip Gormley QPM  
Chief Constable

## Clàr-innse

Earrann	Taobh-duilleig
Gearr-chunntas	4
Structar a' Phlana Ghàidhlig	5
<b>Caibideil 1 • Ro-ràdh</b>	
An co-theacsa airson deasachadh Planaichean Gàidhlig	6
Cùl-fhiosrachadh mu Phoileas Alba	7
A' Ghàidhlig taobh a-staigh sgìre ùghdarras Poileas Alba	9
A' Ghàidhlig taobh a-staigh Poileas Alba	13
Cunntachalachd airson a' Phlana Ghàidhlig	14
<b>Caibideil 2 • A' bhuidhe aig Planadh is Poileasaidh air a' Ghàidhlig agus ceanglaichean ri Prìomhachasan Nàiseanta</b>	
Ag àbhaisteachadh na Gàidhlig	15
Aonta ri amasan Plana Cànain Nàiseanta na Gàidhlig	15
Builean Nàiseanta Riaghaltas na h-Alba	17
<b>Caibideil 3 • Gealltanasan a' Phlana</b>	
Gealltanasan Àrd-ìre	18
Gealltanasan Àrd-ìre agus Gealltanasan Ìre seirbheis	19
Faicsinneachd	21
Luchd-obrach	24
Gnothaichean làitheil	26
Conaltradh	29
Corpas Cànain	33
<b>Caibideil 4 • Buileachadh agus Sgrùdadh</b>	
Clàr-ama	34
Sanasachd airson a' Phlana	34
Goireasachadh a' Phlana	34
Sgrùdadh cur-an-gnìomh a' Phlana	34
<b>Earr-ràdh • Gearr-chunntas air Freagairtean don Cho-chomhairle</b>	35

## Table of Contents

Section	Page
Summary	4
Structure of the Gaelic Language Plan (GLP)	5
<b>Chapter 1 • Introduction</b>	
The context for developing Gaelic Language Plans	6
Background Information about Police Scotland	7
Gaelic within Police Scotland's area of operation	9
Gaelic within Police Scotland	13
Accountability for the Gaelic Language Plan	14
<b>Chapter 2 • Planning and policy implications for Gaelic and links to National Priorities</b>	
Mainstreaming Gaelic	15
Commitment to the objectives of the National Gaelic Language Plan	15
Scottish Government National Priorities	17
<b>Chapter 3 • Plan Commitments</b>	
High Level Aims	18
High Level Commitments and Service Standard Commitments	19
Visibility	21
Staffing	24
Day to Day Operations	26
Communications	29
Language Corpus	33
<b>Chapter 4 • Implementation and monitoring</b>	
Timetable	34
Publicising the Plan	34
Resourcing the Plan	34
Monitoring the Implementation of the Plan	34
<b>Appendix • Summary of Consultation Responses</b>	35

## Geàrr-chunntas

Tha Seirbheis Poileis na h-Alba (Poileas Alba) ag aithneachadh gu bheil Gàidhlig mar phàirt bunaiteach de dhualchas, dearbh-aithne nàiseanta agus beatha chultarach na h-Alba. Tha Poileas Alba ag aontachadh ri amasan ro-innleachdail Plana Nàiseanta na Gàidhlig agus tha e air na structaran is iomairtean a chur air dòigh a tha a dhìth gus dèanamh cinnteach gun cuir a' bhuidhinn ri oidhirpean gus dèanamh cinnteach gum bi a' Ghàidhlig seasmhach ann an Alba san àm ri teachd.

Tha Poileas Alba ag aithneachadh nan uallaichean aige a thaobh brosnachadh na Gàidhlig. Ma tha a' Ghàidhlig gu bhith air a neartachadh mar chànan beò ann an Alba, tha pàirt cudromach aig Poileas Alba ri cluich cho math ris an riaghaltas agus buidhnean poblach eile. Bu chòir dhan oidhirp seo:

- Cur ri inbhe na Gàidhlig
- Ionnsachadh is togail na Gàidhlig a bhrosnachadh, agus
- Meudachadh air cleachdadh na Gàidhlig a bhrosnachadh

Is e an sgrìobhainn seo Plana Gàidhlig Poileas Alba a chaidh a dheasachadh taobh a-staigh frèam Achd na Gàidhlig (Alba) 2005. Tha i a' cur an cèill mar a chleachdas a' bhuidheann a' Ghàidhlig san obair aice agus mar a nì i cleachdadh na Gàidhlig comasach nuair a bhios i a' conaltradh ris a' phoball is ri a prìomh chom-pàirtichean, agus mar a bhrosnaicheas agus a leasaicheas i a' Ghàidhlig.

Thathar air Plana Gàidhlig Poileas Alba a chur ri chèile a rèir nan slatan-tomhais reachdail ann an Achd 2005, le mothachadh air Plana Nàiseanta na Gàidhlig is air an Stiùireadh air Deasachadh Phlanaichean Gàidhlig.

## Summary

The Police Service of Scotland (referred to as Police Scotland) recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. Police Scotland is committed to the objectives set out in the National Gaelic Plan and has put in place the necessary structures and initiatives to ensure that the organisation contributes towards ensuring that Gaelic has a sustainable future in Scotland.

Police Scotland recognises its responsibilities in relation to the promotion of the Gaelic Language. If Gaelic is to be reinvigorated as a living language in Scotland, Police Scotland along with government and other public sectors have an important role to play. This effort should:

- Enhance the status of Gaelic
- Promote the acquisition and learning of Gaelic
- Encourage the increased use of Gaelic

This document is the Police Scotland Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how the organisation will use Gaelic and how it will enable the use of Gaelic when communicating with the public and key partners, and how it will promote and develop Gaelic.

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



## Structar

'S iad seo na prìomh ceithir eileamaidean sa Phlana Ghàidhlig againn:

### 1. Ro-ràdh

Tha an caibideil seo a' toirt dhuibh fiosrachadh agus co-theacsa co-cheangailte ri deasachadh a' Phlana Ghàidhlig againn fo Achd na Gàidhlig (Alba) 2005 agus mu structar prìomh raointean obrach Poileas Alba. Tha e cuideachd a' toirt seachad geàrr-chunntas air deamografaidh na Gàidhlig ann an Alba.

### 2. A' bhuidhe aig poileasaidh air a' Ghàidhlig agus buileachadh Plana Cànanain Nàiseanta na Gàidhlig

Tha a' chaibideil seo a' cur an cèill mar a bhios sinn a' cuideachadh gus Plana Cànanain Nàiseanta na Gàidhlig a chur an gnìomh. Tha i cuideachd a' sealltainn mar a tha sinn airson cleachdadh na Gàidhlig a bhrosnachadh ann an raointean poileasaidh, mar eisimpleir anns a' phoileasaidh fastaidh againn. Tha an caibideil seo cuideachd a' coimhead air mar a bheir sinn feart air a' Ghàidhlig agus air a' Phlana Ghàidhlig againn nuair a bhios sinn a' dealbhadh phoileasaidhean ùra agus a' beachdachadh air ro-innleachdan ùra.

### 3. Gealltanasan a' Phlana

An seo, tha sinn a' mìneachadh mar a chleachdas Poileas Alba a' Ghàidhlig agus mar nì sinn cleachdadh na Gàidhlig comasach a thaobh nam prìomh raointean obrach againn. Tha a' chaibideil seo a' coimhead air prìomh raointean obrach leithid dearbh-aithne chorporra, sanasachd, conaltradh leis a' phoball agus cleachdadh na Gàidhlig air an làraich-lìn againn. Tha an earrann seo a' cur an cèill prìomh gealltanasan Poileas Alba mar na h-ìrean bunaiteach as ìsle de rudan a tha sinn air gealltainn dèanamh airson na Gàidhlig thairis air beatha a' Phlana.

### 4. Buileachadh agus Sgrùdadh

Tha an caibideil seo a' mìneachadh mar a thèid am plana Ghàidhlig againn a chur an gnìomh, agus mar a thèid sgrùdadh a dhèanamh air buileachadh agus toraidhean.

## Structure

The four key components of our Gaelic Language Plan are:

### 1. Introduction

This sets the background and context relating to the preparation of Gaelic Language Plans in accordance with the Gaelic Language (Scotland) Act 2005 and the structure of Police Scotland's main areas of operation. It also provides a summary of the demography of the Gaelic language in Scotland.

### 2. Policy implications for Gaelic and implementation of the National Gaelic Language Plan

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

### 3. Plan commitments

Here we set out how we will use, and enable the use of, Gaelic in relation to our main operational functions. This chapter covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This section sets out Police Scotland's core commitments as the basic minimum level of Gaelic language provision that we are committed to providing over the lifetime of the Plan.

### 4. Implementation and monitoring

Here we set out how the implementation of our Gaelic Language Plan will be taken forward, and how its implementation and outcomes will be monitored.



## Caibideil 1 Ro-ràdh

### An co-theacsa airson deasachadh Planaichean Gàidhlig

#### Achd na Gàidhlig (Alba) 2005

Chaidh Achd na Gàidhlig (Alba) 2005 aontachadh le Pàrlamaid na h-Alba gus inbhe na Gàidhlig a dhaingneachadh mar chànan oifigeil ann an Alba aig a bheil spèis cho-ionnan ris a' Bheurla.

'S e fear de na prìomh fheartan anns an Achd gu bheil ullachadh ann a tha a' toirt comas do Bhòrd na Gàidhlig (prìomh bhuidheann leasachaidh Gàidhlig Riaghaltas na h-Alba) toirt air buidhnean poblach Planaichean Gàidhlig ullachadh. Chaidh an t-ullachadh a chur ann gus a dhèanamh cinnteach gun dèan an roinn phoblach ann an Alba oidhirp gus an seas a' Ghàidhlig, le bhith a' togail na h-inbhe is na h-iomhaigh aice agus le bhith a' cruthachadh chothroman prataigeach gus a cleachdadh.

#### Dleastanas gus Plana Gàidhlig ullachadh

Thèid an riatanas air buidheann phoblach gus Plana Gàidhlig ullachadh a thòiseachadh nuair a chuireas Bòrd na Gàidhlig fios plana thuca ag iarraidh orra sin a dhèanamh fo earrann 3 den Achd. Fon Achd, feumaidh ùghdarrasan poblach na Planaichean Gàidhlig aca ath-sgrùdadh co-dhiù gach còig bliadhna.

#### Co-chomhairle air dreachd Phlana Gàidhlig

Fon Achd, feumaidh buidhnean poblach ullachadh a' Phlana Ghàidhlig aca a thoirt gu aire nam buidhnean/daoine uile aig a bheil ùidh sa chùis. Gus sin a dhèanamh, rinn Poileas Alba co-chomhairleachadh leis a' phoball agus le luchd-obrach air a' Phlana Ghàidhlig againn. Ghabh a' cho-chomhairle àite bhon Dàmhair 2015 fad 12 seachdain. Bha an dreachd ri faighinn air loidhne agus, air iarrtas, air pàipear.

## Chapter 1 Introduction

### Setting the context for developing Gaelic Language Plans

#### Gaelic Language (Scotland) Act 2005

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 as the English language.

One of the key features of the Act is the provision enabling Bòrd Na Gàidhlig (the Scottish Government's principal Gaelic development body) to require public bodies to prepare Gaelic Language Plans (GLP'S). 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.

#### Requirement to prepare a GLP

The requirement for a public body to prepare a GLP is initiated by Bòrd na Gàidhlig issuing a formal notice to that effect under section 3 of the Act. The Act requires public authorities to review their GLPs at least every five years.

#### Consultation on a draft GLP

The Act requires public bodies to bring the preparation of their GLP to the attention of all interested parties. To do so, Police Scotland consulted with the public and with staff on our GLP. This consultation ran from October 2015 for 12 weeks. During consultation the draft was available electronically and, upon request, in hard copy format.



Tha lethbhreac de dh'aithisg na co-chomhairle ann mar earr-ràdh.

#### Aontachadh a' Phlana Ghàidhlig seo

Às dèidh co-chomhairleachadh poblach, chaidh Plana Gàidhlig Poileas Alba ath-sgrùdadh agus atharrachadh. Chaidh an tionndadh mu dheireadh den phlana aontachadh taobh a-staigh na buidhne mus deach a chur gu Bòrd na Gàidhlig airson sgrùdadh agus aonta.

A copy of the consultation report is included as an appendix.

#### Approval of this GLP

Following public consultation, the Police Scotland Gaelic Language Plan has been reviewed and amended. The final version of the plan was approved internally prior to submission to the Bòrd na Gàidhlig for its consideration and approval.

## Cùl-fhiosrachadh mu Phoileas Alba

Chaidh Seirbheis Poileis na h-Alba (Poileas Alba) a stèidheachadh air 1 Giblean 2013 fo Achd Ath-leasachadh Poileis is Smàlaidh (Alba) 2012. Tha Poileas Alba an urra ri obair poileis air feadh na h-Alba, aon 28,168 mìle cheàrnagach. Is e Poileas Alba an dàrna feachd poileis as motha san RA às dèidh am Metropolitan Police.

Tha an t-Seirbheis air a stiùireadh le Àrd-chonstabal agus tha i air a dèanamh suas de dh'oifigearan poilis, luchd-obrach poileis agus constabalan sònraichte a tha uile ag obair còmhla gus seirbheis poileis cho math sa ghabhas a libhrigeadh do mhuintir na h-Alba. Tha an t-Àrd-chonstabal air a chuideachadh le sgioba stiùiridh de 3 Leas-àrd chonstabalan, 7 Àrd-chonstabalan Taice agus 3 Stiùirichean.

Is e adhbhar Poileas Alba a bhith a' cur sàbhailteachd agus soirbheas dhaoine, àiteachan agus coimhearsnachdan na h-Alba am feabhas. Tha ar fòcas air a' Cumail Daoine Sàbhailte agus tha seo aig cridhe gach rud a nì sinn.

Tha 13 roinnean poileis ionadail ann, agus iad uile air an stiùireadh le Comandair Poileis Ionadail tha a' dèanamh cinnteach gu bheil obair a' phoileis anns gach sgìre freagairteach, cunntachail agus a rèir feumalachdan ionadail. Anns gach roinn tha oifigearan freagairt, oifigearan coimhearsnachd, sgrùdadh eucoir ionadail, poilis rathad, dìon a' phobaill agus fàisneis ionadail.

A bharrachd air na roinnean poileis ionadail, tha beagan roinnean speisealach nàiseanta ann. Bidh an Roinn Eucorach Speisealach (Specialist Crime Division - SCD) a' libhrigeadh seirbheisean sgrùdaidh agus fàisneis sònraichte mar eisimpleir rannsachadh nan Eucoirean Mòra, Dìon a' Phobaill, Eucoir Eagraichte, Cur an aghaidh Ceannairceachd, Fàisneis agus Coimhearsnachd nas Sàbhailte.

Tha Roinn na Taic Obrachaidh a' toirt seachad taic shònraichte mar Obair-phoileis Rathaid, Taic san Adhair, Meur nan Con, Obair-phoileis Mara agus am Meur Marcach.

## Background Information about Police Scotland

The Police Service of Scotland, (Police Scotland) was formed on the 1st April 2013 under the Police and Fire Reform (Scotland) Act 2012. Police Scotland is responsible for policing across the length and breadth of Scotland, some 28,168 square miles. Police Scotland is the second largest force in the UK after the Metropolitan Police.

The Service is led by a Chief Constable and comprises police officers, police staff and special constables who are working together to deliver the best possible policing service for the people of Scotland. The Chief Constable is supported by a command team of 3 Deputy Chief Constables, 7 Assistant Chief Constables and 3 Directors.

Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland. Our focus is on Keeping People Safe which is at the heart of everything that we do.

There are 13 local policing divisions, each headed by a Local Police Commander who ensures that local policing in each area is responsive, accountable and tailored to meet local needs. Each division encompasses response officers, community officers, local crime investigation, road policing, public protection and local intelligence.

Alongside the local policing divisions, there are a number of national specialist divisions. The Specialist Crime Division (SCD) provides specialist investigative and intelligence functions such as Major Crime investigation, Public Protection, Organised Crime, Counter Terrorism, Intelligence and Safer Communities.

The Operational Support Division provides specialist support functions such as Road Policing, Air Support, Dog Branch, Marine Policing and the Mounted Branch.

Tha Roinn eile ann a tha an urra ris na dreuchdan Nàiseanta seo: Glacas (custody), Ceartas Eucoireach agus stiùireadh nan gairmean.

Tha cothrom co-ionnan aig na coimhearsnachdan air feadh na h-Alba air goireasan gach roinn speisealach.

Tha cunntas air prìomhachasan Poileas Alba anns a' Phlana Poileis Bhliadhnail againn gus dèanamh cinnteach gu bheil sinn a' toirt seachad seirbheis le fòcas air Cumail Daoine Sàbhailte.

Tha na prìomhachasan anns a' Phlana Poileis Bhliadhnail againn a rèir nam prìomhachasan ro-innleachdail dhan phoileas a tha air an suidheachadh le Riaghaltas na h-Alba agus nan amasan ro-innleachdail air an suidheachadh le Ùghdarras Poilis na h-Alba anns a' phlana trì bliadhna aca. Tha iad a' cuideachd a' toirt feart air na planaichean airson obair-phoileis ionadail a tha air an suidheachadh aig ìre nan sgìre ùghdarrasan ionadail agus aig ìre nan ùard comhairle ioma-bhall. (Ri fhaighinn air loidhne aig [www.Scotland.police.uk](http://www.Scotland.police.uk))

Chaidh Ùghdarras Poilis na h-Alba a stèidheachadh fo Achd Ath-leasachadh Poileis is Smàlaidh (Alba) 2012 gus seirbheisean poileis a chumail suas, gus prionnsabalan obair-phoileis a chur air adhart, gus na seirbheisean poileis a leasachadh gu leantainneach, agus gus an t-Àrd-chonstabal a chumail cunntachail. Tha Ùghdarras Poilis na h-Alba agus Poileas Alba air obrachadh còmhla gus planaichean Gàidhlig a chruthachadh a tha air leth ach co-phàirteach.

Another Division is responsible for the National functions of Custody, Criminal Justice and call management.

The communities across Scotland have equal access to each of the specialist Divisions assets and resources.

Police Scotland's priorities are outlined in our Annual Police Plan and ensure that we are delivering a service which is focussed on Keeping People Safe.

The priorities in our Annual Police Plan are aligned to the strategic police priorities set by the Scottish Government and the strategic objectives outlined by the Scottish Police Authority (SPA) in their three year plan. They are also informed by the local policing plans set at local authority and multi member ward levels. (Available online at [www.Scotland.police.uk](http://www.Scotland.police.uk))

The Scottish Police Authority (SPA) was also established under the Police and Fire Reform (Scotland) Act 2012 to maintain policing, promote the policing principles, to promote and support the continuous improvement of policing, and to hold the Chief Constable to account. The SPA and Police Scotland have worked together in producing separate but complementary Gaelic Language Plans.



### Prìomhachasan Ro-innleachdail

Bidh am Feachd a' cumail sreath de thachartasan gus ro-innleachd a shuidheachadh gach bliadhna mar phàirt den chuairt planaidh bhliadhnail. Bidh am Feachd agus buill Ùghdarras Poilis na h-Alba ag obair còmhla gus an toradh a tha iad ag iarraidh a shònrachadh, a' coimhead gu sònraichte air leasachadh nan seirbheisean a tha air an libhrigeadh. Tha am pròiseas seo cuideachd a' gabhail a-steach obair conaltraidh fharsaing le daoine fa leth agus le coimhearsnachd, cho math ri anailis de na bagairtean ro-innleachdail, cunnartan agus cron a tha ann. Bidh am Feachd an uair sin a' suidheachadh nam prìomhachasan a thèid a chur an cèill anns a' Phlana Poileis Bhliadhnail airson a bhith air an cur an gnìomh taobh a-staigh buidseit a' phlana.

#### An t-Adhbhar againn

A' cur sàbhailteachd agus soirbheas dhaoine, àiteachan agus coimhearsnachdan na h-Alba am feabhas.

#### Am Fòcas againn

A' Cumail Daoine Sàbhailte

#### Na Luachan againn

Ionracas, Cothromachd agus Spèis

#### Buaidh Ionmhasail

Chan eilear an dùil gum bi maoinachadh a bharrachd ùr a dhith sa buidseit gus am plana seo a libhrigeadh. 'S e an dùbhlán a bhith a' libhrigeadh a' Phlana Gàidhlig a' cleachdadh goireasan a th' ann mar-thà gu h-èifeachdach agus tro obair com-pàirteachais èifeachdach agus tro thìde an luchd-obrach. Tha Poileas Alba air maoinachadh fhaighinn bhon taobh a-muigh agus cumaidh iad orra a' sireadh chothroman gus luach a chur ri libhrigeadh a' phlana seo.

### Strategic Priorities

The Force holds a series of strategy setting events on an annual basis as part of the annual planning cycle. The Force and members of the Scottish Police Authority work together to identify the organisations desired outcomes, looking specifically at improved service delivery. This process also includes extensive engagement with individuals and communities, alongside analysis of the strategic threats, risk and harm that exist. The Force then sets priorities outlined in the Annual Police plan to be delivered within the budget allocated to it.

#### Our Purpose

To improve the safety and wellbeing of people, places and communities in Scotland

#### Our Focus

Keeping People Safe

#### Our Values

Integrity, Fairness and Respect

#### Financial Implications

No new budget allocations are presumed to deliver the elements of this plan. The challenge is to deliver the GLP using existing resources efficiently and to maximise outcomes through effective partnership activity and the use of staff time. Police Scotland have accessed external funding and will continue to explore opportunities to add value to the delivery of this plan.



### A' Ghàidhlig taobh a-staigh sgìre ùghdarrais Poileas Alba

'S e Alba air fad an sgìre ùghdarrais aig Poileas Alba agus mar sin, tha seo a' gabhail a-steach luchd na Gàidhlig uile agus coimhearsnachdan na Gàidhlig uile ann an Alba.

Chlàraich cunntas-sluaigh 2011 gun robh comas anns a' Ghàidhlig aig 87,056 daoine no 1.7% de shluagh na h-Alba (tuigsinn, labhairt, leughadh no sgrìobhadh) agus gun robh 57,602 comasach air Gàidhlig a bhruidhinn. Ged a chaidh an àireamh sin sìos bhon chunntas-sluaigh mu dheireadh, chaidh an àireamh de luchd-labhairt na Gàidhlig sìos 11% eadar 1991 agus 2001 ach cha do lùghdaich na h-àireamhan ach 1.2% eadar 2001 agus 2011.

Tha luchd na Gàidhlig sgapte air feadh na h-Alba. A rèir cunntas-sluaigh 2011, b' iad na sgìrean comhairle leis an àireamh sa cheud as motha le Gàidhlig na h-Eileanan Siar (52%), Comhairle na Gàidhealtachd (5%) agus Earra-Ghàidheil is Bòd (4%). Tha àireamhan nach beag de luchd-labhairt na Gàidhlig ann an sgìrean bailteil cuideachd mar Dùn Èideann, Glaschu, Inbhir Nis agus Obar Dheathain. Chithear mar a tha cleachdadh na Gàidhlig sgaoilte gu nàiseanta anns a' chlàr a leanas:

	Cunntas-sluaigh 2011	
	Sgìre Iomairt na Gàidhealtachd is nan Eilean	Sgìre Iomairt na h-Alba
Sgìl Gàidhlig sam bith (labhairt, leughadh, sgrìobhadh, tuigsinn)	39,334	47,722
Sgìlean labhairt	30,230	27,145

Bha seo fìor gu h-eachdraidheil cuideachd mar a chithear bho ainmean-àite Gàidhlig agus ainmean-àite le tùs Gàidhlig a tha rim faicinn air feadh na h-Alba. Gheibhear barrachd fiosrachaidh mu seo air an làraich-lìn a leanas.

<http://www.gaelicplacenames.org/index.php>

### Gaelic within Police Scotland's area of operation

Police Scotland's area of operation covers all of Scotland and therefore, all of Scotland's Gaelic users and Gaelic communities.

The 2011 census recorded 87,056 people (1.7% of the Scottish population) as having Gaelic language ability (understanding, speaking, reading or writing) and 57,602 able to speak Gaelic. Although this number has decreased since the previous census, the rate of decline has slowed; the decline in the number of Gaelic speakers between 1991 and 2001 was 11% but the rate of decline between 2001 and 2011 was 1.2%.

Gaelic speakers are spread throughout Scotland. According to the 2011 census the council areas with the highest proportions able to speak Gaelic were found to be in Comhairle nan Eilean Siar (52%), Highland (5%) and Argyll & Bute (4%). There are also a high number of Gaelic speakers living in the urban centres of Aberdeen, Edinburgh, Greater Glasgow and Inverness. The national spread of Gaelic usage can be evidenced by the following table and map;

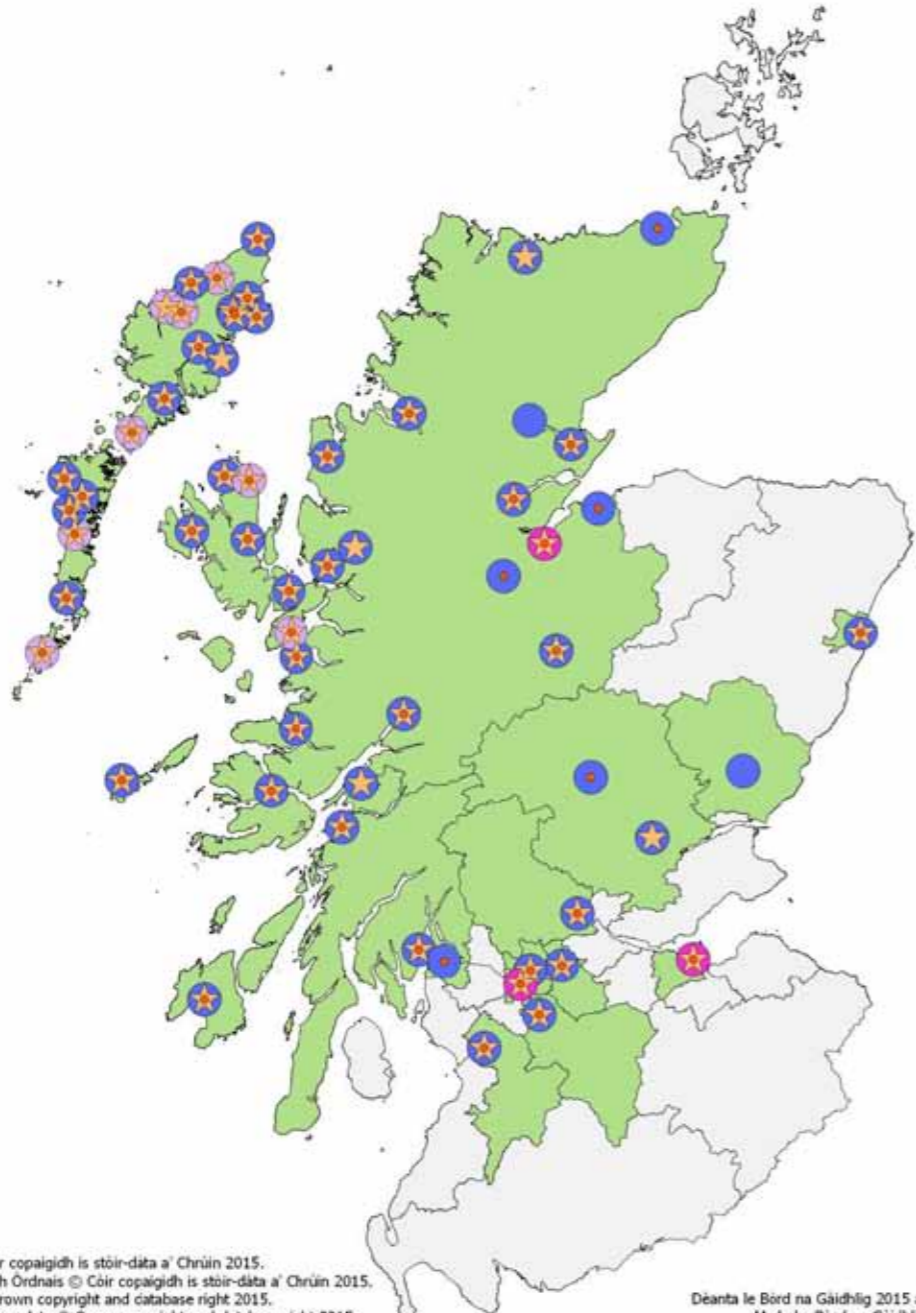
	2011 Census	
	Highlands & Islands Enterprise area	Scottish Enterprise area
Any Gaelic skills (speaking, reading, writing, understanding)	39,334	47,722
Speaking skills	30,230	27,145

This has also been the case historically as is evidenced in Gaelic place names and place names of Gaelic origin which are to be found throughout Scotland. Details of this can be accessed through the following website.

<http://www.gaelicplacenames.org/index.php>

### Foghlam tron Ghàidhlig 2014-15 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME primary school
- Bun-sgoil le sruth FtB GME primary with English ME stream
- ★ Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with high school with GME
- Ùghdarras ionadail le FtG Local authority with GME provision



Le dàta bho NRS © Coir copaidh is stòir-dàta a' Chrùn 2015.  
 Le dàta bhon t-Suirbhaidh Ordnais © Coir copaidh is stòir-dàta a' Chrùn 2015.  
 Contains NRS data © Crown copyright and database right 2015.  
 Contains Ordnance Survey data © Crown copyright and database right 2015.

Dèanta le Bòrd na Gàidhlig 2015 a' cleachdadh QGIS 2.  
 Made by Bòrd na Gàidhlig 2015 using QGIS 2.

Tha 4,022 sgoilearan ann am foghlam tro mheadhan na Gàidhlig aig ìre na bun-sgoile is na h-àrd-sgoile ann an 2014/2015, le dùil ri 1,052 a bharrachd bho na sgoiltean-àraich tro mheadhan na Gàidhlig. A bharrachd air seo, tha 7,772 sgoilearan bun-sgoile ann am foghlam tro mheadhan na Beurla ag ionnsachadh na Gàidhlig tro Sgeama Ghàidhlig sa Bhun-sgoil (Gaelic Language in the Primary School - GLPS) agus tha 3,020 sgoilearan anns an àrd-sgoile ag ionnsachadh na Gàidhlig mar chuspair. Chithear sgaoileadh foghlam tro mheadhan na Gàidhlig sa mhapa a leanas.

There are 4,022 primary and secondary school pupils in Gaelic medium education 2014/2015, with a further 1,052 anticipated in Gaelic-medium nurseries. In addition to this, there are 7,772 English-medium primary schools pupils learning Gaelic through Gaelic Learners in Primary School (GLPS) and 3,020 secondary pupils are studying Gaelic as a subject. The spread of Gaelic medium is shown in the following map.



Tha tòrr chothroman do dh'ìnbhich Gàidhlig ionnsachadh ann an clasaichean air feadh sgìre ùghdarras Poileas Alba. Gheibhear barrachd fiosrachaidh aig [www.learnghaelic.net](http://www.learnghaelic.net).

Tha coimhearsnachd Ghàidhlig bheothail shoirbheachail ann air feadh na h-Alba. Aig àm sgrìobhadh a' phlana seo, is iad seo cuid de na prìomh bhuidhnean:

Tha Bòrd na Gàidhlig ag obair gus Gàidhlig a bhrosnachadh agus bi e ag obair còmhla ri Riaghaltas na h-Alba, muinntir na h-Alba agus na buidhnean Gàidhlig gus inbhe na Gàidhlig a thoirt am feabhas.

Comann na Gàidhlig: iomairt shòisealta a tha a' toirt seachad seirbheisean Gàidhlig air feadh na h-Alba.

Fèisean nan Gàidheal: buidheann a tha a' cumail taic ri fèisean Gàidhlig sa choimhearsnachd a tha stèidhichte air oideachadh anns na h-ealainean Gàidhlig air feadh na h-Alba.

An Comann Gàidhealach: stèidhichte anns an Òban ann an 1891. Tha e air taic a chumail ri teagasg, ionnsachadh agus cleachdadh na Gàidhlig agus ri brosnachadh litreachas, eachdraidh, ceòl is ealain na Gàidhlig fad còrr is 100 bliadhna.

Tha a' cholaiste Sabhal Mòr Ostaig na Ionad Nàiseanta airson Gàidhlig agus a cultar agus tha tòrr chothroman ionnsachaidh ann airson daoine aig a bheil ùidh anns a' Ghàidhlig, an dà chuid aig a' cholaiste fhèin agus tro fhoghlam air astar.

Tha Clì Gàidhlig na bhuidhinn aig a bheil dealas cothrom a thoirt do luchd-ionnsachaidh inbheach Gàidhlig fileantachd a ruighinn tro bhith a' solar farsaingeachd de stuthan ionnsachaidh.

BBC Alba (seirbheis telebhisean digiteach) agus Radio nan Gàidheal.

Tha 59 ùghdarrasan poblach ann cuideachd a tha a' cur ri chèile no a' cur an gnìomh planaichean reachdail Gàidhlig ann an 2015 cho math ri grunn a tha a' cur an gnìomh planaichean neo-reachdail. Gheibhear barrachd fiosrachaidh mu na buidhnean seo air an làraich-lìn a leanas.

<http://gaeliclanguagelansscotland.org.uk/en/tools-resources/development/plan/portfolio>

(Fiosrachadh air a thoirt seachad le Bòrd na Gàidhlig)

There are a number of opportunities for adult Gaelic classes across Police Scotland's area of operation. Further information can be found on [www.learnghaelic.net](http://www.learnghaelic.net).

There is a thriving and dynamic Gaelic community across Scotland. At the time of writing this plan some of the key organisations are:

Bòrd na Gàidhlig; works to promote Gaelic, and strives in partnership with the Scottish Government, the people of Scotland and the Gaelic organisations to improve the status of the language.

Comunn na Gàidhlig; is a social enterprise which provides Gaelic services throughout Scotland.

Fèisean nan Gàidheal; supports the development of community-based Gaelic arts tuition festivals throughout Scotland.

An Comunn Gàidhealach; was founded in Oban in 1891. It has supported the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music and art for over 100 years.

Sabhal Mòr Ostaig, The College is a National Centre for Gaelic Language and Culture and there are lots of learning opportunities for people with an interest in Gaelic, both at the College and by distance learning.

Clì Gàidhlig, is an organisation which remains committed to enable adult learners to achieve fluency in the language by providing a wide range of learning resources.

BBC Alba (digital television service) and Radio nan Gàidheal.

There are also 59 public authorities developing and delivering statutory Gaelic language plans, and several delivering non-statutory plans in 2015. Details of these organisations can be found through the following link.

<http://gaeliclanguagelansscotland.org.uk/en/tools-resources/development/plan/portfolio>

(Information provided by the Bòrd na Gàidhlig)

## A' Ghàidhlig taobh a-staigh Poileas Alba

Tha a' Ghàidhlig air a bhith faicsinneach taobh a-staigh Poileas Alba agus nan seann fheachdan poileis fad iomadh bliadhna. Bidh colaiste Poileas Alba ann an Tulach Àlainn a' toirt seachad trèanadh airson deuchainnean poileis cho math ri bhith a' libhrigeadh taobhan eile de thrèanadh poileis. Air suaicheantas na colaiste, tha an sluagh-ghairm "BI GLIC - BI GLIC", am fuaim a ni an Gille-Bride.

A chionn 's gu bheil àireamh nach beag de luchd-obrach aig an SPA agus aig Poileas Alba, tha Poileas Alba air rùnachadh sgrùdadh a dhèanamh air comasan Gàidhlig taobh a-staigh na buidhne tràth ann am beatha a' phlana seo. Còmhla ri SPA, ni sinn measadh air ìre nan sgilean Gàidhlig taobh a-staigh an SPA agus Poileas Alba. Is e an t-amas againn faighinn a-mach:

1. Pròifil cànanach Poileas Alba, a' gabhail a-steach:

- Àireamh an luchd-obrach taobh a-staigh an SPA is Poileas Alba aig a bheil comas Gàidhlig a bhruidhinn, leughadh, sgrìobhadh no a thuigsinn agus an ìre aig a bheil na sgilean cànan sin.
- Àireamh an luchd-obrach a tha a' dèanamh trèanadh air sgilean Gàidhlig agus an àireamh aig am biodh ùidh ann an trèanadh mar seo.
- Na roinnean agus/no àiteachan anns a bheil an luchd-obrach seo ag obair.
- Àireamh nan dreuchdan far am biodh Gàidhlig na sgil riatanach no far am biodh i na buannachd.
- Seirbheis sam bith no pròiseas sam bith air an taobh a-staigh a tha air a dhèanamh tro mheadhan na Gàidhlig.

2. Liosta a dhèanamh de na stuthan Gàidhlig is dà-chànanach a th' ann mar tha, a' gabhail a-steach foillseachaidhean, pàipearachd, foirmean agus susbaint air-loidhne.

3. Sgrùdadh air soidhnichean Gàidhlig is soidhnichean dà-chànanach a tha ann mar-thà air an taobh a-staigh is an taobh a-muigh.

## Gaelic within Police Scotland

Gaelic has been visible within Police Scotland and in legacy forces for many years. The Police Scotland College at Tulliallan conducts basic training for all probationers as well as other aspects of police training. The college crest (shown below) has the motto of "BI GLIC - BI GLIC" which is the cry of the Oystercatcher which translates from Gaelic as "Be Wise, Be Circumspect."

Given the significant numbers of staff spanning the SPA and Police Scotland, Police Scotland is committed to conducting an internal Gaelic capacity audit early in the lifetime of this plan in conjunction with the SPA to assess the current level of Gaelic skills within both organisations. We will aim to determine:

1. The linguistic profile of Police Scotland, including:

- The number of employees within the SPA and Police Scotland, who speak, read, write or understand Gaelic and the level of their language skills.
- The number of employees undertaking Gaelic language skills training and the number who have expressed an interest in doing so.
- The departments and/or locations those identified employees work.
- The number of posts where Gaelic is an essential or desirable skill.
- Any services or internal processes conducted through the medium of Gaelic.

2. The creation of an inventory of all existing Gaelic and bilingual materials, including publications, stationery, forms, and on-line content.

3. An audit of existing Gaelic and bilingual internal and external signs.

4. An assessment of Police Scotland's translation and interpretation capacity.

4. Measadh a dhèanamh air comasan eadar-theangachaidh is eadar-mhineachaidh Poileas Alba.

Le toraidhean an t-suirbhidh, faodaidh sinn beachdachadh air mar a chleachdas sinn, agus mar a chuireas sin ris, na sgilean a th' aig an luchd-obrach againn aig an àm seo.

Ni sinn cinnteach cuideachd gun tèid an dàta seo a chur air an t-siostam nàiseanta HR SCOPE againn agus ni sinn ath-sgrùdadh air gach 5 bliadhna.

Tha an sgrùdadh seo ann an earrann nam prìomh ghealltanasan anns a' phlana seo.

(Tha earrann "An àite-obrach" air td 16 a' sealltainn nan rùintean bunaiteach aig Poileas Alba a thaobh Gàidhlig agus daoine taobh a-staigh na buidhne.)

The results of the survey will enable us to consider how to use and enhance the skills of our current staff.

We will also ensure this data is captured on our national SCOPE HR system and commit to audit it every 5-years.

This audit is included within the core commitments section of this plan.

("The Workplace" section on page 16 shows Police Scotland's basic intentions around Gaelic and people within the organisation.)

## Cunntachalachd airson a' Phlana Gàidhlig

Tha uallach air na daoine a leanas airson a' phlana rè beatha a' phlana.

Ceannas ro-innleachdail

Àrd-chonstabal Taice  
Obair-phoileis Ionadail (An Ceann a Tuath)  
Poileas Alba  
Randolphfield  
Rathad Naomh Ninian  
Sruighlea  
FK8 2HD

Ceannas bho latha gu latha  
Comandair Roinneil

Roinn a Tuath (A' Ghàidhealtachd is na h-Eileanan)  
Prìomh Oifis na Roinne  
Rathad Pheairt  
Inbhir Nis  
IV2 3SY

Tha an t-uallach airson sgrùdadh leantainneach den Phlana leis a' Chomandair Sgìreil, Roinn a Tuath.

Bidh am Plana ri fhaighinn air làrach-lìn Poileas Alba aig <http://www.scotland.police.uk/>

## Accountability for the GLP

The following individuals will have responsibility for the Plan during its lifetime.

Strategic (overall) lead

Assistant Chief Constable  
Local Policing (North)  
Police Scotland  
Randolphfield  
St Ninians Road  
Stirling  
FK8 2HD

Tactical (daily) lead

Divisional Commander  
N Division (Highlands and Islands)  
Divisional HQ  
Perth Road  
Inverness  
IV2 3SY

Responsibility for ongoing review of the Plan is with the Divisional Commander N Division.

The Plan will be available on the Police Scotland website at <http://www.scotland.police.uk/>



## Caibideil 2 A' bhuidh aig Planadh is Poileasaidh air a' Ghàidhlig agus ceanglaichean ri Prìomhachasan Nàiseanta

### Ag àbhaisteachadh na Gàidhlig

Tha Poileas Alba ag aithneachadh gum bi na diofar raointean prìomhachais a tha comharraichte ann am Plana Cànan Nàiseanta na Gàidhlig air am buileachadh gu ìre mhòr tron Phlana Ghàidhlig againn, ach gum bi cothroman ag èirigh gus an cànan adhartachadh agus a leasachadh tro phoileasaidhean a tha ann mar-thà. Nì am Feachd sgrùdadh air gealltanasan poileasaidh gus cothroman a lorg anna gus a' Ghàidhlig a chur air adhart gu for-ghnìomhach agus gus prìomhachasan Plana Cànan Nàiseanta na Gàidhlig a chur air adhart ann an dòighean eile. Tha sinn den bheachd gu bheil seo a rèir prionnsabal an àbhaisteachaidh a tha ag amas air Gàidhlig a bhith mar phàirt làitheil ann am beatha na h-Alba.

Ann a bhith a' cur ri chèile, ag ùrachadh agus a' sgrùdadh phoileasaidhean, cuimhnichidh Poileas Alba air na gealltanasan a chaidh a dhèanamh anns a' Phlana Ghàidhlig seo agus nì sinn cinnteach gum bi a' bhuidh a bheir iad air a' Ghàidhlig a rèir Plana Cànan Nàiseanta na Gàidhlig.

### Aonta ri amasan Plana Cànan Nàiseanta na Gàidhlig

Tha Poileas Alba air rùnachadh pàirt gnìomhach a gabhail ann an obair le buidhnean eile gus Plana Cànan Nàiseanta na Gàidhlig a chur an gnìomh. Tha na cinn-sgrìobhaidh a leanas ceangailte gu dìreach ris na h-amasan Àrd Ìre a tha Riaghaltas na h-Alba air stèidheachadh agus tha iad ag aithneachadh nas urrainn do Phoileas Alba cur riutha.

## Chapter 2 Planning and Policy Implications for Gaelic and links to National Priorities

### Mainstreaming Gaelic

Police Scotland recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our GLP but that opportunities will arise to promote and develop the language through existing policy measures. The Force will examine current policy commitments to identify areas where Gaelic can be proactively 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.

In the formation, renewal and monitoring of policies, Police Scotland will consider the commitments made in this Gaelic Language Plan, and ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

### Commitment to the objectives of the National Gaelic Language Plan

Police Scotland is committed to playing an active part in working collaboratively to implement the National Gaelic Language Plan. The following headings are linked directly to the High Level aims which are laid down by Scottish Government and identify the contribution Police Scotland can make.

### Dachaigh agus Tràth-bhliadhnaichean

Tha Poileas Alba ag aithneachadh gum feum barrachd dhaoine Gàidhlig ionnsachadh ma tha i gu bhith seasmhach san àm ri teachd agus gum feum fòcas a bhith air an dachaigh, air foghlam agus air luchd-ionnsachaidh inbheach mar phrìomh dhòigh gus seo a dhèanamh.

### Foghlam

Tha Poileas Alba a' tuigsinn nach e a-mhàin an àireamh dhaoine aig a bheil Gàidhlig a chur am meud a tha a dhith gus a' Ghàidhlig a dhèanamh seasmhach san àm ri teachd, ach gum feumar cleachdadh a' chànan a chur am meud cuideachd. Tha sinn a' tuigsinn cho cudromach 's a tha e comas a thoirt do bharrachd daoine Gàidhlig a chleachdadh mar an dòigh conaltraidh as fheàrr leotha agus mar an dòigh chonaltraidh àbhaisteach a th' aca ann am farsaingeachd de ghniomhan làitheil.

### Coimhearsnachd

Tha Poileas Alba a' tuigsinn gu bheil na rudan a leanas a' toirt buaidh air an inbhe a th' aig cànan: an làthaireachd aige san àrainneachd làitheil, an ìre 's gu bheil an cànan air a chleachdadh, air a mheas cudromach agus air fhaicinn a bhith air a mheas cudromach leis na buidhnean sin aig a bheil pàirt cudromach nar beatha làitheil.

- A' cur ri inbhe agus cleachdadh na Gàidhlig tro bhith a' toirt seachad farsaingeachd de sheirbheisean Gàidhlig.
- A' cumail taic ri iomairtean a chleachdas na sgilean agus comasan aig daoine aig a bheil Gàidhlig ann an gnìomhan sa choimhearsnachd.

### Àite-obrach

Nì Poileas Alba a dhìcheall gus na rudan seo a chruthachadh:

- Deagh rùn dhan Ghàidhlig anns an àite obrach tro togail mothachadh agus tro shoidhnichean.

### Home and early years

Police Scotland 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.

### Education

Police Scotland recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

### Community

Police Scotland recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives:

- Increasing the profile and use of Gaelic through the availability of a range of Gaelic services.
- Supporting initiatives that make use of the skills and abilities of Gaelic speakers in community activities

### The Workplace

Police Scotland will strive to create

- A positive attitude to Gaelic in the workplace through awareness-raising and signage
- Increased opportunities for staff to learn Gaelic and for speakers to develop their language skills

- Barrachd chothroman do luchd-obrach a bhith ag ionnsachadh na Gàidhlig no a bhith a' cur ri an cuid sgilean cànanain ma tha Gàidhlig aca mar-thà.
- Brosnaich a bhith a' fastadh dhaoine aig a bheil Gàidhlig gus dèanamh cinnteach gu bheil an cànan ga fhaicinn is ga chleachdadh barrachd san àite obrach agus ann a bhith a' toirt seachad seirbheisean don phoball.

### Corpas Cànanain

Tha Poileas Alba ag aithneachadh gum feumar buntainneas agus cunbhalachd na Gàidhlig a neartachadh. Tha aithneachadh ann gum feum buidhnean dèanamh cinnteach gun gabh iad ris na slatan-tomhais ris a bheilear an dùil a thaobh cleachdadh is eadar-theangachadh. Tha Poileas Alba ag aithneachadh cho cudromach sa tha e gu bheil a' Ghàidhlig air a leasachadh gus dèanamh cinnteach gu bheil i freagarrach airson a h-uile cleachdadh a th' aige agus gu bheil i ga cleachdadh gu h-ìomchaidh.

### Builean Nàiseanta Riaghaltas na h-Alba

Tha Poileas Alba airson amasan ro-innleachdail Riaghaltas na h-Alba a choilionadh gus Alba a chruthachadh a tha:

- Nas beartaiche is nas cothromaiche
- Nas glìce
- Nas fhallaine
- Nas sàbhailte is nas treasa
- Nas uaine

Cuideachaidh am Plana Gàidhlig sinn le bhith cur ri sàbhailteachd agus soirbheas nan coimhearsnachdan.

- Promote recruitment of Gaelic users to ensure the language is increasingly visible and used in the workplace and in providing services to the public

### Language Corpus

Police Scotland recognises the need to strengthen the relevance and consistency of Gaelic. There is recognition that organisations must ensure they comply with the standards expected with regards usage and translation. Police Scotland recognises the importance of developing the Gaelic language to ensure that it is fit for purpose and applied appropriately.

### Scottish Government National Priorities

Police Scotland is committed to achieving the Scottish Government's strategic objectives of creating a Scotland that is:

- Wealthier and fairer
- Smarter
- Healthier
- Safer and stronger
- Greener

Implementing the GLP will assist in improving the safety and wellbeing of communities.

### Local Priorities

Police Scotland has an extensive structured engagement process with key stakeholders and communities, alongside service users, to identify local priorities. These processes feed into Local Policing Plans and Single Outcome agreements in each local authority area across Scotland. Feedback obtained in the consultation on this GLP and its implementation will be helpful in the ongoing development of plans and agreements, including community planning partnerships.

### Priomhachasan Ionadail

Tha pròiseas conaltraidh mòr structaraichte le prìomh luchd-ùidh agus coimhearsnachdan, cho math ri luchd-cleachdaidh sheirbheisean, gus prìomhachasan ionadail a chomharrachadh. Tha na pròiseasan an uair sin a' cur ris na Planaichean Obair-phoilis Ionadail agus do na h-Aontachaidhean Buil Shingilte (SOA) anns gach sgìre ùghdarrais ionadail ann an Alba. Bidh na beachdan a fhuair anns a' cho-chomhairle anns a' phlana Ghàidhlig seo agus air cur an gnìomh a' phlana feumail ann an leasachadh leantainneach air planaichean is aontaidhean, a' gabhail a-steach com-pàirteachasan planaigh coimhearsnachd.

### Com-pàirteachasan Planaidh Coimhearsnachd

Mar Chom-pàirtiche Planadh Coimhearsnachd, brosnachaidh sinn cleachdadh na Gàidhlig air feadh na h-Alba, agus sinn cuideachd a' cur ri seata sgilean na buidhne tro fhasadh agus tro bhith a' brosnachadh pàirteachadh ann an cothroman trèanaidh aig Com-pàirteachas Planadh Coimhearsnachd.

Mar sin, thèid prìomhachas a thoirt an toiseach do sgìrean far a bheil Gàidhlig aig co-dhiù 20% den t-sluagh ach thèid feart a thoirt cuideachd air sgìrean far a bheil Gàidhlig aig nas lugha na 20%. Tha seo a rèir stiùireadh ann am Plana Cànanain Nàiseanta na Gàidhlig.

### Community Planning Partnerships

As a Community Planning Partner, we will promote the use of Gaelic across Scotland, whilst broadening our organisational skill set in the language through recruitment and encouraging participation in Community Planning Partnership training opportunities.

Initial priority will therefore be given to areas where at least 20% of the population are Gaelic speakers whilst also taking into account areas where the concentration is less than 20%. This is in line with the guidance within the National Gaelic Language Plan.

## Caibideil 3 Gealltanasan a' Phlana

### Gealltanasan Àrd-ìre

Chaidh amasan àrd-ìre, air aontachadh le Ministearan na h-Alba, fhoillseachadh le Bòrd na Gàidhlig mar phàirt den fhios reachdail a chaidh a chur gu Poileas Alba ann an 2014. Tha iad seo air an liostadh gu h-ìosal:

### Dachaigh agus Tràth-bhliadhnaichean

Eadar-theangaich stuthan-teagaisg is ionnsachaidh dhan Ghàidhlig gus an gabh an cleachdadh ann am foghlam tro meadhan na Gàidhlig agus ann am foghlam luchd-ionnsachaidh.

### Foghlam is ionnsachadh

Eadar-theangaich stuthan-teagaisg is ionnsachaidh dhan Ghàidhlig gus an gabh an cleachdadh ann am foghlam tro meadhan na Gàidhlig agus ann am foghlam luchd-ionnsachaidh.

### Coimhearsnachd

Co-obrach le buidhnean Gàidhlig agus ùghdarrasan poblach gus cur ri inbhe, cleachdadh agus togail na Gàidhlig.

Thoir seachad seirbheisean don phoball tron Ghàidhlig ann an sgìrean far a bheil Gàidhlig aig 20% no barrachd den t-sluagh le prìomhachas ga thoirt do chonaltradh taobh a-staigh nan seirbheisean 'loidhne toisich'.

### Àite-obrach

Dèan sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanaidh an luchd-obrach mar phàirt de pròiseas ullachaidh a' phlana no anns a' chiad bhliadhna de chur-an-gnìomh a' phlana.

Cleachd luchd-obrach le sgilean Gàidhlig gus seirbheisean coimhearsnachd is seirbheisean saoranachd a libhrigeadh do sgoiltean a tha a' toirt seachad foghlam tro meadhan na Gàidhlig agus foghlam Gàidhlig do luchd-ionnsachaidh.

## Chapter 3 Plan Commitments

### High Level Aims

High-level aims, agreed with Scottish Ministers, were issued by Bòrd na Gàidhlig as part of the statutory notice sent to Police Scotland in 2014. These are detailed below:

### Home and early years

Translate education and learning materials into Gaelic to make them suitable for use within Gaelic Medium and Gaelic learners' education.

### Education and learning

Translate education and learning materials into Gaelic to make them suitable for use within Gaelic Medium and Gaelic learners' education.

### Communities

Cooperate with Gaelic organisations and public authorities to increase the status, use and acquisition of the Gaelic language.

Deliver Gaelic-medium services to the public in areas where Gaelic is spoken by 20% or more of the population, with priority given to communications within the frontline services.

### Workplace

Carry out an audit on staff Gaelic language skills and training needs as part of the preparation process for the plan or within the first year of delivery of the plan.

Deploy staff with Gaelic language skills to enable delivery of Gaelic-medium community engagement and citizenship services to schools that offer Gaelic medium and Gaelic learning education.

Gus am plana Gàidhlig a chur an gnìomh, stèidhich plana trèanaidh airson mothachadh Gàidhlig agus airson sgilean Gàidhlig stèidhichte air toradh an sgrùdaidh air sgilean agus trèanadh Gàidhlig.

Tro bheatha a' phlana, thoir seachad prògram trèanaidh a chuireas ri inbhe agus mothachadh na Gàidhlig tron luchd-obrach air fad.

Comharraich neach-obrach le sgilean Gàidhlig a nì ceanglaichean agus conaltradh ris na meadhanan Gàidhlig.

### Dearbh-aithne chorporra agus seirbheisean phoblach

- Aig a' chiad cothrom, air stèidh ùr no ùrachaidh, cruthaich suaicheantas corporra dà-chànanach (Gàidhlig is Beurla) a tha a' nochdadh co-ionannachd spèis dhan dà-chànan, a bhios mar an standard air feadh Poileas Alba agus a thèid a chur an àite suaicheantas sam bith eile a bh' ann roimhe.
- Cuir ri inbhe na Gàidhlig ann an Alba tro bhith a' cur suas soidhnichean dà-chànanach (Gàidhlig is Beurla) air stèidh ùr no ùrachaidh - a' gabhail a-steach soidhnichean air toglaichean, carbadan, èididhean agus àiteachan iomchaidh eile a' nochdadh co-ionannachd spèis dhan dà-chànanan.
- Stèidhich siostam far an urrainn do luchd na Gàidhlig fios a chur gu Poileas Alba tro mheadhan na Gàidhlig, stèidhichte air prionnsabal an tairgse ghnìomhaich agus air co-ionannachd meas dhan Ghàidhlig agus dhan Bheurla.
- Cuir ri làthaireachd na Gàidhlig ann an conaltradh Poileas Alba.
- Cleachd Gnàthachas Litreachaidh na Gàidhlig (GOC) agus an com-pàirteachas comhairleachaidh Ainmean-àite na h-Alba mar stèidh airson corpais ann an seirbheisean.
- Libhrig iomairtean sanasachd is margaideachd a tha a' sealltainn gu bheil spèis cho-ionnan aig a' Ghàidhlig agus a' Bheurla.

To enable delivery of the plan implement a Gaelic awareness and Gaelic language skills training plan based on the outcomes of the Gaelic language skills and training audit.

For the duration of the plan, deliver a training programme which will increase the status and awareness of Gaelic amongst all staff.

Identify a member of staff with Gaelic language skills who will establish links and communication with the Gaelic media.

### Corporate identity and public services

- At the first opportunity, on a new or renewal basis, create a bilingual corporate logo (Gaelic and English) which demonstrates equal respect for both languages, for use as standard across Police Scotland and as a replacement to any previous logos.
- Increase the status of Gaelic in Scotland through introducing bilingual signs on a new or replacement basis (Gaelic and English) – including signs on buildings, vehicles, uniforms and other appropriate demonstrating equal respect for both languages.
- Establish a system which enables Gaelic users to contact Police Scotland through the medium of Gaelic, based on the principal of active offer and equal respect for Gaelic and English.
- Increase the presence of Gaelic in Police Scotland's communications.
- Adhere to Gaelic Orthographic Conventions and use the Ainmean-àite na h-Alba (Gaelic Place-names of Scotland) advisory partnership as a corpus basis for services.
- Deliver bilingual marketing and publicity campaigns that demonstrate equal respect for Gaelic and English.

- Air stèidh ùr is ùrachaidh, cuir dà-chànanas (Gàidhlig is Beurla) ri pàipearachd, susbaint puist-d fèin-obrachaidh agus air làraich-lìn Poileas Alba gus cuir ri susbaint dhà-chànanach a tha a' nochdadh co-ionannachd spèis dhan dhà chànan.

### Gealltanasan Àrd-ìre agus Gealltanasan Ìre Seirbheis

Mar thoradh air na h-amasan àrd-ìre, tha Poileas Alba air grunn gealltanasan àrd-ìre agus seata de ghealltanasan a dhèanamh airson ìrean seirbheis. Chithear na gealltanasan àrd-ìre anns na clàran a leanas fon cheann-sgrìobhaidh 'Toradh'. Tha na gealltanasan a thaobh ìre seirbheis air an sealltainn anns a' chlàr fo "Gnìomh" agus tha iad seo gan cheangail ris na Prìomhachasan Nàiseanta aig Riaghaltas na h-Alba.

Nochdaidh na gealltanasan seo gu bheil spèis cho-ionnan aig a' Ghàidhlig agus a' Bheurla agus thèid an cur air adhart gu gnìomhach.

Anns an Stiùireadh reachdail aca air Deasachadh Planaichean Gàidhlig, tha Bòrd na Gàidhlig air aithneachadh gu bheil cruthachadh suidheachaidhean airson cleachdadh na Gàidhlig ann am beatha phoblach mar phrìomh eileamaid ann an àbhaisteachadh cleachdadh na Gàidhlig. Tha am Bòrd air seachd eileamaidean a chomharrachadh ann an libhrigeadh sheirbheisean air am bu chòir buidhnean poblach feart a thoirt agus iad a' deasachadh Planaichean Gàidhlig. Tha còig dhiubh sin buntainneach do Phoileas na h-Alba agus tha iad air an comharrachadh ann an clò trom.

- Faicsinneachd
- Luchd-obrach
- Gnothaichean làitheil
- Conaltradhean
- Corpas cànan
- Buidhnean Leth-eisimeileach
- Treas-pàrtaidhean

- On a new or replacement basis develop Police Scotland's stationery, standard email content and website content bilingual (Gaelic and English) so as to increase bilingual content (Gaelic and English) demonstrating equal respect for both languages.

### High Level Commitments and Service Standard Commitments

In response to the High level aims, Police Scotland has set out a number of high level commitments and a set of service standard commitments. The high level commitments are shown in the following tables under the heading of "Outcomes". The service standard commitments are shown in the table under "Activity" and finally these are linked to the Scottish Government National Priorities.

These commitments will demonstrate equal respect for Gaelic and English and will be actively promoted.

Creating the conditions for the use of Gaelic in public life is identified by Bòrd na Gàidhlig, in its statutory Guidance on the Development of GLP's, as a key factor in mainstreaming the use of Gaelic. The Bòrd has identified seven core areas of service delivery that it wishes public bodies to address when preparing their GLP's: Five of these are relevant to Police Scotland and are highlighted in bold.

- Visibility
- Staffing
- Day to day operations
- Communications
- Language corpus
- Arms length organisations
- Third parties

Tha na prìomh ghealltanasan fìor chudromach gus inbhe agus faicsinneachd na Gàidhlig a thogail. Tha Poileas Alba airson cleachdadh na Gàidhlig a chur an comas agus a bhrosnachadh tro na prìomh raointean gu h-àrd, gus inbhe na Gàidhlig a thogail anns na raointean obrach aige agus ann a bhith a' libhrigeadh nan seirbheisean riaghlachaidh aige.

Tha na duilleagan a leanas a' toirt cunntas air na ceuman a bhios Poileas Alba a' gabhail a thaobh nan gealltanasan ìre seirbheis thairis air an ath chòig bliadhna gus am Plana seo a chur an gnìomh gu h-èifeachdach. Tha am Feachd agus Bòrd na Gàidhlig mothachail air na dùbhlain a th' ann a thaobh maoinachadh san roinn phoblach rè beatha a' phlana agus tha iad ag aithneachadh gum feum iad atharrachaidhean a bhrosnachadh aig nach bi chosgaisean ùra far an gabh sin a dhèanamh. Tha seo cuideachd ag aithneachadh an dleastanas a th' air an Àrd-chonstabal a bhith a' libhrigeadh feabhas luach fo Achd Ath-leasachadh Poileis is Smàlaidh (Alba) 2012.

The core commitments play an important role in raising the profile and visibility of Gaelic. Police Scotland intends to enable and encourage the use of Gaelic through the above core areas, to raise the profile of Gaelic in its business functions and in the delivery of its regulatory services.

The following pages detail the actions Police Scotland will be taking, in relation to the service standard commitments, over the next five years to deliver this Plan effectively. The Force and Bòrd na Gàidhlig are conscious of the challenge to public sector funding during the lifetime of the plan and recognise the need to promote change as much as possible at a cost neutral basis. This also recognises the Chief Constables duty to deliver best value under the Police & Fire Reform (Scotland) Act 2012.



# Gealltanasan

## Faicsinneachd

Faodaidh Gàidhlig anns an aithne chorporra agus anns na soidhnichean aig ùghdarras poblach cur gu mòr ri faicsinneachd a' chànain, agus tha e na theachdaireachd gu bheil an t-ùghdarras poblach a' cur meas air a' Ghàidhlig agus mar a bhios e a' toirt àite dhi. Faodaidh leudachadh air cleachdadh na Gàidhlig tro shoidhnichean cur ri briathrachas luchd-cleachdaidh na Gàidhlig cuideachd agus cur ri leasachadh a' chànain. Nuair a chaidh seo a sgrìobhadh, cha robh poileasaidh aig Poileas Alba a thaobh cleachdadh na Gàidhlig taobh a-staigh suaicheantasan corporra.

Tha Poileas Alba ag aithneachadh cho cudromach sa tha e a bhith a' cur ri faicsinneachd na Gàidhlig agus a bhith a' cur ris an inbhe aice.

Toradh	Gnìomhachd	Leantainneach					Prìomh Oifis	Nàiseanta Amas Ro-innleachdail
		2016	2017	2018	2019	2020		
Àbhaisteachadh faicsinneach is cluinntinneach den Ghàidhlig mar phrìomh eileamaid ann an dearbh-aithne is soidhnichean Poileas Alba	Thèid an suaicheantas aig Poileas Alba a dhèanamh dà-chànanach mar standard air feadh Poileas Alba, a' nochdadh spèis co-ionnan dhan Ghàidhlig is Beurla. Thèid seo a thoirt a-staigh air stèidh ùr is ùrachaidh.		✓				Conaltradh Corporra	Nas sàbhailte is nas treasa
	Cleachd an suaicheantais corporra dà-chànanaich air gach rud air a bheil brannadh, a' gabhail a-steach cinn-litreach, cairtean gnothaich, agus bileagan buidheachais.		✓					
	Foillsich Foillseachaidhean Corporra iomchaidh, mar eisimpleir Plana Obair-phoilis na Gàidhealtachd agus nan Eileanan Siar gu dà-chànanach agus cuir ris an àireamh de sgrìobhaidhean anns a bheil geàrr-chunntas no ro-ràdh dà chànanach.		✓				Conaltradh Corporra Oighreachdan	Nas beartaiche is nas cothromaiche
	Soidhnichean dà-chànanach Police Scotland/Poileas Alba gu bhith air an cur air togalaichean air stèidh ùr is ùrachaidh.					✓		
	Soidhnichean Welcome/Fàilte taobh a-staigh stèiseanan air an comharrachadh			✓				
	Sgrìobhadh dà-chànanach gu bhith air èididhean Poileas Alba a' cleachdadh a' bhrann aonaichte Poileas Alba. Nuair a tha feadhainn ùra a dhith			✓			Solarachd	
	Thèid dà-chànanas a chur ri carbadan Poileas Alba nuair a bhios feadhainn ùra a dhith					✓	Roinn a' Chabhlaich Solarachd	

# Commitments

## Visibility

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 speakers' vocabulary, raise public awareness of the language and contribute to its development. At the time of writing Police Scotland does not have a policy with regards the use of Gaelic within a corporate logo.

Police Scotland recognises the importance of extending the visibility of Gaelic and enhancing its status.

Outcome	Activity	Ongoing	2016	2017	2018	2019	2020	Lead	National Strategic
	Use of bilingual corporate logo on all branded material including letterheads, business cards, and compliments slips.			✓					
	Publish relevant Corporate publications e.g. Highland & Western Isles Policing Plan bilingually and increase the number of documents which contain bilingual executive summaries or introductions.		✓					Corporate Communications, Estates	Wealthier and Fairer
	Scotland/Poileas Alba signs on buildings to be introduced on a new and replacement programme.					✓			
	Welcome/Failte signs within identified stations.			✓				Procurement	
	Police Scotland uniforms to have Bilingual markings with agreed brand of Poileas Alba on a replacement basis.			✓					
	Police Scotland Vehicles to have bilingual markings on a replacement basis						✓	Fleet Department Procurement	

## Luchd-obrach

Tha Poileas Alba ag aithneachadh gu bheil e cudromach a bhith a' brosnachadh cleachdadh na Gàidhlig taobh a-muigh agus taobh a-staigh na buidhne, agus a bhith a' sònrachadh suidheachaidhean far a bheil cleachdadh na Gàidhlig riatanach no cuideachail. Tha Poileas Alba cuideachd ag aithneachadh gu bheil e cudromach gum bi cothrom aig luchd-obrach sgilean Gàidhlig a thogail no a thoirt air adhart.

Chan eil dreuchd sam bith taobh a-staigh na buidhne aig an àm seo far a bheil cleachdadh na Gàidhlig air a shònrachadh mar dleastanas no riatanas ach san àm ri teachd, beachdachaidh Poileas Alba air a' chomas a th' ann gus dealbhan-obrach agus riatanasan dreuchd sònraichte a chruthachadh airson na Gàidhlig gu nàiseanta.

Toradh	Gnìomhachd	Leantainneach					Prìomh Oifis	Amas Ro-innleachdail Nàiseanta
		2016	2017	2018	2019	2020		
Cur ris an àireamh de luchd-cleachdaidh na Gàidhlig taobh a-staigh na buidhne.	Am poileasaidh fastaidh ag aithneachadh gu bheil cànanan agus a' Ghàidhlig gu sònraichte, nan sgilean obrach feumail.		✓				Goireasan Daonna	Nas beartaiche is nas cothromaiche Nas glìce, Nas sàbhailte is nas treasa
	Obair trusadh ann an sgìrean agus coimhearsnachdan Gàidhlig gus daoine a bhrosnachadh gus iarrtasan a chur a-steach airson a bhith nan Oifigearan, Connstabalnan Sònraichte, Luchd-obrach a' Phoileis no Saor-thoilich Òga Poileas Alba.		✓					
Taic air a toirt do luchd-obrach Poileas Alba agus Gàidhlig ionnsachadh agus cothroman air an toirt dhaibh gus na sgilean Gàidhlig aca a chleachdadh san obair.	Fios gu bhith ann an cuairt-litrichean do luchd-obrach mu chothroman gus Gàidhlig ionnsachadh.	✓				Comandair Roinneil Roinn a Tuath	Nas Glìce Nas Sàbhailte is nas treasa	
	Bùird-bhrath air an ùrachadh le fiosrachadh mu chothroman gus Gàidhlig ionnsachadh.	✓						
	Luchd-obrach air am brosnachadh gus an cuid sgilean Gàidhlig a thoirt air adhart.	✓				Comandair Roinneil		
Taic air a toirt do luchd-obrach Poileas Alba agus Gàidhlig ionnsachadh agus cothroman air an toirt dhaibh gus na sgilean Gàidhlig aca a chleachdadh san obair.	Sgrùdadh air Comasan Gàidhlig gu bhith air a dhèanamh còmhla ri Ùghdarras Poilis na h-Alba gus tuigse cheart fhaighinn air sgilean Gàidhlig agus air an ìre de dh'ùidh ann an trèanadh Gàidhlig. Am pròiseas gu bhith air ath-dhèanamh mus tèid am plana gu crìch.		✓			Comandair Roinneil		
	Plana Gàidhlig air a chuirteachadh do luchd-obrach agus aire air a thogail mun dealas aig an Fheachd a thaobh na Gàidhlig.	✓				Conaltradh Corporra		
Taic air a toirt do luchd-obrach Poileas Alba agus Gàidhlig ionnsachadh agus cothroman air an toirt dhaibh gus na sgilean Gàidhlig aca a chleachdadh san obair.	Trèanadh mothachaidh Gàidhlig gu bhith air a chur air dòigh a rèir toraidhean sgrùdadh cànan an luchd-obrach.				✓	Trèanadh, Ceannas agus Leasachadh		

## Staffing

Police Scotland recognises the importance of encouraging the use of Gaelic within and out with the organisation, and of identifying situations in which its use is essential or desirable. Police Scotland also recognises the importance of enabling staff to acquire and develop Gaelic skills.

At present there are no posts within the organisation where the use of Gaelic is a designated responsibility or desired requirement however in the future Police Scotland will look into the potential for Gaelic specific job descriptions and role requirements being developed nationally.

Outcome	Activity	Ongoing	Leantainneach					Lead	National Strategic
			2016	2017	2018	2019	2020		
Increase the number of Gaelic users within the organisation.	Appointment policy recognises languages and in particular Gaelic as a desirable job skill			✓				Human Resources	Wealthier and fairer Smarter, Safer and Stronger
	Tailored recruitment activity in current Gaelic speaking areas and communities to encourage applicants to become Officers, Special Constables, Police Staff or Police Scotland Youth Volunteers			✓					
Police Scotland staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Staff newsletters to feature information about Gaelic learning opportunities		✓					Divisional Commander N Division	Safer and stronger Smarter
	Noticeboards updated with information about Gaelic learning opportunities		✓						
	Staff encouraged to develop their Gaelic language skills		✓						
Police Scotland staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Gaelic Capacity Audit of staff to be carried out in conjunction with SPA to build an accurate picture of Gaelic skills and interest in training. Process to be repeated before the plans expiry				✓			Divisional Commander	
	Gaelic language plan circulated to staff and raise awareness of the Force's commitment to Gaelic		✓					Corporate Communications	
Police Scotland staff supported to learn Gaelic and given opportunities to use Gaelic skills at work	Gaelic awareness training to be developed in line with results of staff audit					✓		Training Leadership & Development	

## Gnothaichean làitheil/Foillseachaidhean

Tha Poileas Alba mothachail air cho cudromach is a tha e cothroman a chruthachadh gus a' Ghàidhlig a chleachdadh ann am farsaingeachd de shuidheachaidhean làitheil agus tha rùn aige cur ris an ìre de sholarachadh aige anns an raon seo.

Tha cleachdadh na Gàidhlig ann an eadar-obrachadh leis an t-seirbheis ann an litrichean,

post-dealain, fòn agus sgrìobhainnean a' cruthachadh cothrom pràtaigeach cudromach gus Gàidhlig a chleachdadh agus tha e cuideachd a' nochdadh gun gabh a cleachdadh agus gu bheil fàilte ro sin. Tha seo a' cur ri leasachadh a' chànanain san fharsaingeachd.

Toradh	Gnìomhachd	Leantainn-each					Prìomh Oifis	Amas Ro-innleachdail Nàiseanta
		2016	2017	2018	2019	2020		
Bidh luchd-obrach Poileas Alba a' cur fàilte air, agus a' toirt taic do luchd-cleachdaidh na Gàidhlig.	Nòtaichean stiùiridh gu bhith air an sgrìobhadh mu mar a dhèiligeas ri ceistean bho luchd-labhairt na Gàidhlig.		✓				Comandair Roinneil Roinn a Tuath Conaltradh, Comand agus Smachd	Nas sàbhailte is nas treasa Nas beartaiche is nas cothromaiche Nas glìce
Tha Poileas Alba a' cur fàilte air conaltradh sgrìobhte anns a' Ghàidhlig.	Gealltanais air a thoirt seachad gus beachdan taiceil dhan Ghàidhlig a bhrosnachadh air feadh na buidhne.		✓				Comandair Roinneil Roinn a Tuath	Nas Sàbhailte is nas Treasa Nas beartaiche is nas cothromaiche Nas glìce
	Gheibh post agus post-d a gheibhear anns a' Ghàidhlig freagairt anns a' Ghàidhlig, a' cleachdadh luchd-obrach a thèid a chomharrachadh tron Sgrùdadh Comais Gàidhlig.		✓					
	Thoir seachad comhairle air seula puist-d dà-chànanach do luchd-obrach.		✓					
	Brosnaich an luchd-obrach gu gnìomhach gus an seala puist-d dà-chànanach a chleachdadh		✓					
	Bidh aithrisean-àichidh puist-d dà-chànanach.	✓						
Dèan sgrùdadh air foirmean Poileas Alba gus cothroman a lorg gus Gàidhlig a chur orra, stèidhichte air cosgais agus iarrtas.	Co-chomhairle le luchd na Gàidhlig gus co-dhùnadh de na foirmean dà-chànanach a bheireadh an luach as fheàrr nan rachadh an eadar-theangachadh.			✓				Nas sàbhailte is nas treasa
Foillseachaidhean agus pàipearan Poileas Alba gu bhith air an dèanamh gu dà-chànanach ann an Gàidhlig agus Beurla a rèir prionnsabal an fheabhais luach.	Dèan sgrùdadh air foillseachaidhean poblach gus co-dhùnadh de na foillseachaidhean a ghabhas dèanamh ann an cruth dà-chànanach a rèir inbhe agus ìre cleachdaidh.			✓			Conaltradh Corporra	Nas sàbhailte is nas treasa Nas beartaiche is nas cothromaiche Nas glìce
	A rèir prionnsabal na co-ionannachd spèis, cur ri faicsinneachd na Gàidhlig ann an stuthan margaideachd.	✓						

## Day to Day Operations/Publications

Police Scotland recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of day to day situations and is committed to increasing its level of provision in this area.

The use of Gaelic in interactions with the service, by mail, e-mail, telephone and

documents 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. This assists in the overall development of the language itself.

Outcome	Activity	Ongoing	2016	2017	2018	2019	2020	Lead	National Strategic
Police Scotland welcomes written communication in Gaelic	Commitment given to promote supportive attitude to Gaelic throughout the organisation			✓				Divisional Commander N Division	Safer and stronger Wealthier and fairer Smarter
	Mail and emails received in Gaelic receive a response in Gaelic, facilitated through staff identified in the Gaelic Capacity Audit.			✓					
	Provide advice on bilingual email signature for staff.		✓						
	Actively encourage all staff to use the bilingual email signature		✓						
	Automated email disclaimers are bilingual	✓							
Review Police Scotland Forms to identify opportunities for Gaelic inclusion based on cost and demand.	Consultation with Gaelic users to determine which forms being available bi-lingually represent best value.				✓				Safer and stronger
Best Value availability of Police Scotland literature and papers published bilingually in Gaelic and English	Review Corporate publications to establish which can be produced bilingually based on status/usage				✓			Corporate Communications	Safer and stronger Wealthier and fairer Smarter
	Based on the principle of equal respect, increase the visibility of Gaelic in marketing materials	✓							

Toradh	Gnìomhachd	Leantainn-each					Prìomh Oifis	Amas Ro-innleachdail Nàiseanta
		2016	2017	2018	2019	2020		
Àbhaisteachadh faicsinneach is cluinntinneach den Ghàidhlig mar phrìomh eileamaid ann an dàimh poblach Poileas Alba.	Poileasaidh gu bhith air a chruthachadh a thaobh fiosan naidheachd dà-chànanach le prìomhachas air a thoirt do dh'àireamh nam fiosan naidheachd àrd-ìre gach bliadhna.		✓				Conaltradh Corporra	Nas sàbhailte is nas treasa
	Bidh neach-labhairt às leth na buidhne aig a bheil Gàidhlig ri fhaighinn airson agallamhan Gàidhlig far am bi seo comasach.	✓						
Tha Poileas Alba a' cur fàilte air conaltradh fòn anns a' Ghàidhlig	Às dèidh an Sgrùdadh Comais Gàidhlig, sgòpaich pròiseas far am b' urrainn do dhaoine a tha ag iarraidh cumail orra a bhith a' conaltradh sa Ghàidhlig a bhith air an cur air adhart gu neach-labhairt Gàidhlig ma ghabhas sin dèanamh, no gun tèid fòn a chur air ais thuca taobh a-staigh 24 uairean. Beachdaich air pròiseas pileat fo statan-tomhais feabhas luach.			✓		Conaltradh, Comand agus Smachd	Nas glice	
	Tha luchd-obrach comharraichte ann gus dèiligeadh ri daoine a tha airson conaltradh a dhèanamh sa Ghàidhlig.			✓		Comandairean Roinneil	Nas sàbhailte is nas treasa	
	Nuair a tha fios againn gur e conaltradh sa Ghàidhlig as fheàrr le daoine no buidhnean, cuiridh sinn fios thuca sa Ghàidhlig an toiseach. Stòr-dàta gu bhith air a' chumail is air ùrachadh gu cunbhalach.			✓			Nas beartaiche is nas cothromaiche	
Barrachd faicsinneachd aig a' Ghàidhlig air tionndaidhean Beurla is Gàidhlig làrach-lìn Poileas Alba.	Fios mun Phlana Gàidhlig agus stiùireadh do dh'fhiosrachadh sa Ghàidhlig air làrach-lìn Poileas Alba.		✓			Conaltradh Corporra	Nas sàbhailte is nas treasa	
	Thèid sùil a thoirt air an t-susbaint air duilleagan Gàidhlig na làraich-lìn gu cunbhalach feuch a bheil ùrachadh sam bith a dhith orra.			✓		Comandair Roinneil Roinn a Tuath		
	Cùm sùil air an àireimh de bhuailean air duilleagan Gàidhlig agus tracaich na nì an luchd-cleachdaidh gus faicinn dè na duilleagan as mòr-chòrdte airson ùrachadh is eadar-theangachadh.			✓		Conaltradh Corporra		
	Cuir ris na th' ann de shusbaint Ghàidhlig air na meadhanan sòisealta mean air mhean		✓					
Ruigsinneachd nan coinneamhan poblach gu bhith air a leasachadh gu co-rèireach	Nuair a gheibh Poileas Alba iarrtas gun tig oifigear le Gàidhlig gu coinneimh, coileanaidh sinn an t-iarrtas ma tha oifigear ri fhaighinn san sgìre aig a bheil na sgìlean iomchaidh.	✓				Comandair Roinneil Roinn a Tuath	Nas sàbhailte is nas treasa	
Ceangail leasaichte le sgoiltean	Cuiridh Poileas Alba oifigear poileis aig a bheil Gàidhlig gu gach sgoil foghlam tro mheadhan na Gàidhlig co-dhiù turas sa bhliadhna.		✓					

## Conaltradh

'S urrainn cleachdadh na Gàidhlig anns na meadhanan agus ann am farsaingeachd de stuthan clò-bhuailte cur ri leasachadh na Gàidhlig ann an diofar dhòighean. Tha e a' cuideachadh gus faicsinneachd a' chànan a mheudachadh, tha e a' cur ri inbhe na Gàidhlig, is i ann am foillseachaidhean iomraiteach, agus faodaidh e cuideachadh briathrachas a dheasachadh agus a dhaingneachadh. Tha cleachdadh na Gàidhlig anns na meadhanan a' cuideachadh sealltainn gu bheil an t-ùghdarras poblach airson cothrom a thoirt air fiosrachadh cudromach tron Ghàidhlig, agus a' cur ri faicsinneachd agus inbhe a' chànan. Mar a gheibh barrachd dhaoine cothrom air fiosrachadh mu ùghdarrasan poblach tro na làraichean-lìn aca, faodaidh ullachadh airson cleachdadh na Gàidhlig cur gu mòr ri inbhe agus faicsinneachd a' chànan.

Tha Poileas Alba air rùnachadh cur ri cleachdadh nan Gàidhlig ann an raointean far am biodh an ùidh a bu mhotha aig a' phoball san fharsaingeachd no far a bheil cuspairean ann a tha co-cheangailte ris a' Ghàidhlig fhèin.

Outcome	Activity	Ongoing	2016	2017	2018	2019	2020	Lead	National Strategic
Visible and audible mainstreaming of Gaelic as a core element in Police Scotland public relations	Policy to be developed regarding the issue of bi-lingual press releases with priority given to the number of high level releases annually.		✓					Corporate Communication	Safer and stronger
	A Gaelic spokesperson is provided for Gaelic interviews where possible	✓							
Police Scotland welcomes telephone communication in Gaelic	Following Gaelic Capacity Audit, Scope out process whereby callers who wish to continue to communicate in Gaelic are directed to a Gaelic speaker if possible or the call is returned by a Gaelic speaker within 24 hours. Consideration of pilot of process under best value criteria.			✓				Contact command and control	Wealthier and fairer Smarter
	Selected staff are able to deal with members of the public preferring to communicate in Gaelic				✓			Divisional Commanders	Safer and stronger
	Where it is known that individuals or organisations prefer communications in Gaelic, initial contact made in Gaelic. Database to be kept and updated regularly.				✓				Safer and stronger Wealthier and fairer Smarter
Increased visibility of Gaelic on the English and Gaelic versions of Police Scotland website	Information on the Gaelic Language plan and signposting to Gaelic information on Police Scotland Website			✓				Corporate Communications	Safer and stronger Wealthier and fairer Smarter
	Content of the Gaelic area of the website is checked regularly for updating				✓			Divisional Commander N Division	
	Monitor the number of Gaelic page hits and track user behaviour to identify most popular pages for updating and translating				✓			Corporate Communications	
	Incrementally increase the amount of Gaelic content on social media			✓					
Accessibility of public meetings improved proportionally	Where Police Scotland receives a request for a Gaelic speaking officer to attend a meeting, we will meet this request if there is an officer available in the area with the necessary skills.	✓						Divisional Commander N Division	Safer and stronger
Enhanced School Liaison	Police Scotland will have a Gaelic speaking officer attend all Gaelic Medium schools at least once a year			✓					

## Communications

The use of Gaelic in the media and a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances the status of Gaelic, through 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.

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

## Corpas Cànanain

Tha leasachadh na Gàidhlig ann an toirt seachad seirbheisean poblach air leth cudromach airson na Gàidhlig ann an Alba san àm ri teachd. Le bhith a' dèanamh seo, thig briathrachas agus modhan-labhairt ùra a leigeas leis a' chànan a bhith nas èifeachdach is nas cunbhalaich. Air an adhbhar seo, thèid ceumannan a ghabhail gus dèanamh cinnteach gun lean leasachadh cànanach na Gàidhlig.

Tha Poileas Alba ag aithneachadh cho cudromach sa tha e gu bheil a' Ghàidhlig air a leasachadh gus dèanamh cinnteach gu bheil i freagarrach airson a h-uile cleachdadh a th' aige agus gu bheil i ga cleachdadh gu h-ìomchaidh.

Toradh	Gnìomhachd	Leantainn-each					Prìomh Oifis	Amas Ro-innleachdail Nàiseanta
		2016	2017	2018	2019	2020		
Dèanamh cinnteach gun tèid a' Ghàidhlig a chleachdadh gu cunbhalach anns gach rud a nì sinn sa Ghàidhlig.	Leanaidh Poileas Alba Gnàthachas Litreachaidh na Gàidhlig (GOC), a' dèanamh cinneach gun lean gach seirbheis eadar-theangachaidh a thèid a chleachdadh na gnàthasan litreachaidh às ùire.	✓					Conaltradh corporra. Comann-dair Roinneil, Roinn a Tuath	Nas sàbhailte is nas treasa Nas Glìce
	Nì Poileas Alba cinnteach gum bi ainmean is ainmean-àite air an cleachdadh gu ceart ann am foillsichidhean agus co-sgrìobhadh.		✓					
	Cumaidh Poileas Alba ìrean an eadar-theangachaidh àrd le bhith a' dèanamh cinnteach gu bheil na seirbheisean eadar-theangachaidh a chleachdas sinn a rèir slatan-tomhais a' ghnìomhachais.		✓				Conaltradh corporra.	

## Language Corpus

The development of Gaelic in the delivery of public services is vital to the future of Gaelic in Scotland. Attention to this will allow Gaelic to develop new terminology and registers leading to greater relevance and consistency. For those reasons steps will be taken to ensure the continued development of the Gaelic language.

Police Scotland recognises the importance of developing the Gaelic language to ensure that it is fit for purpose and applied appropriately.

Outcome	Activity	Ongoing	2016	2017	2018	2019	2020	Lead	National Strategic
		✓							
	Police Scotland will ensure accuracy in the use of places and names in publications and correspondence.		✓					Corporate communications.	
	Police Scotland will maintain a high level of translation standards by ensuring that all translation services used are in line with industry standards.		✓						

## Caibideil 4 Buileachadh agus Sgrùdadh

### Clàr-ama

Bidh am Plana Gàidhlig seo an gnìomh gu foirmeil fad 5 bliadhna bhon cheann-latha air an deach aontachadh le Bòrd na Gàidhlig. Ro dheireadh an ama seo, nì sinn ath-sgrùdadh air a' Phlana, nì sinn atharrachadh sam bith a tha a dhith air agus cuiridh sinn do Bhòrd na Gàidhlig e airson aonta.

Ann an earrann 3 - Gealltanasan a' Phlana, tha sinn air cinn-latha sònraichte a chomharrachadh airson targaidean fa leth nuair a tha sinn an dùil gealltanasan sònraichte a chur an gnìomh.

### Sanasachd airson a' Phlana

Thèid Plana Gàidhlig Poileas Alba fhoillseachadh gu dà-chànanach air an làraich-lìn againn. A bharrachd air seo, nì sinn mar a leanas:

- A' cur a-mach fios naidheachd mu fhoillseachadh a' phlana ag ainmeachadh gun deach am plana aontachadh is fhoillseachadh
- Thèid agallamhan do na meadhanan a thabhann sa Ghàidhlig agus sa Bheurla.
- Innse don luchd-obrach agus do luchd-ùidh mun phlana ùr agus mar a gheibhear e tro chuairt-litrichean agus tron eadra-lìn.
- Tog mothachadh mun phlana tro na meadhanan sòisealta.

### Goireasachadh a' Phlana

Chan eilear an dùil gum bi maoinachadh a bharrachd ùr a dhith sa buidseit gus am plana seo a libhrigeadh. 'S e an dùbhlán a bhith a' libhrigeadh a' Phlana Ghàidhlig agus sinn a' cleachdadh goireasan a th' ann mar tha gu h-èifeachdach agus tro obair com-pàirteachais èifeachdach agus tro thìde an luchd-obrach. Tha Poileas Alba air maoinachadh fhaighinn bhon taobh a-muigh agus cumaidh iad orra a' sireadh cothroman gus luach a chur ri libhrigeadh a' phlana seo

### Sgrùdadh Buileachadh a' Phlana

'S e an t-Àrd-chonstabal Taice airson Obair-phoilis Ionadail (Ceann a Tuath) a bhios mar an ceannard ro-innleachdail airson a' phlana seo. Bidh an neach san dreuchd seo an urra ri bhith a' stiùireadh agus ri bhith a' cumail taic ri buileachadh a' phlana, a thèid a chur an gnìomh leis a' Chomann-dair Roinneil aig an Roinn a Tuath (A' Ghàidhealtachd is na h-Eileanan).

Thèid ùrachaidhean a thoirt do dh'Àrd-sgioba Stiùiridh an Fheachd mar a tha iomchaidh agus gheibh Bòrd na Gàidhlig aithisg adhartais bhliadhnail.

## Chapter 4 Implementation and Monitoring

### Timetable

The Gaelic Language Plan will formally remain in force for a period of five years from the date it is approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to the Bòrd for approval.

In section 3 – Plan Commitments we have set out the individual target dates for when we expect to implement specific commitments.

### Publicising the Plan

Police Scotland's Gaelic Language Plan will be published bilingually on our website. In addition, we will:

- Issue a bilingual press release announcing the approval and publication of the plan
- Arrange for media interviews to be offered in Gaelic and English
- Tell staff and stakeholders about the new plan and how to access it through newsletters and the intranet
- Raise awareness of the plan through social media

### Resourcing the Plan

No new budget allocations are presumed to deliver the elements of this plan. The challenge is to deliver the GLP using existing resources efficiently and to maximise outcomes through effective partnership activity and the use of staff time. Police Scotland have accessed external funding and will continue to explore opportunities to add value to the delivery of this plan

### Monitoring the Implementation of the Plan

The Assistant Chief Constable Local Policing (North) will be the strategic lead for this plan. The post holder will be responsible for oversight and support of the delivery of the plan which will be actioned by the Divisional Commander N Division (Highlands & Islands).

The Forces senior Management Team will receive updated as appropriate and the Bòrd na Gàidhlig will receive an annual report on progress.

## Earr-ràdh – Geàrr-chunntas air Freagairtean dhan Cho-chomhairle

Tha an aithisg seo stèidhichte air na beachdan a fhuair sinn air ais anns a' cho-chomhairle phoblaich air Plana Gàidhlig Poileas Alba.

Ghabh a' cho-chomhairle àite eadar 15 Dàmhair agus 7 Faoilleach 2016 agus fhuair Poileas Alba 136 freagairtean puist-d aig an àm seo. Bha a' mhòr-chuid de na puist-d bhon phoball ach bha freagairtean ann cuideachd bho Chomhairle nan Eilean Siar, Comhairle Obair Dheathain agus bho buidheann air a bheil 'United against Separation'.

Bha 6 freagairtean ann bho thaobh a-staigh na buidhne. Bha 1 taiceil ri cothrom trèanadh a dh'fhaodadh a bhith ann do dh'oifigearan. Mar a chaidh fhaighneachd ann an cuid de na freagairtean bhon phobail, tha ceist ann bho taobh a-staigh na buidhne a tha a' faighneachd na tha am plana a' cur ri "Cumail Daoine Sàbhailte". Bha an ceathrar eile air an taobh a-staigh an aghaidh a' phlana agus sgrìobh iad beachdan mu chuideam poiliteach, a bhith a' cur a' phlana an gnìomh gu roinneil, agus mu cosgaisean.

A rèir nan seòlaidhean air na freagairtean a fhuair sinn, tha farsaingeachd de luchd-freagairt ann à air feadh na dùthcha. Tha a' mhòr-chuid de na freagairtean, bho thaobh a-muigh na Gàidhealtachd, ag ràdh nach eil buntainneas aig a' Ghàidhlig ris an sgìre aca. Seo na freagairtean a rèir gnè:

Boireann - 38

Fireann - 93

Neo-aithnichte - 5

Bha barrachd den luchd-freagairt an aghaidh a' phlana na bha air a shon.

A' coimhead air na freagairtean taiceil, tha iad seo a' dol bho fhreagairtean goirid gu freagairtean nas coileanta nuair a tha e follaiseach gu bheil daoine air tìde a thoirt gus am plana a leughadh. Tha tè de na freagairtean taiceil sin a' càineadh a' chlàir-ama agus ag ràdh: "Ged a tha na h-amasan seo glè mhath, tha iad cho fada san àm air thoiseach is gu bheil deagh sheansa ann nach tèid an coileanadh a chaidh". Dh'fhaighnich cuid de freagairtean carson nach deach suaicheantas dà-chànanach a thoirt a-staigh nuair a chaidh Poileas Alba a stèidheachadh an toiseach. Bha na freagairtean bho na Comhairlean taiceil do na gealltanasan a tha anns an dreach phlana againn. Is e an tèama a bh' aig a' chòrr gum bi am Plana a' cur ri leasachadh na Gàidhlig air feadh na h-Alba.

Gabhaidh na freagairtean a bha an aghaidh a' phlana a chuir anns na roinnean-seòrsa a leanas:

Ionmhasail - 51

Poilitigeach - 24

Eile - 36

**Ionmhasail** – tha a' mhòr-chuid de na beachdan a' coimhead air airgead poblach, air an suidheachadh ionmhasail taobh a-staigh Poileas Alba agus air geàrraidhean san roinn phoblaich. Tha beachd aig grunn luchd-freagairt eile gum bi cosgaisean ann aig a' cheann thall, ged a tha am plana ag ràdh gu bheil an dùil atharrachaidhean a dhèanamh "gun chosgaisean ùra" agus gum bu chòir cosgais sam bith a bhith air a' chosg air seirbheisean poileis. Thug cuid de na freagairtean cuideam air branndachadh dà-chànanach air na h-èididhean. Bha e coltach gun robh ire de thuigse aig an luchd-freagairt seo air an reachdas agus thuirt iad nach robh riatanas laghail ann gus èididhean dà-chànanach a dhèanamh.

**Poilitigeach** – Bha cuid den luchd-freagairt den bheachd gur e cuideam poiliteach prìomh adhbhar a' phlana. Bha iad den bheachd gu bheil an Riaghaltas làithreach a' putadh seo air adhart ged nach eil feum air. Bha cuid de na freagairtean den bheachd

## Appendix – Summary of Consultation Responses

This report is based on the feedback received during the public consultation on the Police Scotland Draft Gaelic Language Plan.

The consultation ran from 15 October 2015 to the 7 January 2016 and during this time Police Scotland received 136 emails in response. The emails are primarily from members of the public but also include responses from The Western Isles Council, Aberdeen Council and a group named 'United against Separation'.

There have been 6 replies from within the organisation. 1 is supportive of possible training opportunities for officers. In common with the public replies there is a question from within the organisation asking what the plan contributes to "Keeping People Safe". The remaining 4 internal respondents are against the plan with comments about political pressure, regional introduction and costs.

Based on the supplied addresses, there is a breadth of respondents from across the country. The majority of replies, from outwith the Highland area, state that Gaelic has no relevance to their area. A gender breakdown of responses is as follows:

Female - 38

Male - 93

Unknown - 5

There were more respondents who opposed the plan than supported it.

Looking at the supportive responses, these range from brief to more comprehensive replies where people have clearly taken time to read the plan. One of the positive responses criticises the timescale stating, "I feel these goals, while admirable, are placed

so distantly that they will probably never be achieved". A number of responses ask why a dual language logo was not introduced when we became Police Scotland. The responses from the Councils are supportive of the commitments laid out in our draft plan. The theme from the remainder is that the Plan will contribute to the development of Gaelic throughout Scotland.

The responses which are opposed the plan can be categorised as follows.

Financial - 51

Political - 24

Other - 36

**Financial** – the majority of comments refer to public money, the current financial situation within Police Scotland and cuts in the public sector. The theme from a number of others is that they have noted the intention of making changes on a "cost neutral" basis but believe there will still be costs which should ultimately be spent on delivering policing. A number of responses have concentrated on the dual branding of uniforms. These respondents appear to have some knowledge of the legislation and point out the fact that there is no legal requirement to go as far as dual branding uniforms.

**Political** – Political pressure is seen as the main driver by some respondents. The feeling is that this is something being pushed un-necessarily by the current Scottish Government. A number of responses state that the Police should not be seen to become involved in political type campaigns. One example of comments received is;

*"It was my belief that a police force should be politically neutral and be there to uphold the law and protect all citizens from harm. This includes all forms of oppression and it is clear that the Scottish Government is embarked on a campaign of removing all vestiges of British identity and connection and a general cultural oppression against the majority wishes of the people."*



nach bu chòir don Phoileas a bhith an sàs idir ann an iomairtean a dh'fhaodadh a bhith air am meas poiliteigeach. Seo eisimpleir den t-seòrsa beachd seo:

*"B' e an tuigse a bh' agam gum bu chòir feachd poileis a bhith neo-phàirteil a thaobh poileataigs agus gur e an obair a bh' aca a bhith a' glèidheadh an lagh agus a' dìon a h-uile saoranaich bho chion. Tha seo a' gabhail a-staigh gach seòrsa aintighearnais agus tha e soilleir gu bheil Riaghaltas na h-Alba air tòiseachadh air iomairt gus gach lorg de dhearbha-aithne Bhreatannach agus gach ceangal le Breatainn a thoirt air falbh, agus gu bheil iad air tòiseachadh air aintighearnas cultarach san fharsaingeachd an aghaidh beachdan na mòr-chuid.*

*Chan eil mi a' faicinn adhbhar prataigeach sam bith gus na planaichean seo a chur an gnìomh.*

*Ma leanas sibh oirbh air an t-slighe a tha seo, daingnichidh e mo bheachd nach e feachd airson muinntir na h-Alba a th' ann am Poileas Alba ach gu bheil e air a dhol na ionnstramaid eile aig Pàrtaidh Nàiseanta na h-Alba"*

**Eile** – taobh a-staigh a' chinn-sgrìobhaidh "eile" tha na freagairtean air tighinn bho ghrunn diofar dhaoine is sgìrean. Am measg seo, tha freagairt fhada bho bhuidheann air a bheil "United against Separation". A rèir na buidhne, 's e buidheann iomairt a th' annta a tha a' toirt taic ri Alba a bhith fuireach taobh a-staigh na Rìoghachd Aonaichte. Tha an fhreagairt aca a' toirt seachad beachd air gach earrann den dreach phlana. Seo an geàrr-chunntas a rinn iad air an fhreagairt aca -

*"Mholamaid gu làidir gun diùltadh Poileas Alba agus Ùghdarras Poilis na h-Alba na prìomh mholaidhean uile anns an dreachd phlana Ghàidhlig. Bhiodh na molaidhean uile nan ana-caitheamh air stòras is tìde a' phoileis. Tha sinn a' moladh gu h-àraid nach cuir sinn am moladh airson branndadh dà-chànanach an gnìomh. Bhiodh branndadh dà-chànanach air fhaicinn mar rud air leth poiliteigeach is connspaideach. Lagachadh e earbsa ann am Poileas Alba, anns an neo-phàirteachd aige agus anns a' chomas a th' aige gus ceangail a dhèanamh le buill den*

*phoball a tha a' faireachdainn di-cheangal leis a' phoileas mar thoradh air cànan fhaicinn air an èideadh nach tuig iad. Chan eil Achd na Gàidhlig (Alba) 2005 a' cur dleasan air Poileas Alba na molaidhean radaigeach seo, a dh'adhbharaicheas sgaraidhean, a chur an gnìomh. Chan fheum e ach plana a chur a-steach, plana a dh'fhaodadh a bhith na bu chuibhrichte. Nach tuig sibh agus nach gabh sibh ris gum biodh sibh a' gràineachadh cuibhreann nach beag de shluagh na h-Alba, agus seo uile airson 1% den t-sluagh a thoileachadh, aig a bheil Beurla aig a' mhòr-chuid co-dhiù, agus airson beagan daoine a tha den bheachd gu bheil na h-atharrachaidhean radaigeach seo a dhith."*

Fhuair beachdan gur dòcha gum biodh ceist sàbhailteachd ann airson cuid sa choimhearsnachd. Bha na beachdan seo co-cheangailte ri daoine òga, daoine air a bheil ciorram agus luchd-tadhail à thall thairis. Thuirt an luchd-freagairt gu bheil am facal 'Poileas' air aithneachadh fad is farsaing agus gur dòcha gun cruthaich dà-chànanas mì-thuigse, gu h-àraid nuair a tha daoine ann an suidheachaidhean èiginneach.

Nochd puing uair is uair mu àireamh nan daoine aig a bheil Gàidhlig. Chaidh coimeas a dhèanamh eadar an àireamh sa cheud aig a bheil Gàidhlig agus aig a bheil Pòlainnis no Sinis mar eisimpleir. Chaidh cuir ris a' phuig seo a thaobh mar a tha luchd-labhairt na Gàidhlig air an sgaoileadh. Thuirt tòrr den luchd-freagairt a bha an aghaidh a' phlana gum biodh e na b' iomchaidh am plana a thoirt air adhart air stèidh roinneil an àite a bhith ga thoirt air adhart gu nàiseanta.

Bha pàtran simplidh aig freagairtean na co-chomhairle. Aig an toiseach, bha gu leòr freagairtean goirid ann a bha stèidhichte air fios anns na meadhanan a rèir coltais. Bha e follaiseach gun tàinig glè bheag dhiubh sin bho dhaoine a bha air an dreachd phlana a leughadh. Bha àm nas fhaide ann an uair sin nuair nach robh freagairt sam bith ann agus an uair sin, thàinig grunn fhreagairtean anns na làithean mu dheireadh den cho-chomhairle. Bha e coltach gun robh an luchd-freagairt seo air am plana a leughadh agus air beachdachadh air.

*I see no practical reasons for the implementation of these plans.*

*If you continue down this path you will confirm my belief that Police Scotland is not a force for the people of Scotland but has become another instrument of the Scottish National Party"*

**Other** – Within the heading of "other", the replies have come from a wide variety of people and areas. This includes a lengthy reply from a group named "United against Separation" This group describe themselves as a campaign group that supports Scotland remaining part of the United Kingdom. Their response makes comment on each of the areas of the draft plan. They summarise their response as -

*"We strongly urge Police Scotland and the Scottish Police Authority to reject all of the main proposals in the draft Gaelic Language plan. All of the proposals would waste police time and resources. We especially urge against Implementing the proposal of dual branding. Dual branding would be seen as hugely political and controversial. It will undermine confidence in Police Scotland, its neutrality and its ability to connect with members of the public who will feel disconnected from the police by seeing a language on the uniform they do not understand. The Gaelic Language (Scotland) Act 2005 does not place an obligation on Police Scotland to implement these radical and divisive proposals, it is only required to submit a plan, one that could be far more proportionate and limited in scope. Please understand and respect the fact that by implementing some of these proposals you would alienate a significant proportion of the population of Scotland, all in an effort to accommodate 1% of the population, almost all of whom speak English anyway, and only a small number of people who believe these radical changes are necessary."*

Comments were received which suggested there may be a safety issue for certain members of the community. These comments relate to the young, disabled, and foreign visitors. The respondents suggest that the word 'Police' is widely recognised

and express concern that dual language may cause some confusion, especially when individuals are in needy situations.

The other recurring point relates to the number of people who actually speak Gaelic. This is compared to the percentage of people who speak Polish or Chinese as examples. This point is expanded when it comes to the spread of Gaelic speakers. The development of the plan on a regional basis is seen by many of the negative respondents as a proportionate approach as opposed to a national introduction.

The consultation responses followed a simple pattern. At the start there were a number of short replies which appeared to be based on media coverage. It could be seen that few of these came from respondents who had actually read the draft plan. There was a longer period where there were no responses and then a number of responses in the last few days of the consultation period. These latter respondents appeared to have read and considered the draft plan.

A common theme among respondents was the feeling that no consideration will be taken of any comments made.

Despite the number of responses received there are very few that actually focus on the commitments within the report. The replies have been fully reviewed in line with the plan and a number of minor changes made throughout.

The data on the following page is based on analysis of the Police Scotland website and views on the Gaelic language plan page. This shows a good average view time although the number of downloads is relatively low.

Thuir iomadh neach-freagairt gun robh iad den bheachd nach rachadh feart sam bith a thoirt air na beachdan a fhuair.

Ged a fhuairas gu leòr fhreagairtean, 's e glè bheag dhiubh a bha a' coimhead air na gealltanasan anns an aithisg. Chaidh làn lèirmheas a dhèanamh air na freagairtean mar a chaidh a ghealltainn anns a' phlana agus chaidh beagan atharrachaidhean a dhèanamh tron phlana.

Tha an dàta air an duilleig a leanas stèidhichte air anailis de làrach-lìn Poileas Alba agus de sheallaidhean air duilleag a' phlana Ghàidhlig. Tha seo a' sealltainn gun robh an t-àm cuibheasach a thug daoine seachad a' coimhead air an duilleag math ach gun robh àireamh nan luchdaidhean a-nuas gu math ìosal.



