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.
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

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 brog.

Anns a’ phlana, tha sinn a’ cur air adhart a’ phlana leasachadh còig bliadhna againn airson taic a thoirt dhan Gàidhlig, cho math ri bhith a’ sealltainn ar dealas airson a bhith a’ cuideachadh gus miannan agus amas an Plana Cànain Nàiseanta na Gàidhlig a choileanadh. Tha sinn ag airnieadhadh gu r e taobh cudromach de dhualchas na h-Alba a th’ anns a’ Gàidhlig, agus gu bheil comas aice cur ri soirbheas soisealta, cultarach agus eacnach mach.

Fhuair a’ cho-chomhairle phrobhach air a’ phlana seo cha mín’ 140 freagairt bhlo air feedh na h-Alba, le beachdan gu math eadar-dhealaichte anna: Agus sinn a’ cur adhart nan gealltanasa nan airm, sinn a’ feuchainn ri cothrom a dhéanamh eadar dofar shealladhain an is priomhchasa gan a bhith cuideachadh a’ coileanadh deaistanas anachdail Achd na Gàidhlig (Alba) 2005 agus a bhith a’ líthrigeadh 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 buidheann a dh’ Thaoideadh a bhith nan com-pàirt chean maoin eachadh agus leis na coimhearsnachdan againn fhad ’s a tha sinn a’ cur a’ phlana an gniomh gu dèanamh cinniteach gum bi coimhearsnachdan air feedh na h-Alba sàbhailte is soirtheachal.

Philip Gormley QPM
Àrd-chonstabal
## Table of Contents

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

### Clàir-innse

<table>
<thead>
<tr>
<th>Earrann</th>
<th>Taobh-duilleig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gear-chunntas</td>
<td>4</td>
</tr>
<tr>
<td>Structar a’ Phlana Gàidhlig</td>
<td>5</td>
</tr>
<tr>
<td>Caibideil 1 • Ro-ràdh</td>
<td></td>
</tr>
<tr>
<td>An co-theacsa airson desachadh Planaichean Gàidhlig</td>
<td>6</td>
</tr>
<tr>
<td>Cùl-thiosrachadh mu Phoileas Alba</td>
<td>7</td>
</tr>
<tr>
<td>A’ Ghàidhlig taobh a-staigh sgire ughdarrais Poileas Alba</td>
<td>9</td>
</tr>
<tr>
<td>A’ Ghàidhlig taobh a-staigh Poileas Alba</td>
<td>13</td>
</tr>
<tr>
<td>Cunntachalachd airson a’ Phlana Gàidhlig</td>
<td>14</td>
</tr>
<tr>
<td>Caibideil 2 • A’ bhuidaid ag Plandadh is Poileasaidh air a’ Ghàidhlig agus ceanglaichean rí Prìomhchàsasan Nàiseanta</td>
<td>15</td>
</tr>
<tr>
<td>Ag ábhaisteachadh na Gàidhlig</td>
<td></td>
</tr>
<tr>
<td>Aonta ri amasan Plana Càin Nàiseanta na Gàidhlig</td>
<td>15</td>
</tr>
<tr>
<td>Builean Nàiseanta Riaghaltas na h-Alba</td>
<td>17</td>
</tr>
<tr>
<td>Caibideil 3 • Gealltanasan a’ Phlana</td>
<td></td>
</tr>
<tr>
<td>Gealltanasan Àrd-ìre</td>
<td>18</td>
</tr>
<tr>
<td>Gealltanasan Àrd-ìre agus Gealltanasan Ìre seirbheis</td>
<td>19</td>
</tr>
<tr>
<td>Faicinnneachd</td>
<td>21</td>
</tr>
<tr>
<td>Luchd-obrach</td>
<td>24</td>
</tr>
<tr>
<td>Gnothaichean làithleil</td>
<td>26</td>
</tr>
<tr>
<td>Conaltradh</td>
<td>29</td>
</tr>
<tr>
<td>Corpas Càin</td>
<td>33</td>
</tr>
<tr>
<td>Caibideil 4 • Buileachadh agus Sgrùdadh</td>
<td></td>
</tr>
<tr>
<td>Clàr-ama</td>
<td>34</td>
</tr>
<tr>
<td>Sanasachd airson a’ Phlana</td>
<td>34</td>
</tr>
<tr>
<td>Goireasachadh a’ Phlana</td>
<td>34</td>
</tr>
<tr>
<td>Sgrùdadh cur-an-gnìomh a’ Phlana</td>
<td>34</td>
</tr>
<tr>
<td>Earr-ràdh • Geàrr-chunntas air Freagarthean don Cho-chomhairle</td>
<td>35</td>
</tr>
</tbody>
</table>
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.
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.

S’ iad seo na prìomh ceithir eilemaidean sa Plana Ghàidhlig againn:

1. Ro-ràdh

Tha an caibideil seo a’ toirt dhuibh fiosrachadh agus co-threaicia co-chesangailte ri deasachadh a’ Plana Ghàidhlig againn fo Achd na Gàidhill (Alba) 2005 agus mu structar prìomh raointean obrach Poileas Alba. Tha e cuideachd a’ toirt seachad geàrn-chunntas air dearnografaidh na Gàidhlig ann ar Alba.

2. A’ bhuidheid aig poileasaidh air a’ Ghàidhlig agus buileachadh Plana Canain Nàiseanta na Gàidhlig

Tha a’ chaibideil seo a’ cur an cèill mar a bhios sinn a’ cuideachadh ghus Plana Canain Nàiseanta na Gàidhlig a chur an grior. Tha i cuideachd a’ sealltainn mar a tha sinn airon cleachdadh na Gàidhlig a bhrosnachadh ann an raointean poileasaidh, mar eisimplier anns a’ phoilieasaidh fastaidean againn. Tha an caibideil seo cuideachd a’ cumhead a’ chuir air mar a bhios sinn a’ Ghàidhlig agus air a’ Plana Ghàidhlig againn nuair a bhios sinn a’ deahadh phoilieasaidh d’ìrean agus a’ buileachadh air ro-inneachd d’ìrean.

3. Geàlta nasan a’ Phlana

An seol, tha sinn a’ mineachadh mar a chleachdas Poileas Alba a’ Ghàidhlig agus mar ri sinn cleachdadh na Gàidhlig comasach a thaobh nam prìomh raointean obrach againn. Tha a’ chaibideil seo a’ cumhead air prìomh raointean obrach leithid dearbh-altirne chorporama, sanaisachd, conabhidh leis a’ ghobail agus cleachdadh na Gàidhlig air an làrach-lìn againn. Tha an earrann seo a’ cur an cèill prìomh geàlta nasan Poileas Alba mar na h-iarn air le bhuil a th’ann mi d’òir dh’anns a’ phoilieasaidh dèanamh airson na Gàidhlig thorais air beatha a’ Plana.

4. Buileachadh agus Sgrùdadh

Tha an caibideil seo a’ mineachadh mar a thèid a’ phoilieasaidh dèanamh air buileachadh agus toraidhean.

Structure

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.
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 (GLPs). 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.

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.
Cúl-fhiosrachadh mu Phoileas Alba

Chaidh Serbheis Polièis na h-Alba (Polièas Alba) a stèidheadhachd air 1 Cèibeàn 2013 fo Achd Ath-leasachadh Polièis is Smàladh (Alba) 2012. Tha Polièas Alba an urra ri obair poileis air feadh na h-Alba, aon 28,168 mile chéile-maghais. Is e Polièas Alba an dàrna fearadh poileis as motha san RA às h-Alba, aon 28,168 mile chéile-maghais. Is e adhòbhar Polièas Alba a bhith a’ cur taice agus 3 stiùiridh poileis, 3 leas-adhòbhar poileis agus le 3 leasadh poileis. Tha 13 roinnean poileis ionadail ann, agus h’ar aon urra air ùs an urra ris na dreuchdanna, na brith na h-Alba agus na brith na h-Alba chiomsionadh. Tha a’ turas fearadh polièis, polièis agus polièis riaghachtachd a thoirt seachad taice agus fàsnaidhean riaghachtachd. Tha a’ chumail daoine Sàbhailte agus a’ chumail daoine Sàbhailte agus a’ dhùthchas dhaoine agus a’ dhùthchas dhaoine dhaonnachd. Tha Roinn na Taice agus 3 stiùiridh poileis a’ theòr air ùs an urra ris na dreuchdanna, na brìdh na h-Alba agus na brìdh na h-Alba chiomsionadh. Tha a’ chumail daoine Sàbhailte agus a’ chumail daoine Sàbhailte agus a’ dhùthchas dhaoine agus a’ dhùthchas dhaoine dhaonnachd. Tha 13 roinnean poileis ionadail ann, agus h’ar aon urra air ùs an urra ris na dreuchdanna, na brìdh na h-Alba agus na brìdh na h-Alba chiomsionadh.

Background Information about Police Scotland

The Police Service of Scotland (Police Scotland) was established in 2013, following the Police and Fire Reform (Scotland) Act 2012. Police Scotland is responsible for providing policing across the length and breadth of Scotland, with 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 across Scotland. Our focus is on Keeping People Safe which is at the heart of everything 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 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.

Plana Gàidhlig

Gaelic Language Plan

Tha Roinn ele ann a tha an urra ris na dreuchdanna Nàiseanta seo: Glacas (custory), Ceartas Eucorach agus sìùl a thainn riarnachd. Tha cothrom co-ionann aig na comhneasachd nan a’ Phàrlana Bheàinnteach aigeus gus dèanamh crinnchaí gu bheil iomran a tòirt fear eachdadh le fòcail air ùs an urra ris na dreuchdanna, aigeus gus aon urra ris na dreuchdanna.

Tha cumhachd air priomhachasan Polièas Alba anns a Phàrlana Bheàinnteach aigeus gus dèanamh crinnchaí gu bheil iomran a tòirt fear eachdadh le fòcail air ùs an urra ris na dreuchdanna, aigeus gus aon urra ris na dreuchdanna.

Tha cumhachd aig na comhneasachd nan a’ Phàrlana Bheàinnteach aigeus gus dèanamh crinnchaí gu bheil iomran a tòirt fear eachdadh le fòcail air ùs an urra ris na dreuchdanna, aigeus gus aon urra ris na dreuchdanna.

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

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)

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.

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

A’ Ghàidhlig taobh a-staigh sgire úghdarrais Poileas Alba

’S e Alba air fad an sgire úghdarrais aig Poileas Alba agus mar sin, thà a gabhail a-steach luchd na Gàidhlig uile agus coimhearsnasachdan na Gàidhlig uile ann an Alba.


Tha luchd na Gàidhlig sgapte air feadh na h-Alba. A rèir cunntas-sluaigh 2011, b’ iad na sgìre comhairle leis an àireamh sa cheud as motha le Gàidhlig na h-Eileanan Siar (52%), Comhairle na Gàidhealtachd (5%) agus Earrad-Ghàidheil is Bòd (45%). Tha àireamhachnach nach bhrad de luchd-labhairt na Gàidhlig ann an sgìre an t-aimhealtaidh cuideachd mar Dùn Èideann, Glaschu, Inbhir Nis agus Cìtar Dhéantaich. Chithear mar a tha cleachdadh na Gàidhlig sgaoilte gu nàiseanta ann a chìl a leanas:

Cunntas-sluaigh 2011

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<th>Sgilean leughadh</th>
<th>39,334</th>
<th>47,722</th>
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<tr>
<td>Sgilean labhairt</td>
<td>30,230</td>
<td>27,145</td>
</tr>
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Bha seo fir gu h-eachdraidh cuideachd mar a chithear bho ainmean-àite Gàidhlig agus ainmean-àite le tùs Gàidhlig a thà rim facinn air feadh na h-Alba Greibhearr barrachd fiosrachadh mu seo air an àireamh-in a leanas.

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<tr>
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<th>Highlands &amp; Islands Enterprise area</th>
</tr>
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<tbody>
<tr>
<td>Any Gaelic skills (speaking, reading, writing, understanding)</td>
<td>39,334</td>
<td>47,722</td>
</tr>
<tr>
<td>Speaking skills</td>
<td>30,230</td>
<td>27,145</td>
</tr>
</tbody>
</table>

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 Eileanan 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.

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
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 school 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.
There are a number of opportunities for adult Gaelic classes across Police Scotland’s area of operation. Further information can be found on www.learngaelic.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, work 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 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://gaelicleanguageplanscotland.org.uk/en/tools-resources/development/plan/portfolio

(Information provided by the Bòrd na Gàidhlig)
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.)

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

Le toradh eile an t-suirbhidh, faodadh sinn bealachadh air mar a chleachdas sin, agus mar a chuireas sin ris, na sgilean a th' aig an luchd-obrach againg aig an lom seo.

Nì sinn cinnteach cuideachd gun tèid an dàta seo a chur air an t-siostam nàiseanta HR SCOPE againg agus rinneadh isg-ruidheadh air gach 5 bliadhna.

Tha an sgrìdhadh seo ann an earrann nam prìomh ghealtòrrasan anns a' phlana seo.

(Tha earrann “An àite-obrach” air td 16 a’ sealltainn nan rùintean bunaiteach aig Police Alba a thaobh Gàidhlig agus dàoine taobh a-staigh na buidhne.)

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)

Police Scotland

Randolphfield

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/
A’ bhuaiddh aig Planadh is Poileasaidh air a’ Ghàidhlig agus ceanglaichean ri Príomhnachasan Nàiseanta

Ag abhaisteachadh na Gàidhlig

Tha Poileas Alba ag aithneachadh gum bh' ann ceithre ama an òrainneachd air a turth a raointean prìomhnachais. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach.

Aonta ri amasna Plan Chànan Nàiseanta na Gàidhlig

Tha Poileas Alba air a rùnachadh pàirt cudromach na ghàidhlig aig an òrainneachd ann a bh' ann ceithre ama an òrainneachd air a turth a raointean prìomhnachais. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach.

Chapter 2
Planning and Policy

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 National 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-bhliadhnachean

Tha Poileas Alba ag aithneachadh gum feum barrachd dhoine Gàidhlig Cànan Nàiseanta ma tha i gu bhith seanadhach san àm rí teachd agus gum feum fàca a bhith air an dachaigh, air foghlaim agus air luchd-ionsachadh inbheachadh mar phìnìomh dhòigh gus seo a dh’fhàireadh.

Foghlam

Tha Poileas Alba a’ tuigsinn nach e a’r mhàin an àireamh dhoine aig a bheil Gàidhlig a chur am meud. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach.

Coimhearsnachd

Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach. Tha Poileas Alba a’ tuigsinn gu bheil na rudan a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach.

Aiste-obrach

Nì Poileas Alba a dh’fhàireadh gus na rudan seo a chur ri inbheachadh, beatha làitheil agus a bheil air a mheas cudromach.

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.
**Gaelic Language Plan**

- 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.

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**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' Phhlan

_Gealltanasan Òrd-ire_
Chaidh amanas òrd-re, a' aontachadh le Ministeran na h-Alba, hoidhseachadh le Bòrd na Gàidhlig mar phàirt den fhios reacaidh a chaidh a chur gu Pòileas Alba ann ann 2014. Tha a' loidhne air an fhoiltadh gu h-ìosal.

_Dachaigh agus Tráth-bhliadhnaichean_
Eadar-theangaich stuthan-teagaisg is ionnsachaidh dhan Gàidhlig gus an gabh an cleachdadh ann am foghlan tro meadaidh na Gàidhlig agus ann ann foghlan luchd-ìomhachaidh.

_Foghlam is Ionnsachadh_
Eadar-theangaich stuthan-teagaisg is ionnsachaidh dhan Gàidhlig gus an gabh an cleachdadh ann am foghlan tro meadaidh na Gàidhlig agus ann ann foghlan luchd-ìomhachaidh.

_Coimhearsnachd_
Co-obraich le buidhnean Gàidhlig agus òg dhà-thàBHANTHA gur fhaoilich ann an t-sìth aìdeachd air a thaling a theò a thò Mìthreach na h-Alba.

**Àite-obrach**
Lìbhrig iomairtean sanasachd is margaideach

• Cuir ri làthaireachd na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

• Stèidhich siostam far an urrainn do luchd na Gàidhlig fios a chuir ri inbhe na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

• Cuir ri inbhe na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

**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_
Transladh ùrra na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

_Education and learning_
Transladh ùrra na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

_Communities_
Co-obraich le buidhnean Gàidhlig agus òg dhà-thàBHANTHA gur fhaoilich ann an t-sìth aìdeachd air a thaling a theò a thò Mìthreach na h-Alba.

**Aòite-obrach**
Cuir ri lìathair eachdraidh na Gàidhlig ann an Alba tro mheadhan na Gàidhlig.

_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.
• 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

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.
Gealltanas

Faodaidh Gàidhill anns an aithne chorporra agus anns na soilinnichean aig uighdarras poblach cur gu mór ri faicsinneachd a’ chàin, agus tha e na theachdaineachd gu bheil an t-ùghdarras poblach a’ cur nas meas air a’ Ghàidhlig agus mar a bhios e a’ tòirt àite dhìth. Faodaidh leudachadh air cleachdadh na Gàidhlig tro shoidhnichean cur ri briathrachas luchd-cleachdadh na Gàidhlig cuideachd agus cur ri leasachadh a’ chàin. Nuair a chaithdho a sgìobhadh, cha rohù poileasaad aig Poileas Alba a thoabhdh cleachdadh na Gàidhlig taobh a-staigh suaicheantas 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.

<table>
<thead>
<tr>
<th>Tòidh</th>
<th>Gníomhadh</th>
<th>Leanbhinn Each</th>
<th>Prìomh Oifis</th>
<th>Naiseanta Anoi Rò-inneachdail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albhaisneachadh</td>
<td>An t-ùghdarras aig Poileas Alba a dhìth ris ri air fheadh Poileas Alba, a’ nochtadh gleis-cùlann an fhan Gàidhlig is fearr uile. Theid an ùghdarras a’ chàin, a ghabh an càthail air le feadh Poileas Alba</td>
<td>2016</td>
<td>2017</td>
<td>2018</td>
</tr>
<tr>
<td>Cleachdadh</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td>Conaltradh Corporra</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td></td>
</tr>
<tr>
<td>Polisich Fòillseachadh</td>
<td>Corpoan na h-Eileanan Theòise a thalamhadh air Saor-saress</td>
<td>Conaltradh Corporra</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td></td>
</tr>
<tr>
<td>Sgòrdnaidh</td>
<td>Do thoil a dhìth ris ri air fheadh Poileas Alba</td>
<td>Conaltradh Corporra</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td></td>
</tr>
<tr>
<td>Sgòrdnaidh Welcome</td>
<td>Na bàrlaiche is nas comhothaiche</td>
<td>Solarachd</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td></td>
</tr>
<tr>
<td>Thuladh</td>
<td>Dà-chànanas a’ chur ri air fheadh Poileas Alba</td>
<td>Solarachd</td>
<td>Nas básailtis na neachdanna air an dèanamh</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Activity</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Lead</th>
<th>National Strategic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visible and audible mainstreaming of Gaelic as a core element of Police Scotland identity and signage</td>
<td>The Police Scotland Corporate logo will be rendered bilingual as standard across Police Scotland, demonstrating equal respect for Gaelic and English and introduced on a new and replacement programme</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications</td>
<td>Safer and Stronger</td>
</tr>
<tr>
<td>Use of bilingual corporate logo on all branded material including letterheads, business cards, and compliments slips</td>
<td>Publish relevant Corporate publications e.g. Highland &amp; Western Isles Policing Plan bilingually and increase the number of documents which contain bilingual executive summaries or introductions.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications, Estates &amp; Relations</td>
<td></td>
</tr>
<tr>
<td>Scotland/Poileas Alba signs on buildings to be introduced on a new and replacement programme.</td>
<td>Police Scotland uniforms to have bilingual markings on a replacement basis.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications, Estates &amp; Relations</td>
<td></td>
</tr>
<tr>
<td>Scotland/Poileas Alba signs on buildings to be introduced on a new and replacement programme.</td>
<td>Welcome/Failte signs within identified stations.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications, Estates &amp; Relations</td>
<td></td>
</tr>
<tr>
<td>Scotland/Poileas Alba signs on buildings to be introduced on a new and replacement programme.</td>
<td>Police Scotland uniforms to have bilingual markings with agreed brand of Poileas Alba on a replacement basis.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications, Estates &amp; Relations</td>
<td></td>
</tr>
<tr>
<td>Scotland/Poileas Alba signs on buildings to be introduced on a new and replacement programme.</td>
<td>Police Scotland Vehicles to have bilingual markings on a replacement basis.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>Corporate Communications, Estates &amp; Relations</td>
<td></td>
</tr>
</tbody>
</table>
Luchd-obrach

Tha Police Alba ag altniceadhadh gu bheil e cuidomach a bhith a' broisnachadh cleachdadh na Gàidhlig taobh a-muigh agus taobh a-staigh na buidhne, agus a bhith a' sònraichadh sìdheachaidhean far a bheil cleachdadh na Gàidhlig riananach no cuideachaidh. Tha Police Alba cuideachadh ag altniceadhadh gu bheil e cuidomach gum bi cothrom aig luchd-obrach sgilean Gàidhlig a thogal na 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 shòrnachadh mar dieasannas no riananach a' chruachadh airson na Gàidhlig gu nàiseanta.

Cuideachd ag aithneachadh gu bheil e cudromach gum bi cothrom aig cleachdadh na Gàidhlig riatanach no cuideachaidh. Tha Police Alba a-staigh na buidhne, agus a bhith a' sònrachadh suidheachaidh far a brosnachadh cleachdadh taobh a-muigh agus taobh Tha Police Alba ag aithneachadh gu bheil e cudromach a' chur ris an àireamh.

Toradh Gnìomhachd

<table>
<thead>
<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Am polaesaadh fastaidh ag altniceadhadh gu bheil cànaran agus a' Gàidhlig gus sònraichte, nan sgeantan obrach feasail.</td>
<td>Nas beartachan, is nas cothromach</td>
<td>Goineasan Daonra</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obair trìsadh ann an sgeunan agus ceithrearsachadh Gàidhlig gu daoine a bhrosnachadh gus lamhasan a chuir a steach airson a bhith nan Oifigeach, Connubialaidh Sònraichte, Luchd-obrach a Phòillais na Seirro-thòilthaidh Oga Police Alba</td>
<td>Nas gicle, Nas sàbhailte is nas treasa</td>
<td>Comannadar Roinneil</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taic air do luchd-obrach Police Alba gus Gàidhlig sònraichte agus cothromair an oir oir de dhath gu na sgealan Gàidhlig a' chruachadh airson</td>
<td>Raosadh bhith ann an cuairt-lishchean do luchd-obrach mu chòr-throma gus Gàidhlig Iomastaichd</td>
<td>Comannadar Roinneil, Roinneil a Tuath,</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Luchd-obrach air am brosnachadh gus an cuil sgealan Gàidhlig a thos a’ chruachadh le Pàit-mhàthair na Gàidhlig is cothromair an oir oir de dhath gu na sgealan Gàidhlig a' chruachadh airson</td>
<td>Nas Gicle</td>
<td>Comannadar Roinneil</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sgrìobhadh air Comasan Gàidhlig gus bhith air a dhìthairn comhratha ri Uighlearnais Polis na h-Alba gus turpis cheart tachtadh air isglean Gàidhlig agus air an iad a dhùthadh air an triadadh Gàidhlig. Am polaiseas gu bhith air an cuil sgealan Gàidhlig a thos a’ chruachadh le Pàit-mhàthair na Gàidhlig is cothromair an oir oir de dhath gu na sgealan Gàidhlig a' chruachadh airson</td>
<td>Nas Sabhalte is Nas treasa</td>
<td>Comannadar Roinneil</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plana Gàidhlig air a churraiteachadh do luchd-obrach agus aig a hfhlaicadh a thaobh na Gàidhlig.</td>
<td>Conraitheadh Corpoir</td>
<td>Conraitheadh Corpoir</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Triànaidh moithachadh Gàidhlig gus bhith air a chur air do gheach a’ rois a’ Ghàidhlig triànaidh cùm a le luchd-obrach.</td>
<td>Triànaidh. Corpoir nas aige a le luchd-obrach.</td>
<td>Triànaidh. Corpoir nas aige a le luchd-obrach.</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Gaelic Language Plan

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Activity</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Lead</th>
<th>National Strategic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase the number of Gaelic users within the organisation.</td>
<td>Appointment policy recognises languages and in particular Gaelic as a desirable job skill</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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</td>
<td>Staff newsletters to feature information about Gaelic learning opportunities</td>
<td>✓</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>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</td>
<td>Staff encouraged to develop their Gaelic language skills</td>
<td>✓</td>
<td></td>
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</tr>
<tr>
<td>Gaelic language plan circulated to staff and raise awareness of the Force’s commitment to Gaelic</td>
<td>Gaelic awareness training to be developed in line with results of staff audit</td>
<td>✓</td>
<td></td>
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</tr>
<tr>
<td>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</td>
<td>Gaelic language plan circulated to staff and raise awareness of the Force’s commitment to Gaelic</td>
<td>✓</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Gaelic awareness training to be developed in line with results of staff audit</td>
<td>Gaelic awareness training to be developed in line with results of staff audit</td>
<td>✓</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

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.
### Gnothaichean làitheil/Foillseachaidhean

Tha Poileas Alba mothachail air cho cudromach is a tha e cothroman a chruithachadh gus a’ Ghàidhlig a cheàchadh ann am farsaingeachd de shuidheachadh na Gàidhlig agus tha rùn aige air ris an i de sholachadh aige anns an raon seo.

Tha cleachdadh na Gàidhlig ann an eadar-obhrachd leis an t-seirbhéis ann an lìthichean, post-dealain, fòn agus sgolbharainn a’ chruthachadh cothrom prataigeach cudromach gus Ghàidhlig a cheàchadh agus tha e cuideachd a’ nochadh gus gabh a cleachdadh agus Gus ohail fàile ro sin. Tha seo a’ cur ri leasachadh a’ chàin ann san farsaingeachd.

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<table>
<thead>
<tr>
<th>Toradh</th>
<th>Gniomhaichd</th>
<th>Lasairbhachd</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Prìomh Oifís</th>
<th>Amais Ro-Innbhàchd Mìseanta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bòid luchd-obrach</td>
<td>Poileas Alba a cur fàilte air, agus a’ tontair do luchd cleachdadh na Gàidhlig.</td>
<td>Nostaichean a’ stiùidh gu bhith air an srìobhadh du mar a shìthileir ri cosain a bhò luchd-labhra na Gàidhlig.</td>
<td></td>
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<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
</tr>
<tr>
<td>Tha Poileas Alba a’ cur fàilte air conaltradh eonadh thar anns a’ Ghàidhlig.</td>
<td>Gaolitiathan air a thoirt seachdadh gu beachdan taiceil dhan Ghàidhlig a bhrosnaichadh air feadh na bailinn.</td>
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<td></td>
<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
<td></td>
</tr>
<tr>
<td>Tha Poileas Alba a’ cur fàilte air cothromaich air nuachadh na’ Ghàidhlig.</td>
<td>Ghleùth post agus post-dh a ghleùthear anns a’ Ghàidhlig freagart anns a’ Ghàidhlig a cleachdadh luchd-obrach a theid a chomhairachadh tron Sgrìobhadh Comais Ghàidhlig.</td>
<td></td>
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<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
<td></td>
</tr>
<tr>
<td>Tha Poileas Alba a’ cur fàilte air cothromaich air nuachadh na’ Ghàidhlig.</td>
<td>Thoir seachd comharthair air seu a puist-d dà-chànanach do luchd-obrach.</td>
<td></td>
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<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
<td></td>
</tr>
<tr>
<td>Bòid a’ bhaileadh-aichdhrd puist-d dà-chànanach.</td>
<td>Bhròsnach an luchd-obrach gu ghluinmheach gu an seu a puist-d dà-chànanach a cheàchadh.</td>
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<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
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</tr>
<tr>
<td>Tha Poileas Alba a’ cur fàilte air cothromaich air nuachadh na’ Ghàidhlig.</td>
<td>Tha Poileas Alba a’ cur fàilte air cothromaich air nuachadh na’ Ghàidhlig.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Comanndaire Roinn. Roinn a Tuath</td>
<td>Nas sàbhailte is nas treise Nas beartachta is nas cothromach Nas gice</td>
<td></td>
</tr>
</tbody>
</table>

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### Day to Day Operations/Publications

Police Scotland recognises the importance of 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.

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.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Activity</th>
<th>Ongoing</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Lead</th>
<th>National Strategic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Scotland staff welcome and assist Gaelic users.</td>
<td>Guidance notes to be developed on how to treat enquiries from Gaelic Speakers.</td>
<td>☑️</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Police Scotland welcomes written communication in Gaelic</td>
<td>Commitment given to promote supportive attitude to Gaelic throughout the organisation</td>
<td>☑️</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Mail and emails received in Gaelic receive a response in Gaelic, facilitated through staff identified in the Gaelic Capacity Audit</td>
<td>Provide advice on bilingual email signature for staff.</td>
<td>☑️</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actively encourage all staff to use bilingual email signature</td>
<td>Automatically email disclaimers are bilingual</td>
<td>☑️</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Review Police Scotland Forms to identify opportunities for Gaelic inclusion based on cost and demand</td>
<td>Consultation with Gaelic users to determine which forms being made available bi-lingually represent best value.</td>
<td>☑️</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Designate Welsh and Gaelic as corporate publications to be produced bi-lingually based on status/usage</td>
<td>Best Value availability of Police Scotland literature and papers published bilingually in Gaelic and English</td>
<td>☑️</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Gaelic inclusion in marketing materials</td>
<td>Based on the principle of equal respect, increase the visibility of Gaelic in marketing materials</td>
<td>☑️</td>
<td></td>
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36 37
<table>
<thead>
<tr>
<th>Task</th>
<th>Objective</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>Priority Office</th>
<th>Amas Ro-imleachdadh Naiseanta</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gaelic Language Plan</td>
<td>Development of strategies to support the Gaelic Language Plan</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Conaltradh Corpora</td>
<td>Nas sàbhailte is nas treasa</td>
</tr>
<tr>
<td></td>
<td>Promotion and awareness raising of the Gaelic Language</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Comannailte Rinneall</td>
<td>Nas sàbhailte is nas treasa</td>
</tr>
<tr>
<td></td>
<td>Gaelic language and culture</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Conaltradh Corpora</td>
<td>Nas sàbhailte is nas treasa</td>
</tr>
<tr>
<td></td>
<td>Gaelic in schools</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Comannailte Rinneall</td>
<td>Nas sàbhailte is nas treasa</td>
</tr>
</tbody>
</table>

**Conaltradh**

’S urainn cleachdadh na Gàidhlig anns na meadhanaidh agus ann am fuairteachd de stuthan ciù-bhualtaidh cur ri leasachadh na Gàidhlig anns an dòtar dhòighthean. Tha e a’ cuideachadh gus faisinneachd a’ chàinm a mhdealachadh, tha e a’ cur ri rinneadh na Gàidhlig, is ann am foiliseachadh dhomhain teachtrach, agus fuairteachd e cuideachadh brathrachas a dha’saighdachd agus a dha’saighniadadh. Tha cleachdadh na Gàidhlig anns na meadhanaidh a’ cuideachadh inntinn a bh’ ann an t-ìghdarras poblach a’ chòir a thocht air fiosrichadh cudromach thron Gàidhlig,agus a’ cur ri faisinneachd agus rinneadh a’ chàinm. Mar a gheibh barrachd dhaoine cothrom air fiosrichadh mu lìghdarrasas poblach tro na laraichean-in aca, faodaidh uilachadh arson cleachdadh na Gàidhlig cur gu mòr ri rinneadh agus faisinneachd a’ chàinm.

Tha Poileas Alba air rùinadh cur ri cleachdadh nan Gàidhlig anns an raonteathan far am biodh an uithid a bu mhototh aig a phoball san fharsaingeachd no far a bh’ ann a tha co-cheangailte ris a’ Gàidhlig fhéin.
### Outcome Activity

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visible and audible mainstreaming of Gaelic as a core element in Police Scotland public relations</td>
<td>Policy to be developed regarding the issue of bi-lingual press releases with priority given to the number of high level releases annually.</td>
</tr>
<tr>
<td></td>
<td>A Gaelic spokesperson is provided for Gaelic interviews where possible</td>
</tr>
<tr>
<td>Police Scotland welcomes telephone communication in Gaelic</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>A Gaelic spokesperson is provided for Gaelic interviews where possible</td>
</tr>
<tr>
<td>Increased visibility of Gaelic on the English and Gaelic versions of Police Scotland website</td>
<td>Information on the Gaelic Language plan and signposting to Gaelic information on Police Scotland Website</td>
</tr>
<tr>
<td></td>
<td>Content of the Gaelic area of the website is checked regularly for updating</td>
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<tr>
<td></td>
<td>Monitor the number of Gaelic page hits and track user behaviour to identify most popular pages for updating and translating</td>
</tr>
<tr>
<td></td>
<td>Incrementally increase the amount of Gaelic content on social media</td>
</tr>
<tr>
<td>Accessibility of public meetings improved proportionally</td>
<td>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.</td>
</tr>
<tr>
<td>Enhanced School Liaison</td>
<td>Police Scotland will have a Gaelic speaking officer attend all Gaelic Medium schools at least once a year</td>
</tr>
</tbody>
</table>

### Lead

<table>
<thead>
<tr>
<th>Lead</th>
<th>National Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Communications</td>
<td>Safer and stronger</td>
</tr>
<tr>
<td>Contact command and control</td>
<td>Wealthier and fairer</td>
</tr>
<tr>
<td>Divisional Commanders</td>
<td>Safer and stronger</td>
</tr>
<tr>
<td>Divisional Commander N Division</td>
<td>Safer and stronger</td>
</tr>
<tr>
<td>Divisional Commander N Division</td>
<td>Safer and stronger</td>
</tr>
</tbody>
</table>

### 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 Cànain

Tha leasachadh na Gàidhlig ann an toirt seachad seirbhisean poblach air leth cudromach airson na Gàidhlig ann an Alba san am ri teachd. Le bhith a’ déanamh seo, thig bòrrachdhas agus modhann-labhair ura a teigeas leis a’ chànan a bhith nas eileachdach is nas cùnabhalaich. Air an adhribhar seo, thèid ceumannan a ghabhail guis déanamh cinnlteach gun lean leasachadh cànanach na Gàidhlig.

Tha Poileas Alba ag aithneachadh cho cudromach sa tha e gu bheil a’ Ghàidhlig air a leasachadh gus déanamh cinnlteach gu bheil i freagarrach airson a h-uile cleachdadh a th’ aige agus gu bheil i ga cleachdadh gu h-îomchaidh.

<table>
<thead>
<tr>
<th>Toradh</th>
<th>Grisomhachd</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Déanamh cinnlteach gu bheil a’ Ghàidhlig a chleachadh gu cùnabhalaich anns gach rud a nì sinn a Ghàidhlig.</td>
<td>Leanaisd Poileas Alba Gradhthachas (clearachadh na Gàidhlig (GOC), a’ déanamh cinnlteach guis lean gach seirbhies eadar-thangachaidh a thèid a chleachadh na gradhthais litreachaidh às ur.</td>
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<td></td>
<td>Conaltradh corpora. Comannail Rooinn, Rooin a Thaul</td>
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<tr>
<td>Tha Poileas Alba a’ ghearradh gu bheil a’ Ghàidhlig air a leasachadh gus déanamh cinnlteach gu bheil i freagarrach airson a h-uile cleachdadh a th’ aige agus gu bheil i ga cleachdadh gu h-îomchaidh.</td>
<td>Ni Poileas Alba cinnlteach gum b’ ann an aminn ann am ann an cleachdadh gu cearr ann am bhith a’ cùnabhalaich guis aon bhith a’ chleachadh na gradhthais litreachaidh às ur.</td>
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<tr>
<td></td>
<td>Nas aithne leis Nas Glice</td>
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<tr>
<td></td>
<td>Conaltradh corpora.</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Comaidh Poileas Alba leam eadar-thangachaidh a bhith na seirbhiscean eadar-thangachaidh a chleachdas sin a n-fhein slatant-tomhaí a ghríomhachais.</td>
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</table>

Toradh Gniomhachd

Leantainn-each

2016 2017 2018 2019 2020

Prìomh Oifis Amas Ro-inneachdadh Naissance

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.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Activity</th>
<th>Ongoing</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Lead</th>
<th>National Strategic</th>
</tr>
</thead>
<tbody>
<tr>
<td>To ensure consistent application and convention of the Gaelic language in all aspects of our commitment to Gaelic.</td>
<td>Police Scotland will adhere to Gaelic Orthographic Conventions by ensuring all translation services used are in line with the most up-to-date conventions.</td>
<td>✔️</td>
<td></td>
<td></td>
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<td></td>
<td>Corporate communications. Divisonal Commander.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Police Scotland will ensure accuracy in the use of places and names in publications and correspondence.</td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Corporate communications.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Police Scotland will maintain a high level of translation standards by ensuring that all translation services used are in line with industry standards.</td>
<td></td>
<td></td>
<td>✔️</td>
<td></td>
<td></td>
<td></td>
<td>Safer and stronger smarter.</td>
<td></td>
</tr>
</tbody>
</table>
Caibideil 4
Buileachadh agus Sgrùdadh

Clàr-ama
Bidh am Plan a Gàidhlig seo an gniomh gu foireann fad 5 bliadhna bhon cheann-latha air an deach aontachadh le Bòrd na Gàidhlig. Ro dhereadh an ama seo, ni sinn ath-sgrùdadh air a Phìlana, ni sinn a' fharrachadh-sam bith a tha a dhith air agus curidh 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 leith nuair a tha sinn an dùil gealltanas sònraichte a chur an gnìomh.

Sanasachd airson a’ Phìlana

Thèid Plan a Gàidhlig Poileas Alba fhòillseachadh gu dà-chànanach air an lùraich-lìn againn. A bharrachd air seo, ni sinn mar a leanas:

• A’ cur a-mach fios na maoineachadh mu fhòillseachadh a’ phìlana ag aonmeachadh gun deach am plana aontachadh is fhòillseachadh

• Thèid agallamhan do na meadhanan a thabhairn sa Ghàidhlig agus sa Bheurla.

• Innse don lùchd-obrach agus do lùchd-ùidh mun phìlana ur agus mar a gheibh e tro chuaidh-milit ceann aig tron eadra-lìn.

• Tog mothaideachd mun phìlana tro na meadhanaidh sòisealta.

Goireasachadh a’ Phìlana

Chan eilear an dùil gum bi maoineachadh a bharrachd ur a dhith sa bùrdseal gu am plana seo a lìbhreachadh. ’S e an dùthchán a bhith a’ lìbhreachadh a Phìlana Ghàidhlig agus sinn a’ cleachadh goireasan a th’ ann mar tha gu h-èifeachadh agus tro obair com-pàrteachal a’ èifeachadh agus tro thide an lùchd-obrach. Tha Poileas Alba air maoineachadh fhàigheadh bhon taobh a-muigh agus cumaidh iad cinn a’ sreadh cotrichman gu lach a chur ri lìbhreachadh a’ phìlana seo.

Sgrùdadh Buileachadh a’ Phìlana

’S e an t-Àrd-chonstabal Taice airson Obair-phóilis Ionadail (Ceann a Tuath) a bhios mar an ceannard ro-innleachdail aonmara a’ phìlana seo. Bidh an neach air deuchadh seo an urra ri bhith a stiùireadh agus ri bhith a’ cumail taic ri buileachadh a’ phìlana, a thèid a chur an gniomh-leis a’ Chomannndair Roinniel aig an Roinn a Tuath (A’ Ghàidhealtachd is na h-Eileanan).

Thèid ûrachaidhean a thoirt do dh’Àrd-sgioba Stiùiridh an Fheachd mar a thàinig a’ bhàidh a Ghàidhealtachd is na h-Eileanan.

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 newsletter 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 – Gearr-chunntas air Freagairtean dhan Cho-chomhairle

Tha an altsigh seo stèidhichte air na beachdan a fhuaireann air as ansa a’ cho-chomhairle phoibalach air Plana Gàidhlig.

Gnabh a’ cho-chomhairle aòite eadar 15 Dàmhair agus 7 Faoileach 2016 agus fhuaire Poibal Alba 136 freagairtean puist-d aig an ám seo.

Bha a’ mhòr-chuid de na puist-d bhon phoibail ach bha freagairtean ann cuideachd bhò Chomhairle nan Eilean Sìar, Comhairle Òbair Dhètheanan agus bhò buidheann air a bheth ’United against Separation’.

Bha 6 freagairtean ann bho thaobh a-staigh na buidhean. Bha 1 taiceil ri cothrom trèanaidh a dh’mhoidhadh a bhith ann do dh’oiligearan. M’fhadh a’ mhòr-chuid le trì ann cuid de na freagairtean bhon phoibail, tha ceist ann bho thaobh a-staigh na buidhean a thà a’ fhaighneachd na a thuigse aig an luchd-dà-chànanach air na h-èididhean. Bha e cosg air seirbheisean poileis. Thug cuid de gum bu chòir cosgais sin a bha an aghaidh a’ phìs a’ chuir ann air neuro-seòrsa a leanas:

- Iomhhasail – 51
- Politigeachd – 24
- Elle – 36

Iomhhasail – Tha a’ mhòr-chuid de na beachdan a’ coimhead air aigeadh pobailach, air an uideachadh an uileadh isam aig an luchd-dà-chànanach a pholiceachd. Tha a’ chàrnadh a-phìs a’ chuir ann air uideachadh, a tha a’ bheidh a’ chòr gum bh’ a bh’ aigm a’ chòir gum bh’ a bh’ aig an teoidh na Plana a’ chuir a bhith ann air na h-Alba.

Gabhaidh na freagairtean a bha an aghaidh a’ phìs a’ chuir ann air neuro-seòrsa a leanas:

- Politigeachd – 24
- Elle – 36

Politisgeachd – Bha cuid de na luchd-freagairtean den bheachd gur e cothrom politigeachd priomh adhbhar a’ phìs. Bha ladh den bheachd gu bheil an Riaghachtailteach a’ putadh seo air adhart ged nach eil feum air. Bha cuid de na freagairtean den bheachd gu bheil an lhuchd-freagairt an aghaidh a’ phìs na bha air a shon.

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, financial 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 – 58
- 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 cost 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 unnecessarily 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.”
Bhiodh branndadh cuir sinn am moladh airson branndadh dà-prìomh mholaidhean uile anns an dreachd Alba agus Ùghdarras Poilis na h-Alba na “Mholamaid gu làidir gun diùltadh Poileas chunntas a rinn iad air an fhreagairt aca - earrann den dreach phlana. Seo an geàrr-freagairt aca a’ toirt seachad beachd air gach a-staigh na Rìoghachd Aonaichte. Tha an a bheil “United against Separation”. A rèir na seo, tha freagairt fhada bho bhuidheann air ghrunn diofar dhaoine is sgìrean. Am measg “eile” tha na freagairtean air tighinn bho Alba ach gu bheil e air a dhol na ionnstramaid airson muinntir na h-Alba a th’ ann am Poileas Ma leanas sibh bith air an t-slighe a tha seo, an aghaidh beachdan na mòr-chuid.

Phlabail a tha a’ faireadhainn di-cheangal leis a’ phoilais mar thoradh air cànán fhacian air an iadeachd nach tuig iad. Chan eil Achd na Gàidhlig Alba 2005 a’ cur dìreachadh air Poileas Alba na mholaidhean radaigeach seo, a dh’adhbharrachais gairdheadhean, a chur an ghrò. Chan fheum e ach plana a chur a-steach, plana a d’fhàdhadadh a bhith na bu chuibhichte. Nach tuig sibh agus nach ghabh sibh ris gum biodh sibh a’ gràineachadh cùireadh nach beag de shaigh na h-Alba, agus seachadh airson 1% den t-sluagh a’ toileadhacht, aig a bheil Beurla aig a’ mhòr-chuid co-dhùil, agus airson beagan daoine a th’ ann den bheachd gu biodh na h-atarradhaidhean radaigeach seo a dhith.

Cìrd fhuaraich beagachd gu dòcha gum biodh ceist sàbhailteach ann airson cùireadh bu chò a’ chomhthalamas. Bhà theòilich na h-Alba air an fhreagairt dhà-chànanach airson bhith anns an theòilich airson bhith anns a’ chomas a th’ earbsa ann am Poileas Alba, anns an neo-dà-chànanach air fhaicinn mar rud air leth chànanach an gnìomh. Bhiodh branndadh cuir sinn am moladh airson branndadh dà-prìomh mholaidhean uile anns an dreachd Alba agus Ùghdarras Poilis na h-Alba na “Mholamaid gu làidir gun diùltadh Poileas chunntas a rinn iad air an fhreagairt aca - earrann den dreach phlana. Seo an geàrr-freagairt aca a’ toirt seachad beachd air gach a-staigh na Rìoghachd Aonaichte. Tha an a bheil “United against Separation”. A rèir na seo, tha freagairt fhada bho bhuidheann air ghrunn diofar dhaoine is sgìrean. Am measg “eile” tha na freagairtean air tighinn bho Alba ach gu bheil e air a dhol na ionnstramaid airson muinntir na h-Alba a th’ ann am Poileas Ma leanas sibh oirbh air an t-slighe a tha seo, an aghaidh beachdan na mòr-chuid.

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 lad den bheachd nach rachadh feart sam bith a tholt air na beachdan a fhuaireas.

Ged a fhuaras gu leòr fhreagairtean, ’s e glè bheag dhluibh a bha a’ coimhead air na gealltanasan anns an aithisg. Chaith lán leàrmarthas a dhèanamh air na freagairtean mar a chaith a ghealltan anns a’ phlain agus chaith beagan atharrachaidhean a dhèanamh tron phlain.

Tha an dàta air an duilleig a leanas stèirdichte air anailis de lìrach-lìn Poileas Alba agus de sheallaidhean air duilleag a’ phlana Ghàidhlig. Tha seo a’ sealltainn gun robh an t-àm cuilibheasach a thug daoine seachad a’ coimhead air an duilleag math a’ch gun robh aireamh nan luchdaidhean a-nuas gu math lòsal.