# Poileas Alba | Police Scotland] Plana Gàidhlig | Gaelic Language Plan [2022-2027]



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 25th July 2023.

## Foreword

Gaelic is an important part of communities across Scotland and one of Scotland's official languages.

The consent, support and co-operation of our fellow citizens lies at the heart of the identity and legitimacy of policing in Scotland. It is a moral imperative and an operational necessity that policing represents and reflects the communities we serve.

As always, the safety and wellbeing of the people of Scotland is my priority.

Policing has a role to play in supporting Gaelic, which has the potential to contribute to social, cultural and economic wellbeing.

This plan, covering the period 2022-2027, sets out how we will contribute to the aspirations and objectives of the National Gaelic Language Plan.

Police Scotland will continue to work with Bòrd na Gàidhlig to increase the visibility, status and use of Gaelic and to ensure we comply with our statutory duties of the Gaelic Language (Scotland) Act 2005.

Sir Iain Livingstone QPM

Chief Constable

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## 1. INTRODUCTION

### Description of Police Scotland

Police of 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 of 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 three Deputy Chief Constables, a Deputy Chief Officer, Assistant Chief Constables and 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 12 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 Partnerships, Prevention and Community Wellbeing (PPCW) division includes the Safer Communities sub-division and the Equality and Diversity unit.

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

Criminal Justices Service Division is responsible for the National functions of Custody and Criminal Justice.

C3 Division covers our National Service Centres, Area Control Rooms and Resolution Teams.

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 focused 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)

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.

### Gaelic within Police Scotland

Gaelic has been visual 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 has the motto of “BI GLIC - BI GLIC” which is the cry of the Oystercatcher which is rendered 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:
2. The number of employees within the SPA and Police Scotland, who speak, read, write or understand Gaelic and the level of their language skills.
3. The number of employees undertaking Gaelic language skills training and the number who have expressed an interest in doing so.
4. The departments and/or locations those identified employees work.
5. The number of posts where Gaelic is a desirable skill.
6. Any services or internal processes conducted through the medium of Gaelic.
7. The creation of an inventory of all existing Gaelic and bilingual materials, including publications, stationery, forms, and on-line content.
8. An audit of existing Gaelic and bilingual internal and external signs.
9. An assessment of Police Scotland’s translation and interpretation capacity.

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

### Gaelic in scotland

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 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 to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require Public Authorities to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Police Scotland’s Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

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

### The National Gaelic Language Plan

Police Scotland supports the aim of the National Gaelic Language Plan 2018-23 that “Gaelic is used more often, by more people and in a wider range of situations.”

We are committed to the achieving this aim by focussing our work, on these two headings:-

* Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us
* Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

### Internal Gaelic Capacity Audit

Police Scotland have officers and staff who possess Gaelic skills. These are recorded in our personnel and establishment coordination system. An internal audit ran from the 29th March to the 31st May 2021 and established 490 respondents with Gaelic skills although in the majority of cases these are basic in nature. These valued members of staff work in various business areas within our organisation and are located throughout Scotland. The range of their skills vary and include speaking, reading, writing and interpreting. The results of this audit are contained in appendix 1.

The nature of Policing is such that officers and staff members are frequently changing role and location. The role any staff member holds within the organisation may offer an opportunity for them assist in delivery of our Gaelic language plan. Equally there will be circumstances where their capacity to assist may be limited due to challenges associated with their daily duties. This, alongside the regular intake of new recruits and new staff members highlights the importance of conducting and maintaining an internal audit of Gaelic capacity. Police Scotland will commit to undertaking such an audit on an annual basis through our internal consultation mechanism alongside audits of bilingual materials, signage and interpreting and translating capacity.

### Consultation on the draft Gaelic Language Plan

The public consultation on Police Scotland’s draft Gaelic Language Plan was launched on the 23rd of July and closed on the 5th September 2021. It was hosted on Police Scotland’s Citizen Space website and the launch was promoted via Police Scotland’s social media sites. English, Gaelic and BSL versions of the consultation were made available. Owing to safety concerns regarding the ongoing COVID 19 pandemic, no public meeting was held in respect of advertising the consultation. A summary of the consultation is listed below in a ‘We asked, You said, We did’ format. A more detail analysis of the results can found in appendix 2.

### We asked

We wanted to find out what you thought about our draft Gaelic Language Plan. We asked you to rate your level of agreement for each of the plan's core activities and let us know if you thought we were missing anything.

As a public authority, a duty is placed on Police Scotland to publish an updated [Gaelic Language Plan](https://www.gaidhlig.scot/en/gaelic-language-plans/) under the Gaelic Language (Scotland) Act 2005.

A total of 6,753 responses were received. This includes:

* 5268 responses to the English language version of the consultation;
* 1485 responses to the British Sign Language (BSL) version; and
* 13 responses were received in Gaelic.

A variety of diversity monitoring information relating to the age, race, gender, disability and long-term conditions of individuals was gathered. This data was used throughout the process to enhance our reach and communications towards stakeholders and population sub-groups.

### You said

Around 75% of respondents did not agree that Police Scotland should have a Gaelic Language Plan. Main reasons provided by respondents for this were:

Government interference and politically driven;

Not a job for the police with resources better spent on core role;

Inappropriate due to the small number of Gaelic speakers in Scotland who almost all speak English; and

Other languages (Polish, Urdu, Doric etc) were more worthy of this focus.

We acknowlegde that many people who responded to our consultation disgareed with the premise of having a Gaelic Language Plan. However, legislation requires Police Scotland to have a plan and to take action to adopt and promote Gaelic language in service delivery.

We have set out below the main activities we proposed within our consultation and the analysis of feedback gathered through open text responses.

### **Gaelic Language Plan Development and Implementation Group**

We asked respondents what they thought this group could do to enhance and develop Police Scotland's approach to using Gaelic language. Feedback included:

* Working with schools and Gaelic community groups to increase education provision/community engagement.
* Recruiting more Gaelic speaking officers and staff, focussing efforts solely in geographical areas of Scotland where Gaelic is already commonly spoken.
* Learning from police services in Wales about dual language operations.
* Having a way for Gaelic speakers to identify our officers and staff who speak Gaelic.

### **Increasing our use of Gaelic language in our community messaging, communications and liaison**

We asked respondents what they thought we could do to enhance the profile of Gaelic language in our community messaging. Feedback included:

* Evolve our written communications with all or some being available in English as well as Gaelic.
* Effectively utilising our Gaelic speaking officers and staff and having a way for them to be identified (e.g. a pin badge).
* Bi-lingual posts on social media accounts.
* Focusing community messaging in Gaelic through media already familiar with the Gaelic speaking community, such as BBC Alba and BBC Radio nan Gaidheal.
* Mixed views as to whether community messaging in Gaelic should be a national or more targeted to areas with high concentrations of Gaelic speakers.

### **Using our policies, procurement and branding to support Gaelic language**

We asked respondents about how we should utilise our assets and policies to support and enhance Gaelic language. Feedback included:

* Develop a policy around recruiting Gaelic speakers and deploying them in mostly Gaelic speaking areas.
* More officers to learn Gaelic, supported by Police Scotland as their employer, to do so.
* Develop a greater Police Scotland presence on mainstream Gaelic media and social media.
* Partnership working and committing to attending community events for engagement with the Gaelic speaking community.

### **Integrating Gaelic language in our campaigns**

We asked respondents what their campaign priorities would be for any future campaigns in Gaelic. Feedback included:

* Water safety, road safety, child safety, domestic abuse, rural crime, drink/drug driving, safety outdoors, countryside code, drug use, bike safety.
* Campaigns to improve engagement with schools (Gaelic schools in particular).
* Increased Gaelic content in Police Scotland campaigns will result in many Gaelic words and phrases becoming more familiar to members of the public.
* Some respondents suggested including Gaelic in posters and social media content rather than full campaigns.
* No consensus view on whether Gaelic campaigns should be national or directed where the language is more frequently used.

### **Any other comments or any gaps within the proposed plan**

We asked respondents for any other feedback about the proposed plan. Feedback included:

* Need for a cost-benefit analysis to understand which parts of the plan derive the best value for money.
* Some said the focus of the plan should be aligned geographically with the concentration of Gaelic speakers.

### We did

Police Scotland do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing plan is sufficiently flexible to consider many of the points raised by respondents.

Police Scotland will continue to take on board the feedback we have received in this consultation to improve the accessibility of our services in the future. We work hard to ensure language is not a barrier for anyone who needs us. Alongside this work, we will continue to support the Gaelic language, so that it continues to be visible and audible throughout our organisation and within the diverse communities we serve.

## 2. KEY PRINCIPLES

### Equal Respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

Police Scotland will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English. Our ‘Gaelic Champion’ will be the Assistant Chief Constable with responsibility for Partnerships, Prevention & Community Wellbeing Division.

### Active Offer

Police Scotland will make an active offer of communicating in Gaelic with the public to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that, where practical, their needs will be met if that is their choice.

We will ensure that our Gaelic language services are as accessible as our English language services.

### Mainstreaming

Police Scotland will ensure that opportunities for the public and our staff to use Gaelic are mainstreamed in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

## 3. PLAN COMMITMENTS

## Overarching Aim

**High-level Aim**: Police Scotland will establish a Gaelic language plan development and implementation group with representation from across the organisation.

**Desired Outcome** The group is empowered to progress aspects of the Gaelic language plan at national level with access to key business infrastructure including corporate communications, fleet, estates and procurement. To support the implementation of key aspects of the Gaelic language plan through a local policing single point of contact in every local policing division in Scotland.

**Current Practice**: Responsibility for progress of the plan until recently lay with local policing in the Highlands and Islands division with limited national outreach.

**Actions Required:** Creation of steering group. Single Points of Contact to be established across local policing and key business areas. Regular meeting structure and secretariat established

**Target Date:** Within the first 3 months

**Responsibility:** Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

### Using Gaelic

**High-level Aim:** Police Scotland will increase community messaging and liaison through the medium of Gaelic.

**Proposed Outcome:** Police Scotland will, where appropriate, communicate in Gaelic at both local and national level. The opportunity for local interaction through the medium of Gaelic is improved in all policing areas.

**Current Practice:** Most community messaging and liaison is within the Highlands and Islands division with limited national capability

**Actions Required:** Internal capacity audit to understand where capabilities lie., interpreting and translation support to assist with media output and commitment from local policing divisions to pursue appropriate opportunities in their local area. This will include, for example, visits to schools or education centres.

**Target Date:** Within the first 12 months

**Responsibility:** Partnerships, Preventions and Community Wellbeing – Equality and Diversity Unit – Chief Inspector

**Promoting a positive image of Gaelic**

**High level aim:** Police Scotland will seek opportunities to increase the visibility of Gaelic nationally through procurement and branding.

**Proposed outcome:** Dual branding becomes an embedded process wherever practical and cost effective to do so. Visibility of Gaelic increases as a result.#

**Current Practice:** Use of bilingual Police Scotland logo on all branded material including letterheads, business cards, and compliments slips. Dual branding in relation to aspects of vehicles and estates on a new and replacement basis is already an embedded process.

**Actions required:** The embedded process continues with opportunities to extend the scheme considered.

**Target date:** By year 3 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**High level aim:** Police Scotland will integrate Gaelic into a range of campaigns.

**Proposed outcome:** Police Scotland will produce Gaelic language assets for campaigns run at local and/or national level.

**Current practice:** None

**Actions required:** Corporate Communications to develop / examine how to integrate Gaelic into selected campaigns. Translation support to be provided.

**Target date:** Within the first year of the plan and each year thereafter

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Corporate service aims**

**Desired outcome:** Logo and brand - Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.

**Current practice:** The bilingual Police Scotland logo will continue to be used as standard across Police Scotland, demonstrating equal respect for Gaelic and English and introduced on a new and replacement programme.

Police Scotland uniforms to have bilingual markings with agreed brand of Poileas Alba on a replacement basis.

**Actions required:** The process is already embedded and will be regularly reviewed to ensure it is being implemented effectively.

Police Scotland will seek to adapt our logo at the first opportunity to demonstrate equal respect (same font size and visibility).

**Target date:** By year 3 of the plan.

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Signage - To show equal respect prominent signage will include Gaelic and English as part of any renewal process.

**Current practice:** Standard Police Scotland Vehicles have bi Lingual markings on a replacement basis.

Signage at all police stations Welcome/Failte signs as part of our replacement processes.

**Actions required:** The process is embedded and regularly reviewed to ensure it is being implemented effectively.

**Target date:** By year 3 of the plan.

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Communicating with the public**

**Desried outcome:** Promotion - Positive message that communication from the public in Gaelic is always welcome.

**Current practice:** Opportunities to communicate in Gaelic are highlighted on Police Scotland’s website.

When publishing in Gaelic we ensure a message is included so people understand communication in Gaelic is welcome.

**Actions required:** Review of key existing key documents which can be considered for publishing in Gaelic.

**Target date:** Within the first year of the plan and reviewed annually

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Written Communication - Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.

**Current practice:** Advice and encouragement has been provided for staff on the use of a bilingual email signature.

Where practical, mail and emails received in Gaelic receive a response in Gaelic, facilitated through staff identified in the Gaelic Capacity Audit or through translation services. Police Scotland do not normally reply to social media content.

**Actions required:** A review of procedure in the processing of Gaelic correspondence across the organisation incorporating the results of the internal capacity audit to understand how to best utilise resource.

**Target date:** Within year 2 of the plan.

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Information**

**Desired outcome:** News releases - Where it is appropriate and practical to do so, high profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.

**Current practice:** New releases circulated in Gaelic on a limited basis.

**Actions required:** An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.

**Target date:** Within year 1 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Social media -Promote Gaelic content on social media

**Current practice:** Content circulated in Gaelic on a limited basis

**Actions required:** An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.

**Target date:** Within year 1 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Website - Gaelic content will be available on Police Scotland’s website where the content is about the Gaelic language and where Gaelic content has been produced i.e. a quote/news release or campaign materials.

**Current practice:** Information on the Gaelic Language plan and signposting to Gaelic information on Police Scotland Website.

**Actions required:** An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.

**Target date:** Within year 2 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Corporate publications - Produced in Gaelic and English, with priority given to those of national significance or specific to areas with a high Gaelic speaking community.

**Current practice:** Relevant Corporate publications are published bilingually. All publications with high status, reach and usage pertaining to the Gaelic community will contain bilingual executive summaries.

**Actions required:** An appropriate strategy will be developed regarding the release of bilingual content by Police Scotland.

**Target date:** Within year 1 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Exhibitions - Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those where the target audience is especially relevant, such as young people in Gaelic-medium schools and Colleges of the University of the Highlands & Islands, or at relevant cultural events such as Hebridean Celtic Festival, Blas and The National Mod.

**Current practice:** Police Scotland currently facilitates recruitment and community events on an ad hoc basis based on local requirements.

Police Scotland display/promotional materials have the bilingual logo.

**Actions required:** A record kept of all such events attended. Funding opportunities to be explored. As further display/promotional materials become available, these will be considered for translation.

**Target date:** Within year 3 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Staff**

**Desired outcome:** Internal audit - Conduct an internal audit of Gaelic skills and training needs through the life of each plan.

**Current practice:** An internal capacity audit has been undertaken.

**Actions required:** Gaelic Capacity Audit of staff and officers to be carried out in conjunction with SPA to build an accurate picture of Gaelic skills and interest in training. Process to be repeated on an annual basis.

**Target date:** Within first 3 months of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Awareness -Senior leaders briefed on our responsibilities to the The Gaelic Language (Scotland) Act 2005.

**Current practice:** None.

**Actions required:** CPD event arranged with external speakers providing greater insight into the Gaelic Language (Scotland ) Act 2005.

**Target date:** Within year 2 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Induction - Knowledge of the public authority’s Gaelic language plan included in new staff inductions.

**Current practice:** The Gaelic language plan is published on the internal Police Scotland intranet.

**Actions required:** Develop an informative module which can be accessed by Police Scotland staff and officers via the Police Scotland on-line learning platform.

**Target date:** Within year 4 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Recruitment - Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.

**Current practice:** Gaelic acknowledged on an ad hoc basis.

**Actions required:** 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.

**Target date:** Within year 3 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Desired outcome:** Recruitment - Gaelic named as a desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.

**Current practice:** Not presently undertaken.

**Actions required:** Appointment policy recognises languages and in particular Gaelic as a desirable job skill.

**Target date:** Within year 3 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

**Gaelic Language Corpus**

**Desired outcome:** Gaelic Orthographic Conventions - The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.

**Current practice:** Police Scotland adhere to Corporate Gaelic Orthographic Conventions.

**Actions required:** Police Scotland will continue to adhere to Corporate Gaelic Orthographic Conventions.

High level of translation standards maintained by ensuring that all translation services used are in line with industry standards.

**Target date:** Within year 3 of the plan

**Responsibility:** Policing Together, Partnerships and Preventions – Equality and Diversity Unit – Chief Inspector

## 4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Police Scotland’s Gaelic Language Plan is seen as contributing towards the following outcomes of the National Performance Framework:

* **People grow up loved, safe and respected so that they realise their full potential**

The plan aims to promote the Gaelic medium and afford it equal respect. For Gaelic speakers this translates to respect for their culture, heritage, language and community.

* **People live in communities that are inclusive, empowered, resilient and safe**

The plan sets out an ambitious programme for community messaging to reach Gaelic communities across Scotland alongside the provision for further engagement at a local level. This will contribute towards inclusivity and empowerment of Gaelic communities.

## 5. POLICE SCOTLAND PERFORMANCE FRAMEWORK

The Gaelic Language Plan focuses on better serving the Gaelic speaking community in Scotland. It also affords an opportunity for Gaelic speaking officers and staff from Police Scotland to become involved. This correlates to the delivery of the following Police Scotland strategic outcomes :

* The needs of local communities are addressed through effective service delivery.
* Public and communities are engaged, involved and have confidence in policing.
* Our people are supported through a positive working environment enabling them to serve the public.
* Police Scotland is sustainable, adaptable and prepared for future challenges.

## 6. PUBLICATION

### Publishing and publicising the Plan

### Internal

Police Scotland’s Gaelic Language Plan will be published in Gaelic and in English and be available to all our staff via Police Scotland’s internal intranet. Further details will be available on a microsite within the PPCW department.

Communication regarding the plan will be sent to all staff nationally via official memo.

Each local policing division will identify single points of contact who will have a responsibility for promoting the plan on a local level.

### External

Police Scotland’s Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

* issue a bilingual press release announcing the plan
* publicise the plan through a variety of social media platforms
* distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
* distribute copies of the plan to key stakeholders in the public, private and third sectors
* distribute copies of the plan to relevant Gaelic organisations and other interested bodies
* make hard copies available on request

## 7. RESOURCING THE PLAN

Police Scotland will incorporate the delivery of the Gaelic Language into the PPCW portfolio who will take on responsibility for service delivery and coordination. There will be significant actions for corporate communications also. All local policing divisions will contribute with the appointment of SPOCS.

To a significant extent the costs associated with the plan will be mainstreamed within existing budgets and / or as part of on-going renewal processes.

## 8. MONITORING THE PLAN

Police Scotland commitments to produce an annual progress report in relation to the implementation of the Gaelic language plan and provide same to Bòrd na Gàidhlig and the public via Police Scotland’s website.

## 9. THE GAELIC LANGUAGE PLAN IN POLICE SCOTLAND

### Overall responsibility for the plan

The Assistant Chief Constable, Partnerships, Prevention and Community Wellbeing has overall responsibility for preparation, delivery and monitoring of Police Scotland’s Gaelic Language Plan. They can be contacted as follows: -

ASSISTANT CHIEF CONSTABLE

PARTNERSHIPS, PREVENTION AND COMMUNITY WELLBEING

POLICE SERVICE OF SCOTLAND

### Day-to-day responsibility for the plan

The Chief Superintendent, Partnerships, Prevention and Community Wellbeing, has day-to-day responsibility for the delivery and monitoring of Police Scotland’s Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

CHIEF SUPERINTENDENT

PARTNERSHIPS, PREVENTION AND COMMUNITY WELLBEING

POLICE SERVICE OF SCOTLAND

### Gaelic Language plan implementation and monitoring group

Police Scotland will establish a Gaelic language plan implementation and monitoring group.

This group will be managed by officers from the PPCW division and will include representatives from every local policing division and key specialist departments including estates, procurement and corporate communications.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications with all staff members with regard to their duties.

## Appendix 1 – Internal Gaelic capacity audite

### Introduction

Police Scotland have conducted an internal Gaelic capacity audit. The audit took the form of a questionnaire hosted on Police Scotland’s Citizen Space website and the launch was promoted via Police Scotland’s intranet and internal briefings. The consultation ran from the 29th March to the 31st May 2021, could be completed anonymously and attracted 2923 response.

The audit consisted of 12 questions which examined the interest, skill and location of Gaelic speakers within the organisation.

### Questions and Results

The questions set out in the Internal Capacity Audit are contained below alongside the results. Question 10 is excluded as it contained non-disclosable information.

1. Please check the box next to the statement which best describes your ability to understand spoken Gaelic. (2917 responses)

I do not yet understand any Gaelic – 2427 responses, 83.03% of responses

I can understand simple greetings when someone is speaking slowly and clearly – 314 responses, 10.74% of responses

I can pick up the general meaning of simple conversations if someone is speaking slowly and clearly – 118 responses, 4.04% of responses

I can understand fluent Gaelic speakers talking about every-day subjects at normal speed – 22 responses, 0.75% of responses

I can understand most normal, daily conversations if someone is speaking slowly and clearly – 17 responses, 0.58% of responses

I would be able to understand fluent Gaelic speakers in meetings talking about specialised subjects connected to my work – 19 responses, 0.65% of responses

Not Answered – 6 responses, 0.21% of responses

1. Please check the box next to the statement which best describes your Gaelic writing ability. (2914 responses)

I do not yet write anything in Gaelic – 2666 responses, 91.21% of responses.

I can write a simple greeting in a thank-you or birthday card – 91 responses, 3.11% of responses.

I can write a few simple sentences in an email to a friend with the help of a dictionary – 121 responses, 4.14% of responses.

I can understand fluent Gaelic speakers talking about every-day subjects at normal speed – 14 responses, 0.48% of responses.

I can understand most normal, daily conversations if someone is speaking slowly and clearly – 13 responses, 0.44% of responses.

I would be able to understand fluent Gaelic speakers in meetings talking about specialised subjects connected to my work – 9 responses, 0.31% of responses.

Not answered – 9 responses, 0.31% of responses.

1. Please check the box next to the statement which best describes your Gaelic speaking ability. (2907 responses)

I do not yet speak any Gaelic – 2473 responses, 84.60% of responses.

I can exchange simple greetings in Gaelic - 295 responses, 10.09% of responses.

I can take part in basic conversations about every-day subjects if I fill the gaps in my Gaelic with some English words - 99 responses, 3.39% of responses.

I can take part in daily conversations on most subjects if I take my time - 14 responses, 0.48% of responses.

I can comfortably take part in daily conversations with fluent Gaelic speakers at normal speed – 15 responses, 0.51% of responses.

I would be able to comfortably discuss specialised subjects connected to my work in meetings with fluent Gaelic speakers - 11 responses, 0.38% of responses.

Not Answered - 16 responses, 0.55% of responses.

4. Can you read Gaelic? (2913 responses)

I cannot yet read any Gaelic - 2452 responses, 83.89% of responses.

I can understand a few words on signs or notices, particularly if there is a diagram or picture to help with the meaning - 293 responses, 10.02% of responses.

I can understand Gaelic children's books with the help of the pictures - 115 responses, 3.93% of responses.

I can understand Gaelic novels aimed at teenagers with the help of a dictionary - 30 responses, 1.03% of responses.

I can understand and comfortably read Gaelic books or articles aimed at adult readers - 17 responses, 0.58% of responses.

I would be able to understand technical writing in Gaelic on specialised subjects connected to my work - 6 responses, 0.21% of responses.

Not Answered - 10 responses, 0.34% of responses.

1. Please mark on the scale how often you carry out the following activities in Gaelic. (2917 responses)

Staff were asked to grade their frequency of use in the following areas:

* I speak Gaelic with members of the public
* Members of the public initiate conversations on the phone in Gaelic
* I initiate conversations on the phone in Gaelic
* I reply to members of the public on the phone in Gaelic
* I receive written correspondence by email in Gaelic from members of the public
* I speak Gaelic informally with colleagues at work
* I use Gaelic with colleagues at meetings
* I speak Gaelic with my manager
* I speak Gaelic with staff whom I manage
* I write internal emails in Gaelic

Between 80% and 90% of respondents indicated that their frequency of use was ‘never’ for each of the categories above.

1. If you have Gaelic, how would you describe your current speaking confidence? (2832 responses)

I do not speak Gaelic – 2518 responses, 86.14% of responses.

I have some Gaelic but I lack the confidence to use it at all – 188 responses, 6.43% of responses.

I have some Gaelic but I often lack the confidence to use it – 86 responses, 2.94% of responses.

I will hold a conversation in Gaelic if someone else starts out in Gaelic – 22 responses, 0.75% of responses.

I will start conversations in Gaelic with other Gaelic speakers – 18 responses, 0.62% of responses.

Not answered – 91 responses, 3.11% of responses.

1. If you have Gaelic, how would you describe your confidence in writing in Gaelic? (2830 responses)

I do not speak/cannot write any Gaelic – 2662 responses, 91.07% of responses.

I write in Gaelic informally to my friends and family – 141 responses, 4.82% of responses.

I often write emails in Gaelic in a more formal context – 2 responses, 0.07% of responses.

I am confident in writing Gaelic formally, and have a good understanding of the SQA’s Gaelic Orthographic Conventions – 3 responses, 0.10% of responses.

I have written formal documents in Gaelic in the past as part of a Gaelic language qualification such as a Higher or degree – 22 responses, 0.75% of responses.

Not answered – 93 responses, 3.18% of responses.

1. We are looking to identify Gaelic speaking employees located throughout the country to assist in the delivery of the Gaelic Language Plan. Would this be something you would be interested in? (2923 responses)

Yes – 140 responses, 4.79% of responses.

No – 2783 responses, 95.21% of responses.

Not answered – 0.

1. In which of the following areas would you like to assist? (109 responses)

Delivering inputs in Gaelic at community and educational establishments – 32 responses, 1.09% of responses.

Assisting with social media messaging in Gaelic (Facebook, Twitter etc.) – 39 responses, 1.33% of responses.

Assisting with mainstream media messaging in Gaelic (TV, radio etc.) – 18 responses, 0.62% of responses.

Other – 57 responses, 1.95% of responses.

Not answered – 2814 responses, 96.27% of responses.

1. Not provided
2. In what capacity are you answering this survey? (2902 responses)

I am a member of Police Staff – 867 responses, 29.66% of responses.

I am a Police Officer – 2027 responses, 69.35% of responses.

I am a Special Constable or other Volunteer – 8 responses, 0.27% of responses.

Not answered – 21 responses, 0.72% of responses.

1. Which Police Scotland Division do you work in? (2908 responses)

A division – 174 responses, 5.95% of responses.

C division – 82 responses, 2.81% of responses.

D division – 125 responses, 4.28% of responses.

E division – 171 responses, 5.85% of responses.

G division – 218 responses, 7.46% of responses.

J division – 109 responses, 3.73% of responses.

K division – 57 responses, 1.95% of responses.

L division – 65 responses, 2.22% of responses.

M division – 15 responses, 0.51% of responses.

N division – 172 responses, 5.88% of responses.

P division – 88 responses, 3.01% of responses.

Q division – 79 responses, 2.70% of responses.

U division – 64 responses, 2.19% of responses.

V division – 46 responses, 1.57% of responses.

Contact Command and Control division – 201 responses, 6.88% of responses

Corporate Services division – 385 responses, 13.17% of responses.

Custody division – 86 responses, 2.94% of responses.

Operation Support division – 287 responses, 9.82% of responses.

Scottish Police Authority – 138 responses, 4.72% of responses.

Specialist Crime Division – 408 responses, 13.96% of responses.

Not answered – 15 responses, 0.51% of responses.

### Analysis

The results of question one indicate that around 490 respondents can understand Gaelic to some extent. Of these most are able understand, speak, read and write simple greetings but few appear fluent in the use of the language or lack confidence in their ability.

Over 80 % of respondents have never spoken to members of the public in Gaelic either in person or on the phone or have received correspondence in Gaelic vie e-mail and there is little evidence of Gaelic being used in the workplace.

140 respondents expressed an interest in assisting with the delivery of Police Scotland’s Gaelic Language Plan and this included community inputs, social media messaging and mainstream media messaging.

The previous internal capacity audit from 2019 listed just 46 Gaelic speakers within the organisation. This increase in Gaelic speakers and an increased willingness to support the delivery of Police Scotland’s Gaelic Language Plan will allow greater flexibility to utilise officers and staff with Gaelic skills.

## Appendix 2 – public consultation

### Introduction

The public consultation on Police Scotland’s draft Gaelic Language Plan was launched on the 23rd of July and closed on the 5th September 2021. It was hosted on Police Scotland’s Citizen Space website and the launch was promoted via Police Scotland’s social media sites. English, Gaelic and BSL versions of the consultation were made available. Owing to safety concerns regarding the ongoing COVID 19 pandemic, no public meeting was held in respect of advertising the consultation.

The consultation consisted of 20 questions, half of which related directly to the plan itself the other half related to the diversity statistics of the respondents. The questions relating directly to the plan included a mix of quantitative and qualitative set around aspects of the plan, along with the opportunity to contribute suggestions to the refreshed plan.

### Methodology

The survey was available to the public, stakeholders and other organisations. Hosted via Police Scotland’s Citizen Space Online [Engagement Hub](https://consult.scotland.police.uk) to ensure accessibility and user-friendly design as standard. British Sign Language (BSL), Gaelic and Easy Read formats of the consultation were all available. The design of the consultation was led by Police Scotland’s Research and Insight team, with guidance provided by Partnership, Prevention and Community Wellbeing Division. This ensures industry standard in research and public engagement methods, as well as ethical considerations, were maintained throughout the consultation process. For these reasons, all questions were optional.

Responses were analysed and qualitative responses were coded and separated into themes. The identification of the themes was subjective, involving analysts reviewing the responses and establishing appropriate topics which responses could be grouped into. The coding of each response involved the analyst reading and interpreting the response and aligning it to a theme (in some cases the response covered multiple themes).

Due to the volume of responses, the analysis was completed on a question-by-question basis as opposed to an entire response at a time. Keywords were utilised to ensure the process was as efficient as possibly, whilst maintaining quality throughout the process.

It was also noted that respondents took the opportunity to make comments which were not aligned to the paramenters of our legislative requirements. These comments were reviewed and collated, however did not influence our legislative responsibilities.

### High level results

### Overall Responses

A total of 6,753 responses were received. This includes 5268 responses to the English language version of the consultation, 1485 responses to the British Sign Language (BSL) version and 13 responses were received in Gaelic. Not every respondent answered every question.

A variety of diversity monitoring information relating to the age, race, gender, disability and long-term conditions of individuals was gathered (as is standard procedure in such public consultations to ensure we are reaching all of Scotland’s diverse communities). These can be provided upon request. These data were used throughout the process to enhance our reach and communications towards stakeholders and population sub-groups.

#### Responses to each question

The consultation’s question set grouped questions into four pairs on particular topics within the draft Gaelic Language Plan. The first question in each pair was a multiple choice quantitative question (with an additional free text space for comments), followed by a qualitative question to seek the views of the respondent on that specific element of the plan. Finally, the last two questions (Q9 and Q10) invited more general feedback on the draft Gaelic Language Plan.

The analysis of responses received is presented as follows:

**Q1-** To what extent do you agree or disagree that Police Scotland should establish a Gaelic language plan development and implementation group with representation from across the organisation?

6753 responses (4321 left comments)

Strongly agree – 13.4%

Agree – 2.4%

Neither agree nor disagree – 0.7%

Disagree – 8.1%

Strongly disagree – 75%

Not answered – 0.3%

**Q2** - What would you suggest this group could do to improve our use of Gaelic language in the future?

5481 responses with themes identifief and percentage responses aligned to each theme.

Annoyed / ambivalent – 76%

Blank / otherwise not in code – 3%

Recruitment / use of Gaelic speakers – 4%

Teaching and education – 6%

Gaelic media output – 2%

Dual branding – 3%

Geographical need – 5%

**Analysis** Around 76% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes.

Of the remaining responses the most common themes included: working with schools and Gaelic community groups to increase education provision/community engagement, recruiting more Gaelic speaking officers and staff, focussing efforts solely in geographical areas of Scotland where Gaelic is already commonly spoken.

Several responses praised the work already done in terms of branding and social media output. There was a desire to see more of this in the future, perhaps having a fully accessible website for language translation or hard copy forms available in Gaelic as standard practice.

References were made to the progress made by Welsh Police forces and it was suggested learning could be taken from there. Several respondents highlighted the availability of online translation services such as ‘Duolingo’ and several suggested advertising existing Gaelic speaking officers with some form of visible representation on their uniform, allowing Gaelic speaking members of the public to engage them in conversation in Gaelic rather than English.

**Q3** - To what extent do you agree or disagree that Police Scotland should increase community messaging and liaison through the medium of Gaelic?

6753 responses (3513 left comments)

Strongly agree – 12.5%

Agree – 3.3%

Neither agree nor disagree – 1.6%

Disagree – 7.5%

Strongly disagree – 74.3%

Not answered – 0.9%

**Q4** - What are your suggestions about the methods of communication we can use to increase the use of Gaelic in our interactions with the public?

4996 responses with themes identified and percentage responses aligned to each theme.

Annoyed / ambivalent – 74%

Blank / otherwise not in code – 4%

Recruitment / use of Gaelic speakers – 3%

Written communications – 5%

Electronic media – 6%

Teaching and education – 2%

Dual branding – 2%

Geographical need – 4%

**Analysis** - Around 74% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes

Of the remaining responses, written communication emerged as a theme with a split between respondents wishing all communications to be bi-lingual versus targeted bi-lingual content. Effective use of Gaelic speaking officers was also highlighted alongside suggestions such as a translation app and Gaelic speaking officers identifying themselves with a pin badge.

Social Media proved a popular theme with requests for Police Scotland to have either separate English / Gaelic social media accounts or at least have bi-lingual posts within the main social media channels. There were suggestions for more Police Scotland focus on media channels which Gaelic speakers normally use (i.e. BBC Alba and BBC Radio nan Gaidheal.

There were mixed views as to whether community messaging in Gaelic should be a national or more targeted to areas with high concentrations of Gaelic speakers. In such areas, there was more support for school visits or similar.

**Q5** - To what extent do you agree or disagree that Police Scotland should seek opportunities to increase the visibility of Gaelic nationally through procurement and branding?

6753 responses (3591 left comments)

Strongly agree – 13.3%

Agree – 2.4%

Neither agree nor disagree – 1.1%

Disagree – 5.4%

Strongly disagree – 77.3%

Not answered – 0.5%

**Q6** - What are your suggestions about other ways we could use our policies to support the use of Gaelic language in Scotland?

6295 responses with themes identified and percentage responses aligned to each theme.

Annoyed / ambivalent – 76%

Blank / otherwise not in code – 8%

Recruitment / use of Gaelic speakers – 3%

Gaelic media output – 2%

Teaching & education – 2%

Dual branding – 2%

Geographical need – 4%

**Analysis** - Around 76% of respondents displayed an annoyance or general ambivalence towards Police Scotland developing a Gaelic Language Plan. These responses have not been grouped into sub-themes.

There several responses relating to developing a policy around recruiting Gaelic speakers and deploying same in mostly Gaelic speaking areas.

Some respondents expressed a view for more officers to learn Gaelic - supported by Police Scotland. There were also suggestions around developing a greater Police Scotland presence on mainstream Gaelic media and social media.

There were some suggestions relating to partnership working and committing to community events and engagement with the Gaelic speaking community. There was more support for this to be aligned to geographical areas of concentrated Gaelic speakers.

**Q7** - To what extent do you agree or disagree that Police Scotland should integrate Gaelic into a range of campaigns?

6753 responses (3074 left comments)

Strongly agree – 13%

Agree – 3%

Neither agree nor disagree – 2%

Disagree – 6%

Strongly disagree – 75%

Not answered – 1%

**Q8** - What are your suggestions about any future campaigns, with a focus on safety and wellbeing, which may benefit from using Gaelic language?

4133 responses with themes identified and percentage responses aligned to each theme.

Annoyed / ambivalent – 76%

Blank / otherwise not in code – 14%

Gaelic media output – 2%

Dual branding – 2%

Geographical need – 5%

**Analysis** - Around 75% of respondents did not favour Gaelic being integrated into any campaigns with Some responders stated they already speak Gaelic and don’t believe this is something police should be promoting.

Popular campaign topics included:

Water Safety, Road Safety Campaigns, Child Safety, Domestic Abuse, Rural Crimes, Drink Driving, Safety Outdoors/Countryside Code, Drug Use, Bike safety.

Further, several responses related to campaigns to improve engagement with schools (Gaelic schools in particular) with the belief it will form better relationships and encourage use of the language.

There were several comments emphasising that increased Gaelic content in Police Scotland campaigns / social media will result in many Gaelic words and phrases becoming more familiar to members of the public. Some respondents suggested including Gaelic in posters and social media content rather than full campaigns.

There was a divide between respondents who believe campaigns translated into Gaelic should be national or directed where the language is more frequently used.

**Q9** - Is there anything you think we have missed in this draft version of our Gaelic Language Plan that you think is important?

4003 responses with themes identified and percentage responses aligned to each theme.

Annoyed / ambivalent – 75%

Blank / otherwise not in code – 19%

Other – 3%

**Analysis** - A large number of respondents appeared to be re-iterating views around general opposition to the plan.

Around 19% of responses could not be coded as they were either left blank or referred to earlier responses i.e. “see above”. This is a consequence of analysing the response on a question by question basis as opposed to each response in turn.

Some respondents stressed the need for a cost-benefit analysis to understand which parts of the plan derive the best value for money.

**Q10** - Is there anything you think we have missed in this draft version of our Gaelic Language Plan that you think is important?

3908 responses themese identified and percentage responses aligned to each theme.

Annoyed / ambivalent – 75%

Blank / otherwise not in code – 18%

Other – 2%

**Analysis** - A large number of respondents prepared to be re-iterating views around general opposition to the plan for a variety of reasons.

Around 18% of responses could not be coded as they were either left blank or simply responded “no” (or similar).

#### Summary of Key Themes

The most notable feature of the consultation was a significant number (approx. 75%) of respondents who displayed an annoyance or general ambivalence towards the concept as whole. The main reasons given for opposing the plan were:

* Government interference and politically driven
* Not a job for the police with resources better spent on core role
* Inappropriate due to the small number of Gaelic speakers in Scotland who almost all speak English
* Other languages (Polish, Urdu, Doric etc) were more worthy of this focus

Analysis of the remaining responses were categorised in the following key themes. A summary of each theme and the position of the present draft edition of Police Scotland’s revised plan is presented below.

#### Recruitment / use of Gaelic speakers

**Summary of Responses (across all questions):** Consistent theme emerged of matching Gaelic language skills with geographic communities with a high proportion of Gaelic speakers. This included best use of existing staff with Gaelic skills, recruitment of Gaelic speakers to these areas and better community engagement using Gaelic in such areas. There were several requests to benchmark against Welsh Police forces

**Police Scotland’s Draft GLP**: Police Scotland’s proposed plan commits to recognising Gaelic as a desirable job skill and recognising and respecting Gaelic skills within the recruitment process. In particular 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.

**Teaching and education**

**Summary of Responses (across all questions):** There was some support for offering staff the opportunity to learn Gaelic but there were also many responses that indicated this should be outwith working time on a voluntary basis. There was strong support for the deployment of Gaelic speaking officers to Gaelic schools for visits and inputs.

**Police Scotland’s Draft GLP**: Police Scotland’s plan offers no commitment to teaching officers Gaelic. There is a commitment to develop an informative module on Gaelic which can be accessed by via the ‘moodle’ on-line learning platform.

**Gaelic media output and campaigns**

**Summary of Responses (across all questions):** This theme attracted a range of responses with a split between focusing media output and campaigns in areas with a high concentration of Gaelic speakers versus a national approach.

There was support for increased dual language media output – particularly social media and websites. There were mixed views on whether Gaelic content should feature on Police Scotland’s main social media channels alongside the English equivalent or if a separate Gaelic-only channel should be maintained. Whilst some advocated the wholesale output of bilingual content, many respondents appeared satisfied with smaller scale bilingual output including posters and social media.

**Police Scotland’s Draft GLP**: Police Scotland’s plan commits to developing an appropriate strategy regarding the release of bilingual content by Police Scotland including social media, new releases, websites, corporate publications. This is a flexible approach which can be developed taking cognisance of the results of the public consultation alongside national corporate communications output.

This underpins two high-level aims around increasing community messaging through the medium of Gaelic and integrating Gaelic into a range of campaigns.

**Dual branding**

**Summary of Responses (across all questions):** Existing dual branding (vehicles, signage, uniforms etc) was generally viewed as a success and should continue wherever possible. There were several suggestions for a pin on an officer’s uniform to identify them as a Gaelic speaking officer.

**Police Scotland’s Draft GLP**: Police Scotland’s plan commits to seek opportunities to increase the visibility of Gaelic nationally through procurement and branding – the badge to identify a Gaelic speaking officer presents such an opportunity. There are already embedded processes in place regarding dual language signage and branding on vehicles and uniform

**Focus on geographical need**

**Summary of Responses (across all questions):** Some respondents who were against the general concept of a plan were more supportive if the plan was focussed geographically in areas with a high concentration of Gaelic speakers. Whilst, those who were generally supportive of the plan preferred a national approach.

**Police Scotland’s Draft GLP**: Ownership of the plan was moved from N division to PPCW to permit a national approach and mainstreaming. There is no specific focus on geographical need.

Individual elements within the plan refer to local initiatives and the creation of an implementation group with representation from each division. This permits a degree of local variability allowing aspects of the plan to be delivered nationally with additional focus locally where desired.

#### Implications for Plan

Expressions of dissatisfaction with Police Scotland’s proposed Gaelic Language Plan referred mostly to the general concept of Gaelic Language Plans and their relevance to policing. Police Scotland recognises it’s legal obligations under the Gaelic Language Act 2005 and does not consider that it should apply for any form of exemption.

With regard to the remaining responses, a number key themes were identified and the implications for the plan as follows:

* Recruitment / use of Gaelic speakers – Police Scotland’s plan offers the commitment to targeted recruitment and recognition of Gaelic as a language skill as identified by respondents to the public consultation.
* Teaching and Education – Whilst some respondents were keen to see Police Scotland afford staff the opportunity to become educated in Gaelic, Police Scotland are not a primary education provider and do not see this a core function of policing. Teaching staff Gaelic is not one of Police Scotland’s agreed high level aims.
* Gaelic Media output and campaigns – Respondents were quite varied on the type of media output and campaigns they would like to see with both national and local exposure considered. With no single view dominating this theme, Police Scotland’s commitment to develop am appropriate strategy for the release of bilingual content alongside existing corporate communications commitments appears appropriate and the feedback from this consultation will assist with that strategy.
* Dual branding - Police Scotland’s plan offers the commitment to increase visibility through procurement and branding as identified by a number of respondents.
* Focus on Geographical need – respondents were split between national and locally targeted need. Police Scotland’s plan offers national oversight combined with the opportunity for local focus.

In conclusion, Police Scotland do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing plan is sufficiently flexible to consider many of the points raised by respondents.