

<b>AssessmentNo</b>	115	<b>Owner</b>	rrea
<b>Resource</b>	Transformation		<b>Service/Establishment</b> Education, Learning & Attainment
	First Name	Surname	<b>Job title</b>
<b>Head Officer</b>	Mhairi	McCarte	Depute Head Teacher, Educ Learning & Attain
	(include job titles/organisation)		
<b>Members</b>	Alan Munro, Education, Mhairi McCarte		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	Gaelic Language Plan		
	<b>The aim, objective, purpose and intended out come of policy</b>		
	The purpose of the WDC Gaelic language Plan is to raise Gaelic's status and profile and create opportunities for its use across the authority, ensuring equity, equality and also Inclusion.		
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>		
	Education and Attainment, Performance and Strategy		
<b>Does the proposals involve the procurement of any goods or services?</b>	<b>No</b>		
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>	<b>No</b>		
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>	<b>Yes</b>		
<b>Relevance to Human Rights (HR)</b>	<b>No</b>		
<b>Relevance to Health Impacts (H)</b>	<b>No</b>		
<b>Relevance to Social Economic Impacts (SE)</b>	<b>No</b>		
<b>Who will be affected by this policy?</b>			
All residents of West Dunbartonshire Council. Many of the actions of the Gaelic Plan focus of 0-18 learners and Council staff in terms of delivering and planning services.			
<b>Who will be/has been involved in the consultation process?</b>			
In developing this plan, a consultation was held with Strategic Leads from all departments within West Dunbartonshire Council. The draft plan was subject to a 5 week online public consultation through social media and West Dunbartonshire Council's own webpage. Bòrd Na Gàidhlig also contributed to the consultation by sharing the live link to all Gaelic social media platforms. Two public meeting were held in local libraries. An online survey was carried out: <ul style="list-style-type: none"> <li>• 44 people completed the online survey.</li> <li>• 13.6% of people stated that they were interested in speaking Gaelic</li> <li>• 9.09% of people stated that they were interested in the children learning Gaelic</li> <li>• 34.91% of people stated that they can speak or have limited ability in Gaelic</li> <li>• 64.29% of people agreed that it was important that WDC promotes Gaelic language</li> <li>• 56.82% of people believed that the Core Commitments of West Dunbartonshire's Gaelic Plan could be achieved</li> </ul> It is highly unlikely that there is any person who is a Gaelic speaker who is not also fluent in English Data also indicated that there are 50 Deaf BSL users in West Dunbartonshire, and another 200 people who say they use BSL. A decline in the overall number of Gaelic speakers in Scotland has slowed according to the latest results from the 2011 Census. The latest results also show a 0.1% increase in Gaelic speakers aged under 20. The census results also include detail on what languages are			

used in Scottish homes. They suggest that 93% of people aged three and over reported that they used only English at home.

**Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.**

	<b>Needs</b>	<b>Evidence</b>	<b>Impact</b>
<b>Age</b>			?
<b>Cross Cutting</b>			
<b>Disability</b>	The council has an anticipatory duty in terms of making reasonable adjustments	For example, a WDC carer came to the public consultation meeting wanting access to online Gaelic tuition for WDC employees as one of her clients with Dementia used Gaelic as his first language .	Potential positive impact to vulnerable groups.
<b>Social &amp; Economic Impact</b>			
<b>Gender</b>			
<b>Gender Reassign</b>			
<b>Health</b>			
<b>Human Rights</b>			
<b>Marriage &amp; Civil Partnership</b>			
<b>Pregnancy &amp; Maternity</b>			
<b>Race</b>	The Council is governed by the Public Sector Equality duty and should take reasonable steps to make services accessible, and foster good realtions	Language use and ethnicity can cross cut. Language learning can provide opportunities for inter culture exchange	There may be some potential to foster good relations (F), as actions from arsing from the plan may support, better understanding between different ethnic and language groups generally
<b>Religion and Belief</b>			
<b>Sexual Orientation</b>			

**Actions**

**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

**Will the impact of the policy be monitored and reported on an ongoing bases?**

A range of actions have been identified to support the role out of the plan. These will be built into services plans as required and key actions will be logged on the Council's Performance Management system after discussion and agreement with services.

**Q7 What is your recommendation for this policy?**

**Please provide a meaningful summary of how you have reached the recommendation**

There may be some potential to foster good relations (F), as actions from arsing from the plan

may support, better understanding between different ethnic and language groups generally. Opportunities can be created for example around language learning and support schools and WDC library content.