

THE HIGHLAND COUNCIL
GAELIC COMMITTEE - 5 JUNE 2008

Agenda Item	7.
Report No	G/13/08

COUNCIL STAFF GAELIC AUDIT

Report by Director of Education, Culture and Sport Service

Summary

This report provides an update of progress with the Council staff Gaelic skills audit which is required as part of the implementation of the Highland Council's Gaelic Language Plan (HCGLP). It is anticipated that questionnaires will be issued to Council staff as soon as possible after the tendering process for the audit has been completed. It is proposed that the findings from this audit will be reported to the September meeting of the Council's Gaelic Committee.

1. Background

- 1.1 In its guidance on public authority Gaelic Language Plans Bòrd na Gàidhlig recommends that authorities conduct a Gaelic skills audit in order to establish the strength of its language skills resource.
- 1.2 The HCGLP commits the Council to undertake such an audit. ***"In order to bring this policy forward in a systematic way, the Council, in the first year of the Plan, will conduct a detailed audit of the use of Gaelic in the delivery of all its services and of its capacity in this regard, with particular regard to staffing."***
- 1.3 The audit will take the form of a short questionnaire which will seek to identify Gaelic speakers, their level of ability in the language and the frequency of their current use of Gaelic at work – see attached appendix. The survey will seek to identify learners and their levels of ability, and it will also invite any staff members interested in learning the language to register their interest. Staff members will also be invited to offer suggestions as to how the Council could further support and develop Gaelic.
- 1.4 The questionnaire will be accompanied by an explanatory covering letter from the Chief Executive and Chair of the Gaelic Committee, and also a leaflet which will summarise the key objectives of the Highland Council Gaelic Language Plan.

2. Progress

- 2.1 Drawing on the experience of Employee Development Services in conducting and managing the council staff survey, a brief was prepared for

the staff Gaelic language audit. With the guidance of the Council's procurement service department tenders are being invited from suitably qualified companies.

2.2 Questionnaires will be posted to the homes of all Council staff and they will be invited to respond within 2 weeks. It is anticipated that the mailing process will commence as soon as possible after the completion of the tendering process. The contractors will be required to deliver a report on the outcome of the audit by mid-August. A subsequent report will come to the September meeting of the Gaelic committee.

2.3 The Council has received Gaelic Language Act Implementation Fund (GLAIF) support from Bòrd na Gàidhlig to assist with the staff Gaelic audit.

3. Recommendation

3.1 Members are invited to note progress with the staff Gaelic audit.

Signature:

Designation: Director, Education, Culture and Sport Service

Date: 27 May 2008

Author: Allan Campbell, Gaelic Development Adviser

Highland Council Gaelic Language Plan

Proposed Survey of Gaelic language skills among Highland Council staff.

Your name *

Work Address *
.....
.....

Tel.

e-mail

1. Do you speak Gaelic?
Yes / No *(delete as necessary)*

2. If your answer to 1 is Yes, do you consider yourself?
Fluent / Somewhat fluent / Not fluent

3. Are you a Gaelic learner? Yes / No
If Yes, for how long?

4. If you speak Gaelic do you feel comfortable using the language in dealing with customers?
Yes / No

5. How often do you use Gaelic now in your work?
Frequently / Occasionally / Never

6. If you do not speak Gaelic would you be interested in learning the language?
Yes / No

7. Do you have any thoughts on how Highland Council might further support and promote the Gaelic language?
Yes / No

8 If your answer to 7 was Yes, please note your suggestion or ideas on the reverse of this page.

Taing airson do chuideachadh - thank you for your support.

**** Completion of these personal details is optional. However, it will be extremely helpful in following up responses with a positive comment to questions 6, 7 and 8 if respondents would provide this information***

Form to be returned to: _____