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Ùghdarras Poilis na h-Alba | Scottish Police Authority

GAELIC LANGUAGE PLAN

2021-2026

SCOTTISH POLICE
AUTHORITY

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Foreword

As Chief Executive of the Scottish Police Authority (SPA), I am delighted to present for consultation a draft of our second edition Gaelic Language Plan covering the period 2021 - 2026.

Gaelic is an important element of the Scottish culture and the Authority is committed to supporting its promotion and recognition as part of our country's heritage and as a living language. We also recognise that Gaelic has the potential to contribute to social, cultural and economic wellbeing.

This edition of our Gaelic Language Plan seeks to support delivery of the objectives outlined in the National Gaelic Language Plan and to meet the duties laid out in the Gaelic Language (Scotland) Act 2005.

This edition sets more achievable aims aligned to our business priorities and focused on enhancing understanding and the use of Gaelic within our organisation. Our commitments focus on increasing the visibility, status and use of Gaelic in the way the Authority communicates and engage with the public. This will include, from this year, the proliferation of a new bilingual logo which will be used across all of our communication channels.

The high level aims agreed with Bòrd na Gàidhlig to inform this edition are:

- Establish a Gaelic language plan development and implementation group with senior representation from all SPA departments/functions.
- The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.
- Integrate Gaelic awareness and Gaelic language skills training into SPA Corporate and SPA Forensic Services induction and training.
- As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.

We recognise that a separate but complementary approach is required by both the Authority and Police Scotland in order to ensure our contribution to strengthening Gaelic is meaningful and has the desired impact. We are committed to working closely with Police Scotland to progress this objective.

Lynn Brown OBE
Chief Executive
Scottish Police Authority

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1. INTRODUCTION

DESCRIPTION OF THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority was established on 1 April 2013 by the The Police and Fire Reform (Scotland) Act 2012. The Authority consists of a Board of up to 15 members, including a Chair, who are selected through a public appointments process and appointed by Scottish Ministers.

The Authority was set up to provide a clear separation between Scottish Ministers and the police service.

The key principles set out in the Act which underpin the policing of Scotland are:

- that the purpose of policing is to improve the safety and well-being of persons, localities and communities in Scotland;
- and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which;
 - (i) is accessible to, and engaged with, local communities, and
 - (ii) promotes measures to prevent crime, harm and disorder.

The Authority has five core functions set out within the Act. These are:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland; and
- to hold the Chief Constable to account for the policing of Scotland.

These five functions demonstrate the complementary responsibilities of the Authority to oversee policing and hold the Chief Constable to account, while supporting policing to maintain and improve.

The Authority has a number of additional responsibilities in addition to the core functions set out in the act, including importantly the provision of Forensic Services to the wider criminal justice system in Scotland. The service provided in Scotland is a unique crime-scene-to-court model which ensures impartiality and independence by placing a sterile corridor between Forensic Services and Police Scotland.

The Authority employs circa 500 staff to deliver Forensic Services in Scotland, and circa 50 staff to support the Authority in delivering its oversight and governance responsibilities. The Authority is also the employer of more than 5000 police staff who are under the direction and control of the Chief Constable, and who support Police Scotland in the exercise of its functions.

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The Authority also has a statutory duty to maintain and manage an Independent Custody Visiting Scheme (ICVS) to monitor the welfare of people detained in police custody facilities throughout Scotland. The ICV scheme helps ensure that the Authority is meeting its obligations to in relation to equality and diversity and the protection of human rights. It also helps to ensure that Scotland is doing everything it can in its public services to meet international standards set by the United Nations in its Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT).

The Authority also has an important role in considering complaints about the Authority; Authority staff, or Police Scotland officers at the rank of Assistant Chief Constable, Deputy Chief Constable or Chief Constable.

As the primary governance body for policing in Scotland, the Authority's role and responsibilities are distinct from most other public bodies. The Authority sets and monitors an annual budget of over £1.3 billion and is responsible for securing best value in relation to its functions. The Authority's Chief Executive is the Accountable Officer personally responsible to the Scottish Parliament for the entire budget.

The Authority sets strategy, scrutinises and reports on performance, supports continuous improvement activity, and listens to and takes into account of a wide range of views about the policing of Scotland. The Authority's oversight and support of policing draws on a wide range of evidence and on independent, expert opinion from a number of bodies, including inspectorates, auditors and similar organisations.

The Authority is committed to working in partnership with others at both a local and national level to deliver our responsibilities. Local authorities are an important component of the Authority's engagement work as it seeks to ensure communities are able to influence the services they receive.

The Authority's organisational priorities are set out in its [Corporate Plan 2020-2023](#). This will be reviewed in 2023 and published on the Authority's website.

GAELIC WITHIN THE SCOTTISH POLICE AUTHORITY

Our People

Although a separate public body, the Scottish Police Authority and Forensic Services receive HR and workforce related support from Police Scotland. We therefore work closely with the service to understand the use of Gaelic across the policing workforce but particularly within the Authority's Corporate team and Forensic Services.

Our Gaelic / bilingual materials

Since 2016, the Scottish Police Authority and Police Scotland have published Gaelic versions of our Strategic Police Plans.

2016: [Policing 2026](#)¹

2020: [Joint Strategic Police Plan](#)²

The Authority has developed documentation in Gaelic related to its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.

The Authority has also developed a dedicated Gaelic language area on its intranet for staff working within SPA Corporate and Forensic Services which promotes the Authority's support and commitment to creating a sustainable place for Gaelic in Scotland.

Through the lifetime of this plan, we will increase the number of core publications we produce bilingually, and in Gaelic, and establish an inventory of our existing Gaelic and bilingual materials, including publications, stationery, forms and online content.

Our signage

The Authority has Gaelic logo/signage within its HQ at Pacific Quay Glasgow and Forensic Services office at Rushton Court, Dundee.

The Authority also has bilingual logo/marketing materials which is used for physical meetings of its Authority meetings. These materials increase the visibility of the Authority's Gaelic logo with meetings streamed live and recordings available via a dedicated livestream channel.

During 2021, the Authority will launch a new corporate logo. This will deliver on our commitment to produce a bilingual logo which will be rolled out as part of a wider piece of work to improve the Authority's digital presence.

During the lifetime of the plan, we will develop a bilingual logo and enhance our bilingual signage for Forensic Services.

We will also create an inventory of all existing Gaelic and bilingual internal and external signs.

¹ [policing-2026-strategy-gaelic-201709.pdf \(spa.police.uk\)](#)

² https://www.spa.police.uk/spa-media/2ejfuysh/joint-strategy-for-policing-2020-v9_gla.pdf

GAELIC IN SCOTLAND

At the time of the 2011 census (currently the most up-to-date), 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills. Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic, that is could understand, speak, read and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read or write it.

Highland, Eilean Siar and Glasgow City are the local authority areas with the largest numbers of people with some Gaelic language ability; with almost half (49%) of those with some Gaelic language skills nationally, and 70.3% of people who used Gaelic at home, living within these three local authorities.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll & Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one geographic location. Of the people who were Gaelic speakers, 40% reported using Gaelic at home nationally, although the proportion varies geographically from 22.1% up to 79.2% according to how widely Gaelic is used in the local community.

Within households that had adults with some Gaelic skills, the incidence of Gaelic-speaking ability among children was 37.8% for children aged three to four, 48.6% at ages five to 11 and 46.3% at ages 12 to 17. However, at both the primary school and the secondary school stage the largest group of Gaelic speakers lived in households where no adult had any Gaelic skills (36.1% at ages five to 11 and 39.3% at ages 12 to 17).

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 a public authority 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 is the second edition of the Scottish Police Authority's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use, promote, enable and develop Gaelic in the delivery of our functions.

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The Authority'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

The Scottish Police Authority supports the aim set out in 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 efforts on the following key areas;

- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.
- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us;
- Offering opportunities for our staff to learn about Gaelic;

INTERNAL GAELIC CAPACITY AUDIT

Following an audit of the Authority's workforce in 2018 (circa 550 staff), 6 individuals working across both SPA Corporate and Forensic Services identified themselves as being able to speak, read, write or understand Gaelic.

The Authority is currently working in conjunction with Police Scotland to conduct a current audit of the entire policing workforce. The survey during April/May 2021 is focused on officers and staff under the direction and control of the Chief Constable, as well as the SPA's Corporate Team and those working across Forensic Services. Through the survey, we aim to determine the linguistic profile of the entire policing workforce, including:

- The number of employees who speak, read, write or understand Gaelic and the level of their language skills.
- The number of Gaelic speaking staff able to support delivery of the Plan and in which capacity they may do this.
- The departments and/or working locations of identified individuals.
- The number of posts where Gaelic is a desirable skill.
- Any services or internal processes conducted through the medium of Gaelic.

The results of the audit 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.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their draft Gaelic language plan before submitting it to Bòrd na Gàidhlig.

This draft version of the Scottish Police Authority's second edition Gaelic Language Plan is published for consultation. The Authority is inviting feedback on its draft Gaelic Language Plan in parallel with Police Scotland. Feedback on both plans are encouraged by interested parties.

Feedback will inform the next edition of the plan and a summary of consultation feedback will be included as an appendix to the plan.

2. KEY PRINCIPLES

This draft Plan documents the Scottish Police Authority's programme of activity for the period 2021-26 and demonstrates a commitment to the key principles of the National Gaelic Language Plan.

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.

Where Gaelic is utilised within the Authority business, we will strive to ensure it is of an equal standard and quality as anything provided in English.

ACTIVE OFFER

The Scottish Police Authority will ensure that where Gaelic publications and content are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to access them.

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

We will also seek to ensure that our Gaelic language publications and content are as accessible as our publications and content produced in English.

MAINSTREAMING

The Scottish Police Authority will seek to ensure that opportunities for the public and our staff to use Gaelic are normalised, 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

HIGH-LEVEL AIMS

OVERARCHING AIM

High-level Aim	Establish a Gaelic language plan development and implementation group with senior representation from all SPA departments.
Desired Outcome	To support and drive progress against the commitments contained in this Gaelic Language Plan with involvement of senior staff from all business areas to ensure collective ownership across the organisation.
Current Practice	Responsibility for promoting and coordinating compliance and progress across the organisation lies with one individual, the Head of Strategic Business Management.
Actions Required	<ul style="list-style-type: none"> Creation of steering group Single points of contact to be established across SPA Corporate and Forensic Services. Regular meeting structure and secretariat established Coordination with Police Scotland
Target Date	Development Group established March 2021
Responsibility	Authority's Head of Strategic Business Management. Responsibility for progress shared across all Authority functions including Forensic Services with coordination, secretariat and monitoring provided by Authority's Corporate Management Team.

INCREASING THE USE OF GAELIC

High-level Aim	The Authority, in acting in the public interest, will encourage and include the views of Gaelic users and communities to inform its scrutiny of policing and of policing issues.
Desired Outcome	<p>To increase opportunities for Gaelic users to contribute their views to inform the work of the Authority and to be represented in the scrutiny of policing and of policing issues.</p> <p>To increase the number of core publications and content produce bilingually, and/or in Gaelic.</p>
Current Practice	The Authority publishes Gaelic versions of the Strategic Police Plan on our website and has developed documentation in Gaelic related to

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	its Independent Custody Visiting Scheme for use with detainees who choose to liaise with our visitors in Gaelic.
Actions Required	<ul style="list-style-type: none"> • Proactively inviting the views of Gaelic speakers and communities to inform Authority business. • Identify more core publications/documentation for bilingual/Gaelic translation. • Ensure interpreting and translation support is in place to assist with translation, consultations and digital/media content. • Establish an inventory of our existing Gaelic and bilingual materials, including publications, stationery, forms and online content.
Target Date	Cummulative throughout the lifetime of the plan.
Responsibility	Authority Head of Strategic Business Management with shared responsibility across Authority functions, including Forensic Services.

INCREASING THE LEARNING OF GAELIC

High-level Aim	Integrate Gaelic awareness and Gaelic language skills training into SPA Corporate and Forensic Services induction and training.
Proposed Outcome	To raise awareness of Gaelic and Gaelic language skills amongst the Authority’s Corporate and Forensic Services staff and promote opportunities to develop and use Gaelic language skills.
Current Practice	The SPA has a dedicated section on the staff intranet with links to and promotion of Gaelic. We also promote opportunities to the workforce to learn Gaelic, such as the Learn Gaelic website.
Actions Required and Target Date	<ul style="list-style-type: none"> • Internal capacity audit of Authority’s Corporate and Forensic Services staff – May 2021 and May 2026 • Circulate the SPA’s 2021-26 Gaelic Language Plan to all staff to raise awareness of the Plan and the commitments within – October 2021 • Development and inclusion of information on Gaelic Language Plan in staff induction programme (Moodle module) – Summer 2021 • Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team – Summer 2021 • Promote opportunities to learn Gaelic language skills to staff – throughout the lifetime of the Plan

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Responsibility	Authority's Head of Strategic Business Management / Director of Forensic Services.
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PROMOTING A POSITIVE IMAGE OF GAELIC

High-level Aim	As part of its ongoing cycle of governance and oversight of policing, the Authority will examine policing's contribution towards delivery against the National Gaelic Language Plan in public session.
Proposed Outcome	To oversee the level and nature of policing's contribution towards the National Gaelic Language Plan in an open and transparent forum. Increased visibility of policing's contribution towards delivery of National Gaelic Language Plan objectives.
Current Practice	Scottish Police Authority and Police Scotland Gaelic Language Plans considered and endorsed by Board at full Authority meetings held in public session.
Actions Required and Target Date	<ul style="list-style-type: none">• Schedule Board oversight of Scottish Police Authority and Police Scotland's contribution towards National Gaelic Language Plan at least twice in the lifetime of the Plan – September 2023 and September 2026• Publish Annual monitoring reports on progress against Gaelic Language Plan – annually on submission to BNG
Responsibility	Authority's Head of Strategic Business Management in consultation with Police Scotland and Forensic Services.

CORPORATE SERVICE AIMS

STATUS

Desired Outcome	<p>Logo and brand</p> <p>Aim to render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>
Current Practice	<p>The Scottish Police Authority continues to use the separate English and Gaelic logo where possible (i.e. Displayed in our corporate office equal in size and prominence). A bilingual logo for the Authority has been developed and will be rolled out during 2021.</p> <p>Forensic Services does not currently have a dedicated bilingual logo. It will develop a bilingual logo and roll out bilingual signage for Forensic Services on a phased basis during the lifetime of the plan.</p>
Actions Required and Target Date	<ul style="list-style-type: none"> • Roll out of Authority’s bilingual logo, corporate identity and guidelines – end 2021 • Develop bilingual logo for Forensic Services by end of 2022 – end 2022
Responsibility	Authority’s Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

Desired Outcome	<p>Signage</p> <p>Prominent signage will include Gaelic and English as part of any renewal process.</p>
Current Practice	The Authority continues to use the separate English and Gaelic logo where possible (i.e. Displayed in our corporate Office equal in size and prominence). A bilingual logo has been developed and will be rolled out by Autumn 2021.
Actions Required and Target Date	<ul style="list-style-type: none"> • Roll out new corporate identity and guidelines for the Scottish Police Authority – Autumn 2021 • Roll out (on a replacement basis) Forensic Services bilingual signage by 2023 – end 2023 • Create an inventory of all existing Gaelic and bilingual internal and external signs – end 2021
Responsibility	Authority’s Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive message that communication from the public in Gaelic is always welcome.
Actions Required and Target Date	<ul style="list-style-type: none"> • Contact us page of the Authority website to be updated to promote the receipt of written communication in Gaelic – end 2022 • Authority’s communication and engagement approach to incorporate opportunities to encourage communication from the public in Gaelic – throughout lifetime of Plan • Ensure interpreting and translation support is in place to assist with translation, consultations and digital/media content – as required
Responsibility	Authority’s Governance and External Relations lead.

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	The Authority is committed to accepting communications in Gaelic and replying in Gaelic where possible. To date there has been no communications received by the Authority in Gaelic.
Actions Required	<ul style="list-style-type: none"> • Update Correspondence policy to explicitly reference Gaelic language communication are accepted and responses will be translated and replied in Gaelic. • Ensure interpreting and translation support is in place to assist with translation. • Regular reminders to issued to Authority Corporate and Forensic Services staff on the use of a bilingual email signature.
Target Date	By Summer 2022.
Responsibility	Authority’s Corporate Management Lead.

Desired Outcome	Reception and phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Actions Required and Target Date	<ul style="list-style-type: none"> • Consider results of internal audit to identify whether there are staff with skills in roles to offer this service – Autumn 2021
Responsibility	Authority’s Corporate Management Lead.

INFORMATION

Desired Outcome	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Actions Required	<ul style="list-style-type: none"> • The Authority will produce Gaelic versions of its most high profile news releases (publication of the Strategic Police Plan). • Consideration to be given to identifying additional news releases and social media content to be produced in Gaelic.
Target Date	Ongoing throughout the lifetime of the plan.
Responsibility	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

Desired Outcome	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Actions Required	<ul style="list-style-type: none"> • Issues and content will be identified to increase the use of Gaelic on the Authority's digital channels and promote Gaelic content produced by the Authority.
Target Date	Ongoing throughout lifetime of the plan.
Responsibility	Authority's Governance and External Relations Lead / Forensic Services Communication and Engagement Specialist.

Desired Outcome	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current Practice	The Authority publishes its Gaelic Language Plan on its website.
Actions Required	<ul style="list-style-type: none"> • Review of SPA's digital channels to identify content for Gaelic • All of the Authority's Gaelic content to be made available on a section of Authority website dedicated to Gaelic publications/content/information.
Target Date	By April 2022.
Responsibility	Authority's Governance and External Relations Lead.

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Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	The Authority publishes its Strategic Police Plan in both Gaelic and English.
Actions Required	<ul style="list-style-type: none">• Consideration to be given to identifying additional publications to be produced in Gaelic.
Target Date	Ongoing throughout the lifetime of the plan.
Responsibility	Authority's Governance and External Relations Lead.

Desired Outcome	Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions and as per information provided by Ainmean-Àite na h-Alba.
Actions Required	<ul style="list-style-type: none">• Publications provided in Gaelic to be compliant with the most recent Gaelic Orthographic Conventions.
Target Date	Ongoing throughout the lifetime of the plan.
Responsibility	Authority's Governance and External Relations Lead.

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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 to build an accurate picture of Gaelic skills and interest in training.
Actions Required and Target Date	<ul style="list-style-type: none">• Gaelic capacity audit to be completed - May 2021 and May 2026
Responsibility	Authority's Head of Strategic Business Management in collaboration with Police Scotland.

Desired Outcome	Induction / Awareness Training Knowledge of the public authority's Gaelic language plan included in new staff inductions and Awareness Training offered.
Current Practice	This is not currently incorporated into the induction plan for new starts.
Actions Required	<ul style="list-style-type: none">• Develop a module which can be accessed by Police Scotland and SPA staff via the Police Scotland on-line learning platform.• Commission Gaelic Awareness Training for Authority members, SPA Corporate and Forensic Services Management team.
Target Date	By Summer 2022.
Responsibility	Authority's Head of Strategic Business Management.

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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	The Authority utilises translation services for the production of Gaelic publications. Translation is commissioned in line with the most recent Gaelic Orthographic Conventions.
Actions Required	<ul style="list-style-type: none">• Ensure interpreting and translation support is in place to assist with translation, consultations and digital/media content.• Translation requests to be compliant with Gaelic Orthographic Conventions.
Target Date	Ongoing throughout the lifetime of the plan.
Responsibility	Authority's Governance and External Relations Lead.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The Authority's Gaelic Language Plan contributes 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 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. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

The Scottish Police Authority's Gaelic Language Plan will be published in Gaelic and in English and be available to all staff via our intranet.

Communications regarding the plan will be sent to all staff by senior management.

EXTERNAL

The Scottish Police Authority'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 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

6. RESOURCING THE PLAN

The Authority's Strategic Business Management team will coordinate delivery of the commitments contained in this plan working closely with Police Scotland, Forensic Services and the wider Corporate team.

The costs associated with delivery of commitments will be mainstreamed within existing budgets and/or as part of on-going renewal processes.

7. MONITORING THE PLAN

The Scottish Police Authority will publish its annual progress report provided to Bòrd na Gàidhlig in relation to the implementation of the Gaelic Language Plan on our website.

8. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive and Accountable Officer has overall responsibility for preparation, delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. They can be contacted as follows: -

Lynn Brown OBE
Chief Executive
Scottish Police Authority
1 Pacific Quay
Glasgow
G51 1DZ

SPAChiefExecutive@spa.pnn.police.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Senior Corporate Support Officer has day-to-day responsibility for the delivery and monitoring of the Scottish Police Authority's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Aimie McGuinness
Senior Corporate Support Officer
Scottish Police Authority
1 Pacific Quay
Glasgow
G51 1DZ

Aimie.McGuinness@spa.pnn.police.Uuk

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The Scottish Police Authority will establish a Gaelic language plan implementation and monitoring group in line with the high level aims agreed. This group will be joint between the Authority and Police Scotland and involve staff and officers from both organisations and corporate functions including Corporate Communications and Estates. It will also include Forensic Services.

The group will meet quarterly to review the implementation and monitoring of different aspects of the plan and will facilitate communications between organisations and the workforce.

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