



Forestry and
Land Scotland
Coilltearachd agus
Fearann Alba

Gaelic Language Plan 2022-2027

Foreword

I am pleased to introduce our first Gaelic Language Plan, which sets out our commitments in relation to the Gaelic Language (Scotland) Act 2005.

Forestry and Land Scotland recognises that Gaelic is an important part of Scotland's heritage, national identity and cultural life. We are committed to helping ensure that Gaelic has a sustainable future in Scotland.

Gaelic also has huge significance in our landscape. Many of the forests and land that we manage are steeped in Gaelic folklore and bear Gaelic names that describe their appearance, their geography or reflect their importance in Gaelic culture. For us the significance could not be more relevant as, at its core, the names of the letters in the Gaelic alphabet are based on the names of many of Scotland's native trees. These names show that Gaelic was the community language, and continues to be so in various parts of Scotland.

In line with other public bodies, our plan sets out how we will demonstrate three 'Key Principles' in relation to Gaelic Language. The first is 'Equal Respect', securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The second is 'Active Offer', making an active offer of our Gaelic services to our employees and the public. The third is 'Mainstreaming,' ensuring 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. We have developed a good set of actions that will strengthen our commitment to these principles and consolidate and increase our work in relation to Gaelic.

I would like to take this opportunity to thank those who took the time to respond to our consultation on this important document; to colleagues across FLS who have worked hard to develop the plan; and also to colleagues in Bòrd na Gàidhlig who have provided rich feedback throughout the development process.

Simon Hodgson

**Chief Executive
Forestry and Land Scotland**

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1. Introduction

Forestry and Land Scotland (FLS) was established as an executive agency of the Scottish Government on 1 April 2019. We are responsible for managing Scotland's national forests and land, an area that in total covers 640,000 hectares, 9% of Scotland's land area, in a way that supports and enables economically sustainable forestry; conserves and enhances the environment and delivers benefits for people and nature.

Our mission is 'to look after Scotland's forests and land, for the benefit of all, now and for the future'. This leads to our vision of 'forests and land that Scotland can be proud of'.

We have developed five Corporate Outcomes which describe what we aim to achieve from our programme of activity. These are set out in detail in our Corporate Plan. For each Corporate Outcome we have developed a series of actions and key work areas, delivery of which are crucial to achieving our vision and mission for the organisation.

FLS employs just over 1000 employees in a variety of occupations across Scotland. We are organised into five regions, with support from national offices in Edinburgh and Inverness.

FLS is different from most other public bodies in Scotland in that we earn a large proportion of our income to support the management and development of Scotland's national forests and land. This is primarily through commercial trading activities such as the sale of timber, renewables, recreation, and leases. We use this revenue to invest in activities such as woodland expansion but also to build a sustainable financial model to protect the national forests and land for the long term. In addition we receive Scottish Government funding. As we are an operationally focused organisation involved in commercial trading activities, FLS is classed as a Public Corporation under the definition set by the Office of National Statistics.

1.1 Gaelic within Forestry and Land Scotland

Our predecessor organisation, Forest Enterprise Scotland, worked closely with Forestry Commission Scotland on the development and implementation of a Gaelic Language Plan. Published in 2017, it set out how the organisations sought to:

- Use Gaelic in the operation of our core functions
- Enable the use of Gaelic when communicating with the public and key partners
- Promote and develop Gaelic within the organisation

As such, FLS has a ‘head-start’ on work in relation to using and enabling the use of Gaelic, as well as promoting and developing Gaelic within the organisation. This includes:

- Corporate Documents having sections translated into Gaelic (e.g. Corporate Plan, Annual Report and Accounts)
- Bilingual signage in key areas including Regional offices and FLS managed forests
- Bilingual Logo on website and corporate documents
- Dedicated Gaelic resources on our external website including learning materials for the Gaelic alphabet in relation to trees and a history of Gaelic places
- Opportunities to promote Gaelic via our social media channels; press releases and Gaelic activity
- Working with our colleagues across Scottish Government and in the public sector via the GMor Group.

We are also in the process of recruiting a Gaelic Officer who will lead on the implementation, monitoring and review of this plan. Specific duties will also include:

- Planning, developing and implementing engagement plans for stakeholders to support our corporate outcomes, as well as for specific activities and events, with particular reference to the delivery of our Gaelic Language Plan;
- Liaising with colleagues to identify projects and actions requiring engagement with stakeholders either in the medium of Gaelic or related to Gaelic;
- Developing a strong understanding of internal audiences in relation to Gaelic; Using this knowledge to ensure that format, tone, language and channels used for internal communication in or relating to Gaelic is easily accessible to and read by a range of employee groups.
- Writing and editing communications in Gaelic including letters, speeches and corporate publications.
- Providing advice on Gaelic translation and undertaking translation work.
- Managing the Gaelic online content.
- Maintaining an awareness of the news agenda relating to Gaelic and emerging news events that may impact on our delivery of the Gaelic Language Plan.
- Managing enquiries from the media in Gaelic, including those of a complex, sensitive or controversial nature, liaising with colleagues to provide accurate and timely responses;
- Producing a range of accurate and well written copy in both Gaelic and English for use in various media channels.

1.2 Gaelic in Scotland

According to the 2011 Census around 87,000 people aged 3 and over in Scotland (1.7% of the population) have some Gaelic language skills. Highland, Eilean Siar and Glasgow City were the council areas with the largest numbers of people with Gaelic language ability¹. The Census also showed that approximately 50% of Gaelic speakers live in the Highlands and Islands, and 50% across the rest of the country².

Gaelic medium education is available in a number of local authorities, enabling young people to progress from early years into primary and secondary education. In the school year 2019/20 there were 6,197 pupils in Gaelic medium education. In addition to this, there were 103 English medium primary schools providing Gaelic language education as an additional language and 3,605 secondary pupils were studying Gaelic as a subject².

At the time of writing this plan, 57 public authorities in Scotland have [Gaelic Language Plans](#). These plans set out how organisations will use and enable the use of Gaelic in relation to their main business functions.

1.3 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 document is Forestry and Land 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.

Forestry and Land 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.

¹ [National Records of Scotland, Scotland's Census 2011: Gaelic report \(part 1\), p6](#)

² [Bord na Gaidhlig, Gaelic School Data 2019/20](#)

1.4 The National Gaelic Language Plan

Forestry and Land 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 achieving this aim by focussing our work, on these three headings:-

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

1.5 Internal Gaelic Capacity Audit

An internal Gaelic Capacity Audit will be undertaken in Spring 2023. This will provide the following details:

- The number of FLS employees who speak, read, write or understand Gaelic and the level of their language skills.
- The number of FLS employees undertaking Gaelic language skills training (personally or in the workplace) and the number who express an interest in doing so.
- The departments and/or locations within FLS in which those identified above work.
- The number of posts that are already designated as ones in which Gaelic is an essential or desirable job skill.
- The services or the internal processes that are already conducted through the medium of Gaelic.

1.6 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.

The consultation on the FLS draft Gaelic Language Plan took place between November 2021 and January 2022. Despite a low response rate (six responses) the main findings from the consultation were as follows:

- **Learning** – Stakeholders responded positively to the suggestion of learning within the plan. Suggestions included the promotion of apps like ‘Duo lingo’ and for historic courses to be made available for staff.
- **Awareness** – There was strong support for re-running awareness sessions with staff. This action is already integrated into the plan.

- **Website** – Respondents suggested consideration of the use of Gaelic in heritage interpretation on webpages including audio to support Gaelic learners and also to introduce non-speakers to the language in an engaging way.
- **Information** – In relation to Careers Fairs it was suggested that Gaelic specific careers fairs should be supported, with staff encouraged to attend with Gaelic speaking staff who are willing to use their language skills to help promote the organisation.
- **Signage** – Most respondents welcomed the proposed plan to replace signage with bilingual signage within ‘Core and peripheral’ areas when it is due to be renewed however there were concerns over signage only in ‘Core and peripheral’ areas being replaced with bilingual signage.

Full details of the consultation can be found at Appendix 2.

2. Key Principles

2.1 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.

Forestry and Land 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.

2.2 Active Offer

Forestry and Land Scotland will make an active offer of our Gaelic services 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 their needs will be met if that is their choice.

Our aim is to ensure that our Gaelic language services are as accessible as our English language services.

2.3 Mainstreaming/Normalising

Forestry and Land Scotland will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

3. Plan Commitments

3.1 High Level Aims

During the development of this plan we worked closely with Bòrd na Gàidhlig to develop four High Level Aims. These are strategic actions closely linked to the National Gaelic Language Plan 2018 – 2023 and fall under the categories of ‘Using Gaelic’, ‘Learning Gaelic’, and ‘Promoting Gaelic’.

Using Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Through each aspect of FLS’s work, demonstrate a contribution to the National Gaelic Language Plan 2018-23 aim of ‘Gaelic is used more often, by more people and in a wider range of situations’, including services for visitors and communities.	In line with the plan’s overall aim ‘Gaelic is used more often, by more people and in a wide range of situations’ FLS will work to ensure a positive attitude towards Gaelic throughout the organisation by displaying equal respect for Gaelic and English throughout the services and resources we offer.	Some signage is bilingual and some documentation is available in Gaelic. Some documents also have parts published bilingually.	We will increase the use of Gaelic in Corporate documentation and on our website. We will also consider all requests for translation, and work within the organisation to promote Gaelic and encourage awareness.	Year 1 and then ongoing.	Corporate Services supported by other Business Functions and Regions as required.
Ensure that Gaelic is embedded across the corporate structure of Forestry and Land Scotland, including but not limited to, ensuring that Gaelic features in the organisation’s corporate and business plans and policies.	Gaelic is embedded across the corporate structure of Forestry and Land Scotland.	Some corporate documents have parts translated in Gaelic, e.g. the Annual Report and Accounts. Gaelic is mentioned as an action in the Corporate Plan and Business Plans. The Corporate Plan also has a Gaelic foreword.	We will increase the amount of Corporate documents where Gaelic is featured, including the FLS Annual Business Plans, Corporate Parenting Plan and Framework Document. We will also provide more information in Gaelic within our next Corporate Plan (2025-28).	Year 1 and then ongoing	Corporate Services.

Learning Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Include Gaelic in Forestry and Land Scotland's promotions and seek to develop Gaelic skills internally as well as externally.	Encourage people of all ages to be inspired by Scotland's rich cultural heritage, and by the historic environment.	FLS is committed to promotion of Gaelic as well as consideration of Gaelic requests. We have a number of Gaelic resources available on our website including a 'Gaelic Alphabet Through Trees' poster, and 'To Build a Broch' an archaeological learning resource.	We will promote existing Gaelic services and resources available to ensure Gaelic users are made aware of their existence and are encouraged to use them as well as conducting a Gaelic skills staff audit to inform staff training plan.	Year 1	Corporate Services – lead by Gaelic Officer and the People Team.

Promoting Gaelic

High-level Aim	Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Recognise and promote the use and value of Gaelic through Forestry and Land Scotland's work in supporting a sustainable rural economy, sustainable business growth, development opportunities, jobs and investments.	Commitments in the FLS Gaelic Language plan are honoured and demonstrated throughout the work we undertake.	Support is currently demonstrated via bilingual signage, collaboration with Scottish Government working groups and promotion via all channels and corporate documentation.	We will continue to promote visibility of Gaelic via internal and external signage, ensuring that there is a standard for the acceptable level of Gaelic to be included within publications, advertising campaigns and events and that there is a consistent approach within the organisation.	Year 2 – 3	Corporate Services –lead by Gaelic Officer

3.2 Corporate Service Aims

As well as the High-level Aims, Bòrd na Gàidhlig has developed a set of standardised Corporate Service Aims that are issued to public authorities with the aim of standardising key Gaelic services over time across the public sector. Progress towards the delivery of the Corporate Service Aims form a key part of the Bòrd’s Annual Monitoring requirements for each public authority.

Status

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>Logo and brand 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>	<p>The Corporate logo and branding has been rendered in both Gaelic and English. The logo demonstrates equal prominence for both languages.</p>	<p>We will maintain the current approach</p>	<p>Ongoing</p>	<p>Corporate Services</p>
<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	<p>Corporate signage in key areas includes Gaelic and English. E.g. Inverness, Regional offices and FLS managed forests. There is a specification sheet on the use of Gaelic for all our corporate signage. This includes a map showing the core and peripheral areas where we include Gaelic on our signage, with various examples of how the Gaelic is incorporated. Gaelic is also included in most of our orientation and information panels, in the same way as in our print – and based off the same principles as our signage plan and guide. We also have bilingual branding on vehicle livery in some parts of the country.</p>	<p>We will work with Bòrd na Gàidhlig to review our ‘Core and Peripheral Areas’ document which sets out where we will use Gaelic or Bilingual signage.</p>	<p>Year 1</p>	<p>Visitor Services and Communities National Team</p>

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Signage continued.	As above	All prominent signage within our reviewed 'Core and Peripheral Areas' document will be rendered bilingual on a renewal basis.	Year 1 and then ongoing	Visitor Services and Communities National Team
Signage continued.	As above	Having reviewed the 'Core and Peripheral Areas' document, we will continue to ensure that this is promoted across the organisation so that replacement corporate signage in agreed areas is bilingual.	Year 1 and then ongoing.	Visitor Services and Communities National Team
Signage continued.	As above	We will continue our approach to bilingual vehicle livery, extending this across the country at point of renewal of vehicles.	Year 2	Visitor Services and Communities National Team
Signage continued.	As above	We will undertake a further review and expand the agreed core and peripheral areas.	Year 5	Visitor Services and Communities National Team

Communicating with the public

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Promotion Positive message that communication from the public in Gaelic is always welcome.	This does not currently take place.	We will establish an internal process for responding to Gaelic communications from the public. This could include a dedicated email address for enquiries.	Year 1	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will update the 'Contact Us' page of the website to share the message that communication from the public in Gaelic is always welcome.	Year 1	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will add the statement to the standard text on the back pages of Corporate Documents.	Year 1 and then ongoing	Corporate Services - Design

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Promotion continued	This does not currently take place.	We will make a standard bilingual email signature and out-of-office reply available to all staff who choose to use this.	Year 2	Corporate Services – Gaelic Officer
Promotion continued	This does not currently take place.	We will encourage staff to make use of the #cleachdi resource from Bòrd na Gàidhlig to enable Gaelic speakers and learners to be more visible to one another and promote the use of Gaelic in public spaces.	Year 2	Gaelic Officer supported by the Gaelic Language Implementation and Monitoring Group.
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.	This does not currently take place.	As per the action above, we will establish and communicate the internal process for responding to written communication in Gaelic.	Year 1	Corporate Services – Gaelic Officer
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.	This does not currently take place.	We will complete the Gaelic Capacity Audit to identify Gaelic speaking staff (and the roles suitable i.e. reception staff) who may be able to provide this service.	Year 1	Corporate Services – Gaelic Officer, supported by the People Team
Reception and Phone continued	This does not currently take place.	Appropriate training will be available for staff to learn how to offer a greeting in Gaelic.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team
Reception and Phone continued	This does not currently take place.	We will encourage staff to learn how to offer a greeting in Gaelic.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team
Reception and Phone continued	This does not currently take place.	Where Gaelic-speaking staff can provide a service, we will support them to do so and will actively promote this.	Year 2	Corporate Services – Gaelic Officer, supported by the L&D Team

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	This does not currently take place.	We will establish criteria for holding public meetings bilingually or in Gaelic.	Year 2	Corporate Services-Gaelic Officer (supported by GLP Implementation Group for regional input)
Public meetings continued	This does not currently take place.	We will promote Gaelic at public meetings, e.g. by having documents available that are partially translated.	Year 2	Corporate Services-Gaelic Officer (supported by GLP Implementation Group for regional input)

Information

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	FLS has a representative in the organisation as a point of contact for the media. We also work throughout the year with BBC Alba and others to produce / support Gaelic content as required.	We will publish appropriate key news releases bilingually. This will equate to approximately 10% of all news releases and this figure will increase on annual basis.	Year 1 and then ongoing.	Corporate Services - Gaelic Officer and Communications
Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	Gaelic is already included in content on FLS social media. As an example we conducted a quiz on our social channels, and included some questions on the Gaelic language, resulting in positive engagement.	We will continue the use of Gaelic on our social media channels, signposting our audience to relevant sections of the website to drive further engagement. Approximately 10% of all our posts on social media will be in Gaelic and this figure will increase on an annual basis.	Year 1 and then ongoing.	Corporate Services - Gaelic Officer and Communications

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Social Media continued	As above	We will develop social media and blog content to engage our audience in the rich Gaelic place-name heritage of Scotland's national forests and land to encourage users to learn about the Gaelic heritage, culture and language specific to our assets.	Year 1	Corporate Services – Gaelic Officer
Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	There are various articles where Gaelic is promoted, searching 'Gaelic' on the FLS website has a high return of articles that include this term.	We will develop a Gaelic Translation of the CEO's welcome on the website.	Year 1	Corporate Services – Gaelic Officer
Website continued	As above	We will promote and publicise the Gaelic Tree Alphabet Tree Resources	Year 1	Corporate Services – Gaelic Officer, and National Visitor Services Team
Website continued	As above	We will develop content within our website explaining Gaelic heritage, culture and language specific to Scotland's national forests and land). Content to use sound files where possible to help with user understanding and engagement.	Year 2	Corporate Services – Gaelic Officer
Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	We have lots of examples of current practice in this area including: <ul style="list-style-type: none"> • Parts of documents translated, bilingual leaflets for visitor sites, translated on-site information • Gaelic content in our Visitor Experience planning Forms • Geographic reference use for project names, sites and coupes 	We will consider all translations upon request. We will also increase the number of corporate documents with Gaelic content.	Year 1 and then ongoing	Corporate Services

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
	<ul style="list-style-type: none"> Phonetics are used in some publications to assist Gaelic learners with pronunciation 			
Corporate Publications continued	As above	We will increase use of bi-lingual publications and documents.	Year 2	Corporate Services
Corporate Publications continued	As above	We will ensure that Land Management Plans retain Gaelic names and that these are not changed.	Year 1 and then ongoing	Land Management
Corporate Publications continued	As above	We will increase the number of audio recordings and broaden the ways we integrate Gaelic into our interpretation where possible.	Year 3	Visitor Services and Communities National Team
Corporate Publications continued	As above	We will continue to explain the meaning behind Gaelic place names and natural features	Ongoing	Visitor Services and Communities National Team - supported by Gaelic Officer
Corporate Publications	We publish a number of educational resources in Gaelic in hard copy and online.	We will work with other organisations, including Education Scotland, to expand our educational and cultural resources, increasing the number of resources by five within the lifetime of this edition of the plan.	Ongoing	Various – supported by Gaelic Officer
Language utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	This process is in place and also included in our Visitor Experience Planning Forms within the regions.	We will ensure that all FLS Regions are aware of this established process and publish information/process on Saltire/intranet.	Year 1	
Language utility continued	This process is in place and also included in our Visitor Experience Planning Forms within the regions.	We will continue to ensure accessibility of Gaelic language is considered when creating all corporate information.	Year 1 and then ongoing	Corporate Services – Gaelic Officer

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	Historically colleagues attended four Gaelic career fairs representing FC/FLS over a four year period at Eden Court, Inverness. The event was cancelled in 2020.	We will consider which exhibitions may be appropriate to attend/host and provide material/information bilingually or in Gaelic.	Year 3	Regions – supported by the National Visitor Services Team and Gaelic Officer

Staff

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	No current practice in place.	Conduct internal audit of Gaelic skills and training needs.	Year 1	People Team – supported by the Gaelic Officer
Internal audit continued	No current practice in place.	Carry out audit on an annual basis.	Year 2, 3, 4, 5	People Team – supported by the Gaelic Officer
Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	No current practice in place.	Include Gaelic Language Plan information in staff inductions. Ensure opportunities for Gaelic language training is highlighted during induction, along with any resources to explain the link between the land and Gaelic.	Year 1	People Team – supported by the Gaelic Officer
Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Historically offered under previous organisation, no current practice in place.	Promote free resources that are available such as Duolingo and learnGaelic.scot up to SmO.	Year 1	People Team – (L&D) supported by the Gaelic Officer
Language training continued	No current practice in place.	Investigate and then provide training / support on the basic pronunciation of Gaelic names for all relevant staff.	Year 3	People Team – (L&D) supported by the Gaelic Officer

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Language training continued	No current practice in place.	For some roles ensure that the training is included in Personal Development Objectives.	Ongoing	People Team
Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	No current practices in place. Historically ran Gaelic awareness sessions in predecessor organisation.	We will re-run Gaelic awareness sessions - with priority for Executive Team, Board Members and staff dealing with the public and those working in Gaelic speaking Island and rural communities.	Year 2	People Team – (L&D) supported by the Gaelic Officer
Awareness training continued	No current practices in place.	We will engage with local community groups and learning establishments that use or promote Gaelic to promote the national forests and land.	Year 2	National Visitor Services Team
Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.	There are no current practices in place.	We will highlight FLS Gaelic Language Plan in relevant job descriptions and associated adverts.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will offer job specifications in Gaelic for positions where Gaelic language is a pre-requisite of the role.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will promote Gaelic and the FLS GLP via our recruitment processes.	Year 1	People Team
Recruitment continued	There are no current practices in place.	We will identify roles where Gaelic is a key skill and advertise those roles in Gaelic and English.	Year 2	People Team
Recruitment continued	There are no current practices in place.	We will designate Gaelic as a desirable skill for particular posts and develop guidance for managers on this approach.	Year 2	People Team
Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	There are no current practices in place.	If Gaelic is identified as an essential skill, we will advertise the role in Gaelic and English.	Year 2	People Team

Gaelic language corpus

Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We have worked with a range of Gaelic writers and translators and use Ainmean-Àite na h-Alba for place name spellings.	We will work with Bòrd na Gàidhlig regarding a list of Gaelic writers and translators. We will also consider the impact of this for those with accessibility requirements e.g. the various dyslexia resources available in Gaelic.	Year 1 and then ongoing.	Corporate Services – Gaelic Officer, supported by the People Team (L&D)
Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	We use Ainmean-Àite na h-Alba for place name spellings and some FLS website pages host original Gaelic poetry (e.g. Glen Affric).	We will work with Gaelic medium Schools/Units to encourage visits into woods so the Gaelic vocabulary is not lost in relation to trees, woodland etc.	Year 2 and then ongoing	Visitor Services and Communities supported by Gaelic officer
Place-names continued	As above.	We will expand on our children’s activity sheets/adult resources.	Year 2	Visitor Services and Communities National Team
Place-names continued	As above.	We will include place names in an executive summary of the Gaelic Language Plan.	Before year 1	Corporate Services
Place-names continued	As above.	We will establish a direct contact for place name spellings and share this information throughout the organisation.	Year 1	Gaelic officer
Place-names continued	As above.	We will work with Scottish Forestry to produce a national resource that could be used in schools/education settings based on the Gaelic alphabet and its relation to tree species.	Year 3	Gaelic Officer supported by Visitor Services and Communities National Team

4. Links to the National Performance Framework

FLS recognises that through the social, economic and educational benefits it brings, Gaelic contributes to the achievement of Scotland's ambitions as set out in the [National Performance Framework](#).

FLS has developed five Corporate Outcomes, aligned to Scotland's National Outcomes which describe what we aim to achieve from our programme of activity as an executive agency of the Scottish Government. The implementation of this Gaelic Language Plan will help deliver on the following Corporate Outcomes:

- Supporting a Sustainable Economy
- National forests and land for visitors and communities
- A supportive, safe and inclusion organisation
- A high performing organisation.

Further details of our Corporate Outcomes and links to the National Performance Framework can be found in our [Corporate Plan](#).

5. Publication

The FLS 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, supported via appropriate social media content.
- 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.

Information on the publication of the Gaelic Language Plan will also be shared with all staff through our internal communication channels. The information will include details of responsibility for delivery and the opportunities that exist for staff to use their Gaelic and/or develop their skills.

6. Resourcing the Plan

FLS does not expect any significant additional costs as a result of these commitments, other than staff and translation costs which will be met from existing budgets. External funding may be sought for individual projects such as the creation of Gaelic marketing materials, digital resources and additional Gaelic resources for staff learning and staff awareness/training.

7. Monitoring the Plan

We will develop and publish a monitoring report annually from 12 months after the date of the Plan's approval and each year thereafter. This report will be submitted to Bòrd na Gàidhlig and made available to the public. Details of the report will also be shared with staff through internal communications channels.

8. The Gaelic Language Plan in FLS

8.1 Overall Responsibility for the Plan

The Director of Corporate Services has overall responsibility for preparation, delivery and monitoring of Forestry and Land Scotland's Gaelic Language Plan. He can be contacted as follows: -

Michael Hymers
Director of Corporate Services
Forestry and Land Scotland
Great Glen House
Leachkin Road
Inverness
IV3 8NW

Telephone Number – 0300 067 6000

Michael.hymers@forestryandland.gov.scot

8.2 Day-to-Day Responsibility for the Plan

The FLS Gaelic Officer has day-to-day responsibility for the delivery and monitoring of Forestry and Land Scotland's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

Corporate@forestryandland.gov.scot

(Please note that full details will be confirmed in the published version of the plan following successful recruitment for the position.)

8.3 Gaelic Language Plan Implementation and Monitoring Group

As recommended by Bòrd na Gàidhlig, FLS will create a Gaelic Language Implementation and Monitoring Group. This will be a cross-business group of colleagues. Terms of reference for the group are currently in development and will be set out in the published version of the Gaelic Language Plan.

8.4 Engaging with Staff

As set out above, information on the publication of the Gaelic Language Plan will be shared with all staff through our internal communication channels. The information will include details of FLS's duties in relation to the Gaelic Language (Scotland) Act 2005; responsibility for delivery; and the opportunities that exist for staff to use their Gaelic and/or develop their skills. The FLS Gaelic officer will engage with staff alongside those responsible to support the implementation of the agreed actions.

8.5 Arm's Length Organisations and Third Parties

Information on our Gaelic Language Plan will be made available to those who deliver services/goods on behalf of FLS. This will help to ensure that, as appropriate, contractors and other third parties are aware of and can help deliver the commitments set out in the plan.

9.0 Appendix 1 - Consultation Results

Introduction

The public consultation on Forestry and Land Scotland's draft Gaelic Language Plan was launched on the 29th of November 2021 and closed on the 7th January 2022. A fully accessible user friendly draft plan was available to the public, stakeholders and other organisations. It was hosted on our website and the launch was promoted via our social media channels such as Twitter, Facebook etc. English and Gaelic versions of the consultation were made available. Due to the ongoing COVID-19 pandemic there was no public meeting held to advertise the consultation. The consultation consisted of the draft plan along with the opportunity to contribute suggestions to the draft plan via a feedback form.

Methodology

The consultation was live for six weeks via the Forestry and Land Scotland website. As previously mentioned, the draft plan and feedback form were made available in both English and Gaelic and fully accessible to provide the most user friendly environment as possible. Printable copies were available upon request. The feedback form allowed for stakeholders to give a full view of all aspects of the plan, once completed stakeholders were directed to send all feedback to our [corporate email address](#). Due to time constraints we were not in a position to offer a questionnaire however the feedback form permitted for as much or as little feedback as stakeholders wished to give.

All feedback received was forwarded to the Corporate Development team to review and consider any changes necessary to the plan.

Results

We received 6 responses in total to the consultation:

- 2 in Gaelic
- 3 Internal
- 1 External (including other agencies)

It is thought the low response rate is in part due to the consultation being held over the festive period. Unfortunately due to time constraints and other organisational priorities the consultation period chosen was the only option available. Although there was a low response rate, responses received were all in favour of the plan and in general very positive with a few suggestions of additions to the draft.

Common Response Themes

When reviewing responses there were a number of common trends. These included:

- **Learning** – Stakeholders responded positively to the suggestion of learning within the plan. Suggestions included promotion of app like ‘Duo lingo’ and historic courses to be made available for staff.
- **Awareness** – There was strong support for re-running awareness sessions. This action is already integrated into the plan.
- **Website** – Consider the use of Gaelic in heritage interpretation on webpages including audio to support Gaelic learners and also introduce non-speakers to the language in an engaging way.
- **Information** – In relation to careers Fairs: Gaelic specific careers fairs should be supported; encourage staff to attend with any Gaelic speaking staff who are willing to help promote
- **Signage** – Most stakeholders were pleased with the proposed plan to replace ‘Core and peripheral’ signage with bilingual when it is due to be replaced however there were concerns over only ‘Core and peripheral’ signage being replaced.

Considerations

All stakeholder feedback was considered carefully during analysis. The below actions were taken in response to recurring themes within the responses:

- **Learning** – In response to stakeholder feedback we have moved the review of learning materials forward in order for changes to be made and additional resource considered if required sooner.
- **Awareness** – The suggestion of re-running awareness sessions is already included within the plan, therefore we did not need to amend the current action within this draft.
- **Website** – We have amended the action in relation to Gaelic heritage interpretation on webpages to include audio files where possible to support Gaelic learners and also introduce non-speakers to the language in an engaging way when designing new content.
- **Information** – As outlined in the plan, regions will consider career fairs with the support of the Gaelic language officer when in post.
- **Signage** – We will work with Bòrd na Gàidhlig to review our ‘Core and Peripheral Areas’ document which sets out where we will use Gaelic or Bilingual signage.

In conclusion, Forestry and Land Scotland would like to thank all those who took the time to consult on the draft plan. We do not consider that the public consultation has suggested any requirement for a fundamental change to the proposed plan. The existing draft plan is sufficiently flexible to consider many of the points raised by respondents and considerations for minor changes were accepted.