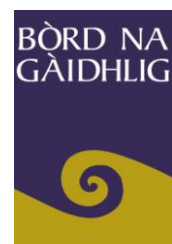




**Scottish
Ambulance
Service**
Taking Care to the Patient



Scottish Ambulance Service Gaelic Language Plan 2016 to 2021



This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 7 December 2016.

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1. Foreword

The Gaelic Language Act recognises Gaelic is an official language of Scotland, commanding equal respect with English. The Scottish Ambulance Service is committed to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

Gaelic is a precious part of our communities, culture and heritage, and our plan will help to ensure it can be a flourishing and sustainable part of our future.

Our five year strategic framework "Towards 2020: Taking Care to the Patient" describes how we plan to deliver our frontline service providing emergency, unscheduled and planned care 24 / 7. Our mission is to deliver the best ambulance services for every person, every time. In so doing we recognise the importance of person-centred care and how treating our patients as individuals acknowledges their differing needs including their preferred language and we will do all we can to communicate with patients in Gaelic be that through language line service or individually by staff who can speak Gaelic.

In this Gaelic language plan we outline some of the key themes and commitments under which we are working to embed the Gaelic language across our organisation. In doing so we aim to increase the number of Gaelic speakers and users, and to secure the status of the language.

Pauline Howie
Chief Executive Officer

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2. Introduction

An overview of the functions of the Scottish Ambulance Service

Our function

A Special Health Board, the Scottish Ambulance Service (also referred to in this plan as 'the Service') is a national operation based at over 150 locations in five operating Divisions. The Service is now co-located with National Services Scotland, NHS 24, Health Scotland, Healthcare Improvement Scotland, NHS Boards' Out of Hours services and within hospital and GP practice premises. As such, we continue to cover the largest geographic area of any ambulance service in the UK.

At the frontline of the NHS in Scotland, the Scottish Ambulance Service currently provides an emergency, unscheduled and planned service for patients across Scotland and its island communities.

The Service employs 4,400 highly skilled staff and together with 1,200 volunteers responds to over 700,000 emergency and urgent incidents each year, undertakes 1.1 million patient transport journeys and flies over 3,500 air ambulance missions. A high proportion of our staff have patient contact roles, e.g. Ambulance Care Assistants, Technicians, Paramedics and Call Handlers. Those in other roles support service delivery for example through finance, human resources etc.

The Scottish Ambulance Service receives over 99% of its funding from Scottish Government. In 2015/16 our revenue budget is expected to be £214 million with a capital budget of £10 million.

Organisational structure

The Service is managed by a Board of Directors and there are five operating divisions in the North, East Central, West Central, South East and South West. Each division has its own management team structure. Corporate functions including finance and logistics, human resources, corporate affairs and engagement, and ICT based at national headquarters and locally provide support to teams.

Location of ambulance stations and offices

The Service Headquarters is located at Gyle Square, 1 South Gyle Crescent, Edinburgh, EH12 9EB.

There are also offices in each operating division. The map at Appendix 1 illustrates the Scottish Ambulance Service locations across Scotland.

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The public we serve

At the forefront of NHS in Scotland the Service provides emergency, unscheduled and planned services to over 5 million people across Scotland and its island communities supporting 14 territorial Health Boards.

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice

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 bodies to prepare Gaelic language plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

Bòrd na Gàidhlig issued notice to the Service on 30 September 2014 requiring a Gaelic language plan to be developed and submitted by 28 February 2016. This final plan was submitted on 17 November 2016 and was approved by the Bòrd na Gàidhlig on 7 December 2016.

The Service recognises that Gaelic is an integral part of Scotland's heritage, national identity, cultural life and is used daily in communities and schools across Scotland. The Service is committed to the objectives set out in the National Gaelic Language Plan and given that work in this area has not been undertaken previously recognises the need to take a progressive approach and this is reflected in this our first plan.

The Service recognises that the position of Gaelic is extremely fragile and if Gaelic is to be maintained and grow as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

- enhance the status of Gaelic
- promote the acquisition and learning of Gaelic
- encourage the increased use of Gaelic

This document is the Scottish Ambulance Service 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.

This 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.

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Summary of Gaelic in Scotland

There are currently over 87,000 people in Scotland with an ability in Gaelic and almost 60,000 who speak it. Since 1991 there is evidence to suggest that the rate of decline in the use of Gaelic has begun to slow down and that numbers of Gaelic speakers has started to increase. It is clear that there is much to be done if there is to be sustainable growth.

The tables at Appendix 2 and 3 provide a breakdown of those who can speak, read and write Gaelic together with details of the number of children in Gaelic medium and Gaelic learner education. The improved accessibility of Gaelic medium education has resulted in increasing the numbers of children and young people using Gaelic as seen in the 2011 census. Under the Education (Scotland) Act 2016 parents of children under school age have increased rights and may request access to Gaelic medium education for their children. Stand alone Gaelic medium education primary schools are located in Edinburgh, Glasgow, Fort William and Inverness with the trend being for increasing demand from parents. Whilst there are a greater number of Gaelic speakers in the Western Isles and West coast the interest in learning Gaelic in the central belt is growing.

The map at Appendix 4 illustrates the location of Gaelic medium education across Scotland and the map at Appendix 5 illustrates the spread of Gaelic speakers across Scotland.

Gaelic organisations

There are many Gaelic organisations providing services and support across Scotland. The following provides a snapshot at the time of writing this plan of a few that may be of interest.

- **Bòrd na Gàidhlig**

Bòrd na Gàidhlig is a non departmental public body designated as responsible for implementing the Gaelic Language (Scotland) Act 2005 and for securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. The Bòrd works to promote Gaelic and strives in partnership with the Scottish Government, the people of Scotland and Gaelic organisations to improve the status of the language throughout Scotland.

- **BBC Alba**

BBC Alba is a Gaelic language digital television channel which is on the air for up to seven hours a day.

- **BBC Radio nan Gàidheal**

BBC Radio nan Gàidheal is a British radio station broadcasting in Scottish Gaelic.

- **Comunn na Gàidhlig**

Comunn na Gàidhlig is a development agency operating at local, regional and national levels and has 3 operational areas in the Western isles, North and South Scotland with offices in Inverness, Stornoway and Glasgow.

- **An Comunn Gàidhealach**

An Comunn Gàidhealach is the oldest Gaelic language organisation. Founded in 1891 its aim is to support and develop all aspects of Gaelic language, culture, history and heritage at local, national and international levels. An Comunn Gàidhealach organises and runs the Royal National Mod (Gaelic festival) each year

- **Fèisean nan Gàidheal**

Fèisean nan Gàidheal is an organisation which supports the development of community based Gaelic arts tuition festivals throughout Scotland.

- **Sabhal Mòr Ostaig**

Sabhal Mòr Ostaig college is a national centre for Gaelic language and culture and is an academic partner in University in the Highlands and Islands'.

- **Comhairle nan Leabhraichean**

Comhairle nan Leabhraichean is the Gaelic Books Council.

More localised groups can be found across Scotland, for example Gaelic choirs can be found Scotland-wide.

Gaelic within the Service

The Service is committed to gathering, maintaining and publishing information in relation to the following:

1. Number of Gaelic speaking staff
2. Number of staff who are Gaelic learners
3. Number of staff who have expressed a desire to receive Gaelic language skills training
4. Number of staff who have Gaelic literacy skills
5. Number of staff who desire to have Gaelic awareness training

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Internal capacity

The Service has not yet undertaken a Gaelic capacity audit to establish the levels of spoken, reading and writing Gaelic skills among staff. We recognise the importance of doing so and are committed to undertaking a capacity audit within the first 12 months of the approved Gaelic language plan.

Within NHS Scotland, Gaelic language plans are available for NHS Highland and NHS Western Isles. At the time of writing this plan there were 59 public authorities developing and delivering statutory Gaelic language plans in Scotland.

Consultation on our draft Gaelic Plan

The 2005 Act requires public bodies to bring the preparation of their Gaelic language plan to the attention of all interested parties. The Service has consulted publicly on the draft of its Gaelic language plan. The draft Gaelic language plan has been publicised through the Scottish Ambulance Service website and through social media. In addition to this a number of meetings have taken place with members of the public and stakeholders to discuss the plan and seek input on its contents. Staff have also been involved during the development of the plan through meetings, at the National Partnership Forum and through links on our internal intranet site.

Consideration has been given to representations made by members of the public, staff and stakeholders during the consultation process.

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3. The Gaelic language plan in the corporate structure

The Service will implement this Gaelic language plan across functions ensuring that every opportunity is taken at an early stage to embed Gaelic language in our day to day activities. This will be carried out on an incremental basis during the course of the five year plan.

The Chief Executive Officer is responsible for the delivery of the Gaelic language plan with the Director of Human Resources and Organisational Development having lead responsibility for the implementation of the plan.

The day to day operation of the plan will be the responsibility of the Equalities Manager.

The implementation of the Gaelic language plan will be monitored and reviewed through the Staff Governance Committee.

The Gaelic language plan will be prominently available on the Scottish Ambulance Service website. The Service is committed to publicising this to staff regularly. In addition this will also be highlighted on a regular basis to the groups of patients / members of the public and stakeholders with whom we work. The plan will also be publicised for staff through the Chief Executive Bulletin and on our intranet.

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4. Planning and policy implications for Gaelic and links to national priorities

Mainstreaming Gaelic within the Scottish Ambulance Service policies

We want to ensure that our patients are safe in our care, receive clinically effective treatment and that their care is person-centred and fully supportive of their needs. In line with this, we recognize that we need to be able to communicate in Gaelic with patients whose first language is Gaelic. This will help ensure a better quality of service for our patients. We recognise the importance of treating our patients as individuals who may require specific support from us. To ensure our service is truly person-centred we acknowledge there are also patients who would prefer to use Gaelic language to communicate with us and we will ensure that this is available either through language line service on the telephone or through staff who speak Gaelic.

We understand that in order to achieve our outcomes for Gaelic language across the Service it is not sufficient to make statements in the language plan but rather we need to ensure that Gaelic language is considered at every opportunity if this is to become firmly embedded and very much what we do in our day to day activities.

Policies are revised and developed in keeping with the needs of the Service and have impact on the care we provide for our patients and the employment experience of our staff. The use of Gaelic language will be considered by managers at policy review and development stages to assess impact on Gaelic and uptake of opportunities to increase or improve Gaelic provision.

The National Gaelic Language Plan

The main purpose of the National Gaelic Language Plan 2012 - 2017 is to secure an increase in the number of people learning, speaking and using Gaelic in Scotland and to facilitate access to the Gaelic language and culture.

The plan sets out key outcomes and the two most relevant to the Service are the following:

- **Communities**
More opportunities for communities and networks of Gaelic speakers of all kinds to use Gaelic and increased use of the language in community activities and services.
- **Workplace**
Expansion of the use of Gaelic in places of work and an increase in employment opportunities where Gaelic skills are required in order to enable service delivery in the language.

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The National Gaelic Language Plan can be seen on the Bòrd na Gàidhlig website following these links.

<http://www.gaidhlig.org.uk/bord/am-bord/bord-na-gaidhlig/plana-naiseanta-canain-gaidhlig/> (Gaelic)

<http://www.gaidhlig.org.uk/bord/en/the-bord/about-bord-na-gaidhlig/national-gaelic-language-plan/> (English)

Scottish Government priorities

The Scottish Government have established national outcomes and the Scottish Ambulance Service is committed in the preparation of this Gaelic language plan to contribute to the achievement of these outcomes. The work undertaken to take our actions forward will have impact on the following national outcomes;

- We have strong, resilient supportive communities where people take responsibility for their own actions and how they affect others
- We realise our full economic potential with more and better employment opportunities for our people
- We live, longer healthier lives
- Our public services are high quality, continually improving, efficient and responsive to local people's needs
- We take pride in a strong, fair and inclusive national identity

Local priorities

Our five year strategic framework 'Towards 2020: Taking Care to the Patient' describes how we plan to take our work forward to support the national quality ambitions for person-centred, safe and effective care.

By 2020 we aim to:

- Improve outcomes for patients – specifically cardiac, trauma, stroke, mental health, respiratory, frailty and falls;
- Evidence a shift in the balance of care by taking care to the patients;
- Enhance our clinical skills as a key and integral partner working with primary and secondary care ;
- Develop our Service as a key partner with newly formed integration Boards;
- Collaborate with other partners including the voluntary sector and the blue light emergency services as part of a contribution to shared services and public service reform;

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- Build and strengthen community resilience;
- Expand our diagnostic capability and use of technology to improve patient care; and
- Develop a more flexible, responsive and integrated Patient Transport Service

In practical terms we believe the development of our Gaelic language plan will contribute to the achievement of our aims by increasing our capacity to communicate effectively with our patients and thus building resilience. We recognise that communication in Gaelic is essential for patients whose first language is Gaelic and for whom communication may be impaired for example through mental ill health, stroke etc. and that expanded capacity for patients will help improve outcomes.

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5. Plan Commitments

High Level Commitments

For all commitments we will demonstrate equal respect for Gaelic and English and a regular active offer will be made to all patients to ensure there is access for those who need or wish to use Gaelic

Communities

1.Cooperate with Gaelic organisations and public authorities to increase the status, use and acquisition of the Gaelic language
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Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	At the present time SAS does not work with Gaelic organisations.			
a)Identify key Gaelic organisations and work with them to improve our service and collaborate with public authorities with Gaelic language plans as part of a contribution to shared services and public service reform			Equalities Manager Director of Care, Quality & Strategic Development	From the commencement of the plan
b) SAS aims to recruit Gaelic speaking community first responders who can use Gaelic in communities			Community Resilience Manager	From the commencement of the plan

Workplace

1.Carry out an audit on staff Gaelic language skills and training needs as part
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of the preparation process for the plan within the first year of the delivery of the plan

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	No audit has been carried out to establish training needs			
a)A Gaelic skills audit will be carried out to establish skills held, ascertain the demand for Gaelic skills learning and identify any issues for staff in terms of Gaelic skills acquisition.	To cover staff and volunteers	Survey completed and results analysed	Equalities Manager	Within 1 year of approval of this plan
b)Audit report produced and used to inform training plan	To cover staff and volunteers	Report available	Equalities Manager	Within 1 year of approval of this plan

2.Deploy staff with Gaelic language skills to enable the delivery of Gaelic-medium community engagement and citizenship services to schools that offer Gaelic medium and Gaelic learning education

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	Consideration is not currently given to deploying staff with Gaelic language skills			
a)Develop locally held data with a register of skills held in order to deploy staff / volunteers with Gaelic skills to schools	Support the delivery of Heartstart / training in schools using Gaelic	Register held	Patient Focus and Public Involvement leads Community Resilience Team	Within 1 year of the approval of this plan
b)Liaise with Bòrd na	Utilise this information	Up to date data kept	Equalities Manager	January 2017

Gàidhlig to identify schools where Gaelic medium education and learning is delivered	locally to inform plans for delivery of training			
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3.To enable the delivery of the plan implement a Gaelic awareness and Gaelic language skills training plan based on the outcomes of the Gaelic language skills audit

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	No Gaelic skills learning and training is currently available for staff			
a)Gaelic awareness and language skills training to be developed informed by Gaelic audit	Training plan in place	Plan will detail actions to be taken forward	Equalities Manager	From second year of plan
b)Gaelic training plan delivered	Gaelic awareness training to be prioritised as a result of the Gaelic audit and with priority to communication in front line services language skills. Training to be delivered with initial priority to areas with Gaelic Medium Education or 20% + Gaelic usage in the community.	Plan will detail actions to be taken forward	Equalities Manager	From second year of plan

Corporate identity

1. At the first opportunity, on a new or renewal basis, create a bilingual corporate logo (Gaelic and English) which demonstrates equal respect for both languages, for use as standard across the Service, and as a replacement for any previous logos

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	The use of the Service crest is governed by the Crown office			
a) On a new or renewal basis, create a bilingual corporate logo (Gaelic and English) which demonstrates equal respect for both languages, for use as standard across the Service, and as replacement for any previous logos. This refers to the corporate branding agreed in 2015 and includes "Scottish Ambulance Service Taking care to the patient"		Corporate bilingual logo in place	Head of Corporate Affairs and Engagement	At the first opportunity when the Scottish Ambulance Service next re-brands and roll out as standard

2. Increase the status of Gaelic in Scotland through introducing bilingual signs on a new or replacement basis (Gaelic and English) - including signs on buildings, vehicles, uniforms and other appropriate items demonstrating equal respect for both languages

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	Where new premises are built / refurbished the SAS name is displayed in both Gaelic and English			
a) We will		Increased	Head of	From start of

introduce bilingual signs on a new or replacement basis (Gaelic and English) demonstrating equal respect for both languages		visibility on buildings, vehicles, uniforms etc.	Corporate Affairs and Engagement Estates Manager	plan incrementally
b) We will seek new opportunities to use bilingual signage, i.e. internal signage	To display bilingual signage wherever possible	Bilingual signage is evident	Estates Manager	From year 1 and throughout the plan

3. Establish a system which enables Gaelic users to contact the Service through the medium of Gaelic, based on the principle of active offer and equal respect for Gaelic and English

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	The use of Gaelic is currently available through language line service on the telephone			
a) A clear reference will be made on the website to the availability of Gaelic through language line service. This will enable staff to link up with an interpreter on the telephone		Improved access to the Service for Gaelic speakers	Equalities Manager	April 2017
b) A system will be established to let patients and the public know when staff have Gaelic language	Increase the usage of spoken Gaelic	There is increased spoken communication using Gaelic	Local Management Teams	From the commencement of the plan

skills				
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4. Increase the presence of Gaelic in Service communications

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	At present no Service printed material is available in Gaelic. All public documents are available in summary format in other languages upon request.			
a) Gaelic will be available through the provision of language line services		Improved access to services for Gaelic speakers	Equalities Manager	With immediate effect
b) We will carry out an audit of patient / public information currently available and prioritise the key material widely used by patients / public and front line staff which will be made available in Gaelic and introduced on an incremental basis.	Resources available in Gaelic and clearly publicised on an ongoing basis to increase the accessibility for Gaelic speakers	Materials readily accessed and used by patients and members of the public	Head of Corporate Affairs & Engagement	Complaints and feedback forms to be prioritised within the first year of the plan

5. On a new or replacement basis develop the Service stationery, standard email content and website content so as to increase bilingual content (Gaelic and English) demonstrating equal respect for both languages

Actions	Targets	Performance Indicators	Lead Officer	Timescale
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Current practice	Gaelic does not appear on stationery, standard emails or the website			
a)We will introduce Gaelic into our standard emails demonstrating equal respect for Gaelic and English	Staff will use a bilingual corporate Gaelic and English strap line in their email signatures		Head of Corporate Affairs & Engagement	End 2017
b)We will develop the use of Gaelic on our website and through our social media.	Increase the visibility of Gaelic. Priority given to the website homepage	The use of Gaelic can be clearly seen	Head of Corporate Affairs & Engagement	From the commencement of the plan

Service Standard Commitments

Staffing

1.The SAS recognises the importance of seeing Gaelic as an important skill and of identifying situations in which its use is essential or desirable. SAS also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	At the present time there is no requirement for Gaelic skills for any posts within SAS			
a)We will identify front line posts in terms of Gaelic skills where they may be desirable or where the acquisition of these skills would be advantageous. For example in the delivery of Heartstart	Review post personal specifications Prioritise those areas with 20%+ Gaelic speaking communities	Personal specifications identify Gaelic skills as essential or desirable	Recruitment Manager	From the commencement of the plan

training for Gaelic schools by staff /volunteers who hold Gaelic skills				
b)We will promote Gaelic language learning and training opportunities for staff including Gaelic awareness	This will be integrated in core training	Access to training in place for staff. Staff complete training	Equalities Manager	Access to training resources in first year of plan Gaelic awareness in second year of plan
c)A database will be held to include a register of Gaelic skills held, training required and training attended	To be completed once audit of skills is carried out	Numbers of staff with Gaelic skills can be monitored	Equalities Manager	In second year of the plan
d)We will establish where Gaelic language skills can be included within the knowledge and skills framework (KSF) and in the development of post outlines	Gaelic language skills to be referenced through KSF for those post outlines where Gaelic language skills have been identified as desirable	Routine reference is made to Gaelic language skills	Head of Staff Governance	From the commencement of the plan
e)We will make training support and resources available for those staff involved in implementing the SAS Gaelic language plan		Resources provided	Equalities Manager	Prior to and during plan
f)The bilingual logo will be included in all recruitment advertising and		Logo routinely used	Recruitment Manager	Once the logo has been rebranded

advertisements will be bilingual for posts where Gaelic skills are essential.				
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Day to day activities and communication

2.The SAS recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area

Actions	Targets	Performance Indicators	Lead Officer	Timescale
Current practice	At the present Gaelic is available over the telephone through language line service for patients calling 999 or booking transport service and for members of the public wishing to contact the Service. To date no public meetings have been held where individuals could contribute through the medium of Gaelic if preferred although attendees are routinely asked in advance what communication support is required. No bilingual forms are currently in use.			
a)Work is underway to upgrade cab based terminals in ambulance vehicles. Methods of providing access to interpretation services are being explored. Gaelic will be added to a future list of languages available.	Improve access to Gaelic interpreting service for patients / members of the public	Increased use of Gaelic	Enabling Technology - Programme Manager	By end of first year of plan
b)We will include a bilingual logo note on identity cards for those reception staff who wish to indicate that they are Gaelic	To increase the use of spoken Gaelic	Staff chose to indicate that they are Gaelic speakers.	Head of Corporate Affairs & Engagement	During year 2 of the plan

speakers				
<p>c) We will hold public meetings to allow for contributions to be made through the medium of Gaelic in the following circumstances:</p> <ul style="list-style-type: none"> - where we receive a request to do so - where the request is made 3 weeks or more before the meeting is due to take place - where the meeting takes place in a community with 20%+ Gaelic use. <p>Meetings will be publicised at least 4 weeks in advance to allow for requests to be made within the timescale detailed above.</p>	To encourage the use of spoken Gaelic	Simultaneous translation is provided upon request	<p>Equalities Manager</p> <p>Local Patient Focus & Public Involvement Representatives</p>	From the commencement of the plan
d)Gaelic will be introduced to a selection of frequently used forms and made available and publicised in bilingual format, e.g. complaints	To increase accessibility for Gaelic speakers	Use of bilingual forms is increased	Head of Corporate Affairs & Engagement	Complaints and feedback forms to be prioritised in the first year of the plan

Visibility

The Scottish Ambulance Service recognises the important part it can play in increasing the visibility of the Gaelic language. As a national service working across the whole of Scotland the Service vehicles, corporate logo, signage and uniforms are familiar and well recognised by the communities we serve.

Arms length organisations

We will make those organisations with whom we work aware of our Gaelic language plan and the work we are undertaking within the spirit of this plan. To this end we will share our Gaelic language plan widely once this is approved by Bòrd na Gàidhlig.

Gaelic corpus standards

The Scottish Ambulance service is committed to ensuring that we adhere to Gaelic Orthographic Conventions and place naming standards and we will ensure these are used where translations are carried out on behalf of the Service. We will seek advice from Ainmean-Àite na h-Alba (Gaelic place names of Scotland) regarding Gaelic place names for our written materials and signage.

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6. Implementation and monitoring

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date it is approved by Bòrd na Gàidhlig or until a new plan has been put in place.

Publicising the Plan

The Service Gaelic Language Plan will be published bilingually on our website. In addition, we shall:

- issue a bilingual press release announcing the plan;
- make copies of the plan available in our public offices and reception areas and update regularly,
- make the plan known to employees via the Service Intranet;
- distribute copies of the Plan to Gaelic organisations;
- distribute copies of the plan to other interested bodies; and
- publish our plan prominently and make copies available on request.

Reporting

In keeping with the 2005 Act an annual report will be produced and submitted to Bòrd na Gàidhlig which will detail progress made against the Gaelic language plan commitments.

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7. Contact details

Queries about the day-to-day operation of the plan should be addressed to:



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Scottish Ambulance Service
National Headquarters
Gyle Square
1 South Gyle Crescent
Edinburgh
EH12 9EB



0131 314 0000



Scotamb.communications@nhs.net

This map displays the geographical distribution of wind turbines across Scotland. The turbines are represented by small blue and white icons, densely packed in the central and eastern regions, particularly around Glasgow and Edinburgh, and more sparsely distributed in the western and northern parts of the country. The map includes labels for major cities such as Glasgow, Edinburgh, Aberdeen, Dundee, and Inverness, as well as geographical features like the Scottish Highlands. A legend in the top left corner shows a wind turbine icon and a scale bar. The map is titled 'SCOTLAND' and 'United Kingdom'.

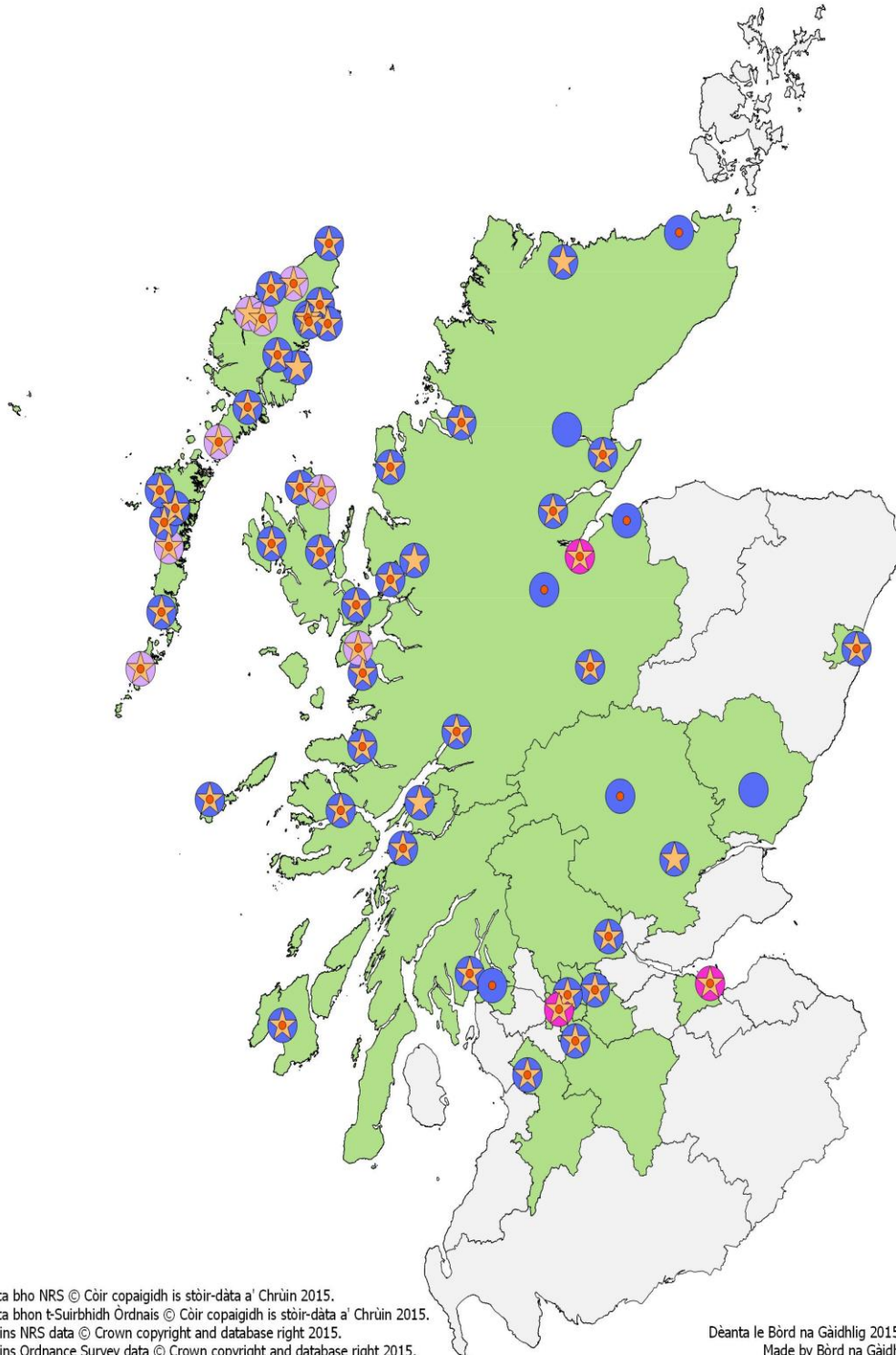
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1	Appendix 2 Census 2011							
2	With a Gaelic ability (age 3+)	87,056	1.7%	of the Scottish population	Gaelic speakers (age 3+)	57,602	1.1%	of the Scottish population
3	of whom can speak Gaelic	57,602	66.2%	of those with a Gaelic ability	Aois 3–19	10,545	18.3%	of those who can speak Gaelic
4	of whom can read Gaelic	44,104	50.7%	of those with a Gaelic ability	Aois 20–44	16,766	29.1%	of those who can speak Gaelic
5	of whom can write Gaelic	33,642	38.6%	of those with a Gaelic ability	Aois 45–64	16,620	28.9%	of those who can speak Gaelic
6	source: NRS tables LC2120SCdz & QS211SC				Aois 65+	13,671	23.7%	of those who can speak Gaelic
7					source: NRS table KS102SC (& KS206SC) & rel2asbfigure9			
8	Using Gaelic in the home	24,974	0.5%	of the Scottish population				
9				of Gaelic speakers				
10	source: NRS table KS206SC							
11								
12								

Appendix 3 Gaelic Medium Education			Gaelic Learner Education		
13					
14	Gaelic Provision Age 0–3	15 council area	Primary (GLPS classes)	11 council area	
15	42005	64 locations	2014-15	157 primaries	
16	Nursery	13 council area		7,772 pupils	
17	2014-15	56 nurseries		school staff teaching	
18		1,052 children (anticipated)		192 GLPS schools served by visiting teacher	
19		134 staff	Primary (other instruction)	5 council area	
20		85 FTE	2014-15	18 primaries	
21	Primary	14 council area		601 pupils	
22	2014-15	59 primaries	Secondary	9 council area	
23		2,818 pupils	2014-15	31 secondaries	
24		193 teachers		3,020 pupils	
25		163 FTE		56 teachers	
26	Secondary	12 council area			
27	2014-15	32 secondaries			
28		1,204 pupils			
29		14 subjects			
30		106 teachers			
31	source: Bòrd na Gàidhlig				

Foghlam tron Ghàidhlig 2014-15 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME primary school
- Bun-sgoil le sruth FtB GME primary with English ME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with high school with GME
- Ùghdarras ionadail le FtG Local authority with GME provision

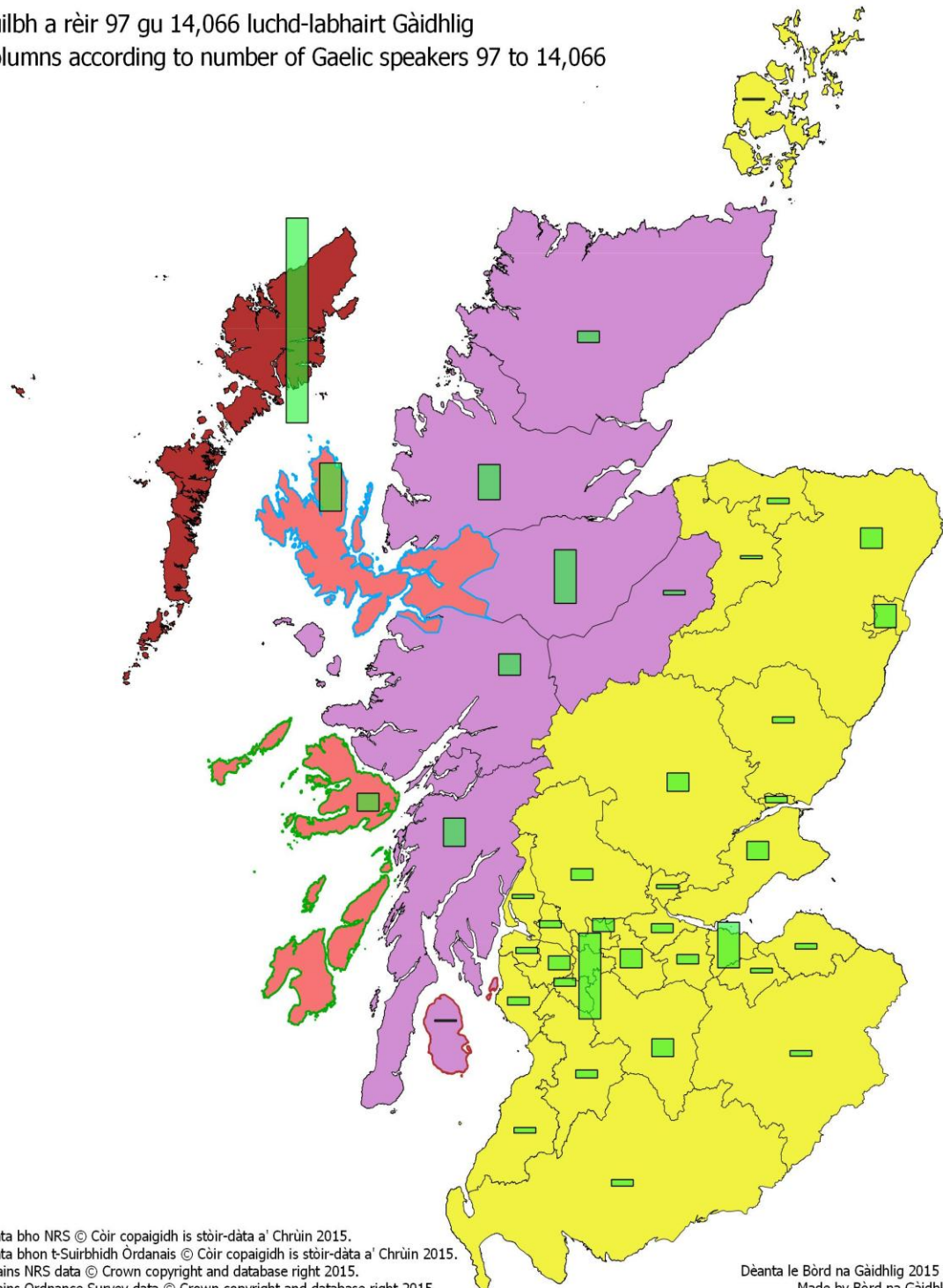


Luchd-labhairt Gàidhlig 2011 Gaelic speakers

- ≤1.125% (cuibheas nàiseanta : national average)
- <15%
- <50%
- 50%+ le labhairt Ghàidhlig : with Gaelic speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1
by Local Administrative Units, Level 1

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig
Columns according to number of Gaelic speakers 97 to 14,066



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