
BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2023-2024
ANNUAL RETURN FORM 2023-2024

| | |
|--|---|
| Ainm na buidhne Organisation's name | Ùghdarras Poilis na h-Alba / Scottish Police Authority For period 24 January 2023 – 24 January 2024 |
|--|---|

Prìomh Dhàta Measaidh
Primary Indicator Data

| | | |
|--|--|--|
| Fios bhon Phoball Communications from the Public | Cia mhead brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year? | None (during 24 Jan 23 – 24 Jan 24) |
| A' sgaoileadh fiosrachaidh Dissemination of information | Cia mhead pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year? | None (during 24 Jan 23 – 24 Jan 24) |
| | Cia mhead fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year? | None (during 24 Jan 23 – 24 Jan 24) |
| Luchd-obrach Staff | Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgìlean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year? | None (during 24 Jan 23 – 24 Jan 24) Voluntary learning opportunities are promoted to the Authority's Corporate and Forensic Services staff via the intranet on dedicated Gaelic Language Plan pages. This |

OFFICIAL

| | | |
|--|---|---|
| | | sets out the detail of our Gaelic Language Plan and provides links to Gaelic awareness and Gaelic language resources. No formal Gaelic skills training took place. |
| | Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill? | None (during 24 Jan 23 – 24 Jan 24) |
| | Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills? | <ul style="list-style-type: none">• 17 – some understanding, e.g. greetings, simple conversation.• 9 – some writing ability, e.g. simple greetings or sentences using a dictionary.• 14 – some speaking ability, e.g. simple greetings• 20 – some reading ability, e.g. signs or children's books with pictures. <p>(Source: Authority's Corporate and Forensic Services Audit - May 2021)</p> |

OFFICIAL

| | | |
|---|--|---|
| Foillseachaidhean Publications | <p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna?</p> <p>How many organisational publications have been published bilingually (Gaelic and English) this year?</p> | <p>Two (during 24 Jan 23 – 24 Jan 24)</p> <ul style="list-style-type: none">• Plana Gaidhlig 2023-2028 (published April 2023)• Co-ro-innleachd airson Obair-phoilis 2023 (published November 2023) <p>In addition, eight previously Gaelic translated public briefings were published to our website in March 2024. Publication library - Gaelic</p> |
| Inbhe Status | <p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna?</p> <p>How many new bilingual signs has the organisation erected this year?</p> | <p>None (during 24 Jan 23 – 24 Jan 24)</p> <p>However, any new/replacement signage for the Authority or Forensic Services will include respective bilingual logos.</p> |

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig

National Gaelic Language Plan Priorities ¹

Cleachdadh na Gaidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

The Authority launched a new website during 2023/24 which includes a Publication Library. This aims to improve public access to the information we hold and encourage public awareness of, and participation in, the decisions we make. The Publication Library includes a search feature for [Gaelic content](#) so that this is equally accessible.

The Authority published our Gaelic Language Plan 2023-2028 and The Joint Strategy for Policing 2023 in both English and Gaelic. Eight public briefings were translated and published in March 2024 (although we note this is out with the scope of this report). We will continue to identify key publications to publish in Gaelic or bilingually.

The Authority's Forensic Services rolled out a new bilingual logo which will appear on all future documentation and branded items, including clothes and cars, on a replacement basis (at no additional cost). The logo appears on every page of our new

¹ See our [Gaelic Language Plan](#) which details High Level and Corporate Service Aims to address the National Gaelic Language Plan priorities.

OFFICIAL

Intranet for staff, and externally on the [Forensic Services website pages](#). While it will be some time before the logo appears on all signage and documentation, it has already been used in key documents such as the [Annual Review](#). Within the year, Forensic Services will roll out replacement identity cards and lanyards for all 600 staff which includes the bilingual logo.

The Authority's Corporate team have developed guidance for staff to book interpreting services through approved providers. Guidance has also been developed for Translation Services during the period for future roll out. These guides aim to ensure interpreting and translation support is in place to assist with translation, consultations and digital / media content, and that approved providers are used.

A catalogue of corporate publications and products was established. This includes Gaelic and bilingual publications and products and will be updated as required.

The Authority also began planning work to produce a bilingual logo for our Independent Custody Visiting Scheme (ICVS). This scheme monitors the welfare of people detained in police custody facilities throughout Scotland.

A Gaelic Language Plan Steering Group was established with representatives from across both the Authority's Corporate team and Forensics Services to monitor progress towards the high level and corporate service aims set out in our Gaelic Language Plan.

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

[How is the organisation increasing the learning of Gaelic?](#)

On approval, the Authority published the second edition Gaelic Language Plan on our website and shared this with all staff for awareness through the daily external relations note.

Both the Authority's Corporate team and Forensic Services have dedicated pages on intranets highlighting our Gaelic Language Plan and the commitments contained within it. These include links to many Gaelic awareness and language resources to promote voluntary language learning, including an aide-memoir of simple phrases and how to create a bilingual email signature. There are also two personal articles by Forensic Services staff members who have been learning Gaelic.

A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

[How is the organisation promoting a positive image of Gaelic?](#)

The Authority's Corporate and Forensic Services intranets promote Gaelic in a positive way by promoting our Gaelic Language Plan and the aims within it along with many Gaelic resources available to staff. Both organisations highlight World Gaelic Week to staff through news items on our intranets to raise the profile of Gaelic through the available community initiatives, projects and events.

Our [Contact Us](#) page welcomes written communication in Gaelic.

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

Not applicable

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

Not applicable. The Authority's function is such that we do not have young people registered with us. However, the Authority is a corporate parent and developed its first Corporate Parenting Plan during 2021. The Corporate Parenting Plan will be reviewed and refreshed during 2024 with a revised plan in place by the end of the calendar year.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.
Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

OFFICIAL

As part of our first Corporate Parenting Plan the Authority progressed recruitment of a Modern Apprentice during 2023/24 and targeting recruitment at those with a Care experienced background.

The Authority's Independent Custody Visiting Scheme (ICVS) monitors the welfare of people detained in police custody facilities throughout Scotland. Independent Custody Visitors (ICVs) continue to prioritise the most vulnerable people in custody at the time of their visit. As such, there is an ongoing focus on children and young people in custody. The Letter of Rights can be provided to detainees in Gaelic and those in custody are asked if they have a translation requirement.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

The Authority's Corporate team established a new Equalities & Duties Working Group. One area of responsibility is coordinating the Authority's Corporate and Forensic Services approach to the oversight and coordination of public body duties, including our duties under the Gaelic Language (Scotland) Act 2005.

Forensic Services have an Equality and Diversity Subgroup which seeks opportunities to promote Gaelic. Throughout 2024 Forensic Services will also prioritise inclusivity across Forensic Services and the Authority and efforts to ensure we have an environment where everyone can be their best, valuing our differences and ensuring how we work includes everyone.

OFFICIAL

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

Forensic Services launched and celebrated a new bilingual logo at their Excellence Awards in September 2023. This event included staff as well as key partners and stakeholders where the logo was revealed and well received.

The Authority's Corporate and Forensic Services bilingual logos now appear in corporate papers, policies, documents and materials. We also promote the use of simple Gaelic phrases, bilingual email signatures, and encourage voluntary learning through dedicated intranet pages. Forensic Services have also shared the experiences of two members of staff in learning Gaelic.

OFFICIAL

| Amasan airson Seirbhisean Corporra | Corporate Service Aims | <div style="display: flex; flex-direction: column; gap: 5px;"> ■ Complete/implemented ■ In progress ■ Not commenced/not implemented </div> |
|--|--|---|
| Àrd Phrionnsabalan | Overarching Principles | <div style="display: flex; justify-content: space-around; width: 100%;"> <div style="width: 33%; background-color: #90ee90;"></div> <div style="width: 33%; background-color: #ffa500;"></div> <div style="width: 33%; background-color: #ff0000;"></div> </div> |
| Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla. | Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English. | |
| Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach. | Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority. | |
| Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblach a chur an gnìomh. | Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan. | Not applicable. |
| Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart. | Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed. | |
| Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th’ ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile. | Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages. | |

OFFICIAL

| Inbhe | Status | | | |
|---|--|---|--|--|
| <p>Suaicheantas Ag amas air suaicheantas corporra anns a’ Ghàidhlig agus anns a’ Bheurla a chruthachadh nuair a thig a’ chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p> | <p>Logo Aim to render the corporate logo 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>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p> | <p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p> | | | |
| Conaltradh leis a’ phoball | Communicating with the public | | | |
| <p>Adhartachadh A’ toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a’ cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p> | <p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p> | | | |
| <p>Conaltradh sgrìobhte Bithear daonnan a’ gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a’ phoileasaidh choitchinn.</p> | <p>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.</p> | | | |
| <p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a’ mhòr-shluaigh.</p> | <p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p> | <p>SPA is not public facing therefore have limited reception requirements. However, audit results and other opportunities will be considered to identify if there are staff with skills in roles to offer this service.</p> | | |
| <p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th’ ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p> | <p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p> | | | |

OFFICIAL

| Fiosrachadh | Information | | | |
|---|---|----------------|--|--|
| <p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p> | <p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p> | | | |
| <p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p> | <p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p> | | | |
| <p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p> | <p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p> | | | |
| <p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p> | <p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p> | | | |
| <p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh corporra uile aig deagh ìre agus gun gabh a tuigsinn</p> | <p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p> | | | |
| <p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuidh as motha a thoirt air</p> | <p>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.</p> | Not applicable | | |

OFFICIAL

| cùisean. | | | | |
|--|---|--|--|--|
| Luchd-obrach | Staff | | | |
| <p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p> | <p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p> | | | |
| <p>Fiosrachadh Inntigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.</p> | <p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions.</p> | | | |
| <p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p> | <p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p> | | | |
| <p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p> | <p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p> | | | |
| <p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p> | <p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority.</p> | | | |
| <p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Gàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.</p> | <p>Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> | | | |

OFFICIAL

| | | | | |
|--|--|------------------------------|--|--|
| | | | | |
| <p>Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.</p> | <p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p> | | | |
| <p>Corpas na Gàidhlig</p> | <p>Gaelic Language Corpus</p> | | | |
| <p>Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p> | <p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p> | | | |
| <p>Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p> | <p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p> | <p>Not required to date.</p> | | |