



THE UNIVERSITY
of EDINBURGH

Gaelic Language Plan

Plana Gàidhlig

www.ed.ac.uk/about/gaelic

This publication is available online at the URL above. It can also be made available in alternative formats on request.

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Foreword

The University of Edinburgh is a global University, but one which is firmly rooted in Scotland. We have a long and proud history of Gaelic, establishing the first Chair of Celtic in Scotland in 1882 and, through our department of Celtic and Scottish Studies, being deeply involved in the research and policy development of Gaelic in Scotland.



Sarah Smith
Vice-Principal Strategic
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and University Secretary

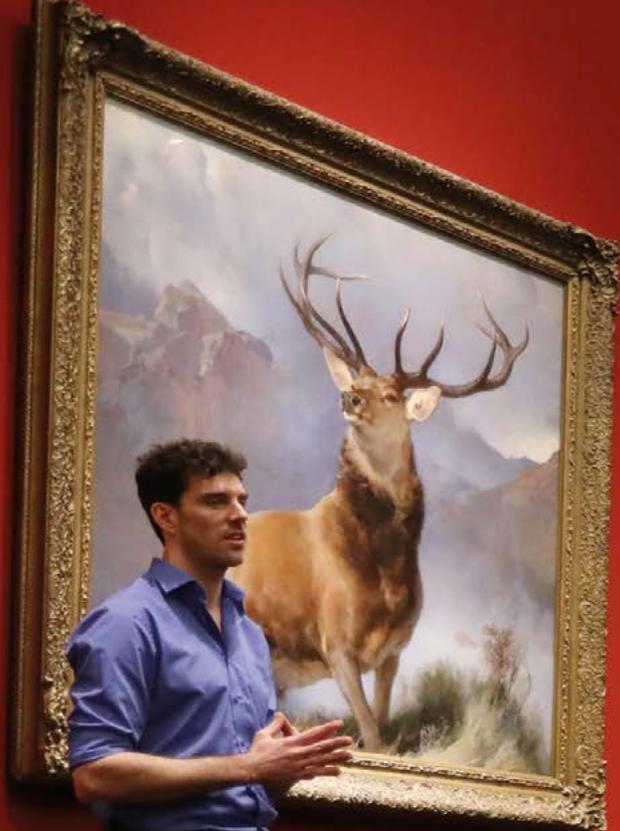
Because of our unique civic history, we recognise the responsibilities we have towards the native languages of Scotland. We hope to enrich the lives and experience of native Gaelic speakers and learners, as well as our many other students, by providing opportunities for them to use or engage with one of Scotland's native living languages during their time at our University.

We believe Gaelic makes a unique contribution to our University community. This new Gaelic Language Plan, therefore, not only sets out the University's contribution to the Gaelic Language (Scotland) Act 2005, but goes beyond that legal framework.

We are proud of the progress made since the inception of our first Gaelic Language Plan. The establishment of a permanent Gaelic Officer position at the University has contributed greatly to the opportunities available to staff and students who wish to use, or learn about, Gaelic as well as strengthening our relationship with the Gaelic community in Edinburgh and further afield.

The establishment of the Edinburgh Gaelic Festival, which has grown 50-fold since 2014, has also raised awareness of Gaelic in the city and at the University. Furthermore, the Gaelic and Primary Education degree, a product of our first plan, is now the largest provider of Gaelic-medium teacher training in Scotland.

The implementation of this new Gaelic Language Plan will, therefore, build on the success of the last plan while looking to further strengthen our links and relationships with the wider Gaelic community. It will do so by highlighting the presence of Gaelic at the University and setting out how we will achieve our aims of raising the profile of Gaelic, and creating opportunities for its use, at the University and in the wider City Region.



Section 1: Visibility

The University will:

- a. review the use of Gaelic and the issue of bilingualism in its corporate identity at the next major re-branding opportunity.
- b. update the Gaelic version of the University's logo in line with the English logo and continue to make it available, with inclusion in the University's brand and logo guidance. The University will widely promote and encourage the use of this logo amongst staff.
- c. ensure staff have the opportunity to order bilingual business cards. The University will recommend this as best practice for staff based within Celtic & Scottish Studies, Communications and Marketing and the Moray House School of Education and Sport and will publicise the option clearly to staff when ordering business cards.
- d. encourage staff to have bilingual versions of their email signature and out-of-office messages, with particular emphasis within Celtic & Scottish Studies, the School of Scottish Studies Archives, Communications and Marketing, Moray House School of Education and Sport and the Gaelic Language Plan Working Group.
- e. make the automatically generated charitable strapline bilingual.
- f. stock Gaelic t-shirts and hooded tops in the Visitors Centre and online and trial additional merchandise.
- g. normally include Gaelic in graduation ceremonies, with the Vice Chancellor including at least a few phrases of welcome in Gaelic and two Gaelic songs being learned by the choir to be included in their song rotation, ensuring these are sung at the Celtic & Scottish Studies and Education graduations.
- h. include Gaelic in some high-profile exhibitions, demonstrating equal respect for Gaelic and English, on a new or renewal basis.
- i. display Gaelic welcome signage at selected reception areas, with an aim to increase the number displayed within this plan's lifespan.
- j. integrate the existing Bilingual Signage Policy into the University of Edinburgh Signage Protocol. Where checklists are available to staff creating new signage, Gaelic signage-related policies will be added to ensure this is addressed at the development stage.



Old College Reception

Tionad-fáilte na Seann Cholaiste

Section 2: Gaelic use at the University

The University will:

- a. reply in Gaelic, if a response is required, when receiving written correspondence in Gaelic. Correspondence submitted in Gaelic may be read and translated by a translator, and the University will ensure that correspondents are made aware of this through publishing a link to a privacy notice anywhere this is advertised.
- b. give a response in Gaelic if a complaint is received in Gaelic. Timescales for any such response will remain standard to those published in the complaints procedure. This will be clearly advertised on the complaints webpage. Complaints submitted in Gaelic may be read and translated by a translator, and the University will ensure that complainants are made aware of this through publishing a link to a privacy notice anywhere this is advertised.
- c. work with our Service Excellence Programme to design and produce a number of key forms in bilingual format based on the outcome of their forms audit, stating clearly which forms will be accepted in Gaelic. These forms will demonstrate equal respect for Gaelic and English.
- d. make Gaelic word processors, browsers and spell checkers available on staff and student computers. Information will be provided to students about Gaelic IT.
- e. put forward a business case to establish a Gaelic residential flat for matriculated students. This programme will be developed alongside the University's British Sign Language residential scheme.
- f. continue the policy that undergraduate theses and dissertations submitted for assessment and examination may be presented in Gaelic, subject to the terms described in the University's Taught Assessment Regulations.
- g. continue the policy that postgraduate theses and dissertations submitted for assessment and examination may be presented in Gaelic, subject to the terms described in the University's Postgraduate Assessment Regulations for Research Degrees.
- h. subject to tutor availability and student demand, endeavour to organise a Gaelic-medium tutorial group in the following courses: Celtic Civilisation 1A and 1B, Scottish Studies 1A and 1B and all courses on the MA Education as well as the MSc Transformative Learning & Teaching.
- i. where a Gaelic-speaking tutor is available, endeavour to assign a Gaelic-speaking Personal Tutor within a student's School to any student who so requests.
- j. create Gaelic language policies in Celtic & Scottish Studies and in the Moray House School of Education and Sport.
- k. create bilingual websites in the department of Celtic & Scottish Studies and in the Moray House School of Education and Sport that will demonstrate equal respect for Gaelic and English.
- l. continue to produce Subject Information Sheets in Celtic & Scottish Studies bilingually and will produce Subject Information Sheets in Moray House School of Education and Sport bilingually.
- m. survey all staff and students to ascertain how many speak Gaelic.

Section 3: Communications

The University will:

- a. create a Gaelic page for high level content on the University website home page that will demonstrate equal respect for Gaelic and English.
- b. make use of our internal publications and website to promote the Gaelic Language Plan and publicise Gaelic initiatives and activities.
- c. ensure the Principal's Foreword will be bilingual when publishing an Annual Review. The University's Strategy 2030 will also be made available in Gaelic. Other ad-hoc content and publications will be published bilingually or in Gaelic as deemed appropriate by Communications and Marketing.
- d. issue a minimum of four high-profile media releases bilingually per year.
- e. continue to use social media to help promote and raise awareness of Gaelic throughout the University and with the wider community.
- f. add Gaelic-speaking experts who are willing to speak to the media in Gaelic to the list of experts kept by Communications & Marketing.
- g. develop and produce portable vinyl signage featuring bilingual content about the history and importance of Gaelic at the University.
- h. draw Gaelic media commitments together into a Gaelic communications plan.



Section 4: Outreach and development

The University will:

- a. continue to offer Gaelic seminars and continue to promote these outwith the University to ensure that the wider community are aware of the opportunities to attend such events.
- b. offer an annual programme of Gaelic musical and cultural events for the University community and the public, working in partnership where possible.
- c. promote research on Gaelic through support for the department of Celtic & Scottish Studies and a regular series of research dissemination events, including the Friday Research Seminar series and the Rannsachadh na Gàidhlig conference when due to be hosted by the University.
- d. promote an event at the beginning of each year where the Gaelic Officer will present information on Gaelic opportunities to students, organised by Celtic & Scottish Studies, Moray House School of Education and Sport and the Gaelic Officer.
- e. support and promote its specialist archives of Gaelic materials, including the School of Scottish Studies Archives and the Carmichael-Watson Collection. Resource will be made available to increase outreach activities to promote the use of these collections.
- f. update and reprint 'Gaelic at the University' and 'Gaelic in Edinburgh' promotional leaflets as appropriate throughout the life of this plan.
- g. provide reward and recognition for students who submit work in Gaelic through the Blackie Celtic Prizes.
- h. establish a Gaelic Writer in Residence scheme.
- i. encourage and support the Students' Association in the implementation of their Gaelic policy and in the development and implementation of their forthcoming Gaelic Language Plan.
- j. maintain our close relationship and continue our partnership working with Edinburgh University Highland Society (An Comann Ceilteach).
- k. cooperate with the Students' Association and relevant University groups to run a campaign myth-busting and promoting awareness of minority language issues at the University.
- l. continue to support the University Gaelic Officer to chair the committee of Seachdain na Gàidhlig (Edinburgh Gaelic Festival) and ensure its continued success.
- m. work with Gaelic stakeholders in Edinburgh to investigate establishing a Gaelic hub near or at the University to support the use of Gaelic at the University and in the city.
- n. continue to liaise on an ongoing basis with other organisations in Edinburgh who are implementing Gaelic language plans and to identify further opportunities for partnership working where appropriate.
- o. continue to liaise on an ongoing basis and maintain our close relationships with Gaelic organisations in Edinburgh to ensure effective promotion and outreach of Gaelic activities and events and to seek opportunities for partnership working.



Section 5: Gaelic teaching

The University will:

- a. continue to run and promote regular Gaelic Language and Culture Taster sessions during the academic year, and Gaelic awareness classes will be offered on an ad-hoc basis.
- b. continue to offer language tasters for staff and students throughout the year to promote and encourage Gaelic learning.
- c. continue to offer Gaelic Language courses within our Languages for All provision.
- d. propose a weekend Gaelic immersion course for staff and students within the planning cycle of the School of Literatures, Languages and Cultures.
- e. investigate the possibility of establishing a Gaelic Summer School for the public, with a report produced on the findings.
- f. develop and expand proposals for immersion opportunities within our Gaelic degree programmes, and develop a structure for an immersion year for students enrolled on Gaelic degree programmes and progress discussion with key external funders as appropriate.
- g. continue to offer our nationally important degree in Primary Education with Gaelic for learners and fluent speakers. This will be included in the plan for the Moray House School of Education and Sport.
- h. explore the possibility of creating a Gaelic pathway within its Professional Graduate Diploma in Education programmes for fluent Gaelic speakers.



Section 6: Gaelic plan delivery

The University will:

- a. publicise this Gaelic Language Plan widely amongst staff and students. A more detailed implementation plan will be developed and used by those with larger and more specific roles in implementation.
- b. maintain the Gaelic Officer post. We will investigate what additional resource will be necessary to ensure effective delivery of this plan and action accordingly.
- c. ensure the Gaelic Officer keeps a list of approved translators that can be used by University staff.
- d. assign responsibility for addressing staffing issues of the University's Gaelic Language Plan. Any training requirements will be addressed as part of the University's regular Training, Learning and Development courses and workshops.
- e. develop the recruitment and selection process to address the requirements of the Gaelic Language Plan.
- f. advertise bilingually posts for which Gaelic is an essential or desirable skill. Human Resources will develop guidance on how staff can advertise bilingually and will ensure that resource is available to provide translation.
- g. ensure that interview panels, for posts for which Gaelic language skills are essential, include at least one Gaelic speaker who will test applicants' Gaelic language skills as part of the selection process.



Governance

The delivery of the University's Gaelic Language Plan will be over the period 2019-2024 and will be enabled by the University's Gaelic Officer, with the support and oversight of the Gaelic Language Plan Working Group (GLPWG).

The GLPWG is made up of representatives from both the academic and professional services sides of the University, and also includes a representative from the Edinburgh University Students' Association.

The GLPWG will, in turn, report on the progress of delivering the Gaelic Language Plan to the Social Responsibility and Sustainability (SRS) Committee on a bi-annual basis, or as requested.

The SRS Committee is an advisory Committee of the University's Executive, which contributes to the development of the University's overall strategic objectives and oversees their implementation and delivery.

Further information about the governance of the University's Gaelic Language Plan, and contact details for the Gaelic Officer, can be found at www.ed.ac.uk/about/gaelic

