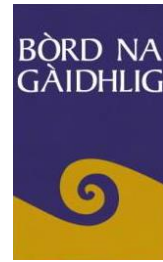




**Taighean-tasgaidh
Nàiseanta Alba
National Museums Scotland**



National Museums Scotland

Gaelic Language Plan

2023 - 2028

Prepared under section 3 of the Gaelic Language (Scotland) Act 2005

17 August 2023

Foreword

I am pleased to present the third iteration Gaelic Language Plan for National Museums Scotland, covering our commitments as an employer, and our work as a museum service provider across all our sites.

In presenting this Plan, National Museums Scotland is demonstrating its commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005. Our aim is to contribute to the sustainability of the Gaelic Language in the context of our vision – *Inspiring People: Addressing the Challenges of Our Age* – and in relation to the breadth of the collections in our care, one of the largest multidisciplinary collections in the UK.

Our Plan sets out our achievements to date and our plans for the next five years. It also demonstrates how National Museums Scotland plays its part, making connections with the National Performance Framework and local Gaelic Language Plans, and through demonstrating equal respect for the Gaelic language and culture.

Dr Chris Breward
Director

CONTENTS

Foreword

1. Introduction

- 1.1 Description of National Museums Scotland
- 1.2 Gaelic within National Museums Scotland
- 1.3 Gaelic in Scotland
- 1.4 The Gaelic Language (Scotland) Act 2005
- 1.5 The National Gaelic Language Plan
- 1.6 Internal Gaelic Capacity Audit
- 1.7 Consultation on the Draft Gaelic Language Plan (*to be written post consultation*)

2. Key Principles

- 2.1 Equal Respect
- 2.2 Active Offer
- 2.3 Mainstreaming

3. Plan Commitments

- 3.1 High-Level Aims
- 3.2 Corporate Service Aims

4. Links to the National Performance Framework

5. Links to Local and Regional Frameworks

6. Publication

- 6.1 Internal
- 6.2 External

7. Resourcing the Plan

8. Monitoring the Plan

9. The Gaelic Language Plan in the Public Authority

- 9.1 Overall Responsibility for the Plan
- 9.2 Day-to-Day Responsibility for the Plan
- 9.3 Gaelic Language Plan Implementation and Monitoring Group
- 9.4 Engaging with Staff
- 9.5 Arm's Length Organisations and Third Parties

Appendices

- 1. Internal Gaelic Capacity Audit

1. INTRODUCTION

1.1 Description of National Museums Scotland

National Museums Scotland is Scotland's national museum group, a unique combination of world-class collections, programmes, places and people.

Our multi-disciplinary collection is an important resource, historically, culturally and scientifically, which we seek to share as widely as possible through our mission to preserve, interpret and make accessible for all, the past and present of Scotland, other nations and cultures, and the natural world.

We care for internationally significant collections of natural sciences, decorative arts, craft, design and fashion from across the world, science and technology, and Scottish history and archaeology. These collections span thousands of years and we use them and their stories to engage the public in exploring the world through our displays and exhibitions, online presence, national and international engagement programmes, and schools' programmes and resources.

Millions of local and international visitors enjoy our four museums each year:

- The National Museum of Scotland in Edinburgh
- The National War Museum within Edinburgh Castle
- The National Museum of Flight in East Lothian
- The National Museum of Rural Life near East Kilbride.

The National Museums Collection Centre in Granton, north Edinburgh is our international hub for collections research, access and storage. It is the home of our conservation studios and a centre of expertise, providing a platform for cutting-edge research and innovation, interdisciplinary study, specialist training and advanced teaching. It provides vital support for our national and international activities.

We are a Scottish Charity and a Non-Departmental Public Body (NDPB) supported through Grant-in-Aid from the Scottish Government and governed by an independent Board of Trustees. They are responsible for setting the organisation's vision, strategy and policies and for monitoring progress to achieve these. The Director is responsible for the day-to-day operation of National Museums Scotland and for the implementation of strategy and policies. The workforce is approximately 470 people who possesses a wide range of expertise, skills, and experience, focused towards understanding, caring for and sharing our collections and estate.

Pre-Covid, National Museums Scotland welcomed in excess of 3.2 million visitors across its four museums and the National Museum of Scotland remains the most visited museum in the UK outside of London. At the National Museum of Scotland, a large proportion of visitors are from overseas. While some of these are from English speaking countries, there is a large variety of languages spoken amongst the non-English speaking overseas visitors. With this in mind, we aim to give equal respect to the language needs of all our visitors, responding to the Gaelic Language (Scotland) Act 2005 and the needs of our broad range of visitors.

As one of the leading museum groups in Europe, the cultural, social, educational and economic impact of our work is wide-reaching. We are proud of our contribution to the creation and promotion of world-class culture in Scotland which makes it a more attractive place to live and work and brings pleasure to our employees, residents and visitors.

Although we have no formal responsibilities under our founding Act, we provide advice, expertise and support to museums across Scotland to help them enhance their own collections and displays. We also work closely with many museums and other organisations across Scotland, the UK and internationally. Thus we take both a thematic and geographical view of where it is appropriate to use Gaelic in our service provision and as an employer.

1.2 Gaelic Within National Museums Scotland

This is National Museums Scotland Third Iteration Gaelic Language Plan. The Second Iteration spanned October 2017 to October 2023. This period of time saw considerable unplanned change in terms of long periods of museum closure to the public and our staff due to a global health pandemic – an unprecedented series of events in our long history.

These full and partial closures created significant difficulties for our ability to programme for our visitors and required a major review of resources. Consequently, our ability to develop Gaelic programmes during this time was severely limited.

We are pleased that progress was made on several fronts over this reporting period however. In the first part of this planning period, our Gaelic offer was inspired by two major exhibitions:

1. *Bonnie Prince Charlie and the Jacobites*, open to the public from 23 June - 12 November 2017. This exhibition was the most comprehensive exhibition on the rise and fall of the Jacobites to be held for over 70 years. Challenging the myths and misconceptions surrounding this complex and captivating episode in European history, the exhibition brought together spectacular material from National Museums Scotland's own collections and key loans from across the UK, France and Italy.

Associated programming included:

A commissioned programme from Live Music Now for Free Fringe Music. The best contemporary talents performed traditional Scottish songs and instrumental sets, including some Gaelic content, for example Ainsley Hamill and Alistair Paterson, a *traditional/Gaelic voice and piano duo*, and Barluath, the *traditional folk band* combining Scots and Gaelic song.

A Gaelic schools trail was also developed with a teachers' CPD session. Our adult programme included a Gaelic Language tour of *Bonnie Prince Charlie and the Jacobites* exhibition led by Dr Donald William Stewart (Sabhal Mòr Ostaig).

2. *Wild and Majestic: Romantic Visions of Scotland*, open to the public from 26 June to 10 November 2019.

The exhibition explored the efforts made to protect and revive elements of Gaelic culture in the wake of the post-Culloden crisis in Highland society. During this period, Scotland's relationship with the European Romantic movement transformed external perceptions of the Highlands and was central to the birth of tourism in Scotland. These developments would in turn influence the relationship between the Hanoverian royal family and Scotland, particularly George IV and, later, Queen Victoria.

National Museums Scotland partnered with Sabhal Mòr Ostaig College on Skye, part of the University of the Highlands and Islands, on the production of content. Experts from Sabhal Mòr Ostaig assisted on the panel texts, and each section of the exhibition explored themes from a Gaelic-cultural perspective.

In 2018 we also celebrated Scottish pop music with an exhibition called *Rip It Up: The Story of Scottish Pop* which ran from 22 June to 25 November 2018. It was the first major show dedicated to Scottish pop music, exploring the musical culture of the nation over more than half a century.

This featured Gaelic bands and culture and featured translated sections in the exhibition. Celebration of Gaelic language and culture also extended into our programming, for instance with Gary Innes and Ewen Henderson (members of award-winning Scots Gaelic group MÀNran) performing free sets.

Our family offer has developed to include:

- ‘Step Wee Ceilidh’ - a part of our family Hogmanay celebrations, we run two 40 minute sessions for under-5’s, involving storytelling, crafts, Gaelic songs and dance.
- New trails for families have been created, for instance on *Space* and *Wildlife Photography*.

Gaelic Medium Schools resources have developed to include new trails on subjects such as *Space* and *Architecture*.

Importantly our core Gaelic offer has developed and become mainstreamed:

Training - Since January 2018 all staff can now submit an electronic Training request to learn Gaelic or attend any Gaelic-related activity we organise through our HR software - Cascade. They can also make such requests at any point in the year even if there are no dates scheduled. These requests are then followed up with advice to help identify the best match with what is available, for example, through Edinburgh University’s Open Learning Programme or Distance Learning through Sabhal Mòr Ostaig. We have also created a Gaelic Learning folder with the Training section which cross-references material in the Library and contains further information for staff on how to get involved. In addition to the resources we hold, we have also included references to both free material online and to options to learn the language more formally on our HR Training Home page.

Core Visitor and Audience offer – downloadable and physical maps are available in Gaelic, as well as Plan Your Visit resources on our website. All core corporate publications are translated into Gaelic as well as all Gaelic-related press releases. We regularly facilitate media requests for filming and recording from Gaelic language platforms and broadcasters.

Since March 2020 and the closure of our Museums due to the pandemic, our offer to visitors has been difficult to achieve. However, colleagues worked hard to adapt our offer and build exciting experiences online. This includes:

Online Museum Socials for people living with dementia and their carers (delivered via Zoom). Gaelic music and language was shared and discussed, inspired by our Mary Queen of Scots clarsach. Live Music Now Scotland led a session of traditional Gaelic songs, accompanied by a live clarsach performance.

Developing our online Gaelic resources for schools on the Lewis Chess pieces. These were created in partnership with the educational publisher Twinkl and were developed by their Gaelic Medium Education team. There are 20 different resources for teachers to use based on our objects including differentiated reading tasks, photo packs, fact cards, PowerPoint presentations, word searches, display banners and a board game.

1.3 Gaelic in Scotland

The total number of people in Scotland recorded as having ‘any Gaelic skill’ in the 2011 census was 87,056 (1.7% of the Scottish population). This is a 5.8% reduction since the last census in 2001.

Of these, the total number of people who speak Gaelic is 57,602; read Gaelic is 38,636, and are Gaelic-literate is 32,418. There is a decline in numbers across all three of these categories since the last census, ten years ago.

Importantly however, and encouragingly, there is a growth in the number of young people engaged with Gaelic. Our Plan and future activities focus attention on this audience, for instance working with Gaelic medium schools and increasing our Gaelic programming.

The number of people who use Gaelic in the home is 24,974, 0.5% of Scotland’s population.

Our largest and most visited sites are based in Edinburgh. The catchment areas for these museums are in Edinburgh and the surrounding council areas. The statistics for spoken Gaelic are:

- City of Edinburgh Council Area - 0.7%
- West Lothian - 0.4%
- East Lothian - 0.4%
- Midlothian - 0.4%
- Scottish Borders - 0.3%
- Fife - 0.4%

1.4 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 National Museum 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.

Our 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.

1.5 The National Gaelic Language Plan

National Museums 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 the 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.

1.6 Internal Gaelic Capacity Audit

A survey was prepared by our Human Resources Department and sent to every member of staff at National Museums Scotland, asking for completion between 8 – 21 November 2021.

It was communicated via:

- All-Users email
- Internal Communication Champions
- Intranet News article
- Reminder email at the mid point.

191 Surveys were completed during this time, equating to a 41.5% rate. This is approximately double the staff response to our previous Gaelic Capacity audit in 2019.

Key findings were:

- The number of current learners has increased to 19 from 7, in 2019.
- The number of people interested in learning has increased to 63 from 30, in 2019.

The report can be found at Appendix 1.

1.7 Consultation

As part of our preparations for a new Gaelic Language Plan, we published a draft for public consultation from 6 June to 17 July 2022 and shared it with the Bòrd na Gàidhlig for their marketing support, especially through their social media channels.

We noted that all responses will be treated anonymously if referenced in any further documents. Response levels were low but useful, helping us to develop our thinking about schools' resources.

Subsequently, the draft Gaelic Language Plan was updated and issued to Bòrd na Gàidhlig for their approval.

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.

We will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

2.2 Active Offer

National Museums Scotland will make an active offer of our Gaelic services to our staff 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.

We will ensure that our Gaelic language services are as accessible as our English language services.

2.3 Mainstreaming

We will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

3. PLAN COMMITMENTS

3.1 High-Level Aims

Our High-Level Aims were agreed by the Scottish Government Minister in October 2021. They link our actions to the National Gaelic Language Plan 2018-2023 as below:

1. Increasing the use of Gaelic

Desired Outcome	1.1 Identify staff roles that can be identified as Gaelic essential posts and recruit accordingly.
Current Practice	Review of all new roles to determine essential and desirable criteria.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	All recruiting Managers with support as required from the Human Resources Department.

Desired Outcome	1.2 Increase the number of volunteers with Gaelic language skills.
Current Practice	Run campaigns in partnership with Bòrd na Gàidhlig where appropriate to recruit volunteers with Gaelic skills .
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Human Resources Department.

Desired Outcome	1.3 Increase the use of Gaelic when engaging with children in Gaelic Medium Education.
Current Practice	Gaelic downloadable schools' resources are available on our website and on professional platforms e.g. Twinkl and resources will be extended to reach an annual target of 800 downloads.

	We will develop our activities and offer for National Gaelic Week for Schools to reach 250 learning participants.
Actions Required	Continue current practice and increase range of resources; develop partnership working with Edinburgh cultural partners and GME schools.
Target Date	Every year over the period of this Plan.
Responsibility	Learning & Engagement Department.

Desired Outcome	1.4 Grow the range, quantity and opportunities to use Gaelic (speaking, reading, writing) across each museum and exhibition.
Current Practice	Bilingual/Versioned exhibition text, bespoke tours and downloadable resources accompany all Gaelic-related exhibitions. We will also work in partnership (Capital Gaelic, NLS, NGS, CEC) to develop our offer for Edinburgh Gaelic Week to reach 650 participants.
Actions Required	Extend current practice through partnership working with Capital Gaelic and other cultural partners. Embed lessons learned from previous bilingual and versioned exhibitions to ensure the best visitor experience for Gaelic language audiences.
Target Date	At relevant times in our exhibition programme, and throughout the year in readiness for the Edinburgh Gaelic Week each February.
Responsibility	Exhibitions & Design Department, and Learning & Engagement Department.

Desired Outcome	1.5 Support the use of the Cleachdi initiative to identify Gaelic speakers within the team.
Current Practice	A Saltire badge identifies Gaelic speakers.
Actions Required	Badge change required to better align with the Cleachdi Initiative – name badges to state job title in Gaelic and English and add flag for Gaelic speakers.
Target Date	2023
Responsibility	Visitor Experience Department.

2. Increasing the Learning of Gaelic

Desired Outcome	2.1 Continue to produce materials for staff to use in the museums and/or online that will assist both fluent speakers and learners to develop their Gaelic skills whilst educating them on collections, artefacts and other museum materials.
Current Practice	An intranet page with developing resources for colleagues
Actions Required	Broader suite of resources, looking at best practice elsewhere, and closer partnering with other National Collections institutions for learning training and resource development.
Target Date	Ongoing over the period of this Plan.
Responsibility	Human Resources Department.

3. Promoting a Positive Image of Gaelic

Desired Outcome	3.1 Where a subject matter is closely linked to Gaelic language, culture and heritage ensure that this is made clear to visitors in the most appropriate languages, including Gaelic.
Current Practice	Explanation provided for visitors in appropriate languages.
Actions Required	Continue current practice
Target Date	At relevant times in our visitor content and communications programme.
Responsibility	Various Departments including Digital Media, Marketing & Communications, Learning & Engagement, and Exhibitions & Design.

3.2 Corporate Service Aims

1. Status

Desired Outcome	1.1 Logo The corporate logo on our website will be rotated in both Gaelic and English.
Current Practice	Our corporate logo was rendered bilingual and has been in use since March 2013. It is used on all Gaelic-related material, e.g. press releases and key strategic documentation.
Actions Required	Update logo.
Target Date	n/a
Responsibility	Marketing and Communications and Digital Media.

Desired Outcome	1.2 Signage Through renewal and if space allows, welcome signage will be implemented in both Gaelic and English.
Current Practice	Signage related to Gaelic content and activities is bilingual e.g. a visitor tour, event or activity. Permanent wayfinding signage for our public sites is in English only.
Actions Required	No change proposed.
Target Date	n/a
Responsibility	Marketing and Communications and Exhibition and Design.

2. Communicating with the Public

Desired Outcome	2.1 Promotion The positive message that communication will be welcome from the public in Gaelic is displayed on our website and in all press releases and corporate publications in both English and Gaelic.
Current Practice	Positive messaging is relayed about the availability of Gaelic in all press releases and corporate publications in both English and Gaelic.
Actions Required	Continue current practice and update website.

Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department and Digital Media.

	2.2 Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	This message is relayed in all press releases, corporate publications and through our visitor comments process ('Comments, Compliments and Complaints' system).
Actions Required	Better signpost that Gaelic is embedded in our CCC process, through updates to the Standards of Service web page.
Target Date	Ongoing over the period of this Plan.
Responsibility	Visitor Experience Department.

Desired Outcome	2.3 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.
Current Practice	No internal competence to have a live, reactive service. Our recorded telephone greeting is in English and Gaelic.
Actions Required	No change proposed.
Target Date	n/a
Responsibility	n/a

Desired Outcome	2.4 Public meetings Any public meetings with links to the Gaelic language will be held bilingually.
Current Practice	The nature and format of public meetings are regularly discussed to ensure they serve best each particular event.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

3. Information

Desired Outcome	3.1 News releases Two exhibition news releases as well as all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	All news releases related to Gaelic are made available in English and Gaelic. We clearly communicate that all other corporate publications can be requested in Gaelic if required.
Actions Required	Continue current practice and include two SEG 1 exhibitions news release translations.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

Desired Outcome	3.2 Social Media At least 5 social media posts will be delivered each year in Gaelic
Current Practice	We have only a reactive Gaelic language service on social media due to internal capacity and user demand.

Actions Required	Continue current practice and update comms planner.
Target Date	Ongoing over the period of this Plan.
Responsibility	Digital Media Department.

Desired Outcome	3.3 Website Specific Gaelic content pages will be created on the website.
Current Practice	All Gaelic-related content on our website is produced in English and Gaelic e.g. GME Schools resources and our Gaelic Language Plan.
Actions Required	Update to website.
Target Date	Ongoing over the period of this Plan.
Responsibility	Digital Media Department.

Desired Outcome	3.4 Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current Practice	All Gaelic-related publications are produced in English and Gaelic. We clearly communicate that all other corporate publications can be requested in Gaelic if required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Marketing & Communications Department.

Desired Outcome	3.5 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.
Current Practice	Established process for a broad approach to exhibition ideas generation, exhibition content development, cost analysis and visitor forecasts, and exhibition governance. Within this Plan we will develop at least one bilingual or versioned exhibition which will be accompanied by a bilingual learning programme including downloadable resources, dedicated tour, and if applicable to target audience, a GME schools' resource.
Actions Required	Develop current practice with lessons learned from previous Gaelic language exhibitions to create an engaging visitor experience for our Gaelic audience.
Target Date	2026-2028
Responsibility	Exhibition & Design Department with Scottish History & Archaeology Department.

Desired Outcome	3.6 Research Explore Gaelic language and culture influence and representation in our material collections.
Current Practice	Some awareness of elements in different parts of the collection.
Actions Required	Dedicated research to be undertaken, especially via our new Collaborative Doctoral Studentship with Sabhal Mòr Ostaig; support for further work including developing a second studentship and contributing to the Natural Language Processing project.

Target Date	2025
Responsibility	Collections Directorate.

4. Staff

Desired Outcome	4.1 Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current Practice	Annual Performance and Development Reviews for all colleagues, where agreed training targets are also set and monitored. In addition an All Staff Capacity Audit is implemented towards the end of each Gaelic Language Plan period to benchmark results against past responses.
Actions Required	Continue current practice.
Target Date	Annually (PDR) and in 2027 (Capacity Audit).
Responsibility	Human Resources Department.

Desired Outcome	4.2 Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions.
Current Practice	The Gaelic Language Plan, our organisational commitments and formal and informal opportunities to become involved are all established topics within the Staff Induction Process.
Actions Required	Continue current practice.
Target Date	Frequently throughout the period of this Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.3 Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	A variety of beginners and advanced Gaelic skills training courses are offered to all staff and volunteers. Our most recent Staff Capacity Audit demonstrates considerable interest.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.4 Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.
Current Practice	Gaelic awareness training is offered to all staff, including Directors, and members of our Board of Trustees.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.5 Recruitment Recognising and respecting Gaelic skills within the
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	recruitment process throughout the public authority.
Current Practice	Gaelic-related recruitment campaigns are supplemented with apt specialist skills in the recruitment panel and process to ensure a robust outcome.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

Desired Outcome	4.6 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.
Current Practice	Discussions between the Recruiting Manager and the Human Resources Department identify and agree the Desirable and Essential criteria in a Person Specification.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	All Recruiting Managers with support as required from the Human Resources Department.

Desired Outcome	4.7 Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Bilingual adverts are developed for roles where Gaelic skills are deemed Desirable and/or Essential.
Actions Required	Continue current practice.
Target Date	Ongoing throughout period of Plan.
Responsibility	Human Resources Department.

5. Gaelic Language Corpus

Desired Outcome	5.1 Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	Colleagues consult with this resource when required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Collections Directorate.

Desired Outcome	5.2 Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	Colleagues consult with this resource when required.
Actions Required	Continue current practice.
Target Date	Ongoing over the period of this Plan.
Responsibility	Collections Directorate.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

Section 3 sets out the activities that National Museums Scotland will continue to develop and mainstream in its work as an employer and museum service provider. These actions are listed in response to the Bòrd na Gàidhlig's High-level Aims and show how we intend to play our role in contributing towards the National Plan and the future sustainability of the Gaelic Language.

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Both formal and informal links to organisations that manage the National Collection in Scotland are part of our established ongoing Gaelic work. Our work has particular connectivity to the National Library of Scotland and the National Galleries of Scotland. We have regular meetings to discuss sharing resources, joint events and staff training opportunities.

6. PUBLICATION

6.1 Publishing and Publicising the Plan

Internal

This Plan will be made available to all staff on our staff Intranet, alongside our Gaelic resources for Gaelic language use and learning.

External

This Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms

7. RESOURCING THE PLAN

The resources required for the implementation of this Plan will be met through our operational budgets by the responsible team or department.

Any activities relating to capital or project-led investment will be resourced as part of that project's cost plan and fundraising targets.

8. MONITORING THE PLAN

The on-going monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and we are committed to producing an Annual Monitoring Report for the Bòrd na Gàidhlig's review.

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

9.1 Overall Responsibility for the Plan

The Museum Director has overall responsibility for the preparation, delivery and monitoring of our Gaelic Language Plan. Their contact details are as follows:

By post: National Museums Scotland, National Museum of Scotland, Chambers Street, Edinburgh, EH1 1JF

By email: gaelicplan@nms.ac.uk, marked for the Director's attention in the Subject Header.

9.2 Day-to-day responsibility for the Plan

The Head of Corporate Policy & Performance has day-to-day responsibility for the monitoring of our Gaelic Language Plan. Their contacts are as follows:

By post: National Museums Scotland, National Museum of Scotland, Chambers Street, Edinburgh, EH1 1JF

By email: gaelicplan@nms.ac.uk, marked for the attention of the Head of Corporate Policy & Performance in the Subject Header.

9.3 Gaelic Language Plan Implementation Group

An Implementation Team is established comprising representative members of departments which played a key role in the Plan's development and are responsible for the implementation of the Plan's details. This Implementation Team will be chaired by a member of the Executive Team, who will also oversee the production of Monitoring Reports.

9.4 Engaging with Staff

We have a well-established system for internal communication and Gaelic events and news are communicated through these channels:

- All Staff monthly emails
- Notice Boards across our sites
- Our dedicated Human Resource platform, Cascade
- Monthly Departmental meetings, led by the Head of Department
- Quarterly live and recorded staff presentations meeting
- Staff intranet with dedicated Gaelic section
- Internal Communications Champions.

9.5 Arm's length organisations and Third Parties

National Museums Scotland does not work with third party associates in this way. Our Human Resources and Press teams for instance are members of staff, not procured services.

APPENDICES

Appendix 1 – Internal Gaelic Capacity Audit

Gaelic Skills Audit User Survey 2021 Results

A survey was sent to every member of staff at National Museums Scotland, asking for completion between 8 – 21 November. It was communicated via:

- All-Users email
- Internal Communication Champions
- Intranet News article
- Reminder email at the mid point.

Completion Results 2021

191 completed surveys equates to 41.5% response rate, based on approximately 460 staff.

Completion Results 2019

98 completed surveys equated to 21.3% response rate.

2021 Survey - Question 1:

In support of National Museums Scotland Gaelic Language Plan, we would like to know more about staff usage and interest in learning Gaelic. Please select the most appropriate statements from the list below that best describe your current skills level in Gaelic

Answer Choices	Responses	
I can read Gaelic fluently	0.00%	0
I can write Gaelic fluently	0.00%	0
I can speak Gaelic fluently	0.00%	0
I am learning or improving my Gaelic	8.38%	16
I can understand and respond to simple greetings in Gaelic	9.95%	19
None of the above	85.86%	164
Answered		191
Skipped		0

2019 Survey – Question 1:

Answer Choices	Responses	
I can read Gaelic fluently	1.02%	1
I can write Gaelic fluently	0.00%	0
I can speak Gaelic fluently	0.00%	0
I am learning or improving my Gaelic	2.04%	2
I can understand and respond to simple greetings in Gaelic	7.14%	7
None of the above	90.82%	89
Answered		98
Skipped		0

2021 Survey - Question 2:

I am interested in learning Gaelic for work and would like more information

Answer Choices

Responses

Yes	33.69%	63
No	66.31%	124
Answered		187
Skipped		4

2019 Survey – Question 2:

I am interested in learning Gaelic for work and would like more information

Answer Choices	Responses	
Yes	31.91% 30	
No	68.09% 64	
Answered		94
Skipped		4

2021 Survey – Question 3:

If you answered 'yes' to the above statement, please enter your name and department so that we may follow up with you after the survey

Answered	61*
Skipped	130

(0* 1 of the 61 respondents did not provide a name)

(NB 7 of those who answered yes are colleagues who have participated in Gaelic learning in the museum previously ie are already known to us.)

2019 Survey – Question 3:

If you answered 'yes' to the above statement, please enter your name and department so that we may follow up with you after the survey

Answered	28
Skipped	70

Breakdown of 61 positive respondents to 2021 Question 3

Collections Directorate – 23

- 5 Collections Services
- 5 Natural Sciences
- 2 Science & Technology
- 7 Scottish History & Archaeology
- 1 Treasure Trove
- 3 World Cultures

Estates and Facilities – 4

- 1 Estates
- 1 Facilities Management
- 1 Security
- 1 Support Services

External Relations – 9

- 3 Development
- 3 Digital Media
- 3 Marketing and Communications

Finance and Planning – 2

- 1 Finance
- 1 Information knowledge management

Human Resources – 1

NMSE – 1

Public Programmes – 5

- 2 Exhibitions and Design
- 3 Learning and Engagement

Visitor Experience – 15 known + 1 unknown

- 10 National Museum of Scotland/National War Museum
- 2 National Museum of Flight
- 3 National Museum of Rural Life

HR Dept
EJK 23/11/2021