



Meeting: NHS Highland Board
Meeting date: 27 September 2022
Title: Plan Gàidhlig – Gaelic Plan
Responsible Executive/Non-Executive: Pamela Dudek/Boyd Robertson
Report Author: Nicola Thomson

1 Purpose

Please select one item in each section *and delete the others*.

This is presented to the Board for:

- Decision - Approval for draft for public consultation

This report relates to a:

- Government policy/directive – Gaelic (Scotland) Act 2005

This aligns to the following NHSScotland quality ambition(s):

- Person Centred

This report relates to the following Corporate Objective(s)

Clinical and Care Excellence <ul style="list-style-type: none"> Improving health Innovating our care 	X X	Partners in Care <ul style="list-style-type: none"> Working in partnership Listening and responding Communicating well 	X X X
A Great Place to Work <ul style="list-style-type: none"> Growing talent Leading by example Being inclusive Learning from experience Improving wellbeing 	X X X X X	Safe and Sustainable <ul style="list-style-type: none"> Well run 	X
Other (please explain below)			

2 Report summary

2.1 Situation

This is the draft 3rd Gaelic Plan for NHS Highland. All Public Bodies are required to publish a Gaelic Plan every 5 years. This plan will go to public consultation and return for final approval at the November meeting. Bòrd na Gàidhlig will receive the plan for formal approval at their January 2023 meeting.

The High-level aims contained therein are specific to NHS Highland. The Corporate Aims are more general and are required of all public authorities. The Plan is linked to the Together We Care Strategy and Gaelic is included under one the Nurture Well outcome within that document.

2.2 Background

Due to staff turnover and other priorities, previous plan progress has been slow and limited, however, some progress has been made during the last 6 months, with increased engagement on Gaelic matters, a new suite of Gaelic Awareness modules for all staff and a range of classes now up and running, in collaboration with Highland Council and with Ionad Chaluim Chille Ile (Gaelic Centre Islay). It is hoped further collaboration will also take place with Sabhal Mòr Ostaig, the national centre for Gaelic Language and Culture. In addition, good progress has been made with bilingual signage, now standard for all capital developments. It is hoped the rendering of the bilingual logo will be sanctioned by NHS Scotland in due course.

2.3 Assessment

The highest risks are that the objectives within the plan are not achieved, as this could result in NHS Highland being referred to Ministers. There are named responsible officers for each area of aims/objectives and the re-establishment of a Gaelic Implementation Group will ensure continued monitoring and progress reporting.

It would be advisable to have an ongoing Gaelic officer/adviser role in some form, to ensure progress continues or ensure the Gaelic remit sits within a function of the ECG.

2.4 Proposed level of Assurance

This report proposes the following level of assurance:

Substantial	<input type="checkbox"/>	Moderate	<input checked="" type="checkbox"/>
Limited	<input type="checkbox"/>	None	<input type="checkbox"/>

The delivery of the Gaelic Language Plan requires buy-in by relevant staff and budgets. Furthermore, organisational communication, active engagement by the Gaelic Implementation Group, and funding from Bòrd na Gàidhlig are essential components to the Plan's success.

Once the Gaelic Implementation Group has been formally re-established with confirmed membership, and following the staff and public consultation, the final plan would hopefully be presented with substantial assurance.

3 Impact Analysis

3.1 Quality/ Patient Care

There are plans to develop services in relation to Gaelic, in family, maternity and dementia services, initially, to show that there could be clinical benefits to the health and social care of patients.

3.2 Workforce

Staff have been engaging with Gaelic content over the last 6 months and there are now a number of staff signed up to the new suite of Gaelic classes available both online and face-to-face. The Gaelic Plan details aims and objectives for staff across the organisation to get involved with. The Gaelic Awareness modules also help provide some context to all staff joining the organisation of the importance of Gaelic in modern Scotland.

3.3 Financial

Resourcing the Gaelic Language Plans includes spending from the organisation's own budget and applications to the GLAIF (Gaelic Language Act Implementation Fund). Once the Plan has been approved by Bòrd na Gàidhlig (January 2023) a new application for funding for specific areas of the plan will be submitted). £16,000 was received in 2019 for previous plan projects, and the final report for this was successfully submitted in September 2022 following its implementation.

3.4 Risk Assessment/Management

Reputation Risk - The highest risks are that the objectives within the plan are not achieved, as this could result in NHS Highland being referred to Ministers. There are named responsible officers for each area of aims/objectives and the re-establishment of a Gaelic Implementation Group will ensure continued monitoring and progress reporting.

3.5 Data Protection

The Plan is a public document and includes the names of senior staff tasked with objectives, as laid out in the plan.

3.6 Equality and Diversity, including health inequalities

This report does not require an equalities impact assessment however any future Gaelic training to be offered to colleagues will be assessed to ensure equality of access for all. Appropriate expert advice will be sought.

3.7 Other impacts

No other impacts.

3.8 Communication, involvement, engagement and consultation

State how this has been carried out and note any meetings that have taken place.

- Gaelic open staff meetings: Apr 21, Mar 22
- Regular updates in Weekly Round-up, since March 2022
- Information to EDG around High-level aims – July 22
- High-level aims to Board – July 2022
- Detailed information around objectives – EDG – Sept 22
- Individual discussions with relevant staff (Mar-Sep 22)
- Regular reporting to Fiona Hogg, People and Culture (Mar – Sep)
- Staff internal audit survey – September 22 (live)
- Public Consultation of draft – October 22 (planned)
- Teams channels for interested staff

3.9 Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

- EDG, High level aims, July 2022
- Board & Board Development Session, High-level aims, July 2022
- EDG, detailed aims September 2022

4 Recommendation

Assurance – The work on this Gaelic Plan is carried out in conjunction with the Board, the executive staff, Heads of Service, interested staff and officers at Bòrd na Gàidhlig, to ensure that the plans are appropriate, proportionate and achievable

- **Decision** – Reaching a conclusion after the consideration of options.

DRAFT