

Language Strategy Action Plan October 2018 – March 2020

Accessibility

Documents are available, on request, in alternative formats - Braille, audio, large print, easy read. The council will also consider requests to produce it in other languages. If you require the Action Plan in these or other formats please contact us:

Equality & Diversity Unit Legal & Civic Services Belfast City Council 9-21 Adelaide Street Belfast BT2 8DJ

Telephone: 028 90270511 Freephone: 0800 0855 412 Text phone: 028 90270405

Email: equality@belfastcity.gov.uk



Belfast
City Council

Purpose – what is the Language Strategy Action Plan for?

This is part of the implementation of the Language Strategy (2018-23) and runs from October 2018 until March 2020. This is an operational level document, outlining ten objectives to increase access, promote diversity and inclusion within the five work strands; Irish language, Ulster-Scots language, Sign languages, new communities' languages, and languages and communications for disabled people.

Strategic Background:

Belfast City Council first adopted a Language Policy in 2006, which was wide ranging and addressed the use of languages other than English in council business. In particular, reference was made to Irish, Ulster-Scots, other 'minority' languages and sign languages. Legal opinion and engagement with language communities were incorporated into the Draft Policy on Linguistic Diversity, which was open to public consultation in 2017. The consultation endorsed the general strategic adopted by the Belfast City Council but also illustrated the need to take into account each of the linguistic communities of Belfast and their diverse needs and priorities.

Taken collectively the recommendations arising from the Draft Policy on Linguistic Diversity (2017) and from the Consultation Feedback Report (2017) form the basis of the Language Strategy 2018-23. A series of strategic aims have been developed for the Language Strategy, which are:

- A. Address language and communication challenges within the Belfast Agenda Outcomes;
- B. Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the city;
- C. Increase the profile of different languages along with understanding and awareness associated with cultures, heritage and traditions;
- D. Engage with language communities to address language barriers and promote equality of opportunity through the development and integration of different languages into mainstream civic life;
- E. Enhance good relations through the promotion of linguistic diversity and to celebrate the significant of language in the history and culture of the city;
- F. Address staff training and capacity building needs in relation to the role linguistic diversity has in the workplace and in the delivery of services, and
- G. Work in partnership to promote linguistic diversity across the city, to move toward our shared vision of inclusive growth, where no-one is left behind.

Language Strategy Action Plan, October 2018 - March 2020

Objectives	Link to Language Strategic Stated Aim	Outcome
1. Carry out an audit of the current 2006 Language Policy identifying areas of impact this on day to day council work.	<p>B. Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the City.</p> <p>C. Increase the profile of different languages along with understanding and awareness associated with cultures, heritage and traditions.</p>	Report of audit findings to be addressed through Language Strategy Steering Group
2. Work in partnership to promote better understanding in language and communication challenges within our services.	<p>A. Address language and communication challenges within the Belfast Agenda Outcomes.</p> <p>G. Work in partnership to promote linguistic diversity, to move towards our shared vision of inclusive growth, where no-one is left behind.</p> <p>F. Address staff training and capacity building needs in relations to the role linguistic diversity has in the workplace and in delivery of services.</p>	Providing services accessible to all
3. Continue to build relationships with language communities to ensure effective implementation of the strategy and that changing needs and priorities are appropriately addressed.	<p>D. Engage with language communities to address the language barriers and promote equality of opportunity through the development and integration of different languages into mainstream civic life.</p> <p>G. Work in partnership to promote linguistic diversity, to move towards our shared vision of inclusive growth, where no-one is left behind.</p> <p>E. Enhance good relations within the City through the promotion of linguistic diversity to celebrate the significance of language in the history and culture of the City.</p>	Positive engagement with all language communities.
4. Build internal and external partnerships with other delivery agents throughout the City, to enhance the profile of different languages in the life and image of Belfast.	<p>D. Engage with language communities to address the language barriers and promote equality of opportunity through the development and integration of different languages into mainstream civic life.</p> <p>A. Address language and communication challenges within the Belfast Agenda</p>	Effective partnership working

	Outcomes.	
5. Take forward film project showcasing linguistic diversity and screen to different audiences.	<p>C. Increase the profile of different languages along with understanding and awareness associated with cultures, heritage and traditions.</p> <p>E. Enhance good relations within the City through the promotion of linguistic diversity to celebrate the significance of language in the history and culture of the City.</p>	Quality film(s) in place, promoting and impacting the linguistic diversity of the City.
6. Use various media and social media to raise awareness of the strategy and the positive profile of different languages across the city.	<p>C. Increase the profile of different languages along with understanding and awareness associated with cultures, heritage and traditions.</p> <p>E. Enhance good relations within the City through the promotion of linguistic diversity to celebrate the significance of language in the history and culture of the City.</p>	Effective use of media and social media tools to raise the profile of linguistic diversity across the City.
7. Develop and deliver a range of programmes, courses and events to increase the visibility and positive image of different language forms and bi-lingualism	<p>C. Increase the profile of different languages along with understanding and awareness associated with cultures, heritage and traditions.</p> <p>E. Enhance good relations within the City through the promotion of linguistic diversity to celebrate the significance of language in the history and culture of the City.</p> <p>F. Address staff training and capacity building needs in relations to the role linguistic diversity has in the workplace and in delivery of services.</p>	Promoting a welcoming, inclusive city for all.
8. Identify policy/protocol areas where there may be a synergy with the aims of the language strategy in addressing a demand for a language other than English.	<p>A. Address language and communication challenges within the Belfast Agenda Outcomes.</p> <p>B. Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the City.</p>	Alignment of policy areas

<p>9. Develop translation/interpretation protocols which determines what documents and online material will automatically be translated to other languages and what documents and online material will be translated on request.</p>	<p>B. Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the City.</p>	<p>Advice and guidance on language translation and interpretation available.</p>
<p>9. Identify the training and development needs of the staff within the council through internal partnership working.</p>	<p>F. Address staff training and capacity building needs in relations to the role linguistic diversity has in the workplace and in delivery of services.</p>	<p>A skilled and diverse workforce</p>