



LOCAL NEGOTIATING COMMITTEE: 9 February 2004

## **BILINGUAL POLICY – AGREEMENT ON THE WORDING FOR JOB ADVERTISEMENTS**

Report by Director of Education

**PURPOSE OF REPORT** To advise members on the current policy of advertising Gaelic essential posts in both Gaelic and English.

### **COMPETENCE**

- 1.1 There are no legal, financial or other constraints to the recommendation being implemented.

### **SUMMARY**

- 2.1 At present the level of Gaelic required for a post is split into two categories – Gaelic Essential, where the use of Gaelic is a necessary requirement to enable the duties of the post to be undertaken; and Gaelic Desirable where the ability to speak Gaelic is not an essential requirement for the post but a communicative competence in Gaelic is desirable.
- 2.2 Where Gaelic is classified as essential the post will be advertised in both Gaelic and English. If Gaelic is considered to be desirable the post will be advertised in English only but the person specification will state the fact that Gaelic is desirable.

### **EDUCATION DEPARTMENT'S POLICY**

- 3.1 Of course any Gaelic Medium post in secondary or primary education will be classified as Gaelic Essential. In the case of Head Teachers the requirement to have Gaelic will be desirable unless the Head Teacher is required to teach children in the Gaelic Medium class, in which case Gaelic will be regarded as essential.
- 3.2 It should be noted that in relation to Gaelic Desirable teaching posts, it would only be in the case of other matters such as ability, competence and performance being equal, that the ability to have a communicative competence in Gaelic would come into operation, subject always to the ability of the school to deliver a bilingual curriculum.