

Requester Name: Shane O'Curraighin: File Re: FOI-000424-2021

| Page No | Description of document | Deletions | Relevant Section of FOI Acts | Reason for Decision | Decision Maker's |
|----------------|--|------------------|-------------------------------------|----------------------------|-------------------------|
| 1 | Agenda - 29 June 2018 | 1 | Part 1(n) Schedule 1 | Out of Scope | Part-Grant |
| 2-6 | Minutes of meeting - 13 July 2021 | 1 | Part 1(n) Schedule 1 | Out of Scope | Part-Grant |
| 7 | Agenda - 1 September 2021 | 0 | | | Grant |
| 8-14 | Minutes of meeting - 21 September 2021 | 0 | | | Grant |
| 15 | Agenda - 13 October 2021 | 0 | | | Grant |
| 16-18 | Minutes of meeting - 13 October 2021 | 0 | | | Grant |
| 19 | Agenda - 8 November 2021 | 0 | | | Grant |
| 20-24 | Minutes of meeting - 5 November 2021 | 1 | Section 37 | Personal Information | Part-Grant |
| 25 | Agenda - 22 November 2021 | 0 | | | Grant |
| 26-28 | Minutes of meeting - 22 November 2021 | 0 | | | Grant |
| 29 | Agenda - 29 November 2021 | 0 | | | Grant |
| 30-33 | Minutes of meeting - 29 November 2021 | 0 | | | Grant |

[illegible]

1
Cruinniú idir An Garda Síochána & Oifig An Choimisinéara Teanga

Meeting between An Garda Síochána & the Office of An Coimisinéir Teanga

Stáisiún Gardai Mhaigh Chromtha, 29 Meitheamh 2018, 2i.n

Macroom Garda Station, 29 June 2018, 2pm

1. **An staid reatha maidir le líon Gardai le hinniúlacht sa Ghaeilge atá lonnaithe i stáisiúin Ghaeltachta**
The current situation in relation to the number of Gardai with proficiency in Irish in Gaeltacht stations
2. **Ionad oibre na nGardai a tháinig tríd na painéil earcaíochta Gaeilge agus a bhfuil a dtréimhse oiliúna tagtha chun críche**
The location of Gardai who were recruited through the Irish Stream and who have completed their training period
3. **Forbairt córas measúnaithe d'inniúlacht sa Ghaeilge**
The development of an Irish language proficiency assessment system
4. **Aon socraithe atá curtha i bhfeidhm maidir le hinniúlacht sa Ghaeilge a thástáil nuair atá Gardai á n-aistriú chuig stáisiún Ghaeltachta**
Any arrangements that have been implemented in relation to assessing members' proficiency in Irish before they are transferred to a Gaeltacht station
5. **Aonaid a bhíonn ar dualgas i gceantair Ghaeltachta ar nós an Cór Tráchtá**
Units that work in Gaeltacht areas, [REDACTED]
6. **Socraithe / moltaí chun tosaíocht nó buntáiste a thabhairt do Ghardai le hinniúlacht sa lorg atá ag lorg aistriú chuig dúlchí ina bhfuil limistéir Ghaeltachta**
Arrangements / recommendations to give priority or advantage to Gardai with proficiency in Irish that are looking to transfer to a Gaeltacht area.
7. **Forbairt beartas chun feidhm a thabhairt do mholtaí a chuirfidh le cumas an Gharda Síochána:**
 - a. **Cinntiú gur Gardai le hinniúlacht sa Ghaeilge atá ar dualgas i stáisiúin Ghaeltachta**
 - b. **Cur go suntasach le líon na nGardai le hinniúlacht sa Ghaeilge atá ar dualgas i ndúlchí ina bhfuil stáisiúin Ghaeltachta**

Developing a policy to give effect to the recommendations that would enhance An Garda Síochána's capacity to:

 - a. **Ensure that Gardai on duty in Gaeltacht stations have the required proficiency in Irish**
 - b. **Significantly increase the number of Gardai with proficiency in Irish that work in areas where there is a Gaeltacht station**

| Irish Language Strategic Working Group | | |
|--|---|------------------|
| Meeting Date & Venue | 13 th July 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Assistant Commissioner O'Brien North Western Region 3. Ms. Eimear Ní Cheallaigh Irish Language Officer 4. Assistant Principal Éilís Gilvarry HR&PD 5. Superintendent David Kelly Donegal 6. Superintendent Jarlath Lennon HRM 7. Superintendent Aidan Minnock Garda College 8. Inspector Naoimí DeRís Mayo 9. Inspector Adrian O'Neill Galway 10. Inspector Ronan Farrelly Navan 11. Carol Byrne North Western Communications Coordinator 12. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|--------|--|---|
| 1. | Irish Language Strategic Working Group | Minutes of Meeting 27th May 2021 <ul style="list-style-type: none"> • Minutes Agreed |
| 2. | D/C McMahon Policing & Security | Joint Committee meeting on Irish Language <ul style="list-style-type: none"> • Eimear Ní Cheallaigh provided update on letter received by the Commissioner subsequent to the Dáil Committee meeting which was appreciative of An Garda Síochána's cooperation with the process. • Draft strategy circulated 2 weeks prior to working group meeting. The strategy incorporates the two amendments made by Government on the 8th July, 2021: <ol style="list-style-type: none"> 1. All Public Bodies to ensure 20% of new recruits have fluency in the Irish language by 2030. 2. Language standards to replace Language Schemes. This will put more obligations on organisations. • Feedback received from various group members: A/C O'Brien outlined 3 pillars in line with Welsh model and that the strategy incorporates a lot of positives. Key initiatives need to be tied down. Consideration should be |

given to a 'champion' for each pillar to promote and add vibrancy to the strategy.

- D/C McMahon agreed that emphasis should be placed on leadership and ownership at a high level within AGS to drive the pillars.
- Supt Kelly raised the impact on resources – resource intensive. Also reiterated the importance of top down support required for the success of the strategy.
- Supt Minnock provided an update on advances made by the Garda College in strategic area 2: Training & Awareness. Proficiency panels have moved online with scope to move more online. Potential for providing trainee level through to various other levels in AGS with Irish language online learning content. Supt Minnock suggested the creation of an awareness piece for prospective applicants for AGS regarding the requirement for Irish language proficiency and this awareness info would also be available for personnel in the organisation.
- Inspector Farrelly suggested consideration be given to expanding on the four Gaeltacht courses available per year, due to the size of the organisation the current number may be under ambitious.
- D/C McMahon outlined the strategy should encompass both the strategic piece around formal education and the practical elements were consistency and standardisation is required for participation across all Regions & Divisions.
- Eimear Ní Chealliagh provided update on pilot taking place in September 2021. Gaelchultúr currently developing online course content pitched at A2 European framework level. This will be available to all personnel and is not confined to a particular number. The pilot is pitched at level 2 with the intention of adding on units. This pilot will also coincide with the launch of the gold & silver Fáinne.
- AP Gilvarry outlined the online learning content will be hosted on Gaelchultúr's own website.
- Maximum engagement will be required in September with a number of strands launching:
 - Fáinne
 - Online course
 - Strategy

A/C O' Brien outlined that a list of champions in each Region should be utilised for internal promotion.

A tag line has been developed to promote Irish language usage 'Labhair í is linn í'. The emphasis will be on generating interest and directing people towards the various initiatives during September and possibly into October. To entice people and get them to want to partake in courses, to want to wear the fáinne and to want to speak Irish.

| | | |
|----|---|---|
| | | <p>Communications coordinator Carol Byrne currently working on an internal promotion strategy for these initiatives via social media and other forums.</p> <p>Carol Byrne and Inspector O'Neill also involved with social media and radio initiatives through the medium of Irish. Crime prevention slots as Gaeilge also in a number of Divisions.</p> <p>D/C McMahon these initiatives will need to be mainstreamed ensuring they are also running in the DMR, Eastern & Southern Region.</p> <p>Action:</p> <p>All group members to provide feedback via email to Eimear Ní Cheallaigh to facilitate the completion of the strategy. Aim is to complete the strategy by the last week in August with the intention of having it before the Executive the first week in September 2021.</p> <p>Action:</p> <p>Eimear Ní Cheallaigh to simultaneously draft implementation plan. Assistance to be provided as required from working Group members and personnel with expertise in this area.</p> |
| 2. | <ul style="list-style-type: none"> • Exec Dir HR&PD • Eimear Ní Cheallaigh – Irish Language Liaison Officer | <p>The Number of Irish Speakers in Gaeltacht Stations</p> <ul style="list-style-type: none"> • Update provided by Eimear Ní Cheallaigh – documents with detail from review completed in September 2020 circulated to Group membership. • Proficiency levels 1 to 5 documented in the audit and should be maintained yearly. <p>Action:</p> <ul style="list-style-type: none"> • Monitoring proficiency levels of Irish Speakers in Gaeltacht areas and service stations to continue. |
| 3. | <ul style="list-style-type: none"> • Exec Dir HR&PD • C/Supt with responsibility for Gaeltacht Areas | <p>Gaeltacht Allocation Policy</p> <ul style="list-style-type: none"> • Update provided by AP Gilvarry regarding two more personnel allocated from the list of proficient Irish speakers. These personnel were allocated to An Rinn and Daingean Uí Chúis. • Probationers from the Irish language stream should be allocated to a Division which has a Gaeltacht Station within the Division with the intention of relocation to the Gaeltacht station when the time is right. • Supt Lennon reiterated the difficulties allocating junior personnel to smaller rural stations and the requirement for a training station. Some Gaeltacht areas are well serviced e.g. Galway with difficulty obtaining personnel for North Donegal. |

- Supt Kelly discussed the difficulty involved with moving personnel following their period of probation if personnel do not want to move.
- A/C O'Brien stated there has been limited success with the current strategy with minimal fluency in certain areas. A piece of work is required around establishing what level of Irish personnel in these areas use on a day to day basis and what would encourage them to increase their usage. Suggestion that consideration be given to Inspector O'Neill sitting down with staff, identifying not only their level of fluency but what would encourage them to use it and if training could be an incentive?
- Supt Kelly outlined that the issue at present is the Gaeltacht allowance. Some personnel are in receipt of it and others are not. This has affected the good will towards language usage with issues such as let the personnel with the allowance do the Irish language radio programme as they are getting paid for it. This issue needs to be addressed.
- Supt Kelly also suggested consideration be given to a bronze fáinne. This could entice people who have Irish to leaving cert level and may need to use some English words to give it a go and might encourage willingness to use Irish – acknowledging shortcomings but willing to use the language.
- D/C McMahon outlined the allowance was removed at a point in time and is difficult to have reinstated. Most likely not within our gift. We must appeal through other means and will need to be creative. Also acknowledged that the bronze fáinne could encourage willingness to use the language.
- A/C O'Brien – bronze fáinne idea is useful and should be considered possibly promoting it 6 months after the gold and silver are in place. Irish needs to be kept in people's minds. Team will need to generate ideas to encourage usage. Reinstatement of the allowance should be looked from the perspective of the whole package including addressing the definition of a Gaeltacht station.
- Eimear Ní Cheallaigh outlined the silver fáinne requires a basic level of Irish and shows good will towards the language. This would need to be addressed in the campaign. The communication strategy will be important with regard to building people's confidence. The gold fáinne requires fluency but the occasional English word is deemed ok.

Action:

- A/C O'Brien to examine merit for introduction of a 'Bronze Fáinne'

| | | |
|----|--|--|
| 4. | <ul style="list-style-type: none"> • Exec Dir HR&PD • C/Supt with responsibility for Gaeltacht Areas | Gaeltacht Service Station <ul style="list-style-type: none"> • Requested received from C/Supt McGinn for Gaeltacht service stations to be documented and circulated. This action was completed by Eimear Ní Cheallaigh and circulated to the group membership with the Agenda in advance of meeting. |
| 5. | <ul style="list-style-type: none"> • C/Supt with responsibility for Gaeltacht Areas | Roads Policing Units <ul style="list-style-type: none"> • Report received from C/Supt Foster following initial group meeting. Contact made with AP Gavin O'Neill Fleet Management regarding signage on RPU vehicles 'as Gaeilge'. A number of [REDACTED] assigned to RPU display electronic predetermined messages. However, these vehicles do not have the capability to display messages 'as Gaeilge' and to do so would require a retrofit and upgrading of the current VMS system with a cost of approx. €3,000 + vat per vehicle. It was envisaged that the retrofit cost would be prohibitive and Fleet management have undertaken to ensure any applications for new RPU vehicles with roof mounted signs will facilitate the display of messages both as Gaeilge and as Béarla automatically as part of the tendering process from now on. • D/C McMahon acknowledged the work of Chief Superintendent Foster in this area. |
| 6. | D/C McMahon Policing & Security | Terms of Reference & Membership <ul style="list-style-type: none"> • D/C McMahon welcomed any observations from the Group in relation to the terms of reference. • Terms of reference approved by the Group membership. |
| 7. | Irish Language Strategic Working Group Members | AOB <p><u>Action:</u></p> <ul style="list-style-type: none"> • Carried forward: C/Supt Foster to provide update/proposal in relation to Irish Language resources available on the Garda Portal to encourage / support Irish Language usage. • Next meeting Tuesday 1st September, 2021 at 10am. |

Clár Oibre / Agenda

Meitheal Straitéiseach i Leith na Gaeilge / Irish Language Strategic Working Group

01/09/2021

1. Minutes of last meeting 13th July 2021
2. Irish Language Strategy
3. Implementation Plan
4. The number of Irish-speakers in Gaeltacht stations
5. Gaeltacht Allocation Policy
6. Fáinne Gaeilge an Gharda Síochána
7. Irish language resources – including Garda Portal
8. AOB

| Irish Language Strategic Working Group | | |
|--|---|------------------|
| Meeting Date & Venue | 21 st September 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Joseph Nugent 3. Executive Director Yvonne Cooke HR&PD 4. Ms. Eimear Ní Cheallaigh Irish Language Officer 5. Assistant Principal Éilís Gilvarry HR&PD 6. Superintendent Jarlath Lennon HRM 7. Inspector Maria Hayes North Western Region 8. Inspector Ronan Farrelly Navan 9. Carol Byrne North Western Communications Coordinator 10. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|---------|---|--|
| 1. | Irish Language Strategic Working Group | Minutes of Meeting 13th July 2021 <ul style="list-style-type: none"> Minutes Agreed |
| 2. & 3. | D/C McMahon Policing & Security | Irish Language Strategy and Implementation Plan <ul style="list-style-type: none"> D/C McMahon acknowledged the work completed in this area to date. The Strategy has been updated based on feedback received from the Commissioner and the Group. Eimear Ní Cheallaigh provided update on the current status of both the Strategy and the Implementation plan outlining that it is envisaged Divisional Officers take ownership of monitoring skills in their respective areas. The requirement for Gaeltacht Areas is 100% proficiency, Gaeltacht Service Stations a high level proficiency and outside those areas that it be determined what level is required. The five recommendations documented in the Joint Committee Report were discussed. Recommendations as follows: |

(1) That the Joint Committee on the Irish Language, the Gaeltacht and the Irish speaking Community agree with the recommendations set out by An Coimisinéir Teanga in relation to An Garda Síochána.

(2) That the Joint Committee on the Irish Language, the Gaeltacht and the Irish speaking Community agree that these recommendations have not been implemented fully. The Garda Commissioner has a responsibility to implement them without delay.

(3) That the Joint Committee requests the Ceann Comhairle, the Chairman of the Seanad and Business Committee to set aside time in Dáil Éireann and in Seanad Éireann to discuss this report and the original report of the Language Commissioner himself in the Dáil and in the Seanad itself as soon as possible.

(4) That the Garda Commissioner will be required to lay an annual report before both Houses of the Oireachtas showing the progress it has made in the previous year to provide Irish language services in the Gaeltacht, and bilingual services outside the Gaeltacht, and the efforts it has made to increase the number of bilingual Gardai in each rank.

(5) That the Garda Commissioner will be obliged to appear before the Joint Committee on the Irish Language, the Gaeltacht and the Irish Speaking Community to discuss that annual report.

- Eimear Ní Cheallaigh outlined that the recommendations will require extensive work and at present, the main priority is the statutory obligation in the Gaeltacht stations and ensuring the numbers of proficient speakers do not decrease. Efforts are being made to increase these numbers. It is a big ask in terms of increasing bilingualism at every rank and that the Commissioner will appear before the Committee on a yearly basis providing a report on progress.

The Welsh model looks at Stations/Districts and determines how much of the Community are Welsh speakers and aims to match that. If 20% of the Community are Welsh speakers then 20% of the police should also be proficient. This has taken 15/20 years to achieve and is a long process. An Irish language panel was set up in An Garda Síochána in 2018 with most personnel wanting to go to Galway – an area with an already high level of proficient speakers. A working group was established to look at ways to incentivise Gaeltacht stations. Divisional Officers can move personnel around within the Division however, it had been envisaged that all personnel who were to transfer to a Gaeltacht Station would sit a proficiency exam at that time regardless of their background, be it a native Irish speaker or high results in the Irish oral proficiency exam in the Garda College years previous. Awareness of the proficiency panel may need to be increased.

- D/C McMahon informed the Group that we must manage expectations and what is possible to progress within a year for language development. At least maintaining the numbers of proficient speakers in Gaeltacht Stations should be our number one goal.
- Eimear Ní Cheallaigh outlined that a lot of areas contained in the Strategy are already underway and the Fáinne initiative has taken off.
- AP Gilvarry: two personnel from the Irish stream were allocated to Divisions in which there is a Gaeltacht in the last few months.
- Superintendent Lennon outlined that utilising the Irish Stream has been a slow process but there was a recent transfer from Tralee to Dingle. He reiterated the difficulty with allocating junior members to rural/quiet stations early on and to enhance their learning experience they are more suited to urban / training stations.
- D/C McMahon acknowledged the optimum exposure issue during their training period.
- Inspector Farrelly indicated the imminent transfer of a native Irish speaker to Athboy to facilitate Rathcarran. Approximately 70% of Gardaí & Sergeants surveyed in the Meath Division are at level 1 and 90% between level 1 & 2.
- D/C McMahon: A focus on recruitment only will not work a mixed approach will be required. We will need to latch onto retraining & the Fáinne in order to be able to demonstrate progress when the Commissioner goes before the Committee.
- Exec Dir Cooke: training competitions & the launch of the Fáinne to be utilised to get people thinking about the language. Utilise the Press Office and pick a date to bring it to the fore. Creating momentum building up to an event.
- D/C McMahon – Agreed – events to build confidence in utilising the language and having others involved e.g. coffee mornings to bring momentum to utilising the language.
- Eimear Ní Cheallaigh: 100% it's a lot to do with confidence. People have more Irish than they realise. The strategy is to encourage people to use the language. The Fáinne initiative is a huge thing even the Seanad want to implement a similar initiative. Personnel are looking for supports now and the online resource will launch soon however, we need to iron out what resources are available now. TEG & Gaelchultúr have online courses that are available now rather than a delay having these courses developed for rollout by the Garda College.
- D/C McMahon – This should be looked at and work with HR to see what we can afford.
- CAO Nugent – Agreed.

| | | |
|----|---|---|
| | | <ul style="list-style-type: none"> • CAO Nugent to drive this with courses to be advertised on a HQ Directive for personnel to apply – similar to the Human Rights course. This action would enable our obligation to increase levels of Irish across all ranks. • CAO Nugent outlined that a space like a coffee morning or a virtual space to use your 'cúpla focal' would build confidence. • Carol Byrne: 'Ciorcal Cainte' could be promoted by Irish Language Champions in the various areas on a voluntary basis. • Eimear Ní Cheallaigh outlined that the strategy includes the pairing of fluent speakers with those who want to increase their language skills as informal training. Eimear explained that a statutory obligation for policy is coming similar to Human Rights. A policy screening tool will be required as it will be a legal obligation. • Sergeant Markham suggested a change to the Implementation plan under the heading 'Owner'. In point 3.1 for assessing impact on the Irish language when formulating or revising policy. That the ownership of this strand be assigned to A/C Governance & Accountability rather than A/C North Western Region to future proof the process. If there is a statutory obligation it should become a part of the policy writing process implemented by PGCU similar to Human Rights. • AP Gilvarry discussed the importance of managing any negativity towards the Irish language or its usage. • Exec Dir Cooke outlined that we screen policy for human rights and diversity and not just policy also our corporate decisions. Corporate decisions should also be taken through the lens of the Irish language. This would be positive for the Commissioner when appearing before the Committee. <p>Action:</p> <ul style="list-style-type: none"> • CAO Nugent to liaise with Finance & HR to identify if funds are available. D/C McMahon, Exec Dir Cooke & CAO Nugent to discuss this proposal in advance of the next meeting. • Eimear Ní Cheallaigh to circulate revised Strategy & Implementation plan based on the feedback received to date. |
| 4. | <ul style="list-style-type: none"> • Exec Dir HR&PD • Eimear Ní Cheallaigh – Irish Language Liaison Officer | <p>The Number of Irish Speakers in Gaeltacht Stations</p> <ul style="list-style-type: none"> • D/C McMahon sought update in relation to any downward changes? • Eimear Ní Cheallaigh outlined that not all returns received to date and that a reminder will issue. |

| | | |
|----|--|--|
| | | <p>Service stations are also included in this review.</p> <ul style="list-style-type: none"> • D/C McMahon requested that CAO Nugent & Ex Dir Cooke keep the Reserves in mind for the recruitment campaign and that this could have a positive effect on interaction in Gaeltacht stations. There should also be focus on the Garda Staff front desk positions particularly the larger 24/7 stations. • CAO Nugent outlined a targeted campaign for Reserves would be helpful and that there is a strong argument to have a competition for proficiency /local campaign for the front desk positions. <p>Action:</p> <ul style="list-style-type: none"> • Eimear Ní Cheallaigh to provide update in relation to the number of Irish speakers in Gaeltacht stations and service stations when all returns received. • Exec Dir Cooke to devise a plan for next recruitment campaign for Reserves. • Plan required for rollout of front desk positions after 24/7 stations to include Irish language requirements. |
| 5. | <ul style="list-style-type: none"> • Exec Dir HR&PD • C/Supt with responsibility for Gaeltacht Areas | <p>Gaeltacht Allocation Policy</p> <ul style="list-style-type: none"> • Supt Lennon outlined that allocations for transfers are prioritised for Gaeltacht stations. • D/C McMahon requested information on if there are many requests for transfers to Gaeltacht stations. Supt Lennon outlined that there are not many and often there are also other aspects at play when requests received such as the distance of the applicant from their home etc. • D/C McMahon acknowledged that Irish is an important aspect however, organisational issues are also important and often when people transfer to these stations they are there for life. |
| 6. | A/C North Western Region | <p>Fáinne Gaeilge An Gharda Síochána</p> <ul style="list-style-type: none"> • Eimear Ní Cheallaigh informed the group that the merit of introducing a 'Bronze Fáinne' was examined subsequent to last meeting and there is now a 'cúpla focal' fáinne - there is now a fáinne for everyone. A video with information on the fáinne initiative is being devised for internal and external release. 80 have signed up already for the fáinne and a newsbeat article issued today. No launch date has been finalised and there is lots of interest in attending the launch from Gaeltachtúir, Foras na Gaeilge etc. • Carol Byrne outlined that a lot of work has been completed internally. The video campaign shows diversity |

| | | |
|----|---|---|
| | | <p>of where personnel with Fáinne will be found; all areas/grades/ranks. This campaign is aimed at the entire organisation and encourages everyone to have pride in it.</p> <ul style="list-style-type: none"> • D/C McMahon outlined that the Commissioner, Deputy Commissioner & A/C O'Brien will all want to attend the launch and show leadership support and enquired as to a launch date? • Carol Byrne: October depending on the Commissioner's diary. • D/C McMahon outlined that Supt Marie Broderick in the Commissioner's Office be contacted to determine the Commissioner's availability. A strategy will need to be looked at for the launch. A decision required around if the strategy is ready to launch should we leverage publicity and launch the two together on the same day? <p>Action:</p> <ul style="list-style-type: none"> • Carol Byrne to contact Superintendent Marie Broderick in the Commissioner's Office to identify possible dates for the Launch. |
| 7. | Irish Language Strategic Working Group | <p>Irish Language Resources</p> <ul style="list-style-type: none"> • Carol Byrne outlined that Irish language resources are ready for upload to the PORTAL. |
| 7. | Irish Language Strategic Working Group Members | <p>AOB</p> <ul style="list-style-type: none"> • Inspector Hayes outlined A/C O'Brien is eager to launch the Fáinne in October and maybe in a Gaeltacht area? • Exec Dir Cooke informed the group that it is important people see HQ as part of this too to show it is an organisation wide commitment and not just for personnel in the Gaeltacht. • D/C McMahon raised the question of having the fáinne and strategy launched on the same day? • Supt Lennon outlined if it was post Oct it might be restriction free. • D/C McMahon acknowledged that all the above are valid points and the pros & cons will be put to the Commissioner. • Carol Byrne suggested there are two different messages and to maximise the messages perhaps separate launches. • CAO Nugent added that when launching the Fáinne we should be able to launch online resources. • Eimear Ní Cheallaigh outlined that we could launch the online course in October and the strategy is at an advanced stage. • AP Gilvarry added that the strategy be sent for design input for aesthetics purposes. |

| | |
|--|--|
| | <ul style="list-style-type: none"> • D/C McMahon queried if the 1st /2nd week in October would be an option for the launch of the Strategy which Eimear Ní Cheallaigh acknowledged would be possible. • It was agreed that the strategy would launch first and then the Fáinne as a key strand of implementation of the Strategy. • D/C McMahon requested that Carol Byrne look at what the launch of both the Strategy and the Fáinne would look like. • Carol Byrne outlined that the Fáinne would be presented to a few members on the day, key people to be invited. The Strategy would be a formal launch on the Website, which was recently updated and is now fully bilingual. Carol Byrne outlined that she will take this action for further thought. <p><u>Action:</u></p> <ul style="list-style-type: none"> • Carol Byrne look at what the launch of both the Strategy and the Fáinne would look like. |
| | <p><u>ACTIONS</u></p> <ol style="list-style-type: none"> 1. CAO Nugent to liaise with Finance & HR to identify if funds are available for Irish language courses. D/C McMahon, Ex Dir Cooke & CAO Nugent to discuss this proposal in advance of the next meeting. 2. Eimear Ní Cheallaigh to circulate revised Strategy & Implementation plan based on the feedback received to date. 3. Eimear Ní Cheallaigh to provide update in relation to the number of Irish speakers in Gaeltacht stations and service stations when all returns received. 4. Ex Dir Cooke to devise a plan for next recruitment campaign for Reserves. 5. Ex Dir Cooke: Plan required for rollout of front desk positions after 24/7 stations to include Irish language requirements. 6. Carol Byrne to contact Superintendent Marie Broderick in the Commissioner's Office to identify two possible dates for the launch. 7. Carol Byrne look at what the launch of both the Strategy and the Fáinne would look like. |
| | <p><u>Next Meeting:</u></p> <p>Wednesday 13th October, 2021 at 9am.</p> |

Clár Oibre / Agenda

Meitheal Straitéiseach i Leith na Gaeilge / Irish Language Strategic Working Group

13/10/2021

1. Minutes of last meeting – 21st September 2021
2. Irish Language Strategy & Implementation Plan
3. Irish Language Course Funding
4. The number of Irish-speakers in Gaeltacht stations
5. Fáinne Gaeilge an Gharda Síochána
6. AOB

| Irish Language Strategic Working Group | | |
|--|--|------------------|
| Meeting Date & Venue | 13 th October 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Joseph Nugent 3. Executive Director Yvonne Cooke HR&PD 4. Assistant Principal Éilís Gilvarry HR&PD 5. Superintendent John Ferris Garda Press Office 6. Superintendent Aidan Minnock Garda College 7. Inspector Ronan Farrelly Navan 8. Inspector Adrian O'Neill Galway 9. Carol Byrne North Western Region Communications Coordinator 10. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|---------|--|---|
| 1. | Irish Language Strategic Working Group | Agreed |
| 2. & 3. | D/C McMahon Policing & Security | <p>Irish Language Strategy and Implementation Plan</p> <ul style="list-style-type: none"> • Updated draft Irish Language Strategy & Implementation Plan circulated prior to Group meeting. • Action 1.3 of the implementation plan discussed in particular the importance of buy-in from Divisional Officers when moving Irish speakers within DVs that contain a Gaeltacht area. • Implementation plan must be achievable with correct timeframes. • The need for a dual approach discussed: recruitment in addition to looking at the needs of specific areas. <ol style="list-style-type: none"> 1 Recruit and distribute 2 Identification of targets. The target is 100% for Gaeltacht areas but HRPD & DV Officers need to work out the requirements for stations outside the Gaeltacht. <p>It is a longer-term strategy and will be achievable by reflecting this in our timelines, getting buy in from stakeholders and working together.</p> <p><u>Action</u></p> <ul style="list-style-type: none"> • Observations in relation to revised Strategy & Implementation plan to be forwarded to Eimear Ní Cheallaigh by 18/10/2021. |

| | | |
|----|---|--|
| | | <ul style="list-style-type: none"> Implementation Plan action 2.2.2 'possibility for ring fenced funding for Irish Language training and resources to end 2025'. 'Ring fenced funding' and providing this commitment until the end of 2025 to be reworded should any unforeseen circumstances be encountered during this time. Suggested that this action reflect our commitment to Irish in the training plan each year or utilising F.13 which is tangible and shows corporate support. <p>Action</p> <ul style="list-style-type: none"> Eimear Ní Cheallaigh to update Implementation Plan action 2.2.2. Ex Dir Cooke to explore options regarding additional funding for Irish Language Initiatives. |
| 4. | <ul style="list-style-type: none"> D/Commissioner P&S Exec Dir HR&PD CAO | <p>Irish Language Course Funding</p> <p>Update provided by CAO Nugent in relation to a meeting scheduled to take place and matter to be carried forward.</p> <p>Action:</p> <ul style="list-style-type: none"> CAO Nugent to liaise with Finance & HR to identify if funds are available for Irish language courses. |
| 5. | <ul style="list-style-type: none"> Exec Dir HR&PD Eimear Ní Cheallaigh – Irish Language Liaison Officer C/Supt with responsibility for Gaeltacht Areas | <p>The Number of Irish Speakers in Gaeltacht Stations</p> <p>Actions: (Carried Forward)</p> <ul style="list-style-type: none"> Eimear Ní Cheallaigh to provide update in relation to the number of Irish speakers in Gaeltacht stations and service stations when all returns received. Update provided by Ex Dir Cooke in relation to recruitment campaign for Reserves. Work on-going in this area and item to remain on the agenda for further updates. Update provided by Ex Dir Cooke regarding rollout of front desk positions after 24/7 stations to include Irish language requirements. Backfills currently being looked at and matter to be carried forward for further updates. |
| 6. | A/C North Western Region | <p>Fáinne Gaeilge An Gharda Síochána</p> <ul style="list-style-type: none"> Supt Ferris discussed the Fáinne launch in Oct & the Strategy in Dec and recommended that either the Strategy come first or both launch together and that the gap between the two was very long. It was agreed both the Strategy and Fáinne launch together in December 2021. Governance Group meeting to take place in advance of the December launch. |

| | | |
|--|---|---|
| | | Action: <ul style="list-style-type: none"> Carol Byrne to contact Commissioner's Office regarding launch date in December. Sgt Markham to schedule Irish Governance Group meeting. |
| 7. | Irish Language Strategic Working Group Members | AOB <ul style="list-style-type: none"> Supt Minnock informed the Group that the Garda College have created a 12-minute awareness video which is ready for upload to LMS & AGS Portal. This will be utilised to inform trainees of Irish language requirements and will be available to AGS personnel organisation wide. Suggestion that the video also be linked to staff induction. |
| Next Meeting: 8 th November 2021 at 11.30am | | |

| No. | Action Detail | Owner | Due | Comment |
|-----|--|------------------|------------|-----------------|
| 01 | Observations in relation to revised Strategy & Implementation plan to be forwarded to Eimear Ní Cheallaigh by 18/10/2021. | ALL | 18/10/2021 | Ongoing |
| 02 | Update Implementation Plan Action 2.2.2. | E. Ní Cheallaigh | 08/11/2021 | |
| 03 | Explore options regarding additional funding for Irish Language initiatives. | Ex Dir Cooke | 08/11/2021 | |
| 04 | Liaise with Finance & HR to identify if funds are available for Irish language courses. | CAO Nugent | 08/11/2021 | Carried Forward |
| 05 | Provide update in relation to the number of Irish speakers in Gaeltacht stations and service stations when all returns received. | E. Ní Cheallaigh | 08/11/2021 | Carried forward |
| 06 | Provide updates on plan for next recruitment campaign for Reserves. | Ex. Dir Cooke | 08/11/2021 | Ongoing |
| 07 | Provide update on rollout of front desk positions with regard to Irish language requirements. | Ex Dir Cooke | 08/11/2021 | Ongoing |
| 08 | Contact Commissioner's Office regarding December launch date. | Carol Byrne | 08/11/2021 | |
| 09 | Provide update in relation to launch of Strategy & Fáinne. | Carol Byrne | 08/11/2021 | Ongoing |
| 10 | Schedule Irish Language Governance Group meeting. | Sgt Markham | 08/11/2021 | |

Clár Oibre / Agenda

Meitheal Straitéiseach i Leith na Gaeilge / Irish Language Strategic Working Group

8/11/2021

1. Minutes of last meeting – 13th October 2021
2. Irish Language Strategy & Implementation Plan
3. Irish Language Course Funding
4. The number of Irish-speakers in Gaeltacht stations
5. Fáinne Gaeilge an Gharda Síochána
6. Strategy & Fáinne Launch December 2021
7. AOB

| Irish Language Strategic Working Group | | |
|--|--|------------------|
| Meeting Date & Venue | 5 th November 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Joseph Nugent 3. Assistant Commissioner O'Brien 4. Assistant Principal Éilís Gilvarry HR&PD 5. Superintendent John Ferris Garda Press Office 6. Superintendent Aidan Minnock Garda College 7. Eimear Ní Cheallaigh Irish Language Liaison Officer 8. Inspector Ronan Farrelly Navan 9. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|--------|--|--|
| 1. | Irish Language Strategic Working Group | If an Action Owner is not in a position to attend an Irish Language Working Group meeting it is requested that a report be forwarded in advance of meeting detailing the position of said action. Alternatively a representative to attend meeting on behalf of the Action Owner. |
| 2. | D/C McMahon Policing & Security | <p>Irish Language Strategy and Implementation Plan</p> <ul style="list-style-type: none"> • Strategy & Implementation plan on track with regard to timelines for December 2021 launch. • Eimear Ní Cheallaigh outlined meetings with Action Managers are on-going The implementation plan is a high level plan and the low level implementation plan detail will need to be documented in time. • The Coimisinéir Teagna is no longer involved in this process and it has been taken over by the Joint Committee to whom the Commissioner will have to report on: <ol style="list-style-type: none"> 1. The provision of Irish language services being provided both inside & outside the Gaeltacht 2. Progress with regard to increasing bilingual levels at each rank. <p>A working group will be established to look at this but training is an area that could address increasing levels of bilingualism at each rank.</p> <p>Irish language recruitment will focus on:</p> |

- Social Media
- Gaelcholáistí
- Transition Years
- Open days

Allocation policy is working in some areas. Emphasis should be placed on Divisional Officers taking ownership for policy for it to be effective across the board.

The long term plan should be looking at the Gaeltacht stations as requiring 100% proficiency and outside the Gaeltacht determining the requirement of the Community.

Divisional Officers will require support with the allocation policy implementation.

With regard to personnel allocated to Gaeltacht stations A/C O'Brien outlined that the numbers required are small and many of the Divisions with Gaeltacht stations have proficient personnel within their Division. Given the small numbers involved if personnel/extra probationer were allocated to these Divisions to enable the re-allocation of a proficient speaker to a Gaeltacht station it would have a significant impact on numbers on the ground.

Supt Kelly completed a piece around the views of personnel in Gaeltacht areas and what would encourage Irish language usage and items such as the Gaeltacht allowance were identified.

From a policing perspective A/C O'Brien suggested consideration be given to the temporary transfer of personnel with Irish to Gaeltacht locations that experience an influx of people over the summer months of June to August.

A/C O'Brien suggested that from 2022 Divisional Policing Plans should have a component for the promotion of Irish and this would also provide for ownership. It was outlined that correspondence should issue to each Regional Office from the Deputy Commissioner's Office in relation to Irish language service delivery and the inclusion of Irish language in their 2022 Policing Plan.

Ownership for initiatives discussed: Divisional level versus Regional level ownership and the merit of Divisional level ownership was highlighted for implementation on the ground. It was decided that initiatives should be driven by Assistant Commissioner level with Ownership at Divisional level.

It was again reiterated that the Strategy & Implementation Plan must be achievable given An Garda Síochána will be held to account.

| | | |
|----|---|--|
| | | <p>Action</p> <ul style="list-style-type: none"> • E. Ní Cheallaigh to complete meetings with Action Managers regarding the Implementation Plan. • D/C McMahon to issue correspondence to Regional Assistant Commissioners regarding inclusion of Irish language component in 2022 Policing Plans. • Strategy & Implementation plan to be forwarded to the Garda Executive for the 23rd November, 2021. |
| 3. | <ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO | <p>Irish Language Course Funding</p> <p>Update provided by CAO Nugent that following a meeting with Chief Superintendent Garda College Irish will form part of the 2022 training plan.</p> <p>In addition to our current courses there should be both residential & online courses. A HQ Directive will be required for residential courses as they will need to be advertised.</p> <p>These courses will drive and support implementation of the Irish language Strategy.</p> <p>Action:</p> <ul style="list-style-type: none"> • CAO Nugent to liaise with Eimear Ní Cheallaigh in relation to 2022 training plan. • Ex Dir Cooke to explore options regarding additional funding for Irish language initiatives. |
| 4. | <ul style="list-style-type: none"> • Exec Dir HR&PD • Eimear Ní Cheallaigh – Irish Language Liaison Officer • C/Supt with responsibility for Gaeltacht Areas | <p>The Number of Irish Speakers in Gaeltacht Stations</p> <p>Insp. Farrelly outlined C/Supt. Meath envisages moving a fluent Irish speaking Probationer Garda in 2022, once probation completed, from Navan to Athboy – a Gaeltacht Service Station.</p> <p>E. Ní Cheallaigh provided the following update in relation to Irish speaking proficiency levels:</p> <ul style="list-style-type: none"> ➤ Kerry allocated 2 personnel from the proficiency panel to the Gaeltacht providing an increase from 42% to 46% for proficiency levels in the Division. ➤ Bellmullet decreased from 2 proficient speakers last year to 1 this year which saw a decrease from 7% to 4%. ➤ All other Gaeltacht areas stayed the same. <p>Actions:</p> <ul style="list-style-type: none"> • Supt. Minnock, who is liaising with Rose Sweeney, to provide update when date for recruitment campaign for Reserves identified. • Rollout of front desk positions after 24/7 stations to include Irish language requirements carried forward for further updates from Ex. Dir. Cooke |

| | | |
|----|--|---|
| 5. | A/C North Western Region | <p>Fáinne Gaeilge An Gharda Síochána</p> <ul style="list-style-type: none"> • To date over 500 personnel have signed up to wear Fáinne Gaeilge An Garda Síochána. • Chiefs and Supts to be asked to wear Fáinne – Gold, Silver or Cúpla focail. • Insp. Farrelly outlined 107 or 30% of Gardai in Meath have signed up to participate in the Fáinne initiative. <p>Efforts will be made to encourage and record advancements from a lower fluency level Fáinne to a higher fluency level Fáinne.</p> <p>A new Portal page is now available and resources will be put up to support participants.</p> <p>A piece to be prepared for the Portal page outlining the number of personnel who have signed up to date for the Fáinne. It is intended that this will give encouragement/support to others signing up for the initiative. Include practical phrases that were previously circulated and this will give an indication of the standard required.</p> <p>Sgt Alan Keane has liaised with E. Ní Cheallaigh and native speaking (and other) Little Blue Heroes will be offered a Fáinne. A video piece will be captured around this.</p> <p>Action:</p> <ul style="list-style-type: none"> • A/C O'Brien to draft correspondence regarding senior management participation in Fáinne initiative. • E. Ní Cheallaigh to draft piece on current numbers signed up for Fáinne initiative for Portal. |
| 6. | Irish Language Strategic Working Group Members | <p>Strategy & Fáinne Launch December 2021</p> <ul style="list-style-type: none"> • 13th December 2021 agreed launch date. Venue for launch confirmed as Galway. • Internal communications piece to be completed for Newsbeat in advance of launch. • Invitations for launch: <p>Accepted Invites: Coimisinéir Teanga, Gaelchultúir & Conradh na Gaeilge.</p> <p>Suggested invites:</p> <ul style="list-style-type: none"> ➤ [REDACTED] ➤ Eve McCrystal – has signed up for a Fáinne and an excellent ambassador for An Garda Síochána who could provide positive influence for peers with regard to Fáinne uptake. ➤ Representative from each Gaeltacht Area. |

| | | |
|---|--|--|
| | | <p>Footage for launch of Fáinne to promote language, history & culture with a view to being launched on social media. Editing of footage to be completed by Supt Ferris and footage to be viewed by D/C McMahon and AC O'Brien in advance of launch.</p> <p>Action:</p> <ul style="list-style-type: none"> • Carol Byrne to contact Commissioner's Office to confirm launch date and location. • Supt Ferris & E. Ní Cheallaigh to liaise regarding Newsbeat article. • AC O'Brien & E. Ní Cheallaigh to identify personnel to whom invitations for launch should issue. • Supt Ferris to provide advance viewing of launch footage to D/C McMahon & A/C O'Brien. |
| 7. | Irish Language Strategic Working Group Members | AOB |
| <p style="text-align: center;">Next Meeting: TBC</p> | | |

| No. | Action Detail | Owner | Comment |
|-----|---|--------------------------------|-----------------|
| 01 | Complete meetings with Action Managers regarding Implementation Plan. | E. Ní Cheallaigh | Ongoing |
| 02 | Correspondence to issue to Regional A/Comms regarding inclusion of Irish Language component in 2022 Policing Plans. | D/C McMahon | |
| 03 | Strategy & Implementation plan to be forwarded to the Garda Executive for the 23 rd November, 2021. | D/C McMahon & E. Ní Cheallaigh | On-going |
| 04 | CAO Nugent to liaise with E. Ní Cheallaigh regarding 2022 training plan. | CAO Nugent | On-going |
| 05 | Explore options regarding additional funding for Irish Language Courses. | Ex. Dir Cooke | Carried forward |
| 06 | Provide updates on recruitment campaign for Reserves. | Supt Minnock | Ongoing |
| 07 | Provide update on rollout of front desk positions with regard to Irish language requirements. | Ex Dir Cooke | Ongoing |
| 08 | Correspondence to issue regarding senior management participation in Fáinne initiative. | A/C O'Brien | |
| 09 | Piece to be prepared outlining current numbers signed up for Fáinne Initiative for upload to Portal. | E. Ní Cheallaigh | |
| 10 | Contact Commissioner's Office to confirm date and location for Strategy & Fáinne launch. | C. Byrne | Ongoing |
| 11 | Supt Ferris & E. Ní Cheallaigh to liaise regarding Newsbeat article. | Supt Ferris | |
| 12 | AC O'Brien & E. Ní Cheallaigh to identify personnel to whom invitations for launch should issue. | A/C O'Brien | ongoing |
| 13 | Supt Ferris to provide advance viewing of launch footage to D/C McMahon & AC O'Brien | Supt Ferris | |

Clár Oibre / Agenda

Meitheal Straitéiseach i Leith na Gaeilge / Irish Language Strategic Working Group

22/11/2021

1. Minutes of last meeting – 5th November, 2021
2. Irish Language Strategy & Implementation Plan
3. Irish Language Training / Initiatives
4. Fáinne Gaeilge an Gharda Síochána
5. Strategy & Fáinne Launch December 2021
6. AOB

| Irish Language Strategic Working Group | | |
|--|---|------------------|
| Meeting Date & Venue | 22 nd November 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Joseph Nugent 3. Executive Director Yvonne Cooke 4. Assistant Principal Éilís Gilvarry HR&PD 5. Superintendent John Ferris Garda Press Office 6. Superintendent Aidan Minnock Garda College 7. Superintendent Jarlath Lennon HRM 8. Eimear Ní Cheallaigh Irish Language Liaison Officer 9. Carol Byrne North Western Communications Coordinator 10. Inspector Ronan Farrelly Navan 11. Inspector Adrian O'Neill Galway 12. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|--------|---|---|
| 1. | Irish Language Strategic Working Group | Minutes of the 5 th November approved. |
| 2. | D/C McMahon Policing & Security | <p>Irish Language Strategy and Implementation Plan</p> <p>Irish Language Strategic Working Group approved the Strategy & Implementation plan and both documents to be forwarded to AGS Executive.</p> <p><u>Action</u></p> <ul style="list-style-type: none"> • E. Ní Cheallaigh to forward final versions of the Strategy & Implementation Plan for onward transmission to the Executive. |
| 3 | <ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO | <p>Irish Language Training / Initiatives</p> <ul style="list-style-type: none"> • E. Ní Cheallaigh outlined that the Dáil Oireachtas Committee want to discuss the recent Committee meeting and previous complaint regarding AGS. A date is yet to be confirmed. • Discussion generated among Irish language external circles regarding the removal of the Irish language requirement for promotion purposes as this was not communicated by AGS in advance of the change. Matter discussed by the Group and communication/consultation did not take place with the Garda College, Eimear Ní Cheallaigh or HR&PD in advance of |

| | | |
|----|--|---|
| | | <p>the removal of the requirement. It is thought that the decision was made by the Department when the promotion regulation amendments took place.</p> <ul style="list-style-type: none"> It was acknowledged that the Irish language requirement for promotion purposes disadvantaged some personnel in particular personnel of other nationalities who were not afforded the same Irish language educational background. Therefore, for the purpose of equality of opportunity and with a view to eliminating rote learning by personnel who require promotion as opposed to genuine language learning/usage this decision is supported. However, it is further noted that there is still a requirement for Sergeants allocated to Gaeltacht stations to be proficient in the Irish language and this requirement should be looked at in early course. Training courses already available externally such as TEG to be utilised to provide personnel with language progression opportunities. These courses can be implemented in the short term and are geared towards public servants. Progression levels can be tracked and associated costs are affordable. Costings for course and number of places to be determined and advertised on a HQ Directive. <p><u>Action:</u></p> <ul style="list-style-type: none"> CAO Nugent to liaise with Eimear Ní Cheallaigh in relation to training and HQ Directive to be completed advertising Irish language courses. |
| 4. | A/C North Western Region | <p>Fáinne Gaeilge An Gharda Síochána</p> <ul style="list-style-type: none"> Every rank accounted for in uptake of Fáinne. Newsbeat article generated further awareness of the initiative with additional applications received subsequent to publication of article. |
| 6. | Irish Language Strategic Working Group Members | <p>Strategy & Fáinne Launch December 2021</p> <p>Rising COVID cases discussed with regard to the 13th December launch and provisions should now be put in place for the launch given the current climate.</p> <p>The launch will need to be small and compliant given it is not a critical matter.</p> <ul style="list-style-type: none"> C. Byrne suggested reviewing the number of people invited to the launch. Consideration to be given to holding the launch outdoors or virtually. |

| | | |
|---|--|--|
| | | <ul style="list-style-type: none"> Supt Ferris suggested a small sample of personnel to be presented with Fáinne in person perhaps two from each category. <p>A blended approach suggested with a small number of personnel present and other Divisions linking in virtually on the day. Consideration to be given to the technicality of live versus recorded inclusion from Divisions outside Galway.</p> <p>Action:</p> <ul style="list-style-type: none"> C. Byrne, Supt Ferris & E. Ní Cheallaigh to liaise regarding launch strategy and feasibility of live or pre-recorded input from Divisions at the launch. Various proposals to be considered and strategy for launch to be forwarded to D/C McMahon. |
| 7. | Irish Language Strategic Working Group Members | AOB |
| <p style="text-align: center;">Next Meeting: TBC</p> | | |

| No. | Action Detail | Owner | Comment |
|-----|---|---|----------|
| 01 | Strategy & Implementation plan to be forwarded to the Garda Executive. | D/C McMahon & E. Ní Cheallaigh | On-going |
| 02 | CAO Nugent to liaise with Eimear Ní Cheallaigh in relation to training and HQ Directive to be completed advertising Irish language courses. | CAO Nugent | On-going |
| 03 | Provide updates on recruitment campaign for Reserves. | Supt Minnock | Ongoing |
| 04 | Provide update on rollout of front desk positions with regard to Irish language requirements. | Ex Dir Cooke | Ongoing |
| 05 | C. Byrne, Supt Ferris & E. Ní Cheallaigh to liaise regarding launch strategy and feasibility of live or pre-recorded input from Divisions at the launch. Various proposals to be considered and proposal for launch to be forwarded to D/C McMahon. | Supt Ferris, E. Ní Cheallaigh, C. Byrne | On-going |

Clár Oibre / Agenda

Irish Language Governance Group

29/11/2021

- 1. Terms of Reference & Membership**
- 2. Joint Committee meeting on Irish Language**
- 3. Irish Language Strategy**
- 4. Implementation Plan**
- 5. Fáinne Gaeilge An Gharda Síochána**
- 6. AOB**

| Irish Language Governance Group | | |
|---------------------------------|--|------------------|
| Meeting Date & Venue | 29 th November 2021 | Video Conference |
| Attendees | <ol style="list-style-type: none"> 1. Commissioner Harris 2. Deputy Commissioner McMahon Policing & Security 3. Assistant Commissioner O'Brien North Western Region 4. Executive Director Yvonne Cooke 5. Assistant Principal Éilís Gilvarry HR&PD 6. Eimear Ní Cheallaigh Irish Language Liaison Officer 7. Sergeant Olivia Markham Galway | |

| Owner: | | Action: |
|--------|---------------------------------|---|
| 1. | Commissioner Harris | <p>Terms of Reference & Membership</p> <ul style="list-style-type: none"> • Group membership: Participation of external member Éamon Ó hÁrgáin (current President of Comhaltas Ceoltóirí Éireann and formerly Development Services Director & Secretary to the Board of Fóras na Gaeilge) who previously participated in the Irish Language Governance Group chaired by then A/Com SCM joining the membership of the Governance Group on a voluntary basis discussed and approved. • Terms of Reference approved. <p>Action:</p> <ul style="list-style-type: none"> • Sergeant Markham to inform É. Ó hÁrgáin of the invitation to join the current An Garda Síochána Irish Language Governance Group. |
| 2. | Irish Language Governance Group | <p>Joint Committee Meeting on Irish Language</p> <p>E. Ní Cheallaigh outlined the Dáil Oireachtas Committee have taken over from An Coimisinéir Teanga with regard to AGS which is a more public forum and will involve more public scrutiny.</p> <ul style="list-style-type: none"> • AGS Irish language strategy documented since the Committee meeting held in May 2021. The strategy will assist with the compliance of Committee requirements. Recruitment & allocation plans are important elements, both of which are long term plans. Other elements include |

| | | |
|-------|------------------------------------|--|
| | | training with an online course due to launch on the 13 th December, 2021 coinciding with the launch of the strategy. |
| 3 & 4 | Irish Language Governance Group | <p>Irish Language Strategy & Implementation Plan</p> <ul style="list-style-type: none"> • Ex Dir Cooke raised the issue of resourcing the strategy and the work is needed in this area. A staffing request of one EO approved and matter to be looked again. • It was acknowledged that resources/recruitment is a long term piece however, training could have a significant impact in a 6 to 12 month term. It was further outlined that various elements of the strategy will feed into each other such as: <ul style="list-style-type: none"> - LMS training ready to go - Potential for having personnel on external courses, numbers to be determined and places to be advertised with work on-going in this area. - When COVID subsides the return of immersive language training courses. - Implementation of the strategy monitored by the Irish Language Strategic Working Group - Recruitment is a longer term goal and will be implemented in the 2022 campaign and will form part of the outreach initiative for targeted inclusion. • Commissioner Harris requested the strategy be more ambitious with a change to pg 9 "We will develop a suite of comprehensive online training resources in the coming years" change to 'next year' acknowledging that online training is launching on the 13th December and other training options being explored to include LMS & immersive training. • The Strategy in its current format is aspirational and options to include targets and specific numerical reference to be explored. However, the targets must not be unreachable. Areas noted for consideration: <ul style="list-style-type: none"> - Irish language panel - Irish language element in Divisional Policing Plans - Proactive Senior Management - Language Champions • Consideration to be given to a social media output of 5%. This would include Press Office & local media outputs with a target of a few each day. <p>Action:</p> <ul style="list-style-type: none"> • E. Ní Cheallaigh to amend Irish Language Strategy pg 9 and to explore options for numerical reference. • Ex Dir Cooke to provide views on the Strategy. |
| 4. | D/C P&S & A/C North Western Region | Fáinne Gaeilge An Gharda Síochána |

| | | |
|-------------------------------------|---------------------------------|---|
| | | <p>Strategy & Fáinne launch on the 13th December, 2021 discussed with regard to the current COVID climate and the options available. Virtual launch to be explored.</p> <ul style="list-style-type: none"> To date 700 personnel of all ranks and grades have signed up to wearing a fáinne. A fáinne is available for every level with the gold, silver & cúpla focail fáinne options and shows the public that these personnel are offering an Irish language service. There is a nervousness among some personnel with regard to wearing the fáinne and offering this service but attempts are being made to address this with in articles in Newsbeat & Portal. These articles also highlight the large numbers that have signed up to the initiative to encourage others. <p><u>Action:</u></p> <ul style="list-style-type: none"> A/C NWR to liaise with C. Byrne & E. Ni Cheallaigh regarding virtual launch strategy. |
| 6. | Irish Language Governance Group | <p>AOB</p> <p>The Oireachtas Committee have written to the Commissioner and to Justice with regard to the removal of Irish language requirement from the Promotion Regulations.</p> <ul style="list-style-type: none"> AP Gilvarry outlined that the document received in relation to changes did not include anything with regard to the Irish language and does not think the change came from AGS. It was acknowledged that the Irish exam completed by personnel was held during training which is years previous to promotion and not a current indication of language proficiency. Personnel applying for promotion required 50% in the exam which is not an indication of proficiency and personnel who return to sit exam in order to apply for promotion enter into rote learning. It was also acknowledged that with a diverse population the Irish language requirement for promotion purposes disadvantaged some personnel who would be good candidates for promotion. For the purpose of equality of opportunity this requirement could have a negative impact. <p><u>Action:</u></p> <p>Ex Dir Cooke to identify origins of the Irish Language regulation change for promotion purposes.</p> <ul style="list-style-type: none"> D/C McMahon acknowledged the good work completed to date with regard to the Irish language strategy, implementation plan and Irish language Strategic Working Group. |
| <p><u>Next Meeting:</u> TBC</p> | | |

| No. | Action Detail | Owner |
|-----|--|-------------------------------------|
| 01 | Invitation to be extended to É. Ó hAigáin to join the current An Garda Síochána Irish Language Governance Group. | Sgt Markham |
| 02 | Amendments to be made to Irish Language Strategy and inclusion of numerical references. | E. Ní Cheallaigh |
| 03 | Views on the Strategy document to be forwarded. | Ex Dir Cooke |
| 04 | Devise virtual launch strategy. | A/C NWR, E. Ní Cheallaigh, C. Byrne |
| 05 | Identify origins of the Irish Language regulation change for promotion purposes. | Ex Dir Cooke |

Agenda/Clár Oibre

**11.30 Wednesday 24th February, 2020.
Officers' Club Garda HQ**

1. Communication to issue to raise awareness of obligations the Official Languages Act, 2003 places on the Organisation.
2. Irish Language Scheme, 2016 – 2019
3. Required Irish Language Standard for members in Gaeltacht Areas
4. Action Plan for Implementing Recommendations made in Statutory Investigation, IM – 241B
5. Irish Language Training Courses
6. AOB and Next Meeting

Agenda/Clár Oibre

**11.30 Wednesday 22nd January, 2020.
Officers' Club Garda HQ**

1. Irish Language Scheme, 2016 – 2019
2. Required Irish Language Standard for members in Gaeltacht Areas
3. Oral Irish Proficiency Assessments – Quarterly return to go to Appointments Office.
4. Irish Language Training Courses
5. AOB and Next Meeting
6. AOB and Next Meeting

| | | Venue | |
|---|---|---------------------------------|--|
| Date | 15 May, 2018 | Office of Ex. Dir HR & PD | |
| Attendees | Mr Barrett, Ex. Dir HR & PD, Eimear NíCheallaigh – Irish Language Officer, Sgt. Helena Carey, Garda College, Sgt. Noel Melvin, Resource Allocation, HRM Teresa Leavy, Civilian HRD. | | |
| Apologies forwarded, unable to attend. | Assistant Commissioner Fanning, Sgt. Olivia Markham, Sgt. Conor O'Braonáin, Sgt. Sean Mac Seoin, Sgt. J. McClafferty, Brigid Mackin, Civilian HRD. | | |

| Item No | |
|------------|---|
| 1.. | <p><u>Addressing Deficit of Members with the required level of Oral Irish Proficiency in Gaeltacht Stations.</u></p> <p>Mr Barrett opened the meeting focusing on the deficits of members with the required level of oral Irish proficiency in Gaeltacht Stations, despite the training efforts to date:</p> <p>Mr Barrett is meeting with An Coimisinéir Teanga in June and it is essential that members without the required skills are not transferred into a Gaeltacht Station.</p> <p>The meeting with the Chiefs has contributed positively to preventing such allocations. Two proficient members have recently been allocated to Gaeltacht stations in Cork and six to Galway in March, 2018.</p> <p>The fact remains, however, that 71 of the 119 members in Gaeltacht stations do not have the required standard of oral Irish proficiency. In Dingle, for example, only half of the ten members have achieved the required standard. The priority now must be to address this issue.</p> <p>Mr Barrett requested that where requests come to Allocations Section, for</p> |

| | |
|----|---|
| | <p>Gaeltacht Stations, it must be ensured that the member meets the required level of proficiency.</p> |
| 2. | <p><u>Oral Irish Proficiency Panel</u></p> <p>Senior management have approved the proposal put forward at the last meeting of the Implementation Group, to issue a HQ Directive, inviting Expressions of Interest from members who are suitably proficient in Oral Irish, and who wish to transfer to a number of Gaeltacht Stations.</p> <p>To meet the current demand, a Proficiency Panel from which all allocations to Gaeltacht stations are made, is to be established. In order to qualify for inclusion on this Panel, members of Garda and Sergeant rank are required to attain Level 4, in a newly established Oral Irish Proficiency Assessment. Payment of Gaeltacht Allowance will not be associated with these allocations.</p> <p>Interested members will be advised to indicate their preferred location(s), on a D19 Transfer Application form and submit it through their Divisional Office.</p> <p>A candidate guidebook will be available on the Garda Portal and Assessment tests can be taken at the Garda College. Assessments will be available twice annually. There will be no limit to the number of times a member may take the Assessment test.</p> |
| 3. | <p><u>Members Currently Serving in Gaeltacht Stations</u></p> <p>Members currently serving in Gaeltacht stations will be required to demonstrate the required level of Oral Irish proficiency within a specified period (proposed time-frame 6 months) or they may be transferred to a station in which Irish language obligations do not arise.</p> <p>This will be dependent on skill levels and training available.</p> |
| 4. | <p><u>Members recruited under the Irish Language Stream</u></p> <p>Numbers being recruited under the specialist Irish Language Stream are currently low. All members recruited to date, under this Stream will be included on the Proficiency Panel. The terms of their recruitment allow that they may be allocated to Gaeltacht areas for a period of time, as determined by the Garda Commissioner.</p> <p>Members recruited under the Irish stream reached the required minimum Level B2, in the Common European Framework of Reference for Languages, during the recruitment process. This level is equivalent to Level</p> |

4, on An Garda Síochána's Oral Irish Proficiency Framework and is the required standard necessary to work in a Gaeltacht station. Consequently, they will be assigned to a Gaeltacht station without need for further assessment.

A letter will issue to all members recruited under this specialist stream, through their Divisional Officer, advising them of the above. Eight of the twenty-six are dual applicants. These are also to be notified.

The challenge of a probationer serving in a small rural Gaeltacht station, was raised. Adequate supervision and mentoring will be a consideration.

5.

Allocating members who are out of Probation

Sgt. Melvin pointed to the challenge of allocating members once out of probation. Allocation outside probation is a 'Directed Transfer', which can be appealed to Mr Barrett, to the Commissioner and finally to the Transfer Board. This process could mean a delay of up to a year.

6.

Provision of Oral Irish Proficiency Training

Eimear has researched training courses, some which can be taken by members, online. The first option would cost approx €12,000 to train 100 members in Gaeltacht stations. A second costs €10,000 per level and this will take a few months before it is made available.

Mr Barrett suggested liaising with Hibernian College in this regard with a view to utilising their toolset.

7.

New Oral Irish Proficiency Assessment

Eimear has drawn up a framework for a new Oral Irish Proficiency Test which has been approved in principle by An Coimisinéir Teanga. Gaeltacht will validate this test at a cost [REDACTED] and ensure that it is equivalent to the B2 standard in the Common European Framework of Reference which is equivalent to Level 4, on the AGS Oral Irish Proficiency Framework.

Sgt Carey pointed out that the TEIG Test, which is not directly related to the organisation works out at [REDACTED] per head.

The same assessment test will be used for promotion purposes, for which a Level 2 will be required and Level 4, for inclusion on the Proficiency Panel.

| | |
|----|--|
| 8. | <p><u>Plan to Address the Deficit of Proficient Members in Gaeltacht Stations</u></p> <p>An Coimisinéir Teanga requires a plan to achieve the required number of proficient members and an associated training and assessment plan.</p> <p>The Plan will include:</p> <ul style="list-style-type: none"> (a) HQ Directive inviting Expressions of Interest, provided members meet the required standard in the new assessment test, (b) All allocations to Gaeltacht stations be made from the Proficiency Panel (c) A new programme designed to upskill members (d) An assessment carried out on all members in Gaeltacht stations and (e) An analysis of numbers to be lost through retirement. |
| 6. | <p><u>Action Points</u></p> <ul style="list-style-type: none"> • Eimear to finalise a training programme and approved Assessment Test and liaise with Procurement regarding tendering etc, • Eimear to continue research on the best option for Irish Language Training. • Teresa to draft <ul style="list-style-type: none"> -HQ Directive, inviting Expressions of Interest from members wishing to be included on the Proficiency Panel from which all allocations to Gaeltacht Stations will be made, -Letter to issue to Irish Stream members informing them that they will be included on the Proficiency Panel and -a cover minute to Chief Supts advising them of the inclusion of these members on the Panel. • Sgt Melvin to ensure that a process is introduced to ensure that those requesting allocation to a Gaeltacht station have attained the required L4. |

ACTION PLAN FOR IMPLEMENTING RECOMMENDATIONS MADE IN STATUTORY INVESTIGATION IM-241B

OCTOBER 2019

An Garda Síochána has been working closely with An Coimisinéir Teanga over the past number of years to ensure that the recommendations which emanated from statutory investigation IM-241B are implemented. The investigation found that An Garda Síochána was in breach of Section 33(2) of An Garda Síochána Act 2005, which states that “the Garda Commissioner shall, to the extent practicable, ensure that members of the Garda Síochána stationed in a district that includes a Gaeltacht area are sufficiently competent in the Irish language to enable them to use it with facility in carrying out their duties”.

In a letter sent by An Coimisinéir Teanga to the Garda Commissioner on the 15th April 2019, An Coimisinéir Teanga “enclosed a summary of the main actions which An Garda Síochána has to take in order to put the recommendations made in investigation IM241-B into effect”. An Coimisinéir Teanga now requires an update on each specific action and a timeframe when each one will be completed.

Below is a summary of the actions mentioned, their current status, key issues surrounding them and the key actions required to progress each one. The Irish Language Office with assistance from HR&PD should ensure that each action is progressed without further delay.

Action 1: Set a time-frame for training the assessors of the new system of testing (The new Oral Irish Proficiency Assessment).

Status: Completed

Background:

1. As recommended by An Coimisinéir Teanga a new system of Irish language testing has been developed to assess member's fluency in Irish before they are stationed in a Gaeltacht area, the new Oral Irish Proficiency Assessment. The new system has been developed by the Irish Language Office and has been reviewed and commended by the Irish language organisation, Gaelchultúr.

2. A new proficiency framework has been designed which offers five levels of language ability. The levels range from Level 1 (no proficiency) to Level 5 (superior proficiency). The level of Irish now required to work in a Gaeltacht station is Level 4 of An Garda Síochána's new Irish Language Competency Framework. Members must be able to demonstrate proficiency at Level 4 of the Framework if they wish to be assigned to a Gaeltacht station.
3. Gaelchultúr provided a course for An Garda Síochána on the 10th April 2019, "Training The Assessors". The 9 assessors have been trained to assess members' Irish language ability under the new Framework and only these assessors should be used in future assessments for Gaeltacht stations or Gaeltacht District Stations.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|--|-------------------------------|
| <ul style="list-style-type: none"> Ensure that only the assessors named are used to carry out any assessments relating to the new system. | Completed for 2019 and ongoing in 2020 | HR&PD & Irish Language Office |
| <ul style="list-style-type: none"> The Irish Language Office under HR&PD should maintain overall control of the new system of testing to ensure consistency, this includes receiving copies of test results for each member and recordings of each assessment. | Completed | HR&PD & Irish Language Office |

Action 2: Provide An Coimisinéir Teanga's Office with a clear time-frame for carrying out assessments.

Status: Ongoing

Background:

An Coimisinéir Teanga requires the following assessments to be carried out in the coming months:

1. Irish language assessments (under the new system of testing, the new Oral Irish Proficiency Assessment) on Gardaí who have responded to [REDACTED]

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

and have expressed an interest in working in a Gaeltacht Garda Station [REDACTED]
[REDACTED] was issued in September 2018 to develop an Irish Language Proficiency Panel (ILPP) which is to include members interested in serving in Gaeltacht stations and who have demonstrated proficiency at Level 4 or above in the new Oral Irish Proficiency Assessment.

2. Irish language assessments on Gardaí who are currently stationed in 24 Gaeltacht stations around the country (See Appendix A); Approximately 100 members in total. The organisation, at this time, does not have an accurate account of the Irish language proficiency of all its members based in those stations as the level of fluency of many members was not determined correctly under the old system of assessment. It is, therefore, necessary to measure the Irish language proficiency of existing staff in Gaeltacht stations to ensure HRM has an accurate account of those with a fluency in the language.
3. The data gathered is to be used to determine the Irish language skills deficit in Gaeltacht stations. This will give the organisation the foundation it needs to work towards fully implementing An Coimisinéir Teanga's recommendations and complying with section 33(2) of An Garda Síochána Act, 2005.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|--|-------------------------------|
| <ul style="list-style-type: none"> Agree on budget to carry out the assessments for those who responded to [REDACTED] and who wish to be placed on the Irish Language Proficiency Panel. This should include sub and travel for assessors etc. | Completed for 2019 To be reviewed in 2020 | HR&PD & Irish Language Office |
| <ul style="list-style-type: none"> Issue a reminder of [REDACTED] through the portal and the Divisional Offices. | November 2019 | HR&PD & Irish Language Office |
| <ul style="list-style-type: none"> Organise time and date for the assessments to proceed. | Completed for 2019 To be reviewed in 2020 | Irish Language Office |

| | | |
|---|---|---|
| <ul style="list-style-type: none"> Inform members who have responded to [REDACTED] when the assessments will take place. It is recommended the assessments take place in the Garda College at least twice a year. | Completed for 2019 To be reviewed in 2020 | Irish Language Office |
| <ul style="list-style-type: none"> Approve budget for 2020 to carry out the Station assessment in Gaeltacht areas. | Currently under review. Decision end of 2019 | HR&PD & Irish Language Office |
| <ul style="list-style-type: none"> Organise logistics around assessing members already in Gaeltacht stations. | Currently under review. Decision end of 2019 | HR&PD, Irish Language Office |
| <ul style="list-style-type: none"> Qualified assessors should be used to measure the Irish language proficiency of existing staff in Gaeltacht stations using the new system of assessment. All results should go directly to the Irish Language Office. | Completed for 2019 Commence 2020 | HR&PD, Irish Language Office, Qualified Assessors |

Action 3: Confirm arrangements ensuring that a sufficient number of Gardaí appointed to Gaeltacht stations have sufficient competence in the Irish language.

Status: Ongoing

Background:

1. An Coimisinéir Teanga requested that An Garda Síochána devise a policy to guarantee that processes and procedures are in place to ensure a systematic increase in the number of Gardaí with fluency in Irish based in Gaeltacht stations.
2. [REDACTED] was issued in September 2018 as the first step in ensuring that only members with the proficient standard of Irish would be transferred to Gaeltacht stations, this includes members at Garda and Sergeant rank.

3. The HQ Directive specifies that once a member has passed the new Oral Irish Proficiency Assessment they will be placed on the new Irish Language Proficiency Panel and will be eligible for a transfer to a Gaeltacht station.
4. It has been agreed that the systematic increase in the number of Gardaí with fluency in Irish based in Gaeltacht stations should be achieved by:
 - a) offering Gardaí already based in Gaeltacht stations, and who did not meet the required standard of Irish, an opportunity to improve their proficiency. Gaelchultúr's courses should be developed to provide this opportunity.
 - b) only using members from the new Irish Language Proficiency Panel, a panel, consisting of members with a minimum Level 4 proficiency in Irish on the new framework, to fill any vacant position in Gaeltacht stations.
 - a) facilitating transfers for members in Gaeltacht stations, who wish to be moved and who don't have the required standard of Irish, and replacing them with personnel from the ILPP.
 - b) Analysing retirement data from Gaeltacht stations and ensuring that once a member retires he/she is replaced with a member from the ILPP.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|---|-------------------------------|
| Remind Chief Superintendents with a Gaeltacht area in their division that transfers should not take place in Gaeltacht stations unless the members in question have passed the new Oral Irish Proficiency Assessment. Copy of minute to be sent in Appendix C | Completed. To be included in Strategic Workforce Plan 2020-2022 | HR&PD, Irish Language Office |
| Set up the ILPP once assessments have taken place | Completed for 2019 To be reviewed in 2020 | HR&PD & Irish Language Office |

| | | |
|--|--|-------------------------------|
| Ensure that the steps mentioned above to increase the number of fluent Irish speakers in Gaeltacht stations are carried out effectively and without delay. | To be included in Strategic Workforce Plan 2020-2022 | HR&PD & Irish Language Office |
|--|--|-------------------------------|

Action 4: Detail and implement certain arrangements which would lead to there being a sufficient number of Gardaí with Irish assigned to Gaeltacht District Stations (stations located outside the Gaeltacht but in districts that contain Gaeltacht areas).

Status: Ongoing

Background:

1. Section 33(2) of An Garda Síochána Act 2005, which states that "the Garda Commissioner shall, to the extent practicable, ensure that members of the Garda Síochána stationed in a district that includes a Gaeltacht area are sufficiently competent in the Irish language to enable them to use it with facility in carrying out their duties", applies to every Garda station in a district that includes a Gaeltacht area. This includes a large number of stations in seven different Divisions throughout the country, e.g. Salthill Garda Station.
2. An Coimisinéir Teanga recognises that it is not feasible for An Garda Síochána to ensure that every member in a Gaeltacht District Station is fluent in Irish. It is expected of the organisation, however, to implement a system whereby a certain percentage of Gardaí in those stations can provide a service through Irish when required.
3. An Coimisinéir Teanga has requested, that a system similar to the one in place for Gaeltacht stations be implemented to ensure that the organisation maintains an adequate number of Irish-speaking members, at all times, among the station party in all Gaeltacht District Stations and that over time those station become semi-bilingual. An important long-term aim for Gaeltacht District Stations should be to have at least one member with fluency in Irish on each unit at all times.
4. It has been agreed that a [REDACTED] be drawn up for Gaeltacht District stations and that the ILPP be used to ensure a certain percentage of Irish speaking members are available in those stations at all times.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|--|--|---|
| Strategic Workforce plan currently being drafted which will include ensuring that an appropriate service is provided through Irish. | January 2020 | HR&PD, Irish Language |
| A list of Gaeltacht District Stations should be drawn up | Ongoing 2019 | Irish Language Office |
| A policy or HQ Directive should be drawn up which allows for provisions to ensure a systematic increase in the number of Irish speaking personnel stationed in Gaeltacht District Stations. This policy should include: a) An agreement on what percentage of Irish speakers should be employed, at any given time, in District Gaeltacht stations. c) Opportunities for Gardai in Gaeltacht District stations to improve their Irish language proficiency. a) The use of the Irish Language Proficiency Panel to ensure the quota of Irish speaking Gardai in those stations is met. | To be included in strategic Workforce Plan 2020-2022 | HR&PD, Irish Language Strategic Workforce Planning Unit |
| Review currently ongoing on Sergeant and Inspector Promotion Competitions. This will include the necessity for ensuring that an appropriate representation of Irish is included. | Commenced and ongoing | HR&PD, Irish Language |

Action 5: Arrangements to be made regarding Gardai who have joined An Garda Síochána through the Irish Language Recruitment Stream.

Status: Ongoing

Background:

1. An Irish Language Stream was introduced into An Garda Síochána's recruitment policy in 2014. This policy ensures that up to 10% of each new intake is reserved for fluent Irish speakers. An Irish stream is incorporated by the Public Appointments Service in each new

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

competition and Gardaí who join the organisation through the stream have committed to spending a few years in a Gaeltacht area after they have received adequate training and experience in a training station.

2. To date, over 30 members have joined the force through this Irish stream and they are based in stations around the country. The relocation of these members from training stations to Gaeltacht stations or stations/units located in districts that contain Gaeltacht areas has not been determined as there is no policy in place. This means that very few of those who committed to spending time in Gaeltacht stations have done so.
3. It has been agreed that the new Irish Language Proficiency Panel should automatically include members who were recruited through the Irish Language Stream in the initial recruitment process.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|--|---------------|-------------------------------|
| <ul style="list-style-type: none"> Gather an updated list of members recruited through the Irish language stream since it was established and add those members to the Irish Language Proficiency Panel. | December 2019 | Irish Language Office & HR&PD |
| <ul style="list-style-type: none"> Remind members recruited through the Irish Stream who have not yet completed their probationary period that they are required to spend some time in a Gaeltacht station. Transfer these members to a Gaeltacht stations at an appropriate time. | December 2019 | HR&PD, Irish Language Office |

| | | |
|---|---------------|------------------------------|
| <ul style="list-style-type: none"> Remind members recruited through the Irish Stream and who have completed their probationary period of the commitment they gave when joining the force. Add these members to the ILPP with their choice Gaeltacht station, Gaeltacht District station or specialised unit that serves a Gaeltacht community included. | December 2019 | HR&PD, Irish Language Office |
| <ul style="list-style-type: none"> A policy should be drawn up which incorporates the points above. | January 2020 | HR&PD, Irish Language Office |

Action 6: Set up a protocol regarding units, such as Roads Policing, that perform duties in Gaeltacht areas to ensure that such units are capable of serving the public in its preferred official language.

Status: Ongoing

Background:

1. A commitment has been given to An Coimisinéir Teanga that units such as Roads policing that operate within Gaeltacht areas should set up a protocol/policy to ensure that there is at least one fluent Irish speaking member on each unit or at the very least to ensure that if check points are being carried out in Gaeltacht areas there is a member with Irish available.
2. It is recommended that a new HQ Directive or policy be devised or that [REDACTED] be updated to include expression of interests from those who wish to be transferred to a unit, such as Roads Policing, that serve Gaeltacht areas.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|--------------|---|
| <ul style="list-style-type: none"> Update [REDACTED] or create a separate HQ Directive to include units such as Roads Policing that serve Gaeltacht areas. | January 2020 | Irish Language Office & HR&PD |
| <ul style="list-style-type: none"> Ensure Divisional Officers with a Gaeltacht area in their jurisdiction are aware that complaints have been made. | Ongoing | Irish Language Office & HR&PD, |
| Utilise members who were recruited through the Irish stream but who have completed their probationary period for these units, if they wish to transfer. | January 2020 | HR&PD, Irish Language Office |
| Competitions for these units will be designed to incorporate an adequate number of proficient Irish speakers in line with new recruitment strategy. | January 2020 | HR&PD, Irish Language Office, Competitions Office |

Action 7: Provide a training programme for members who are based in Gaeltacht stations at present to help them with their ability in the language.

Status: Ongoing

Background:

1. A commitment was given to An Coimisinéir Teanga that following the assessment of Gardaí in Gaeltacht stations, those without the required level of Irish, would be offered an opportunity to up-skill.
2. The Irish Language Office liaised with the Department of Culture, Heritage and Gaeltacht at the beginning of 2018 in relation to the Irish Language Service Agreement currently in place, in an effort to develop appropriate Irish language courses for the organisation.
3. Gaelchultúr are the service providers, approved by the Department, for Irish Language Training and Proficiency Certification for public bodies and have proposed to develop 4 new online courses for the organisation which would be in line with the new Irish Language Framework.

4. Gaelchultúr have proposed to develop a comprehensive training system to enable Gardai to deal with the public through the medium of Irish. That organisation has extensive experience in devising and running Irish language courses for various public bodies. Each course would cost €10,000 and would be available for each member of An Garda Síochána to access.
5. Gaelchultúr's proposal of online learning with the option of blended learning in the future is the optimal scenario for members of An Garda Síochána allowing staff access to courses at a time most suitable to them. The online courses would also be an invaluable tool for Garda Recruits entering the Garda College with no prior knowledge of the language. Further information can be found in Gaelchultúr's proposal.
6. In addition, An Garda Síochána also has statutory obligations under Section 33(2) of An Garda Síochána Act 2005 to provide training opportunities for its staff. Section 3.11 of An Garda Síochána's Language Scheme also states that: 'All personnel working in the Gaeltacht will be provided with the necessary upskilling and equipment to assist them to be proficient in the use of the Irish language.' Section 3.12 of An Garda Síochána's Language Scheme also states: 'To progress the organisational responsibilities under the Official Languages Act, 2003, the Human Resource Management Section will review training needs of staff and will identify suitable Irish language courses for staff to meet the service requirements needs. Study courses in the Irish language will be selected and approved for financial aid as part of the educational fund scheme'.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|---------------|----------------|
| <ul style="list-style-type: none"> Request for substantial funding to be approved to develop 4 online courses in line with the new Oral Irish Proficiency Framework. | November 2019 | HR&PD |

| | | |
|--|---------------|-----------------------|
| <ul style="list-style-type: none"> • Liaise with Gaelchultúr once funding has been approved to develop the Irish language courses for the organisation. | December 2019 | Irish Language Office |
|--|---------------|-----------------------|

Action 8: Analyse retirement figures for Gaeltacht stations for the next five years.

Status: Completed

Background:

1. It was agreed that An Garda Síochána would look at the situation in Gaeltacht stations as it currently stands and try to identify opportunities to increase the number of Irish speakers in those stations through retirements.
2. An Coimisinéir Teanga has requested that An Garda Síochána analysis retirement figures in Gaeltacht stations for the next five years to ensure the organisation is aware of the potential increase for Irish speakers in each Division.
3. The data was gathered by the Irish language Office with the assistance of HRM and Mr. Michael Burke, HRM Records. A copy of the analysis can be found in Appendix D
4. In addition, An Coimisinéir Teanga requires updated figures of the number of members with Irish in Gaeltacht stations twice a year. This is to ensure that the number of fluent Irish speakers continues to increase.

Key Actions Required:

| Action required | Timeframe | Responsibility |
|---|------------------------|-------------------------------|
| <ul style="list-style-type: none"> • Provide An Coimisinéir Teanga with accurate data regarding the number of Irish speaking members in Gaeltacht stations once the assessments have been carried out. | Currently under review | HR&PD & Irish Language Office |
| <ul style="list-style-type: none"> • Ensure that any member who retires from a Gaeltacht station is replaced by a member from the Irish Language Proficiency Panel | Ongoing | HR&PD & Irish Language Office |

Appendix A – List of Gaeltacht Stations and their District Headquarters

| Dún na nGall | | Donegal | District |
|-----------------|------------------------|---------------|--------------|
| 1. | An Fál Carrach | Falcarragh | Milford |
| 2. | Ailt an Chorráin | Burtonport | Milford |
| 3. | An Bun Beg | Bunbeg | Milford |
| 4. | An Clochán Liath | Dungloe | Milford |
| 5. | Carraig | Carrick | Ballyshannon |
| Maigh Eo | | Mayo | District HQ |
| 6. | Gob an Choire | Achill Sound | Westport |
| 7. | Béal an Mhuirthead | Belmullet | Belmullet |
| 8. | Gleann na Muaidhe | Glenamoy | Belmullet |
| Gaillimh | | Galway | District HQ |
| 1. | Leacht Seoirse | Loughgeorge | Mill Street |
| 1. | An Cheathrú Rua | Carraroe | Salthill |
| 2. | Cill Rónáin | Kilronan | Salthill |
| 3. | Indreabhán | Inverin | Salthill |
| 4. | Maigh Cuilinn | Moycullen | Salthill |
| 5. | Leitir Móir | Lettermore | Salthill |
| 6. | Ros Muc | Rosmusk | Salthill |
| 7. | An Spidéal | Spiddal | Salthill |
| 8. | Carna | Carna | Clifden |
| 9. | An Mám | Maam | Clifden |
| 10. | Sraith Salach | Recess | Clifden |
| Ciarraí | | Kerry | District HQ |
| 11. | Daingean Uí Chúis | Dingle | Tralee |
| 12. | Baile an Fheirtéaraigh | Ballyferriter | Tralee |
| | | | |
| Iarthar Chorcaí | | Cork West | District HQ |
| 22. | Baile Bhúirne | Ballyvourney | Macroom |
| 23. | Béal Átha an Chorráin | Ballingeary | Macroom |
| Port Láirge | | Waterford | District HQ |
| 13. | | An Rinn | Ring |

Appendix B – Number of Members who Applied for the Irish Language Proficiency Panel

The Irish Assessment for inclusion on the Irish Language Proficiency Panel took place in the Garda College on 11th September last. 11 members in total were assessed and 9 members were successful. Among the successful candidates was a Garda who has since transferred to Dingle Garda Station (Gaeltacht Station).

Therefore, at present there are 8 members on this Irish Language Proficiency Panel.

Any member who attained Level 4 or Level 5 in the Irish Language Exam was eligible for inclusion on this panel.

Appendix C – Copy of Minute to be sent to Divisional Officers

The minute below has been approved by the Executive Director HR&PD and should be sent by that office to each Divisional Officer with a Gaeltacht area within their jurisdiction.

"Each Divisional Officer,

I am directed by Mr. Alan Mulligan, Acting Executive Director, Human Resources and People Development in this matter.

As per [REDACTED] An Garda Síochána has given An Coimisinéir Teanga a commitment that any member who is to be transferred to a Gaeltacht station will undergo a new Irish language proficiency assessment, regardless of previous test results. The Divisional Officer should contact Official Language implementation@garda.ie to ensure members are assessed and have the required level of Irish before being transferred to a Gaeltacht station.

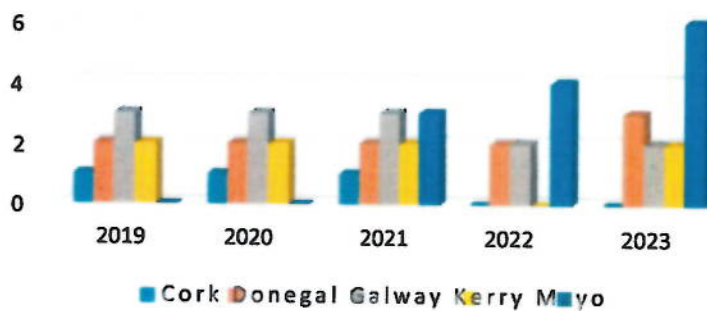
This commitment must be adhered to as it is part of a statutory investigation which was carried out in 2011 and found An Garda Síochána in breach of its legislative obligations. An Coimisinéir Teanga reviews the number of Irish speaking members in Gaeltacht stations twice a year and the issue will be brought before the Houses of the Oireachtas if the organisation does not adhere to the commitments given and increase the number of Gardaí with fluency in Irish in Gaeltacht stations in the coming year.

Kind regards, "

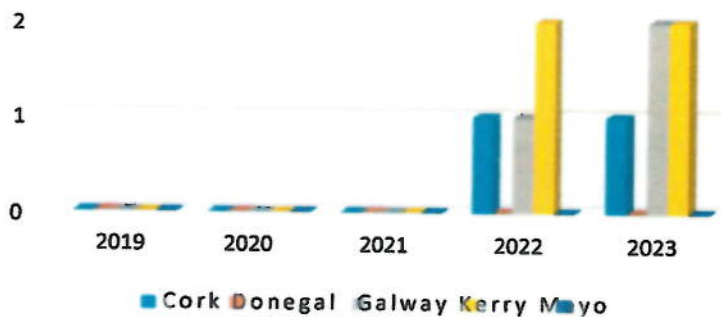
Appendix D – Analysis of Retirements in Gaeltacht Stations

The graphs below show the number of eligible and compulsory retirements in Gaeltacht stations for the next 5 years. By 2023 An Garda Síochána could potentially raise the number of Irish speaking members in Gaeltacht stations by 5%, this is based on the number of members retiring who are recorded as not having fluency in Irish. This does not include a potential increase due to transfers.

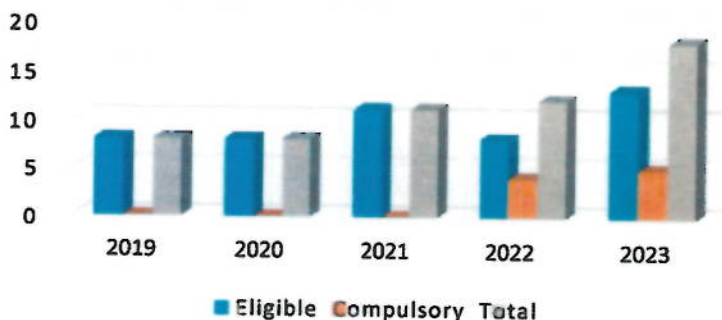
Eligible for Retirement



Compulsory Retirements



Retirement Totals



Appendix E - Percentage of Gardaí with Fluency in Irish in Gaeltacht Stations

The figures are based on data from the old assessment system and therefore may be higher than declared below.

% of Gardaí with fluency in Irish in Gaeltacht stations

