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1. Introduction

1.1. Official Languages Act 2003

The primary objective of the Official Languages Act 2003 (The Act) is to promote the use of Irish by public bodies and ensure that the provision of services through Irish is improved upon.

This Scheme was prepared under section 11 of the Official Languages Act 2003. Section 11 provides for the preparation by public bodies of a statutory scheme detailing the services they will provide:

- through the medium of Irish
- through the medium of English, and
- through the medium of Irish and English.

The Scheme also outlines the measures to be adopted to ensure that any service not provided by the public body through Irish will be so provided within an agreed timeframe.

In accordance with section 14(3) of the Official Languages Act, language schemes remain in force for a period of 3 years or until such time as a new scheme is confirmed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, whichever is the later.

1.2. GDA Irish Language Scheme 2022 - 2025

The GDA formally came under the Act in late June 2020. As such, this is the first GDA Irish Language Scheme. It has been drawn up in accordance with guidelines under section 12 of the Act issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

The content of the Scheme has been informed by;

- the underlying level of demand for specific services in the Irish language,
- the importance of a proactive approach to the provision of such services, and
- the resources, including human and financial resources, and capacity of the body concerned to develop or access the necessary language capability.

The preparation of this Scheme aims to ensure that the GDA meets all relevant obligations under the Act and sets out how this will be addressed. The implementation of the Scheme will be overseen by GDA communications and the senior management team.

2. Background to the Agency

2.1. Context

The Grangegorman Development Agency (GDA) is a statutory agency established in 2006 by the Irish Government under the Grangegorman Development Agency Act 2005 to redevelop the 30 ha (73 acre) former St. Brendan's Hospital grounds in Dublin's North Inner City.

The GDA's mission is to transform Grangegorman into a vibrant community that encompasses a world class, integrated and inclusive education, health, and community campus. This will be achieved by delivering a built environment that is in keeping with the Grangegorman Masterplan Vision.

In doing so, the Agency's vision is to be locally and internationally recognised as an exemplar of community urban regeneration, focused on education and health. Our values are collaboration, delivery focussed, design quality, integrity and sustainability.

The Grangegorman development consists of a number of interrelated projects across the education, health and community sectors, including:

- Consolidation of TU Dublin's city centre activities into a new urban campus which will ultimately bring some 22,000 students and 2,000 staff together at a single location
- Redevelopment of mental health and community health care services
- Research, innovation and commercial developments to drive employment creation
- Enhanced physical environment with improved permeability, including sport and recreational facilities, arts and cultural spaces
- The delivery of a new national school for D7 Educate Together

2.2. Functions of the Agency

Under the GDA Act 2005 the functions of the Agency are as follows;

- Accept the site and other properties
- Prepare a strategic plan & planning scheme
- Decide appropriate procurement strategy
- Consult with relevant organisations (Dublin City Council, Residents, Public Reps, Córas Iompar Éireann (CIÉ)...)
- Arrange for a communications strategy
- Carry out campus construction
- Dispose of former DIT properties
- Handover new facilities to Technological University Dublin (formerly DIT) / Health Service Executive (HSE) / Department of Education & Skills (DES) on completion

2.3. Grangegorman Stakeholders

The GDA's core stakeholders are defined in the GDA Act 2005 as being the HSE, TU Dublin and the local community. The GDA interacts with a large number of stakeholders beyond this including different Government departments, Dublin City Council, public representatives, other public bodies and the wider public.

3. Services Provided in Irish, English and Bilingually

3.1. Day-to-Day

The standard working language of the GDA is English, reflecting the demands of the organisation and the working language of the organisations and communities it works with. However the GDA provides services bilingually in compliance with its obligations under the Official Languages Act 2003 and has retained the services of an Irish Translation Service which it can avail of as required.

3.2. Communication

The GDA will take all reasonable steps to assist people who wish to carry out their business with them through Irish as follows:

- correspondence received in Irish will be answered in Irish;
- new key documents will be published in both Irish and English;

3.3. Signage

All signage being commissioned and installed by the GDA is bilingual, with the Irish text placed first and as prominent, visible and legible as the English text, in accordance with the regulations (S.I. No. 391 of 2008).

3.4. Publications

Since coming under the Official Languages Act in 2020, the GDA publishes key documents simultaneously in both English and Irish in accordance with the provisions of section 10. Core documents that have been published since then are the GDA Annual Reports, including Financial Statements, and its Strategy Statements.

Existing strategy and policy documents that pre-date 2020 are currently available in English only. However any reviews of these documents, and all future policy documents will be published bilingually. GDA press releases, information letters, newsletters and digital platforms are through English unless otherwise requested.

3.5. Stationery

GDA stationery templates are bilingual with the Irish text appearing first, as prominent and legible as the English text and communicating the same information as the English text without abbreviation (unless both are abbreviated).

4. **Enhancing Irish Language Service Provision**

4.1. Training and Development

The GDA is committed to ensuring that staff have opportunities to improve their competency in Irish. Staff are also encouraged to attend TU Dublin's regular free lunchtime Irish language classes.

Staff who have some Irish language competence will be encouraged to use and build on their existing skills.

This scheme will be available to all staff on SharePoint in order to ensure that they are made aware of the GDA's commitments under the legislation and of opportunities to develop or improve their competency in Irish.

4.2. Digital Platforms

The GDA website is in English however key documents, which have been published bilingually since 2020, are accessible through Irish on the site. There may be

opportunities for increased bilingual services on the platform as the website is updated over 2022 and 2023.

The GDA's social media platforms are all primarily through English, however there are opportunities for the GDA to develop Irish or bilingual posts to further promote the use of the Irish language.

4.3. Revisions to Publications Predating the Language Scheme

Any review of existing publications will be in both Irish and English and will be published in both languages simultaneously.

4.4. Assessing Demand

In order to accurately assess the demand for services in Irish, the Agency will continue to monitor existing procedures for requests made in Irish.

5. **Monitoring and Revision of the Language Scheme**

The Scheme is a live document and will be reviewed on a regular basis. Progress reports will be provided annually to the GDA Board and the Irish Language Commissioner.

The day-to-day operation of the scheme will be managed by the Agency's Corporate Team and will include ongoing monitoring of requests made to the Agency for services in Irish.

6. **Publicising the Scheme**

6.1. The Agency will promote the Scheme through the following:

- Publishing the Scheme on the GDA website and sharing internally with staff
- Giving equal prominence to Irish and English publications
- Circulating the Scheme to Irish language organisations and relevant public bodies
- Providing public notice to the availability of Irish services on the GDA website as appropriate.