

**THE HIGHLAND COUNCIL**  
**Gaelic Committee – 21 May 2009**

Agenda Item	4.
Report No	G/15/09

**Highland Council Gaelic Language Plan: Draft Annual Implementation Statement  
2008/9**

**Report by Director of Education, Culture and Sport Service**

**Summary**

The Highland Council's Gaelic Language Plan was approved by Bòrd na Gàidhlig, on behalf of Scottish Ministers in May 2008. The Plan gives a commitment to the preparation of an annual report on its implementation and progress towards targets.

The Plan actions and targets are appended to this report, with a 'traffic light' analysis highlighting where progress has and has not been made.

Many of the committed activities and actions under the Plan are being achieved. Where they are not, the most common reason is recruitment difficulties.

**1. Background**

- 1.1 The Council's Gaelic Language Plan was formally approved by Bòrd na Gàidhlig on behalf of Scottish Ministers in May 2008. Although not a statutory requirement, the Plan commits the Council to an annual implementation review and statement of progress towards targets.
- 1.2 As it is not a statutory requirement, no report template has been recommended by Bòrd na Gàidhlig, who have the responsibility to oversee the preparation and implementation of Gaelic Language Plans throughout Scotland. As such the Council is able to prepare a report to its own format.
- 1.3 This paper should not be confused with the statutory review of the Council's Gaelic Plan, required under the Gaelic Language (Scotland) Act 2005, which must take place not later than 5 years after the initial Plan was approved.
- 1.4 The draft Annual Implementation Monitoring Statement is appended to this report and outlines where progress has been made and to what degree, as well as outlining those areas where progress has not been forthcoming and why that is the case.
- 1.5 The statement comprises two sections: The first, a narrative outlining key issues, challenges and achievements; the second an action-by-action analysis of the Plan using a 'traffic-light' system of red/amber/green highlighting to illustrate where progress has been made and where it has not, along with explanatory notes to justify or explain that conclusion.

- 1.6 The Council's Gaelic Language Plan contains some 116 individual actions or targets. These range from 'generic' targets for all Council Services, such as a commitment to use Gaelic to reply to all correspondence received in Gaelic, or to use bilingual headings and sub-headings in all promotional literature, to at the other end of the scale substantial and significant commitments such as the provision of two, new 'all-Gaelic' schools by 2011.
- 1.7 Of all the actions in the Plan, 54, or just under 50%, relate to education in the round – from 0-3 provision through pre-school, primary, secondary and adult and community learning opportunities.
- 1.8 In addition the ECS Service also has 'corporate responsibility' for Gaelic Development across the Council and the Gaelic Development Team is located within this Service.

## **2. Recommendation**

- 2.1 Members are asked to note and comment on the contents of this report, including **Appendix 1**, to recommend any appropriate actions, and thereafter to approve the submission of the Annual Implementation Monitoring Statement to Bòrd na Gàidhlig.

Signature:

Designation: Director, Education, Culture and Sport Service

Date: 11 May 2009

Author: Donald MacNeill, Gaelic Development Manager

Ref: HF/DM

Background Papers:

Appendix 1 Draft - Highland Council Gaelic Language Plan,  
Annual Implementation Monitoring Statement

DRAFT

Highland Council Gaelic Language Plan

Annual Implementation Monitoring Statement

Introduction:

The Highland Council's Gaelic Language Plan 2007-2011 was formally approved by Bòrd na Gàidhlig, on behalf of Scottish Ministers, in May 2008.

Although an annual monitoring statement is not a statutory requirement, Bòrd na Gàidhlig does have the power, under the Gaelic Language (Scotland) Act 2005, to require the preparation of such a paper.

In this context the Highland Council's own Plan states (pge 47): "A detailed audit of the position with regard to the implementation of the Plan...will be conducted annually by the Gaelic Development Manager and a report based on this will be considered by the Highland Council Gaelic Committee. The report, with a note of the Committee's comments and recommendations, will be made available to Bòrd na Gàidhlig.

This paper represents this annual report, comprising a narrative section outlining progress and key issues, along with an action-by-action analysis of the Plan progress using a 'traffic light' red/amber/green system of highlighting allow a rapid assessment to be made of actions achieved and others where progress has not been made. In these instances explanatory notes are included for further information.

Highland Council's Gaelic Language Plan 2007-2011: Progress 2008-09

The Council's Plan contains some 116 actions contained within core sections of: Gaelic in Council Services; Gaelic in the Home; Gaelic Education; Gaelic in the Community; and Support for Development.

Although the Plan is dated 2007 – 2011, and was approved by Highland Council for submission to Bòrd na Gàidhlig in October 2007. It was not formally approved until May 2008, as noted above. This will have an impact on a number of the numerical targets and actions throughout the timescale of the Plan.

Overall, the Council believes reasonable progress is being made towards the implementation of the Plan.

In making this statement, the Council would like to acknowledge the significant financial assistance made available to it by the Bòrd's Gaelic Language Act Implementation Fund. This has been important not only in meeting some of the expenditure implications of working on such a Plan, but also in helping to address some of the concerns of Members and Managers seeking to implement such a Plan at a time of financial instability and pressure upon resources. GLAIF assistance is acknowledged here, but will not be highlighted against every individual action and target in the following analysis.

**Section analysis: “Gaelic in Council Services”.**

This includes commitments such as: “Public guaranteed a reply in Gaelic to correspondence”; “Services will be provided in Gaelic where desirable and feasible”; and “staff able to develop their competence in Gaelic”.

Key to the achievement of these commitments is staff awareness of the Gaelic Language and the Council’s Plan. This awareness is cascading throughout the Council, being supported by activities in the past year such as an ‘all staff survey’ of Gaelic usage and abilities, the provision of a series of ‘Gaelic Awareness days’ for Council Managers and Senior staff, and presentations on the implications of the Gaelic Plan to individual Service Management Teams by the Gaelic Development Manager.

The first appointment has also been made to the Council’s Translation Unit and this has, and will, greatly enhance the capacity to prepare bilingual forms, documents etc, making it easier for staff to request such content.

Training opportunities have been provided for beginners and more fluent Gaelic speakers. More co-ordinated activity on this front is expected in the current year as greater awareness of Gaelic training as a corporate priority is achieved.

This section also contains commitments to raising public awareness of Gaelic, and in particular the commitment to installing bi-lingual signage. This has been the single most controversial commitment within the Plan to date, with strong opinions being voiced against this action particularly from Caithness, but also from some in the Inverness and Nairn areas. At this stage however this Plan commitment remains in force and there are examples of good practice in the preparation and installation of such signage. There have been other examples of signs being erected without Gaelic, and action is being taken to ensure all relevant staff are aware of their requirement to use bilingual signage.

In common with other core sections progress has not matched all of the numeric targets agreed for the period. The key issue here, and elsewhere, is one of staffing. This means either delays in getting staff in place, or core posts remaining vacant. This issue will be addressed more fully in the conclusions section below.

**Section analysis: “Gaelic in the Home”.**

This section includes actions such as: “parents have access to advice and information on Gaelic in the home”; “Continue to support parents’ Gaelic tuition in areas with GME”; and “Run recall conference; Gaelic in the Home”.

This section is addressing the critically important areas of supporting parents choosing Gaelic Medium Education; and encouraging intergenerational transmission of the language.

Some targets within this section are being met. Across the area efforts continue to support parents’ Gaelic learning opportunities where demand exists. This has taken the form of subsidised Ulpan courses, or the provision of other classes depending upon capacity and circumstances. Other targets here are not being met, principally due to staffing issues, however there are no fundamental barriers to stronger progress once recruitment is carried out.

**Section analysis: “Gaelic Education”.**

This section contains the greatest number of single actions and commitments within the Gaelic Plan – unsurprisingly given the importance of education in the efforts to secure the future of Gaelic.

Commitments include: “Expanded Gaelic medium pre-school provision..”; “Two new all-Gaelic schools in the Plan’s lifetime”; “ Expanded Gaelic medium secondary provision”; and “A co-ordinated system of adult tuition will operate in the Highlands.”

It is possible to report good progress in education-based targets. For example; discussions are at an advanced stage to establish two new all-Gaelic schools, in Portree and Fort William. Public consultations have been undertaken during this year demonstrating strong community support, and subsequently Councillors have approved this course of action in principle with officers now taking these proposals forward. Key obstacles remain however, in particular on the question of capital funding.

Expressions of demand for a new Gaelic Medium Unit serving Glenurquhart have also been positively met with support for a new ‘Ceuman Beaga’ group in Drumnadrochit, and undertakings to plan for GME pre-school and primary provision from August 2010.

In terms of secondary provision there are issues, across Scotland as a whole, with regard to curriculum development and consistency, and the provision of resources and qualified teachers. The Highland Council is doing what it can to encourage progress in these areas, including suggesting ways in which teacher recruitment may be enhanced. In some of these areas however the Council cannot act unilaterally given the national nature of the curriculum and of agreements on teachers salaries and training. Conclusions from Bòrd na Gàidhlig and other working groups are awaited in order to allow more progress to be made.

More locally the Council continues to maintain its own capacity to produce educational resources (aligned with and complementing the work of Stòrlann).

For adult learners the adoption of the Ulpan course methodology continues to be popular with a structured series of classes available in key locations.

Difficulties in achieving some of the numerical targets here are also recruitment-based due to delays in filling a key post.

#### **Section analysis: “Gaelic in the Community”.**

This section contains actions such as: “Local Gaelic Action Groups developing a sense of a Gaelic community”; “Gaelic Medium options included in programmes of leisure activities in areas with GME”; and “Development of Gaelic cultural events and support for the organisations that run them”

To take the first of these highlighted, this has been a difficult target to achieve. A Local Gaelic Action Group exists in Lochaber, and was supported by the Highland Council, however in other areas responses have been disappointing or even discouraging. Groups who had been considered likely to move forward lost ground. Such activity needs to be community-led in order to be successful, and perhaps the current ‘Gaelic Initiatives’ being pursued by Comunn na Gàidhlig/Bòrd na Gàidhlig will supersede this action.

Overall good progress is being made towards much of the commitments and targets in this section, Gaelic medium sports and leisure activities have been offered to GME school pupils and others. An issue remains the range of activities on offer, constrained by the availability of qualified coaches and tutors and some current Highland Council projects aim to address these, albeit in a limited form.

The Council continues its support towards Fèisean nan Gàidheal, focussed on the Blas festival and other activities and also maintains its support towards An Comunn Gàidhealach for the Royal National and Local Mods.

Projects have been undertaken linking school pupils with older Gaelic speakers, ensuring the capture of local traditions, and exposing the pupils to a wider Gaelic vocabulary and heritage.

**Section analysis: “Support for Development”.**

This sections contains key commitments towards the recruitment of a Gaelic Development Team, the Council’s maintaining a role as a lead agency with regard to Gaelic development and to prepare, implement and monitor a Gaelic Language Plan.

These ‘corporate’ actions have been, and are being delivered.

**Key issues:**

One issue in particular has impacted upon the Council’s delivery of its Gaelic Plan targets in 2008-9, the question of recruitment to the Gaelic Development Team. This will also have an impact in delivery through 2009-10.

The Draft Plan was approved by Council in October 2007. At that point recruitment processes were underway for both Gaelic Development Manager and Gaelic Education Development Officer. Recruitment of the Childcare and Family Resources Officer, and Senior Translator’s posts only took place in spring 2009.

It was not until May 2008 that the Development Manager’s post was filled. Clearly this will have had an impact on the ability to deliver all the stated targets for the 2008-9 year, although looking forward more co-ordinated Plan delivery can be expected.

The Education Development Officer’s post remains vacant and this will continue to present difficulties in delivering a key part of the Council’s Gaelic Plan. In mitigation other officers within the Education, Culture and Sport Service are undertaking some of this workload, but this cannot be a long term substitution for a dedicated and focussed officer in this role.

Wider recruitment issues are also relevant – such as the ongoing difficulties in securing teachers for GME vacancies. This is a core, structural challenge facing Gaelic development as a whole which will impact on the delivery of Highland Council, and other Local Authority Gaelic Language Plans.

Taking all of the above into account, the Council believes it has made measurable and important progress in implementing its Gaelic Language Plan. If staffing and resource issues can be overcome then the Council is also confident that future years will see a greater pace of achievement, with activity focussed on priority areas in terms of Gaelic Language Development. The converse is clearly true, that should resource difficulties persist, particularly in relation to staffing, then achievement of all Plan targets will become more difficult.

Table 1: Assessment and comment on individual Gaelic Plan targets.

Undertaking	THC Assessment / Comment	Ongoing' or 2008 target/output	2009	2011
Key Target: Gaelic in Council Services	Undertaken in Summer '08. Findings now informing other projects.	Commission a baseline study on Gaelic demand and usage.		Percentage of clients accessing Council Services through Gaelic up 10% on 2008 figure
Key Target: Gaelic Awareness	To be undertaken as part of the Council's regular 'Customer Satisfaction' survey	Baseline study on goodwill towards Gaelic within Highland population		Number of people in the Highlands describing themselves as 'well disposed' towards Gaelic up by 10% on 2008 figure.
Key Target: Gaelic in the Home 1				Proportion of Gaelic medium pupils who have Gaelic speaking parents/carers (including Learner parents) will increase to 55% (15% increase on 2006 baseline).
Key Target: Gaelic in the Home 2				The proportion of Gaelic medium pupils regularly using Gaelic in the home will increase to 32% (20% increase on 2006 baseline).
Key target: Gaelic Education 1				Number of 0-3 year olds in Gaelic medium provision will increase by 10% on June 2007 figures.
Key Target: Gaelic Education 2	NB The National Census does not provide figures for 3-19 age bracket, but 5-18			The number of 3-18 year olds in the Highlands speaking Gaelic will increase by 10% on the National Census figures in 2001.
Key Target: Gaelic in the Community	Difficulties in encouraging communities to undertake these responsibilities			Four new community development plans for Gaelic will have been produced by local groups.
Services in Gaelic		Gaelic team to organise translation services relating to correspondence.		

Services in Gaelic	Gaelic replies to Gaelic correspondence	First bilingual forms prepared & published.		
Services in Gaelic	Senior Translator now in post, though not until 3/09, so slight delays in further implementation	Bilingual reports, documents and forms, including the Council's complaints procedure.		
Services in Gaelic	Anticipate discussions with BnG - linking to a national marketing & Gaelic awareness effort	Develop a badging scheme to allow clients to identify staff able to deal with queries in Gaelic.		
Services in Gaelic		Services to be provided in Gaelic where desirable and feasible.		
Services in Gaelic	Underway in April '09, analysis thereafter and to be used to inform further action	Audit on the use of Gaelic in the delivery of Services & other Council business, and produce a plan for expansion.		
Services in Gaelic	Delays in recruiting a Gaelic Education Development Officer	Schools Gaelic Careers Conference		
Support Gaelic usage and demand within Services	Consideration being given by Personnel team	Designate certain posts as 'Gaelic Essential'.		
Support Gaelic usage and demand within Services		Adopt an appointments policy which recognises Gaelic as a relevant additional job-related skill in certain contexts.		
Support Gaelic usage and demand within Services		Maintain lists of Council speaking staff.		
Support Gaelic usage and demand within Services	Some clarity required on overall national objectives and requirements. Early soundings made but further action required.	30 learners a year on an accredited Gaelic course for public sector officials	30 learners a year on an accredited Gaelic course for public sector officials	30 learners a year on an accredited Gaelic course for public sector officials
Support Gaelic usage and demand within Services	Council staff supported to attend Gaelic grammar classes run by CLÌ	5 staff each year provided with extended training to achieve a level of competence in spoken & written Gaelic which will enable them to use Gaelic in the workplace.	5 staff each year provided with extended training to achieve a level of competence in spoken & written Gaelic which will enable them to use Gaelic in the workplace.	5 staff each year provided with extended training to achieve a level of competence in spoken & written Gaelic which will enable them to use Gaelic in the workplace.

Support Gaelic usage and demand within Services		10 staff (classes?) each year provided with classes in Gaelic spelling and grammar.	10 staff (classes?) each year provided with classes in Gaelic spelling and grammar.	10 staff (classes?) each year provided with classes in Gaelic spelling and grammar.
Support Gaelic usage and demand within Services	Content material at an advanced stage of preparation, delivery options being investigated	Gaelic content within Council's standard staff induction programme		
Support Gaelic usage and demand within Services	ca. 50 senior staff attendance at 'Gaelic Awareness' days	10 staff members each year to take the more intensive course.	10 staff members each year to take the more intensive course.	10 staff members each year to take the more intensive course.
Support Gaelic usage and demand within Services	Opportunities and applications will be considered, but significant concerns about potential impact of releasing Gaelic speaking staff to placements.	Opportunities for work placements allowing staff to develop their Gaelic skills		
Awareness of Gaelic	Awaiting national scheme to be developed and commenced by BnG	Participate in national Gaelic marketing initiatives		
Awareness of Gaelic	Gaelic releases have been issues as appropriate. Wider political considerations have coloured coverage of the Councils Gaelic actions.	Gaelic related news releases at least once a month, and participation in national debate within the media		
Awareness of Gaelic	This is linked to 'other bodies'. Need clarity on potential double-counting and overall national marketing strategy		A minimum of one significant event in each of the 3 Council Areas every year.	A minimum of one significant event in each of the 3 Council Areas every year.
Awareness of Gaelic	Largely progressing, though examples still exist where Gaelic is omitted or Plan guidelines not followed, and remains a controversial issue for some	Gaelic on all new and replacement Council signage		
Awareness of Gaelic	Delays in recruiting a translation officer, but optimistic this can progress in 2009/10	Use bilingual headings, links and inserts on the home page and elsewhere in the static area of the Council website		

Awareness of Gaelic	Delays in recruiting a translation officer, but optimistic this can progress in 2009/10. Early discussions held.	Council website - Create a bilingual portal with detailed information on Gaelic matters.		
Gaelic in the Home	Awaiting initiative from BnG. Would expect 'unilateral' promotional material from Council once Education Officer in place - but there are recruitment delays here.	Information campaign: flyers, adverts and booklets for parents on 'Gaelic in the home and family' - <b>supporting Bord na Gaidhlig -led initiative.</b>	Information campaign: flyers, adverts and booklets for parents on 'Gaelic in the home and family' - supporting Bord na Gaidhlig -led initiative.	
Gaelic in the Home	Awaiting appointment of Education Development Officer	Workshops on Gaelic at home - 7 each year: 1 every 3 years in each GME area	Workshops on Gaelic at home - 7 each year: 1 every 3 years in each GME area	Workshops on Gaelic at home - 7 each year: 1 every 3 years in each GME area
Gaelic in the Home	Delayed due to late recruitment of Childcare and Families officer. Early discussions now held.	Work with Comann nam Parant to support home visits and parents networks.		
Gaelic in the Home		Parent's learning Gaelic in areas with GME - 7 per year	Parent's learning Gaelic in areas with GME - 7 per year	Parent's learning Gaelic in areas with GME - 7 per year
Gaelic in the Home		Maintain resource lending services in GM areas.	Maintain resource lending services in GM areas.	Maintain resource lending services in GM areas.
Gaelic in the Home		Work with graduates of GME.	Work with graduates of GME.	
Gaelic in the Home	Awaiting appointment of Education Development Officer	Run recall conference on Gaelic in the Home - September		
Gaelic in the Home	No specific progress, lower priority to date than other issues.	Consulting appropriate bodies and promoting the provision of Gaelic leisure resources for the home - printed, electronic and broadcast.		
Childcare and pre-school education	Inverness ✓; In Ft William this is linked to proposals to establish an 'all Gaelic' school.	Promote existing Gaelic medium pre-school education for 3 and 4 year olds in Inverness and Fort William		

Childcare and pre-school education	Baselining' exercise being carried out by 'Childcare and Families' Officer - will direct progress & activity from mid 2009 onwards	Promote Gaelic medium pre-school education for 3 and 4 year olds in Dingwall and Alness and other areas on demand through publicity and advertising and repond positively to any community or parental initiatives.	Promote Gaelic medium pre-school education for 3 and 4 year olds in Dingwall and Alness and other areas on demand through publicity and advertising and repond positively to any community or parental initiatives.	Promote Gaelic medium pre-school education for 3 and 4 year olds to areas on demand through publicity and advertising and repond positively to any community or parental initiatives.
Childcare and pre-school education	Research delayed from original timetable. THC have given early support, anticipate welcoming the eventual final conclusions and acting on them	React positively to proposed Scottish Government survey of existing 0-3 provision.		
Childcare and pre-school education	New Ceuman Beaga group established in Drumnadrochit. Other activity to await 'baseline' exercise from 'Childcare & Family' Officer	Set up 3 new Gaelic parent/child groups which involve both parents and children learning Gaelic together.	Set up 3 new Gaelic parent/child groups which involve both parents and children learning Gaelic together.	Set up 3 new Gaelic parent/child groups which involve both parents and children learning Gaelic together.
Childcare and pre-school education	Childcare offered in Inverness, other efforts to follow - also linked to new schools provision.	Childcare through medium of Gaelic in Inverness, Skye and Fort William.	Childcare through medium of Gaelic in Dingwall and Tain.	
Childcare and pre-school education	Awaiting appointment of Education Development Officer	Investigate the need for GM wraparound childcare for 4 & 5 year olds. Provision in Inverness, Ft William Dingwall, Portree & Tain in lifetime of Plan.		
Childcare and pre-school education	Childcare & Family' Officer now in place and 'baselining', still awaiting appointment of Education Development Officer.	Set-up 4 new extended out-of school care options.	Set-up 4 new extended out-of school care options.	Set-up 4 new extended out-of school care options.
Childcare and pre-school education	Awaiting appointment of Education Development Officer	Existing groups & clubs operating through the medium of Gaelic will be encouraged to provide a co-ordinated & extended service, incorporating childcare		
Primary Education	Awaiting appointment of Education Development Officer	Raise awareness of GME in 7 GME areas	Raise awareness of GME in 7 GME areas	Raise awareness of GME in 7 GME areas

Primary Education	Awaiting appointment of Education Development Officer	Hold awareness raising events to positively promote uptake of GME in areas seen as having potential - 3 each year, in each of the 3 Council Areas.	Hold awareness raising events to positively promote uptake of GME in areas seen as having potential - 3 each year, in each of the 3 Council Areas.	Hold awareness raising events to positively promote uptake of GME in areas seen as having potential - 3 each year, in each of the 3 Council Areas.
Primary Education	To a limited extent using existing materials, but awaiting appointment of Education Development Officer	Produce and circulate literature and advertising on GME.	Produce and circulate literature and advertising on GME.	
Primary Education	Some progress made (signage etc) but awaiting recruitment of Education Development Officer for more co-ordinated efforts.	Establish a bilingual environment in schools which host GM classes, and 'Gaelic schools' which have English medium departments.		
Primary Education	Proposals agreed for Portree and Ft William by Education Committee of 13/11. Work progressing.	Plan for establishment of 2 new 'all Gaelic' schools in the lifetime of the Plan		
Primary Education	Approval for recruitment of F/T Community Development Officer still awaited	Establish BSGI as the focus for a Gaelic speaking environment in Inverness; Create a full time Gaelic Officer post and project funding to develop community based Gaelic activities.	Create a full time Gaelic Officer post and project funding to develop community based Gaelic activities.	Maintenance phase of community based Gaelic activities.
Primary Education	Extended training to be offered, including 'refresher' training. Work underway on project material	Timetabled Plan for expansion of 'GLPS' & introduce new project pack		
Secondary Education	Awaiting national consensus and direction on the GME secondary curriculum	Produce and implement 3 year plan for Gaelic in the secondary school		5 subjects taught in Gaelic in each school with GME
Secondary Education	Awaiting appointment of Education Development Officer		1 new school with Learners' classes	1 new school with Learners' classes
Secondary Education	Awaiting appointment of Education Development Officer			
Adult Further & Higher Education	Gaelic Team structural changes now to be considered following change to Council's CLD service	Map existing local provision of adult tuition in Gaelic - April service		

Adult Further & Higher Education	Gaelic Team structural changes now to be considered following change to Council's CLD service	Develop progressive tuition plan - October		
Adult Further & Higher Education	Classes are underway in Inverness, Skye, Easter Ross and Badenoch. Expansion Plan to be prepared.	Establish progressive classes in Inverness, Lochaber, Badenoch, Skye, Wester & Mid Ross and East & North Sutherland.	Establish progressive classes in Inverness, Lochaber, Badenoch, Skye, Wester & Mid Ross and East & North Sutherland. Develop progressive classes in other areas, led by demand.	Develop progressive classes in other areas, led by demand.
Adult Further & Higher Education	Priority has been given to establishing classes, also awaiting preparation of 'Ulpan Conversational' framework by Deiseal Earr.		Monthly activity/discussion groups in each of the 8 wards with progressive classes.	Monthly activity/discussion groups in each of the 8 wards with progressive classes.
Adult Further & Higher Education	Will be done as/when new activity groups become established			
Adult Further & Higher Education	Will be done as/when new activity groups become established			Establish new monthly activity/discussion groups in other areas where demand has led to progressive classes.
Adult Further & Higher Education	Focus to date on offering/rolling out Ulpan classes. Consideration needs to be given to demand/needs of fluent speakers	Establish classes on Gaelic spelling and grammar for fluent Gaelic speakers in Lochaber, Inverness, Syke, Ross and Sutherland.	Establish classes on Gaelic spelling and grammar for fluent Gaelic speakers in Lochaber, Inverness, Syke, Ross and Sutherland. (1 class each year in each of 6 districts 2008 - 10)	
Adult Further & Higher Education		Promote availability of Gaelic Learners' resources through all Highland libraries, with designated sections as appropriate		

Culture in the curriculum	Awaiting conclusions from National Steering Group, or invitation to participate. Any action would require co-ordination by Education Development Officer		Support National Gaelic Education Steering Group with an audit of the primary and secondary Gaelic and Gaelic medium curriculum in order to quantify the 'Gaelic' cultural dimension in it and to identify gaps - February	
Culture in the curriculum	Awaiting conclusions from National Steering Group		React positively to guidance from the National Gaelic Education Steering Group on how this may be improved - April	
Culture in the curriculum	Awaiting conclusions from National Steering Group. Any actions would require co-ordination by Education Development Officer		Publicise this information, including seminars and progress implementation.	
Culture in the curriculum	Awaiting conclusions from National Steering Group, though there is some cross-over with material being prepared for GLPS.		Prepare a multi-media project pack on the heritages of the Highlands, with a special focus on Gaelic - March 30 schools taking part in this project each year.	30 schools taking part in the multi-media project pack on the heritages of the Highlands.
Culture in the curriculum	Awaiting appointment of Education Development Officer, but progress made in some areas due to GLAIF projects	A pilot project of teach multi-media skills to young people in schools - November.		
Culture in the curriculum	Awaiting appointment of Education Development Officer, but some progress made in supporting participation at Gaelic residential events, youth camps and activities through GLAIF projects.	Exchanges and residential events for young people, adult learners and families, within Scotland & internationally.		
Education support	Teachers CPD progressing, & other opportunities offered for linguistic development	Core skills development		

Education support	Resources and Admin assistant in post. Agreed Resource preparation programme ongoing	Maintain and extend local Gaelic education resources service. Annual programmes agreed.		
Education support			Review of school library provision in Gaelic and draw up development plan - August.	
Education support	Awaiting appointment of Education Development officer	Host seminars on aspects of GME for HC education staff.	Host seminars on aspects of GME for HC education staff.	Host seminars on aspects of GME for HC education staff.
Education support	Awaiting appointment of Education Development Officer		Conference for Council education staff on Gaelic education and GME.	
Education support	Awaiting appointment of Education Development Officer, but Council is represented on MRG and Storlann Board	Lobby for representation on groups on Gaelic Education & Gaelic representation on national educational groups/forums.		
Gaelic in the community	Difficulties in encouraging communities to undertake these responsibilities. Possibly to be superseded by Local 'Gaelic Initiatives' work?	Set up and assist Gaelic support group in an area which is developing a local Gaelic plan.	Set up and assist Gaelic support group in an area which is developing a local Gaelic plan.	Set up and assist Gaelic support group in an area which is developing a local Gaelic plan. Establish groups in other areas as appropriate.
Gaelic in the community		Include at least 1 Gaelic medium option per year in activity programmes e.g. Summer Activity, Out of Eden etc in each of the 20 areas with GME - July.	Include at least 1 Gaelic medium option per year in activity programmes e.g. Summer Activity, Out of Eden etc in each of the 20 areas with GME - July.	Include at least 1 Gaelic medium option per year in activity programmes e.g. Summer Activity, Out of Eden etc in each of the 20 areas with GME - July.
Gaelic in the community	Awaiting appointment of Education Development Officer, and also now structural changes to Council's CLD service	Monthly Gaelic medium social/recreational event for GME pupils in each of the 20 areas with GME.	Monthly Gaelic medium social/recreational event for GME pupils in each of the 20 areas with GME.	Monthly Gaelic medium social/recreational event for GME pupils in each of the 20 areas with GME.
Gaelic in the community	Work is ongoing (GLAIF supported) which will see development of some coaching capacity, but not an area-wide programme at this stage.	1 Gaelic-speaking volunteer coach in each GME area trained through the 'Active Schools Co-ordinators' volunteer coach programme.	1 Gaelic-speaking volunteer coach in each GME area trained through the 'Active Schools Co-ordinators' volunteer coach programme.	1 Gaelic-speaking volunteer coach in each GME area trained through the 'Active Schools Co-ordinators' volunteer coach programme.

Gaelic in the community	Two events - Feis Spors, and Spors Mor are taking place (GLAIF supported). Not a structured programme at this stage. Requires co-ordination by Education Development Officer	Establish Gaelic medium sports event - minimum of 1 in each of the 3 Council areas each year.	Establish Gaelic medium sports event - minimum of 1 in each of the 3 Council areas each year.	Establish Gaelic medium sports event - minimum of 1 in each of the 3 Council areas each year.
Gaelic culture	Strong Gaelic representation in Council's own cultural activities. Awaiting development/discussions on a 'national strategy'	Contribute to a national strategy for Gaelic culture, and ensure the Council's cultural policy and strategy effectively represents Gaelic		
Gaelic culture	Awaiting development of 'national strategy'. Encouraging community involvement is at core of Council's own activities	Encourage co-operation & involvement by communities & other public bodies in Gaelic community initiatives.		
Gaelic culture	Ongoing. Very successful 2008 festival and audience feedback	Help Feisean nan Gaidheal deliver Blas festival and monitor audience numbers and satisfaction ratings	Blas Festival - minimum 60% capacity, 70% audience satisfaction rating.	Blas Festival - minimum 60% capacity, 70% audience satisfaction rating.
Gaelic culture	An Comunn do not monitor numbers in a co-ordinated fashion. Discussions ongoing regarding promotional / enhancement opportunities	Dialogue with Local Mod organisers to enhance their appeal to the young - baseline figures in 2008.	5% increase in young people taking part in local mod from previous year.	5% increase in young people taking part in local mod from previous year.
Gaelic culture	Gaelic-related events given scoring priority. Assistance offered and all event organisers required to consider role / presence of Gaelic in their project & promotional material		Gaelic to be at the centre of the Council participation in Homecoming 2009.	
Gaelic culture		signpost Gaelic resources in all Highland Libraries; promote / display in major centres of use		
Gaelic culture			With others produce a strategy for developing the publishing and distribution of books and other media - Summer.	

Gaelic culture	Sgriobhadh sa Sgìre (GLAIF supported) ongoing in 2009		Run creative writing workshops to develop Gaelic writing talent.	Run creative writing workshops to develop Gaelic writing talent.
Gaelic culture		Establish partnerships and shared services with other Gaelic resource providers		
Gaelic culture	No structured programme, but opportunities do exist for promotion of resources via developing network of Ulpan tutors	Establish partnerships with Gaelic tutors to promote existing and new resources		
Raising awareness of the Highland heritage	Ambitious plans now developed and Council approval secured for investment in Folk Park. Strong representation within Museum and Art Gallery	Develop and implement a costed strategy for increasing the use of Gaelic in the Highland Folk Museum, Inverness Museum and Art Gallery		Implementation
Raising awareness of the Highland heritage	Strong support and encouragement being offered to independent sector. SLA inclusion already underway	Encourage independent museums to develop Gaelic content & interpretation, leading to inclusion in SLAs		Encourage and support independent museums to develop Gaelic content in their collections and interpretations, leading to the inclusion of this in SLAs as appropriate.
Raising awareness of the Highland heritage	Strong Gaelic content & profile being planned for new 'Hub and Spoke' Archive centres			
Raising awareness of the Highland heritage	Progress, but not necessarily in a structured / systematic fashion	Each Cultural Co-ordinator to develop at least one project per year relating to the Highland heritage for school age children.	Each Cultural Co-ordinator to develop at least one project per year relating to the Highland heritage for school age children.	Each Cultural Co-ordinator to develop at least one project per year relating to the Highland heritage for school age children.
Raising awareness of the Highland heritage	Ainm is Aite (GLAIF) project a good template		Set up a project aimed at identifying and making use of the historical knowledge of older Gaelic speakers.	
Raising awareness of the Highland heritage			Am Baile to increase number of audio-visual items in Gaelic - 20% increase by December	

Raising awareness of the Highland heritage		Translate Legacy of 2007 events into Gaelic and host it on the Am Baile website - from December.		
Raising awareness of the Highland heritage		More Am Baile schools projects to be in Gaelic - 10% increase from August 2008		
Language Planning				Draft new plan
Language Planning	Monitoring Plan Implementation	Yearly analysis	Yearly analysis	Yearly analysis
Language Planning		Analysis of targets	Analysis of targets	Analysis of targets
Support structure	Gaelic committee established as full, strategic committee. Ongoing issues over political consensus behind Gaelic Plan.	Gaelic Committee to focus Council's political commitment to Gaelic & oversee policy & planning for Gaelic development in relation to all Council policies.		
Support structure		Director of ECS assuming overall corporate responsibility for Gaelic development.		
Support structure	Progress, but ongoing recruitment issues	Establish a Gaelic Team led by a Gaelic Development Manager		
Support structure	"Gaelic Language Act Implementation Group" exists	Establish a Gaelic Language Plan strategy group, representation from all Council Services		
Support structure	Ongoing support for CLI, Feisean nan Gaidheal, Feis Rois, An Comunn Gaidhealach and CNSA	Grant aid to Gaelic-related organisations and projects, based on Service Level Agreements		
Working with others		Co-operating with and influencing other organisations and agencies in pursuit of Plan aims - including making this a condition of financial support, and planning consents		
Working with others	Yes, but no structured evidence of activity	Using influence in community planning partnerships to ensure the interests of Gaelic are given a high priority		

Working with others	to a degree - informally, but no structured activity	create a network of contacts in various fields and a database of people with skills relevant to Gaelic development		
Working with others	No structured progress, though early discussions were held. Staff capacity issues	Establishing a forum to develop inter-agency partnerships and enabling local authorities to collaborate on Gaelic issues		
Working with others	Gaelic Committee Chairman is Scottish representative on EBLUL committee	Links with other minority language communities e.g. EBLUL		
Working with others	Yes, some activity. Consideration needed of ongoing activity levels and realistic assessment of benefits in relation to workload	Links between Gaelic communities of Highlands and Nova Scotia - exchanges & joint ventures.		
Working with others		Encourage Westminster and Scottish Govts to fulfill their obligations under the EU Charter for Regional & Minority Languages.		
Informed decisions	Further discussions and co-operation required.	Informed decisions, based on research collaboration with BnG.		