

# Gaelic Language Plan

## Plana Gàidhlig



**2024–2029**

This plan has been prepared under Section 3 of  
the Gaelic Language (Scotland) Act 2005 and was  
approved by Bòrd na Gàidhlig on the 7<sup>th</sup> of May 2024.

# Foreword

As Leader and Chief Executive of The Highland Council, we are both delighted to present The Highland Council Gaelic Language Plan 2024–2029, which sets out the Council's aims and ambitions for Gaelic language and culture over the next five years, and how these will be achieved.

The Plan outlines The Highland Council's support of the Gaelic language and associated culture, furthering previous work whilst instigating new initiatives and clear targets.

The fourth edition of the Gaelic Language Plan builds on and increases the ambition of The Highland Council's ongoing commitments, successes, and achievements in developing and sustaining Gaelic and cultural development within our previous Gaelic Language Plans.

The Plan is supported through The Highland Council Programme (2022–2027), 'Our Future Highland', which is our vision and outlines our key strategic priorities for the next five years.

Whilst the development of the Programme is set against a backdrop of the greatest financial crisis in decades, the refreshed Plan must be both affordable and ambitious in establishing the foundations of a brighter and more sustainable future for our communities, particularly our younger generation. The Plan includes outcomes and measures to deliver the strategic priorities for Gaelic in Highland, which will be monitored as part of the Performance Plan 2022–2027.

The Highland Council has a clear focus on increasing Gaelic usage and the number of Gaelic speakers. The Council continues to be committed to providing and enhancing Gaelic Medium Education, recognising this as one of the key drivers in sustaining and developing Gaelic.

The Highland Council continues to support the language across services and with key partners, in order to contribute to the broad educational, social, cultural and economic value and wellbeing of the Highlands.



Councillor Raymond Bremner  
**Leader of The Highland Council**



Derek Brown  
**Chief Executive of The Highland Council**

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# Overview

This is The Highland Council's fourth edition of its Gaelic Language Plan (GLP), prepared within the framework of the Gaelic Language (Scotland) Act 2005. The GLP spans a five-year period from 2024 to 2029 and builds on the progress made in the previous three editions.

The Council's refreshed GLP continues much of the work set out in the third edition. The Council uses a Performance and Risk Management System (PRMS) to monitor progress and the implementation of the GLP. The PRMS is reported quarterly and presented to the Council's Gaelic Committee. The Council also reports annually to Bòrd na Gàidhlig regarding current progress. The annual reports can be found on the Council's website.

The GLP follows the following four themes:

- 1. Communities and Home**
- 2. Media, Arts, Culture and Heritage**
- 3. Business and the Economy**
- 4. Education**

Bòrd na Gàidhlig and The Highland Council worked together to produce a set of strategic priorities for edition four of the Council's Gaelic Language Plan which focus on progressing the key priorities of 'increasing the use of Gaelic'; 'increasing the learning of Gaelic' and 'promoting a positive image of Gaelic'. The strategic priorities in this document are based on those agreed with the Bòrd. Also included are the actions required to deliver the strategic priorities.

This fourth edition of the GLP describes how each of the strategic priorities will be delivered, and identifies the actions required.

The GLP also includes a section on Corporate Service aims. These will be utilised with the aim of standardising and normalising key Gaelic services across all Council services during the lifetime of the Plan.



# Summary

## Highland Council strategic priorities



# 1. Introduction

The Highland Council is the largest local authority in the UK, with a landmass nearly as large as Belgium. The area includes six inhabited islands, nearly 7,000km of roads, 90 harbours and marine facilities, 198 schools and 14,500 Council houses.

**6**  
inhabited  
islands

**7000**  
km  
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**90**  
harbours and  
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facilities

**198**  
schools

**14,500**  
Council  
houses

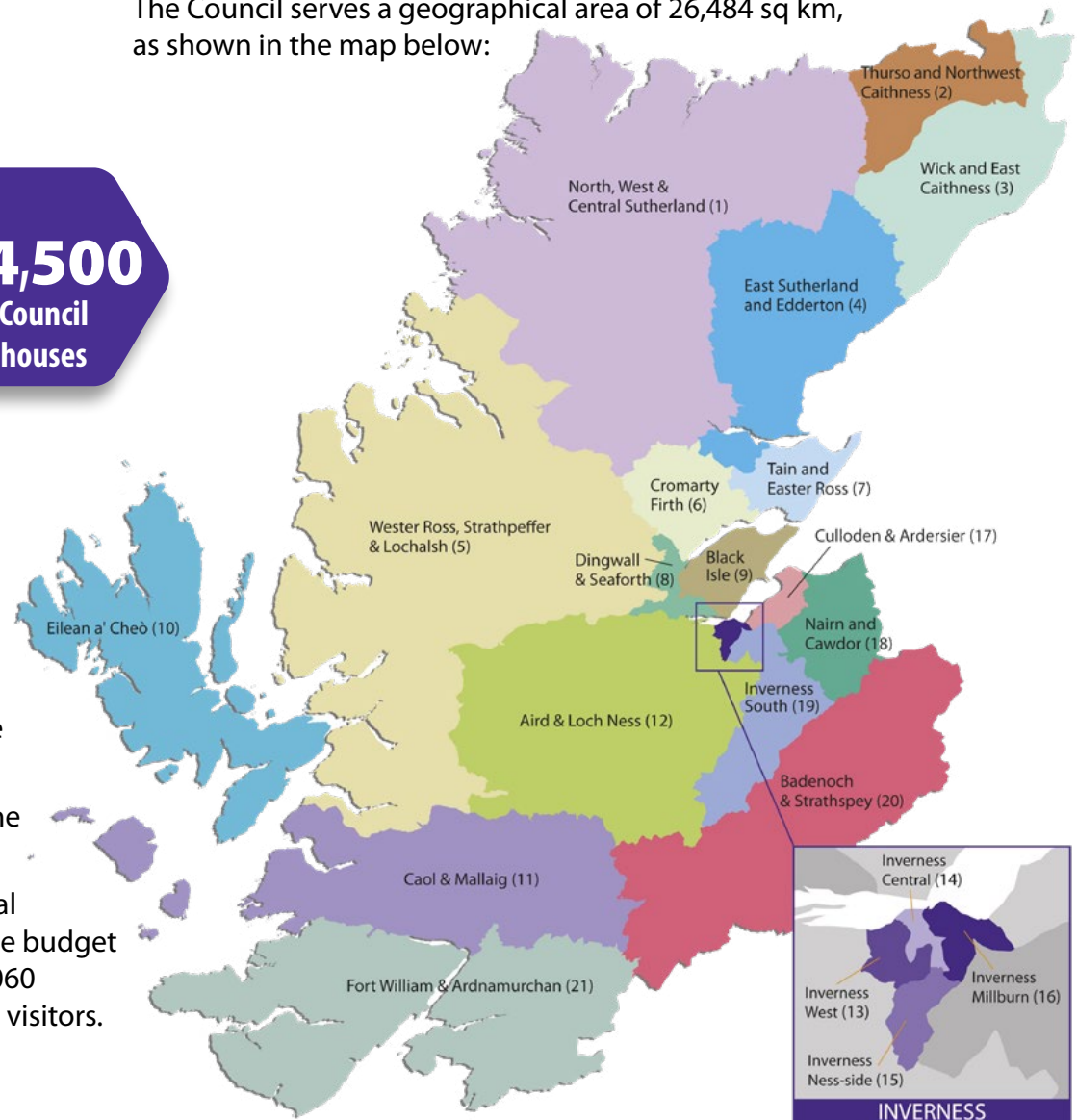
The 2011 Scottish Census reported that the population of the Highlands was 224,606.

Gaelic place-names are prevalent across the Highlands and indicate our rich Gaelic language and cultural heritage.

The employee headcount for Quarter 3 of the year 2023/24 is 10,746.

The Council has a £900M, 15-year Capital Programme and an annual net revenue budget of £703M to deliver services to 238,060 residents and thousands of annual visitors.

The Council serves a geographical area of 26,484 sq km, as shown in the map below:



Highland Council Ward Map © Crown Copyright and Database Right 2017. All Rights Reserved. The Highland Council 100023369



## Committees

Committee members serve on various strategic and area committees. The strategic committees meet at Highland Council's Headquarters, Glenurquhart Road, Inverness. Committees are open to the public. Dates of meetings and agendas can be found on our website at:

[www.bit.ly/HC-CommitteeStructure](http://www.bit.ly/HC-CommitteeStructure)

## Joint boards

Members serve on the Highland and Western Isles Valuation Joint Board, which also has members from Comhairle nan Eilean Siar.

## Local community partnerships

Under the terms of the Community Empowerment Act, community planning is the responsibility of five named partners – Police Scotland, Scottish Fire and Rescue Service, Highlands and Islands Enterprise (HIE), NHS Highland, and The Highland Council.

There are nine local partnerships across the Highland area to support local planning arrangements, with representation from the third sector and other representation as appropriate.

The partnerships are:

- |                       |                                   |
|-----------------------|-----------------------------------|
| ● Caithness           | ● Nairn                           |
| ● Lochaber            | ● Mid Ross                        |
| ● Sutherland          | ● Badenoch and Strathspey         |
| ● Inverness City Area | ● Skye, Lochalsh and Wester Ross. |
| ● Easter Ross         |                                   |

## Council structure

The Chief Executive is supported by the following services:

- Corporate
- People
- Place

Further information on the structure of The Highland Council can be found here:

[www.bit.ly/HC-KnowYourCouncil](http://www.bit.ly/HC-KnowYourCouncil)

## Location of offices

The Highland Council headquarters is based at Glenurquhart Road in Inverness and the Council has a network of offices, and service points for local service delivery, enabling the public to access advice and information and pay bills raised by the Council.

In selected service points, the Council also provides a registration service, enabling the public to register births, marriages and deaths as well as conducting civil marriages and partnerships. Registration services are also available by telephone.



Council Headquarters by The Highland Council

## The Highland Council's Performance Plan 2022–2027

The Highland Council's Performance Plan 2022–2027 integrates the strategic priorities from the Council's Programme. It sets out the measures and actions required to deliver and monitor the Council's priorities for 2022–2027. The Performance Plan includes many ambitions, one of which is to continue to promote Gaelic language, Gaelic education and cultural development.



## The Gaelic Language Plan in the corporate structure

The Highland Council GLP 2024–2029 sets out a formal structure for strengthening current developments and introducing new initiatives and clear targets. This is supported through The Highland Council Programme and Performance Plan.

The Council's Gaelic Team is based in the People Service, and has corporate responsibility for Gaelic Plan strategic development and delivery. The Chief Officer for Education (Primary) is the Strategic Lead Officer for Gaelic.

The Gaelic Team members who have day-to-day operational responsibility include:

- a Gaelic Development Manager including Education Support Officer remit;
- Gaelic Development Officer;
- Gaelic Policy Officer;
- Senior Translation Officer;
- three Community Learning and Development Officers (Gaelic); and
- contracted Gaelic administrative support.

Finally, it is important to highlight that the GLP is adaptable so that the Council can respond to changing circumstances, and the GLP also gives the Council flexibility to react to opportunities that may arise in relation to its delivery and implementation.



Staff Recognition Award 2024 winners Cùltarlann Inbhir Nis, photo by Ewen Weatherspoon



## Gaelic within The Highland Council's area of operation

The Highland Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The Council is committed to the aims, priority areas and commitments as set out in the National Gaelic Language Plan (NGLP) 2018–2023.

This GLP is based on the three main aims set out in the NGLP 2018–2023:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic.

The Highland Council GLP follows the four themes of:

- 1. Communities and Home**
- 2. Media, Arts, Culture and Heritage**
- 3. Business and the Economy**
- 4. Education**



Cultarlann Inbhir Nis, photo by The Highland Council

## Gaelic as an economic and social asset in the Highlands

In conjunction with Highlands and Islands Enterprise and other partners, The Highland Council commissioned an independent report which researched the impact of Gaelic on businesses and social enterprises. The purpose was to gather information on economic activity and commitment related to Gaelic, in order that the Gaelic community can be better informed when making future decisions. The report found that:

- 60% of the businesses surveyed felt that their use of Gaelic enhanced the value of the language within the community; and
- Gaelic is an asset, especially when used to promote the creative industries, tourism, food and drink.

The key findings from businesses and social enterprises consulted were that:

- Gaelic is used by more than 60% of the businesses as a key element of their product or service;
- almost two-thirds recognised Gaelic as a principal element in the success of their business;
- Gaelic is particularly important to businesses operating in the creative industries;
- 70% of businesses recognised Gaelic as an asset to their business;
- almost 60% of businesses that already use Gaelic see additional opportunities to make more use of the language; and
- one-third of businesses who viewed the language as an asset could measure the value to their businesses. Of these 34 businesses, Gaelic contributed to turnover in the region of £4 million.

The report can be read in full at:

[www.bit.ly/hie-gaidhlig-executive-summary](http://www.bit.ly/hie-gaidhlig-executive-summary)



## Gaelic education in The Highland Council area

Throughout this edition of the GLP, references are made to ‘Gaelic education’. This term is used when discussing matters relevant to both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE).

GME was formally launched in the 1980s. Central Primary School in Inverness became The Highland Council’s first GME setting, providing Gaelic immersion, where children could absorb the language across all pupil learning experiences, gradually developing linguistic capacity, competence and fluency. The growth of GME has been rapid and successful nationally, and The Highland Council is currently the largest provider of GME. All Gaelic education is important, however GME is seen as the best hope for the survival and development of Gaelic and is therefore a Scottish Government priority.

The Highland Council delivers GLE within the 1+2 approach. GLE should be considered in the larger context of language learning. Local authorities have a duty to promote and support Gaelic Medium Education and Learning (Section 15 of the 2016 Act). An education authority must promote the potential provision of GME and GLE with high-quality and progressive language learning experience in GLE with the aim of continuing this through into secondary education to Gaelic (Learners) qualifications and awards at the Senior Phase.

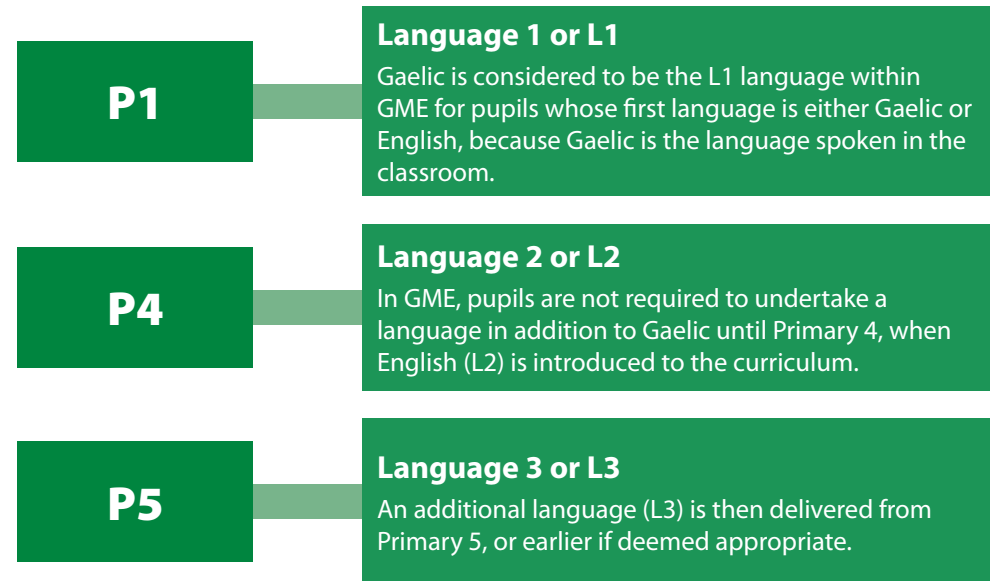
The Scottish Government’s policy, Language Learning in Scotland: A 1+2 Approach:

“...is aimed at ensuring that every child has the opportunity to learn a modern language (known as L2) from P1 until the end of the Broad General Education (BGE) (S3). Additionally, each child is entitled to learn a second modern language (known as L3) from P5 onwards.”

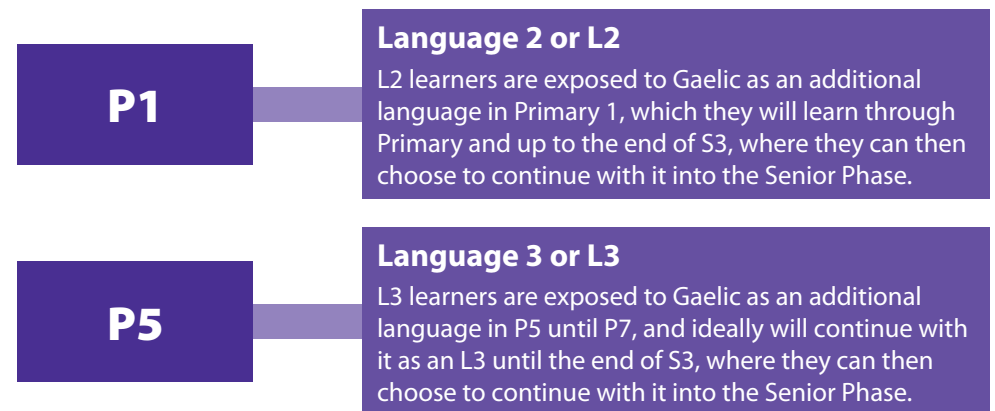
Source: Education Scotland

## 1+2 Language learning within Gaelic education

### Gaelic Medium Education



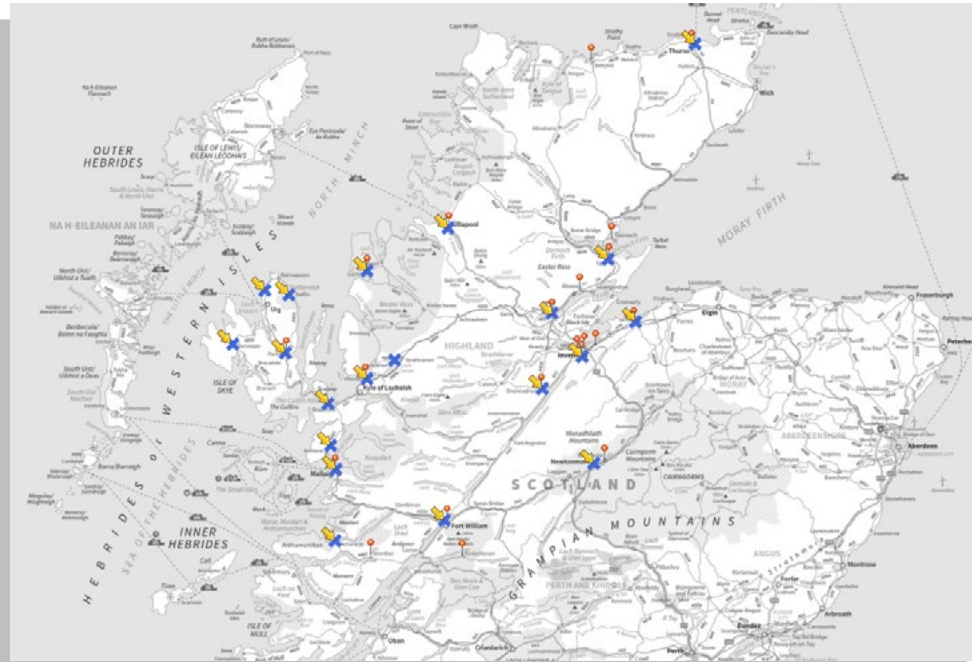
### Gaelic Learner Education



The Council's website contains an online map, which shows parents/guardians the areas where the Council provides nursery, primary and secondary Gaelic education.

The map below shows the following information:

- All Gaelic nursery school provision (yellow arrows)
- All Gaelic primary school provision (blue crosses)
- All Gaelic secondary provision (red pins)



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This information is available on the Council's website at:

[www.highland.gov.uk/gaelicmediumeducation](http://www.highland.gov.uk/gaelicmediumeducation)

## Extract from the Scotland Census 2022

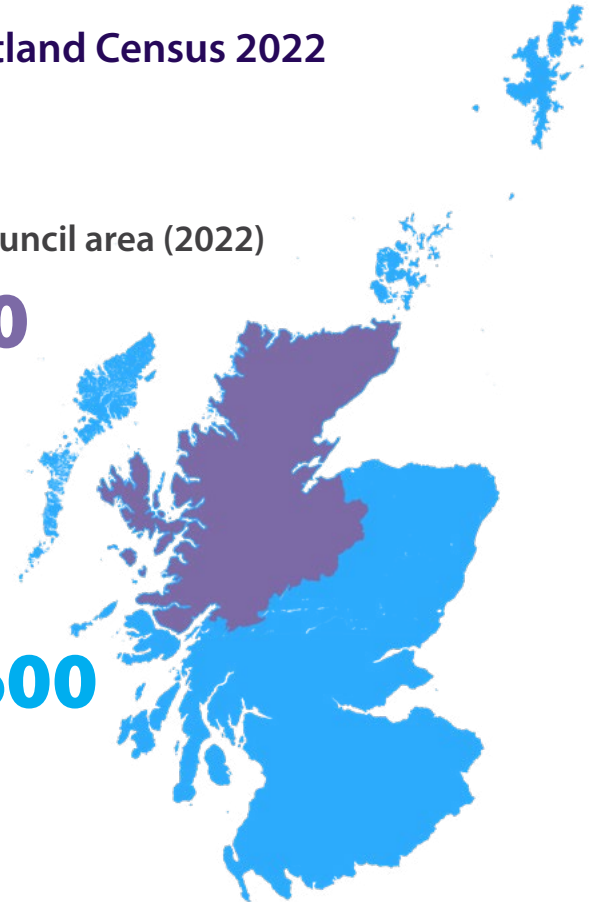
All people aged 3 and over:

The Highland Council area (2022)

**238,060**

Scotland (2022)

**5,436,600**



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The 2022 census showed that 8.1% of people in the Highland area have some Gaelic skills (up from 7.4% in 2011).



## Gaelic education pupil numbers in The Highland Council area

The following tables provide information on Gaelic education pupil numbers through The Highland Council area.

The Council wishes to ensure that it makes relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. The Council includes data showing the percentage of pupils in Gaelic education as a proportion of overall Highland school rolls. This provides a more complete overview of uptake and performance.

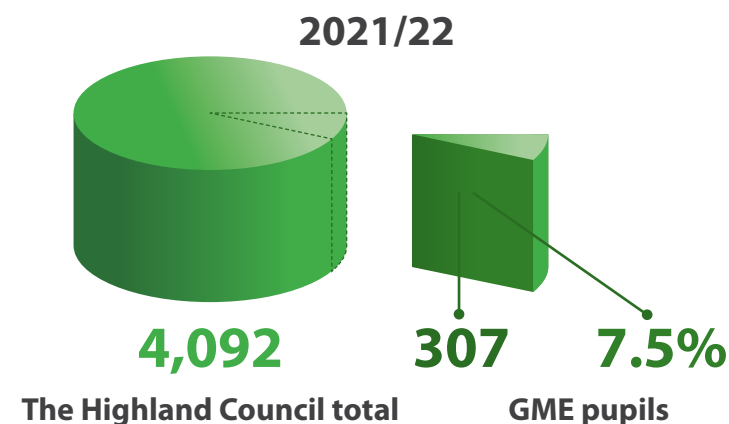
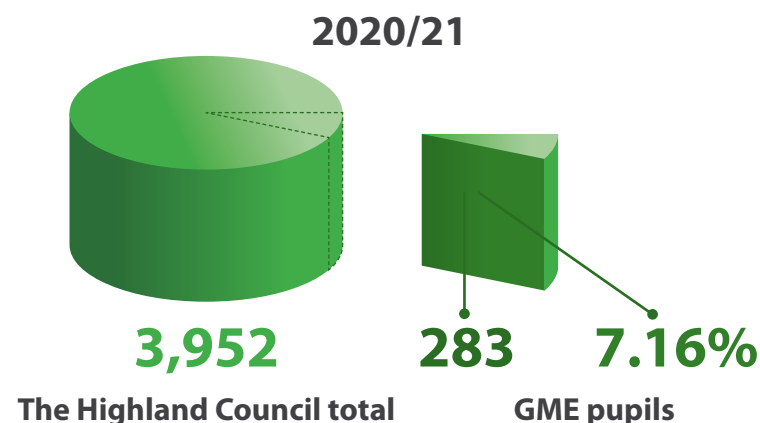
Across these provisions, a total of 1,827 pupils in the Highland area are currently in 3–18 GME with 2,030 recording GLE opportunities in secondary schools through the collection of data in our September Gaelic pupil survey.

### Gaelic education pupil numbers in The Highland Council schools

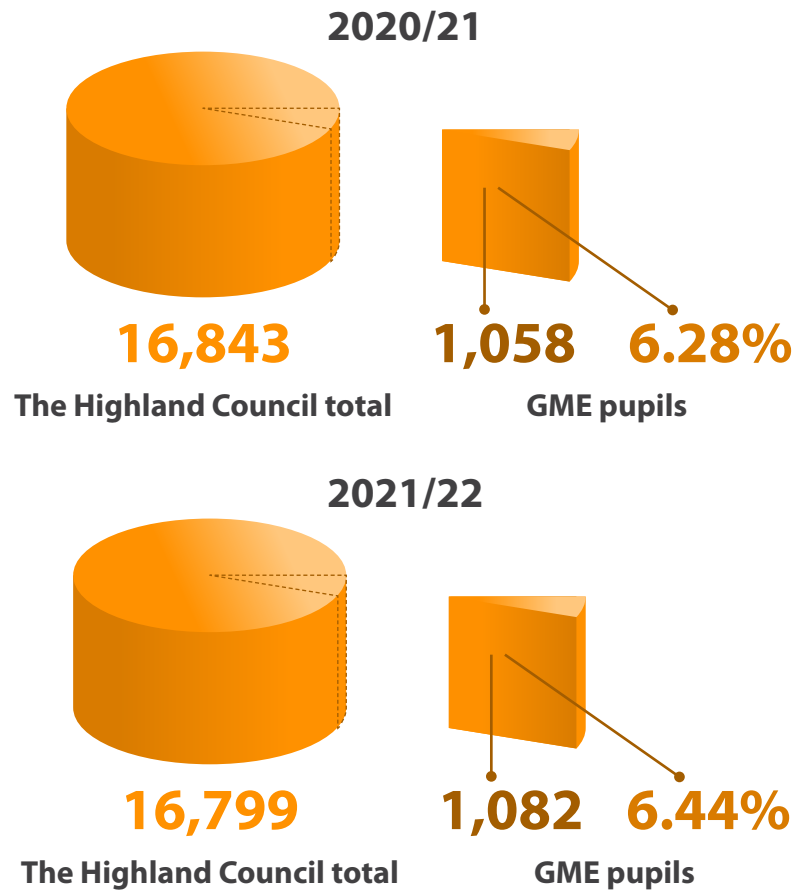
Year	2020/21	2021/22	2022/23
GME nurseries	260	274	303
Commissioned playgroups	23	33	36
GME primary school pupils	1,058	1,082	1,101
<b>Secondary schools</b>			
GME – studying Gàidhlig	414	438	436
<b>Secondary schools</b>			
GME – studying subjects through Gaelic	286	287	354
<b>Secondary schools</b>			
Gaelic Learner Education	2,208	2,204	2,030

Please note that, in the charts below, the figures for total funded early learning and childcare (ELC) registrations in the Highland area as at September 2022 Census are submitted at aggregate, not individual level, per setting. Pupils in split placements are counted in each setting they attend.

### Pupils in publicly funded nurseries/commissioned playgroups – pupil numbers as at start of academic year

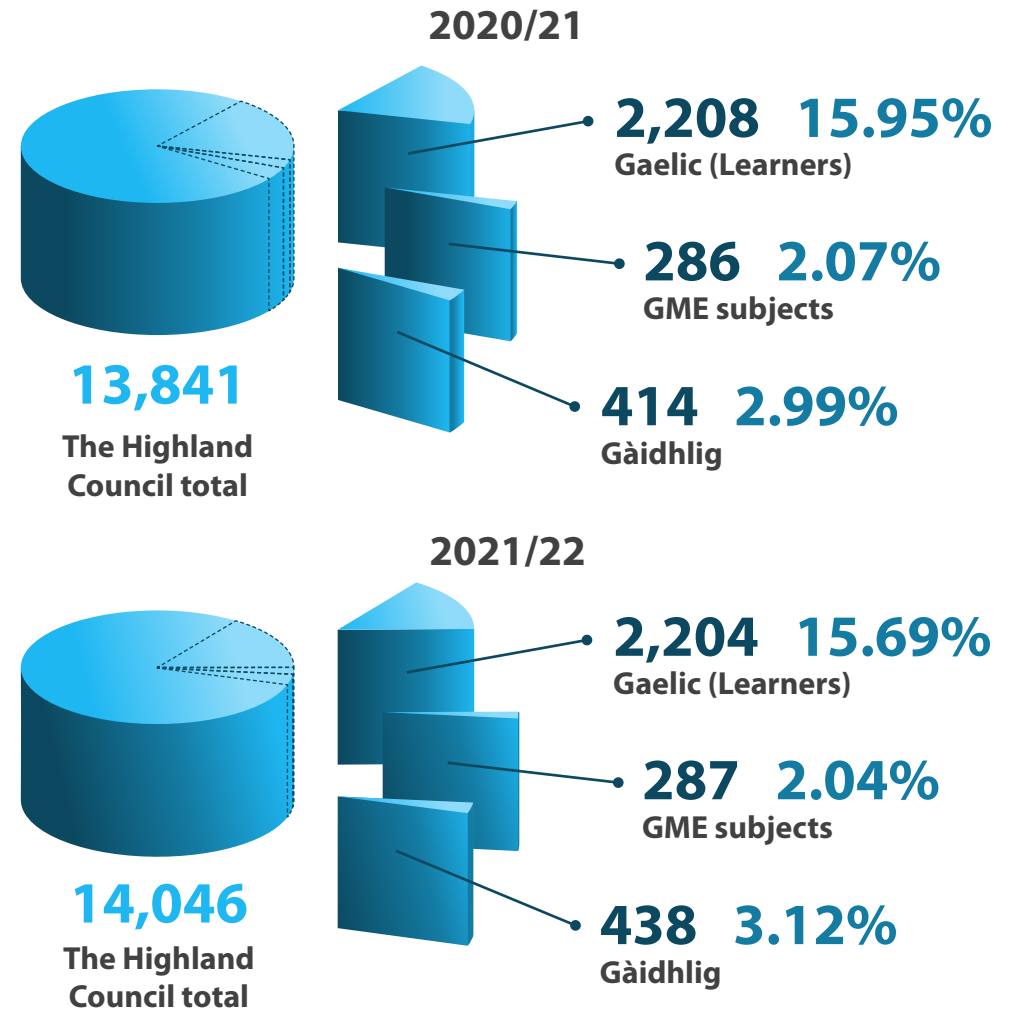


## Pupils in publicly funded primary schools



GME pupil numbers has two measures: those pupils who study Gaelic for fluent speakers (Gàidhlig) and a separate measure for those pupils studying subjects through the medium of Gaelic.

## Pupils in The Highland Council's publicly funded secondary schools



## Gaelic Learner Education

### (GLE and 1+2 Language Learning Approach)

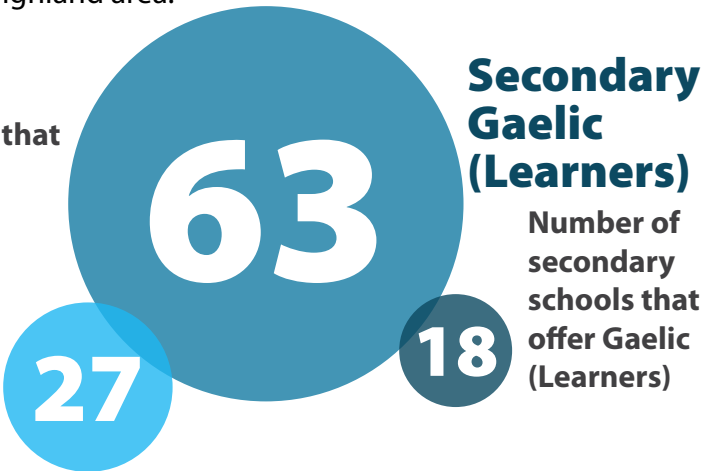
The Highland Council is currently undertaking the development and delivery of high-quality training for all staff delivering Gaelic as an L2 or L3 throughout the Highland area.

#### L3 schools

Number of schools that deliver Gaelic as L3

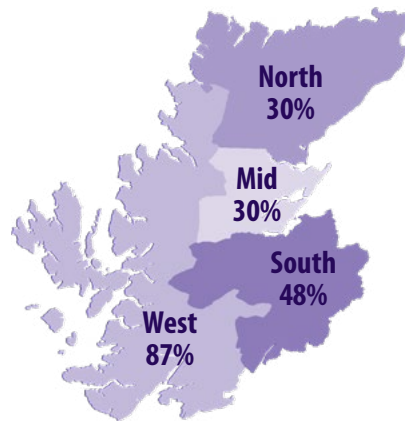
#### L2 schools

Number of schools that deliver Gaelic as L2



### Schools delivering L2 and L3 Gaelic

Area	L2	L3	Schools not delivering Gaelic	Total number of primary schools
Mid	1	9	23	33
North	2	7	21	30
South	0	24	26	50
West	24	23	7	54



Provision of L2 and L3 as a percentage within the area

## Gaelic in Scotland

In partnership with colleagues at Ainmean-Àite na h-Alba (AÀA) – Gaelic Place-Names of Scotland, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language. This can be accessed at:

[www.ainmean-aite.scot](http://www.ainmean-aite.scot)

In the 2011 Census of Scotland, 57,375 people (1.1% of the Scottish population aged over three years old) reported as able to speak Gaelic. It found that whilst there was an overall decrease in speakers between 2001 and 2011, the number increased among younger age groups.

The largest proportion of Gaelic speakers is in the Comhairle nan Eilean Siar area with 61% of people aged three and over having some skills in the language. In the Highland area it is 7.4% and in Argyll and Bute 5.9%. Glasgow City mirrored the Scottish average at 1.7%.

## The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is The Highland Council's fourth edition of its Gaelic Language Plan, prepared within the framework and statutory criteria of the Gaelic Language (Scotland) Act 2005, with regard to the National Gaelic Language Plan and the 'Guidance on the Development of Gaelic Language Plans'.



The Plan spans a five-year period from 2024 to 2029 and builds on the progress made in the previous three editions. It sets out how The Highland Council will use Gaelic in the operation of the Council's functions, and how the Council will enable the use, development and promotion of the Gaelic language and culture across the Council's services and with its key partners.

## The National Gaelic Language Plan

The Highland Council is committed to contributing to the achievement of the aims of the NGLP by:

- increasing the use of Gaelic within the organisation and encouraging more people to use Gaelic more often when they interact with us;
- increasing the opportunity for people to learn Gaelic as part of our day-to-day operations; and
- promoting a positive image of Gaelic.

## Planning and policy implications for Gaelic and links to national priorities

The Highland Council recognises that whilst the various priority areas identified in the NGLP will be partially implemented through the Council's GLP, opportunities will arise to promote and develop Gaelic and culture through current and existing plans and policy measures. The Council regularly reviews policy statements and commitments to identify areas where Gaelic can be proactively incorporated, in addition to the priorities of the National GLP initiated through these methods.

The following Highland Council policies, strategies and plans contain Gaelic commitments:

- Performance Plan 2022–2027
- The Highland Council Programme 'Our Future Highland' 2022–2027
- The Gaelic Language Plan
- Guidelines on the Use of Gaelic in Highland Council Services
- Island Communities Impact Assessment
- Committee report templates
- Communications Strategy
- Gaelic Signposting Policy and Manual (currently in draft)
- The Gaelic Committee remit
- The Gaelic Medium Education Strategy; and
- our commitment to delivering Gaelic classes.



## Mainstreaming Gaelic within The Highland Council's policies

The Highland Council regards this development as contributing to the normalisation and mainstreaming of Gaelic as part of everyday life.



## The Highland Council Gaelic Language Plan 2024–2029

The Highland Council has set out its strategic commitments and enabling actions in accordance with the following priority areas:

- Communities and Home
- Media, Arts, Culture and Heritage
- Business and the Economy
- Education.

### Internal Gaelic capacity audit

An assessment of the Gaelic skills of the Council's employees will be conducted in the first year of this Plan. The data and information from the Gaelic skills assessment will be collated and reviewed regularly throughout the lifetime of the Plan.



FilmG photo by The Highland Council

## Consultation on the Gaelic Language Plan

The public consultation for the draft GLP opened on the 10<sup>th</sup> March and remained open for six weeks, until the 21<sup>st</sup> April 2023.

- Social media posts and press releases were issued to advertise the public consultation and associated consultation events.
- Respondents were encouraged to respond online via a consultation survey, hosted on the Council's website.
- Three drop-in events were also held in Inverness, Portree and Lochaber.
- Stakeholders, such as Gaelic organisations, were regularly emailed to encourage responses. They were also provided with an information pack about the draft GLP. The pack included the following:
  - Hard copies of the draft GLP
  - A shorter summary document
  - A document outlining the key changes between the third and fourth versions of the GLP
  - A slide deck about the GLP, in order to facilitate discussions within organisations.
- Over 500 comments were received in relation to the draft GLP. This represents a more than thirteen-fold increase on the responses received during the consultation for the third edition of the Plan.

Further information on the public consultation can be found in Appendix 1.

## 2. Key principles

### Equal respect

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The Highland Council will ensure that where Gaelic is included as part of our operations and services, they will be of an equal standard and quality as those that we provide in English.



Outdoor activities photo by The Highland Council

### Active offer

The Highland Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.



Sluithad photo by The Highland Council

### Normalising

The key aim of the Act is to sustain and grow the Gaelic language and associated culture. To achieve this aim, the normalisation, or mainstreaming, of Gaelic as part of the day-to-day fabric of modern Scottish life is a key action and public authorities are central to this.

The Highland Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.



Signage photo by Ewen Weatherspoon



## 3. Plan commitments

### Overarching aims

The overarching aims of this Plan align with the aims of the National Gaelic Language Plan 2018–2023. These are:

- Increase the use of Gaelic
- Increase the learning of Gaelic
- Promote a positive image of Gaelic



### Strategic priorities

The following tables outline the actions required to deliver the strategic priorities. These are based on the strategic priorities agreed between the Council and Bòrd na Gàidhlig.



Great Glen Way photo by The Highland Council

## Theme 1: Communities and Home – strategic priorities

### Strategic priority

1.1

Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.

### Desired outcome

The Highland Council will develop Gaelic community learning and development plans around the standalone Gaelic schools and schools with a Gaelic Medium department to support Gaelic Medium Education (GME) pupils and Gaelic Learner Education (GLE) pupils.

### 1 Current practice

This is a new initiative to be delivered.

### Actions required

Research and explore initiatives with partner organisations to identify where former GME pupils have studied in further education. The research results will be shared with stakeholders.

### Target date

2027

### Responsibility

The Gaelic Team

### 2 Current practice

In partnership with GME schools, we continue to secure external funding to support the development of extra-curricular activities and community initiatives.

The Highland Council has created language support activities around the Council's Associated School Groups, where GME is available.

We continue to work in partnership with Gaelic agencies such as Comunn na Gàidhlig (CnaG), Iomain Chòlm Cille (ICC) and FC Sonas, as well as High Life Highland (HLH) to deliver both

Gaelic national and local sporting events. We also continue to deliver Secondary Gaelic Sports Leadership coaching events.

We continue to work in partnership with Gaelic agencies such as Fèis Rois and Eden Court Theatre to support the delivery of drama, media and cultural events.

In partnership with Sabhal Mòr Ostaig, we organise and deliver the annual Seachdain nan Deugairean project.

### Actions required

Increase the networking support to GME pupils in the secondary schools associated with the standalone Gaelic schools.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team

## Strategic priority 1.1

### 3 Current practice

We have initiated the development of pilot community learning and development plans.

#### Actions required

Work in collaboration with GME schools to develop and implement community learning and development plans, to support the school, pupils, and the wider Gaelic community.

#### Target date

Yearly throughout  
The Highland Council  
GLP 2024–2029

#### Responsibility

The Gaelic  
Team

### 4 Current practice

We deliver a range of Gaelic community events, including opportunities for inter-generational activities.

We continue to work in partnership with local and national organisations to deliver Gaelic cultural activities.

We continue to support community organisations with their programme of Gaelic activities, including the provision of

financial support.

We organise Gaelic youth residentials that promote Gaelic, and language and culture connections between Celtic countries.

We work in partnership with Skills Development Scotland and key local and national organisations to provide an annual secondary Gaelic careers event.

#### Actions required

Increase the delivery of Gaelic cultural activities across the Highlands.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team



## Strategic priority 1.1

### 5 Current practice

We continue to develop Gaelic community learning and development plans in partnership with GME schools, organise awareness-raising events and we will continue to work and collaborate with local authorities through the national Gaelic group GLAD.

#### Actions required

Enhance and further develop community learning and development liaison within the standalone Gaelic schools in the Highland area.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

### 6 Current practice

We continue to support community organisations with their programme of Gaelic activities.

In partnership with GME schools we continue to secure external funding to support the development of extra-curricular activities and community initiatives, deliver Gaelic cultural days in partnership with targeted GME schools and continue to offer Gaelic arts classes

for children.

We also work with a range of Gaelic organisations to deliver extra-curricular activities in sport, drama, music and the arts.

We continue to provide programmes of Gaelic activities and events during school holidays to increase Gaelic usage outwith formal education.

#### Actions required

Continue to support and increase extra-curricular activities which are delivered through Gaelic.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

## Strategic priority 1.1

### 7 Current practice

We continue to work with a range of Gaelic organisations to deliver sports activities and sports leadership opportunities for GME pupils in the Highland area.

We continue to support the national and Highland sporting events such as Cuach na Cloinne and Cupa Iomain na h-Òige for primary-aged GME pupils.

#### Actions required

In liaison with HLH and Gaelic organisations, increase sporting and outdoor learning opportunities for GME pupils in the Highland area.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

### 8 Current practice

We continue to work with a range of Gaelic organisations to deliver Gaelic arts, music and cultural activities.

#### Actions required

In liaison with Gaelic organisations, increase opportunities for GME pupils to engage in Gaelic arts, music and culture.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

### 9 Current practice

We continue to work with schools and a range of Gaelic organisations to deliver Gaelic arts, music and cultural activities to GME pupils.

In partnership with GME schools, we continue to secure external funding to support the development of extra-curricular activities and community initiatives and in partnership with targeted GME schools, delivered Gaelic cultural days.

#### Actions required

Increase and further develop cultural events in partnership with Gaelic schools.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team, Education and Learning Service

## Strategic priority 1.1

### 10 Current practice

We continue to offer a progressive programme of adult learning community-based Gaelic classes.

On an annual basis we organise a Gaelic tutor training event in the Highland area.

We continue to deliver an annual Gaelic culture community day.

#### Actions required

Deliver opportunities to support adult learners within a community context, such as adult learning residentials and exchanges.

#### Target date

Yearly throughout The Highland Council  
GLP 2024–2029

#### Responsibility

The Gaelic Team

### 11 Current practice

The Council regularly liaises with Ainmean-Àite na h-Alba (AÀA), to ensure correct and authoritative forms of Gaelic place-names are used across all signage and documents.

#### Actions required

Continue to work with AÀA to develop a Gaelic place-name course for GME primary pupils.

#### Target date

August 2026

#### Responsibility

The Gaelic Team



## Strategic priority

# 1.2

Provide initiatives to encourage Gaelic language learning for young people and families in the home.

## Desired outcome

Create opportunities to support parents and families in using Gaelic in the home.

### 1 Current practice

We continue to regularly organise 'GME and the Benefits of Bilingualism' parental workshops, targeting early years parents.

We continue to develop a range of family learning opportunities and events.

We organised family learning initiatives and promotional events to support GME parents and pupils.

The Gaelic Family Learning Week was delivered in partnership with Sabhal Mòr Ostaig.

We continue to offer a suite of progressive Gaelic classes to support Gaelic language in the home.

### Actions required

Create an online Gaelic language resource for GME parents, to support Gaelic language in the home.

### Target date

Created by 2025 and updated as required

### Responsibility

The Gaelic Team,  
Education and Learning Service

### 2 Current practice

We developed the Fàs Foghlaim resource to promote GME with early years parents.

### Actions required

Supplement the Fàs Foghlaim resource, and bring it into alignment with the National Plan, by developing an information page on GME, and update The Highland Council parental GME information handbook.

### Target date

December 2025

### Responsibility

The Gaelic Team

## Strategic priority 1.2

### 3 Current practice

We have engaged in a Gaelic Birth to Three strategic partnership with Bòrd na Gàidhlig and the Care and Learning Alliance (CALA) to grow the Gaelic Birth to Three sector in the Highland area.

#### Actions required

Deliver the three-year Gaelic Birth to Three plan.

#### Target date

September 2024–27

#### Responsibility

The Gaelic Team,  
Education and Learning Service

### 4 Current practice

This is a new initiative.

#### Actions required

Explore and facilitate opportunities to create secure/  
supervised online Gaelic gaming clubs for young people.

#### Target date

2025

#### Responsibility

The Gaelic Team,  
Education and Learning Service

## Theme 2: Media, Arts, Culture and Heritage – strategic priorities

### Strategic priority

2.1

Gaelic Media and Arts output  
– create opportunities for  
expression, skills, access,  
participation and creativity.

### Desired outcome

The Highland Council will collaborate with, and support, local and national Gaelic media and arts initiatives.

### 1 Current practice

We continue to work in partnership with An Comunn Gàidhealach to deliver the Royal National Mòd in the Highland area once every four years.

### Actions required

Work in partnership with An Comunn Gàidhealach to deliver the Royal National Mòd in the Highland area in autumn 2025.

### Target date

Autumn 2025

### Responsibility

The Gaelic Team

### 2 Current practice

We continue to work in partnership with other local and national organisations to support Gaelic cultural activities across the Highlands. We continue to engage positively with representatives from the Gaelic media and arts sectors.

We have provided financial grant support annually to key partners to assist in delivering programmes within the Gaelic media and arts sector, including the creative industries. This has included: Fèisean nan Gàidheal, Fèis Rois, Blas Festival, Royal National Mòd and Ainmean-Àite na h-Alba (AÀA) – Gaelic Place-Names of Scotland.

We continue to provide support to Deasbad Nàiseanta nan Àrd-sgoiltean (The National Gaelic Schools' Debate).

We collaborate with Sabhal Mòr Ostaig (SMO) in relation to the current Memorandum of Understanding (MoU).

On an annual basis, we participate in Seachdain na Gàidhlig (World Gaelic Week).

We continue to support Gaelic cultural centres, such as Cultarlann Inbhir Nis and we continue to work collaboratively with High Life Highland to provide opportunities for Gaelic in culture, leisure and wellbeing activities.

### Actions required

Increase the delivery of Gaelic cultural activities across the Highlands.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team



## Strategic priority 2.1

### 3 Current practice

We continue to support the FilmG project which includes the participation of schools, individuals and community groups.

#### Actions required

Work with the FilmG project to ensure that schools and community representatives from across the Highlands participate annually in FilmG.

#### Target date

Yearly throughout  
The Highland Council  
GLP 2024–2029

#### Responsibility

The Gaelic Team,  
Education and  
Learning Service

### 4 Current practice

This is a new initiative.

#### Actions required

Work in partnership with the leading, relevant traditional music organisations to deliver the MG ALBA Traditional Music Awards in the Highland area.

#### Target date

2024/25

#### Responsibility

The Gaelic Team,  
High Life Highland  
(HLH)

### 5 Current practice

This is a new initiative.

#### Actions required

Work in partnership with Celtic Media Festival to deliver the festival in the Highlands.

#### Target date

2024–29

#### Responsibility

The Gaelic Team,  
HLH

## Theme 3: Business and the Economy – strategic priorities

### Strategic priority

### 3.1

Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.

### Desired outcome

The Highland Council will collaborate with, and support local and national businesses and social enterprises, to increase the use of Gaelic in their services and within their workplaces.

#### 1 Current practice

We continue to work in collaboration with organisations to deliver Gaelic cultural, music, drama and arts activities.

The Highland Council has a Service Level Agreement with An Comunn Gàidhealach which ends in 2025. Part of that agreement includes the requirement for An Comunn Gàidhealach to submit an Economic Impact Assessment report after the Royal National Mòd takes place in the Highland area.

Additionally, we request that the Blas Festival annually submit details on economic impact.

We continue to work successfully in collaboration with organisations such as Fèisean nan Gàidheal, Fèis Rois and the Blas Festival to deliver Gaelic cultural, music, drama and arts activities.

These events have exposed visitors to the Highlands to Gaelic and enhanced their cultural experience. We note that VisitScotland found that 1 in 3 visitors are interested in learning about Gaelic during their visits to Scotland. Therefore, these events are an economic and cultural asset to the Highland area.

#### Actions required

Work with relevant agencies and partners such as HIE, Skills Development Scotland (SDS), VisitScotland, SMO, Creative Scotland, Historic Environment Scotland and Bòrd na Gàidhlig to realise the economic benefits of Gaelic and its culture.

#### Target date

December 2026

#### Responsibility

The Gaelic Team

#### 2 Current practice

This is a new initiative.

#### Actions required

Work with SDS to capture labour market intelligence regarding the career paths of young people following Gaelic education.

This links with action 1 under strategic priority 1.1.

#### Target date

2027

#### Responsibility

The Gaelic Team

## Strategic priority 3.1

### 3 Current practice

The Highland Council works with VisitScotland and local tourism organisations and forums to continue to promote Gaelic as a mechanism for attracting tourism and enhancing the visitor experience.

#### Actions required

Promote the economic benefits of Gaelic to the local business sector.

#### Target date

2026 and yearly thereafter throughout the lifetime of The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

### 4 Current practice

This is a new initiative.

#### Actions required

Work with relevant agencies and partners to develop a Creative Industries (Arts) Economic Impact Study. This action links to the Media, Arts, Culture and Heritage theme.

#### Target date

2026–29

#### Responsibility

The Gaelic Team,  
Economic Team

### 5 Current practice

This is a new initiative.

#### Actions required

Take forward the outcomes of the Creative Industries (Arts) Economic Impact Study in action 4 to the Gaelic Committee.

#### Target date

2026–29

#### Responsibility

The Gaelic Team



## Strategic priority 3.1

### 6 Current practice

This is a new initiative.

#### Actions required

Create an online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic to create a sense of place within the Highland area.

#### Target date

2026

#### Responsibility

The Gaelic Team, IT Team, Web Team, Economic Development and Regeneration Team

### 7 Current practice

The Council regularly liaises with Ainmean-Àite na h-Alba (AÀA), to ensure correct and authoritative forms of Gaelic place-names are used across all signage and documents.

We continue to promote the economic benefits of implementing The Highland Council's bilingual policy, which includes the use of bilingual signage.

#### Actions required

Work with AÀA to promote the economic benefits of Gaelic place-names and signage.

#### Target date

Yearly throughout  
The Highland Council  
GLP 2024–2029

#### Responsibility

The Gaelic Team

### 8 Current practice

We have provided financial and officer support to Cultarlann Inbhir Nis and continue to work with community Gaelic groups.

#### Actions required

Continue to promote and realise the economic and cultural benefits of Gaelic community hubs and cultarlanns, as established by community groups.

#### Target date

Yearly throughout  
The Highland Council  
GLP 2024–2029

#### Responsibility

The Gaelic Team

## Theme 4: Education – strategic priorities

### Strategic priority 4.1

Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70%\* of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.

\*This percentage relates to English Medium primary schools (including English Medium within a GME school) that offer Gaelic as an L2 or an L3 additional language.

### Desired outcome

The Highland Council will expand and support the delivery of Gaelic as a modern language in line with the 1+2 initiative. A targeted support model of professional learning and teaching support will be delivered for identified schools to increase provision of L2 and L3 Gaelic.

The Council will create a rationale for Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) delivery. The Council will develop and incorporate a strategic vision to provide guidance regarding Gaelic curriculum offers across Highland, maximising the use of digital and technological opportunities available.

## 1 GME

### Current practice

This is a new initiative.

### Actions required

With stakeholders, create a secondary GME rationale to illustrate the GME curriculum offer for both Broad General Education and Senior Phase in the Highland secondary sector.

### Target date

2026

### Responsibility

Education and Learning Service

## 2 GME

### Current practice

The Highland Council offers digital support and live learning opportunities delivered by a Gaelic teacher to secondary schools who have requested GLE for S1–S3.

### Actions required

Further develop the digital offer across Highland to support the secondary GME rationale by increasing the number of pupils who access Gaelic education through digital learning.

### Target date

Yearly throughout the Highland Council GLP  
2024–2029

### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 3 GLE

#### Current practice

A digital resource including training support is now available to all of the Council's teachers. The delivery of this training has created autonomy for schools where teachers plan and deliver L2 and L3 Gaelic. The model is more robust than a 'meet the language' philosophy.

#### Actions required

Increase the number of schools delivering L2 and L3 by increasing the number of teachers trained to deliver 1+2 Gaelic through promotion of online training available.

#### Target date

2025–29

#### Responsibility

Education and Learning Service

### 4 GLE

#### Current practice

A sustainable training model for L2 and L3 Gaelic has been established during the delivery of GLP 2018–2023. Over the period of the previous edition of The Highland Council GLP, Gaelic 1+2 training was delivered to 151 teachers.

#### Actions required

Map and target-set schools for Gaelic L2 and L3 support.

#### Target date

2024

#### Responsibility

Education and Learning Service

### 5 GLE

#### Current practice

We work in collaboration with the Gaelic Learner Education Authority Network Scotland (GLEANS) to support and enhance current delivery of Gaelic as an L2 or L3 language, as well as providing an opportunity for this to be used as an interdisciplinary learning (IDL) standalone block of learning.

#### Actions required

Increase access to L2 and L3 Gaelic to 70% through digital support (NGLP target).

#### Target date

2025/26

#### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 6 Both GME and GLE

#### Current practice

The Gaelic Team identifies community development activities to provide support to schools. The Highland Council also continues to promote Gaelic to all families in both ELC and primary enrolment, with information provided on the Council's website and social media, including the benefits of Gaelic education and bilingualism.

#### Actions required

When Gaelic and English medium provision are situated together in the same school, collaborate and support opportunities for the pupils in English medium to learn about Gaelic language and culture as part of Scotland's identity (Statutory Guidance).

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

### 7 Both GME and GLE

#### Current practice

We collaborate with Sabhal Mòr Ostaig (SMO) in relation to the current Memorandum of Understanding (MoU), including the promotion of training opportunities, supporting student placements, supporting interview selection processes and collaboration on projects to support professional enquiry and development.

#### Actions required

Annually promote and support Career-Long Professional Learning (CLPL) for all Gaelic education providers e.g. Additional Teaching Qualification (ATQ) in Gaelic pathway for secondary teachers to expand Gaelic as a modern language in secondary schools.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service



## Strategic priority 4.1

### 8 GME

#### Current practice

The Highland Council is the leading provider of GME and GLE in Scotland. The demand for Gaelic education continues, with pupil numbers growing, particularly in the primary sector. The Council's Gaelic Team works closely with schools and partners to provide support for early years, primary and secondary provisions.

#### Actions required

With key stakeholders, audit key transition points in the Highland area to track and gain a better understanding of what the challenges are for young people when choosing a GME pathway, to improve pupil numbers in the Senior Phase.

#### Target date

2025–27

#### Responsibility

Education and Learning Service

### 9 GME

#### Current practice

GME is incorporated as part of The Highland Council's quality improvement planning. Gaelic improvement priorities are targeted annually through school evaluation templates.

#### Actions required

Annually develop the 3–18 GME curriculum vision across Highland, with a focus on improving access to the secondary Senior Phase Gaelic offer in GME.

#### Target date

Yearly throughout the Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 10 Both GME and GLE

#### Current practice

Attainment and achievement in GME and GLE is reported to elected members annually.

#### Actions required

Promote and support schools to deliver pathways for Gaelic learning that are specific to their school context. Encourage schools to evaluate and deliver accreditation and wider experiences in Gaelic where possible.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

### 11 GME

#### Current practice

Gaelic outcomes are currently included in School Improvement Plan templates to ensure Gaelic is included as a priority as part of school evaluation for annual standards and quality reporting.

#### Actions required

Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027.

#### Target date

December 2026

#### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 12 GME

#### Current practice

The Highland Council's Gaelic Team currently reports quarterly on Gaelic education key performance indicators as part of a standing item at the Council's Gaelic Committee.

The Gaelic Team also reports annually on Gaelic education pupil numbers, curriculum offer opportunities and attainment information at the Council's Education Committee. We promote Gaelic to all families in both ELC and primary enrolment, with information provided on the Council's website and social media, including the benefits of Gaelic education and bilingualism.

#### Actions required

Support and grow GME early years, primary and secondary pupil numbers through ongoing tracking of pupil numbers.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

### 13 GME

#### Current practice

GME ELC is provided in 20 sgoiltean-àraich by both The Highland Council and partner centres. We also provide ELC early years support via Early Years Support Officer with Gaelic.

#### Actions required

Undertake community consultation on models of opportunities for GME ELC to support transition when there are ongoing recruitment pressures as a barrier to delivery of 1 140 hours childcare provision.

#### Target date

2026–29

#### Responsibility

Education and Learning Service

## Strategic priority

# 4.2

Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.

## Desired outcome

The Highland Council will complete a feasibility study on 3–18 Gaelic education for Inverness, to ensure a strategic vision of the future development and sustainability of Gaelic education across Highland.

The Council will audit and review Gaelic status designations for schools. We will review current delivery models of GME across Highland and investigate potential new delivery models and structures, including increased 3–18 provision.

# 1 GME

## Current practice

We continue to plan the development of GME across Highland, including capacity audits/catchment consultation processes. Provision of GME in 2024 includes:

- 19 ELC and partner centre provisions;
- 20 primary GME settings. Within this primary GME provision there are three standalone GME schools, two Gaelic schools with English medium provision, and the remainder are schools with GME provision;
- 20 secondary schools in the Highland area currently provide Gàidhlig for fluent speakers and/or Gaelic for learners. 13 of these schools offer GME secondary Gàidhlig as part of their Gaelic curriculum and 17 offer GLE pathways in Broad General Education (BGE) and/or Senior Phase; and
- seven of our associated secondary provisions currently provide additional subjects through the medium of Gaelic at BGE and/or Senior Phase. This includes access to Gaelic Learners BGE via digital pathways.

## Actions required

Use the 3–18 GME Inverness feasibility study to provide an understanding of parental demand and how this might be impacted by the options identified.

## Target date

2024

## Responsibility

Performance and Governance Service



## Strategic priority 4.1

### 2 GME

#### Current practice

We continue to plan the development of GME across Highland, including capacity audits/catchment consultation processes.

In partnership with the Scottish Government, we have delivered three standalone GME schools. GME is a key driver for ensuring that Gaelic continues to thrive and grow in both urban and rural areas. Highland's continued provision of GME evidences the commitment and recognition that GME is at its most successful when it is fully immersive for pupils, and when an entire school career can be delivered through the medium of Gaelic.

#### Actions required

Identify a possible location for a 3–18 campus in Inverness, including an analysis of impact on catchment, consultation, planning and transport.

#### Target date

2025

#### Responsibility

Education and Learning Service

### 3 Both GME and GLE

#### Current practice

We continue to provide and promote the Council's resource-sharing platform and quality assurance service for educational materials.

#### Actions required

Develop a strategic and responsive digital offer for online curriculum delivery to strengthen and expand GME and GLE in schools at primary and secondary levels to support the commitments made in the National Gaelic Language Plan (NGLP).

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 4 GME

#### Current practice

This is a new initiative.

#### Actions required

Develop a complementary GME strand to Highland Literacy. Provide advice on Gaelic education via a Gaelic Lead Officer to ensure total immersion pedagogy approaches are embedded.

#### Target date

2025–29

#### Responsibility

Education and Learning Service

### 5 GME

#### Current practice

We continue to plan the development of GME across Highland, including capacity audits/catchment consultation processes.

The Highland Council is the largest provider of GME in Scotland. Our Education and Learning Service in total has 29 secondary schools, 166 primary schools and 3 special schools. There are 198 operational schools, covering a geographical area nearly the size of Belgium.

In 2023, The Highland Council completed statutory consultations to create GME catchment areas for 15 of the 20 primary schools in the Highland area that offer GME.

#### Actions required

Review school designations, with consideration to supporting the immersion experience, and with a focus on maximising resources available.

#### Target date

2026/27

#### Responsibility

Education and Learning Service

## Strategic priority 4.1

### 6 Both GME and GLE

#### Current practice

This is a new initiative.

#### Actions required

Establish 3–18 stakeholder groups to review collaborative partnerships where 3–18 approaches across school clusters will improve outcomes for Gaelic pupils and make best use of available resources.

#### Target date

2025–27

#### Responsibility

Education and Learning Service

### 7 Both GME and GLE

#### Current practice

We continue to co-ordinate and deliver annual support sessions for school leadership teams locally and through national networks on the principles of the 'Advice on Gaelic Education':

[www.education.gov.scot/resources/advice-on-gaelic-education](http://www.education.gov.scot/resources/advice-on-gaelic-education)

#### Actions required

Within the workstream of 3–18 stakeholder groups, review and monitor leadership and phased leadership models with CLPL opportunities.

#### Target date

2025–27

#### Responsibility

Education and Learning Service, The Gaelic Team

## Strategic priority 4.1

### 8 GME

#### Current practice

We have reviewed and updated improvement planning templates to include reference to national Gaelic education priorities. We report to Education and Gaelic Committees on Gaelic education priorities and performance monitoring.

#### Actions required

Use the outcomes of the 3–18 feasibility study in relation to the NGLP and the development of the strategic aims for education within our GLP 2024–2029.

#### Target date

Outcomes will be developed by Aug 2025 and then delivery of these will continue throughout the lifetime of The Highland Council GLP 2024–2029

#### Responsibility

Education and Learning Service

### 9 Both GME and GLE

#### Current practice

We include Gaelic education targets in corporate and education service planning.

#### Actions required

Develop an engagement model. Engage with internal and external stakeholders – including listening to the pupil voice; parent representative groups; education providers (local authorities; private, voluntary or independent (PVI); Stòrlann Nàiseanta na Gàidhlig; e-Sgoil); and government and Gaelic agencies to inform the approach to expanding GME and GLE provision.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team



## Corporate Service aims

The Corporate Service aims are used with the intention of standardising key Gaelic services over time across The Highland Council. Each separate Corporate Service aim contains a desired outcome which Bòrd na Gàidhlig would like to see all public authorities achieve over time.

As the first public authority to have its Gaelic Language Plan approved by Bòrd na Gàidhlig (in 2008), The Highland Council has long-established commitments to the language across all its services and many of these desired outcomes are already being fulfilled. In addition, the Council has developed guidelines on the use of Gaelic in the services it provides. These guidelines can be read in 'Guidelines on the use of Gaelic in Highland Council services':

[www.highland.gov.uk/guidelines-on-use-of-gaelic](http://www.highland.gov.uk/guidelines-on-use-of-gaelic)

New guidelines on the use of Gaelic in the services we offer will be published in 2024, replacing the 2009 edition currently published on The Highland Council's website. The commitments within the refreshed policy will be in alignment with the commitments of our GLP.



Council Headquarters by The Highland Council

## Status



### Logo and brand

#### Desired outcome

Reinforce the use of the Council's corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.

#### Current practice

- The Council has a bilingual corporate identity, which will continue to be progressed during the lifetime of the Plan.
- The Council's logo features both English and Gaelic with equal prominence.



#### Actions required

Continue to ensure usage of the bilingual logo and brand.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team, Corporate Communications Team



Council signage by  
The Highland Council

Signage photo by Ewen Weatherspoon



## Signage

### Desired outcome

Signage will include Gaelic and English as part of any renewal process.

### Current practice

We continue to implement the refreshed Highland Council bilingual signage guidelines. Signage on all Council-owned buildings and properties (offices, schools, leisure centres, static and mobile libraries, museums, archive centres, community centres, residential care homes, public toilets, play and leisure parks, etc.) will display the building name and the services provided within the building bilingually. This includes buildings and properties managed by High Life Highland (HLH).

In standalone Gaelic schools, monolingual Gaelic signage is used to enhance the immersion ethos of GME.

In the case of external signs, the Gaelic will be above the English and in respect of internal signs, the English will be above the Gaelic. When new signs are being installed or existing signs require to be replaced, bilingual signs will be erected.

Welcome signs to towns, cities and villages will be bilingual, and Council road signs will be bilingual. Signs will incorporate historic village, town and city crests where appropriate. Gaelic will be in green and English in black on these signs.

The adoption of Gaelic names will be encouraged on new streets and developments, using local historic and cultural connections wherever this information is available. Consultation will take place with local community councils and ward members.

As the majority of place-names in the Highlands are anglicised names of Gaelic origin, the bilingual aspect serves to illuminate the meaning and reinforce the Gaelic heritage of the area. Ongoing work on road, street and building signage steadily increases the visibility of the language in towns and communities across the Highland area.

Bilingual interpretation panels are erected at sites of historical, cultural and geographical importance across the Highlands and help to celebrate the area's cultural heritage and raise the profile of the language. Gaelic is placed above English on external displays and equal design prominence is adhered to.

More detailed information is available on the Council's website at:

[www.highland.gov.uk/guidelines-on-use-of-gaelic](http://www.highland.gov.uk/guidelines-on-use-of-gaelic)

Signage by The Highland Council



### Actions required

Continue to ensure that bilingual signage is used and that the refreshed policy is promoted and implemented across all Council services.

### Target date

Yearly throughout  
The Highland  
Council GLP  
2024–2029

### Responsibility

The Gaelic Team, Corporate Communications Team, Infrastructure and Environment Service, All Council services that have responsibility for purchasing or ordering signage



## Communicating with the public



Photo by The Highland Council

### Promotion

#### Desired outcome

Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.

#### Current practice

- The Council includes a Gaelic welcome at high profile events and meetings.
- Council officers who deliver presentations via PowerPoint and other ICT programmes are required to include Gaelic.
- Presentations directly relating to Gaelic are expected to be fully bilingual.



Photo by Eilidh McCann



Photo by Skye Photo Centre



Photo by Pamela Burns

#### Actions required

Publish posts on the Council's social media pages informing the public that Gaelic communication is welcome.

Arrange training for the Gaelic Team to enable them to help meet this outcome.

Add a section to the Gaelic in the Workplace training for employees of The Highland Council to ensure staff are aware that the public are welcome to communicate with the Council by using Gaelic.

#### Target date

Training for the Gaelic Team will be provided by August 2025.

A section on Gaelic communication will be added to the Gaelic in the Workplace training by June 2026.

Promotional posts will be published to social media yearly throughout The Highland Council GLP 2024–2029.

#### Responsibility

The Gaelic Team, Corporate Communications Team, Service Teams



## Written communication

### Desired outcome

Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.



### Current practice

Written correspondence received by the Council in Gaelic, via post or email, is responded to in Gaelic. If the correspondence relates to an issue outwith the remit of the Gaelic Team, the correspondence is translated into English in order to facilitate responses and gather information from appropriate staff. Replies are then formulated in English and translated into Gaelic.

Council staff are encouraged to have bilingual out-of-office messages and footers in their emails.

### Actions required

Continue to reinforce the 'Guidelines on the use of Gaelic in Highland Council services', and awareness of the Gaelic Translation Service.

The Highland Council will adhere to the same timeframe when responding to Gaelic and English enquiries.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team, Corporate Communications Team, All services



## Reception and phone

### Desired outcome

Where Gaelic-speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are no staff available to deliver this, capacity will be built through training and recruitment.

### Current practice

- The Council's Service Centre staff are supported to provide bilingual greetings and welcome phrases when answering telephones and greeting the public.
- Gaelic salutations are also included on the automated telephone system, which is directed through the Service Centre.

### Actions required

Identify and maximise the use of technologies to provide training, update existing resources, and create a Gaelic training package for Council staff.

### Target date

Within the first year of the Plan – Autumn 2024

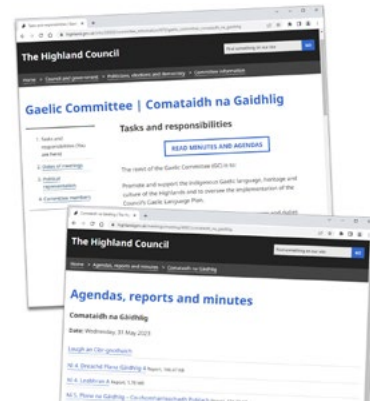
### Responsibility

The Gaelic Team

## Public meetings

### Desired outcome

Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.



### Current practice

Public meetings relating to Gaelic are currently held bilingually and the use of Gaelic is encouraged. Online meetings are also conducted in Gaelic, where possible.

The Council's officers delivering presentations via PowerPoint/Teams and other ICT programmes are required to include Gaelic. Presentations relating directly to Gaelic are expected to be fully bilingual.

### Actions required

Identify where Gaelic can be used during meetings on a case-by-case basis, aiming to maximise language usage.

Provide simultaneous translation where possible. Ahead of such meetings, advertise and promote the message that Gaelic is welcome.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team

## Information

## News releases

### Desired outcome

High profile news releases and all news releases related to Gaelic are issued in both Gaelic and English.



### Current practice

Current practice adheres to Council policy, 'Guidelines on the use of Gaelic in Highland Council services'. The Council regularly issues bilingual news releases on matters relating to Gaelic language and culture. Such press releases appear in Gaelic first on the Council's website, followed by English, under a Gaelic heading.

### Actions required

Continue to ensure that this policy is adhered to.

Issue bilingual news releases on selected high profile events not directly related to Gaelic.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

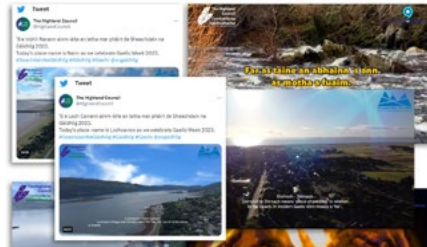
### Responsibility

The Gaelic Team,  
Corporate Communications Team

## Social media

### Desired outcome

Gaelic content distributed regularly through social media, working towards fully bilingual social media.



### Current practice

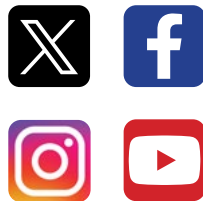
Gaelic content is regularly distributed on the Council's social media platforms, with particular focus on national events, such as Seachdain na Gàidhlig. Gaelic posts largely relate to Gaelic matters, though posts relating to high-profile events such as Council elections are occasionally shared in order to help normalise the use of Gaelic in all aspects of life.

### Actions required

Develop a Gaelic social media strategy. Link the strategy to the 'Guidelines on the use of Gaelic in Highland Council services'.

Ensure the Gaelic Team is trained in creating content that can be shared on the Council's corporate social media accounts.

Identify opportunities to use Gaelic on the Council's social media so that more Gaelic content is published. In addition to social media posts relating to Gaelic events and issues, increase the number of Gaelic social media posts on topics and events not directly related to Gaelic.



### Target date

Within the first year of the Plan

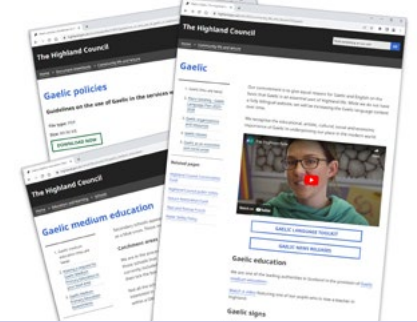
### Responsibility

The Gaelic Team

## Website

### Desired outcome

Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach, working towards a fully bilingual website.



### Current practice

Gaelic content is constantly added to the Council's website. Much of it is Gaelic-related, but bilingual content is added to high-traffic and high-profile areas of the website.

Training was recently provided to the Gaelic Team on web editing; this should enable content to be added more frequently and more reactively.

### Actions required

Review the Council's website and identify where additional Gaelic content can be added.

With reference to the 'Guidelines on the use of Gaelic in Highland Council services', the following actions will be included:

- ◆ The Council's Gaelic web content will be developed to align with the guidelines by 2025.
- ◆ We will ensure that any new or updated content management system (CMS) will have bilingual capacity, with increased Gaelic content as an outcome.

### Target date

Within the first year of the Plan

### Responsibility

The Gaelic Team, ICT Web and User Experience Team



## Corporate publications

### Desired outcome

Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.



### Current practice

All public documents and publications relating to Gaelic – e.g. leaflets, posters, press releases, interpretative material, information documents, reports, and committee agendas and minutes – are produced bilingually. Where such documents do not relate directly to Gaelic, they contain some Gaelic. This is usually in the form of bilingual headings and sub-headings.

### Actions required

Continue to ensure that all public-facing documents contain some Gaelic content.  
Increase bilingual content in areas not directly related to Gaelic.

### Target date

Yearly throughout  
The Highland  
Council GLP  
2024–2029

### Responsibility

The Gaelic Team

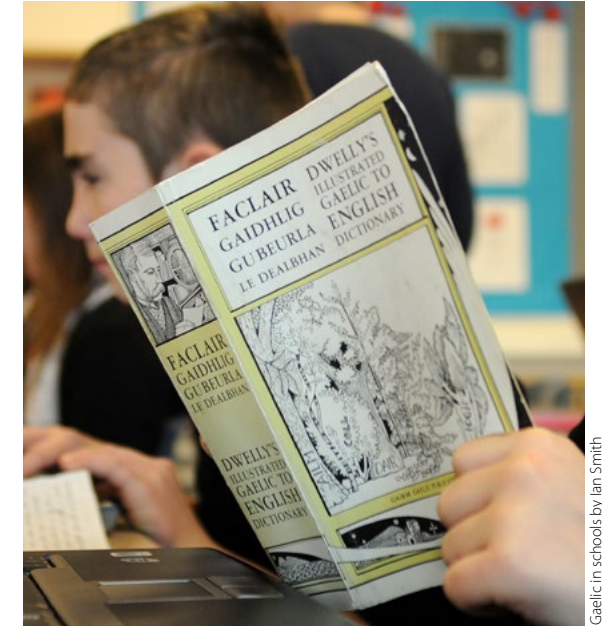
## Language

### Desired outcome

A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.



Gaelic dictionaries by Aisclair Allan



Gaelic in schools by Ian Smith

### Current practice

All Gaelic language in corporate information is translated and proofread to ensure quality-control.

### Actions required

Continue to manage the  
quality-control process.

### Target date

Yearly throughout The Highland  
Council GLP 2024–2029

### Responsibility

The Gaelic Team

## Exhibitions

### Desired outcome

Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.



Staff t-shirt by The Highland Council

### Current practice

The Gaelic Team works and liaises with arm's length organisations, including High Life Highland (HLH), advising and supporting on the use of Gaelic content in public exhibitions.

### Actions required

The Gaelic Team to liaise with the Community Support and Engagement Team and other Council services that carry out public engagement exhibitions to ensure increased delivery of exhibitions in Gaelic.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team, Community Support and Engagement Team

## Staff

### Internal audit

#### Desired outcome

Conduct an internal audit of Gaelic skills and training needs during the lifespan of the Plan.

#### Current practice

The Council is currently planning and devising a comprehensive internal Gaelic skills audit.

### Actions required

Conduct an internal audit of Gaelic skills.

### Target date

Within the first year of the Plan

### Responsibility

The Gaelic Team, Performance and Governance Service



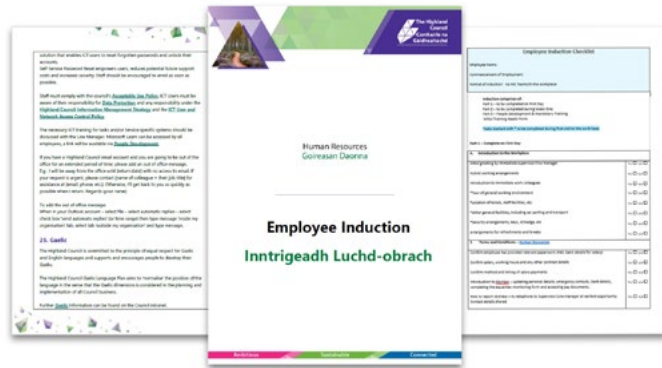
Hydro Ness by The Highland Council



## Induction

### Desired outcome

Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in staff inductions.



## Language training

### Desired outcome

Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic Language Plan.



### Current practice

Organisation of Gaelic Awareness Training for newly-elected members as part of their induction will continue.

### Current practice

The Council currently organises Gaelic language learning classes. Elected members and Council staff are encouraged to attend and receive a 50% reduction in class fees.

### Actions required

Include and promote information on The Highland Council GLP and training opportunities, including classes, in all staff inductions.

Create and promote a 'Gaelic in the Workplace' course.

### Target date

October 2024

### Responsibility

The Gaelic Team,  
ICT Team, Human  
Resources

### Actions required

The Gaelic Team will continue to raise awareness of the Gaelic classes.

A suite of downloadable Gaelic courses, comprised of video lectures and slide decks, will be created and promoted to support staff to learn and use Gaelic.

### Target date

Yearly throughout The  
Highland Council GLP  
2024–2029

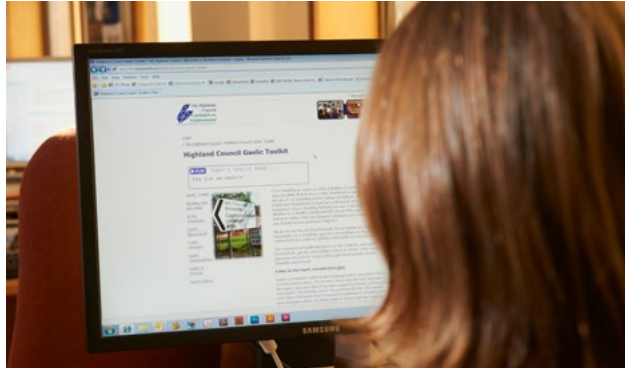
### Responsibility

The Gaelic Team,  
Human Resources

## Using Gaelic

### Desired outcome

Staff are encouraged to use Gaelic in their work.



Gaelic Toolkit by The Highland Council

### Current practice

The Council continues to encourage the use of Gaelic in the workplace and in internal communications, through various means, especially in corporate documents, committee reports, and on social media.

The Council will continue to promote Gaelic awareness training to elected members and staff, as part of the staff training programme.

### Actions required

The Gaelic Team will continue to mainstream and normalise the use of Gaelic.

Face-to-face opportunities to use spoken Gaelic in the workplace will be increased. Informal lunchtime Gaelic language conversation sessions will be offered.

Our suite of community Gaelic classes will also be regularly promoted to The Highland Council staff.

### Target date

Yearly throughout  
The Highland  
Council GLP  
2024–2029

### Responsibility

The Gaelic Team,  
Staff Training  
Personnel

## Awareness training

### Desired outcome

Gaelic awareness training delivered, with priority given to senior staff, other key decision makers, and staff dealing directly with the public.



Gaelic class by The Highland Council

### Current practice

Gaelic awareness training has been offered to newly-elected members. The Council will continue to promote Gaelic awareness training and Gaelic classes to elected members and staff, as part of the staff training programme.

A suite of downloadable Gaelic courses, comprised of video lectures and slide decks, will be created and promoted to support staff to learn and use Gaelic.

### Actions required

Develop a downloadable Gaelic awareness training slide deck which will be reviewed annually.

Opportunities to use spoken Gaelic in the workplace will be increased.

The Council aims to continue to promote Gaelic awareness training to elected members and staff, as part of the staff training programme.

### Target date

Developed by October  
2024 and will be  
reviewed yearly  
throughout The  
Highland Council GLP  
2024–2029

### Responsibility

The Gaelic Team

## Recruitment

### Desired outcome

Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.



### Current practice

Posts requiring Gaelic as an essential or desirable skill are advertised on the Council's website.

When notices and advertisements are published bilingually, the two languages are equal in style and presentation.

### Actions required

Deliver a Gaelic awareness training session to Council staff involved in recruitment processes.

The Council has also committed to conducting an Internal Gaelic Capacity Audit. This will allow us to identify opportunities to incorporate Gaelic into our recruitment processes.

### Target date

Delivered biannually throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team, Workplace Planning

## Recruitment

### Desired outcome

Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the Gaelic Language Plan and in accordance with Bòrd na Gàidhlig recruitment advice.

myjobscotland

Applications from Gaelic speakers is essential.

Feumaidh Gàidhlig a bhith aig tagraichean.

### Current practice

All posts being advertised to support the implementation of the GLP have Gaelic listed as an essential and/or desirable requirement in the job description.

### Actions required

Continue current practice.

### Target date

Yearly throughout The Highland Council GLP 2024–2029

### Responsibility

The Gaelic Team, Workforce Planning, Human Resources



## Recruitment

### Desired outcome

Bilingual or Gaelic-only job adverts for all posts where Gaelic is an essential skill.

### Current practice

Posts requiring Gaelic are advertised on the Council's website and social media platforms. When notices and advertisements are published bilingually, the two languages are equal in style and presentation.

When preparing and publishing advertisements for staff recruitment, the Council adheres to the following external advertising arrangements.

Advertisements for posts for which fluency in Gaelic is an essential qualification appear in:

- Gaelic only in Gaelic language publications; and
- Gaelic only in English language publications supplemented with an explanatory note in English.

### Actions required

Continue current practice.

### Target date

Yearly throughout The Highland Council  
GLP 2024–2029

### Responsibility

The Gaelic Team, Workforce Planning, Human Resources, Corporate Communications Team



## Gaelic language corpus

### Gaelic Orthographic Conventions

#### Desired outcome

The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.



Gaelic dictionaries by The Highland Council

#### Current practice

The Council has a commitment to adhere to the Gaelic Orthographic Conventions and to apply consistent orthography across all signage and documents.

The Gaelic Team contributes to discussions and consultation on corpus issues with other national agencies and partners, thereby contributing to Gaelic development nationally.

#### Actions required

Continue current practice.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team

## Place-names

#### Desired outcome

Continue to consult and take advice from Ainmean-Àite na h-Alba (AÀA).

#### Current practice

The Council regularly liaises with AÀA, to ensure correct and authoritative forms of Gaelic place-names are used across all signage and documents.



Road signage by The Highland Council



Road signage by The Highland Council

#### Actions required

Continue current practice.

#### Target date

Yearly throughout The Highland Council GLP 2024–2029

#### Responsibility

The Gaelic Team



## Public authorities – corporate

In addition to the standardised Corporate Service aims listed above, The Highland Council engages in a diverse and vibrant range of additional Gaelic translation and awareness work. The Council aims to ensure that the richness and vitality of the Gaelic language is sustained, and that confidence of Gaelic users in the language is strengthened and enhanced.

Examples of this include specific projects pertaining to schools and education, and our work in orthographic usage.

## Supporting vernacular communities

The importance of vernacular communities in the use and transmission of Gaelic is recognised by The Highland Council. Through the lifetime of the Plan, the Council will:

- **Define** where the vernacular communities are within the Highland area
- **Engage** with the vernacular communities
- **Support** these communities to strengthen Gaelic.

Where local Gaelic plans, or local place plans, are being developed and implemented, the Council will liaise and work with these groups, where appropriate. We will continue to deliver work on a place-based approach, in alignment with the Council's Performance Plan 2022–2027. This is evidenced by the work conducted by the Community Learning and Development Officers which is shaped by area, to allow for coordinated and collaborative working.



## 4. Links to the National Performance Framework

This section serves to highlight how the commitments in The Highland Council Gaelic Language Plan will help advance the priorities of the National Performance Framework.

Full details of the National Performance Framework can be accessed at:

<https://nationalperformance.gov.scot>

### The purpose of the National Performance Framework

The National Performance Framework is for all of Scotland and aims to:

- create a more successful country;
- give opportunities to all people living in Scotland;
- increase the wellbeing of people living in Scotland;
- create sustainable and inclusive growth; and
- reduce inequalities and give equal importance to economic, environmental and social progress.

### The values of the National Performance Framework

The values of the National Performance Framework are to:

- treat all people with kindness, compassion and dignity;
- respect the rule of law; and
- act in an open and transparent way.





## The national outcomes of the Framework

The framework sets out national outcomes which are aligned with the United Nations Sustainable Development Goals and help to track progress in reducing inequality. The national outcomes are that people:

- grow up loved, safe and respected so that they realise their full potential;
- live in communities that are inclusive, empowered, resilient and safe;
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely;
- have a globally competitive, entrepreneurial, inclusive and sustainable economy;
- are well-educated, skilled and able to contribute to society;
- value, enjoy, protect and enhance their environment;
- have thriving and innovative businesses, with quality jobs and fair work for everyone;
- are healthy and active;
- respect, protect and fulfil human rights and live free from discrimination;
- are open, connected and make a positive contribution internationally; and
- tackle poverty by sharing opportunities, wealth and power more equally.



## National indicators

The framework measures Scotland's progress against the national indicators. The Highland Council has indicators that are interdependent upon the national indicators. Furthermore, the strategic priorities of the Council's GLP can be seen to contribute directly to the National Performance Framework. Examples of these links are provided below:

### Communities

- Gaelic increases wellbeing for Gaelic users, learners and supporters, across Scotland and internationally.
- The provision of Gaelic social media content and classes make the language more accessible and inclusive, thereby enabling more people to engage with the language and culture.
- The benefits of engaging with the diverse world of Gaelic culture are promoted through innovative initiatives, such as Secondary Gaelic Sports Leadership coaching events.
- By supporting Gaelic sporting initiatives, this GLP supports the citizens in the Highland area to be healthy and active.
- The Gaelic community is inclusive, and this Plan seeks to encourage people to explore the language and culture, regardless of income.

### Home

- The provision of Gaelic classes for parents seeks to provide families with the language skills to support their children's education. Information on these classes can be found at:  
[www.highland.gov.uk/gaelicclasses](http://www.highland.gov.uk/gaelicclasses)

## Media, Arts, Culture and Heritage

- Events with a Gaelic connection, including national and provincial Mòds, and Gaelic/cultural festivals and events attract international visitors to the Highland area.
- Supporting Gaelic cultural and music festivals, the Council helps to connect communities, promote linguistic and cultural education, and increase wellbeing.
- The Council's work with Ainmean-Àite na h-Alba enhances interest and enjoyment of the natural environment by providing information on Gaelic place-names.

## Business and the Economy

- Higher levels of qualifications and skills from Gaelic speakers contribute significantly to quality work, enterprise and community wealth building.
- Gaelic activities support a growing range of sustainable jobs and enterprises and contribute to the GDP of the country.
- Being competent in more than one language has been associated with success in global business; this can be evidenced through Bilingualism Matters.

## Education

- Gaelic schools are engaging, safe and respectful environments for children and young people to realise their full potential.
- GME is accessible across the Highland area and is inclusive and non-discriminatory.

## 5. Links to local and regional frameworks

The Highland Council's Performance Plan 2022–2027 can be accessed at:

[www.highland.gov.uk/our-priorities](http://www.highland.gov.uk/our-priorities)

The Performance Plan provides the Corporate Performance Framework under which the priorities in the Council's Programme 'Our Future Highland' and the Council's strategic, operational and improvement priorities will be delivered and monitored.

One of those commitments was to support the delivery and development of the Gaelic Language Plan. The Council has been effective in strengthening the language across all its services and its key partners, in order to contribute to the broad educational, social, linguistic, cultural and economic value and wellbeing of the Highlands.

This edition of the Gaelic Language Plan will serve to increase the use and profile of Gaelic. It will strengthen and build on the progress of the previous edition, especially in the community planning partnerships' sector, both at operational and strategic levels.



The Council's Programme 'Our Future Highland':

[www.highland.gov.uk/programme2022-27-english](http://www.highland.gov.uk/programme2022-27-english)



# 6. Publication

## Publishing and publicising the Plan

### Internal

This edition of The Highland Council Gaelic Language Plan will be published in Gaelic and in English on the Council's website. Promotional posts with links to the Plan will be posted on the Council's social media pages.

Staff will be regularly informed about the Gaelic Language Plan.



### External

The Highland Council Gaelic Language Plan will be published in Gaelic and in English on the Council's website and in addition, the Council will:

- issue a bilingual press release announcing the Plan;
- publicise the Plan through a variety of social media platforms;
- distribute copies to arm's length organisations and other third party organisations, explaining their role in the delivery of the Plan;
- distribute copies of the Plan to key stakeholders in the public, private and third sectors;
- distribute copies of the Plan to relevant Gaelic organisations and other interested bodies; and
- make hard copies available on request.

## 7. Resourcing the Plan

The actions of this Plan will be resourced through existing budgets and as part of ongoing renewal processes.



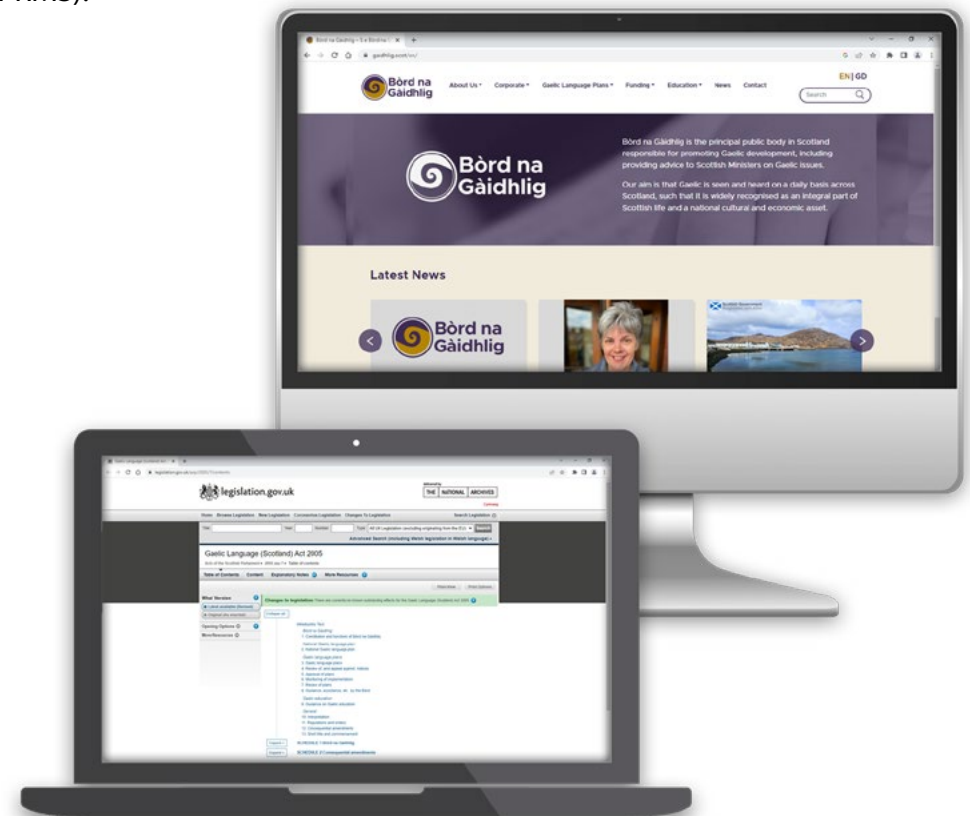
Council Chamber by The Highland Council

## 8. Monitoring the Plan

The ongoing monitoring of approved Gaelic language plans is a requirement of the Gaelic Language (Scotland) Act.

The Highland Council will submit annual monitoring reports to Bòrd na Gàidhlig. This will form part of the standard procedures in relation to reports being submitted to designated committees, which includes publicising them on the Council's website.

Standard Highland Council internal performance monitoring processes will be used to monitor the implementation and delivery of the Plan, such as the currently used Performance and Risk Management System (PRMS).



## 9. The Gaelic Language Plan in the public authority

### Overall responsibility for the Plan

The Executive Chief Officer – Performance and Governance has overall responsibility for preparation, delivery and monitoring of The Highland Council Gaelic Language Plan. They can be contacted as follows:

**Executive Chief Officer –  
Performance and Governance,  
The Highland Council Headquarters,  
Glenurquhart Road, Inverness IV3 5NX**

### Day-to-day responsibility for the Plan

The Gaelic Development Manager has day-to-day responsibility for the delivery and monitoring of The Highland Council Gaelic Language Plan. Queries regarding the day-to-day operation of the Plan should be addressed to:

**Gaelic Development Manager,  
The Highland Council Headquarters,  
Glenurquhart Road, Inverness IV3 5NX**

Alternatively, email:  
**GLP@highland.gov.uk**

### Gaelic Committee – monitoring the Plan

The responsibility for the implementation and monitoring of this Plan lies with The Highland Council's Gaelic Committee. The scope of the committee is:

- to promote and support the indigenous Gaelic language, heritage, and culture of the Highlands and to oversee the implementation of The Highland Council Gaelic Language Plan;
- to monitor, scrutinise and promote the implementation of The Highland Council Gaelic Language Plan, including the delivery of Gaelic education;
- to liaise with Bòrd na Gàidhlig on the strategic development of the Gaelic language;
- to work with Gaelic development agencies in promoting, developing, and sustaining the Gaelic language, heritage, and culture in the Highlands;
- to work with the Scottish Government and the Scottish Parliament regarding legislation relating to the Gaelic language;
- to monitor the implications of legislation in respect of the Gaelic language and advise the Council of its impact across the Highlands; and
- to undertake budget monitoring and scrutiny of Gaelic specific funding, grants and expenditure.

The Gaelic Committee meets on a quarterly basis and monitors the implementation of the Plan.

Further information on the Gaelic Committee can be found on The Highland Council website at: [www.highland.gov.uk/scheme-of-delegation](http://www.highland.gov.uk/scheme-of-delegation)

and at: [www.highland.gov.uk/gaeliccommittee](http://www.highland.gov.uk/gaeliccommittee)



## Engaging with staff

The Gaelic Team will engage with colleagues within their respective service areas as part of their responsibility for the monitoring of delivery. Additionally, colleagues will be informed of other Gaelic initiatives, such as Gaelic training.

The approved Plan will be publicised on the Council's website and promoted through internal communication channels.

## Arm's length organisations and third parties

High Life Highland (HLH) is an arm's length organisation with charitable status, formed by The Highland Council on the 1<sup>st</sup> October 2011, to develop and promote opportunities in culture, learning, sport, leisure, health and wellbeing across nine services throughout the whole of the Highlands, for both residents and visitors.

The Council has a Service Delivery Contract with HLH which includes a requirement for HLH to adopt the Gaelic policies and practices of the authority and to implement The Highland Council GLP. These commitments enable HLH and the Council to work, in partnership, to support and promote a range of activities for Gaelic in the Highlands. The Council also provides an in-kind Gaelic translation service to HLH.

The Council will continue to work in partnership and will promote our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their work.

## Third party agreements

The Highland Council engages regularly on a formal and informal basis with its community planning partners, all of whom have strategic commitments to Gaelic development and have drafted, or are in the process of drafting, Gaelic language plans.

The Council has a Service Delivery Contract with High Life Highland (HLH) which includes a requirement for HLH to adopt the Gaelic policies and practices of the authority and to implement The Highland Council GLP.



Photo Cupa Iomain na h-Òige

# Appendix 1 – consultation

## Introduction

The public consultation for The Highland Council GLP opened on the 10<sup>th</sup> of March 2023 and remained open for six weeks, until the 21<sup>st</sup> of April 2023. Respondents were encouraged to respond online via a consultation survey, hosted on the Council's website.

The draft Plan was published in Gaelic and English on the Council's website. A downloadable version of the Plan was available on the website and information on how to request the draft Plan in a more accessible format was also provided.

A dedicated email address was created where the Council could accept consultation responses and respond to queries relating to the draft Plan.

## Promotion of the public consultation

Bilingual social media posts and press releases were issued to advertise the public consultation and associated consultation events. Adverts were placed in local Highland press and the consultation was also advertised on local radio.

Stakeholders, such as Gaelic organisations, were regularly emailed to encourage responses. They were also provided with an information pack about the draft GLP. The pack included the following:

- Copies of the draft GLP
- A shorter summary document
- A document outlining the key changes between the third and fourth editions of the GLP
- A slide deck about the GLP, in order to facilitate discussions within organisations.

## Public consultation drop-in events

Astar Media was contracted to organise and facilitate the three public consultation drop-in events in Inverness, Skye and Lochaber. Astar also collected the responses and collated the feedback for the Council's GLP Team.

The drop-in events were designed to feel informal and friendly – featuring music, tea and coffee. Hard copies of the draft Plan and summary documents were available to read. Council staff attended the events to engage with the attendees and to answer any questions.

An invitation was extended to Highland schools to attend the drop-in sessions between 2pm and 3pm. Schools were provided with a Pupil Voice Project guidance pack ahead of the drop-in sessions. This pack was designed to encourage pupils to consider ways in which the use and learning of Gaelic could be enhanced. The feedback from this exercise was submitted to the Council's GLP Team via a dedicated consultation email address or during the drop-in sessions. The feedback was then treated as a consultation response.

The public were invited to attend the drop-in sessions between 3pm and 6pm to provide their views.

Overall, the public consultations were well-attended and offered valuable insights to help inform the final version of the Plan.



Astar, on behalf of The Highland Council, facilitating in Lochaber



## GLP Consultation responses

Over 500 comments were received in relation to the draft GLP. This represents a more than thirteen-fold increase in comparison to the number received during the consultation for GLP 2018–2023.

## Consultation feedback

### General

#### Feedback received

A considerable number of respondents reported that the draft Plan was too lengthy and difficult to read.

#### Action taken

The Plan has been redesigned to shorten it and to make it easier to read. No substantive changes were made to the text or content of the GLP. The redesign simply made the document more accessible and user-friendly.

#### Feedback received

Comments received indicated that progress against GLP 2018–2023 was not quantified in the latest edition of The Highland Council Gaelic Language Plan.

#### Action taken

Further information was added to the GLP to clarify that the Plan is not a new document, but is a refresh of The Highland Council GLP, which continues much of the work set out in GLP 2018–2023.

Context was provided to explain that the Council uses a Performance and Risk Management System (PRMS) to continually monitor the ongoing progress and the implementation of the GLP. The PRMS is reported quarterly and presented to the Council's Gaelic Committee. The Council also reports annually to Bòrd na Gàidhlig regarding current progress. The annual reports can be found on the Council's website.



Gaelic Medium Sailing Club by The Highland Council

### Communities and Home

#### Feedback received

Young people expressed that they enjoy sports through the medium of Gaelic and would like to see a broader offering of sports.

#### Action taken

This feedback has been passed to the wider Gaelic Team in the Council. Where resources allow, the Council will seek to expand the sports offered in Gaelic across the Highland area. We will also work collaboratively with High Life Highland (HLH) to deliver this, in alignment with the commitments laid out within the SDC between The Highland Council and HLH.

#### Feedback received

Feedback received suggested that members of the public are supportive of Gaelic cultural hubs, such as cultarlanns.

#### Action taken

The Council has previously provided financial and officer support to Cultarlann Inbhir Nis. We have committed, where resources allow, to liaise and work with Gaelic community groups.

## Media, Arts, Culture & Heritage

### Feedback received

More reference required about the Council's collaborative working with organisations such as High Life Highland, Fèisean nan Gàidheal, Fèis Rois and Eden Court Theatre.

### Action taken

The Council has a lengthy and successful history of working collaboratively with other organisations such as these. This is listed in the Current practice section.

We have further illustrated and expanded Actions required in the terms of our commitment to the partnership working with local and national Gaelic arts, culture and music organisations.

### Feedback received

Many respondents expressed that they enjoy Gaelic social media content.

### Action taken

The feedback received will inform the development of the Council's Gaelic social media planning. A Gaelic social media strategy will be developed. The strategy will be linked to the 'Guidelines on the use of Gaelic in Highland Council services'.

Opportunities to use Gaelic on the Council's social media will be identified so that more Gaelic content is published. In addition to social media posts relating to Gaelic events and issues, the number of Gaelic social media posts on topics and events not directly related to Gaelic will be increased.

## Education

### Feedback received

Much of the feedback received from education staff centred around a lack of resources and that teachers are creating their own resources.

### Action taken

The Highland Council currently has a resource-sharing platform for educational materials. A quality assurance process is also available.

In response to the feedback received, the Council has committed to increased promotion of this service.

### Feedback received

Many respondents cited concerns regarding a shortage of Gaelic teachers and pupil support assistants (PSAs).

### Action taken

This feedback has been shared with the Council's Education and Learning Service Team.

## Business and the Economy

### Feedback received

Respondents to the consultation felt that the Business and Economy theme was under-represented in the Plan.

### Action taken

In response to this feedback, we have committed to working collaboratively with organisations in the Business and Economy Sector to realise the economic benefits of Gaelic.

We have also committed to creating downloadable Gaelic Guidance and supportive case studies, targeted at Highland businesses to highlight the economic benefits of Gaelic and to encourage the use of Gaelic.

The feedback received has been used to inform the drafting of the post-consultation version of the Plan.

## Glossary

AÀA	– Ainmean-Àite na h-Alba	HLH	– High Life Highland
BGE	– Broad General Education	ICC	– Iomain Cholm Cille
BnaG	– Bòrd na Gàidhlig	MoU	– Memorandum of Understanding
CALA	– Care and Learning Alliance	NGLP	– National Gaelic Language Plan
CMS	– Content Management System	PRMS	– Performance and Risk Management System
CnaG	– Comunn na Gàidhlig	PSA	– Pupil Support Assistant
ELC	– Early Learning & Childcare	QA	– Quality Assurance
GLE	– Gaelic Learner Education	SDS	– Skills Development Scotland
GLP/The Plan	– Gaelic Language Plan	SMO	– Sabhal Mòr Ostaig
GME	– Gaelic Medium Education	The Council	– The Highland Council
HIE	– Highlands and Islands Enterprise	UHI	– University of the Highlands and Islands

