



THE HIGHLAND COUNCIL

GAELIC LANGUAGE PLAN 2018–2023

**A Gaelic Language Plan under Section 3 of the
Gaelic Language (Scotland) Act 2005**

2. Foreword

As Chair of the Highland Council's Corporate Resources Committee, Chair of the Gaelic Strategy and Improvement Group, and on behalf of fellow Elected Members from across the Chamber, I am pleased to introduce you to The Highland Council's third iteration Gaelic Language Plan (GLP), which demonstrates that The Highland Council is committed to the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005.

As one of the leading local authorities in relation to Gaelic and cultural development, the Highland Council continues to have equal respect for Gaelic services, as demonstrated by the allocation of resources.

This third iteration Gaelic Language Plan does not replace the previous GLP, as we believe it enhances The Highland Council's ongoing commitments, successes and achievements in developing and sustaining Gaelic language and cultural development.

The six themes in the GLP 3 will form part of The Highland Council Programme; the GLP aims to encompass a wider Gaelic agenda and form part of the high-level priority themes which are as follows:

- A Council that champions the Highlands
- A place to live
- A place to thrive
- A place to prosper
- A welcoming place
- Your Highland Council

'... we will recognise the substantial social, cultural and economic benefits of Gaelic language and culture in the Highlands and continue to promote and support it through the third generation Gaelic Language Plan.'

The Highland Council has a clear focus on increasing Gaelic usage and the number of Gaelic speakers, and aims to significantly continue to enhance the profile of Gaelic and continue to create and generate a positive image of the language.

To achieve these aspirations, The Highland Council will have a strong focus on the following specific action areas:

- Early Years, Young People and Families, particularly in Education
- Early Learning and Childcare, and Communities
- Arts, Culture and Heritage, and Economy
- The Workplace, playing a significant role, providing and enhancing opportunities in relation to developing Gaelic awareness and usage, taking cognisance of the current evolution of new technologies.

Councillor Alister Mackinnon

Chair of Resources Committee

As Chief Executive of the Highland Council, I am privileged to support The Highland Council's Gaelic Language Plan 2018–2023, which describes the Council's aims and ambitions for Gaelic language and culture over the next five years, and how these will be achieved.

The plan sets out a formal structure for strengthening current developments and introducing new initiatives and clear targets. This is supported through the Highland Council Programme, 'Local Voices Highland Choices', which contains a high level of vision outcomes and measures to deliver the priority themes, which will be monitored as part of the Corporate Plan.

The Council continues to be committed to effectively providing and developing Gaelic Medium Education and is equally committed to supporting the learning and wellbeing of all children in Highland.

The Highland Council is proud of its achievements in strengthening the language across all its services and its key partners, in order to contribute to the broad educational, social, cultural and economic value and wellbeing of the Highlands.

The Highland Council aims to continue to increase the use and profile of Gaelic and will strengthen and build on the previous work undertaken, especially in the community planning partnerships' sector both at operational and strategic levels. It will continue

to work with the range of key partners and organisations across the arts, culture and heritage and contribute to the social, economic and cultural value sectors, in partnership with The Scottish and UK Governments.

Donna Manson

Chief Executive

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3. Introduction

3.1 Description of the Organisation’s Function and Location of Offices

The Highland Council area is the largest local government area in the UK and is one of 32 all-purpose councils in Scotland, serving 232,000 people across 26,484 sq. km. The map below shows the geographical area.

Geographical Area and Current Ward Structure



The Highland Council has a number of statutory duties and functions.

Recently, The Highland Council moved to a new structure consisting of three main committees. Whilst this is still to be embedded, the following four directorates will remain as an interim measure:

Care and Learning, Community Services, Corporate Resources and Development and Infrastructure.

Care and Learning Service delivers education, social care and community health services for Highland's children and families. It provides mental health officers and criminal justice social work as well as out-of-hours social work. It also operates catering services in schools. It leads on Gaelic and cultural development. It commissions culture and leisure services from High Life Highland and Adult Social Care from the NHS.

Community Services delivers many of the Council's everyday services, with staff in regular contact with the people of the Highlands. The service delivers a wide range of functions including refuse collection, grass cutting, winter maintenance, housing, homelessness issues, road maintenance and other services which help to make the community a safe and good place to live.

Corporate Resources Service is responsible for: policy coordination, equalities, and community planning; engagement and consultation; support for the implementation of the Council Programme; community councils and ward management; corporate research and evaluation; climate change and the Carbon CLEVER initiative. The office also provides Members' support and lobbying and political liaison services to support the Council Programme. Freedom of Information requests and external enquiries and complaints are managed within the office. The Corporate Communications function manages external and internal communications, including media enquiries, corporate social media and campaigns, as well as a graphic design service for the Council. Support is also provided for all elections for local, national and European elections with the Chief Executive as Returning Officer. The Service is also responsible for leading change and business improvement across the Council, and for delivering professional services which all support service delivery to communities across the Highlands. These services include ICT, Legal, Committee Services, Human

Resources and Employee Development. They also manage customer services through the network of service points, the Council Service Centre based in Alness and the Council's website.

Development and Infrastructure Service is responsible for the Council's activities which support the sustainable economic growth of the Highlands. It works with communities to plan future land use, provides planning permission for new developments, designs and builds new schools, roads and housing, and provides facilities management in schools and cleaning.

It provides support and premises for small businesses, helps the unemployed to get into work and encourages visitors and local people to enjoy the environment through support for tourism and outdoor access. It works with partners in the public and private sectors to provide the infrastructure which makes the Highlands a good place to live, work, study and visit.

Location of Offices

The Highland Council Headquarters is based on Glenurquhart Road in Inverness and the Council has a network of 32 service points and access points for local service delivery, enabling the public to access advice and information and pay bills raised by the Council.

In 19 of The Highland Council's 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.

3.2 The 2005 Act and Issuing of a Notice

The Highland Council Gaelic Language Plan 2018–2023 has been prepared as a statutory document for submission to Bòrd na Gàidhlig in response to the Formal Notice of Requirement to prepare a Gaelic Language Plan and with regard to the requirements set out in Section 3 of the Gaelic Language (Scotland) Act 2005.

The Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, taking cognisance of the current *National Gaelic Language Plan 2018–2023*, and the refreshed *Guidance on the Development of Gaelic Language Plans*.

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 with the English language.

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

This document is The Highland Council's third iteration Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005.

The Plan spans a five-year period from 2018–2023 and builds on the progress made in the previous two plans.

It sets out how The Highland Council will use Gaelic in the operation of The Highland Council's functions, and how The Highland Council will enable the use, development and promotion of the Gaelic language and culture across The Highland Council's services and with its key partners.

3.3 Summary of Gaelic in Scotland

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 while there was an overall decrease in speakers between 2001 and 2011, the number increased among younger age groups.

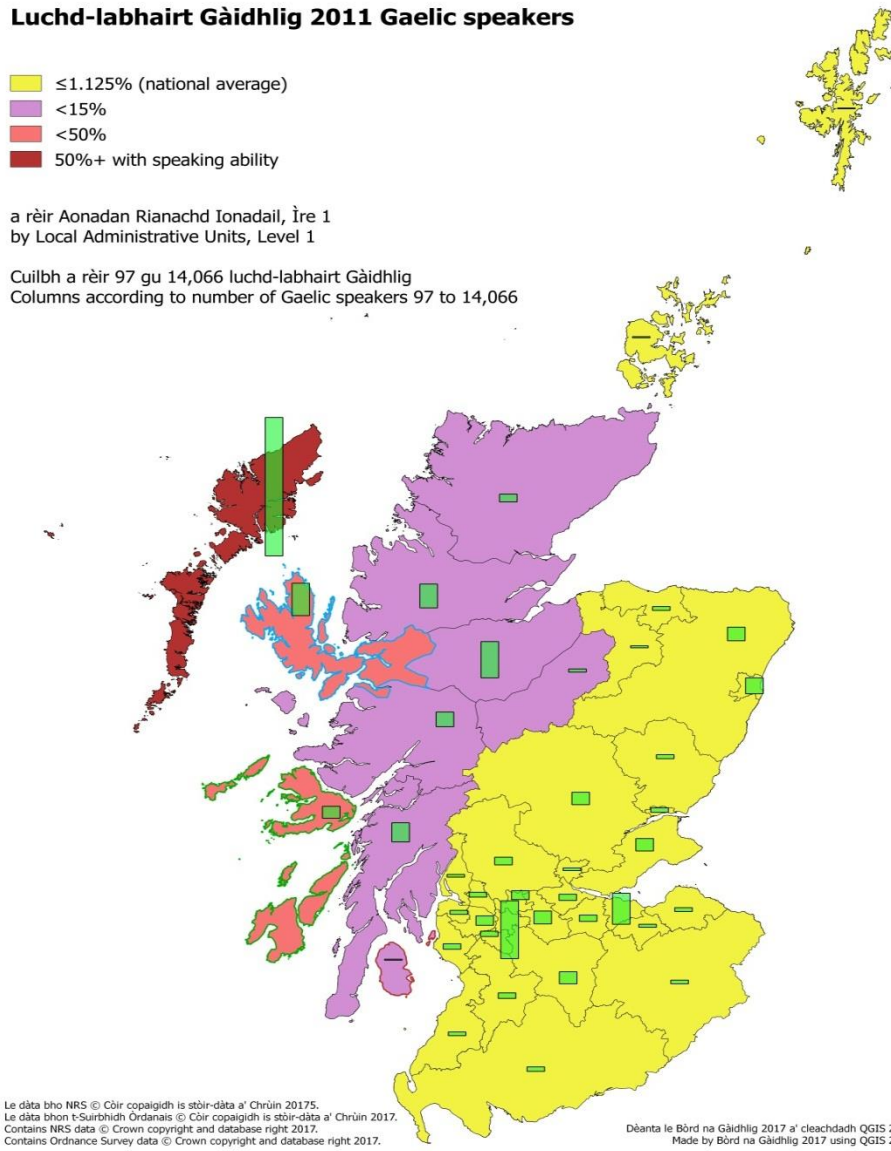
The largest grouping of Gaelic speakers is in Comhairle nan Eilean Siar with 61% of people aged three and over having some skills in the language. In the Highland area it is 7.4% and in Argyll & Bute 5.9%. Glasgow City mirrored the Scottish average at 1.7%.

Luchd-labhairt Gàidhlig 2011 Gaelic speakers

- ≤1.125% (national average)
- <15%
- <50%
- 50%+ with speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1
by Local Administrative Units, Level 1

Cuilbh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig
Columns according to number of Gaelic speakers 97 to 14,066



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3.4 Gaelic Use 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 Highland Council is committed to the aims, priority areas and commitments as set out in the *National Gaelic Language Plan 2018–2023*.

This Plan is based on six priority areas set out in the National Plan:

Gaelic in the Home, Early Learning and Childcare; Gaelic in the Community; Gaelic in Education; Gaelic in the Arts, Culture and Heritage; Gaelic in the Workplace; and the Social, Economic and Cultural Value of Gaelic.

Throughout this iteration of the Gaelic Language Plan, 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).

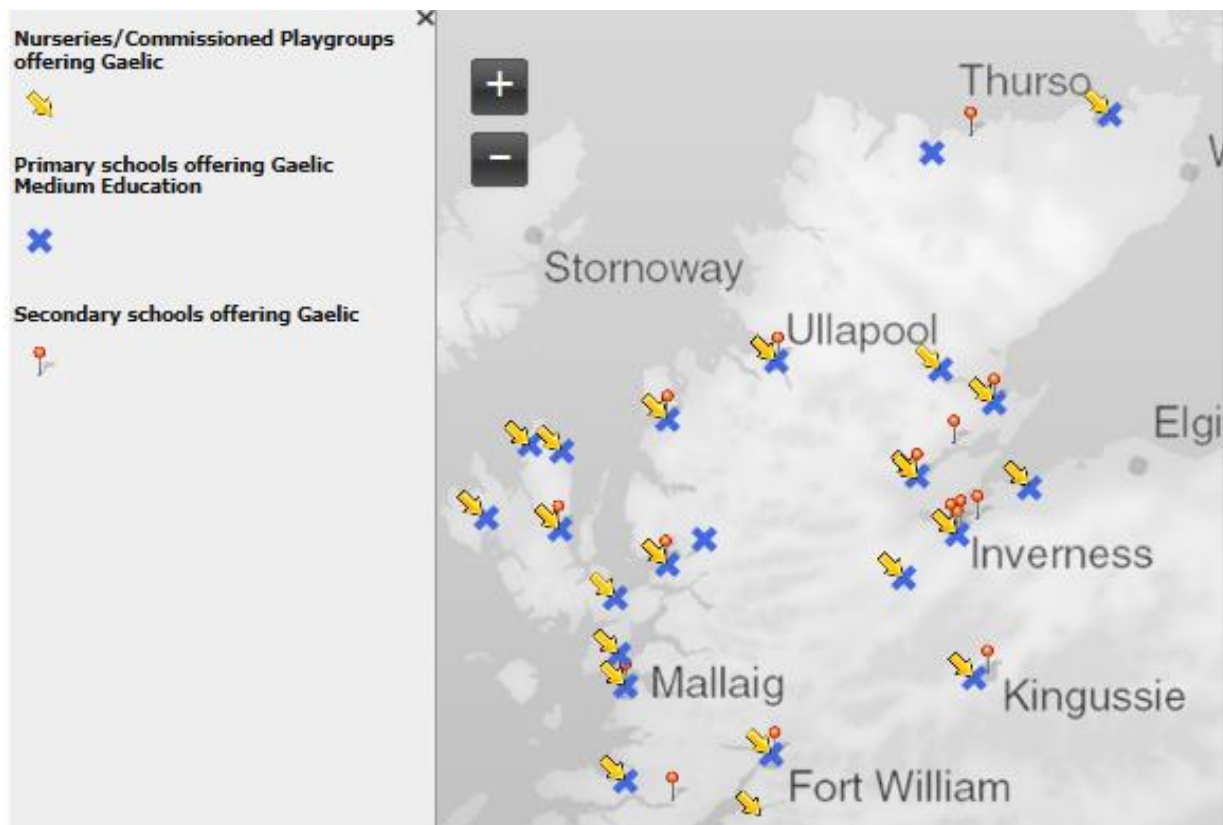
Gaelic Medium Education (GME) was formally launched in the 1980s. Central Primary School in Inverness became The Highland Council’s first GME setting, providing Gaelic immersion, where children could absorb the language across all pupil learning experiences, gradually developing linguistic capacity, competence and fluency. The growth of GME has been rapid and successful nationally, whilst the Highland region 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 also delivers Gaelic Learner Education (GLE). In primary school settings this is referred to as the Gaelic Primary Language Learning Programme (PLL Gaelic), which supersedes Gaelic Language in the Primary School (GLPS). This is delivered through the 1+2 Language Learning initiative, a statutory entitlement for Scottish learners by 2021. This entitlement can be met through any language, with many Highland settings selecting Gaelic. The 1+2 model is delivered from primary 1 through to secondary 3, where learners are exposed to an additional language in primary 1 (Language 2 or L2) and a further language in primary 5 (Language 3 or L3). In this model, Gaelic can be considered as L2 within GME, where the majority of pupils are already fluent in English. In GME, pupils are not required to undertake a language in addition to Gaelic until primary 4, when English (L1) is introduced to the curriculum; an additional language (L3) is then delivered from primary 5.

The Highland Council’s website contains an online map, which shows parents/guardians – and parents/guardians who may be considering moving to the Highlands – the areas where The Highland Council provides nursery, primary and secondary Gaelic education.

The map shows the following information:

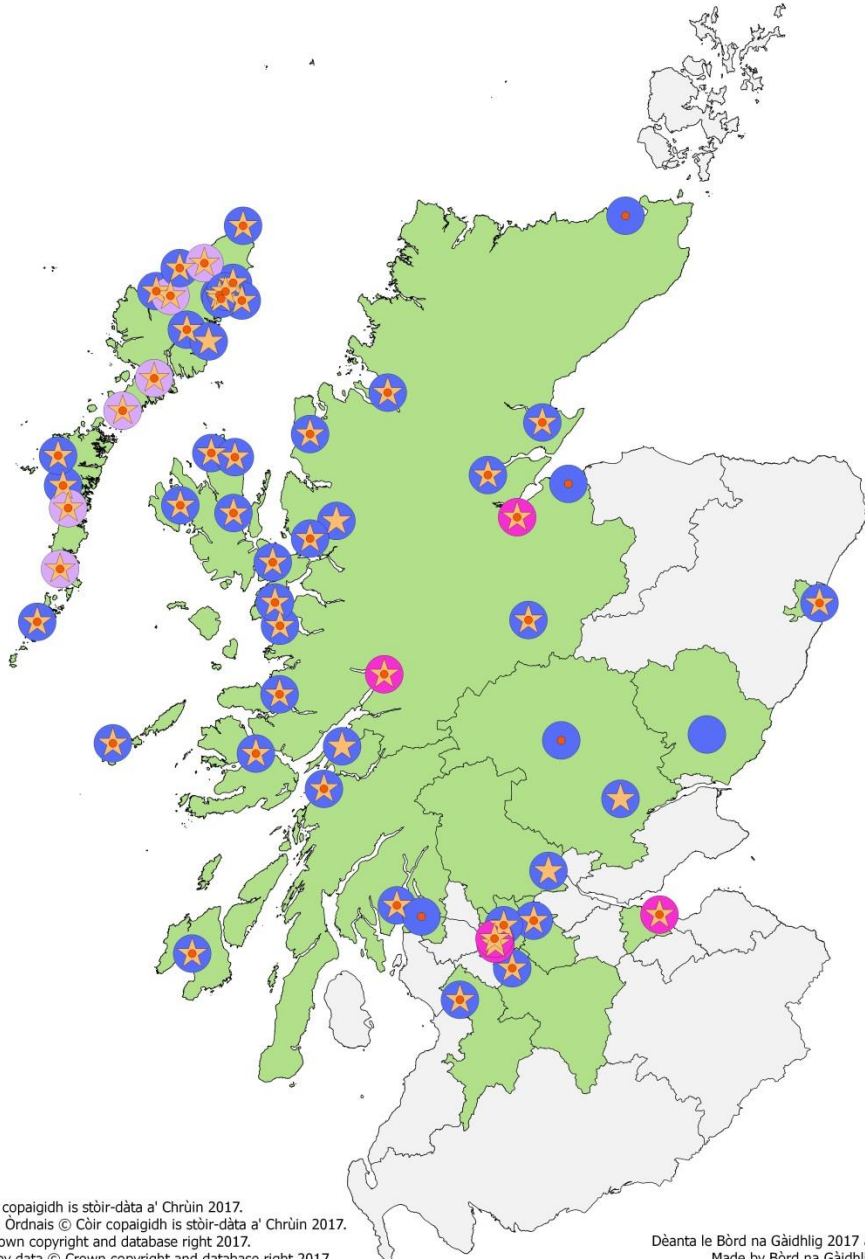
- All Gaelic nursery school provision (Council and partner centres) and the number of children attending
- All Gaelic primary school provision, the number of pupils, and the associated secondary school
- All Gaelic secondary provision, including the number of pupils studying subjects through the medium of Gaelic, those studying Gàidhlig as fluent speakers, and those studying Gaelic as learners
- A contact email for those who wish to know about Gaelic classes or Gaelic activities in communities



(This information is available on The Highland Council's website at: http://www.highland.gov.uk/info/878/schools/18/gaelic_medium_education)

Foghlam tron Ghàidhlig 2016-17 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME Primary School
- Bun-sgoil le sruth FtB GME primary with English ME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with secondary school with GME
- Ùghdarras ionadail le FtG Local authority with GME provision



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Extract from the Scotland Census 2011		
	The Highland Council area (2011)	Scotland (2011)
All people aged 3 and over	224,606	5,118,223
% able to speak Gaelic	5.4	1.1

The National Picture – Academic Year 2016 –17

In a national context, Bòrd na Gàidhlig statistics showed The Highland Council supporting Scottish Government targets through:

- 42% of children in Scotland’s Gaelic Age 0–3 Provision
- 30% of Scotland’s Gaelic Medium Education (GME) nursery children
- 28% of Scotland’s Gaelic Medium Education (GME) primary school pupils
- 30% of Scotland’s Gaelic Medium Education (GME) secondary pupils (studying Gàidhlig or subjects through the medium of Gaelic)
- 57% of Scotland’s Gaelic Learner Education (GLE) secondary pupils

Gaelic Education Pupil Numbers in The Highland Council's Schools					
Year	GME Nurseries/ Commissioned Playgroups	GME Primary School Pupils	Secondary School		
			GME – Studying Gàidhlig	GME – Studying Subjects through Gaelic	GLE
2015–16	256	881	328	255	1,474
2016–17	264	896	343	265	1,829

The Highland Council wishes to ensure that it makes relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. The Highland 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.

Pupils in Publicly Funded Nurseries / Commissioned Playgroups – Pupil numbers as at <u>start</u> of Academic Year		
Year	2015–16	2016–17
The Highland Council Total	4,152	4,212
Gaelic Medium Pupils	256	264
% Gaelic Medium Pupils	6.17%	6.27%

Pupils in The Highland Council's Publicly Funded Primary Schools		
Year	2015–16	2016–17
The Highland Council Total	17,263	17,381
Gaelic Medium Pupils	881	896
% Gaelic Medium Pupils	5.10%	5.16%
GLPS	2,123	A review of measure currently being undertaken.
% GLPS	12.30%	N/A – see above

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		
Year	2015–16	2016–17
The Highland Council Total	13,390	13,337
Gàidhlig	328	343
% Gàidhlig	2.45%	2.57%
Gaelic Medium Subjects	255	265
% Gaelic Medium Subjects	1.90%	1.99%
Gaelic (Learners)	1,474	1,829
% Gaelic (Learners)	11.01%	13.71%

Gaelic Learner Education (GLE) & 1+2 Language Learning Approach

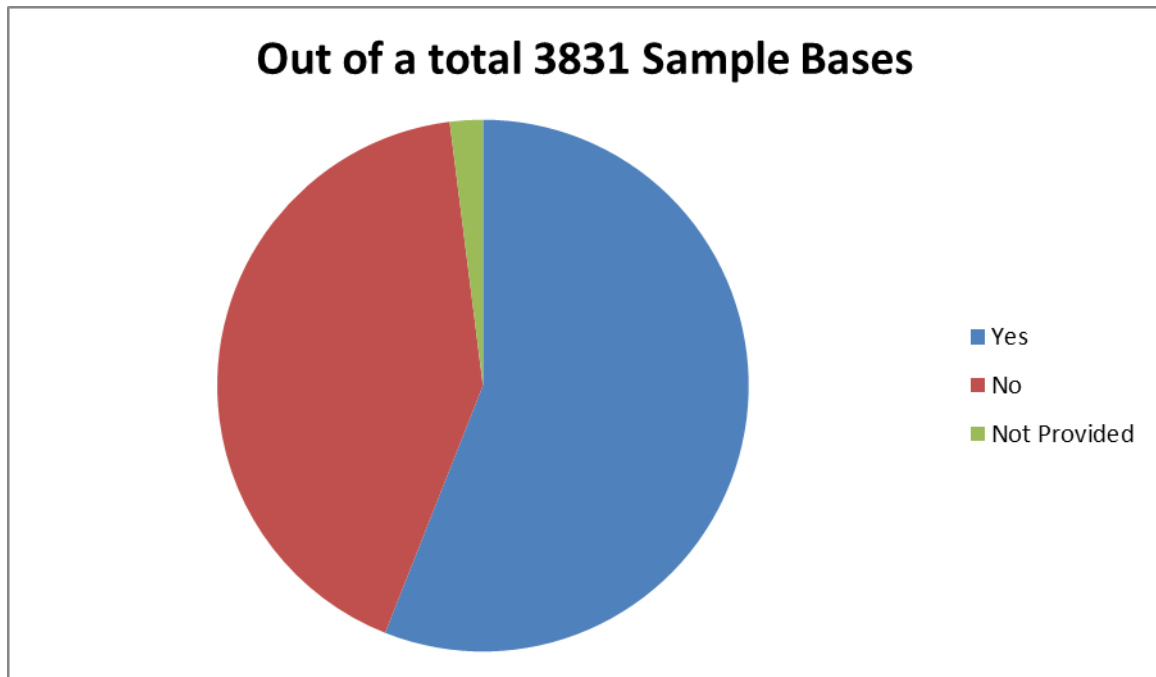
The Highland Council is currently undertaking the development and delivery of high-quality training for all staff delivering Gaelic as an L2 or L3 throughout the Highland area.

L2 Schools	25 schools deliver Gaelic as L2
L3 Schools	72 schools deliver Gaelic as L3
Secondary Gaelic (Learners)	15 secondary schools offer Gaelic (Learners)
Estimated total number of pupils learning Gaelic in Secondary	1,829

3.5 Internal Gaelic Capacity Audit

The Highland Council periodically undertakes an Employee Survey. The last Employee Survey took place in 2015.

Two questions related to Gaelic were included within the survey, as follows:

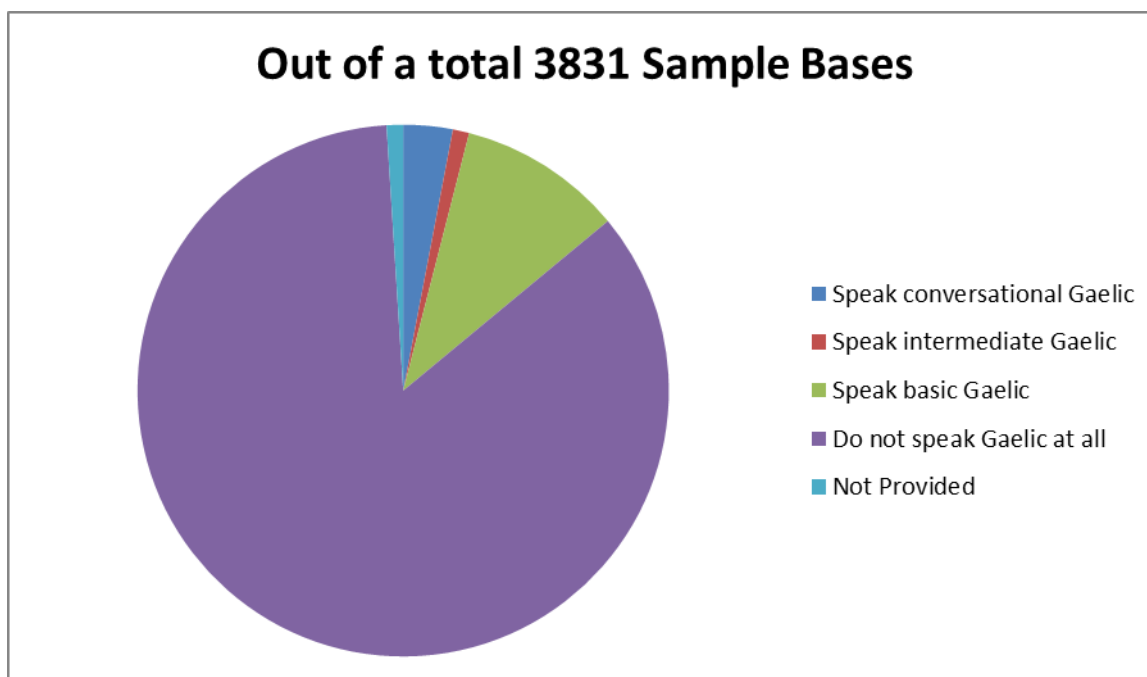


Q12/5 Here are some statements about the Council's policies and initiatives.

Do each of them apply to you, or not...?

I am supportive of the Council's promotion of the Gaelic language and culture.

Total Sample Bases	3,831
Yes	56%
No	42%
Not Provided	2%



Q27. How familiar are you with the Gaelic language?

Total Sample Bases	3,831
Speak conversational Gaelic	3%
Speak intermediate Gaelic	1%
Speak basic Gaelic	10%
Do not speak Gaelic at all	85%
Not provided	1%

The Highland Council Corporate Communications Strategy has 12 objectives, one of which is:

‘To promote Gaelic language and culture in line with the commitments of the Council Programme and our Gaelic Language Plan’.

This demonstrates that The Highland Council continues to contribute to the promotion of a positive image of the language, especially in relation to the Gaelic media, and to the promotion of positive messages in relation to Gaelic and diversity and inclusion.

In celebrating key milestones such as the 25th anniversary of Gaelic Medium Education, the Council takes opportunities to monitor and celebrate how Gaelic

education from 0–18 is developing. The Highland Council seeks to deliver improvement across Gaelic education through robust self-evaluation and engagement processes. Events such as the 25th anniversary of Gaelic Medium Education provide planning opportunities that recognise the crucial role played by parents in developing provision and delivering insights which parents can bring from their day-to-day experiences. (Six consultation events took place).

4. The Gaelic Language Plan in the Corporate Structure

The Highland Council Gaelic Language Plan 2018–2023 sets out a formal structure for strengthening current developments and introducing new initiatives and clear targets. This is supported through The Highland Council Programme, ‘Local Voices Highland Choices’, which contains a high level of vision outcomes and measures to deliver the priority themes, which will be monitored as part of the Corporate Plan.

The Highland Council’s Gaelic Team is based in the Care and Learning Service and has a corporate responsibility for Gaelic. The Senior Management Team Lead Officer for Gaelic is the Area Care and Learning Manager (West).

The Gaelic Team members who have day-to-day operational responsibility include: Gaelic Development Officer (Corporate), Gaelic Education Officer, Senior Translation Officer, three Community Learning and Development Officers (Gaelic), Gaelic Resources Assistant, and Gaelic 1+2 Development Officer.

The Gaelic Strategy and Implementation Group is designated to regularly monitor the implementation of the Plan. The Group is led by a cross-party team of elected Members.

The Plan will be available on The Highland Council’s internet and social media platforms.

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

5. Planning and Policy Implications for Gaelic and Links to National Priorities

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

5.1 Mainstreaming Gaelic within The Highland Council's Policies

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

5.2 The National Gaelic Language Plan 2018–2023

The *National Gaelic Language Plan 2018–2023* includes the following priority areas:

- Initiatives which promote the use of Gaelic in homes and communities
- Initiatives which promote the use of Gaelic by young people
- Gaelic in traditional and new media
- Gaelic in the arts, publishing and creative industries
- Gaelic language plans
- Gaelic in the workplace
- Gaelic use in heritage, tourism, food and drink, environment and leisure industries
- Initiatives which strengthen language richness, relevance and consistency
- Initiatives promoting links with Gaelic abroad and with minority languages

The Highland Council has set out its strategic commitments, key performance results and enabling actions in accordance with the priority areas of the National Gaelic Language Plan as follows:

- Gaelic in the Home, Early Learning and Childcare
- Gaelic in the Community
- Gaelic in Education
- Gaelic in the Arts, Culture and Heritage
- Gaelic in the Workplace
- The Social, Economic and Cultural Value of Gaelic

5.3 Scottish Government Priorities

The Scottish Government has five strategic objectives that underpin its purpose – A Scotland that is: Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.

The Highland Council is building on, and continues to strengthen, the work undertaken in its previous two iterations of its Gaelic Language Plans, and is committed to achieving the Scottish Government’s five strategic objectives, as noted above.

5.4 Local Priorities

The Highland Council’s Corporate Plan integrates the strategic and operational priorities of the organisation along with the improvement priorities from the Change Programme and the Council’s Programme priorities. It sets out the measures and actions required to deliver and monitor the Council’s priorities for 2019–2022.

The Corporate Plan includes many ambitions, one of which is to make the Highlands an even better place to live. One of the outcomes of this ambition is to:

‘... promote and support the Gaelic language and culture through the third generation Gaelic Language Plan.’

6. Plan Commitments

6.1 High-Level Aims

The following high-level aims have been outlined as the key priorities for The Highland Council in support of implementing the current National Gaelic Language Plan and it is committed to achieving these aims through the implementation of this Plan, as approved by The Highland Council's Gaelic Implementation Group of 1st February 2017.

- That the Plan includes a delivery date for each commitment.
- That all commitments in previous iterations of The Highland Council Gaelic Language Plan which remain within its remit are carried forward and included.
- That all Gaelic services and resources demonstrate equal respect for Gaelic and English.
- That all Gaelic services and facilities are actively offered and promoted, including through The Highland Council's website.
- That uptake of Gaelic facilities and services is monitored, and promotion is increased where this is low.

Public Services

- That The Highland Council normalises equal respect for Gaelic and English across its services and policies and within the Corporate Plan.
- That The Highland Council includes a language choice (Gaelic and English) on the Council's website once Gaelic content has been increased.

Home and Early Years

- That The Highland Council maintains a close working relationship with Bòrd na Gàidhlig staff in relation to early years and childcare provision in the Highland Council area and in preparation for the growth in pre-school hours, including the promotion of GME to all pre-school children.
- That The Highland Council undertakes a parents' Gaelic skills audit to create baseline data for future planning of services.

Education

- That The Highland Council increases the percentage of pupils in GME from potential enrolment figures at key transition points.
- That The Highland Council increases the percentage of pupils undertaking Gaelic through the Primary Language Learning programme, based on the 1+2 Language Learning Approach and subsequently through secondary Gaelic Learner Education across The Highland Council area.
- That The Highland Council creates a Gaelic education transitions strategy for retaining children in 0–3/childcare to nursery, nursery to primary, primary to secondary 1, and the Broad General Education to senior phase.
- That The Highland Council develops a curriculum and workforce plan for the delivery of Gaelic education at all levels (0–3, nursery, primary and secondary) including clear signposting to www.teagasg.com and early year's recruitment via The Highland Council's website.
- That The Highland Council undertakes a Highland-wide survey of existing Gaelic education staff to identify career-long professional learning needs, particularly in relation to Gaelic language skills, and develops a programme of training and support.
- That The Highland Council ensures that Gaelic education is considered as part of the school estates capital development whenever possible.

Community

- That there is a clear link between the commitments in The Highland Council Gaelic Language Plan and High Life Highland delivery of essential Gaelic medium services, particularly out-of-school activities for Gaelic speaking young people.
- That the Gaelic language plan describes any services which The Highland Council provides for Gaelic-speaking senior citizens and how these will be developed.
- That The Highland Council Gaelic staff work alongside partners to establish local community Gaelic Plans with focus on schools and parents.

Workplace

- That a Gaelic workplace ethos is established and maintained within all Highland Council Gaelic schools through training and in-service.
- That The Highland Council encourages the promotion of Gaelic careers on a yearly basis at least, throughout the Highland area.
- That Gaelic is included within The Highland Council graduate placement programme.

Arts, Culture & Heritage

- That The Highland Council maintains support for a programme of Gaelic arts, culture and heritage in The Highland Council area.

Economy

- That The Highland Council continues to support Gaelic developments within its economic development strategy.
- That The Highland Council continues to work with partners to fully realise the potential benefits highlighted in Ar Stòras Gàidhlig research.

6.2 Service Standard Commitments

Bòrd na Gàidhlig's document, *Guidance on the Development of Gaelic Language Plans*, outlines the conditions for the use of Gaelic in everyday public life, creating a route to 'normalisation', raising the profile and awareness of Gaelic, and leading to increased usage of the language.

The Highland Council will continue to enable and encourage the use of Gaelic across the six commitments within its service delivery and its statutory functions.

6.3 Visibility

The Highland Council recognises the importance of extending the visibility of Gaelic as it enhances the status of the language, and it is committed to supporting this aim.

The Highland Council has a bilingual corporate identity, which will continue to be progressed during the lifetime of the Plan.

In addition, *Guidelines on the use of Gaelic in Highland Council Services* will be strengthened, highlighting one of the fundamental principles of the policy which states that where Gaelic is used by The Highland Council, it will be afforded equal respect with English and font will be of equal type, size and design prominence.

Signage on all Highland 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 be bilingual. 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 Highland Council road signs will be bilingual. Signs will incorporate historic village, town and city crests where appropriate. Gaelic will be green and English in black on these signs. When new signs are being erected or existing signs are being replaced, bilingual signs will be erected.

The adoption of Gaelic names will be encouraged on the naming of new streets and developments, and when existing street name signs require to be replaced due to age or damage. Local historic and cultural connections will be used wherever this information is available. Consultation will take place with local Community Councils and Ward Members.

(More detailed information is available on The Highland Council's website at:

https://highland.gov.uk/downloads/file/11857/guidelines_on_the_use_of_gaelic_in_highland_council_services)

6.4 Staffing

The Highland Council has a policy relating to designation of posts where Gaelic is an essential or desirable skill to undertake the duties of the posts.

Official notices, public notices and recruitment advertisements

The following are extracts from The Highland Council's *Guidelines on Bilingual Signage for Highland Council Staff and Additional Guidance for the Use of Gaelic* document:

In public notices and advertisements published in local and national newspapers which feature subjects relating specifically to Gaelic language, the text will be published in Gaelic, followed by English.

When preparing and publishing advertisements for staff recruitment, The Highland Council will adhere to the following external advertising arrangements.

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

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

For advertisements for posts for which fluency in Gaelic is a desirable qualification and for posts where no linguistic requirement has been identified, The Highland Council will consult with Bòrd na Gàidhlig on legal guidance with a view to the following arrangements:

- bilingually in English language publications in Scotland;
- in English only in publications circulating through the UK; and
- in Gaelic only in Gaelic language publications.

Jobs requiring Gaelic advertised on The Highland Council's website will be bilingual. When notices and advertisements are published bilingually, the two languages will be equal in style and presentation.

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

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

The Highland 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.

6.5 Day-to-Day Operations

The Highland Council Service Centre staff have received training to provide bilingual greetings when answering telephones. Gaelic salutations are also included on the automated telephone system, which is directed through the Service Centre in Alness.

Correspondence received by The Highland Council in Gaelic is responded to in Gaelic.

The Highland Council staff are encouraged to have bilingual out-of-office messages and footers in their e-mails.

All public documents and publications relating to Gaelic – i.e. 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 will contain some Gaelic. This will usually be in the form of bilingual headings and sub-headings.

Following on from successful training of Service Centre staff to provide bilingual telephone greetings, training will be rolled out to other Highland Council reception and front-line staff to provide bilingual greetings, both when answering telephones and meeting the public face to face.

The Highland Council Gaelic Strategy and Implementation Group's meetings are held bilingually.

The Highland Council includes a Gaelic welcome at high profile events and meetings.

Highland Council officers delivering presentations via PowerPoint and other ICT Programmes are required to include Gaelic. This is usually in the form of a bilingual title at minimum. Presentations directly relating to Gaelic are expected to be fully bilingual.

Public meetings relating to Gaelic are conducted in Gaelic, supported by simultaneous translation.

6.6 Arm's Length Organisations

The Highland Council works and liaises with High Life Highland, a charity formed by The Highland Council 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 Highland Council provides an in-kind Gaelic translation service to High Life Highland.

6.7 Third Party Agreements

The Highland Council is in regular contact 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 Highland Council is the lead organisation in relation to the Community Planning Partnerships Thematic Group on Gaelic.

The Highland Council has Service Delivery Agreements with arm's length organisations and where appropriate a Gaelic and/or cultural commitment is included in the agreement. The Highland Council will build on this and continue to support the arm's length organisations in relation to implementing their enabling actions.

6.8 Communications

Press releases and notices which relate to Gaelic and cultural developments are issued bilingually on The Highland Council's website. Gaelic will be placed above English, with a bilingual heading and a 'Read in English' option.

6.9 Gaelic Corpus Standards

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

The Highland Council has a commitment to consult with Ainmean-Àite na h-Alba, to ensure correct and authoritative forms of Gaelic place-names are used across all signage and documents.

7. STRATEGIC COMMITMENTS AND ENABLING ACTIONS FOR THE SIX THEMES IN THE PLAN

Theme 1 – Gaelic in the Home, Early Learning and Childcare

1. Strategic Commitment

Continue to support Highland partnerships to create resources to encourage and support parents or guardians in using Gaelic in the home.

Partners

Bòrd na Gàidhlig, Care and Learning Alliance, Comann nam Pàrant, Parent Councils, Comunn na Gàidhlig, Sabhal Mòr Ostaig, Community Learning and Development Review Group.

Summary of Current Practice

The Highland Council has:

- Created a new resource pack including Phase 1 Fàs Foghlaim taster video available on social media platforms, and a leaflet promoting the benefits of bilingualism, to encourage and support parents/guardians in using Gaelic in the home;

- Organised and developed progressive language classes around the Council's Associated School Groups, where Gaelic Medium Education is provided;
- Organised advisory workshops for Gaelic Medium parents, and worked with parents alongside other community-based partners;
- Worked with partners to organise and expand the 'Gaelic Family Learning Week' initiative.

Proposed Outcome and Key Performance Results

- Engagement with partners will ensure effective collaboration.
- A parents' Gaelic Language Skills Audit will be undertaken to create baseline data for future planning of services. Following this exercise, a target will be set for increasing the number of parents accessing Gaelic learning opportunities during the lifetime of the Plan.
- The attendance and participation of families in a range of Gaelic family events will be increased. These events, for example the Gaelic Family Learning Week, will continue to be supported and maintained.
- Awareness of bilingualism and the benefits of Gaelic Medium Education will be promoted around Associated School Groups where Gaelic Medium Education is provided.

Enabling Actions	Target Date	Service/Team
(i) Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home.	Autumn 2018 Autumn 2020 Autumn 2022	CL&D
(ii) Organise and deliver language classes for parents around The Highland Council's ASGs where GME is provided. Classes include: beginners' classes for parents held during the day, beginners family learning classes, beginners and intermediate community-based adult learning classes.	Annually	CL&D
(iii) Deliver sessions related to Gaelic education, to advise and inform parents on a range of issues e.g., the benefits of bilingualism, available resources, and how to support their children in the home.	November of each school session	CL&D
(iv) Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week.	Annually	CL&D
(v) Deliver a varied programme of GME promotional events aimed at families of pre-school children.	February of each school session	CL&D
(vi) Be aware of the needs of young people with Gaelic skills who are under the care of The Highland Council, and provide them with Gaelic services as part of The Highland Council's Corporate Parenting responsibilities.	Annually	AC&LM

Theme 2 – Gaelic in the Community

2.1. Strategic Commitment

Provide opportunities to encourage and increase the use of Gaelic in the community.

Partners

Bòrd na Gàidhlig, Scottish Government (2018, Year of Young People) Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, High Life Highland, Skills Development Scotland, Highlands and Islands Enterprise, An Comunn Gàidhealach, Fèisean nan Gàidheal, Fèis Rois, Community Learning and Development Review Group, Community Planning, Local Gaelic Development Groups.

Summary of Current Practice

The Highland Council has:

- Created language support activities around the Council’s Associated School Groups, where Gaelic Medium Education is provided;
- Supported existing homework clubs, after-school clubs and activities and expanded activities where sustainable;
- Provided opportunities for inter-generational Gaelic usage;

- Organised coaching events for Gaelic Medium secondary pupils and included Gaelic in the Summer Activity Programme in partnership with High Life Highland;
- Developed a Gaelic arts, media and leisure programme including drama, film and sporting activities;
- Supported the football competition 'Cuach na Cloinne' and supported the development of the national schools' shinty competition 'Cupa Iomain na h-Òige'.

Proposed Outcome and Key Performance Results

- A programme of out-of-school activities for GME primary pupils will be organised in collaboration with key partners.
- A programme of events to support GM and Learner pupils in secondary education will be organised and delivered in collaboration with key partners.
- Services for Gaelic-speaking senior citizens will be provided in collaboration with relevant partners.
- Highland Council Officers will work in collaboration with partners to support local community Gaelic Plans with a focus on schools, young people and parents.

Enabling Actions	Target Date	Service/Team
(i) Create language support activities around the Council's Associated School Groups where Gaelic education is provided.	October of each school session	CL&D
(ii) In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic.	Annually	CL&D
(iii) Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic.	October of each school session	CL&D
(iv) Continue with and support a programme of community-based adult learning classes.	Annually	CL&D
(v) Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic.	Annually	CL&D
(vi) Establish a programme of training for Gaelic tutors.	Annually	CL&D
(vii) Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people.	May of each school session	CL&D
(viii) Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO.	Annually	CL&D
(ix) Enhance community learning and development liaison within stand-alone Gaelic education provision.	September of each school session	GDO

(x) Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools.	September of each school session	GDO
(xi) Create opportunities through Provincial Mòd organisers that allow inter-generational exchange of skills and ideas, leading to greater confidence in language usage by young people.	Annually	GDO
(xii) Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the Highlands but open to schools across Scotland).	September of each calendar year	CL&D GDO
(xiii) Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan.	Annually	CL&D
(xiv) Work with partners to provide opportunities to develop transferable skills through events such as GM Primary Schools debating and heritage activities.	September of each school session	CL&D

Theme 2 – Gaelic in the Community

2.2 Strategic Commitment

Contribute to and support Community Partnership Development Plans and link with existing groups to promote and support an inclusive approach to Gaelic. Continue to support and advise community groups in relation to Gaelic development and usage.

Partners

All the partners in the Community Planning Partnerships, Comunn na Gàidhlig, Comann nam Pàrant, Sabhal Mòr Ostaig, parental/ interest groups.

Summary of Current Practice

The Highland Council has:

- Developed marketing and awareness-raising events and material, promoting the many benefits of bilingualism, including pre-school developments;
- Organised Gaelic conversation classes;
- Organised progressive language classes;
- Worked with Sabhal Mòr Ostaig to develop an adult literacy course for fluent Gaelic speakers.

Proposed Outcome and Key Performance Results

- At least 50% of the Community Partnership Development Plans will include Gaelic as one of their strategic commitments.
- Over the lifetime of the Plan, the range of community-based adult learning provision will increase, leading to a rise in the number of learners, and the usage of Gaelic in a variety of situations.
- Initiatives which promote the use of Gaelic language in the home and community will be developed.
- Collaboration with and between local authorities will be increased.
- Usage of Gaelic language within the home and communities will be increased.

Enabling Actions	Target Date	Service/Team
(i) Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home.	May 2019	CL&D
(ii) Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education.	February of each school session	CL&D

Theme 3 – Gaelic in Education

3.1. Strategic Commitment

Contribute to national strategic partnership initiatives and policy formulation across Gaelic education.

Partners

Scottish Government, Bòrd na Gàidhlig, Education Scotland, Stòrlann Nàiseanta na Gàidhlig, Local Authorities, Further Education Institutions.

Summary of Current Practice

The Highland Council has:

- Through membership of the National Gaelic Education Strategy Steering Group and other forums, contributed to and engaged with, initiatives which inform and influence national policy and guidance;
- Engaged with Education Scotland and other partners to agree actions from its report of June 2011 *Gaelic Education: Building on the Successes, Addressing the Barriers*;
- Worked with partner agencies on a national Gaelic Education Workforce Planning Strategy;
- Engaged with other local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education.

Proposed Outcome and Key Performance Results

- National policy and guidance, where relevant, is influenced and enhanced by The Highland Council in consultation with staff.
- A national strategy will support the promotion, recruitment, education, placing and retention of school staff in order to achieve National Government targets for growth in Gaelic education.
- National partnerships will support the training and development of specialist Additional Support Needs staff in addition to associated educational resources for use in Gaelic Medium Education.
- The development, improvement and access to educational resources will be supported on an ongoing basis as part of a wider national agenda.
- The benefits of bilingualism through Gaelic education will be widely promoted.
- Opportunities will be provided to support and develop the linguistic skills and competence of Gaelic education staff, leading to improved teaching and learning experiences as part of a continued emphasis on the quality of Gaelic learning.
- Opportunities will exist for secondary pupils to develop awareness of the range of benefits associated with continuing their Gaelic education, prior to subject choices being made at key transitions (e.g. vocational and cognitive).
- Gaelic Primary Language Learning (PLL) teaching materials will be developed and enhanced on an ongoing basis and in collaboration with practitioners and other agencies to maximise their impact for learners.

Enabling Actions	Target Date	Service/Team
(i) Through membership of the National Gaelic Education Strategy Steering Group and other forums, contribute to and engage with initiatives which inform and influence national policy and guidance.	Each academic year	HofE AC&LM
(ii) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.	Each academic year	AC&LM WPM
(iii) In response to robust self-evaluation processes, establish working groups and workstreams to respond to areas for development as highlighted within a Local Authority Gaelic Education Operational Improvement Plan, contributing to national development priorities.	Each academic year	AC&LM GEO
(iv) Work with Partners on a national Gaelic Education Additional Support Needs Strategy, taking account of resource priorities for learning and teaching.	June 2019	HofASN GEO
(v) Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education.	June 2019	HofASN GEO
(vi) Ensure engagement and involvement with academic sources, research bodies, conferences, studies and reports which may inform and influence national policy, guidance and resources for our schools.	Each academic year	AC&LM GEO

(vii) Ensure that teachers engage in ongoing self-evaluation processes to support and inform developments associated with the creation and distribution of resources.	Each academic year	GEO
(viii) Continue to work in collaboration with partners in the production of generic Gaelic education marketing material in order to establish a national strategy for student teacher placements.	Each academic year	GT
(ix) Work in collaboration with partners to establish a baseline of linguistic competency and confidence for staff working across Gaelic education.	June 2019 June 2021 June 2023	GEO
(x) In collaboration with partners, develop and enhance linguistic competency as part of Career Long Professional Learning, through promotion and access to both Highland Council and external training opportunities.	Each academic year	GEO
(xi) Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils.	Each academic year	CL&D
(xii) Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10%.	August 2019 August 2021 August 2023	GEO GT
(xiii) Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources.	August 2019 August 2021 August 2023	1+2 DO

Theme 3 – Gaelic in Education

3.2. Strategic Commitment

Ensure that Gaelic education is embedded in The Highland Council's Strategic Education Improvement Planning.

Partners

Education Scotland, Bòrd na Gàidhlig, Northern Alliance

Summary of Current Practice

The Highland Council has:

- Taken Gaelic education into account within The Highland Council's Sustainable Schools Estate Review;
- Engaged with the 'Integrating Care in the Highlands' Project Team and carried out a Gaelic Impact Assessment;
- Ensured that Gaelic education requirements form part of The Highland Council's assessment of Additional Support Needs;
- Recruited a Gaelic Education Officer;
- Recruited a Gaelic 1+2 Development Officer;
- Recruited an Early Years Education Support Officer.

Proposed Outcome and Key Performance Results

- Gaelic education requirements will be assessed as part of the ongoing 'Estates Review'.
- Strategic Education reviews, assessments and developments will take account of potential implications for Gaelic education.
- Strategic Planning will facilitate the recruitment and retention of Gaelic education staff through promoted-post career opportunities.
- Pupils will develop a greater understanding of Gaelic language, culture and heritage across both English and Gaelic medium schools as part of learning entitlements focussed on Scottish Studies and incorporating Scottish history.
- Learning and teaching will be enhanced through ongoing work to deliver systematic approaches to Gaelic literacy development.
- Excellent support will be made available to all school staff as part of a continued emphasis on the quality of Gaelic learning.
- Additional Support Needs development areas will be highlighted and responded to as part of a policy review process.
- Gaelic Medium Primary Education Assessment Requests will be responded to within statutory timescales.
- The percentage of pupils learning Gaelic in English medium settings will increase.
(Target for Gaelic L2 schools: work towards 100% of pupils in P1-P7, receiving Gaelic through the 1+2 Approach).
(Target for Gaelic L3 schools: work towards 100% of pupils in P5-P7, receiving Gaelic through the 1+2 Approach).

- ICT Strategy Group will maximise opportunities for Gaelic education, taking account of software/App requirements e.g. keyboard, orthographic and spellcheck requirements.
- English medium pupils, in schools that have selected Gaelic as Language 2 (L2) or Language 3 (L3), will receive their entitlement to learning Gaelic by 2021, across those schools.

Enabling Actions	Target Date	Service/Team
(i) Ensure that Gaelic education is considered as an important component within The Highland Council’s estates and associated management meetings.	Each academic year	HofR EstsM AC&LM
(ii) Ensure that a lead officer for Gaelic education will support strategic education reviews, assessments and developments.	Each academic year	AC&LM
(iii) Encourage and support career development opportunities within Gaelic education.	Each academic year	GT
(iv) Ensure that all Highland School Improvement Plans will demonstrate measures that support the implementation and embedding of meaningful learning about Gaelic language, culture and heritage as part of entitlements to learn about Scotland through Curriculum for Excellence Social Studies delivery.	Each academic year	QIMs

(v) Work closely with Education Scotland and Stòrlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching.	June 2019	GEO STO
(vi) Ensure that Care and Learning Officers deliver ongoing, high-quality support for school staff, relevant to the unique context of our Highland schools.	Each academic year	GEO QIO
(vii) Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources.	June 2019	HofASN GEO
(viii) Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents.	November each year	AC&LM GT
(ix) Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices.	Each academic year	CLM GEO
(x) Enable staff delivering L2 and L3 Gaelic to have increased confidence in their level of Gaelic and use planners, online activities and other teaching resources.	June 2019 June 2021 June 2023	1+2 DO

Theme 3 – Gaelic in Education

3.3. Strategic Commitment

Build on established partnerships to continue to grow a professionally organised and trained staff to support the 0–3 Early Learning and Childcare sector.

Partners

Bòrd na Gàidhlig, Third Sector, Sabhal Mòr Ostaig

Summary of Current Practice

The Highland Council has:

- Established a three-year pilot partnership programme with Bòrd na Gàidhlig and the Care and Learning Alliance;
- Engaged with Bòrd na Gàidhlig and the Care and Learning Alliance through their Early Years Team, to carry out an assessment of the Gaelic-related training, staffing and resources/materials required to sustain growth in the sector.

Proposed Outcome and Key Performance Results

- In conjunction with Bòrd na Gàidhlig, provision in targeted areas will increase and existing groups will be strengthened.
- In conjunction with Bòrd na Gàidhlig, existing groups will be supported, and new resources will be developed.
- In association with partners, suitable training opportunities for new entrants to the sector will be established and professional development for the existing workforce will be provided.
- In collaboration with partners, the percentage engaging in 0–3 groups will be increased and transition to sgoil-àraich will be improved.
- Providers will be supported to move seamlessly to 1140 hours.
- Children’s awareness and exposure to Gaelic in pre-school settings, including partner centres and private childcare providers will increase by providing opportunities for staff to undertake appropriate training, including access to resources relevant to the development of the 1+2 language learning approach, and by supporting learner pathways into Gaelic education.

Enabling Actions	Target Date	Service/Team
(i) Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector.	Annually	AC&LM CL&D

(ii) In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers.	June 2019	AC&LM CL&D
(iii) In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare.	June 2019	AC&LM CL&D
(iv) Continue, in conjunction with Bòrd na Gàidhlig and Third Sector, to promote Gaelic education to pre-school children and families.	2018 to 2023	AC&LM CL&D
(v) Work with Partners to develop a training programme for Early Years staff engaged in Gaelic Language Learning to assist with all areas of Gaelic education.	April 2019	AC&LM CL&D

Theme 3 – Gaelic in Education

3.4. Strategic Commitment

Develop 3–18 Gaelic Education through a systematic and sustainable approach to increase the percentage of Gaelic Learners in establishments.

Partners

Scottish Government, Education Scotland, Bòrd na Gàidhlig, Gaelic Language Authority Network.

Summary of Current Practice

The Highland Council has:

- In partnership with the Scottish Government, delivered a new Gaelic primary school in Fort William and a new Gaelic primary school which opened in Portree in early 2018;
- Agreed a funding support formula with Bòrd na Gàidhlig for new developments and additional provision;
- Undertaken a Council-wide mapping exercise to identify the areas within, or between, Associated School Groups, where current Gaelic education provision (0–18) could be configured and/or strengthened to support and establish long-term sustainable Gaelic education provision;

- Identified Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision;
- Identified and supported 3–5 pre-school provision, in specific locations, to support the transition to Gaelic medium primary and secondary schools;
- Provided wraparound care provision for stand-alone Gaelic primary schools;
- Targeted Gaelic medium primary provision in Thurso, Ullapool, Portree, Dingwall, Tain, Nairn, Inverness and Fort William for development;
- Supported Gaelic Learner education through the Gaelic Primary Language Learning programme and the 1+2 Language Learning Approach, including training for staff;
- Initiated and researched the actions required to increase pupil numbers around the key transition stages from nursery to primary school, from primary to secondary school and within secondary stages;
- Developed links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1 and S2 might usefully be supported by primary teachers;
- Created parental promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism;
- Provided guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism.

Proposed Outcome and Key Performance Results

- Work will begin towards two new stand-alone Gaelic medium primary schools in The Highland Council area.
- The percentage of children and young people accessing Gaelic education will increase, supporting the attainment of Scottish Government targets.
- A Highland Secondary 'Core Gàidhlig Curriculum' will be considered in collaboration with key partners, leading to sustainability in the following areas: recruitment, training and retention of staff, focussed assessment areas, provision of resources, improved attainment and a clear pathway and expectations for pupils, parents and staff.
- Delivery will be supported, and growth will be encouraged within English medium schools that have opted for Gaelic as L2 or L3, for pupils learning Gaelic as part of the 1+2 Language Learning Approach.
- The percentage of secondary pupils studying Gaelic as Learners through the 1+2 Language Learning Approach will increase, supporting and improving transition at key stages, particularly from primary to secondary.
- Further Gaelic language learning opportunities will be provided for teachers delivering Gaelic as L2 or L3 (1+2 Approach) as part of Career Long Professional Learning, with a specific focus on Gaelic usage within education.
- The development of sustainable Gaelic education delivery will be supported through inter-authority liaison and collaboration.

Enabling Actions	Target Date	Service/Team
(i) Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools.	Ongoing	THC Directorate
(ii) Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth.	Annually	Care & Learning SMT
(iii) In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education.	June 2020	HofE AC&LM
(iv) Support ongoing professional development through a training programme to deliver 1+2.	Ongoing	1+2 DO
(v) Audit Gaelic medium capacity in existing provision in order to target and promote expansion.	June 2020	GEO GT
(vi) Identify and support 3–5 pre-school provision in targeted locations, taking account of the increase in hours of Early Learning provision, to improve the transitions to primary Gaelic education and in the longer term, secondary schools.	2020–2021 onwards	CL&D GEO
(vii) Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision.	Annually	CL&D

(viii) Respond to demand for full Gaelic wraparound care provision.	As required	FRC
(ix) Support staff in accessing a progressive and coherent curriculum for Gaelic Language Learning as part of the 1+2 approach in English medium settings. Encourage all schools which have GM provision to include Gaelic as an L2 for GM classes.	Annually	1+2 DO
(x) Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery.	Ongoing	AC&LM GEO EIO (VS)
(xi) Engage with stakeholders to identify an action plan to support and encourage transition at key stages, in order to maintain and develop pupil numbers.	June 2020	AC&LM QIM GEO
(xii) Develop links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1–S3 might usefully be supported by primary teachers.	As required	GEO GT
(xiii) Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism.	Annually	SMT GT
(xiv) Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism.	Annually	GT GEO

(xv) Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3.	Ongoing	AC&LM GEO 1+2 DO
(xvi) Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education.	As required	AC&LM WPM GEO EIO (VS)
(xvii) Encourage schools to promote GME on their websites.	Ongoing	HTs AC&LM

Theme 3 – Gaelic in Education

3.5. Strategic Commitment

Work with partners to review the learning materials and learning resources provided to support Gaelic education.

Partners

Scottish Government, Education Scotland, Bòrd na Gàidhlig, Gaelic Local Authority Network, Stòrlann Nàiseanta na Gàidhlig, Sabhal Mòr Ostaig, Scottish Qualifications Authority.

Summary of Current Practice

The Highland Council has:

- Undertaken an audit of the Gaelic education online learning material and resources currently available in Highland, including usage and uptake;
- Engaged with other local authorities, Stòrlann and partners to assess the current range of Gaelic education materials and resources, their delivery and outlined future development.

Proposed Outcome and Key Performance Results

- Standardised assessments will be in place at key stages in Gaelic Medium Education, in line with National Priorities.
- In conjunction with Partners, developments of Gaelic education including online learning materials, will be reviewed and supported.
- The use of Information Technology to support the sharing of educational materials to advance learning and teaching will be maximised.
- Gaelic Primary Language Learning materials will be developed in an ongoing manner in conjunction with Stòrlann and in response to practitioner feedback.
- Systematic guidance on the delivery of Gaelic grammar will be supported through a range of high-quality teaching resources.
- School staff will be better supported and resourced to meet the needs of individual pupils.

Enabling Actions	Target Date	Service/Team
(i) Work in collaboration with Education Scotland to deliver standardised assessments suitable for Gaelic Medium Education's model of delivery.	December 2019	HofE AC&LM

		GEO
(ii) Support Highland staff in sharing resources within a digital platform.	June 2019	CLM GEO EIO (VS)
(iii) Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes.	Ongoing	GEO
(iv) Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use.	Ongoing	1+2 DO
(v) Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources.	June 2019	HofE GEO STO
(vi) Highland Council Additional Support Needs Working Group work towards the development of policy and resource materials to support pupils with Additional Support Needs.	June 2019	GEO STO
(vii) Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources.	Ongoing	HofASN GEO STO

Theme 4 – Gaelic in the Arts, Culture and Heritage

4.1. Strategic Commitment

Engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, culture and heritage sectors.

Partners

Bòrd na Gàidhlig, Creative Scotland, Sabhal Mòr Ostaig, VisitScotland

Summary of Current Practice

The Highland Council has:

- Collaborated with members of the National Gaelic Arts Strategy Forum;
- Collaborated with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme;
- Engaged with BBC ALBA to identify areas where collaborative initiatives would be appropriate, including the potential for expanding Gaelic content on local radio stations within the Highlands.

Proposed Outcome and Key Performance Results

- The Highland Council will contribute to a contemporary and visionary Programme of Gaelic Arts, Culture and Heritage across the Highland Council area and beyond.
- The Highland Council, through the MOU with Sabhal Mòr Ostaig, will support their National Residency Programme.
- The Highland Council will organise and promote arts events supported by Creative Scotland and members of the National Gaelic Arts Strategic Forum.

Enabling Actions	Target Date	Service/Team
(i) Participate in the work of the National Gaelic Arts Strategy.	Autumn 2017 to Autumn 2023	GDO
(ii) Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities.	Each academic year	GDO

Theme 4 – Gaelic in the Arts, Culture and Heritage

4.2. Strategic Commitment

Increase the profile and usage of Gaelic within Council-funded organisations and events across the Highlands.

Partners

High Life Highland, An Comunn Gàidhealach, Fèisean nan Gàidheal, Fèis Rois, Comunn na Gàidhlig, BBC ALBA, FilmG, Ainmean-Àite na h-Alba, National Gaelic Arts Strategy.

Summary of Current Practice

The Highland Council has:

- Collaborated with An Comunn Gàidhealach to deliver Royal National Mòds, aiming to increase the number of participants and visitors to Royal National Mòds when they are based in the Highlands;
- Collaborated with An Comunn Gàidhealach to support Provincial Mòds, aiming to maximise competitor attendance at the 2014 Royal National Mòd in Inverness;
- Collaborated with the Blas Festival organisers to promote Gaelic arts productions by young people, for example viewings of their short films and drama events, and readings of creative writing;

- Collaborated with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands, promoting and increasing Gaelic in their outputs;
- Collaborated with High Life Highland and others to raise the profile and increase the use and visibility of Gaelic within High Life Highland and Council-supported visitor attractions, leisure facilities, museums, archive centres and events;
- Collaborated with Comunn na Gàidhlig to develop and support relevant sporting activities, e.g. football and shinty through the medium of Gaelic.

Proposed Outcome and Key Performance Results

- A successful Royal National Mòd will be held in Inverness in 2020.
- The Highland Council will increase the number of schools participating in Provincial Mòds and the Royal National Mòd and its associated activities, with a focus on learners.
- The Highland Council will increase the number of adult learners participating in Provincial and National Mòds.
- Though collaboration, use of Gaelic in Fèisean activities will increase.
- Through collaboration with High Life Highland, opportunities for the usage of Gaelic will increase as part of their service delivery.

Enabling Actions	Target Date	Service/Team
(i) Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017.	Autumn 2018 & Autumn 2021	GDO
(ii) Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy.	Autumn 2018 & Autumn 2021	GDO
(iii) Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds.	Annually	GDO
(iv) Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate.	October 2020	GDO
(v) Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs.	Annually	GDO
(vi) Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events.	Annually	STO GDO
(vii) Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic.	September each year	GDO

(viii) Support and promote arts events.	September each year	GDO
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Theme 4 – Gaelic in the Arts, Culture and Heritage

4.3. Strategic Commitment

Develop opportunities for people to engage with Gaelic through the arts and creative industries.

Partners

Sabhal Mòr Ostaig, MG ALBA / BBC ALBA, FilmG, Fèisean nan Gàidheal, LearnGaelic.scot, Comhairle nan Leabhraichean (Gaelic Books Council), Creative Scotland, National Gaelic Arts Strategy Group, VisitScotland.

Summary of Current Practice

The Highland Council has:

- Collaborated with Sabhal Mòr Ostaig to implement the projects agreed between both organisations under the Memorandum of Understanding;
- Collaborated with media specialists to develop short films and set up film clubs specifically around Associated School Groups where Gaelic education is provided;
- Collaborated with media and film-making professionals to support the annual Gaelic FilmG Awards;
- Collaborated with other agencies to develop a series of visiting Gaelic writers/authors in schools programme;

- Provided support and advice to local groups to attract funding for specific Gaelic projects based in the community;
- Developed links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales;
- Engaged with MG ALBA and the organisers of the Traditional Music Awards and hosted this event during the life of the previous plan;
- Revised the Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia to develop mutually beneficial educational, cultural and economic links.

Proposed Outcome and Key Performance Results

- The arts initiatives delivered under the Memorandum of Understanding between the Council and Sabhal Mòr Ostaig will continue to progress.
- Gaelic Short Films will be created and produced by young people in Gaelic education.
- The hosting of the Traditional Music Awards in the Highlands during the lifespan of the Plan will be negotiated.
- The hosting of the Celtic Media Festival in the Highlands during the lifespan of the Plan will be negotiated.
- In collaboration with Fèisean nan Gàidheal opportunities for people to engage with Gaelic in the arts and creative industries will be developed.
- The Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia will be maintained, including the centenary celebrations.

- Exchange visits will take place to areas where lesser-used languages are currently spoken.

Enabling Actions	Target Date	Service/Team
(i) Work with Sabhal Mòr Ostaig to implement the broad range of projects agreed between both organisations under the Memorandum of Understanding.	Each academic year	GDO CL&D
(ii) Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic.	Annually	GDO
(iii) Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards.	March each year	GDO
(iv) Continue to work with partners to develop a programme of creative writing workshops in schools.	March each year	GDO
(v) Continue to develop links with the broader linguistic and cultural diaspora, for example Nova Scotia and other countries with lesser-used languages such as Ireland and Wales.	October 2019	GDO CL&D
(vi) Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting.	October 2019	GDO CL&D
(vii) In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links.	Annual Review	GDO CL&D

(viii) Over the lifetime of the Plan, organise and support exchange visits for young people and adults.	October 2019	CL&D
	October 2021	GDO
	October 2023	

Theme 5 – Gaelic in the Workplace

5.1. Strategic Commitment

Continue to increase the status, profile, awareness and usage of Gaelic across all Council services.

Partners

Bòrd na Gàidhlig, Sabhal Mòr Ostaig, Ainmean-Àite na h-Alba, Wipro, Contractors

Summary of Current Practice

The Highland Council has:

- Ensured that when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic;
- Issued circulars to all Council Services, including Headquarters, Service Points and the Service Centre, complemented by a news release, reinforcing the message that customers who contact the Council in Gaelic are guaranteed a response in Gaelic;
- Developed 'Welcome' phrases for relevant Members or staff for use at meetings or other Council events, provided individual training or coaching where appropriate, and used the Council's online Bilingual Toolkit for support;
- Ensured that all services, as per policies, use the internal Gaelic Translation Service for quality and consistency.

Proposed Outcome and Key Performance Results

- Equal respect for Gaelic and English will be demonstrated across all Council Services.
- The use of Gaelic and commitment to Gaelic development within the third-party sector, including contractors, will increase.
- Gaelic will be recognised through the Gaelic Impact Assessment within corporate reports.
- A network of Gaelic contacts across Council Services will be renewed.
- A standard bilingual welcome for Council Reception staff, including the Service Centre and Service Points will be reinforced to signal increasing normalisation of Gaelic within the Council.
- The Gaelic elements on the Council website will be increased, restructured and consolidated as part of the developing digitisation process.
- The visibility of Gaelic across Highland Council facilities and properties, including schools, offices and public buildings will be increased.

Enabling Actions	Target Date	Service/Team
(i) Ensure that Highland Council Senior Management Team will continue to ensure that when Council policies and initiatives are	Quarterly	THC Directorate AC&LM SMT

being scoped, account is taken of the potential impact on Gaelic.		GDO
(ii) Work with contractors (third party sector) who provide services and work for The Highland Council to engage with and increase the use of Gaelic within their companies, encouraging them to support Gaelic and cultural events in the Highlands.	Annually	THC Directorate AC&LM SMT GDO
(iii) Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic.	Autumn 2018	STO
(iv) Update and refresh the Gaelic Toolkit which is currently available on the intranet.	Summer 2019	GDO STO
(v) Provide training for front-line staff to use the standard bilingual welcome phrases.	Summer 2019	GDO STO
(vi) Update the online Bilingual Toolkit for Members and The Highland Council staff.	Autumn 2019	GDO STO
(vii) Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency.	Ongoing	STO
(viii) Ensure that press releases relating to Gaelic matters will appear in Gaelic first on the Council's website, with a bilingual heading and a 'Read in English' option.	Summer 2019	CCT GDO STO

<p>(ix) Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners.</p>	<p>Autumn 2019</p>	<p>DS GDO STO</p>
<p>(x) Ensure that bilingual door signs, e-mail signatures and out-of-office messages will be actively offered and promoted to staff across The Highland Council services.</p>	<p>Autumn 2018 to Autumn 2023</p>	<p>STO</p>

Theme 5 – Gaelic in the Workplace

5.2. Strategic Commitment

Identify and provide opportunities for Elected Members and officers to learn Gaelic and improve their linguistic competence, in order to increase Gaelic usage.

Partners

Sabhal Mòr Ostaig, Bòrd na Gàidhlig

Summary of Current Practice

The Highland Council has:

- Engaged with the Learning and Development Team in relation to the staff Employee Survey;
- Reviewed the need for updated workplace Gaelic Awareness sessions for Members and Council Staff;
- Organised sustainable progressive language courses for staff;
- Explored the potential for using external funding sources to support Gaelic learning in the workplace.

Proposed Outcome and Key Performance Results

- Organisation of Gaelic Awareness Training for new Members as part of their Induction will continue.
- The number of Members and staff who participate in Gaelic language courses and awareness training will increase.

Enabling Actions	Target Date	Service/Team
(i) Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council.	Autumn 2020	CR GDO STO
(ii) Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff.	Autumn 2020	GDO STO
(iii) Explore the potential for using external funding to support Gaelic learning in the workplace.	Autumn 2020	CL&D GDO

Theme 5 – Gaelic in the Workplace

5.3. Strategic Commitment

Increase opportunities to raise the profile and use of Gaelic when working with external partners and relevant stakeholders.

Partners

Community Planning Partnership, Ainmean-Àite na h-Alba, Scottish Qualifications Authority, Stòrlann Nàiseanta na Gàidhlig, Faclair na Gàidhlig.

Summary of Current Practice

The Highland Council has:

- Contacted public sector organisations, including the GMòr agencies e.g. Forestry Commission Scotland, Scottish Natural Heritage, Crofting Commission, University of the Highlands and Islands, NHS Highland, Northern Constabulary, Highlands & Islands Fire & Rescue Service and Highlands and Islands Enterprise, in relation to the development of Gaelic Language Plans, Gaelic awareness or language learning courses;
- Undertaken an assessment of the demand for, and the potential to provide, opportunities for Gaelic-speaking senior citizens to speak and hear Gaelic within publicly funded care provision;

- Kept abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation;
- Worked in collaboration with and supported Ainmean-Àite na h-Alba, as the national experts on Gaelic place-names;
- Reviewed the Gaelic content within Standard Contracts, Service Delivery Agreements and associated Schedules.

Proposed Outcome and Key Performance Results

- The richness, relevance and consistency of Gaelic will be maintained, especially in relation to corpus development.
- The inclusion of Gaelic language criteria within Council grants, service delivery contracts, service level agreements and commercial contracts will continue.

Enabling Actions	Target Date	Service/Team
<p>(i) As part of the Community Partnership, continue to liaise with other Local Authorities, public sector organisations such as University of the Highlands and Islands, NHS Highland, Police Scotland, Highlands & Islands Fire & Rescue Service, and Highlands and Islands Enterprise, especially in relation to the development of Gaelic language plans.</p>	<p>Annually</p>	<p>AC&LM CL&D GDO</p>

(ii) Continue to liaise with organisations such as Forestry and Land Scotland, Scottish Natural Heritage and Crofting Commission, to signpost provision of Gaelic awareness or language learning courses across Highland.	Quarterly	GDO
(iii) Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation.	2018–2023	STO
(iv) Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names.	2018–2023	STO GDO
(v) Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules.	Autumn 2020	CR Directors STO
(vi) Maximise the use of digital technology and social media.	Quarterly	CCT GDO STO

Theme 6 – The Social, Economic and Cultural Value of Gaelic

6.1. Strategic Commitment

Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.

Partners

Scottish Government, Bòrd na Gàidhlig, Highlands and Islands Enterprise, VisitScotland, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, An Comunn Gàidhealach, Ainmean-Àite na h-Alba, High Life Highland, City Region Deal, Fèisean nan Gaidheal, Fèis Rois.

Summary of Current Practice

The Highland Council has:

- Added ‘Gaelic Impact’ to internal Service process checklists, in order that the potential for increasing the visibility and use of the language is addressed at project planning stages;
- Collaborated with developers to secure a higher profile and visibility for Gaelic in commercial and retail developments, and in wider economic planning and development initiatives;

- Collaborated with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments;
- Engaged with The Highlands of Scotland Film Commission to establish where the profile and use of Gaelic can be further developed in its business area;
- Established how we can increase the audience, participant and sponsorship engagement with Gaelic-related events in the Highlands, including the Royal National Mòd;
- Developed the Council's agreement with VisitScotland in the promotion of the Highlands' distinct culture, including featuring Gaelic in marketing campaigns;
- Collaborated with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd;
- Supported and encouraged Fèisean nan Gaidheal and Fèis Rois in their efforts to sustain and develop Gaelic skills and jobs.

Proposed Outcome and Key Performance Results

- The Council will continue to work with key partners to fully realise the potential benefits highlighted in Ar Stòras Gàidhlig research.
- The Highland Council area will be promoted as a positive tourist destination in relation to culture and heritage.
- The Highland Council area will be promoted as a prime location for the film and advertising industry.

- The commercial profile of Gaelic in events such as the Royal National Mòd, Celtic Media Festival and Na Trads will be increased.
- The commercial profile of Gaelic in events and activities such as Lochaber mountain biking, golf, cycling and marathons will be raised in order to target the promotion of increased Gaelic visibility in retail and commercial development signage.
- The role of Fèis Cèilidh Trails, and local Fèisean in supporting initiatives which strengthen the use and profile of Gaelic within economic development and cultural tourism in the Highland area will be increased.
- A positive image of Gaelic and raising awareness through the creative industries, Gaelic media and Gaelic arts will be promoted.
- Work will be undertaken with developers to secure a higher profile and visibility for Gaelic in commercial, retail and residential developments, and in wider economic planning and development initiatives to promote the social, economic and cultural value of Gaelic.
- The economic benefits of Gaelic and bilingualism alongside culture and heritage, especially in relation to market research specialists will be promoted.

Enabling Actions	Target Date	Service/Team
(i) Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment.	Annually	GDO PT&FO

(ii) Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland.	Ongoing	GDO PT&FO
(iii) Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry.	Ongoing	GDO PT&FO
(iv) Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries.	Annually	GDO PT&FO
(v) Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events.	Annually	GDO PT&FO
(vi) Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage.	Annually	Directorate STO
(vii) Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments.	Ongoing	STO GDO PT&FO
(viii) Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands.	Ongoing	GDO PT&FO
(ix) Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands.	Autumn 2021	GDO PT&FO
(x) Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands.	December 2020	GDO

Theme 6 – The Social, Economic and Cultural Value of Gaelic

6.2. Strategic Commitment

Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice.

Partners

Scottish Government, Bòrd na Gàidhlig, Highlands and Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, BBC, MGALBA, Comunn na Gàidhlig, Further Education Institutions, and University of the Highlands and Islands.

Summary of Current Practice

The Highland Council has:

- Developed targeted campaigns advising on Gaelic careers and skills, outlining: the educational, economic and cultural benefits of bilingualism; the breadth of careers options and opportunities that Gaelic provides; assessing the potential for modern apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers;

- Under the terms of the 2011 Memorandum of Understanding, collaborated with Sabhal Mòr Ostaig, developed partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management and adult learning collaboration;
- Supported and expanded opportunities for young people to gain work experience in a Gaelic environment within the Highlands through, for example, Sgeama Greis Gnìomhachais;
- Supported the University of the Highlands and Islands Gaelic Bursaries Scheme.

Proposed Outcome and Key Performance Results

- Marketing and communications campaigns, supporting Gaelic careers and workforce planning, will be continued.
- There will be targeted initiatives for early years, primary and secondary school teachers, support workers, adult learning tutors, and care sector workers.
- A suite of projects will be updated, agreed and delivered annually with Sabhal Mòr Ostaig under the terms of the Memorandum of Understanding.

Enabling Actions	Target Date	Service/Team
<p>(i) Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers.</p>	Annually	HofE QIMs GT
<p>(ii) Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration.</p>	Quarterly	GDO CL&D
<p>(iii) Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme.</p>	Annually	GDO
<p>(iv) Make Gaelic learning training available to Customer Service staff.</p>	Annually	ET&D STO

8. Monitoring

The Highland Council Gaelic Language Plan will be monitored by the Gaelic Strategy and Implementation Group, and the formal Highland Council Strategic Committees – People, Place and Governance, as appropriate, as referenced on page 6.

8.1 Monitoring and Reporting Arrangements

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 Highland Council's website.

9. Appendices

In line with Bòrd na Gàidhlig requirements, an appendix is included with the Plan submission.

Appendix 1.

A summary report outlining the outcomes of the public consultation.

10. Glossary

AÀA	Ainmean-Àite na h-Alba
ACG	An Comunn Gàidhealach
ASG	Associated School Group
BnaG	Bòrd na Gàidhlig
CALA	Care and Learning Alliance
CLAD	Community Learning and Development (Review Group)
CnaG	Comunn na Gàidhlig
CnamP	Comann nam Pàrant
CNES	Comhairle nan Eilean Siar
ES	Education Scotland
FnanG	Fèisean nan Gàidheal
GE	Gaelic Education
GLAN	Gaelic Local Authority Network
GME	Gaelic Medium Education
HIE	Highland and Islands Enterprise
HLH	High Life Highland
LA	Local Authority
MoU	Memorandum of Understanding
NA	Northern Alliance
NGAS	National Gaelic Arts Strategy
PC	Parent Council
SDA	Service Delivery Agreement
SDS	Skills Development Scotland
SG	Scottish Government
SMO	Sabhal Mòr Ostaig
SP	Scottish Parliament
SQA	Scottish Qualifications Authority
THC	The Highland Council
UHI	University of the Highlands and Islands
Wipro	Information Technology Company to The Highland Council

The Highland Council Glossary

AC&LM	Area Care & Learning Manager
CCT	Corporate Communications Team
CL&D	Community Learning and Development (Gaelic)
CLM	Curriculum Liaison Manager
CR	Corporate Resources
D&I	Development and Infrastructure
DS	Digital Services
EIO	Education Improvement Officer
EstsM	Estates Manager
ET&D	Education Training and Development
FRC	Family Resource Coordinator
GDO	Gaelic Development Officer
GEO	Gaelic Education Officer
GT	Gaelic Team
HofASN	Head of Additional Support Needs
HofE	Head of Education
HofR	Head of Resources
HT	Head Teacher
PTFO	Principal Tourism and Film Officer
QIM	Quality Improvement Manager
QIO	Quality Improvement Officer (Staff)
SMT	Senior Management Team
STO	Senior Translation Officer
VS	Virtual School
WPM	Workforce Planning Manager
1+2 DO	1+2 Development Officer (Gaelic)

11. Contact Details

The Senior Officer with operational responsibility for overseeing preparation, delivery and monitoring of The Highland Council's Gaelic Language Plan is:

Care and Learning Area Manager (West)

Care and Learning Service

Gaelic Team

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Queries about the day-to-day operation of the plan should be addressed to:

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