

**The Highland Council  
Comhairle na Gàidhealtachd**

**Gaelic Committee  
Comataidh Gàidhlig**

**1 December 2011  
1 Dùbhlachd 2011**

|             |                |
|-------------|----------------|
| Agenda Item | <b>5</b>       |
| Report No   | <b>G/29/11</b> |

**GAELIC LANGUAGE PLAN 2007-11 – IMPLEMENTATION REPORT**

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

**Summary**

This Report provides Members with a progress report on implementing the Highland Council Gaelic Language Plan 2007-11.

This Report contributes to Strengthening the Highlands theme 'What we will do for Communities and Older People', specifically the commitment 'We will implement the Gaelic Language Plan and will review it annually. We commit ourselves to the principle of equal respect for Gaelic and English and we recognise the diversity of indigenous language and dialects within the Highlands'

**1. Background**

In May 2008, The Highland Council was the first organisation to gain Bòrd na Gàidhlig approval for its statutory Gaelic Language Plan. As a four year development plan under the Gaelic Language (Scotland) Act 2005, it is therefore scheduled to be renewed around May 2012. The Council submits an annual implementation Report to Bòrd na Gàidhlig; and this Report will be sent to the Bòrd, subject to Members' approval.

- 1.1 The table at **Appendix 1** outlines progress in implementing the Objectives within the Plan.

**2. The Gaelic Language Plan Implementation Assessment**

- 2.1 Appendix 1 provides the implementation status in delivering forty five Objectives outlined under five Areas for Development identified in the Plan. These Area are; Gaelic in Council Services, Raising Awareness of Gaelic, Gaelic in the Home, Gaelic in Education and Gaelic in the Community.

- 2.2 The Assessment Markings are as follows:

✓ Progressing well or on target  
= Performance is being maintained  
M Mixed performance – positive and negative movement in indicators  
X Commitment not met (no significant progress)

- 2.3 Members will note that 35 of the 45 objectives within the Plan are progressing well or on target; delivery performance is being maintained on 8 objectives and

2 have a mixed performance. Some of the work commenced in this first Plan is ongoing; and will be further strengthened in the second generation Plan 2012-16. The experience and knowledge gained and the developments initiated, have informed both the process and the content of Gaelic Language Plan 2012-16 and the priorities for Gaelic in the next few years.

### **3. Implications**

There are no implications arising from this Report.

### **4. Recommendations**

#### **4.1 Members are invited to:**

- Approve the progress report on implementing the Council's Gaelic Language Plan 2007-11 at Appendix 1;
- Agree that this be submitted to Bòrd na Gàidhlig.

Signature:

Designation: Director of Education, Culture and Sport

Author Kenneth A. Murray, Gaelic Development Manager

Date: 22 November 2011

Background Papers:

## APPENDIX 1: THE HIGHLAND COUNCIL GAELIC LANGUAGE PLAN 2007-11 – IMPLEMENTATION REPORT

### Assessment Marking

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### AREA FOR DEVELOPMENT - GAELIC IN COUNCIL SERVICES

| Objective   | Commentary  | Performance Assessment |
|---|---|------------------------|
| Public guaranteed a reply in Gaelic to correspondence   | Responses are provided to emails and letters written to the Council in Gaelic and the translations officer within the Gaelic Team ensures that these are of the highest quality.  | ✓                      |
| Bilingual reports, documents and forms  | Through the use of the translations officer, a number of documents are available both bilingually and in Gaelic alone. All public information leaflets and brochures include Gaelic headings and sub headings. Appropriate documents also include Gaelic executive summaries. This is being monitored and implemented via the Public Relations team in the Chief Executive's Office. This will also be taken forward as part of GLP 2012-16.                      | ✓                      |
| HC will regularly publicise the fact that the public can communicate with Council staff orally in Gaelic                      | In order that any member of the public can communicate orally in Gaelic, the Service Centre Manager would direct oral Gaelic queries to the Gaelic Team. This will also be taken forward as part of GLP 2012-16.  | ✓                      |
| HC will regularly publicise the fact that Council Services are increasingly being made available through the medium of Gaelic | Twice a year Directors send out an electronic memorandum informing staff of the Gaelic Language Plan and what services are available through Gaelic. The Council's Annual Performance report; which is a full colour 16 page tabloid aimed at all households, also contains information on Gaelic activities. The publication itself has bilingual headings and sub headings. In common with other Council Committees, the Gaelic Committee is also webcast live. | ✓                      |
| Information available on Gaelic careers   | Guidance Staff in Secondary schools, link with Skills Development Scotland (SDS) and Bòrd na Gàidhlig. Council also supports the Gaelic Student Placement Scheme administered by Comunn na Gàidhlig. Discussions have already taken place with SDS and this will be progressed in GLP 2012-16.  | =                      |

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| Increased availability of staff able to communicate with the public Gaelic | Staff attending Ulpan Courses receive a discount. An further audit/survey of staff skills/competence in Gaelic is scheduled in GLP 2012-16   | ✓ |
| Staff able to develop their competence in Gaelic                           | HC staff attending Ulpan Courses receive a discount. In GLP 2012-16, we are also looking at establishing greater interest and more sustainable class sizes and in learning Gaelic across the public sector. We will seek to create a Gaelic learning partnership between the Council, Forestry Commission Scotland, Scottish Natural Heritage, the Crofters Commission and perhaps Northern Constabulary and the Highlands & Islands Fire and Rescue Services. | ✓ |
| Tuition in language skills   | HC staff attending Ulpan Courses receive a discount on their course fees.  | ✓ |
| Raise awareness of Gaelic in the place of work                             | Gaelic Awareness events have been held across the Council area. The Council's internal publications, newsletters etc carry information about Gaelic developments, when relevant, and also have bilingual headings and sub headings.  | ✓ |

### AREA FOR DEVELOPMENT – RAISING AWARENESS OF GAELIC

| Objective   | Commentary   | Performance Assessment |
|---|--|------------------------|
| Marketing strategy aimed at raising awareness of Gaelic and promoting a positive image of it. | The strategy has not been developed, but the Council includes Gaelic on public documents that are distributed to homes across the Highlands e.g. Council Tax, Annual Performance Assessment and Budget documents. The Council also produced a leaflet outlining the benefits of bilingual education through Gaelic; and this will be taken forward as part of GLP 2012-16. | =                      |
| The profile of Gaelic is raised through bilingual signage                                     | Road signs are being replaced on a rolling programme. School and Council buildings have Bilingual signage, which are being replaced on a rolling   | ✓                      |

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|  | programme. Core Paths Network are also replacing signs; all in accordance with the Council policy on bilingual signage.  |   |
| Promote awareness of the HCGLP and the council's commitment to Gaelic, through the Council's website | Information available on the website. Basic language learning phrases and a database of Gaelic words are available on the web-portal. Bilingual press releases are available on topics relating to Gaelic and cultural events with a strong Gaelic roots such as the Blas Festival and Am Baile. This will also be taken forward as part of GLP 2012-16. | ✓ |

### AREA FOR DEVELOPMENT – GAELIC IN THE HOME

| Objective   | Commentary   | Performance Assessment |
|---|--|------------------------|
| Widespread critical awareness of the importance of home and family in enabling children to learn Gaelic | Gaelic parents' workshops and Gaelic awareness and information days. GME information pack raises awareness for parents. This is being taken forward as part of our wider community engagement work and as part of GLP 2012-16.   | ✓                      |
| Parents have access to advice and information on Gaelic in the home                                     | Through Gaelic information days run in the local communities in partnership with other Gaelic agencies and schools. Parents' workshops. Community Learning staff provide advice and support to parents along with partner organisations such as Bòrd na Gàidhlig, Comunn nam Pàrant and CnaG. This will also be taken forward as part of GLP 2012-16   | ✓                      |
| Parents learning Gaelic   | Gaelic parents' classes are offered where there is parental demand for classes. There are conversational classes running in areas throughout Highland e.g. Dingwall and Nairn and there are Ulpan classes for which parents of children attending GM get a 50% discount for course fees. The Gaelic family learning week initiative offers parents a week long course in Gaelic tuition. New areas for Gaelic adult learning opportunities are being scoped and work on this will be | ✓                      |

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|   | taken forward as part of GLP 2012-16.   |   |
| Practical support for Gaelic in the home      | Parents' workshops offered by Community Learning staff - parents are provided with all relevant information on how to support children in the home. Parents can access lending resources through the GM schools and Community Learning staff and access new resources including online support such as gaelic4parents.com and learnghaelic.net. This will be taken forward as part of GLP 2012-16   | ✓ |
| New parents, raising Gaelic speaking families | GME information for parents pack is available in all GM schools and Gaelic learning and leisure offices – contains up-to-date information for parents. Support to cròileagain groups and parent and toddler groups such as Ceuman Beaga and Rionnagan Beaga. Lochcarron 0-5 Gaelic group receive ongoing support. Lending resources are provided in schools through learning and leisure which contain Gaelic learning materials to support parents and children. Support for parents through Comunn nam Pàrant – parent mentoring scheme. Development in this area will also be taken forward as part of GLP 2012-16 | ✓ |

### AREA FOR DEVELOPMENT – GAELIC EDUCATION

| Objective  | Commentary   | Performance Assessment |
|--|--|------------------------|
| Expanded Gaelic medium pre-school provision with initial 2011 target of 10% increase | There has been some expansion in the Council Area, eg Glenurquhart and SMO. Falling rolls in areas has had an impact on this development.  | =                      |
| Expansion of Gaelic childcare and 0-3 Gaelic medium groups                           | Strategic mapping of the GM provision around ASGs is currently being undertaken. Continued development of Ceuman Beaga initiative with parents and children 0-3. Almost all the play leaders in the 0-3 age group are fluent in Gaelic. A few are learners with 3 groups having no Gaelic staff. Meetings have | =                      |

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|   | taken place with Bòrd na Gàidhlig to take action in this area and we are taking forward a pilot initiative involving 5 FTE early years workers across the Council area. This will also be taken forward as part of GLP 2012-16  |   |
| Extended Out-of- School care options  | BSGI, Fas Mor at SMO and limited places at Nairn, are available. Discussions are taking place on the needs in Ft William and Portree and these will be taken forward as part of GLP 2012-16.  | = |
| Raised awareness of Gaelic medium education   | Annually, prior to enrolment in Nursery and for P1, information packs sent to schools that have Gaelic Medium provision. A new GME leaflet, extolling the benefits of bilingual education, was produced in December 2010. This will also be taken forward as part of a marketing plan outlined in GLP 2012-16   | ✓ |
| Bilingual environment in schools which host GM classes and schools designated as Gaelic Schools but which have English medium departments | All schools have bi-lingual signage and letter heads. In all schools with GM classes, some school gatherings/Assemblies include Gaelic, either from visiting speakers/Religious Pastors, staff or the pupils. In almost all schools with GM classes, GLPS is taught to the EM pupils at the upper stages.   | = |
| All-Gaelic schools  | BSGI was established as Scotland's first purpose built all Gaelic School. A two classroom extension to BSGI was completed built in summer 2010 and opened by the Minister for Learning and Skills in November 2011. This increased the capacity by up to 66 pupils. Sleat and Staffin Primary Schools have also been established as a Gaelic Medium schools with an English Department. Further progress on the Council's aspirations, with support from the Scottish Government, will be addressed as part of GLP 2012-16. | ✓ |
| Establish Bun-sgoil Ghàidhlig Inbhir Nis as the focus for a Gaelic speaking environment in Inverness                                      | Extra curricular activities available at BSGI – football, shinty, homework club and athletics. Volunteer groups – Stradagan, Highland Dancing and choir. Leisure activities for adults – badminton, sewing and coffee group. Lending Library available for parents and access to ICT in Parents' Room. Work shops   | ✓ |

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|  | with CnaP, Cnag, Feis. Inter authority residential group and summer activity programme, through the medium of Gaelic. This will be developed further as part of the Iomairt/Gaelic Forum/Gaelic Hub initiatives in Inverness and as part of GLP 2012-16.  |   |
| Expanded Gaelic Learners provision in the primary sector                       | Progress is being made but funding for GLPS had been reduced, but the planned programme as at 2011, will increase the number of schools offering GLPS to pupils. The reduction in GLPS funding will impact slightly on the number of teachers undertaking training during this period. It is important to ensure that staff allocated training continue to have an agreed number of training days, to ensure the continued successful delivery GLPS. To ensure appropriate standards, and to offer support to staff, the GLPS tutor will engage with staff through school visits, video conferencing and GLOW. Progress on this will be addressed as part of GLP 2012-16. | ✓ |
| Expanded Gaelic medium secondary provision                                     | Expansion in the Secondary sector has not been overly successful. The best practice can be seen at Portree, Ardnamuchan and more recently the IRA. Staffing issues continue to pose problems and the Council is trying to resolve difficulties as they arise. The supply of Gaelic teachers is also a national issue and will be addressed as part of the National Gaelic Language Plan and the Council's GLP 2012-16.  | M |
| A co-ordinated system of adult tuition in Gaelic will operate in the Highlands | Ulpan method provides learners with a structured system of Gaelic tuition; learners follow units and can relate to their own individual learning progression. There is also a data-base of all registered Ulpan students. Community Learning and Development staff continue to scope areas for future development, most recently in the north and north west. This will be taken forward in GLP 2012-16.  | ✓ |
| Activities to enable adult learners to develop                                 | Gaelic blethers – linking adult learners together from different areas. Community Ceilidhs, visit to other learners groups. Ùrachadh – learners came  | ✓ |



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| their Gaelic in informal settings  | together to share learning experiences, watched Gaelic cultural films. Badminton, stitch n' sew and health informal are all Gaelic adult leisure classes. Na h-Uiseagan is a Gaelic social group for adults who have learning needs – the group have written their own songs and also engage in Gaelic story-telling. A range of opportunities continue to be supported will also be taken forward as part of GLP 2012-16. Gaelic Learners outdoor weekend planned for March 2012.   |   |
| Classes on Gaelic spelling and grammar for fluent Gaelic speakers                                  | The Council has engaged with SMO and Aberdeen University to secure course for teachers who wish to improve spelling and grammar (Streap). The Council has also engaged with Bòrd na Gàidhlig to participate in training/CPD opportunities.   | ✓ |
| Highland Libraries making resources available for learners of Gaelic                               | A wide variety of material is available in Highland libraries. Simple guide for beginner to advance level courses, including audio visual material. The service also provides free online access to web translations and Gaelic websites can be provided through the Peoples' Network computers. Gaelic provision starts at pre school materials and the Highland Library service is in a unique position of being able to supplement the original contents of all Book start packs with additional Gaelic books. Funding is the gift of the Bòrd. Adult users can access books on loan or using the online catalogue service. The most popular means of leaning Gaelic is through Audio CDs, but basic grammar books, conversation and phrase books are also in demand. Highland libraries stock policy ensures the purchase of written or promoting Gaelic books. A few books are for reference only. The Council also has a specific Gaelic related Schedule in the service delivery contract with High Life Highland and continued collaboration will be taken forward as part of GLP 2012-16. | ✓ |
| The objective is that Gaelic be seen as part of the greater picture of Highland life – e.g. music, | School promote Feis activities in schools. In some areas, Gaelic singing is taught to GM pupils and in few schools, EM pupils join Gaelic choirs. The local  | ✓ |

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| drama, dance, shinty – and that the teaching of the language is set in this wider context | Mod and Royal National Mod are promoted in schools and the Council provides financial assistance to schools who attend the Royal National Mod. Drama groups are financed to enable them to visit schools and give GM pupils a broader experience of language, in different context. Council promoting and assistance given to Feis and Blas. A range of opportunities continue to be supported will also be taken forward as part of GLP 2012-16.  |   |
| Projects in schools and youth groups to enhance awareness of Gaelic language and culture  | Gaelic story-telling and Sgriobhadh sa Sgìre writing workshops have been delivered in GM schools. GM P7 days are organised for GM pupils- aim is to bring together P7 pupils before they enter S1 - they participate in outdoor education activities such as kayaking and archery. GM Transition days are offered in Dingwall. Gaelic Homework clubs run in a number of schools to support pupils with their Gaelic language and in return also support parents. GM inter-authority youth residential runs annually offering GM teenagers the opportunity to participate in a varied programme of activities such as outdoor education events, a Gaelic quiz and drama. Support to Sradagan groups – providing arts and crafts workshops. A range of opportunities continue to be supported will also be taken forward as part of GLP 2012-16. | ✓ |
| Set the teaching of Gaelic in a multi-media context                                       | Gaelic media workshops being delivered with pupils in Portree High School, BSGI, Plockton, IRA, etc. An Sgàilean Ur project delivered successfully. Club Sgailean is also being taken forward in conjunction with SMO and activities using a wide range of media are included as part of GLP 2012-16.  | ✓ |
| Links with other areas and cultures   | Links with Cape Breton, Nova Scotia. Council also met with Sami natives from Finland during a visit to the Highlands. Council officials met with Lodaigh Mackinnon from the Provincial Government of Nova Scotia, at the Royal National Mod in Stornoway in October 2011. Further engagement via weblinks is planned and will also be taken forward as part of GLP 2012-16.  | M |

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| Core-skills development and resources production and distribution  | Undertaken by Stòrlann and co-ordinated through MRG   | = |
| The Council provides leadership to organisations involved in Gaelic and Gaelic medium education and maximizes inter-agency cooperation to share experience and achieve best value. | The Council provides support and partnership to a wide range of organisations and initiatives: the Scottish Government, Bòrd na Gàidhlig, other Councils, Sabhal Mòr Ostaig; UHI, Comunn na Gàidhlig, Stòrlann, MRG, An Comunn Gàidhealach, Fèisean ann Gaidheal, Feis Rois, BBC Alba, etc. We are also seeking to build links with Forestry Commission Scotland, Scottish Natural Heritage the Crofters Commission, Northern Constabulary and the Highlands & Islands Fire and Rescue Service to maximise resources and learning opportunities. Partnerships will be developed as part of GLP 2012-16. | ✓ |

### AREA FOR DEVELOPMENT – GAELIC IN THE COMMUNITY

| Objective  | Commentary  | Performance Assessment |
|--|---|------------------------|
| Local Gaelic action groups developing a sense of a Gaelic community                  | Ongoing support to Badenoch and Glen Urquhart community groups. Partnership working with CNAG with their community groups, such as the Iomairtean in North Skye and Lochaber in Highland to deliver action plans. The Council will be discussing with Bòrd na Gàidhlig and others, the potential for more community-led forums, arising from consultation feedback on the Draft Language Plans. | ✓                      |
| Gaelic medium options included in programmes of leisure activities in areas with GME | Programme of summer activity events are incorporated into the summer programme for learning and leisure – linking in with colleagues through ILC meetings to identify where there is qualified leaders/coaches to deliver activities through the medium of Gaelic. Again, further work on this is included in GLP 2012-16.  | =                      |

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| Expanded Gaelic medium sports/recreational opportunities                                | Week long GM sports/recreational event offered in Easter to GM pupils in Portree as a pilot, event was fully booked. Gaelic family week based in Sleat offered in summer holidays is open to all GM families in Highland and includes a week long GM play scheme for children aged between 5-12; programme includes sport/drama/outdoor activities and arts and crafts. GM Shinty after school activities – Dingwall, Inverness. A range of opportunities continue to be supported will also be taken forward as part of GLP 2012-16.  | ✓ |
| A strategic approach to the development of Gaelic culture and the arts in the Highlands | This was substantially met through initiatives taken alongside the Year of Highland Culture. The Council has continued its partnership with other organisations to attract and deliver high quality cultural and arts events within the Highlands including the Blas Festival and the Royal National Mod.  | ✓ |
| Development of Gaelic cultural events and support for the organisations that run them   | Over the years, the Council has helped to establish many cultural events. It has encouraged, supported and funded events and Festivals that have significantly raised the profile of Gaelic. The Year of Highland Culture was important in this regard and, within funding restrictions, we continue to support for example the Blas Festival, Fèisean nan Gaidheal, Feis Rois and we have a Service Delivery Contract with An Comunn Gàidhealach. This Contract sees the Royal National Mod returning to the Highland Council area in 2014, 2017 and 2020. We will seek to progress arts and culture further, in partnership other organisations and with the recently appointed Gaelic Arts & Culture Officer, jointly funded by Bòrd na Gàidhlig and Creative Scotland. | ✓ |
| Development of the place of Gaelic in cultural initiatives                              | Over the years, the Council has helped to establish many cultural events. It has encouraged, supported and funded events and Festivals that have significantly raised the profile of Gaelic. The Year of Highland Culture was important in this regard and, within funding restrictions, we continue to support for example the Blas Festival, Fèisean nan Gaidheal, Feis Rois and we have a Service Delivery Contract with An Comunn Gàidhealach. This Contract sees the Royal National   | ✓ |

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|   | <p>Mod returning to the Highland Council area in 2014, 2017 and 2020. We will seek to progress arts and culture further, in partnership other organisations and with the recently appointed Gaelic Arts &amp; Culture Officer, jointly funded by Bòrd na Gàidhlig and Creative Scotland.</p> <p>The economic benefits of supporting the arts, media and heritage sectors will be taken forward as part of GLP 2012-16.</p> |   |
| Awareness of and increased availability of Gaelic books and other multi-media resources | Every library has a Gaelic section, promoted as such and purchases multiple copies of each new Gaelic title. Gaelic books can be made available on request to libraries where they are not stocked. A range of AV material is also held.   | ✓ |
| Improved representation of Gaelic in heritage establishments                            | All Council and Council funded establishments have Gaelic content in their interpretative material and are encouraged to develop their use of Gaelic in their day to day business. Rolling programme of Bilingual Signage. The Visitor Guidebook in the Highland Folk Museum was translated into Gaelic in 2011.   | ✓ |
| Raised awareness of local history, via inter-generational projects                      | Gaelic Place names, schools project and resources established in 2009. Ann a Còig project with some children at GM Schools. Am Bata project at Plockton. Applecross Heritage Project. Archive Service working with schools through local and outreach staff. Our past their future project   | ✓ |