

**Comhairle na Gàidhealtachd  
The Highland Council**

**Buidheann Buileachaidh na Gàidhlig – 20 Gearran 2014  
Gaelic Implementation Group – 20 February 2014**

Agenda Item	<b>4</b>
Report No	<b>GIG 1-14</b>

**Gaelic Language Plan 2012-16  
Draft First Annual Implementation Report 2012-13 to Bòrd na Gàidhlig**

**Report by the Director of Education, Culture & Sport**

**Summary**

This Report provides Members with a draft of the First Annual Implementation Report in relation to the Council's Gaelic Language Plan 2012-16, for approval.

The Report contributes to the delivery of:

- Government National Performance Outcomes 2, 3, 4, 5, 6, 7, 11, 13 and 16.
- Scotland's National Gaelic Language Plan across its Development Areas.
- The Programme of The Highland Council and its cross cutting commitment to "the principle of equal respect for the Gaelic and English languages, whilst also recognising the diversity of indigenous language and dialects within the Highland area"; and
- The Highland Council Gaelic Language Plan.

**1. Policy Context and Background**

- 1.1** Our Statutory Gaelic Language Plan was approved by Bòrd na Gàidhlig on 18 September 2012 under the Gaelic Language Scotland Act 2005.
- 1.2** The Act states that: "The Bòrd may require the authority to submit to it, by a date no earlier than 3 months after the date of the requirement, a report on the extent to which the authority has implemented the measures set out in the plan."
- 1.3** This Implementation Report, which covers the period 2012-13 is appended for Members' approval prior to formal submission to Bòrd na Gàidhlig.

**2. Recommendations**

Members are invited to:

- comment on the 2012-13 Draft Annual Implementation Report; and
- agree the Final Annual Implementation Report for submission to Bòrd na Gàidhlig

Designation: Director of Education, Culture and Sport

Date: 8 February 2014

Author: Kenneth A Murray, Gaelic Development Manager

## **THE HIGHLAND COUNCIL GAELIC LANGUAGE PLAN 2012-16**

### **ANNUAL IMPLEMENTATION REPORT SEPTEMBER 2012 - DECEMBER 2013**

#### **Introduction**

The Highland Council is proud to support and promote the Gaelic language, through its delivery in education and training, in community development, in the arts and culture sectors; and in tourism and economic development.

The Highland Council's Gaelic Language Plan 2012-16 covers Five Themes:

- Theme 1 - What we will do for Gaelic in the Home and in Communities
- Theme 2 - What we will do for Gaelic in Education
- Theme 3 – What we will do for Gaelic in the Workplace
- Theme 4 – What we will do for Gaelic in the Arts, Media & Heritage
- Theme 5 – What we will do for Gaelic in Economic Development

Implementation of the Plan is overseen by the Gaelic Implementation Group whose Membership is as follows:

Mr G Farlow  
Mr C Fraser  
Mr H Fraser (Chair)  
Mr J Gordon  
Mr C Macaulay  
Mr J McGillivray  
Mr K MacLeod  
Mr A M Millar  
Mr F Parr  
Mrs M E Paterson  
Dr A Sinclair

Substitute Members:

Mr D Fallows  
Mr E Hunter  
Mr B Murphy  
Ms K Stephen

#### **Policy Context**

The Highland Council prepared Scotland's first statutory Gaelic Language Plan in 2007 under the Gaelic Language (Scotland) Act 2005. The Council's second generation Gaelic Language Plan 2012-16, which was given statutory approval by Bòrd na Gàidhlig on 18 September 2012, built on the ambition and implementation of the original Plan.

The Gaelic Language Plan was prepared with reference and clear linkages to the Scottish Government's National Performance Outcomes; the targets and outcomes of the National Gaelic Language Plan, and the Programme of The Highland Council 2012-17. The Plan will also dovetail with continuing developments around Community Planning Partnership and Single Outcome Agreement initiatives.

#### **Delivery of the Plan**

The Gaelic Development Manager is responsible to the Director of Education, Culture and Sport for leading and managing the Council's Gaelic Language Plan across all Services within The Council. The Gaelic Development Manager has responsibility for the implementation of the Gaelic Language Plan, and any related plans and policies, through inter-service working within the Council, working in close association with the Scottish Government, Bòrd na Gàidhlig and in collaboration with other external organisations and Gaelic agencies.

The Gaelic Team's operational priorities are guided by the Strategic Aims, the Key Performance Results and the Enabling Actions outlined within the Plan. The Council continues to invest its own resources in Gaelic education, language and culture and, where appropriate, seeks to realign existing priorities and resources

The Council's Gaelic Team comprises the Gaelic Development Manager, Gaelic Development Officer, two Full Time Equivalent Gaelic Community Learning and Development Officers, a Senior Translations Officer and a Gaelic Resources Assistant. Vacancies exist for a Gaelic Education Officer and a Clerical Assistant, both of which are expected to be filled following due process.

The Council continues to explore all external partnership funding opportunities where appropriate. National funding streams, and a pragmatic partnership approach to delivery, have been of crucial importance to establishing and sustaining growth in Gaelic. The Council is strongly committed to a consensual and strategic national approach to Gaelic funding. Given the fiscal environment in which it operates, the Council is keen to explore imaginative and flexible funding approaches to support, for example, the establishment costs to facilitate growth across Gaelic Education provision.

## **Report on Action**

The five Themes in the Plan are underpinned by a range of associated Strategic Aims, Key Performance Results and Enabling Actions. The following outlines the Council's implementation actions, and ongoing delivery, across the Plan's Themes, from September 2012 to December 2013.

### **1. Theme 1 - What we will do for Gaelic in the Home and in Communities.**

**1.1 The Home and Communities** Theme has three Strategic Commitments (highlighted below) and outlined under these is an overview of the work commenced across these areas.

**1.2 Strategic Commitment 1** - We will institute a pan Highland partnership to create resources to encourage and support parents or guardians in using Gaelic in the home.

**1.3 Strategic Commitment 2** - We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education.

**1.4 Strategic Commitment 3** - We will play a principal role in establishing Community Partnership Development Plans around Gaelic Education provision in conjunction with parents and Gaelic organisations and based on the priorities in the National Gaelic Language Plan.

## What we are doing for Gaelic in Homes and in Communities

### Pre-school

**1.5** In early years, the Council support family learning within Ceuman Beaga groups based in **Aviemore** and **Drumnadrochit**. A new family group was also set up in **Fort William**. We organised Fun Days for toddlers in **Inverness**, a Toddler Fun and Open Morning in **Newtonmore** Primary school, an Open afternoon for pre-school parents and children at **Glenurquhart** Primary School, plus a variety of Gaelic Days in **Fort William, Portree, Plockton, Dunvegan, Gairloch, Bonar Bridge, Nairn, Sleat** and **Tain**; and a Gaelic Fun Morning in **Aviemore**, all aimed at promoting bilingualism and GME to families with pre-school children.

**1.6** The 0-5 GM Parent and child group in **Lochcarron** continued to be supported and commenced weekly taster sessions in the 13-14 school Session. If demand is sufficient, this will increase to 2 taster sessions per week after the 2013 Festive Break. We also supported and organised a Gaelic fun and information day for GM families in the **Thurso** area.

New packs of Family Learning Flashcards were developed to support family learning in the home.

### Primary and Secondary Schools

**1.7** The Council organised a wide programme of activities which provided young people with opportunities to use Gaelic in non-classroom situations. We managed and supported Homework Clubs in **Acharacle, Portree, Dingwall, Inverness** and **Fort William**, and these provided further linguistic support to GM children from non-Gaelic speaking homes.

**1.8** A bespoke Homework Workshop was held at **Bun-sgoil Ghàidhlig Inbhir Nis** to support parents and give them information on how they could help support their children's learning. Crèche facilities were provided and parents were able to access the *Gaelic4Parents* website live; in addition to other information they received from school staff.

**1.9** Events are also organised to support and encourage GM Primary to Secondary transition. In **Skye**, an event was organised and offered to all GM P7 pupils on the island. This facilitated participation in outdoor activities to enable the pupils to interact and engage with their Secondary school GM peers.

**1.10** Primary 7 pupils from **Bun-sgoil Ghàidhlig Inbhir Nis, Millbank Primary** and **Newtonmore Primary** school stayed at Badaguish Outdoor Centre for 3 days and took part in a variety of outdoor activities, maximising their Gaelic. At the end of the week they went to Edinburgh and visited Dynamic Earth and Holyrood Park, linking in with Comann Nam Pàrant Naiseanta's primary schools event.

**1.11** Easter and summer programmes of GM activities were organised for pupils to ensure children have access to, and are encouraged to use, Gaelic outwith the classroom setting. These activities included drama, sports, arts, outdoor education pursuits and skiing.

**1.12** The Council, in partnership with Sabhal Mòr Ostaig, continued organising an annual youth residential event - *Seachdain nan Deugairean* - for Gaelic high school pupils. Both fluent and learner pupils had the opportunity to attend the event; which

offered the pupils workshops in Media skills, Drama and Outdoor Education activities.

**1.13** Young people in Gaelic Drama groups in **Inverness** and **Dingwall** also took part in the National Theatre Connections Festival, culminating in a performance held in Eden Court, Inverness in April 2013.

**1.14** Pupils from **Inverness Royal Academy, Culloden Academy, Dingwall Academy** and **Fortrose Academy** joined together in a Gaelic residential trip to Belfast and Donegal at the end of March. The pupils took part in a mixture of outdoor activities as well as learning more about Ireland's cultural heritage.

**1.15** Older Secondary pupils, S5 upwards and college students were encouraged to help at after-school activities and clubs. This helped develop them personally and provided them with an opportunity to act as role models for younger children.

**1.16** In March 2013, the Council organised a Gaelic Careers event – *Siuthad!* - in conjunction with **Skills Development Scotland** in **Eden Court Theatre**, Inverness. This event encouraged young Secondary pupils to continue with their Gaelic up to qualification level. 102 pupils attended from all over **Highland** as well as some from **Argyll and Bute Council**.

**1.17** The Council, with some funding support from Bòrd na Gàidhlig, continued to develop a post that builds community and parental links around Bun-sgoil Ghàidhlig Inbhir Nis. This project also linked through to Inverness Royal Academy, in order to support pupils and parents at the crucial Primary to Secondary educational transition phase

### **Adult Learning and Community Engagement**

**1.18** The Council engaged in a wide range of Gaelic development activity across Highland communities. This is delivered both directly by the Council Gaelic Team and also through the Gaelic Team engaging with local and national partners, organisations and agencies to develop and deliver local community Gaelic Plans with a focus on early years, adult learning, youth and community projects.

**1.19** Given the Council's commitment to, and delivery of, Gaelic education, we undertook advisory, support and familiarisation sessions for parents and potential parents of GM pupils. We worked in partnership with **Sabhal Mòr Ostaig** and the **CLAD Gaelic Review Group** to deliver the annual Gaelic Family Week in **Sleat**. Parents attended adult learning classes, children under the age of 4 attended local Gaelic childcare facilities and GM pupils attended a week long play scheme. In 2012 there were 111 participants. In 2013 there were 135 participants.

**1.20** The Council organised Gaelic Adult Learning opportunities through the Ùlpan system and other Classes, for over 200 people. These included the parents of children in GME and classes were organised across **Inverness, Nairn, Drumnadrochit, Balnain, Fort William, Ballachulish, Dingwall, Portree, Auchtertyre, Ullapool, Plockton** and **Bettyhill**. This work is ongoing and, with support from the Gaelic Language Act Implementation Fund (GLAIF), is targeted for further expansion.

**1.21** In accordance with the Gaelic Language Plan, a review of Gaelic Adult Learning in Highland is underway. In the meantime, the Council continued to deliver Ùlpan courses in partnership with Bòrd na Gàidhlig and Deiseal Ltd and discussions will

continue concerning the future delivery and sustainability of Ùlpan classes across Highland; in particular concerning the frequency of lessons and the number of students on courses.

**1.22** The Council worked with Bòrd na Gàidhlig, North Highland College and Lews Castle College to re-develop the Gàidhlig Dachaigh and Gàidhlig Phàrant resources for adult learning and parental support.

### **South Area Gaelic Classes – to end June 2013**

**1.23 Inverness** – Nine Ùlpan classes covering all Units between Unit 37 and 144 ran up until the end of June. Two Gaelic Revision and Conversation Classes aimed at learners in the more advanced stages of Ùlpan also ran. Sixteen students completed all Ùlpan Units.

**1.24 Lochaber and Ballachulish** – In **Fort William** two classes reached Unit 46, another class completed up to Unit 31. A fourth class involved a merger of two previous classes and in June they completed Unit 103. The **Ballachulish** class completed up to Unit 28.

### **North Area Gaelic Classes – to end June 2013**

**1.25 Dingwall** - One Ùlpan class offered units 27-37.

**1.26 Tain** – The Council was considering a parents class in the area.

**1.27 Auchtertyre** - One Ùlpan class teaching units 47-57

**1.28 Plockton** - One Ùlpan class offering unit 86 onwards was re-advertised locally.

**1.29 Portree** - There were two Ùlpan courses at beginner/Advanced beginner level; offering units 19-29 and 25-34. The class at unit 72 was postponed until August 2013, due to low attendance. A monthly Gaelic book club was run for post unit 144 Ùlpan students. The Ùlpan Community Course organised by Aros was also supported by the Council.

**1.30 Bettyhill** - One Ùlpan class at Farr High school, offered units 52-62

**1.31 Gairloch** - Deiseal ran an Ùlpan tutor training session in the area and ran some Ùlpan taster sessions alongside the tutor training. There was local demand for an Ùlpan class in Gairloch but we were unable to identify an Ùlpan tutor in the area.

**1.32 Assynt** - Classes were provided with financial support to enable the continuation of the existing two classes.

**1.33 Lochinver** - Students at Ùlpan unit 65 and wished to progress to unit 72. Lochinver class finished the session at unit 72

**1.34 Stoer** - Students wereed at Ùlpan unit 96 and wish to progress to unit 144.

**1.35 Ullapool** - Two Ùlpan classes were running; one class offered units 43-53; the second class offered units 61-71.

1.36 A range of non-Úlpan community based classes were offered, where this was the preferred option; or where there was a specific request for parents' classes. For example, the annual **Gaelic Family Learning Week on Skye** was open to all Gaelic Medium parents in Highland and was held week beginning the 1 July 2013.

**1.37 Dingwall:** In Dingwall, three community based classes were run. An advanced conversational class; a beginner's conversational class with more than 50% of attendees Gaelic Medium parents; and an intermediate post-Standard Grade class had seven students enrolled. The three community based conversation classes commenced again in September 2013.

**1.38 Caithness:** The Parents' class in **Thurso** continued at the start of the 13-14 academic year. A beginners' Gaelic community based course started in **Wick** in March 2013 and 19 students attended the 26 week course. A second class in **Thurso** started in May 2013 with 40 students registered. A Gaelic learner social day was organised, to bring the two learner groups together.

**1.39 Dunvegan:** A new parent's course started in January 2013. The class was attended by the Parents of pre-school children in the area and re-commenced in September 2013.

**1.40 Bettyhill:** The intermediate level Community class continued in September 2013.

**1.41** Gaelic classes specifically aimed at supporting the parents of Gaelic medium pupils were also organised in areas with GM Education; or where provision is planned. This year classes ran in **Mallaig, Newtonmore, Drumnadrochit, Inverness, Dunvegan and Thurso.**

**1.42** The Council also worked in partnership with community groups to deliver Gaelic taster days and other learner opportunities such as the **Aviemore Gaelic Taster Day** held in June 2013. In November 2013, 15 Students participated in a Gaelic learners event held at **Glencanisp Lodge**, which offered three levels of tuition ranging from beginner to advanced.

### **Review of Gaelic Adult Learning Provision in Highland**

**1.43** Given the importance that the Council places on opportunities for Gaelic Adult Learning and the commitments in GLP 12-16, we are undertaking a review of the delivery of, and the demand for, Gaelic classes in Highland. This initiative also follows on from discussion at the February GIG at which Members "agreed that information be provided to a future meeting of the Group on the range of support provided for parents of children in GME."

**1.44** The review was scheduled to take place before the end of December 2013. Bòrd na Gàidhlig, CLI, Deiseal Ltd and Sabhal Mòr Ostaig are likely be involved; in order to ensure that we deliver Gaelic Adult Education opportunities that are appropriate for increasing learner numbers and which suit the needs of our communities and of current and prospective students.

**1.45** As mentioned earlier, this review is particularly important with regard to non-Gaelic speaking parents of GM pupils, and the work fulfils obligations in both the National and Highland Gaelic Language Plans. The review will include a consultation

and Student and Tutor Surveys.

## 2. Theme 2 - What we will do for Gaelic in Education

2.1 Theme 2 has five Strategic Commitments (highlighted below) and outlined under these is an overview of the work commenced across these areas.

### 2.2 Strategic Commitment 1 - We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.

- The Director of Education Culture and Sport (substituted when necessary by the Gaelic Development Manager) represented the Council on Bòrd na Gàidhlig's (BnG) **National Gaelic Education Strategy Steering Group** (NGESSG).
- The NGESSG progressed policy and partnership action in the birth to 3, Pre-school, Primary and Secondary School sectors. The NGESSG published a Draft **Gaelic Medium Early Years Strategy** and a Draft **Gaelic-Medium Teacher Education Strategy** in October 2013 and the Council is engaging with these initiatives.
- The **Management Review Group** for Gaelic Education brought together Local Authorities in receipt of Gaelic Specific Grant Funding. The Council is currently seeking collaborative action on Gaelic education resources and translations particularly for the Secondary sector support; and consultation on defining Gaelic Medium Education.
- The Council is also feeding in to a **Scottish Government review of GLPS** from October 2013. The Government's E-Survey closed on 14 December 2013.
- We also met with **Education Scotland** regarding its Draft Gaelic Language Plan; and to discuss the problems with resources and translation especially for Secondary sector support. We also pursued opportunities for collaborative working. We are also engaged in consultation on the future shape, direction and support requirements for Gaelic Medium Education; and Joan Esson (HMI) kindly agreed to attend the next meeting of the Council's Gaelic Education Improvement Group.
- The Council was also represented on Bòrd na Gàidhlig's national **Working Group on Gaelic Teacher Education and Workforce Planning** and is also contributing to national developments both with Bòrd na Gàidhlig and the NHS, on **Additional Support Needs** related to Gaelic Education.
- The Council worked with **Edinburgh University** about creating a partnership in relation to three new Gaelic and Education Degrees that they have developed. These Degrees secured conditional validation from the GTCS at the end of August 2013. The Council has distributed information about the Degrees to all Highland Primary and Secondary schools; in order to get the message out not only to pupils who have done Gaelic to Higher level or beyond but to those with little or no Gaelic, including pupils at schools that don't offer Gaelic.

### 2.3 Strategic Commitment 2 - We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.

- The future requirements of Gaelic Education continue to be factored into strategic discussions on the **Sustainable School Estates Review (SSER) on Skye**. The Gaelic Development Manager will be involved in this process.
- A Forward Look of Gaelic Education challenges and development is planned for the **South Education Area** in the 13-14 school Session. The Strategic Meetings of the Education, Culture and Sport Service's Senior Management Team, will assist with the implementation of the Education Theme in GLP 2012-16.
- The impact of the Government's "**600 Hours**" **policy relating to pre-school provision** is currently being scoped across the Council area. The possible impact on Gaelic pre-school provision is being factored into this exercise.
- The possibilities for Gaelic education were also embraced as an important element of the Council's policy development of the **Government's 1+2 Languages Agenda**. This work was in response to the Government's key commitment to *"introduce a norm for language learning based on the European Union 1+2 model - that is to create the conditions in which every child will learn two languages in addition to their own mother tongue. This will be rolled out over two Parliaments and will create a new model of language acquisition in Scotland"*.
- In October 2103, a **Gaelic Education Improvement Group** was formed to provide a forum to discuss and take forward issues related to Gaelic Education in Highland. Chaired by the Director of Education, Culture and Sport, it comprises the Gaelic Development Manager, the Workforce Planning and Staffing Manager and includes representation from Gaelic Pre-school, Primary and Secondary levels plus the Gaelic Education Resources Assistant. In addition there is a representative providing experience of Probationer engagement. The Group will meet quarterly and its work is intended to improve our consultation and communication with teachers on Gaelic Education policy and strategy, implementing the Council and National Gaelic Language Plans, establishing and prioritising the issues that the Council should prioritise and pursue, including Gaelic education staffing and supply cover, resources, CLPL (CPD) opportunities and In-Service provision, leadership development and providing wider networking opportunities. When appropriate, the Group may also be useful for speedy consultation on issues and initiatives that may arise on an ad-hoc basis.

#### **2.4 Strategic Commitment 3 - We will create partnerships to establish a professionally organised, well-resourced and sustainable 0-3 Gaelic Early Years sector.**

- The pilot project in the 0-3 sector is progressing well with a solid partnership being built between the Council, the Care and Learning Alliance and BnG. Early Years staff visited counterparts in Wales and this was hugely instructive and provided a challenging benchmark. Work continues to build local networks and to provide resources and materials plus the organising of parental events. We now have **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for some **300** children across Highland.

#### **2.5 Strategic Commitment 4 - We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.**

- Gaelic Primary Schools will be built in Ft William and Portree; and we plan to extend Bun-sgoil Ghàidhlig Inbhir Nis, we have established a new Gaelic Medium Department in Thurso and have planned expanded Gaelic provision in the new Inverness Royal Academy.
- An online GM map was made available on the Council website and we are targeting “marketing” for Gaelic Education in the greater Ft William area.
- The Council is scheduling pilots of the Fèisgoil initiative in the North and West Education Areas, in partnership with Fèisean nan Gàidheal. Fèisgoil aims to deliver language, music, arts and cultural services to schools that currently do not provide Gaelic education. The pilots, with each school receiving 10 weeks of Gaelic tuition from fluent speakers, are expected to commence in early 2014 with a view to being completed for assessment and review by Easter 2014.
- In order to collate the resources already available and translated for Gaelic Learner pupils in Highland, we secured 0.2 of a Gaelic Secondary Teacher’s time. This development support is being used to create a database of all the available Secondary level Gaelic Learners material, which will then be made available to all teachers and schools through the GLOW network. Following this, we will undertake a similar exercise in respect of the resources for Gaelic Medium subjects and Gaelic for fluent speakers.

## **2.6 Strategic Commitment 5 - We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.**

**2.7** The Gaelic Development Manager represented the Council on the Board of **Stòrlann Nàiseanta na h-Alba** – the national Gaelic Education Resources body. With colleagues on the Board, we continued to pursue the issue of Secondary sector resource creation and translation at this forum. Discussions have taken place with partner organisations to scope out a review of the resources available for Gaelic Education and we will also address this in 2014 as part of the Council’s Memorandum of Understanding with Sabhal Mòr Ostaig. Ongoing liaison takes place between the Council, Stòrlann and the Scottish Government including on how best to prioritise the creation of education resources across the 0-18 continuum.

## **Gaelic Education in Highland – A Snapshot on Our Building for the Future**

**2.8** We are in the third year of our partnership project with **Bòrd na Gàidhlig** and the Care and Learning Alliance to support and develop a professionally organised, properly resourced, long term, sustainable **Gaelic Birth to three early years sector**. There are **25** groups presently running in the Highland Council area involving some 300 children. Investment in training for play-leaders has up-skilled and strengthened the sector. New resources including books, flashcards and story-sacks have been developed along with a specific Gaelic blog on the CALA website. The project receives funding support from the Gaelic Language Act Implementation Fund (GLAIF); and stronger relationships and networks have been developed. Promotional work is ongoing in conjunction with partners.

**2.9** In **Lochcarron**, a weekly 0-5 GM Parent and child Gaelic taster session for has been organised to run between 22 October and December 2013. We are providing GME resources to ensure the group has ongoing support and if the demand for the

Gaelic sessions continues, the frequency may increase to two taster sessions per week after the 2013 Festive Break.

**2.10** In **Fort William** and in **Portree**, the Council is now pushing ahead with new standalone Gaelic Primary Schools; in partnership with the Scottish Government. An announcement on the outcome of the construction bids for the Fort William Schools is expected around November 2013 and a Reference and Stakeholder Group were established for Portree GPS in October 2013. We are formally engaged with parents and other stakeholders and we have commenced work on some marketing for Gaelic education in the Fort William area.

**2.11** In **Inverness**, the Council is examining options for further expansion of Bun-sgoil Ghàidhlig Inbhir Nis. In October 2013, Officers have commenced exploring the most effective and efficient way of configuring the overall site and the land available, to cope with the increase in pupil numbers.

**2.12** In **Thurso**, in August 2013, following several years of effort and parental perseverance, the Council opened a new Gaelic Medium Department in Mount Pleasant Primary School. Seven pupils are in Primary 1, with a further 19 enrolled in the nursery for the 13-14 school session.

**2.13** The new **Inverness Royal Academy** will have a six-classroom state of the art Gaelic Department when it opens in 2015-16. This provision has been included from the earliest plans for the school in order to secure the best possible Gaelic educational experience for pupils.

**2.14** The Council is about to embark on a Forward Look of **Gaelic Education in the South Area**. This will commence in the 2013-14 session and will identify the challenges for Gaelic Education in the pre-school, Primary and Secondary sectors encompassing Inverness, Nairn, Drumnadrochit, Badenoch and Strathspey. The review will examine what we can do to plan ahead as best we can, in order to avoid the constant “firefighting” which has been a feature of provision in some areas.

**2.15** **School Enrolment material for 2014** will be prepared soon and we will feed into that process to update and refresh the Gaelic Education information. The Director of Education Culture and Sport will issue a letter encouraging parents to enrol their children in the GME provision available in local GM catchments. This year, we also have a new information pack on Gaelic Medium Education from Bòrd na Gàidhlig - *Fios is Freagairt* - which includes a raft of information and advisory CDs/DVDs; and we can tailor the content of this resource to suit our requirements.

**2.16** In partnership with Bòrd na Gàidhlig the Council has been working on a **Teachers Questionnaire** which will be sent to all Highland schools early in 2014. This survey aims to find out about the existing Gaelic skills and interest in Gaelic amongst teaching staff. The survey will endeavour to identify teachers either without Gaelic or teachers whose Gaelic skills might need refreshing or development, who would be interested in switching to GM teaching.

### **Highland Council Gaelic Education Statistics - Academic Year 2012-13**

**2.17** The Council area has:

- **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for over 300 children.

- **18** Gaelic medium Council Nurseries and **4** partner centres providing pre-school Gaelic Education for 356 three and four year old children (including 2013 intakes);
- **21** Primary Schools providing Gaelic Medium Education for 784 pupils;
- **52** schools receiving Gaelic Learners in Primary Schools (GLPS) for 1371 pupils;
- **12** Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 364 pupils; and
- **12** Secondary Schools offering Gaelic Learners classes for 1487 pupils

**2.18** In a national context, Bòrd na Gàidhlig statistics for 2012-13 showed The Highland Council supporting Government targets through:

- **42%** of children in Scotland's Gaelic Pre-school Voluntary Groups;
- **36%** of Scotland's Gaelic Medium Nursery Children;
- **31%** of Scotland's Gaelic Medium Primary School pupils;
- **34%** of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers; and
- **50%** of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

**2.19** The year on year pupil totals in Gaelic Education provision in Highland from 2007 is outlined in the table below:

School Session	Nursery/ Commissioned Playgroups	Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2007-08	263	718	359	165	1373
2008-09	247	728	345	152	1485
2009-10	270	734	352	165	1421
2010-11	225	744	360	149	1469
2011-12	213	761	373	173	1286*
2012-13	292	784	364	211	1487

**2.20** The Council is keen to ensure that we are making relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. We will therefore include, in PRMS service monitoring, %age comparator figures showing the proportion of pupils in Gaelic education in comparison the overall school rolls. This will give a more complete overview of performance.

**Online Map of the Council's Gaelic Education Provision**

**2.22** The Council's website now contains an online map, referred to earlier in **2.5**, to show Highland parents - and parents who may be considering moving to the Highlands – the locations in which the 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 (taken from the school census figures as of late 2012);
- All Gaelic Primary School provision, the number of pupils, and the associated Secondary School; (taken from the school census figures as of late 2012);
- 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; (taken from the school census figures as of late 2012);
- A contact email for those who wish to know about Gaelic classes or Gaelic activities in communities.

**2.23** Depending on progress in the Birth to 3 sector, we may include information on these groups as we gather the data.

### **3. Theme 3 - What we will do for Gaelic in the Workplace**

**3.1** Gaelic in the Workplace has three Strategic Commitments (highlighted below) and outlined under these is an overview of the work commenced across these areas

#### **3.2 Strategic Commitment 1 - We will increase Gaelic usage and the profile of the Gaelic language and internal Gaelic services, across the Council.**

**3.3** Having commenced the Cross Service Liaison Group (CSLG), we will work to implement the Enabling Actions in the Plan; including for the implications for Gaelic to be on policy consideration checklists and also on the list of Implications on the template for Committee Reports. These will be pursued in conjunction with colleagues in the Chief Executive's Office.

**3.4** The creation of the Cross Service Gaelic Liaison Group is also the first step in creating a network of Gaelic contacts across services. The Gaelic Team has also held initial discussions with the Website Team to scope the restructuring and consolidation of the Gaelic elements on the Council Website.

#### **3.5 Strategic Commitment 2 - We will identify and provide developmental opportunities for Members and officers to learn Gaelic or improve their Gaelic skills.**

**3.6** The Gaelic Team and the Employee Development Unit have been working with CLÌ Gàidhlig to run a Gaelic in the Workplace resource for staff and Members in the Highland Council.

**3.7** Clì Gàidhlig is the organisation which focuses on enabling adult learners to achieve fluency in the language by providing a wide range of learning resources. CLÌ is also supported by Ruairidh MacLean (Gaelic Ambassador of the Year 2012) and he has been instrumental in developing a 2 hour course/resource '**Encouraging Gaelic Usage in the Council**' - **A Brosnachadh Cleachdadh na Gàidhlig sa Chomhairle**. The session took place on 22 February in the Council Chamber.

The Training Topics were as follows:

- Meeting and greeting people in Gaelic.
- Opening and closing a business meeting in Gaelic.
- Opening and closing a public meeting in Gaelic.
- Using Gaelic on the phone.
- Key words to recognise and understand in Gaelic conversation (things relevant to Council work)
- Using small amounts of Gaelic in letters and emails e.g. salutations and valedictions; and
- Practical use of the Gaelic Toolkit on the Council's Intranet

**3.8** The aim is to roll out the ***“Encouraging Gaelic Usage in the Council”*** training programme to staff based in Skye and Lochalsh, Lochaber, Inverness, Ross-shire and the North Area.

**3.9** We are also planning a new Gaelic Skills audit. We will firstly survey our teacher cohort and then the remaining staff. This involves liaising with external research partners and contacts to identify potential GM teachers, identify the strengths and weaknesses in Gaelic skills across the Council; and what actions might be required to improve the overall situation.

### **3.10 Strategic Commitment 3 - We will increase the use and profile of Gaelic in dealings with external partners, stakeholders and contacts**

**3.11** We are preparing to contact public sector partners in Inverness to ascertain the possibility of undertaking joint development work on Gaelic. For example, if we are able to pool staff on Gaelic language courses, this may make them more cost effective to organise and provided sustainable numbers.

**3.12** In November 2013, the Gaelic Implementations Group agreed to the commissioning of 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. Further work on this is planned with SDS in 2014.

**3.13** We also maintain links with academic experts on Gaelic orthography and, as illustrated by Ainmean Aite na h-Alba's presentation to the GIG, we continue to work closely with them as national experts on Gaelic place names.

**3.14** We also use the Cross Service Liaison Group to undertake an examination of Standard Contracts, Service Delivery Agreements and associated Schedules to ensure that the Gaelic content is in accordance with the Council's best practice and policies.

## **Theme 4 – What we will do for Gaelic in the Arts, Media & Heritage**

**4.1** The Arts, Media and Heritage Theme has three Strategic Commitments (below) and outlined under these is an overview of the work commenced across these areas.

### **4.2 Strategic Commitment 1 - We will engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, media and heritage sectors**

**4.4** With regard to the National Gaelic Arts Strategy Forum, the Council made early contact with Bòrd na Gàidhlig on developments in the national Gaelic arts and the Bòrd's collaboration with Creative Scotland. The Council will ensure that activity in this Theme will dovetail with partnership engagement which assists with the implementation of the Arts and Media Development Area in the National Gaelic Language Plan.

**4.5** The Council liaises with the National Gaelic Arts Strategy Advisory Forum; and our Gaelic Development Officer is a member of an Officer grouping that the Creative Scotland/BnG Arts officer brings together periodically.

**4.6** In addition, we are an integral part of the delivery of a suite of events and projects *Highland Homecoming*, scheduled for the autumn of 2014. This currently includes the Royal National Mod, which takes place in Inverness in October 2014, and to which the Council commits significant support.

**4.7 Strategic Commitment 2 - We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands.**

**4.8** The Gaelic Team is liaising and working with a number of partners including Bòrd na Gàidhlig, An Comunn Gàidhealach, Sabhal Mòr Ostaig, Fèisean nan Gàidheal, the Blas Festival, Fèis Rois, High Life Highland, BBC/MG ALBA and Comunn na Gàidhlig in relation to Gaelic in the Arts, Media and Heritage.

**4.9** The Council meets regularly with An Comunn Gàidhealach to take forward our partnership to deliver the Royal National Mod in Inverness in 2014.

**4.10** Given the raft of other events Scotland is hosting in 2014 including the Commonwealth Games, Ryder Cup, 2<sup>nd</sup> Year of Homecoming and the 750<sup>th</sup> Anniversary of the Battle of Bannockburn, Council officials will assist An Comunn to maximise the economic and cultural impact of the Mod.

**4.11** This will be particularly important in relation to the involvement of the public and the engagement with local businesses for the Inverness area. The importance of high quality opening and closing events and the delivery of the Mod Fringe will assume increasing importance in 2014.

**4.12 Strategic Commitment 3 - We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.**

**4.13** The Council has engaged with organisations and events with Gaelic links, to demonstrate our continuing support for the media, arts and creative industries. For example we:

- supported Fèisean nan Gàidheal, Fèis Ròis and the Blas Festival through direct funding and Service Delivery Agreements;
- supported Comunn na Gàidhlig to deliver Cuach na Cloinne – the national GM Primary School Football Competition;
- hosted and supported the last Scottish Traditional Music Awards Ceremony in Fort William in 2012 which, for the first time, was a bilingual event and broadcast by BBC ALBA;
- supported FILMG, the national Gaelic Film Awards - a number of schools in Highland produced films and, again, won awards;
- developed a writers/authors in schools programme with author D S Murray;

- organised a successful learning visit by Gaelic pupils from Inverness Royal Academy to counterparts in Ireland;
- liaised with the Provincial Government of Nova Scotia regarding the renewal of our Memorandum of Understanding; and
- have commenced planning events (emphasising our links with Nova Scotia/Canada) which we hope will form part of the Royal National Mod 2014.

**4.14** As evidenced by the foregoing, the Council is well into its stride in implementing the Arts, Media and Heritage Theme of the Plan. We are grateful to our partner organisations for their continued positive engagement; and to officers in other Council services and in High Life Highland for their support and enthusiasm.

## **Theme 5 – What we will do for Gaelic in Economic Development**

**5.1** The Economic Development Theme has two Strategic Commitments (highlighted below) and outlined under these is an overview of the work commenced across these areas.

### **5.2 Strategic Commitment 1 - We will create and support initiatives which strengthen the use and profile of Gaelic within general economic development and tourism in the Highlands.**

**5.3** The Council pursues community engagement and economic development aims within our Memorandum of Understanding with Sabhal Mòr Ostaig. The Kilbeg Village development; on whose Funding Group the Council is represented by the Director, Planning and Development, is a significant progressive economic initiative for the area. 2013 also marked SMO's 40<sup>th</sup> Anniversary. The Council's Gaelic Implementation Group met at the College in May 2013 and presented the College with specially commissioned commemorative gifts, including a flag.

**5.4** We have increased the profile of Gaelic in commercial and retail developments by providing bilingual signage on Finger Sign Posts around the City of Inverness; through bilingual signage in Boots and in McDonald's, in the Mercure Hotel and in Tesco, Asda and Sainsbury stores. We continue to liaise with colleagues internally and with Ainmean Àite na h-Alba to provide Gaelic names for housing and commercial developments.

**5.5** The Council also has bilingual signage on its buildings, on streets, roads, ports, ferry terminals and Harbours, and on the core paths network. This policy is also adopted by High Life Highland across its assets including archive centres and leisure facilities.

**5.6** We continued to foster and nurture excellent relations with high profile premier Gaelic cultural events such as the Royal National Mod and the Blas Festival. Whilst the profile and growth of the language is paramount in these events; the economic benefits that they bring to the Highlands are significant. We continued to work with partners to provide a higher profile for the economic benefits of Gaelic and bilingualism; alongside cultural and heritage profile and development.

**5.7** We are working with Planning and Development colleagues over a range of initiatives. Recently, we collaborated with the Highlands of Scotland Film Commission to increase Gaelic in that business area; to provide a bilingual app. We will also build and develop on our agreement with VisitScotland in the promotion of the Highlands' distinct culture; including featuring Gaelic in marketing campaigns.

**5.8** We are keenly aware that our funding for partners, including Fèisean nan Gàidheal, the Blas Festival and Fèis Rois, provides support for employment in these organisations; and we aim to underpin these as both economic and cultural priorities.

**5.9** We look forward to working for continued success for the Blas Festival and to welcoming the Royal National Mod to Inverness in 2014 and to Lochaber in 2017. We are also in discussions regarding the “Trads” – the Scottish Traditional Music Awards - and the Celtic Media Festival being held in the Highlands in the next couple of years. These events provide a high profile and multi-media platform for Gaelic and they also bring significant economic benefits to the Council area.

**5.10** We will work with partners to examine how we can increase the audience, participant and sponsorship engagement with Gaelic related events in the Highlands. In the run-up to Royal National Mod Inverness 2014, we will engage with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Mod.

**5.11** HIE, with support from the Highland Council, Bòrd na Gàidhlig, Scottish Natural Heritage, Creative Scotland, Argyll and Bute Council, and Comhairle nan Eilean Siar, has instigated a major project to research the Economic and Social Benefits of Gaelic. This is looking at ways in which Gaelic delivers economic and social value, and how that impact can be maximised.

**5.12** DC Research has gathered detailed information from businesses, communities and social enterprises which are currently using Gaelic as an asset. The research aims to identify examples of best practice in using Gaelic as an asset, highlight opportunities to scale up existing activity and develop a toolkit of analysed data and opportunities to guide organisations engaged in Gaelic development in supporting business innovation, internationalisation and sectoral development.

**5.13** An online Survey has recently been completed with view to publication of a Report in Spring 2014.

**5.14 Strategic Commitment 2 - We will work with partners to develop strategies for the Gaelic jobs markets, including careers advice, skills acquisition, further and higher education and work experience opportunities.**

**5.15** We are collaborating with SDS and others, to heighten the profile of Gaelic related careers and skills. This engagement aims to outline the educational, economic and cultural benefits of bilingualism; as well as the breadth of careers options and opportunities that Gaelic provides. We also aim to assess the potential for Modern Apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers

**5.16** We participate in the Gaelic Employment and Skills Partnership (GESP), which has representation from the Scottish Government, Bòrd na Gàidhlig, HIE, Sabhal Mòr Ostaig and SDS, amongst others. We will engage with Scottish Government colleagues and SDS to push this forward.

**5.17** Work on GESP commenced in November 2011 and we are still attempting to establish links with the Scottish Government’s data analysts on Labour Market Intelligence (LMI). We continue to pursue the matter with Scottish Government, SDS and HIE colleagues. Given the problems with supply for short and longer term cover, with qualified pre-school staff as well as Primary and Secondary teaching

challenges – this is an area where collaboration with the National Gaelic Education Strategy Steering Group is crucial.

**5.18** In March 2013, we organised a Gaelic Careers event – *Siuthad!* - in conjunction with SDS, in Eden Court Theatre, Inverness. This event encouraged young Secondary pupils to continue with their Gaelic up to qualification level and showcased a vast range of Gaelic related career opportunities. A total of 102 pupils attended from all over Highland as well as some from Argyll and Bute Council. We are establishing this as an ongoing annual event from autumn 2014, looking to work with SDS, HIE and Bòrd na Gàidhlig colleagues.

### **Conclusion**

The foregoing provides an overview of the implementation of The Highland Council's Gaelic Language Plan 2012-16. Any queries should be addressed to the Gaelic Development Manager at [gaelic@highland.gov.uk](mailto:gaelic@highland.gov.uk) or on 01463 702800.

**Kenneth A Murray**  
**Gaelic Development Manager**  
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