

Comhairle na Gàidhealtachd  
The Highland Council

Buidheann Buileachaidh na Gàidhlig – 13 Samhain 2014  
Gaelic Implementation Group – 13 November 2014

Agenda Item	<b>6</b>
Report No	<b>GIG 20/14</b>

GLP 2012-16 Theme 2 “What we will do for Gaelic in Education”  
Implementation Report

Report by the Head of Education

**Summary**

This Report provides Members with an update on the implementation of Gaelic Language Plan 2012-16 Theme 2 “What we will do for Gaelic in Education”. It provides information on a wide range of local and national level initiatives.

The Report contributes to the delivery of :

- National Performance Outcomes 3, 4, 5 and 16.
- The National Gaelic Language Plan Outcomes – Home & Early Years and Education: Schools & Teachers
- 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. Implementing GLP 2012-16 Theme 2 “What we will do for Gaelic in Education”**

1.1 The Education Theme is reproduced at **Appendix 1** below for ease of reference. Theme 2 has five **Strategic Aims** (i to v below) and immediately undernoted is a brief update on progress across these areas:

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

The Council’s Gaelic Development Manager is the first line contact for all Gaelic Policy and Strategic issues for the Highland Council. As of 1 October 2014, the Head of Education and the Gaelic Development Manager will represent the Council on Bòrd na Gàidhlig’s (BnG) **National Gaelic Education Strategy Steering Group** (NGESSG). The Gaelic Development Manager represents the Council on the Scottish Government’s **Management Review Group** overseeing the Scheme of Specific Grants for Gaelic Education; and was elected as **Chair of the MRG** in September 2014.

The Gaelic Development Manager also represents the Council on the Board of Directors of **Stòrlann Nàiseanta na h-Alba** (the Gaelic

educational resources agency) and on other national Policy and Strategy Committees and Working Groups as these arise.

Regular discussion and liaison on national Education issues will be programmed within the Care & Learning Service; and **include the Director, the Head of Education, Gaelic Development Manager and the Chair and Vice Chair of the Gaelic Implementation Group** as necessary.

Some national strategic partnership initiatives include the following:-

- Bòrd na Gàidhlig will receive £50,000 of additional funding from the Scottish Government to support the promotion of Gaelic Medium Education in five locations across Scotland. The areas identified are the Western Isles; **Dingwall; Tain**; Perth and Stirling. The Council awaits further information and has requested early engagement regarding the two areas in Highland.
- The Council submitted its response to a Scottish Government Consultation Paper on a Gaelic Medium Education Bill on 1 September 2014; and we await the outcome of the Government's deliberations on that exercise.
- The NGESSG continues to progress policy and partnership action in the birth to 3, Pre-school, Primary and Secondary School sectors.
- The NGESSG Working Group tasked with **developing a strategy for Secondary Education, including resources and translation**, has met twice and is progressing policy and action for taking forward in 2014.
- The **Management Review Group** for Gaelic Education brings together Local Authorities in receipt of Gaelic Specific Grant Funding. The Council is currently seeking collaborative action on the Government's 1+2 Language Learning initiative; Gaelic Secondary education resources and translations; and consultation on an Education Scotland Draft Statement defining Gaelic Medium Education.
- The Council is also part of a **Scottish Government Forum, reviewing GLPS**. This Forum is preparing a national framework for GLPS and linking this work in with the wider work on the 1+2 Language Learning agenda.
- We are keen to maintain links with **Education Scotland** to discuss a wide range of issues including Gaelic resources, and 1+2.
- We are also pursuing opportunities for collaborative working with **SQA** and are scheduled to meet with them in November 2014. .
- The Gaelic Teacher Education Working Group continues to monitor implementation of the **Gaelic-Medium Teacher Education Strategy**.

A brief run-through of **other national initiatives that the Council is engaged with** includes:

- Reviewing the delivery mechanism for an ongoing GLAIF pilot project with Bòrd na Gàidhlig, in the 0-3 Gaelic early years childcare sector. .

- A **new online resource for GM parents “Guthan Beaga”** (Tiny Voices) has been developed in partnership between the Council and Bòrd na Gàidhlig. This resource can help parents start their journey towards learning some useful Gaelic words and phrases that they can use with their young children in everyday life. This will shortly be published and advertised to parents ([www.guthanbeaga.co.uk](http://www.guthanbeaga.co.uk)). It is scheduled for launch before Christmas 2014 and will also be available as an app for tablet devices and mobile phones through Google and Apple store.
- A **Gaelic Careers booklet** has been published and is also available in PDF format on the SDS and Education Scotland websites.
- The **Gaelic Immersion for Teachers (GiFT) Pilot course** will run from August 2014 with 10 participants. The Council has asked Bòrd na Gàidhlig about this course being run in Inverness in 2015; especially in light of the Teacher Survey results mentioned earlier.
- **Teagasg.com – Bòrd na Gàidhlig’s teacher and education website** - is being renewed to ensure all information and videos are up to date. The website was re-launched at the end of July 2014.
- We also await with interest **the appointment of a Senior Education Officer for Gaelic in Education Scotland**. This places Gaelic alongside other curricular areas in terms of a strategic overview of education learning and teaching needs.
- We await the **2014 Bòrd na Gàidhlig national Education Statistics** which the Council feeds into; to determine the 2014-15 HC/National data on provision and pupil percentages.
- We are also engaging with BnG about **2014-15 Gaelic Teacher Probationer** provision. We also aim to enter into discussions about the process of probationer allocation; given the Council’s significant requirements. In 2014 the Council received five Primary and two Secondary level probationers and we have instituted a support framework for them as they settle into their schools.
- The Council has also been successful in securing **partnership pilot funding from the Scottish Government** for one of our Pupil Support Service Teachers to attend Sabhal Mòr Ostaig for a year to develop their Gaelic. As a result, we expect that this will provide a much needed bilingual Gaelic education element within the Council’s **Additional Support Needs** provision.

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

- The Director of Care & Learning, the Head of Education and the Gaelic Development Manager will further **develop internal liaison on Gaelic Education matters**. The Gaelic Development Manager will work alongside the Head of Education and the Area Education Managers to ensure that the needs of GME are assessed and taken account of as part of ongoing strategic overview of education provision in Highland.

- On 1 September 2014, we commenced a **23 month Pilot Placement of a Gaelic Education Officer as a shared service between Highland and Argyll & Bute Councils**. This officer will be part of the Council's Education Quality Improvement Team and has already started to provide support to Gaelic Primary and Secondary Probationer Teachers; provide support mechanisms for Curriculum for Excellence compliance in respect of Gaelic Education; and also feeds into our implementation of the Scottish Government's 1+2 Languages initiative.

A strategic outcomes programme has been agreed for the Project; and a more detailed work programme including a programme of visits is being finalised. This role, shared between two Local Authorities, is unique in respect of Gaelic; and we will make every effort to ensure that it will benefit pupils, teachers, parents and the Gaelic language and the Council in the widest sense.

- This initiative, in tandem with the **GLOW Secondary School Resource Development Support** and the advent of the Gaelic Education Improvement Group chaired by the Head of Education, demonstrates our commitment to support Gaelic teachers and pupils across Highland.
- Of immediate importance is the pressure surrounding education provision in Inverness; which includes **significant pressures at Bunscoil Ghàidhlig Inbhir Nis**. This priority will be fed into overarching strategy discussions on the medium to longer term delivery requirements for Gaelic Medium education in Inverness City and the surrounding area.
- In pursuance of national efforts to increase the number of Gaelic teachers, **the Council and Bòrd na Gàidhlig undertook a survey of the entire teacher cohort in Highland** in March 2014.

This survey was designed to gather information from teachers interested in developing their Gaelic language skills and/or transferring to work in the Gaelic education – learners of fluent. We have commenced work on analysing the data from the Survey and drilling further into the responses. Almost 600 teachers responded and this has provided the Council and Bòrd na Gàidhlig with valuable data on potential Gaelic teachers within our own teacher population.

The headline findings were:

- ✓ Significant interest in from Primary teachers in teaching GLPS
- ✓ Good interest in non-Gaelic Medium teachers transferring to Gaelic-medium Education
- ✓ High interest in Gaelic Career-Long Professional Learning (CLPL)
- ✓ High interest in Gaelic language courses that are designed for educational workers
- ✓ Interest from teachers currently teaching in GME for Gaelic language CLPL

- ✓ Opportunities to implement a programme of Gaelic language CLPL in different areas of the authority; making use of existing Gaelic language courses open to the public; as well as making use of opportunities for teachers.

Some **30 teachers** expressed an interest in undertaking training for Gaelic Language in Primary Schools (GLPS). The Council is currently working on a GLPS Teachers' Training and Delivery programme in this Financial Year.

Almost **60 teachers** indicated that they would be interested in teaching through the medium of Gaelic. However, only 8 left contact details so we will need to drill further into this highly intriguing set of responses.

- The inclusion of **Gaelic within the Strategic Meetings of the Care & Learning Service's** Senior Management Team, will assist with the implementation of GLP 2012-16.
- A **Forward Look of Gaelic Education challenges and development is planned for the South Education Area** in the 2014-15 school Session.
- 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.
- The impact of the Government's **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 and contact is being maintained between the Early Years and Gaelic Teams on the potential impact of this initiative.
- Gaelic education is now embraced as a pivotal 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"*. There is a link between local and national engagement here and the Gaelic Education Officer and a Gaelic Primary School Teacher are part of the Council's 1+2 Forum. The work carried out within the Council and by MRG/Scottish Government colleagues ensures a robust linkage to the Council's direction of travel on Gaelic education in the coming years.
- The Council's **Gaelic Education Improvement Group** met on 3 September 2014. Chaired by the Head of Education, it comprises the Gaelic Development Manager, the Workforce Planning and Staffing Manager, the Gaelic Education Officer and includes representation from Gaelic Pre-school, Primary and Secondary levels plus the Gaelic Education Resources Assistant. The Group is intended to improve our consultation and communication with teachers on Gaelic Education policy and strategy, on implementing the Council and National Gaelic

Language Plans, and across a range of issues including Gaelic education staffing and supply cover, resources, CLPL (CPD) opportunities; In-Service provision, leadership development and providing wider networking opportunities. When appropriate, the Group may also be useful for consultation on issues and initiatives that may arise on an ad-hoc basis.

iii. **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 continue to build local networks and to provide resources and materials plus the organising of parental events. We have received confirmation of funding until the end of the pilot in June 2015. We now have **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for some **300** children across Highland. The Council is in discussion with Bòrd na Gàidhlig about the future of the Birth to Three sector and how it should be supported, going forward.

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

- The Council has secured finalised partnership funding of some £4.75M with the Scottish Government for **two new standalone Gaelic Primary Schools in Ft William and Portree**. Site and construction work continues on the Fort William Gaelic Primary School and a formal turf cutting ceremony took place at the site on 29 May 2014. The Council has engaged with the local community about concerns surrounding the size of the gym hall and discussions continue with the Community Council. The target opening date for **Bun-sgoil Ghàidhlig Sgìre a Ghearasdain** in Ft William remains August 2015.
- Work on the early phases of the standalone **Gaelic Primary School in Portree** continues. The interim Gaelic pre-school and wraparound provision in the Elgin Hostel; was completed at the end of July 2014.
- The decision to proceed with the **Tain 3-18 Campus** means a first for the Council. This will be the first opportunity in Highland to focus the Gaelic Pre-school, Primary and Secondary provision in a locality, within a straight-through 3-18 site.
- As mentioned earlier, due to the accommodation pressures, we have commenced scoping the future options for **Bun-sgoil Ghàidhlig Inbhir Nis**. These discussions are part of a city-wide review of education provision which includes **Gaelic Medium provision in Inverness**.
- The Council has appointed **Mrs Annie McPhee as Acting Head Teacher at Bun-sgoil Ghàidhlig Inbhir Nis**. Mrs McPhee, a fluent Gaelic speaker from Lewis, was Acting Head Teacher at Glenurquhart Primary School and also a Support for Learning Teacher covering both Glenurquhart and Beaully Primary Schools. She will be in post for the

remainder of the 2014-15 school session. We will advertise for a fluent Gaelic speaking Head Teacher at the beginning of the last term in the 14-15 session.

- The Council established a **Gaelic Medium Department in Thurso** in 2013 and we have plans to build on the establishment work in 2014; as we take this initiative forward. The Gaelic Education Officer and Community Learning and Development Officer are seeking ways of increasing the support for Gaelic language skills development in the pre-school facility.
- The Council has factored in **expanded Gaelic provision in the new Inverness Royal Academy**; which will involve the creation of a better resourced and supported Gaelic Department.
- The Council and Fèisean nan Gàidheal have completed **pilots of the Fèisgoil initiative** in 9 Primary Schools in the Lochaber High School ASG; and in 7 Primary Schools in Caithness and Sutherland. We aim to finalise an assessment of the pilots before the end of the 2014; and are linking this into our engagement with national efforts and training and delivery associated with GLPS and the 1+2 Language Learning Initiative.
- **A Gaelic Secondary School development support** project has successfully collated the resources already available and translated for Gaelic Learner pupils in Highland in 2013-14. The Council wants to create a database of the available Secondary level Gaelic Learners material, which will then be made available to all teachers and schools through the GLOW network. In the current year, 2014-15, we will undertake a similar exercise in respect of the resources for **Gaelic Medium subjects and Gaelic for fluent speakers**.
- Following the success of the 2014 Gaelic In-service event; another **joint Primary and Secondary Gaelic Teachers In-Service day will be held on 18 February 2015**.
- In partnership with Skills Development Scotland, Bòrd na Gàidhlig and Highlands & Islands Enterprise, we held a highly successful **Gaelic Careers Event for S2/S3 pupils in Eden Court, on 31 October 2014**. The event, called **Siuthad! (Go On!)** was aimed at encouraging Secondary pupils to continue to senior phases with Gaelic by demonstrating the wealth of economic and employment opportunities that Gaelic provides.

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

- The Gaelic Development Manager represents the Council on the Board of **Stòrlann Nàiseanta na h-Alba** – the national Gaelic Education Resources body. With colleagues on the Board, the Council continues to pursue a wide range of educational challenges including the formulation of a national GLPS framework, Secondary sector resource creation and translation; the overall prioritisation and production of Gaelic education resources and the relationship between Stòrlann, Education Scotland and SQA, going forward.

- Staff from the Council also attended the **national Gaelic Teachers Conference – An t-Alltan** – on 1-2 October 2014. The Conference also included a national event – **An t-Alltan Beag** - for the Gaelic pre-school sector.
- 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.

## **2. Highland Council Gaelic Education Statistics - Academic Year 2013-14**

**2.1** The latest available statistics show Highland Council area delivers: -

- **18** Gaelic medium Council Nurseries and **4** partner centres providing pre-school Gaelic Education for 339 three and four year old children (including estimates for January and April 2014 intakes);
- **22** Primary Schools providing Gaelic Medium Education for 808 pupils;
- **53** schools receiving Gaelic Learners in Primary Schools (GLPS) for 1568 pupils;
- **12** Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 369 pupils; and
- **13** Secondary Schools offering Gaelic Learners classes for 1472 pupils

Data from the 2014 School Census will shortly be available and the statistics above will be updated accordingly.

## **3. The National Picture - Academic Year 2013-14**

**3.1** In a national context, Bòrd na Gàidhlig statistics for 2013-14 showed The Highland Council supporting Government targets through:-

- **42%** of children in Scotland's Gaelic Pre-school Voluntary Groups (2012-13);
- **34%** of Scotland's Gaelic Medium Nursery Children;
- **30%** of Scotland's Gaelic Medium Primary School pupils;
- **31%** of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers; and
- **43%** of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

At present the figures for Scotland's Gaelic Pre-school Voluntary Groups for 2013-14 are not available.

Data from the 2014 National Gaelic Education Census will shortly be available and the statistics above will be updated accordingly.

**3.2** 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
2013-14	275	808	369	180	1472
2014-15	283	861	tbc	tbc	tbc

**3.3** 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 Performance Monitoring, %age comparator figures showing the proportion of pupils in Gaelic education in comparison the overall school rolls. This provides a more complete overview of performance.

**3.4** The Secondary School statistics outlined above will be updated when the 2014 School Census figures have been collated.

#### **4. Academic Year 2014-15 - Online Map of the Council's Gaelic Education Provision**

**4.1** The Council's website contains an online map, 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;
- 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.

**4.2** The Map will be updated when the full suite of 2014 School Census figures have been collated.

## 5. Implications

5.1 There are no additional implications associated with this Report at present.

<b>6.</b>	<b>Recommendations</b>  Members are asked to:-  i. Comment on progress in implementing the Education Theme in the GLP; ii. Agree to early engagement with Bòrd na Gàidhlig regarding the national marketing initiative that includes two areas in Highland, Dingwall and Tain iii. Agree to take urgent action with Bòrd na Gàidhlig to address staffing issues in the Pre-school sector. iv. Agree to the updating and publication of all the Gaelic Education statistical data; and the Online Gaelic Education Map, when the School Census figures are made available; and v. Agree to further scrutiny of the All Teacher Survey data to identify the opportunities for sourcing Gaelic teachers within Highland teacher population.
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Designation: Head of Education

Date: 30 October 2014

Author: Kenneth A Murray, Gaelic Development Manager.

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

### Strategic Commitment 1

We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.

### Partners

Scottish Government, Bòrd na Gàidhlig, Education Scotland, Local Authorities, Universities.

### Key Performance Results

- A national strategy to provide the teaching and other staff required to achieve the Government targets for growth in Gaelic Education.
- A national strategy for the supply of specialist Additional Support Needs staff for Gaelic Education.
- National policies and guidance in relation to Gaelic will be influenced and enhanced by Highland Council input.
- The benefits of bilingualism through Gaelic Education will be highlighted in Gaelic Medium Education information/publicity material.
- Improved linguistic competence leading to improved teaching and learning experiences.
- Pilot the joint production of generic Gaelic Education marketing material by Local Authorities.

### Enabling Actions

- (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.
- (ii) Engage with Education Scotland and others to agree actions from its Report of June 2011 “**Gaelic Education: Building on the successes, addressing the Barriers**”.
- (iii) Ensure engagement and involvement with Academic sources, Research bodies, Conferences, Studies and Reports which may inform and influence national policy and guidance.
- (iv) Ensure that the outcomes of the Council’s 25<sup>th</sup> Anniversary Gaelic Medium Education Consultation Events are fed into deliberations on Gaelic Education at national level where appropriate.
- (v) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.
- (vi) Develop and enhance linguistic competency through teacher Continuing Professional Development.
- (vii) Work with Bòrd na Gàidhlig on a national Gaelic Education Additional Support Needs Strategy.
- (viii) Engage with other Local Authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic Education.

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

### **Strategic Commitment 2**

We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.

### **Partners**

NHS Highland

### **Key Performance Results**

- Gaelic Education requirements will be assessed as part of the Strategic School Estates Review (SSER) including the Inverness/A96 Corridor.
- Strategic Education reviews or other education assessments will take account of the potential implications for Gaelic Education.
- The potential impact on Gaelic of the 'Integrating Care in the Highlands' initiative with NHS Highland will be assessed and addressed.

### **Enabling Actions**

- (i) Gaelic Education will be taken into account within the Council's SSER.
- (ii) Engage with 'Integrating Care in the Highlands' Project Team and carry out a Gaelic Impact Assessment.
- (iii) Ensure that the outcomes of the Council's 25<sup>th</sup> Anniversary Gaelic Medium Education Consultation Events are fed into deliberations on Gaelic Education where appropriate.
- (iv) Ensure that Gaelic Education requirements form part of the Council's assessment of Additional Support Needs.
- (v) Review and refresh the approach to recruiting a Gaelic Education officer.

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

### **Strategic Commitment 3**

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

#### **Partners**

Bòrd na Gàidhlig, Care and Learning Alliance (CALA)

#### **Key Performance Results**

- In association with Bòrd na Gàidhlig and the Care and Learning Alliance, establish baseline data for 0-3 Gaelic Early Years provision across Highland in 2012. Following this exercise, set a target for increasing the numbers over the lifetime of the Plan; with a consequential increase in the number of children feeding through to 3-5 Council and Partner Centre Gaelic Nurseries.
- Over the lifetime of the Plan, establish new provision in Kinlochbervie, Lochcarron, Kyle, Tongue, Tain, Inverness, Newtonmore, Mallaig and Ballachulish. Strengthen and expand all other 0-3 groups across Highland.
- A Report outlining the actions required to plan ongoing resources and staffing support.

#### **Enabling Actions**

- (i) Establish a 3 year pilot partnership programme with Bòrd na Gàidhlig and the Care and Learning Alliance to secure 5 Full Time Equivalent Early Years Support Workers to establish sustainable provision within the 0-3 sector feeding directly through to Gaelic Medium Pre-school, Primary and Secondary schools.
- (ii) Agree a funding support formula with Bòrd na Gàidhlig, for sustaining and expanding this crucial sector.
- (iii) In concert with the Council Early Years Team, engage with Bòrd na Gàidhlig and the Care and Learning Alliance to carry out an assessment of the Gaelic related training, staffing and resources/materials required to sustain growth in the sector.

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

### **Strategic Commitment 4**

We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.

#### **Partners**

Scottish Government, Bòrd na Gàidhlig

#### **Key Performance Results**

- Two new standalone Gaelic Primary schools in Fort William and Portree and additional nursery development in Lochcarron.
- Over the lifetime of the Plan, increase the number of children accessing Gaelic Medium Primary Education to support the attainment of Scottish Government targets. More detailed pupil target and funding support subject to consultation with Bòrd na Gàidhlig.
- Over the lifetime of the Plan, increase the number of English Medium pupils receiving Gaelic Learners in Primary Schools (GLPS) – target subject to consultation with Bòrd na Gàidhlig.
- Over the lifetime of the Plan, increase the number of Secondary pupils studying:
  - a) Gaelic as Learners;
  - b) Gàidhlig (as Fluent Speakers); and
  - c) Subjects through the medium of Gaelic.Secondary Sector targets subject to consultation with Bòrd na Gàidhlig.
- An online map showing all Council Gaelic Education provision, potential capacity and local Gaelic community activity.

#### **Enabling Actions**

- (i) Establish a partnership approach with the Scottish Government to deliver new standalone Gaelic Primary schools in Fort William and Portree.
- (ii) Agree a funding support formula with Bòrd na Gàidhlig, for new developments and additional provision.
- (iii) 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.
- (iv) Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic Education provision.
- (v) Identify and support 3-5 Pre-school provision, in specific locations, to support the transition to Gaelic Medium Primary and Secondary schools.
- (vi) Work locally, at the earliest opportunity, to establish demand for full wraparound care provision in anticipation of the planned standalone Gaelic Primary schools in Fort William and Portree. Should sustainable demand be identified elsewhere such as Inverness or Dingwall, these will also be explored.
- (vii) Target Gaelic Medium Primary provision in Thurso, Ullapool, Portree, Dingwall, Tain, Nairn, Inverness and Fort William.

- (viii) Target Gaelic Learners in Primary Schools (GLPS) expansion in North and North West along with the Greater Fort William area.
- (ix) Target Gaelic Secondary Education expansion in Inverness, Lochaber and in Dingwall/Tain.
- (x) Initiate research into the action required to increase pupil numbers around the key transition stages from nursery to Primary school; from Primary to Secondary school and within Secondary stages.
- (xi) Develop 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.
- (xii) Create parental promotion and marketing material highlighting the benefits of Gaelic Education and bilingualism.
- (xiii) Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic Education route to bilingualism.
- (xiv) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.
- (xv) Work with Bòrd na Gàidhlig on a national Gaelic Education Additional Support Needs Strategy.

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

### **Strategic Commitment 5**

We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.

### **Partners**

Scottish Government, Bòrd na Gàidhlig, Local Authorities, Stòrlann, Sabhal Mòr Ostaig

### **Key Performance Results**

- An overview of Gaelic Education online learning materials resources that will inform a strategic national assessment of the development of future online requirements for teachers, pupils and other learners.
- A review of the outcomes and resource priorities required from Stòrlann.

### **Enabling Actions**

- (i) Undertake an audit of the Gaelic Education online learning material and resources currently available in Highland, including usage and uptake.
- (ii) Engage with other Local Authorities, Stòrlann and Sabhal Mòr Ostaig to assess the current range of Gaelic education materials and resources, their delivery and outline future development.