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|  | Agenda Item |  |
| Comhairle na Gàidhealtachd  The Highland Council | Report No |  |

### **Buidheann Buileachaidh na Gàidhlig 28 den Chèitean 2015**

**Gaelic Implementation Group 28 May 2015**

**Gaelic Language Act Implementation Fund (GLAIF)**

**Project Applications submitted to Bòrd na Gàidhlig**

### **Report by the Director of Care and Learning**

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| **Summary**  This Report provides Members with details on the Gaelic Language Act Implementation Fund (GLAIF) applications submitted to Bòrd na Gàidhlig (BnaG) for the 2015 -16 funding period by the Gaelic Team.  GLAIF was established to assist public authorities deliver commitments in their Gaelic Language Plans, and to support the National Gaelic Language Plan.  GLAIF has also been used to assist other public authorities in the delivery of projects ahead of their formal notice to produce a Gaelic Language Plan.  GLAIF for this financial year 2015-16 closed on 20 April and all applicants will be informed by BnaG of the decision on their applications by the beginning of July 2015.  The Report contributes to the delivery of:   * The National Performance Outcomes 2, 3, 4, 5, 6, 7, 11, 13 and 16. * The National Gaelic Language Plan. * 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’.*   * The Council’s Gaelic Language Plan across the 5 Themes within the Plan. |

**1. Background**

The National Gaelic Language Plan 2012-17 identifies 8 Development Areas which are of priority for Gaelic development including applications to GLAIF they are as follows:-

1. Home and Early Years

2. Education: Schools and Teachers

3. Education: Post-school Education

4. Communities

5. Workplace

6. Arts & Media

7. Heritage & Tourism

8. Corpus

**2. The GLAIF Applications**

2.1 **Gaelic Immersion Course for Teachers (GIfT)**

2.2 GIfT has been specifically designed for teachers wishing to transfer to Gaelic Medium Education

2.3 An application was submitted for six teachers who are currently based in schools in the Highlands to participate in the GIfT Programme. Four teachers have been accepted on to the Course for 2015-16.

2.4 GifT is a one-year full-time course delivered by the Universities of Strathclyde and Edinburgh with financial support from Bòrd na Gàidhlig, the Scottish Government and Local Authorities. Successful completion of the course will lead to a Post Graduate Diploma and consists of 120 course credits at Masters level. It will be run as an Outreach Course from Inverness.

2.5 It has been designed for qualified teachers who have intermediate Gaelic language competence (similar to Higher Gaelic or equivalent) and are committed to working in GME, either in the primary sector or as secondary subject specialists teaching through the medium of Gaelic. It is a full-time, intensive course to ensure rapid progress towards advanced competence in Gaelic and the development of the specialist pedagogical skills required for Gaelic medium education.

2.6 The Course includes a school placement and a placement in a Gaelic work environment. Teachers on the course will have the opportunity to participate in Gaelic CLPL courses running throughout the year.

2.7 The course follows the school year and the teachers who are on secondment are expected to return to teach through the medium of Gaelic. This follows examples from other countries with minority Language Education.

2.8 GifT is a one year Gaelic Immersion course for teachers who currently hold teaching posts in the Highlands.

2.9 GifT will commence in August 2015, and it will increase the number of teachers who are able to teach in the medium of Gaelic, and the GifT evaluation process will be developed in association with the Universities and Bòrd na Gàidhlig.

**3. Gaelic Learning for Adults**

3.1 The Gaelic learning for Adults application includes a programme of Gaelic adult progressive language learning classes across Highland; building on the existing provision and developing new adult learning opportunities.

3.2 This will enhance the learning experience of adult learners as we are proposing to deliver a wider range of Gaelic classes utilising a variety of approaches in the delivery of classes.

3.3 The project also aims to develop and refresh existing learning and teaching materials to enhance and strengthen provision for Gaelic medium parents.

3.4 The project is proposing to continue supporting Gaelic Adult Fluent speakers following on from the pilot Literacy courses delivered in partnership with Sabhal Mòr Ostaig in the Inverness and Skye areas.

3.5 The Gaelic learning for Adults project will support and develop the National Gaelic language Plan 2012-2017 by implementing priority area.

**1 Home and Early Years. 4. Communities. 5. Workplace.**

• Extending access to, and participation in, a wide range of Gaelic learning opportunities, for adults and increasing the numbers progressing to fluency.

• Ensuring opportunities for the continuity and progression of literacy and other language skills for adults Gaelic and for fluent speakers.

• Ensuring good resources are available to support adults learning Gaelic.

• Strengthening the unique capacity in Further Education and Higher Education to enrich the profile of Gaelic in Scotland.

3.6 The Gaelic language courses for adults project will assist in implementing the Councils Gaelic language Plan 2012-2016 within the following actions of the plan:-

3.7. Theme 1 – What we will do for Gaelic in the Home and in Communities

3.8 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.

Key Performance Results

• Baseline data established which will show the linguistic ability of parents or guardians of Gaelic Medium pupils in order to ascertain the requirements for learning and support in the home. Following this exercise, set a target for increasing the number within the lifetime of the Plan.

Enabling Action (iii)

• Organise and develop Ùlpan progressive language classes around the Council’s Associated School Groups; where Gaelic Medium Education is provided.

3.9 Strategic Commitment 3

3.10 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.

Key Performance Results

• Over the lifetime of the plan, increase the number undertaking adult Gaelic learning including Ùlpan by 20%, from a baseline of 200 in 2011-12 – target subject to further consultation with Bòrd na Gàidhlig.

• A formal evaluation of Gaelic community learning provision, particularly Ùlpan; and a report on any changes that might be useful, going forward.

Enabling Action (iv), (v) & (vi)

• Organise Ùlpan progressive language classes and less formal learning opportunities for adults; including those with Additional Support Needs.

Contribute to an independent review of Gaelic adult learning opportunities in communities, including a review of the effectiveness of Ùlpan: involving tutors, learners and course organisers

• an examination of the pricing structures, the terms and conditions and an assessment of future needs.

• work with Sabhal Mòr Ostaig to develop an adult literacy course for fluent Gaelic speakers

3.11 Theme 4 – What we will do for Gaelic in the Workplace

3.12 Strategic Commitment 2

We will identify and provide development opportunities for Members and officers to learn Gaelic or improve their Gaelic skills.

Key Performance Results

• Increase the number of Members and staff who participate in Gaelic language courses and awareness training.

Enabling Action (iii) & (iv)

• Organise sustainable Ùlpan progressive language courses for staff.

Explore the potential for using external funding sources to support Gaelic learning in the workplace.

3.13 The Gaelic Community learning and Development Officers will deliver the project.

3.14 The Council CLAD Gaelic Officers are qualified, experienced and skilled in the delivery of Adult learning programmes and work in partnership with others to do so.

3.15 The project will encourage the wider use of Gaelic in communities through providing progressive language classes which enable Gaelic medium parents to access leaning opportunities at a discounted rate. Community based classes offer GM parents support and increases their linguistic confidence and ability in using Gaelic in the home.

3.16 The Council Gaelic courses provide a range of learning opportunities for staff who are working within the Arts and Heritage sectors including libraries, museums and archive sectors.

3.17 The Gaelic learning for Adults project will offer a programme of Gaelic classes across The Highland Council area. The project will develop and strengthen previous classes to ensure a structured progressive route for Gaelic learners.

3.18 Previous successful GLAIF applications have enabled The Council to provide a wide range of language learning classes and groups at various levels in order to meet the learning needs in each community. As a result of continued demand from students we are proposing to develop and build on this provision through continuing with established classes as well as initiating new courses as required.

3.19 We propose to establish new beginner’s classes in Inverness, Fort William, Portree, Sleat, Nairn, Lochalsh and Dingwall in order to increase the number of learners accessing Gaelic. In addition to these classes we envisage the continuation of existing community based adult learning courses.

3.20 Following on from the successful residential tutor training course we have enlisted new tutors who will be available to deliver further community classes.

In addition to existing resources The Council have an agreement with Sabhal Mor Ostaig to use their short course materials for community classes.

The materials will further enable the Council to meet the learning needs of upper intermediate and advanced learners, to develop and refresh existing learning and teaching materials to enhance and strengthen provision for Gaelic medium parents.

* To provide learners with a structured and progressive route to Gaelic learning.
* To widen access to a varied programme of adult Gaelic learning classes in Highland.
* To enable Gaelic medium parents to support their children in Gaelic medium education through accessing appropriate Gaelic courses.
* To develop existing learning resources for Gaelic medium parents.
* A structured and progressive learning route is in place for Gaelic learners
* Increase numbers of Gaelic learners progressing towards fluency.
* Gaelic medium parents gain access to structured Gaelic language classes thus enabling an increase in Gaelic usage in the home and wider community.
* Improved quality of learning resources available

The project will be monitored and evaluated by the following mechanisms:-

* Statistics are gathered annually through the student registration process
* The percentage of Council staff and Elected Members attending classes are collated
* the number of Gaelic medium parents attending classes are collated annually
* Class evaluation forms are distributed to students at the end of each academic year.

**4. Gaelic Learning in the Workplace**

4.1 Gaelic Learning in the Workplace project will support and implement the training and development outcomes from the Council All Teacher Survey and from a new All Staff Gaelic Skills Survey.

4.2 The project will support training needs identified for staff and Elected Members. The project will offer a programme of Gaelic language courses delivered by Sabhal Mòr Ostaig.

4.3 The courses will be designed in relation to the outcomes of the aforementioned Survey results and the training needs of Highland Council staff and Elected Members.

4.4 The Gaelic Learning in the Workplace project will support and develop the National Gaelic Language Plan 2012-2017 by implementing **Priority Area 5 - Workplace:-**

• To increase the opportunities for staff to learn Gaelic and for Gaelic speakers to develop their language skills

• To sustain and enhance language viability within the Highland Council workplace particularly in areas where Gaelic is spoken by 20% or more of people in the local communities, e.g. Inverness, Skye, and Lochaber, (other areas are not excluded)

• Promote and recruit Gaelic speakers to ensure the language is used in the workplace when providing services to the public

4.5 The Gaelic Learning in the Workplace project will implement The Council Language Plan 2012-2016, **Workplace Theme, Strategic Commitment 2:-**

• To increase the numbers of staff and Elected Members who participate in Gaelic language courses.

• Explore the potential for using external resources to support Gaelic learning in the workplace.

4.6 The project will be delivered by the Council Gaelic Team in partnership with Sabhal Mòr Ostaig and The Learning and Development Team. All the Teams have experience of project management and delivery at both strategic and operational levels.

4.7 The Gaelic In the Workplace will ‘support for the wider use and awareness of Gaelic within the workplace’, as it will provide language learning opportunities for staff and Elected Members within Council.

4.8 The project will be promoted corporately via the intranet to staff across all Council Services by the Learning and Development Team, this will assist in raising the awareness of Gaelic.

4.9 The project will also assist and encourage staff to realise the value of Gaelic as an additional skill especially when dealing with customers who are resident in the Highlands.

4.10 The project will assist and encourage staff to realise the importance of including Gaelic in official documents, e.g, strategies, plans, reports, Council Meetings, posters, adverts, at Civic Events, public meetings and social media as the language is being normalised within the general operational work and activities of the Council, therefor supporting the wider use of Gaelic within the workplace.

4.11 Gaelic in the Workplace Course will be developed according to the outcomes of the training and development outcomes from the Highland Council All Teacher Survey and from a new All Staff Gaelic Skills Survey. This training needs analysis will take account of the Gaelic language training needs of individual staff and Elected Members and form part of their personal development needs according to their language acquisition ability/needs.

4.12 The Gaelic in the Workplace project will support staff to learn and enhance their existing Gaelic language skills thus providing opportunities for staff to engage through the medium of Gaelic with members of the public and other public bodies.

* Increase the number of Council staff and Elected Members who participate in Gaelic language courses.
* Provide a range of courses that are suited to staff and Elected Members individual learning needs.
* Secure external funding sources to support Council Gaelic learning in the workplace.
* Increased number of Highland Council staff and Elected Members attending Gaelic language courses.
* A programme of courses in place to support individual staff and Elected Members learning needs.
* Funding secured and a renewed emphasis on Council learning in the Workplace established.

4.13 Gaelic in the Workplace will be monitored using the Council’s standard mechanisms that are currently in place regarding staff training, which include online feedback and evaluation forms. The project will also use the mechanisms that SMO currently use to measure progress and value of the language learning experience.

**5. Spòrs ann am Bun-Sgoil Ghàidhlig Loch Abar – Sport in BSGLA**

5.1 Sport in BSGL will develop and deliver a programme of appropriate after-school sporting activities through the medium of Gaelic at the new BSGLA. This programme will be developed through partnership working between the school, the Community Learning and Development Officer for the South area and High Life Highland Active Schools Co-ordinator for Fort William.

5.2 This project will support and develop the National Gaelic Language Plan 2012-2017 by implementing **Development Area 4**.

Strategic priority ;Providing a wide range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use.

5.3 This project will help implement the Council Gaelic Language Plan 2012-2016 by helping deliver:

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

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

5.6 The project will be delivered with support from the Council Gaelic Team’s Community Learning and Development Officer (South), and by the Active Schools Co-ordinator for the Fort William Schools who is an experienced and trained sports development worker.

5.7 The project aims is to deliver a programme of extra-curricular activities through the medium of Gaelic at the new BSGLA in order to promote greater usage of the language and improve levels of Gaelic fluency amongst school pupils.

5.8 The project will encourage the wider use of Gaelic amongst young people.

5.9 The project will provide a range of extra-curricular sporting activities through the medium of Gaelic at the new BSGLA.

* To extend the use of Gaelic amongst young people beyond the classroom.
* To extend the young people’s Gaelic usage and expression into sporting activities.
* To enhance and add to the overall Gaelic experience at the new school.

5.10 A range of extra-curricular sporting activities suitable for both boys and girls will run at the new BSGLA through the medium of Gaelic.

Gaelic language usage amongst the children will be extended into sporting activities.

The will be an improved fluency and confidence in Gaelic due to increased exposure to the language.

5.11 The project will be evaluated through consultations with parents, school staff and the young people themselves.

The will be ongoing evaluation with young people.

The Active Schools Co-ordinator will be involved in a qualitative evaluation.

**6. Fàilte don Ghàidhealtachd – Welcome to the Highlands Road Signage**

6.1 A new bilingual Gaelic and English “Fàilte don Ghàidhealtachd – Welcome to the Highlands” road sign is proposed for visitors and tourists on the A9 to replace the outdated sign. In addition to a fresh new image and large bilingual message that puts Gaelic first on the sign - the design will also include The Council’s updated bilingual corporate logo. At 13.40sq.m, the sign will be larger than the old sign that it replaces, will be in colour, attractive and highly visible to all traffic heading northbound as they enter The Highland Council region at the Drumochter Pass.

6.2 **Home & Early Years:** “Are we there yet?” is the question that most parents find challenging when travelling with young children. The new sign on the A9 featuring a Gaelic welcome will provide a key landmark for journeys on the A9 as they enter the Highlands. It will also give parents an opportunity to read and speak a common Gaelic phrase to their children.

6.3 **Education: Schools & Teachers**: Having a highly visible signature sign for the Highlands promotes Highland Council’s commitment to the Gaelic language and also supports to reinforce the Council’s commitment to Gaelic Medium Education as the signage demonstrates that the Council is going beyond Education and standardising the use of Gaelic across its business. It is important that GME schools teachers, parents and pupils and potential parents and pupils see the wider of use of Gaelic and its equal status across the Highland community.

6.4 **Education: Post-school Education**: Similarly, adult Gaelic learners will also have the opportunity to view the Council’s commitment to Gaelic through this highly visible sign that will help to promote and encourage interest in the language.

6.5 **Communities**: The proposed sign was designed at the spHecific request of the local Highland Council Ward Members of Badenoch and Strathspey. As locally elected members representing their community they have given their support for the design and bilingual messaging on the sign.

6.6 **Workplace**: The Highland Council’s bilingual signage policy has been implemented in the design of the proposed welcome sign on the A9.

6.7 **Arts & Media**: The Council’s graphic design team worked closely with local members to create a bilingual sign that would be attractive and creative within the strict confines of Trunk road signage guidance.

6.8 **Heritage & Tourism**: The A9 is a main arterial trunk road used by tourists travelling to the Highlands and Islands and also hillwalkers travelling into the immediate local area for walking and winter-sports. The proposed new sign would be highly visible to all, near a parking layby and provide ample opportunity for “selfies” or photos of visitors reaching the Highlands. The subsequent sharing on social media of such images could potentially provide global promotion of the Gaelic language.

**7. Corpus 44**: The new sign could provide a template for other welcome signs on The Highland Council’s borders and indeed example to other local authorities of how to provide a Gaelic welcome to their areas.

7.1 The signage project will help meet the requirements of the following enabling actions in the Gaelic Language Plan.

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

* Develop marketing and awareness events and material; promoting the many benefits of bilingualism through Gaelic, including use in the home. [The sign project is a highly visual marketing exercise that will promote bilingualism]

**Theme 2. What we will do for Gaelic in Education**

* Create parental promotion and marketing material highlighting the benefits of Gaelic Education and bilingualism. (The sign project will give parents the opportunity to see Gaelic in use in the community as an everyday matter of fact)

**Theme 4. What we will do for Gaelic in the Workplace**

* Develop “Welcome” phrases for relevant Members or staff for use at meetings or other Council events; provide individual training or

coaching where appropriate; and use the Council’s online Bilingual Toolkit. (The sign will be used by anyone and everyone visually, verbally and subliminally)

* Requirement for all Services to use the internal Gaelic translation service for quality and consistency. (The Council’s Gaelic Translation Officer was included in the project although be it for a very short but very important phrase).
* Gaelic developments across the Council and links with partners. (This provided excellent links between The Highland Council, local Members, Scottish Government (Transport Scotland) and BEAR Scotland (North West) on a joint project).

**8. Theme 4. What we will do for Gaelic in the Workplace**

* Keep abreast of Gaelic Corpus issues including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. [The sign will provide our Gaelic Development and Roads Teams with a template that they can share with colleagues in other local authorities as an example of best practise.]

**9. Theme 5. What we will do for Gaelic in Economic Development**

* “Gaelic Impact” added to internal Service process checklists, in order that the potential for increasing the visibility and use of the

language is addressed at project planning stages. [The bilingual wording was at the heart of this internal council process to follow the council’s bilingual signage policy and procedures.]

**10 The Highland Council’s Corporate Communications Team** and Graphic Designers are working with local Members and the Council’s Gaelic Development Team; Community Services (Roads and Community Works design engineers), Transport Scotland, and BEAR Scotland (North West) to deliver this project. The Council has designed the sign and would organise the manufacture of it and the Trunks Roads authority and their contractors BEAR NW would be involved in the erection of the sign beside the A9.

10.1 The highly visual ‘welcome to’ road bilingual sign will promote the wider use of Gaelic among all users of the A9 and the wider community if photographs or ‘selfies’ are taken by holiday makers and tourists to the area of themselves with the sign on the internet and social media.

10.2 The new bilingual sign on the A9 will help promote the tourism industry in the Highlands as visitors come to the area they will receive a welcome in Gaelic promoting the culture of the area.

10.3 The bilingual sign will include the newly updated bilingual Highland Council logo that has equal status and prominence for Gaelic – the logo has been updated with a fresh new accessible font.

10.4 The new bilingual sign will support the Scottish Government’s Trunk Road’s Authority to promote their bilingual signage policy on Trunk Roads.

**11. Profile**

11.1 The new bilingual sign is a huge 24/7, 365 days a year example of enhance visibility and status of Gaelic on a public road sign

11.2 Travellers will be able to practise visually, orally and subliminally the short Gaelic phrase Fàilte don Ghàidhealtachd every time they pass it.

11.3 The proposed sign reinforces the Council’s bilingual signage policy and procedures.

11.4 The aim is to have the sign manufactured and installed within this year 2015.

The design has been approved by local Members and Council senior management.

11.5 The design has been completed by our Roads and Community Works team.

Transport Scotland have given their approval and BEAR NW have provided a quote for manufacture and installation.

11.6 We aim to have a highly visual and attractive welcome to the Highlands that will provide an opportunity for visitors to mark their arrival in the Highlands and to raise the profile of the area and the Gaelic language. The Highland Council will promote the installation of the new sign in conjunction with Transport Scotland.

11.7 The Roads and Transport Team are in liaison with Trunks roads on quotes and technicalities of locating the sign.

11.8 Council’s Corporate Communications will monitor the impact of promotion of the news sign via media coverage, and social media reach and impact.

**12. Implications**.

**12.1** There are no additional implications at present.

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| **13.** | **Recommendations**  Members are invited to comment on the 2015-16 GLAIF Applications submitted by the Council to Bòrd na Gàidhlig. |
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Designation: Director of Care & Learning

Date: 14 May 2015

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