

**Comhairle na Gàidhealtachd
The Highland Council**

**Gaelic Language Implementation Group 1 February 2017
Buidheann Buileachaidh na Gàidhlig – 1 Gearran 2017**

Agenda Item	8
Report No	GIG 2/17

Gaelic Language Plan - Draft Annual Implementation Report 2016-17

Report by the Director of Care and Learning

Summary

This Report provides Members with a draft summary, for approval, of the 2016-17 Annual Implementation Report in relation to the Council's Gaelic Language Plan 2012-16.

The Report contributes to the delivery of:

- The Scottish Government's National Performance Framework;
- The National Gaelic Language Plan;
- The Highland Single Outcome Agreement;
- 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's Gaelic Language Plan 2012-16.

1. Background

1.2 The Council's Statutory Gaelic Language Plan was approved by Bòrd na Gàidhlig on 18 September 2012 under the Gaelic Language Scotland Act 2005.

2. The Gaelic Language Plan Annual Implementation Report

2.1 The Gaelic Team submits an annual implementation report which details the progress of implementation regarding the key enabling action points in the Gaelic Language Plan.

2.2 The detailed report is for the period 1 January 2016 to 31 January 2017 and is appended for Members' approval.

2.3 Following Members' approval, the report will be submitted to Bòrd na Gàidhlig as an operational update of the work and activities in relation to the implementation of the Gaelic Plan by the Gaelic Team.

3. Implications

3.1 There are a number of Gaelic implications in relation to the implementation of GLP2, as the implementation of GLP2 is imperative in assisting to sustain and support Gaelic within the Highlands.

3.2 The Council are legally bound under the Gaelic Language (Scotland) Act 2005 to deliver and implement a Statutory Gaelic Language Plan.

2. Recommendations

Members are invited to:

- comment on the Draft Annual Implementation Report covering the period 1 January 2016 to 31 January 2017; and
- agree the Annual Implementation Report.

Designation: Norma A Young Care & Learning Manager

Date: 20th January 2017

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THE HIGHLAND COUNCIL

Gaelic Language Plan 2012-16 Annual Implementation Report 1 January 2016 – 31 January 2017

Introduction

The Highland Council is proud to support and promote the Gaelic language, through our delivery in education and training; in community engagement, learning and development; in the arts, media and heritage sectors; in the fields of Gaelic academic and linguistic innovation; and in cultural, tourism and economic development.

We are proud of our achievements in strengthening the language across education and public services and through events and initiatives which contribute to the educational, cultural and economic wellbeing of the Highlands. The Council is determined to increase the number of Gaelic speakers and significantly enhance the profile of Gaelic. To achieve our aspirations we have a strong focus on actions for our young people and families particularly in Education; and in the Home and in Communities.

We work to increase the use and profile of Gaelic within Council Services and we continue to work to strengthen and build Gaelic with a range of partner organisations across the Arts, Media and Heritage and the Economic Development sectors. The Council also works to ensure that the interests of Gaelic are taken into consideration within its spheres of influence including the Community Planning Partnership locally and the wider levels of Government beyond. We will always try to improve on our performance and delivery and, in the challenging economic climate ahead, we will do all we can to provide Gaelic with a strong, prosperous and sustainable future.

We are committed to reviewing our progress on growing and strengthening Gaelic; including through the preparation of Annual Reports on the implementation of the Plan.

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, builds on the ambitions within, and successful implementation of, the original Plan.

The Plan was prepared with wide public and partner consultation; and ensures clear linkages with 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 also dovetails with continuing developments around Community Planning Partnership and Single Outcome Agreement initiatives.

Delivery of the Plan

The Area Education Manager (West) is responsible to the Director of Care and Learning for leading and managing the Council's Gaelic Language Plan across all Services within the Council. The Area Education Manager (West) supported by the Gaelic Team, works closely with the Head of Education and the Director of Care and Learning to implement the Plan in key areas across Services; and externally. The Area Education Manager (West) 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, which are included within their individual Operational Plans, 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 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.

Monitoring and Reporting on Implementation

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 Council's Gaelic Implementation Group (GIG) whose Membership is:

Mr H Fraser (Chair)
 Mr D Fallows
 Mr G Farlow
 Mr C Fraser
 Mr J Gordon
 Mr J McGillivray
 Mr K MacLeod
 Mr F Parr
 Mrs M E Paterson
 Dr A Sinclair
 Ms K Stephen

Substitute Members:

Mrs I Campbell
 Mrs L Macdonald
 Mr B Murphy
 Mr T Prag

The GIG receives ongoing implementation Reports at its meetings through the year. In addition, GLP 2012-16 is part of Highland Council's suite of corporate frameworks so, in tandem with the scrutiny by the Gaelic Implementation Group, it is monitored through our Performance and Risk Management System (PRMS).

The 5 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 1 January 2016 to 31 January 2017.

1 and 2 IMPLEMENTING THEME 1: WHAT WE WILL DO FOR GAELIC IN EDUCATION, THE HOME AND IN COMMUNITIES

The **Home and Communities** Theme has three Strategic Commitments.

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.

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

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.

Outlined below is an overview of implementation work across these.

Pre-school

The Council, with support from Bòrd na Gàidhlig GLAIF funding, continues to support the Gaelic Toddler project run in conjunction with the Care and Learning Alliance to create a professionally organised and sustainable Gaelic 0 to 3 sector. 15 community based groups are supported by this project.

A variety of Gaelic promotional days for parents and toddlers took place in Fort William, Portree, Plockton, Strathy, Newtonmore, Dingwall, Bonar Bridge and Tain.

In Fort William with the opening of the new Gaelic school, Bun-Sgoil Ghàidhlig Loch Abar, the opportunity has been created to greatly improve transitions by basing all the Gaelic pre-school groups within the school campus. Through joint working with Bòrd na Gàidhlig, the Parent and toddler group and the Croileagan (2 to 3) have now both been successfully re-established in the new school with very good numbers attending.

A successful and well-attended Book-Bug/songs session took place in Thurso Library in November 2016. This was organised by Highland Council and supported by Hi-Life Highland.

A Coffee morning /Gaelic Medium awareness event took place in Tain with a focus on both providing information about Gaelic medium education to parents and meeting up with various groups and members of the community who spoke Gaelic or were able to remember Gaelic being spoken.

The 0-5 GM Parent and child group in Lochcarron continued to be supported. In addition, the Gaelic Medium weekly taster session continues to run successfully in the area with 6 pre-school children attending weekly. Visits to the 2 groups continue to be undertaken. Information and advice on the benefits of bilingualism/GME is provided to parents and packs with GME literature distributed to parents and the group.

The Highland Council Gaelic Team supported the Leugh 's Seinn initiative, led by the An Lòchran and the Gaelic Books Council Agency. The Gaelic team organised events for the Leugh's Seinn project in Portree, Sleat and the Lochaber areas.

A Gaelic Open Day in Portree was well attended by both adults and children. The event, which was aimed at parents and guardians' of 0-5 year old children, gave parents who came

along the opportunity to find out about the benefits of Gaelic Medium Education. Over 40 toddlers and young children were in attendance.

A Gaelic Awareness Fun Day took place Breakish on the Isle of Skye in November 2016 which was well attended by parents and over 20 toddlers and young children. The event, which was aimed at parents and guardians' of 0-5 year old children, gave those attending the opportunity to find out about the benefits of Bilingualism and Gaelic Medium Education. They also had the opportunity to engage with the Highland Council Gaelic Team. The parents were able to view and pick up the many resources available including CD's, books and leaflets and get information on specific websites featuring pre-school Gaelic activities.

A Gaelic Information Day and Fun Event was held in Sleat, with over 30 toddlers and young children in attendance. The initiative was organised in partnership with Bun-sgoil Shlèite and The Highland Council Gaelic Team. The event, which was aimed at parents and guardians' of 0-5 year old children, gave those who came along the opportunity to find out about the benefits of bilingualism. Representatives from Sabhal Mòr Ostaig, Bòrd na Gàidhlig and Gaelic4Parents of Stòrlann were present and provided information on the resources available to support Gaelic Medium Education.

Primary and Secondary Schools

We 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 Portree, Plockton, Dingwall, Nairn and Inverness and Gairloch; these provided further linguistic support to GM children from non-Gaelic speaking homes.

A residential trip to Edinburgh was organised for P7 pupils from Inverness and Nairn which helped to establish links between pupils from both schools and also to enhance opportunities to use Gaelic in an informal environment. This was part of the wider residential event, Seachdain Dùn èideann which is organised by Comann nam Pàrant Naiseanta for Gaelic Medium children throughout Scotland. The children were able to connect with children from schools in Skye, Oban as they all stayed in the same hostel.

With the financial support of GLAIF funding, the Gaelic medium Saturday sports club, Club Spòrs, at Bun-sgoil Ghàidhlig Loch Abar was able to re-commence at the end of October. Almost half the children attending the school signed up to participate in a full range of sporting activities, 2 of the sports leaders are former GM pupils themselves. This Club will continue until the end of June 2017.

A summer programme of GM activities ensures children have access to, and are encouraged to use Gaelic out with the classroom setting and have the chance to use Gaelic during the summer holiday. This included animation workshops, sporting and arts and crafts activities.

The Council, in partnership with Sabhal Mòr Ostaig, organised the annual week long youth residential event - *Seachdain nan Deugairean* - for Gaelic Secondary School pupils. In the Spring, 19 fluent and 18 learner pupils had the opportunity to attend the event; which offered the pupils workshops in Media skills, Drama and Outdoor Education activities. Pupils attended from Portree and Plockton High Schools.

Young people in Inverness Gaelic Drama group took part in the National Theatre Connections Festival, culminating in a performance held in Eden Court, Inverness in April 2016. The drama group increased membership, with 10 young people taking part from Culloden Academy, Dingwall Academy, Fortrose Academy and Inverness Royal Academy. The young people filmed a short play for submission to this year's FilmG competition. The drama group runs on a regular weekly basis.

As a follow up to the previous Gaelic residential trip to Donegal and Belfast for secondary pupils, a funding application was successfully made for a return trip. This was with the intention of further developing links made with Gaelscoil na bhFál in Belfast and links with Donegal. This trip took place in March'16 with financial support from Bòrd Na Gàidhlig and some 20 pupils from Inverness Royal Academy, Culloden Academy, Tain Royal Academy and Fortrose Academy all participated.

Older Secondary pupils, S5 upwards and college students are encouraged to help at after-school activities and clubs. In conjunction with Highlife Highland the new Basketball Club which started at BSGI, is held weekly and the group takes part in the Basketball Tournament held regularly for local Primary schools. Other after school clubs such as Shinty and football continue to run weekly.

Following on from previous 'Siuthad' Gaelic Careers Days , a partnership group involving Highland Council, Skills Development Scotland, Bòrd na Gàidhlig and HIE ran two events in 2016. One took place at the Gaelic collage, Sabhal Mòr Ostaig in Skye on the 8th of March 2016 and the other at Eden Court, Inverness on the 10th March. The events involved second year Gaelic learners as well as Gaelic Medium pupils. Around 200 pupils participated in the Inverness event .The second Skye 'Siuthad' event took place on the 28th of October 2016 with the next Inverness event taking place in March 2017. The 'Siuthad' initiative won Best Gaelic event at the Daily Record/Bòrd na Gàidhlig National Gaelic Awards in December 2016. The project was also shortlisted in the HC Quality awards.

The Highland Council in partnership with Highlife Highland secured funding from Bòrd na Gàidhlig to run the first ever Gaelic Leadership courses through the medium of Gaelic. Eight young people from the Highlands participated in the five day residential event, which took place at the Gaelic college in the Isle of Skye the week beginning the 10th of October. The second phase of the project will be delivered in April 2017.

The Council received funding support from Bòrd na Gàidhlig, to continue to develop a post that builds community and parental links around Bun-sgoil Ghàidhlig Inbhir Nis, along with development in the North area. This project is linked through to Inverness Royal Academy, to support pupils and parents at the crucial Primary to Secondary educational transition phase

Adult Learning and Community Engagement

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.

Staff continued to undertake advisory, support and familiarisation sessions for parents and potential parents of GM pupils. Staff worked in partnership with Sabhal Mòr Ostaig and the CLAD Gaelic Management Review Group to deliver the 2016 annual Gaelic Family Week in Sleat. 40 parents attended adult learning classes, 10 children under the age of 4 attended local Gaelic childcare facilities and 41 GM pupils attended a week long play scheme. In 2012 there were 111 participants. In 2013 there were 135 participants. In 2014 there were a total of 125 participants. In 2015 there were a total of 105 participants. Details of the 2016 figures will be included in the final submission.

The Highland Council has been part of the organising group of the CLAD Review Group in putting together " Comhla- a National Conference for Adult Learners" in November 2016 which was attended by around 100 learners from across the country.

Due to the shortage of Gaelic tutors, a tutor recruitment campaign took place to grow the bank of part-time Gaelic tutors available to provide classes for the area.

Gaelic Classes have run in Newtonmore, Nairn, Drumnadrochit, Balnain, Fort William, Dingwall, Portree, Sleat, Ullapool, and Thurso and Bettyhill. This work is ongoing and, with support from the Gaelic Language Act Implementation Fund (GLAIF), is targeted for further expansion.

Specific Gaelic parents' classes have run in Inverness and Fort William.

Drama has been introduced into some of the Gaelic classes to build confidence and fluency. One adult class in Fort William produced and submitted a film to Film G and worked with Arthur Donald to produce a short radio play which was broadcast on Nevis Radio.

The Highland Council with financial support from Bòrd na Gàidhlig, organised an adult learners' residential event to the Western Isles in April 2016. Eight students who currently attend Highland Council classes in Skye, Drumnadrochit and Inverness took part in a wide variety of language based activities in local communities, to enhance and develop their linguistic skills. Feedback from students was excellent.

The Highland Council in Partnership with the Gaelic Agency Stòrlann are developing an online course for Gaelic medium parents based on The Highland Council Gaidhlig Dachaigh course. The first part of the course will cover language support for parents who have children in the Gaelic Early Years sector and the second phase will cover the primary age sector.

Gaelic Awareness

A Gaelic Awareness Event took place in the Strathnaver Museum, where parents received information and advice on the benefits of bilingualism from the Highland Council Gaelic Team Officials. Strathnaver Museum hosted the event and organised fun activities for children. The Museum Staff arranged a small exhibition displaying local photographs of cultural events which included Provincial and National Mod past and present participants from the North Coast Area.

Partnership work with local community groups has also resulted in regular Cofaidh's is Crac sessions and a Gaelic Learning weekend taking place in October 2016 in Badenoch and Strathspey.

South Area Adult Gaelic Classes – January to December 2016

Inverness-

January to June 2016.

8 classes. 60 students.

Fort William

January to June 2016

1 class – 8 students.

Drumnadrochit

January to June 2016

Intermediate – 6 students. Beginners - 7

Balnain –

3 students.

Nairn

September 2016 - Beginners – 19

Inverness

August to December 2016.

68 students enrolled in 8 classes .

Drumnadrochit

September 2016 Intermediate -8

Balnain -4 students.

Fort William

September to December 2016- 25 students in 3 classes.

West Area Adult Gaelic Classes – January to December 2016**Portree**

September 2016 – 1 new Beginner Conversation Class with 10 students enrolled.

1 Lower Intermediate Class with 10 students enrolled.

1 Gaelic Book Club running Monthly for post Ùlpan/Fluent Speakers with 9 students attending

Sleat

A Community based adult learning class ran for 10 weeks in partnership with Sabhal Mòr Ostaig – 5 students enrolled.

North Area Adult Gaelic Classes – January to December 2016**Assynt.**

Assynt Learning Centre, Lochinver: - Classes continue to be provided with financial support to enable the continuation of the existing two classes.

Beginners Gaelic Group – Local Gaelic Place Names Project- this class continued for those interested in finding out more about the local Gaelic place names around Assynt, which has led to an introduction to learning about Gaelic.

Tain In Tain there are 2 community based classes running, one at post beginners level and also an advanced class.

Dingwall. In Dingwall, three community based classes are ongoing. An advanced conversational class, an intermediate conversational class with 7 students enrolled and a beginner's conversational class which has more than 50% of attendees either Gaelic Medium parents or grandparents.

Caithness. August to December 2016

A Parents' class continued in Thurso with 8 parents attending which is specifically aimed for the parents of Gaelic Medium children in both pre-school and primary provision.

We continue to support the Gaelic community based courses in Wick and Thurso. Both classes are successful and continuing into the 2016-17 sessions with 7 Gaelic learners attending in Wick and 10 attending in Thurso.

Gaelic classes specifically aimed at supporting the parents of Gaelic Medium pupils were organised in Fort William, Inverness, and Thurso.

Adult Literacy Provision for Fluent Gaelic Speakers

An Adult Literacy course for fluent speakers was developed in partnership with Sabhal Mòr Ostaig to deliver a pilot course for Gaelic Adult fluent speakers in the Inverness and Skye areas. The Inverness course entitled Leugh is Sgrìobh ran for 9 weeks between April and June 2015 with 12 students participating. Feedback from the students has been excellent. The second phase of the pilot commenced in Skye in November 2016 and will run up until January 2017. There will be a review of the pilot course in February 2017.

Adult learners' Residential

The Highland Council with financial support from Bòrd na Gàidhlig organised an adult learners' residential event to the Western Isles in April 2016. Eight students who currently attend Highland Council classes in Skye, Drumnadrochit and Inverness took part in a wide variety of language based activities in local communities to enhance and develop their linguistic skills. Feedback from students was excellent.

Review of Gaelic Adult Learning Provision in Scotland

Given the importance that the Council places on opportunities for Gaelic Adult Learning and the commitments in GLP 12-16, staff are engaging with Bòrd na Gàidhlig and a range of other partners in a National Working Group, which is reviewing the delivery of, and the demand for, Gaelic Adult Learning across Scotland.

This is linked to the recent survey carried out in Highland which was undertaken 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.

This National Working Group on Gaelic Adult Learning 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.

3. IMPLEMENTING THEME 3: WHAT WE WILL DO FOR GAELIC IN THE ARTS, MEDIA AND HERITAGE

Theme 3 has three Strategic Commitments.

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.

Strategic Commitment 2.

We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands.

Strategic Commitment 3.

We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries

Outlined below is an overview of implementation work across these.

BBC/MG ALBA

BBC ALBA is now into its 9th year. The channel can be viewed in Scotland on Freeview Channel and all over the UK on satellite, cable and online on BBC iPlayer.

The channel reaches some 14% of Scotland's adult population weekly, and has around 100,000 programme views per week on the iPlayer.

Three out of four users of Gaelic in Scotland tune into BBC ALBA every week, watching for some 5 hours per week. For Gaelic speakers, the weekday News show 'An Là' is the most appreciated programme, reaching some 40% of Gaelic users each week and attaining very high approval levels. 'An Là' is anchored from Inverness.

Sport, music and documentaries continue to perform strongly for the channel, with events such as Belladrum providing welcome summer viewing at a time when all TV schedules face the greatest challenge with viewers.

BBC ALBA's drama, produced for the channel on location in Skye by Young Films, a Skye-based production company, continued with another 10 episodes appearing on BBC ALBA, and a further 5 being shot for broadcast in 2017. We understand the producer is in discussions with MG ALBA for an extended run. The drama has achieved much viewer appreciation and has enabled a significant amount of creative writing as well as high-end talent and skills development.

MG ALBA continue to work closely with HIE to foster economic growth and entrepreneurship in the creative sector in the area, and have recently agreed to advertise the post of Western Isles and Skye Development Officer, with support from HIE.

MG ALBA and the BBC have been working on proposals seeking increased BBC investment in BBC ALBA under the new BBC Charter, which started on 1 January. Highland Council has supported this through letters of support to the Director General.

MG ALBA continues to work closely with the Council Gaelic Team.

LearnGaelic.scot

The www.LearnGaelic.scot website has high levels of participation and usage. LearnGaelic.net is a one-stop shop for anyone interested in learning Gaelic. MG ALBA, the BBC, Bòrd na Gàidhlig, the Board of Celtic Studies Scotland and SMO are key partners.

National Gaelic Arts Strategic Forum (NGAS)

The National Gaelic Arts Strategic Forum reconvened in November 2016 and will meet again in late January 2017. The forum is updating its terms of reference and has invited Education Scotland and Historic Environment Scotland to become members. Bòrd na Gàidhlig is planning a meeting March to host a strategic networking meeting for Gaelic arts bodies.

Bòrd na Gàidhlig and Creative Scotland are seeking to establish an initiative to support long-term sustainability of the Gaelic arts sector, strengthening its profile and effectiveness.

An Lanntair is due to advertise for a post of Gaelic Arts Network co-ordinator. This post will help map and co-ordinate Gaelic arts activity and sectoral needs for the Western Isles and Isle of Skye.

A new Gaelic Arts Officer post has been established at Comhairle nan Eilean Siar. They will help co-ordinate Gaelic arts delivery in the school system and work with the new E-sgoil project.

Both Bòrd na Gàidhlig and Creative Scotland have established Gaelic Arts and Culture teams which draw on expertise across various departments. These groups are co-ordinated by the Gaelic Arts & Culture Officer.

The Lorient InterCeltic Festival in Brittany and the Rudolstadt Festival in Germany are making a special focus on Scotland and Scottish artists in 2017. These high profile festivals offer an excellent opportunity to showcase the best of Scottish arts and culture to an international audience. A number of public agencies are working in collaboration to maximize potential around the Lorient festival in particular.

The digital participation project www.filmg.co.uk has seen record entries into the 16-17 competition, many of them from Highland Council area.

Blas Festival 2016

The 2016 Blas Festival was held between 2 and 10 September with 45 concerts and cèilidhs as well as schools programme, music in hospitals and care homes and family events.

A special concert took place at the start of the festival to celebrate Rona Lightfoot's 80th Birthday and a cèilidh was held in Kilmuir to celebrate the contribution of Jonathan MacDonald to Gaelic Music. The 11th Blas commission Beul na h-oidhche gu Camhanaich (Mouth of the Night to First Light) by Mary Ann Kennedy and Nick Turner took audiences on a journey through the skies with songs, stories and music related to the sun, moon, stars and the northern lights. Over the 9 days of the festival a host of leading traditional musicians and Gaelic singers appeared at venues throughout the Highlands and Argyll. Among them were The Red Hot Chili Pipers, Phil Cunningham and Aly Bain, Trail West, Fergie MacDonald, Margaret Stewart, Paul MacCallum and Linda Macleod. Young people were again at the heart of the festival with the Cèilidh Trails, Guth na nGael (our Irish exchange project), Graham MacKenzie, Brighde Campbell, O Chruinneag E Chruinneag – a new group featuring Ellen MacDonald, Ceitlin Smith, Eilidh Cormack and Innes White, as well as the Fuaran singers. As part of the festival's schools and communities programmes there were music concerts, workshops in circus skills and drama, storytelling, drama Performances, and work with pre-school groups.

Fèis Rois

The following is a summary of the work undertaken by Fèis Rois.

Fèis Rois is unique within the wider Fèisean movement in that it is:

- Not run by volunteers and has a paid staff team managed by a Board of Directors
- Working in the formal education sector as well as in the community;
- Delivering a specialist programme of work for young people with additional support needs
- Working out-with the 8 – 18 age group and, in particular, has a successful Adult Learning programme that contributes to CLD;
- Working to a national remit wider than Ross & Cromarty;
- Leading on a number of national initiatives, including Time to Shine and the Highland Youth Arts Hub;
- Recognised internationally

They have been successful in securing investment from the Youth Music Initiative Access to Music Making fund to develop new work in partnership with HMP Inverness in 2017. The project will have two strands: one aimed at prisoners aged 25 and under, and the other to enable Dads to participate in music making activities with their children.

They continue to work closely with the Gaelic Team to support the implementation of the GLPlan and to ensure the successful delivery of the Youth Music Initiative in the area.

Fèis Rois is one of only 119 organisations to be awarded Regular Funded Organisation (RFO) status by Creative Scotland for the period 2015-2018. Fèis Rois has also created a Business Plan strengthens, expands and challenges their existing core programme in the 2015 – 2020.

Fèis Rois nan Deugairean

80 young people of secondary school age took part in Fèis Rois nan Deugairean held in Ullapool from 10th – 14th October 2016. This number was up on the 68 participants in 2015.

This was a particularly successful event in terms of equality, diversity and inclusion. The 80 young people who took part included:

- A number of young traditional musicians, including 10 who are at specialist music schools and are looking to go onto further study at Conservatoire level.
- 5 looked After Young People who had recently participated in a targeted project they ran in partnership with Ross County FC.

Memorandum of Understanding SMO

The Council has a Memorandum of Understanding with SMO and the Gaelic Team work closely with SMO on specific developments; we continue to meet quarterly to implement joint projects.

The 2017 Lochaber Royal National Mod

The Royal National Mod (RNM) is organised annually by An Comunn Gàidhealach (ACG). Under the terms of a Service Delivery Contract, the RNM will be held in Lochaber in October 2017. The Gaelic Team are supporting the Local Organising Committee and work will shortly be commencing via the Mòd Academy programme to support pupils in the Lochaber area who aim to participate in the competitions. A Mòd Promotional leaflet will be launched on February 6th at a community business engagement meeting. The leaflet will be distributed to businesses through the chamber of commerce and also via social media.

Ainmean Àite na h-Alba

Ainmean-Àite na h-Alba (AÀA) - Gaelic Place-Names of Scotland - is the national advisory partnership for Gaelic place-names in Scotland. The purpose is to agree correct forms of Gaelic place-names for maps, signs and general use. They draw on the expertise of the partner organisations, local knowledge and historical sources to agree authoritative forms of Gaelic place-names. To ensure consistent spelling they use established principles such as the Gaelic Orthographic Conventions and the guidance they have produced on Gaelic place-names.

They work closely with the Gaelic Team, with Ordnance Survey and other public bodies.

Cuach na Cloinne 2016 – The Children’s Football Cup

50 teams from 28 schools took part in the 2016 Cuach na Cloinne competition. Regional competitions were held in Lewis, Uist, Skye, Inverness, Ard nam Murchan and Glasgow, with the Finals played at Bin-sgoil Ghàidhlig Loch Abair. Shawbost Primary School won the competition with Portree in second place and Bun-sgoil Ghàidhlig Inbhir Nis in third place.

It is intended to run the 2017 competition along the same lines as in 2016, with 6 regional competitions in Lewis, Uist, Skye, Inverness, Fort William/Ardnamurchan and Glasgow, but, this year the Finals are going to be held in Inverness at the Inverness Caledonian Thistle football pitch. A number of ICT coaches will also be at hand to provide some coaching to the teams who make it to the Finals.

Cuach na Cloinne is a national football competition, which creates an opportunity for young people from primary schools across Scotland who attend Gaelic Medium Education to meet and compete against each other and combines their Gaelic linguistic and footballing skills in an inclusive and entertaining manner. The competition is held entirely in Gaelic. Cuach na Cloinne 2017 is being funded by Bòrd na Gàidhlig, the Highland Council and Comhairle nan Eilean Siar.

FilmG 9 2016

MG ALBA’s digital participation project FilmG has enjoyed its best year for entries, with significant levels of participation from schools in the Highlands. The Highland Council supports FilmG.

FilmG provides an awards ceremony for those nominated, the project supports the Curriculum for Excellence through provision of 2-day workshops aimed at enabling teams of young people to create new short films.

This year 54 films which is the largest entry received in the Youth category a 28% increase. Pupils from Secondary Schools across the Highlands submitted entries which will be shortlisted for the awards ceremony in Glasgow on 19th February 2016.

FilmG 9 has been an extremely successful year in terms of workshop and overall entries. FILMG are delighted to see a 28% increase in entries, great support from the Highland schools. This year, FilmG tutors visited both fluent classes and learners, with 17 Highland Schools taking part in drama or documentary making workshops, and 13 pupils attending sports commentary masterclasses run by an experienced BBC Presenter based in Skye and an experienced freelance sports reporter.

They received 26 films, 9 Sports Commentaries and 2 Script submissions from the Highlands the following is breakdown of the workshops

Film Workshops	
School	Number of Films
Gairloch	2
Millburn	2
Ardnamurchan	2
Culloden	2
Plockton	2
Dingwall	1
Inverness Royal Academy	1
Lochaber	1
Mallaig	1
Portree	1
Tain	1
Ullapool	1

While the film workshops now follow a formula, this was the first year of their new sports commentary prize, pilot sports commentary workshops with a healthy uptake.

Pupils from Ardnamurchan High, Culloden Academy and Inverness Royal Academy attended Cupa Camanachd ha h-òige where they learnt the craft of commentary from a professional commentator and got to grips with the camera alongside a professional cameraman while Portree High School were visited by local Gaelic broadcaster.

Following these workshops they received 9 Sports Commentary entries in total from Highland pupils, while another 4 pupils enjoyed the experience but chose not to enter.

Due to restricted resources, they were unable to run any community workshops this year, however they maintained regular contact with community groups which meant that they were still able to encourage people to enter.

Independent Young Filmmakers

FILMG were very impressed to receive entries from Inverness Gaelic Youth Theatre, Fèis Loch Abair, Dingwall Academy made without the assistance of the FilmG team, and indeed a number of young Highland filmmakers going it alone and aiming to be named Best Young Filmmaker.

	Number of Films
Inverness Gaelic Youth Theatre	1
Fèis Loch Abair	1
Eòin Cuimeanach	1

4 individual pupils made
Dingwall Academy

1 film each
2

Open Category Films

9 of this year's 26 open category films, and 2 of 4 scripts came from filmmakers or writers based in the Highlands or with a Highland connection.

Shortlist success

Gairloch High School, Millburn Academy, Plockton High School and Dingwall Academy have all been shortlisted as well as Portree High School pupil and pupil from Ardnamurchan in the running for Best Sports Commentary. 3 of this year's shortlisted young filmmakers are from the Highlands; 1 from Laide, 1 from Gairloch and 1 from Lochaber.

In the open category, Kerr Gibb, Alannah Beaton and Iain Wilson from Skye have been shortlisted, while P7 teacher at Bun-sgoil Ghàidhlig Inbhir Nis, and a teacher from Alness are shortlisted too.

Shortlists in full can be watched here:

<http://filmg.co.uk/en/films/filmg2017/winners-shortlists/open>

<http://filmg.co.uk/en/films/filmg2017/winners-shortlists/youth>

Fèisean nan Gàidheal (FnG)

FnG was established in 1991 as the independent umbrella association of the Fèis movement. It is a company limited by guarantee and is funded by The Highland Council, Creative Scotland, Bòrd na Gàidhlig and Highlands & Islands Enterprise. It is one of Creative Scotland's Regularly Funded Organisations having been awarded £1.4m for the years 2015-18.

The Council has a Service Delivery Contract with FnG to manage, support and deliver Fèisean activities across the Highlands. FnG runs, organises and manages a wide and varied range of activities and events. They also work in partnership with other organisations to deliver many Gaelic arts and language related projects. The following is a summary of activities in the Highland area.

Around 14,000 young people annually participate in activities supported by FnG, 5,500 of which take part in the Fèisean themselves. Around 4,600 take part in Youth Music Initiative classes organised by local Fèisean, through a contract with The Highland Council.

Currently FnG provide support to 19 Fèisean and young people 2 919 participate in Fèisean and classes in the Highlands. FnG provide Gaelic tuition to 2 627 young people.

FnG continues to deliver services and activities to Fèisean such as funding, training, resources and support from a team of Development Officers. The organisation also involves young people in an archiving project, 'Fuaran', to engage them with the collection and performance of traditional Gaelic songs.

Fèisgoil

FnG's Fèisgoil service is ongoing and combines formal education work and additional contract agreements with local authorities and public bodies to deliver Gaelic drama, a Gaelic pantomime, Gaelic tuition in primary schools, a Gaelic Drama Summer School and the Youth Music Initiative work in Highland, Renfrewshire and other local authority areas.

As highlighted earlier in the report FnG is responsible for the running of the Blas Festival in partnership with The Highland Council and also supports Fèisean that organise Cèilidh Trails

which played to several thousand people including high profile events such as the Ceòl nam Fèis showcases at Blas, and Celtic Connections.

4. IMPLEMENTING THEME 4: WHAT WE WILL DO FOR GAELIC IN THE WORKPLACE

Theme 4 has three **Strategic Commitments**.

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

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

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

Outlined below is an overview of implementation work across these.

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

The Council's Service Plan Guidance now stresses the status of our Gaelic Language Plan and the importance of factoring Gaelic into each Service's policy initiative consideration. Gaelic is a Corporate Governance Priority; and all Services are required to include Gaelic as one of the overarching principles from the corporate commitments in their Service Plan.

The Customer Service Manager, Digital Services Manager and the Gaelic Team worked together to include a Gaelic Greeting followed by the Council's standard salutation in English. This required greetings in Gaelic being recorded in digital format which was digitally enhanced for use on the phone. Digital Services then applied the new sound files.

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

An All-Staff Gaelic Skills Audit/Survey was planned. This has not been completed to date and will be taken forward by the Gaelic Team.

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

The Gaelic Implementation Group has 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.

5. IMPLEMENTING THEME 5: WHAT WE WILL DO FOR GAELIC IN ECONOMIC DEVELOPMENT

Theme 5 has two Strategic Commitments.

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.

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.

Outlined below is an overview of implementation work across these.

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.

We continued to take opportunities to increase the profile of Gaelic in commercial and retail developments and this was helped by the positive relations between colleagues in the Gaelic and the Development and Infrastructure Teams.

We continue to liaise with colleagues internally and with Ainmean Àite na h-Alba (Gaelic Place-Names of Scotland) to provide Gaelic names for housing and commercial developments.

We continued to maximise the economic opportunities provided by Gaelic cultural, media and arts events; and we will continue to foster and nurture excellent relations with high profile premier Gaelic cultural events. 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 are working with An Comunn Gàidhealach and the Local Organising Committee to support and assist in delivering the Royal National Mod to Lochaber in 2017.

The events provide a high profile and multi-media platform for Gaelic and they also bring significant economic benefits to the Council area.

We continue to work with partners to provide a higher profile for the economic benefits of Gaelic and bilingualism; alongside cultural and heritage profile and development. We are keenly aware that our funding for partners, including Fèisean nan Gàidheal, and Fèis Rois, provides support for employment in these organisations; and we aim to underpin these as both economic and cultural priorities.

We will therefore work with partners to examine how we can increase the audience, participant and sponsorship engagement with Gaelic related events in the Highlands.

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 completed a major project to research the Economic and Social Value of Gaelic as an Asset – **Ar Stòras Gàidhlig**.

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.

'Siuthad' Gaelic Careers Days in 2016, a partnership group involving Highland Council, Skills Development Scotland, Bòrd na Gàidhlig and HIE ran two events in 2016. One took place at the Gaelic collage, Sabhal Mòr Ostaig in Skye on the 8th of March 2016 and the other at Eden Court, Inverness on the 10th March. The events involved second year Gaelic learners as well as Gaelic Medium pupils. Around 200 pupils participated in the Inverness event. The second Skye Siuthad event took place on the 28th of October 2016.

Along with SDS and the Scottish Government, we are pushing ahead to re-establish the Gaelic Employment and Skills Partnership (GESP). This group is expected to have representation from the Scottish Government, Bòrd na Gàidhlig, HIE, Local Authorities, Sabhal Mòr Ostaig and SDS, amongst others. This engagement aims to outline the educational, economic and cultural benefits of bilingualism; which in turn feed into a wide range of careers options and opportunities. 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.

We are also undertaking renewed activity with Scottish Government and SDS colleagues to establish links with the Scottish Government's data analysts on Labour Market Intelligence (LMI).

We also pursue community engagement and economic development aims within our Memorandum of Understanding projects with Sabhal Mòr Ostaig. In addition the Kilbeg Village development in Sleat on Skye is a significant progressive economic step for the area and receives support from the Council. The Council's Director of Development and Infrastructure is a member of the Funders Group for the project.

6. Translation and Corpus Development

In the period 1 January 2016 to 1 January 2017, a total of 654 translation and proofreading requests and projects were administered. 601 of these requests were for translations (of which 595 were from English to Gaelic and 6 from Gaelic to English), and 53 were for separate proofreading or linguistic advice. 533 were from Council Services; 5 from Members; 54 from High Life Highland; 18 from Ainmean-Àite na h-Alba, and 44 from third sector and other external organisations.

Translation work is largely undertaken in response to requests received, and monthly logs are maintained, recording details of requests as they are returned. While the log is useful in demonstrating demand for the service, it should be noted that it can only provide a somewhat superficial impression of the work involved. For instance, one request could represent a single phrase – or a document running to several thousand words. Similarly, texts with low word counts, such as place-name signage, can be time-consuming and involve significant research and consultation.

Requests from within the Council Services are broken down as follows:

- Care & Learning Service – 136
- Chief Executive's Office – 129
- Development & Infrastructure Service – 122
- Corporate Development Service – 68
- Community Services – 54
- Finance Service – 24

13 educational resources were translated for both GME primary and secondary subjects, as well as 22 wider support materials such as schools' reports, newsletters and dinner menus. 24 requests were administered within the Council regarding Gaelic educational resources and documents such as support materials for teachers and information for parents. 32 requests were returned to the Community Learning and Development staff relating to Gaelic classes and various events ranging from the Early Years through to Adult Learning.

140 road, street and core path signs requests were administered, as well as 79 requests for internal and external signs and commemorative plaques for Highland Council properties, including schools and offices. Projects of note included signage for the new Inverness Royal Academy, Lundavra Primary School, The Elgin Residence, Wick Community Campus, Inverness Town House and Service Point, and Kingussie Courthouse. In addition, a

significant number of texts for interpretive panels were progressed in collaboration with other Services. These included text on the Brahan Seer, the Ballachulish Slate Quarry and The Plock of Kyle. It is felt that these signs and panels further increase the visibility of Gaelic, both in the community and in work and learning environments.

A significant number of corporate documents were administered, including 110 requests for full translations or headings and sub-headings for committee agendas and minutes, as well as 85 requests for miscellaneous reports, brochures, and information leaflets. 22 requests were administered for job adverts and job and person specifications. As in previous years, a number of requests were received for PowerPoint headings, door plates, job titles, email signatures and addresses.

In collaboration with the Corporate Communications Office, 21 bilingual press releases were uploaded to the HC's website. In line with the HC's Gaelic Language Plan 2012-2016, which guarantees a Gaelic reply to all correspondence written in Gaelic, 26 such requests relating to letters, emails, Facebook posts and tweets were administered.

54 requests were administered for High Life Highland. These included signage, banner, exhibition and marketing texts for libraries, museums, archives, visitor centres and sport centres, as well as materials for schools' resources and competitions. Support was ongoing for Am Baile, particularly in relation to website texts. Support also continued for the Blas Festival in relation to festival programmes, biographies and publicity. Work was also undertaken in collaboration with the Graphic Designer on promotional material for the Royal National Mod in Eilean Siar.

We continue to liaise regularly with Ainmean-Àite na h-Alba, and contribute to consultation on place-names and more complex linguistic or corpus issues. It should be noted that mutually beneficial informal queries and discussions which take place on an almost daily basis are not recorded. However, more significant pieces of work such as consultation on specific lists of names are logged and these amounted to 18 requests.

44 requests were administered in response to enquiries from third sector and other external organisations. These largely related to signage for AnSCO Signs; Acorn Signs; Sustrans; Medco; Rowan Tree Consulting; Highlands and Islands Enterprise, and University of the Highlands and Islands. Assistance was also provided to Bòrd na Gàidhlig; Wester Ross Biosphere; Kinlochbervie Community Company re campsite signage; and KIMO UK re slogans and a voiceover script for the Pick Up Three Pieces environmental campaign.

7. Gaelic Education Resources Support

The Council receives an allocation of Gaelic resources developed and produced by Stòrlann Nàiseanta na Gàidhlig, funded by The Scottish Government for use throughout Gaelic Medium Education across Scotland.

These resources are distributed, free, to pre-school Gaelic Medium nurseries (16), commissioned partner centres (2), Gaelic Medium Primary Schools/Gaelic Medium Primary Schools with English Medium Classes/Primary Schools with Gaelic Medium Classes (19) and Secondary Schools with Gaelic classes (16), allocating these to the appropriate stage of education depending on the suitability of the resource.

Prior to the formation of Stòrlann Nàiseanta na Gàidhlig, the Councils which founded Gaelic Medium Education were responsible for developing resources for use in schools. As The Highland Council was one of the larger Authorities with GME, a number of resources were developed and produced by ourselves and we hold a small amount of stock which is accessed from time to time as requests for these are received.

In addition, new Gaelic publications from publishers such as Acair, Leabhraichean Beaga, Spòrs, Taigh nan Teud, Sandstone Press, Dalen Alba, Luath Press etc. are sourced, purchased and distributed to schools. These complement the national resources and broaden the range of Gaelic materials available to all ages.

The aim is that any book suitable for use in school, published in Gaelic, will be purchased by the Council and distributed accordingly. Individual teacher requests for additional resources are considered and purchases made where appropriate.

PART 9 STRATEGIC COMMITMENTS AND ENABLING ACTIONS FOR THE FIVE THEMES IN THE PLAN

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

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.

Partners

Bòrd na Gàidhlig; Deiseal Ltd, Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, Community Learning and Development Review Group.

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.
- Increase the attendance and participation at Gaelic family events and increase attendance at the Gaelic Family Learning Weeks by 20% from 30 families with 98 participants in 2011-12.

Enabling Actions

- (i) Carry out a survey of the linguistic ability of parents or guardians of Gaelic Medium pupils in order to ascertain their requirements for learning and support in the home.
- (ii) Create a new resource pack, using up to date technology, to encourage and support parents/guardians in using Gaelic in the home.
- (iii) Organise and develop Ùlpan progressive language classes around the Council's Associated School Groups; where Gaelic Medium Education is provided.
- (iv) Organise advisory workshops for Gaelic Medium parents; and work with parents alongside other community based partners.
- (v) Work with partners to organise and expand the "Gaelic Family Learning Week" initiative.

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

Strategic Commitment 2

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

Partners

Bòrd na Gàidhlig; Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, High Life Highland.

Key Performance Results

- Over the lifetime of the Plan, increase the numbers participating in Gaelic Medium Education language acquisition support, through extra-curricular activities, by 20% from a baseline of 700 in 2011-12.
- Over the lifetime of the Plan, increase the number of Gaelic Medium options within general activities and sports related programmes by 20% from a baseline of 30 in 2011-12.
- Organise and deliver *Seachdain nan Deugairean* for Secondary pupils each year at Sabhal Mòr Ostaig
- Establish a baseline figure for the number of Gaelic speaking sports coaches/activity leaders in the Council and High Life Highland. Following this, set a target for increasing the number within the lifetime of the Plan.

Enabling Actions

- (i) Create language support activities around the Council's Associated School Groups; where Gaelic Medium Education is provided.
- (ii) Support existing homework clubs, after school clubs and activities and expand activities where sustainable.
- (iii) Provide opportunities for inter generational Gaelic usage between senior citizens and young people.
- (iv) In partnership with High Life Highland, organise coaching events for Gaelic Medium Secondary school pupils to enable them to deliver activities in Gaelic.
- (v) Liaise with High Life Highland to include Gaelic in the Summer Activity Programme.
- (vi) Develop a Gaelic arts, media and leisure programme including drama, film and sporting activities.
- (vii) Secure Individual Learning Account Provider status to enable Council organised Gaelic courses to be eligible for Individual Learning Account support.
- (viii) Support the football competition, Cuach na Cloinne and investigate the possibility of a national schools Shinty competition.

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

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.

Partners

Bòrd na Gàidhlig, Comunn na Gàidhlig, Comann nam Pàrant, Deiseal Ltd, Clì Gàidhlig, Sabhal Mòr Ostaig.

Key Performance Results

- Three Community Partnership Development Plans to be put in place around Gaelic Education provision in Lochaber, Skye and Inverness.
- Over the lifetime of the Plan, increase the number of children accessing Gaelic Medium Primary Education to support the attainment of Scottish Government targets - pupil target and funding support subject to consultation with Bòrd na Gàidhlig.
- 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 helpful, going forward.
- Bun-sgoil Ghàidhlig Inbhir Nis established as the hub of Gaelic development in and around Inverness.

Enabling Actions

- (i) Develop marketing and awareness events and material; promoting the many benefits of bilingualism through Gaelic, including use in the home.
- (ii) Organise Gaelic Conversation classes.
- (iii) Produce Pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education.
- (iv) Organise Ùlpan progressive language classes and less formal learning opportunities for adults; including those with Additional Support Needs.
- (v) 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.
- (vi) Work with Sabhal Mòr Ostaig to develop an adult literacy course for fluent Gaelic speakers.
- (vii) Enhance the community liaison role within Bun-sgoil Ghàidhlig Inbhir Nis to support the expansion of community partnership development planning in Inverness.

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 25th 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 25th 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.

Theme 3 - What we will do for Gaelic in the Arts, Media and Heritage

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.

Partners

Bòrd na Gàidhlig, Creative Scotland, Sabhal Mòr Ostaig, BBC ALBA

Key Performance Results

- A contemporary and visionary Gaelic Arts strategy influenced by The Highland Council.
- The Sabhal Mòr Ostaig national residency programme will interface, and develop links with other arts events organised by the Council.

Enabling Actions

- (i) Participate in the work of the National Gaelic Arts Strategy Forum.
- (ii) Work with the Year of Homecoming 2014 Team to include Gaelic and culture as a core element in their planned activities and events.
- (iii) Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme.
- (iv) Engage with BBC ALBA and identify areas where collaborative initiatives would be appropriate; including the potential for expanding Gaelic content on local radio stations within the Highlands.

Theme 3 - What we will do for Gaelic in the Arts, Media and Heritage

Strategic Commitment 2

We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands.

Partners

High Life Highland, An Comunn Gàidhealach, Fèisean nan Gàidheal, Fèis Rois, Comunn na Gàidhlig

Key Performance Results

- A successful Royal National Mod in Inverness in 2014.
- Increased number of participants and visitors attending the Royal National Mod and its associated activities, when the events take place in the Highlands.
- Increase the number of Provincial Mod competitors participating in the Royal National Mod when based in the Highlands.
- Increased use of Gaelic in Fèisean activities.
- Increased visibility of Gaelic in High Life Highland activities and outputs.

Enabling Actions

- (i) Work with An Comunn Gàidhealach to deliver a Royal National Mod in Inverness in 2014 befitting the world's premier Gaelic cultural event; particularly given the other international events Scotland is hosting in 2014.
- (ii) Work with An Comunn Gàidhealach and other stakeholders to increase the number of participants, and visitors to Royal National Mods when they are based in the Highlands.
- (iii) Work with An Comunn Gàidhealach to undertake a review of Provincial Mods and identify action that would maximise competitor attendance at the 2014 Royal National Mod in Inverness.
- (iv) Work with the Blas Festival organisers to promote Gaelic arts productions produced by young people, for example viewings of their short films, drama events, and readings of creative writing.
- (v) Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs.
- (vi) Work with High Life Highland and others to raise the profile of and increase the use and visibility of Gaelic within High Life Highland and Council supported visitor attractions, leisure facilities, museums, archive centres and events.
- (vii) Work with Comunn na Gàidhlig to develop and support relevant sporting activities, e.g. football and shinty through the medium of Gaelic.

Theme 3 - What we will do for Gaelic in the Arts, Media and Heritage

Strategic Commitment 3

We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.

Partners

Sabhal Mòr Ostaig, MG ALBA, Comhairle nan Leabhraichean (Gaelic Books Council)

Key Performance Results

- Further progress with Gaelic education, arts and economic development within the projects delivered under the Memorandum of Understanding between the Council and Sabhal Mòr Ostaig.
- Gaelic Short Films created and produced by young people in Gaelic Education.
- Gaelic Film Clubs and media production programme for young people.
- Create Gaelic authors/writers in schools programme.
- Two new Competitions – one for young people and one for adults for music or literature.
- Negotiate the hosting of the Traditional Music Awards in the Highlands during the lifespan of the Plan.
- Revised Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia.
- Youth groups visits to Ireland, Wales or other Countries with lesser used languages.

Enabling Actions

- (i) Work with Sabhal Mòr Ostaig to implement the projects agreed between both organisations under the Memorandum of Understanding.
- (ii) Work with media specialists to develop short films and set up film clubs specifically around Associated School Groups where Gaelic Education is provided.
- (iii) Work with media and film making professionals to support the annual Gaelic FilmG Awards.
- (iv) Work with other agencies to develop a series of visiting Gaelic writers/authors in schools programme.
- (v) Provide support and advice to local groups to attract funding for specific Gaelic projects based in the community.
- (vi) Develop links with the broader linguistic and cultural diaspora for example Nova Scotia, and other Countries with lesser used languages such as Ireland and Wales.
- (vii) Engage with MG ALBA and the organisers of the Traditional Music Awards to discuss hosting this event in the Highlands.
- (viii) Revise the Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia to develop mutually beneficial educational, cultural, and economic links.

Theme 4 - What we will do for Gaelic in the Workplace

Strategic Commitment 1

We will increase Gaelic usage and the profile of the Gaelic language and internal Gaelic services, across the Council.

Partners

Bòrd na Gàidhlig, Local Authorities, Sabhal Mòr Ostaig.

Key Performance Results

- A Gaelic Impact Assessment will be included as part of the “risk” checklist for policy initiative consideration.
- “Gaelic” will be added to the list of “Implications” that are taken into consideration in all Council Committee Reports.
- Database to identify a network of Gaelic contacts across Services.
- Introduction of a standard bilingual welcome for Council Reception staff including the Service Centre and Service Points; to signal increasing normalisation of Gaelic within the Council.
- Restructuring and consolidation of the Gaelic elements on the Council Website.

Enabling Actions

- (i) Council Senior Management Team will ensure that, when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic.
- (ii) Issue a circular to all Council Services, including Headquarters, Service Points and the Service Centre; complemented by a news release - reinforcing the message that customers who contact the Council and wish a response in Gaelic, are guaranteed a response in Gaelic.
- (iii) 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.
- (iv) Requirement for all Services to use the internal Gaelic translation service for quality and consistency.
- (v) Review all pages relating to Gaelic on the website; and create a new, unified area which will include information on Gaelic Education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners.

Theme 4 - What we will do for Gaelic in the Workplace

Strategic Commitment 2

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

Partners

Clì Gàidhlig, Sabhal Mòr Ostaig

Key Performance Results

- Organise Gaelic Awareness Training for new Members as part of their Induction process.
- Increase the number of Members and staff who participate in Gaelic language courses and awareness training.

Enabling Actions

- (i) Establish up to date baseline data, by conducting a Gaelic language skills audit; which will include Gaelic usage within the Council.
- (ii) Review the need for updated workplace Gaelic Awareness sessions for Members and Council Staff.
- (iii) Organise sustainable Ùlpan progressive language courses for staff.
- (iv) Explore the potential for using external funding sources to support Gaelic learning in the workplace.

Theme 4 - What we will do for Gaelic in the Workplace

Strategic Commitment 3

We will increase the use and profile of Gaelic in dealings with external partners, stakeholders and contacts.

Partners

Community Planning Partnership, including Forestry Commission Scotland, Scottish Natural Heritage, the Crofters Commission, University of the Highlands & Islands, NHS Highland, Northern Constabulary, Highlands & Islands Fire & Rescue Service and Highlands & Islands Enterprise

Key Performance Results

- Completion of a scoping exercise on sharing expertise, staff numbers and resources in the provision of Gaelic Language training courses for public sector staff in Inverness.
- Gaelic to be included in the Council's deliberations on the **Integrating Care in the Highlands** exercise and interfaced with NHS Highland's Gaelic Language Plan.
- Gaelic language criteria included within Council Grants, Service Delivery Contracts, Service Level Agreements and Commercial Contracts.

Enabling Actions

- (i) Contact public sector organisations, initially in Inverness, such as Forestry Commission Scotland, Scottish Natural Heritage, Crofters Commission, University of the Highlands & Islands, NHS Highland, Northern Constabulary, Highlands & Islands Fire & Rescue Service and Highlands & Islands Enterprise to scope potential joint provision of Gaelic awareness or language learning courses. If Inverness proves successful, we will look at other similar opportunities within the Highlands.
- (ii) Undertake 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.
- (iii) Keep abreast of Gaelic Corpus issues including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation.
- (iv) Work in collaboration with and support, Ainmean Àite na h-Alba, as the national experts on Gaelic place names.
- (v) Review the Gaelic content within Standard Contracts, Service Delivery Agreements and associated Schedules.

Theme 5 - What we will do for Gaelic in Economic Development

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.

Partners

Scottish Government, Bòrd na Gàidhlig, Highlands & Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, An Comunn Gàidhealach, VisitScotland, Highlands of Scotland Film Commission, Fèisean nan Gaidheal, Fèis Rois.

Key Performance Results

- Increased Gaelic visibility in Retail and Commercial Development signage.
- Increased commercial profile for Gaelic in events such as the Royal National Mod and the Blas Festival.
- Negotiate hosting the Celtic Media Festival.
- Gaelic further developed in The Highlands of Scotland Film Commission business area.
- A higher profile for the economic benefits of Gaelic and bilingualism; alongside culture and heritage.

Enabling Actions

- (i) “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.
- (ii) Work with developers to secure a higher profile and visibility for Gaelic in commercial and retail developments; and in wider economic planning and development initiatives.
- (iii) Work with local groups and Ainmean Àite na h-Alba to promote Gaelic place-names in housing and commercial developments.
- (iv) Engage with The Highlands of Scotland Film Commission to establish where the profile and use of Gaelic can be further developed in its business area.
- (v) Establish how we can increase the audience, participant and sponsorship engagement with Gaelic related events in the Highlands including the Royal National Mod and the Blas Festival.
- (vi) Build and develop on the Council’s agreement with VisitScotland in the promotion of the Highlands’ distinct culture; including featuring Gaelic in marketing campaigns.
- (vii) Work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mod.
- (viii) Support and encourage Fèisean nan Gaidheal and Fèis Rois in their efforts to sustain and develop Gaelic skills and jobs.

Theme 5 - What we will do for Gaelic in Economic Development

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.

Partners

Scottish Government, Bòrd na Gàidhlig, Highlands & Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, BBC ALBA, Comunn na Gàidhlig, University of the Highlands & Islands

Key Performance Results

- A review and updating of the 2008 Report - **Measuring the Gaelic Labour Market: Current and Future Potential**.
- New Marketing and Communications campaigns, supporting Gaelic careers and workforce planning.
- Targeted initiatives for Early Years, Primary, Secondary school teachers and support workers and adult learning tutors.
- A suite of projects, updated annually, agreed and delivered with Sabhal Mòr Ostaig under the terms of the 2011 Memorandum of Understanding.
- Increase the number of Gaelic work placements under the Sgeama Greis Gnìomhachais by 50%.

Enabling Actions

- (i) Refresh the data on the Gaelic Labour Market in order to develop a Gaelic Skills and Employment Partnership; look to address the “Pathways to Work” initiative; share economic development information and undertake joint workforce planning.
- (ii) Develop targeted campaigns advising on Gaelic careers and skills - outlining the educational, economic and cultural benefits of bilingualism; the breadth of careers options and opportunities that Gaelic provides; assessing the potential for Modern Apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers.
- (iii) Under the terms of the 2011 Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects including increasing educational and economic opportunities for Gaelic, media training, project management and adult learning collaboration.
- (iv) Support and expand opportunities for young people to gain work experience in a Gaelic environment within the Highlands through, for example, Sgeama Greis Gnìomhachais.
- (v) Support the University of the Highlands & Islands Gaelic Bursaries Scheme.