

Agenda Item	6
Report No	G/19/21

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 16 December 2021

Report Title: Progress against Gaelic Language Plan 3, quarterly report, monitoring and scrutiny process

Report By: Executive Chief Officer, Performance and Governance

1. Purpose/Executive Summary

- 1.1 The main purpose of the report is to inform Members how the Gaelic Language Plan 3 (GLP3) is being monitored and scrutinised.
- 1.2 As highlighted in previous reports the Highland Council uses Performance and Risk Management System (PRMS) for the monitoring and scrutiny of corporate plans. It is important to recognise that GLP3 is a corporate plan, therefore it has been incorporated into the PRMS System which allows for a more streamlined and focussed reporting system on the implementation of the Plan.
- 1.3 Members of the Committee are asked to note the progress and challenges regarding the implementation of some enabling actions in the Plan. Challenges are largely due to the pandemic, which has impacted some aspects of project implementation and completion dates, however, the Gaelic Team have and continue to endeavour to adapt to an on-line or a bended approach to deliver the enabling actions.

2. Recommendations

- 2.1 Members are asked to:
 - i. consider the progress made in both monitoring and implementing GLP3 on a quarterly basis utilising the (PRMS) support delivery of GLP3.
 - ii. note the progress and challenges regarding the implementation of some enabling actions in the Plan.

3. Implications

- 3.1 Resource - In addition to Highland Council funding, grant funding is also provided by the Scottish Government and the various Bòrd na Gàidhlig funding streams to assist in the delivery of the Plan. Currently part of the Council's Statutory Gaelic Plan Discretionary Grants Budget is used to provide financial support to key external organisations which assist to deliver services and key enabling actions with the GLP3.
- 3.2 Legal - The Highland Council is required to have an approved Gaelic Language Plan in accordance with the Gaelic Language (Scotland) Act 2005. There are likewise obligations in ensuring that the Plan commitments are implemented.
- 3.3 Community (Equality, Poverty, Rural and Island) - The implementation of GLP has a strong community focus across the Highlands and Islands due to the activities and the support that is provided in communities where Gaelic education and community support and development is provided.
- 3.4 Climate Change / Carbon Clever - All meetings are held using the various virtual platforms approved by the Highland Council.
- 3.5 Risk - Restrictions and lockdowns have curtailed, limited and in some cases stalled some project development and implementation, however, maximising the use of online technologies has generated new and innovative approaches to several development projects. The Gaelic Team have successfully delivered a number of activities in the current quarter due to the easing of lockdown restrictions.
- 3.6 Gaelic - Hugely positive implications regarding the preservation and development of Gaelic and culture across all the sectors and age groups and it also enhances the social and economic value of the Gaelic and its associated culture.

4. The Gaelic Language Plan 3 (GLP3)

- 4.1 GLP3 has the following Themes, which are in-line with BnaG's high level aims:
 - Gaelic in the Home, Early Learning and Child Care
 - Gaelic in the Community
 - Gaelic in Education
 - Gaelic in the Arts, Culture, and Heritage
 - Gaelic in the Workplace
 - The Social, Economic and Cultural Value of Gaelic

5. PRMS Performance and Governance

- 5.1 The GLP3 has been 'ragged' on a quarterly basis. Quarter 4 from the previous year is included and covers the period 1 January to 31 March 2021. Quarter 1 from the current financial year dates from 1 April to 30 June and Quarter 2 from 1 July to 30 September 21.
- 5.2 **Appendix 2** summarises the current position regarding the progress made in implementing GLP3 within the timeframe set above. There are 126 enabling actions in GLP3 which span the 6 themes, most of which are subject to the following:
 - national position regarding the pandemic and Covid restrictions

- available resources
- support from the Scottish Government
- support from BnaG
- positive key stakeholder engagement and partnership working
- engagement with schools and community groups

5.3 A summary of the indicators is outlined in the table below. This shows that:

- 5 Actions are continuing to show some slippage from the previous quarter
- 5 Actions have moved from on target to complete
- There is an increase from 9 to 14 completed targets

Action Status	Q4 20/21	Q1 21/22	Q2 21/22
On Target	87	112	107
Slippage	30	5	5
No Significant Progress	0	0	0
Completed	9	9	14
TOTAL	126	126	126

These indicators are set out in summary dashboard format in **Appendix 1**.

The primary cause of slippage has been the restrictions and pressures imposed by the national pandemic and these have been reported to Committee previously. Wherever possible the Gaelic Team has identified alternative approaches and adaptations to deliver against GLP3 targets. Although there is a degree of slippage, processes are in place and development meetings underway to take the initiatives forward.

6. Gaelic Community Learning and Development Project Updates

6.1 Gaelic Learning for Adults - MG ALBA describes SpeakGaelic as the new, wide-ranging, multi-faceted learning brand, offering the most comprehensive approach to learning Scottish Gaelic in a generation. The SpeakGaelic brand offers users the option of face-to-face classes, self-guided online learning, and media content through a variety of platforms – or all three at the same time. As well as complete beginners, SpeakGaelic aims at enabling lapsed or less confident speakers to use their Gaelic with confidence. Highland Council Community Learning and Development (CLD) officers arranged for Speak Gaelic training for Highland Gaelic Learner tutors. This provided an opportunity to engage with the brand and implement this approach within their classes.

The overview of Speak Gaelic classes across Highland is currently as follows:

- SpeakGaelicA1 two face-to-face classes running in Inverness and one online class in Skye.
- Two A1 classes have commenced online with 36 students registered.
- Two further Beginners A1 classes to commence in January 2022.
- SpeakGaelic A1 face to face classes are running in Dingwall and Thurso since September 2021.
- In Tain, Ullapool and Dornoch A1taster sessions are available prior to classes commencing in January 2022.

Further information on Gaelic Adult Learning is available on the Highland Council website linked [here](#).

Gaelic Medium parents continue to access classes across Highland. Additionally, a 7 week online class aimed at parents of Gaelic medium children covering simple social language, colours, numbers, language around bedtime, washing and story-time including a look at Gaelic phonics has just been completed. Following the success of this class, it is hoped to run the same class again, beginning in January 2022.

- 6.2 Mòd Fringe Programme - The Highland Council Gaelic Team organised a series of family and children's events which took place in Inverness during the Royal National Mòd week 9th -15th October as part of a Mòd fringe programme. This was planned in collaboration with officers from various Gaelic organisations including Comunn Na Gàidhlig, Comunn Nam Pàrant, Fèis na h-Òige, Cultur-Lann, An Comunn Gàidhealach and Spòrs Gàidhlig.

Events opened with a pop-up ceilidh dance held in Falcon Square, Inverness on Saturday 9th October. Activities during the week included mini-Fèis morning workshops as well as a family ceilidh in Fairways, Inverness with music provided by young local musicians. CulturLann's provided fun session for toddlers with arts & crafts, games, and music. Additionally, outdoor activities included a family forest picnic took place in Abriachan and an outdoor music and story session held in Culloden woods specifically for pre-school children.

A workshop for adults and young people that incorporated the songs of the influential Highland Gaelic Bard, Màiri Mhòr nan Òran. The workshop culminated with a guided tour of the Chapel Yard cemetery where the Bard is buried. This event acknowledged the bicentenary of the birth of Màiri Mhòr nan Òran.

- 6.3 Gaelic Medium Gaelic Football Camp - The Highland Council Gaelic Team organised a 3-day Gaelic Medium football Camp which was delivered by coaches from FC Sonas during the second week (18th-20th) of the October school holiday. The camp welcomed 24 pupils during the week which included Gaelic medium pupils from BSGI, Inverness, Dingwall, Nairn, Drumnadrochit and Ullapool. The children were given an opportunity to question and speak with Gaelic speaking players from Inverness Caledonian Thistle Football Club before being presented with a goodie bag at the end of the camp. Click [here](#) for photographs of the popular event.

- 6.4 School Community Support for Gaelic - The Gaelic Team have been working in collaboration with GME schools to re-establish after-school clubs and activities. This supports GM pupils with their Gaelic language usage out-with the classroom. The CLD Gaelic officers have established a programme of out of school clubs initially targeting a small number of schools to accommodate the reintroduction of school lets and with the ongoing restrictions associated with COVID 19.

- The GLAIF funded project Club Spòrs (sports club) at Bun-Sgoil Ghàidhlig Loch Abar has re-started.
- The GLAIF funded after-school clubs programme at BSGPR are Girls Football, Gaelic cheerleading, Mini Sports sessions aimed at Sgoil Àraich and Early Level pupils and climbing wall sessions. With financial support from Bòrd na Gàidhlig and in partnership with Staffin and Kilmuir primaries GM pupils have the opportunity to participate in Gaelic Football, Film G, and a Club Gàidhlig after school activities.

- An after-school arts and crafts club has re-started in BSGI led by 2 former pupils, who are both intending to start a Gaelic and Education degree next September. Working with Secondary pupils is an important element of the community work provided by the Gaelic Team. This allows senior phase pupils the opportunity to engage with younger pupils and act as role models for language usage.
- After school clubs in Dingwall Primary, Thurso, Ullapool and Tain will begin in January 2022 providing a range of activities from drama, shinty to language support.

6.5 Gaelic Sailing Taster sessions - Highland Council Gaelic team, in partnership with the Isle of Skye Sailing Club, organised a block of Gaelic taster sailing sessions for young people. Gaelic medium pupils from Bun-sgoil Ghàidhlig Phort Rìgh, Dunvegan and Kilmuir participated in the after-school sailing activity. The Sailing sessions provided the opportunity for young GM peers to get together outdoors and use their Gaelic skills in a fun and informal environment.

See the following link for further details

https://www.highland.gov.uk/news/article/14010/seiseanan_se%C3%B2laidh_tro_mh_eadhan_na_g%C3%A0idhlig

6.6 The National Mòd 2021 - After a year's hiatus due to the pandemic, the Royal National Mòd 2021 took place in Inverness providing eight days of events. The event brought fans of Gaelic music and culture together once again to celebrate the language, history and future of the Gaels.

This year's Mòd provided an opportunity to highlight not only the event, but Inverness and the wider Highland area. The Gaelic Team initiated a project to create a video to promote The Highlands and associated Islands. This highlighted the areas across Highland as both fantastic areas to live, to work, and to enjoy blended city and rural leisure time with regarding Gaelic and associated culture. The video can be viewed here <https://youtu.be/L1ybvQJXRfc>

The video was uploaded to Highland Council's youtube channel and shared on An Comann Social Media platforms. The video was also integrated into the Mòd's streamed programmes on Tuesday and Friday.

6.7 Mòd Academy 2021 - The Gaelic Team in association with An Comunn Gàidhealach, with support from Fèisean nan Gàidheal regarding the delivery of the project, ran tutor lead support sessions for pupils between 4 May and 17 June 2021 for the online Mòd competitions. The project was restricted due to Covid regulations preventing singing groups from coming together and the project was subsequently delivered online. The Mòd Academy received support from Bòrd na Gàidhlig.

Provision was as follows for both Gaelic Medium and Gaelic Learner competitions;

- Solo singing tutor support provided for pupils from Bun-Sgoil Ghàidhlig Inbir Nis; Craighill Primary, Tain; Mount Pleasant Primary, Thurso; Muirtown Primary, Inverness; and Inverness Royal Academy.
- Folk groups tutoring and support provided for pupils from Bun-Sgoil Ghàidhlig Inbir Nis; Craighill Primary, Tain; Muirtown Primary, Inverness.

- Due to schools concentrating on 'recovery', and there being no live singing group competitions for children at the Royal National Mòd 2021, a number of schools were not in a position to accept the offer of sessions this year.

Given that the project was quite different from that originally envisaged due to Covid restrictions, the alternative project activities were extremely successful with a number of the pupils going on to achieve success in their competition.

7. High Life Highland (HLH) Update

- 7.1 Highlife Highland are keen to ensure that the enthusiasm generated by the Mòd continues to gather momentum as services look to develop, welcome customers back and attract new service users. HLH services including Music, Museums, Archives and Libraries were pleased to help support and promote the recent National Mod in Inverness.
- 7.2 Across all Highlife Highland activities, HLH services are committed to developing and continuing Gaelic activities. For example, social media and Am Baile posts are currently providing new and enhanced opportunities for engagement with Gaelic language and culture.
- 7.3 The Library service is delighted to report that families may once again enjoy in-person Bookbug sessions including the much loved Gaelic sessions. Libraries will increase the number of sessions offered, where required, to ensure that no-one loses out owing to restrictions on numbers in the smaller spaces.
- 7.4 HLH Active Schools support a number of Gaelic Medium after-school clubs across the Highlands. After-school activities are now resuming as Covid restrictions on facilities ease. Highlights illustrating the breadth of provision are a new Shinty Club in Nairn, a Multi-Sport Gaelic Medium Sports Club in Lochaber and a Cheerleading group on Skye.
- 7.5 Skye and Lochaber Archive Centre (SLAC) are working to enhance Gaelic links with Education. The centre is supporting two projects with teachers; one is with Bun-Sgoil Ghàidhlig Phort Rìgh and the other with Bun-Sgoil Stafainn. The project aims to have an art installation at Bun-Sgoil Ghàidhlig Phort Rìgh with the potential to show work on an online platform. Bun-Sgoil Stafainn are looking at the environment, crofting and Salmon Fishing. The project is expected to run throughout 2022. SLAC is also establishing links with Sabhal Mòr Ostaig: and will visit to SMO to meet with staff and students, with arrangements made for a reciprocal visit from SMO staff and students to visit the archive to explore the resources.
- 7.6 As part of their experience on the Youth Work Education Recovery Fund programme in Fort William some young people gained more confidence in their peer group – including youngsters they hadn't met before – through sharing their love of Gaelic to take on the character of a pro footballer speaking in Gaelic and supporting everyone to sing a Gaelic song as a way of using language and culture in communicating with each other. In working towards their DofE award one young person did their volunteering by helping children to prepare for their move from primary to secondary GM school in Bun-Sgoil Ghaidhlig Inbhir Nis.

7.7 The HLH youth participation team, including youth workers, Highland Youth Parliament reps and the Youth Convener, is looking forward to meeting and working with the new Gaelic Youth Champion so that each can hear about and support each other's campaigns and programmes. The Gaelic Youth Champion is a one year paid full-time post which has been possible to create following a successful application by the Gaelic Team to the Bord na Gaidhlig GLAIF fund. The post for a young Gaelic speaker in Highland will be based in Bun-Sgoil Ghàidhlig Phort Rìgh but will work across the whole of the Highlands.

Designation: Kate Lackie, Executive Chief Officer for Performance and Governance

Date: 1 December 2021

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Background Papers:

SUMMARY OF GAELIC LANGUAGE PLAN THEMES

APPENDIX

Theme 1: Gaelic in the Home, Early Learning and Childcare			
1.1 Encourage and support parents or guardians in using Gaelic in the home			
Enabling Action	RAG	Comment	Latest Update
Undertake a survey of parents/guardians of children accessing Gaelic education to create a linguistic Gaelic skills-based audit for future planning of services to support learning in the home. Autumn 2018, Autumn 2020, Autumn 2022	Q2 21/22 ●	The survey will go out to parents in January 2022, this was postponed due to the fact that we wished to avoid duplication as some schools had put out a questionnaire to parents in relation to school learning and improvement outcomes.	Q2 21/22 ●
Organise and deliver language classes for parents around The Highland Council's ASGs where GME is provided. Classes include: beginners' classes for parents held during the day, beginners family learning classes, beginners and intermediate community-based adult learning classes. Annually.	Q2 21/22 ●	Classes up and running some online and some face-to-face.	Q2 21/22 ●
Deliver sessions related to Gaelic education, to advise and inform parents on a range of issues e.g., the benefits of bilingualism, available resources, and how to support their children in the home. November of each school session.	Q2 21/22 ●	Planning in progress to deliver online and face to face sessions (as applicable regarding Covid 19 guidelines)	Q2 21/22 ●
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q2 21/22 ●	The Gaelic team work in collaboration with Sabhal Mor Ostaig to deliver the National Family learning week. There will be an online event in February 2022 and a face to face event is planned for July 2022.	Q2 21/22 ●
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q2 21/22 ●	Events are planned to take place this term and the beginning of next term; the events will target parents of pre-school children and we will deliver GME awareness events and raising the benefits of bilingualism sessions.	Q2 21/22 ●
Be aware of the needs of young people with Gaelic skills who are under the care of The Highland Council, and provide them with Gaelic services as part of The Highland Council's Corporate Parenting responsibilities. Annually.	Q2 21/22 ●		Q2 21/22 ●

Theme 2: Gaelic in the Community			
2.1 Provide opportunities to encourage and increase the use of Gaelic in the community			
Enabling Action	RAG	Comment	Latest Update

Create language support activities around the Council's Associated School Groups where Gaelic education is provided. October of each school session.	Q2 21/22 ●	Activities starting but school lets situation has created delays.	Q2 21/22 ●
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q2 21/22 ●	Funding secured for GSL project and in partnership with Highlife Highland we aim to deliver the Gaelic Sports leadership event in April 2022.	Q2 21/22 ●
Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q2 21/22 ●	A 2 week programme of extra-curricular GM activities were delivered during the Royal National Mod week held in Inverness, October 2021. This was done working in collaboration with other Gaelic groups and organisations. Extra-curricular after school clubs are commencing after the October school holidays	Q2 21/22 ●
Continue with and support a programme of community-based adult learning classes. Annually.	Q2 21/22 ●		Q2 21/22 ●
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q2 21/22 ●	The Gaelic team are liaising with Sabhal Mor Ostaig to access the Adult literacy course that is currently being devised by the Gaelic Collage. Literacy Gaelic Courses for Adults will be offered once the course has been finalised	Q2 21/22 ●
Establish a programme of training for Gaelic tutors. Annually.	Q2 21/22 ●	Tutor training day held in Inverness August 2021. Tutors received training in the new SpeakGaelic language course. Discussions are ongoing with the CLAD group regarding future training	Q2 21/22 ●
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q2 21/22 ●	Planning in progress to resume visits to/from older Gaelic speaking generation as and when Covid 19 regulations allow.	Q2 21/22 ●
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q2 21/22 ●	The Gaelic secondary residential event is planned to take place in February 2022 at Sabhal Mor Ostaig, this is a partnership project with Sabhal Mor Ostaig.	Q2 21/22 ●
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q2 21/22 ●	CLD Staff work closely with staff at the 3 stand-alone Gaelic schools and provide a programme of support for GM families attending the schools. e.g After school clubs for GM pupils.	Q2 21/22 ●
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q2 21/22 ●	Some activities getting re-started but depends on local school lets situation ie. no lets still in some schools and limited rooms available.	Q2 21/22 ●
Create opportunities through Provincial Mòd organisers that allow inter-generational exchange of skills and ideas, leading to greater confidence in language usage by young people. Annually.	Q2 21/22 ●		Q2 21/22 ●
Continue to support sporting events, such as the football competition 'Cuach na Cloinne' and the national shinty competition 'Cupa Iomain na h-Òige' for primary GE pupils (a pilot project hoped to become an annual event based in the	Q2 21/22 ●	A Gaelic medium football camp was held during the October 2021 school holidays. 25 children participated from various schools including BSGI, Ullapool, Dingwall and Nairn.	Q2 21/22 ●

Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.			
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q2 21/22 ●	The Highland Council Gaelic team are linking with HLH to deliver activities to GM schools with the After school co-ordinators employed through HLH.	Q2 21/22 ●
Work with partners to provide opportunities to develop transferable skills through events such as GM Primary Schools debating and heritage activities. September of each school session.	Q2 21/22 ●	The GM Debate for the West area will take place at BSGPR in February 2022	Q2 21/22 ●
2.2 Contribute to and support Community Partnership Development Plans			
Enabling Action	RAG	Comment	Latest Update
Develop marketing and awareness events and material, promoting the many benefits of bilingualism through Gaelic, including use in the home. Target Date May 2019	Q2 21/22		Q1 19/20 ●
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q2 21/22 ●		Q2 21/22 ●

Theme 3: Gaelic in Education

3.1 Contribute to national strategic partnership initiatives and policy formulation across Gaelic education

Enabling Action	RAG	Comment	Latest Update
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. Each Academic year.	Q2 21/22 ●		Q2 21/22 ●
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q2 21/22 ●		Q2 21/22 ●
In response to robust self-evaluation processes, establish working groups and workstreams to respond to areas for development as highlighted within a Local Authority Gaelic Education Operational Improvement Plan, contributing to national development priorities. Each Academic year.	Q2 21/22 ●		Q2 21/22 ●
Work with Partners on a national Gaelic Education Additional Support Needs Strategy, taking account of resource priorities for learning and teaching. Target date June 2019.	Q2 21/22 ●		Q2 21/22 ●

Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q2 21/22 ●		Q2 21/22 ●
Ensure engagement and involvement with academic sources, research bodies, conferences, studies and reports which may inform and influence national policy, guidance and resources for our schools. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Ensure that teachers engage in ongoing self-evaluation processes to support and inform developments associated with the creation and distribution of resources. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Continue to work in collaboration with partners in the production of generic Gaelic education marketing material in order to establish a national strategy for student teacher placements. Each academic year.	Q2 21/22 ●	National Mod Promotional Video from Corp Comms included a contribution from a Highland Council Primary Teacher highlighting the positives of living in Highland area.	Q2 21/22 ●
Work in collaboration with partners to establish a baseline of linguistic competency and confidence for staff working across Gaelic education. June 2019, June 2021, June 2023.	Q2 21/22 ●	Officers continue to engage with Bord na Gaidhlig on this outcome. The HC staff survey will include questions to contribute to this audit.	Q2 21/22 ●
In collaboration with partners, develop and enhance linguistic competency as part of Career Long Professional Learning, through promotion and access to both Highland Council and external training opportunities. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q2 21/22		Q4 20/21 ●
Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10%. June 2019, June 2021, June 2023.	Q2 21/22 ●	Annual data is collated every September. Percentages are reported in the Gaelic Education Report to Gaelic Committeem and annually to Scottish Government in the Gaelic Specific Grant report.	Q2 21/22 ●
Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q2 21/22 ●	Gaelic Digital Hub had additional resourcing added to support teachers during COP2.	Q2 21/22 ●

3.2 Gaelic education embedded in The Highland Council's Strategic Education Improvement Planning

Enabling Action	RAG	Comment	Latest Update
Ensure that Gaelic education is considered as an important component within The Highland Council's estates and associated management meetings. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q2 21/22 ●		Q2 21/22 ●

Ensure that all Highland School Improvement Plans will demonstrate measures that support the implementation and embedding of meaningful learning about Gaelic language, culture and heritage as part of entitlements to learn about Scotland through Curriculum for Excellence Social Studies delivery. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Work closely with Education Scotland and Storrann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q2 21/22 ●		Q2 21/22 ●
Ensure that Care and Learning Officers deliver ongoing, high-quality support for school staff, relevant to the unique context of our Highland schools. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q2 21/22 ●		Q2 21/22 ●
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q2 21/22	Enrolment information updated and available on Highland Council website. Bi-lingual GMPE information leaflet now available online. See Appendix.	Q4 20/21 ●
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q2 21/22 ●	Education Development Officer working with schools to make virtual links between schools and build wider communities.	Q2 21/22 ●
Enable staff delivering L2 and L3 Gaelic to have increased confidence in their level of Gaelic and use planners, online activities and other teaching resources. June 2019, June 2021, June 2023.	Q2 21/22 ●	Highland Virtual Academy Teacher supporting 1 plus 2 languages Development officer with Gaelic drop in support sessions for teachers delivering L2 and L3 Gaelic.	Q2 21/22 ●

3.3 Support the 0–3 Early Learning and Childcare sector

Enabling Action	RAG	Comment	Latest Update
Agree a financial package in collaboration with Bòrd na Gàidhlig to ensure the continuation of working partnerships with the Third Sector. Annually	Q2 21/22 ●	Money for the 0-3 contract secured through GLAIF and continue to meet with the Board representatives to agree the outcomes of the project.	Q2 21/22 ●
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q2 21/22		Q1 19/20 ●
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q2 21/22		Q1 19/20 ●
Continue, in conjunction with Bòrd na Gàidhlig and Third Sector, to promote Gaelic education to pre-school children and families. 2018 to 2023.	Q2 21/22	Regular meetings take place between BnG and Gaelic Team officers to promote 0-3. The partnership with CALA has been highlighted as a good model for 0-3 provision.	Q4 20/21 ●
Work with Partners to develop a training programme for Early Years staff engaged in Gaelic Language Learning to assist with all areas of Gaelic education. April 2019 and ongoing.	Q2 21/22 ●	There is now a training package available online for EYPs.	Q2 21/22 ●

3.4 Develop 3-18 Gaelic Education

Enabling Action	RAG	Comment	Latest Update
Continue Scottish Government partnerships to deliver new stand-alone Gaelic schools. Ongoing	Q2 21/22 ●		Q2 21/22 ●
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q2 21/22 ●	Glaif funding for Youth Ambassador targeting areas where development is required	Q2 21/22 ●
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q2 21/22 ●	Strategic Lead for Secondary met with Education Scotland Officer to discuss curriculum planning for development of the senior phase offering in GME	Q2 21/22 ●
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q2 21/22 ●	All 1 plus 2 training is now available digitally on Highland website. There are also ongoing access to support via drop ins and liaison with 1 plus 2 officer.	Q2 21/22 ●
Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q2 21/22 ●	As part of the ongoing Catchment Consultations for Gaelic Medium Provisions, Education Officers are auditing capacity within each provision for current pupil numbers and looking at projections using pre-school data.	Q2 21/22 ●
Identify and support 3–5 pre-school provision in targeted locations, taking account of the increase in hours of Early Learning provision, to improve the transitions to primary Gaelic education and in the longer term, secondary schools. 2020-2021 onwards.	Q2 21/22 ●	An audit of ELC improvement plans and Partner Plans has been completed and support targeted where identified as a need.	Q2 21/22 ●
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q2 21/22 ●	CLD staff in the Gaelic team have established Gaelic Development Plans to formally link with schools and their Gaelic improvement plans. The staff will initially pilot the development plans with a small number of schools.	Q2 21/22 ●
Respond to demand for full Gaelic wraparound care provision. As required	Q2 21/22 ●		Q2 21/22 ●
Support staff in accessing a progressive and coherent curriculum for Gaelic Language Learning as part of the 1+2 approach in English medium settings. Encourage all schools which have GM provision to include Gaelic as an L2 for GM classes. Annually.	Q2 21/22 ●	All 1 plus 2 training is now available digitally on Highland website. There are also ongoing access to support via drop ins and liaison with 1 plus 2 officer.	Q2 21/22 ●
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Engage with stakeholders to identify an action plan to support and encourage transition at key stages, in order to maintain and develop pupil numbers. June 2020.	Q2 21/22 ●		Q2 21/22 ●
Develop links between Gaelic medium primary and Gaelic medium secondary schools, where Gaelic teaching provision for S1–S3 might usefully be supported by primary teachers. As required.	Q2 21/22 ●		Q2 21/22 ●
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q2 21/22 ●		Q2 21/22 ●

Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q2 21/22 ●		Q2 21/22 ●
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q2 21/22 ●	Highland Council Officer invited to working groups for Gaelic Early Years Literacy as part of Northern Alliance and to a Review Group on covid recovery planning for total immersion phase.	Q2 21/22 ●
Encourage schools to promote GME on their websites. Ongoing.	Q2 21/22 ●		Q2 21/22 ●

3.5 Review the learning materials and learning resources provided to support Gaelic education

Enabling Action	RAG	Comment	Latest Update
Work in collaboration with Education Scotland to deliver standardised assessments suitable for Gaelic Medium Education's model of delivery. December 2019.	Q2 21/22 ●		Q2 21/22 ●
Support Highland staff in sharing resources within a digital platform. June 2019	Q2 21/22 ●		Q2 21/22 ●
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q2 21/22 ●		Q2 21/22 ●
Highland Council Additional Support Needs Working Group work towards the development of policy and resource materials to support pupils with Additional Support Needs. June 2019.	Q2 21/22 ●		Q2 21/22 ●
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q2 21/22 ●		Q2 21/22 ●

Theme 4: Gaelic in the Arts, Culture and Heritage

4.1 Contribute to national initiatives/policy for Gaelic in the arts/culture/heritage sectors

Enabling Action	RAG	Comment	Latest Update
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Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q2 21/22 ●		Q2 21/22 ●
Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme, further developing links with schools and communities. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
4.2 Increase profile/usage of Gaelic across the Highlands			
Enabling Action	RAG	Comment	Latest Update
Work with An Comunn Gàidhealach to deliver a Royal National Mòd in Inverness in 2020, building on the success of Lochaber 2017. Autumn 2018 and 2021	Q2 21/22		Q4 20/21 ●
Work with An Comunn Gàidhealach and other stakeholders to increase the number of young people and adults participating at Royal National Mòds, through the Mòd Academy. Autumn 2018 and 2021	Q2 21/22 ●		Q2 21/22 ●
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q2 21/22 ●		Q2 21/22 ●
Work with An Comunn Gàidhealach to ensure the number of young people participating in Provincial Mòds remains stable and, when opportunities allow, that the numbers increase. Support Mòd Academy and Mòd Roadshow initiatives when it is appropriate. October 2020	Q2 21/22 ●		Q2 21/22 ●
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. Annually.	Q2 21/22 ●		Q2 21/22 ●
Work with High Life Highland and partners to raise the profile and increase the usage and visibility of Gaelic throughout visitor attractions, leisure facilities, museums, archive centres and at events. Annually	Q2 21/22 ●		Q2 21/22 ●
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q2 21/22 ●		Q2 21/22 ●
Support and promote arts events. September each year.	Q2 21/22 ●		Q2 21/22 ●
4.3 Opportunities for people to engage with Gaelic through the arts and creative industries			
Enabling Action	RAG	Comment	Latest Update
Work with Sabhal Mòr Ostaig to implement the broad range of projects agreed between both organisations under the Memorandum of Understanding. Each academic year.	Q2 21/22 ●		Q2 21/22 ●
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q2 21/22 ●		Q2 21/22 ●
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q2 21/22 ●		Q2 21/22 ●

Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q2 21/22 ●		Q2 21/22 ●
Continue to 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. October 2019.	Q2 21/22 ●		Q2 21/22 ●
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q2 21/22		Q3 19/20 ●
In collaboration with Sabhal Mòr Ostaig and the Provincial Government of Nova Scotia, develop a programme to celebrate educational, cultural and economic links. Annual review.	Q2 21/22 ●		Q2 21/22 ●
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q2 21/22 ●	Planning is ongoing regarding a residential trip to Donegal in March for GM secondary pupils.	Q2 21/22 ●

Theme 5: Gaelic in the Workplace

5.1 Increase the status, profile, awareness and usage of Gaelic across all Council services

Enabling Action	RAG	Comment	Latest Update
Ensure that Highland Council Senior Management Team will continue to ensure that when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic. Quarterly.	Q2 21/22 ●		Q2 21/22 ●
Work with contractors (third party sector) who provide services and work for The Highland Council to engage with and increase the use of Gaelic within their companies, encouraging them to support Gaelic and cultural events in the Highlands. Annually.	Q2 21/22 ●		Q2 21/22 ●
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q2 21/22 ●		Q2 21/22 ●
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q2 21/22 ●		Q2 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q2 21/22		Q2 19/20 ●
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q2 21/22 ●		Q2 21/22 ●
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q2 21/22 ●		Q2 21/22 ●
Ensure that press releases relating to Gaelic matters will appear in Gaelic first on the Council's website, with a bilingual heading and a 'Read in English' option. Summer 2019	Q2 21/22 ●		Q2 21/22 ●

Create a prominent Gaelic portal on the The Highland Council website which will include information on Gaelic education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners. Autumn 2019.	Q2 21/22 ●		Q2 21/22 ●
Ensure that bilingual door signs, e-mail signatures and out-of-office messages will be actively offered and promoted to staff across The Highland Council services. Autumn 2018 - Autumn 2023	Q2 21/22 ●		Q2 21/22 ●
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q2 21/22 ●		Q2 21/22 ●

5.2 Opportunities for elected members and officer to learn Gaelic

Enabling Action	RAG	Comment	Latest Update
Establish up-to-date baseline data, by conducting a Gaelic language skills audit, which will include Gaelic usage within the Council. Autumn 2020	Q2 21/22 ●	Questions on Gaelic will be included as part of the staff survey.	Q2 21/22 ●
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q2 21/22 ●		Q2 21/22 ●
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q2 21/22 ●	The Gaelic team staff are working in partnership with Sabhal Mor Ostaig to write up a Gaelic in the Workplace course.	Q2 21/22 ●

5.3 Raise profile and use of Gaelic with external partners/relevant stakeholders

Enabling Action	RAG	Comment	Latest Update
As part of the Community Partnership, continue to liaise with other Local Authorities, public sector organisations such as University of the Highlands and Islands, NHS Highland, Police Scotland, Highlands & Islands Fire & Rescue Service, and Highlands and Islands Enterprise, especially in relation to the development of Gaelic language plans. Annually.	Q2 21/22 ●		Q2 21/22 ●
Continue to liaise with organisations such as Forestry and Land Scotland, Scottish Natural Heritage and Crofting Commission, to signpost provision of Gaelic awareness or language learning courses across Highland. Quarterly.	Q2 21/22 ●		Q2 21/22 ●
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q2 21/22 ●		Q2 21/22 ●
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q2 21/22 ●		Q2 21/22 ●

Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q2 21/22 ●		Q2 21/22 ●
Maximise the use of digital technology and social media. Quarterly	Q2 21/22 ●		Q2 21/22 ●

Theme 6: The Social, Economic and Cultural Value of Gaelic

6.1 Gaelic within general economic development and cultural tourism in Highlands

Enabling Action	RAG	Comment	Latest Update
Collaborate with VisitScotland to secure a higher profile and visibility for Gaelic in the promotion and advertising campaigns of the Highland Council area relating to genealogy, language, music, topography, flora and fauna, food and drink, and the natural environment. Annually.	Q2 21/22 ●		Q2 21/22 ●
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Collaborate with internal services to secure a higher profile and visibility for Gaelic in the development of links with the film and media industry. Ongoing	Q2 21/22 ●		Q2 21/22 ●
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q2 21/22 ●		Q2 21/22 ●
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q2 21/22 ●		Q2 21/22 ●
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q2 21/22 ●		Q2 21/22 ●
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q2 21/22 ●		Q2 21/22 ●
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q2 21/22 ●		Q2 21/22 ●
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q2 21/22 ●		Q2 21/22 ●
Continue to work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mòd when it is held in the Highlands. December 2020.	Q2 21/22 ●		Q2 21/22 ●

6.2 Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice

Enabling Action	RAG	Comment	Latest Update

Contribute to targeted campaigns advising on Gaelic careers and skills, outlining the educational, economic and cultural benefits of bilingualism, and the breadth of careers options and opportunities that Gaelic provides. Assess the potential for developing our young workforce appropriately, seeking cross-sectoral development/pilots/case studies, and engaging with national initiatives and with potential employers. Annually.	Q2 21/22 ●		Q2 21/22 ●
Under the terms of the Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects, including increasing educational and economic opportunities for Gaelic, media training, project management, young people and adult learning collaboration. Quarterly.	Q2 21/22 ●	The Highland Council Gaelic team have an MOU with Sabhal Mor Ostaig and within the MOU there is a programme of projects that are delivered in partnership to increase Gaelic opportunities.	Q2 21/22 ●
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q2 21/22 ●		Q2 21/22 ●
Make Gaelic learning training available to Customer Service staff. Annually	Q2 21/22 ●		Q2 21/22 ●