

Agenda Item	8
Report No	G/21/21

THE HIGHLAND COUNCIL

Committee: Gaelic Committee

Date: 16 December 2021

Report Title: Gaelic Specific Grant Report

Report By: Executive Chief Officer Performance and Governance

1. Purpose/Executive Summary

- 1.1 The purpose of this report is to inform Gaelic Committee Members of the grant application made to the Scottish Government for Gaelic Specific Grant 2022/23 and provide an opportunity to consider the projects that this funding will help to support.

2. Recommendations

2.1 Members are asked to:

- i. Consider the 3 projects outlined in the Gaelic Specific Grant bid;
- ii. Note the ambitious programme of work that the grant will help to support and that these may need to be adjusted should the full amount not be secured; and
- iii. Note the application is still under consideration by the Scottish Government with a decision expected early in the New Year.

3. Implications

- 3.1 Resource – the funding provided by the Scottish Government through the Gaelic Specific Grant (GSG) provides invaluable support for a wide range of projects that assist the Council in delivering its commitments under the Gaelic Language Plan with the majority dedicated to the delivery of Gaelic Medium and Gaelic Learner Education. Whilst this is significant and welcome, it should be noted that the majority of the Council's Gaelic expenditure comes from core Council budgets.

Last year the Council submitted a GSG application for £1,076,669 against total planned expenditure of £6,416,976 and was awarded £910,000. For the financial year 2022/23 the Council is bidding for £1,105,060 in Gaelic Specific Grant, against a total projected spend of £6,807,056.

In addition to core Council funding and the Gaelic Specific Grant, the Gaelic budget also secures additional funding through project-specific bids to Bòrd na Gàidhlig, and Gaelic Language Act Implementation Fund (GLAIF).

- 3.2 Legal - The Highland Council is required to implement its Gaelic Language Plan under the Gaelic Language (Scotland) Act of 2005.
- 3.3 Community (Equality, Poverty, Rural and Island) – the projects supported by the Gaelic Specific Grant help to sustain and grow Gaelic in communities across the Highlands.
- 3.4 Climate Change / Carbon Clever - All meetings take place virtually and activities are carried out online.
- 3.5 Risk – the Scottish Government’s Gaelic Specific Grant budget is usually over-subscribed which means that it is unlikely that the full amount being applied for in the Council’s application will be granted. If this is the case, and once the amount of grant has been confirmed, it will be necessary to reassess the projects within in the bid and adjust to reflect the resource available.
- 3.6 Gaelic – the application demonstrates that the Council is ambitious about preserving and growing the Gaelic language across all the sectors and age groups and values the educational, social, cultural and economic benefits of the language.

4. Purpose

- 4.1 The purpose of this covering report is to introduce and summarise the Council’s application bid for Gaelic Specific Grant. The full application is included at Appendix 1.
- 4.2 The application was submitted by the Scottish Government’s deadline of 2 December and is currently pending a decision on the award from Scottish Government.
- 4.3 The Scottish Government have outlined that there are increasing calls on the Gaelic budget and that, as this has not been increased, there is a likelihood that our full bid will not be paid out and this has been the case for a number of years now. However, the Gaelic Team were successful in achieving a small increase in the payment last year and this has given the Gaelic Team increased confidence for this year’s application.

5. Background to the purpose and requirements of the Gaelic Specific Grant

- 5.1 The primary purpose of the Gaelic Specific Grant is to assist in meeting the targets as set by Bòrd na Gàidhlig’s National Gaelic Language Plan and the Highland Council’s Gaelic Language Plan. The Gaelic Language (Scotland) Act 2005 (the Act), passed by the Scottish Parliament, seeks to secure the status of Gaelic as an official language of Scotland commanding equal respect to the English language. The grant provides support to new and current projects that can, or will, demonstrate their value in supporting growth in the Gaelic Education. All Local Authorities have duties under the Education (Scotland) Act 2016 to support and promote Gaelic and this is reflected in the Highland Council’s application for Gaelic Specific Grant.
- 5.2 Under the Grants for Gaelic Education (Scotland) Regulations 1986 (Annex B), bids are welcomed in respect of expenditure to be incurred for purposes approved by the Scottish Ministers in, or in connection with, the teaching of the Gaelic language or the teaching in that language of other subjects. The Scottish Government takes the view

that for Gaelic Specific Grant, the term “teaching” includes teaching all age groups in formal and informal settings.

- 5.3 The **scope** of the scheme encompasses the context for projects that “*embraces such things as early years, specially arranged courses, the development of Gaelic Education and Learning in primary and secondary schools, measures taken within schools or more widely to facilitate the teaching and use of Gaelic at appropriate levels, adult learning the production of books and other materials (including their writing, printing, publication and distribution) and research relating to the teaching and use of Gaelic. In addition, costs incurred in employing teachers or lecturers, in training them, in holding and attending courses, in providing buildings and making facilities available, in the production and purchase of books, materials and equipment and in undertaking research work will all be treated as coming within the scope of the legislation.*”

Grants under the scheme will not exceed 75% of the cost of the approved activity.

6. Gaelic Education Projects

- 6.1 The Highland Council is the largest provider of Gaelic Medium Education in Scotland. Our Education service has 203 schools in total, covering a geographical area nearly the size of Belgium. The area is a mix of urban, semi urban and rural and remote areas and we have ambition to provide opportunities for Gaelic across the whole region.
- 6.2 Over the last 2 years, the Council has ensured an increased profile of Gaelic, invested in the team, established a Gaelic Committee and Gaelic is embedded in the Council’s Executive Leadership Team, led by the Interim Depute Chief Executive. This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities. We have extended our Gaelic offering by incorporating Gaelic into our Virtual Academy and our pupil numbers evidence our continued commitment to growing Gaelic usage across our Highland schools and communities.
- 6.3 There are three overarching Project headings related to Gaelic Education in Highland Council’s application:

Project 1 – Gaelic Planning, Policy Implementation and Resources

Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3

Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education
Description:

- 6.4 The bid sets out GSG resource and Council resource across the three overarching projects. From this it is apparent how much the Council is investing in Gaelic and how this has reflected the higher priority and the strategic commitment the organisation is giving to the language and culture.

7. Project Outcomes

- 7.1 *Project 1 – Gaelic Planning, Policy Implementation and Resources*

There are 3 main outcomes -

- Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3

- Ensure a pan Highland approach for an equitable provision of resourcing and project delivery
- Ensure Gaelic in Highlands is promoted, reviewed and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities

7.2 *Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3*

The project has planned outcomes under each of the following headings -

- A - Gaelic in the Home and Communities.
- B – Gaelic community in ELC & Childcare.
- C – Gaelic community in Primary.
- D – Gaelic community in Secondary.

7.3 *Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education Description:*

Outcomes within this project encompass the work in Education for the demographic of 0-18 years. This is provided via support and development work lead, implemented by Education Officers with a remit for Gaelic, and strategic planning in relation to all Education priorities.

8.0 Processes and Project Promotion

- 8.1 Specific project promotion within each project follows the outcomes outlined within each project including reference to activity that aims to achieve growth in the area.
- 8.2 Within these, there are new projects, ongoing projects and projects that are undertaking a renewed direction, following recent review and developments. It is important to note the new projects are an important aspect of the bid and are most likely to attract funding as the expectation is that authorities will mainstream activity over time, applying for GSG to provide additionality.
- 8.3 The Gaelic Team’s annual survey of pupil numbers across Highland is illustrated within the bid. This demonstrates the cumulative growth in pupil numbers from 2017 to the current data collated for session 2021/22.
- 8.4 The bid is supported by the activity and collaborative working between the Gaelic Team with the Corporate Communications Team of Highland Council, which contributes significantly to the outcomes, and processes of the bid. Many GSG projects are highlighted through the corporate communications team, including the activity noted in reports to Gaelic Committee and Education Committee. This subsequently promotes the success of project outcomes; raising awareness of Gaelic to achieve growth in visibility and usage and positive ethos of Gaelic in the Highland Council. All Gaelic communications are bi-lingual. Many of the projects are subsequently picked up by the wider media, both locally and nationally.
- 8.5 Evidence of legacy work in this area where both project working of Gaelic Team in Highland Council and Highlife Highland is linked [here](#). All articles are published on the News Centre, mainstreaming Gaelic and articles take a Gaelic first approach.

8.6 The bid culminates with a section on targets in Gaelic Education for 2022/23. The outcomes and promotion activity in the Highland Council application supports The Highland Council towards the GLP3 aim of an increase to 10% in our pupil numbers –

“Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10% by the end of the Plan.”

It also includes a breakdown of the details of capital investment projects and expansions to Gaelic Medium provision to support this target.

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

Date: 1st December 2021

Author: Lena Walker

Background Papers:

APPLICATION FOR THE SCHEME OF GAELIC SPECIFIC GRANT FOR GAELIC EDUCATION 2022/22

Name of Authority: The Highland Council	
Authority Contact: Kate Lackie	
Name of Project The Highland Council Specific Grants Projects for 2022-23	
Status (New/Ongoing/Cross Border)	
Commencement Date: April 2022	
Description (including, staff and pupil numbers, breakdown of costs, National Plan Priorities and Gaelic Language Plan commitments)	<p><u>Outlined in this application are three overarching Project headings related to Gaelic Education:</u></p> <p>Project 1 – Gaelic Planning, Policy Implementation and Resources Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</p> <p>Description: The application is split into areas within the 3 project sections. The first description is relevant to all 3 projects and provides the strategic context and the following areas break down descriptions and costs under each of the project headings.</p> <p>Highland Council is the largest provider of Gaelic Medium Education in Scotland. Our Education service has 203 schools in total, covering a geographical area nearly the size of Belgium. The area is a mix of urban, semi urban and rural and remote areas and we have ambition to provide opportunities for Gaelic across the whole region.</p> <p>Over the last 2 years, the Council has ensured an increased profile of Gaelic, invested in the team, established a Gaelic Committee and Gaelic is embedded in the Council’s Executive Leadership Team, led by the Interim Depute Chief Executive. This reflects that the Council is committed to growing and developing the GM and GL Education sector; Gaelic learning and curriculum development; and Gaelic culture and communities. We have extended our Gaelic offering by incorporating Gaelic into our Virtual Academy and our pupil numbers evidence our continued commitment to growing Gaelic useage across our Highland schools and communities.</p> <p>We need to continue our focus on our growth in ELC and 0-3, curriculum development, support to ASN,</p>

and focus on language use within our communities for both our children and our fragile communities to ensure Gaelic has a sustained and strong presence. These are our key priorities within our projects over the last year continue to be our priority.

Our challenges include our geography, demographics with a declining population and the protection of our fragile Gaelic communities. Our growth in GME is impacted by a shortage of probationer allocation teachers, difficulty in recruiting Gaelic teachers and a narrowing of curriculum choice at the senior phase. An understanding of our challenges helps us direct resource to where it will have most effect and this re-energisation of our ambition for Gaelic means we are confident that additional funding, will make a positive and lasting impact.

Despite the continuing challenges of COVID, the Council has been able to demonstrate flexibility and sustained commitment to Gaelic through the provision of a program of adjusted delivery. We were able to maintain a good level of engagement and develop tools and approaches that have subsequently been adopted as best practice elsewhere.

In our bid, we have set out how much is GSG resource and how much is Council resource. From this it is apparent how much the Council is investing in Gaelic and how this has reflected the higher priority and the strategic commitment the organisation is giving to the language and culture.

Summary Breakdown of Costs

Proposed Projects 2022-23	Gaelic Specific Grant contribution	Highland Council contribution	Total cost of project
1. Gaelic Planning, Policy Implementation and Resources	£161,573	£197,268	£358,841
2. Gaelic in the Home and in Communities - Learning & Development Projects including 0-3	£127,281	£42,427	£169,708
3. Gaelic in Early Learning and Childcare, Primary and Secondary Education	£816,206	£5,462,301	£6,278,507
TOTAL	£1,105,060	£5,701,996	£6,807,056

National Plan Priorities and Gaelic Language Plan commitments

The Highland Council's third generation Gaelic Language Plan 2018-2023 was submitted to Bòrd na Gàidhlig on September 18th, 2017. The Plan has been developed under the Gaelic Language (Scotland) Act 2005. The Highland Council has received statutory approval from Bòrd na Gàidhlig.

The Plan has 6 priority areas which are as follows:

1. Gaelic in the Home, Early Learning and Childcare
2. Gaelic in the Community
3. Gaelic in Education
4. Gaelic in the Arts, Culture and Heritage
5. Gaelic in the Workplace
6. The Social, Economic and Cultural Value of Gaelic

The specific Strategic Commitments within each Priority Areas are bulleted below.

Priority Area 1. Gaelic in the Home, Early Learning and Childcare

- Continue to support Highland partnerships to create resources to encourage and support parents or guardians in using Gaelic in the home and early learning and childcare provision.

Priority Area 2. Gaelic in the Community

- Provide opportunities to encourage and increase the use of Gaelic in the community.
- Contribute to and support Community Partnership Development Plans and link with existing groups to promote and support an inclusive approach to Gaelic, within Locality Plans.
- Continue to support and advise community groups in relation to Gaelic development and usage.

Priority Area 3. Gaelic in Education

- Contribute to national strategic partnership initiatives and policy formulation across Gaelic education.
- Ensure that Gaelic education is embedded in The Highland Council's Strategic Education Improvement Planning.
- Build on established partnerships to continue to grow a professionally organised and trained staff to support the 0–3 Early Learning and Childcare sector.
- Develop 3–18 Gaelic Education through a systematic and sustainable approach to increase the percentage of Gaelic Learners in establishments.
- Work with partners to review the learning materials and learning resources provided to support Gaelic Education.

Priority Area 4. Gaelic Arts, Culture and Heritage

- Engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, culture and heritage sectors.
- Increase the profile and usage of Gaelic within Council-funded organisations and events across the Highlands.
- Develop opportunities for people to engage with Gaelic through the arts and creative industries.

Priority Area 5. Gaelic in the Workplace

- Continue to increase the status, profile, awareness and usage of Gaelic across all Council services.
- Identify and provide opportunities for Elected Members and Officers to learn Gaelic and improve their linguistic competence, to increase Gaelic usage.
- Increase opportunities to raise the profile and use of Gaelic when working with external partners and relevant stakeholders.

Priority Area 6. The Social, Economic and Cultural Value of Gaelic

- Create and support initiatives which strengthen the use and profile of Gaelic within general economic development and cultural tourism in the Highlands.
- Work with partners to develop strategies for the Gaelic jobs' markets, including careers advice.

Highland Council Priority Themes

The priorities in the Gaelic Language Plan are included in Highland Council's Programme; the GLP aims to encompass a wider Gaelic agenda and form part of the Council's high-level priority themes which are as follows:

- A Council that champions the Highlands
- A place to live
- A place to thrive
- A place to prosper
- A welcoming place
- Your Highland Council

Scottish Government Strategic Objectives

The Highland Council's GLP 3 links with The Scottish Government's strategic objectives:

- *A Scotland that is: Wealthier and Fairer, Smarter, Healthier, Safer and Stronger, and Greener.*

The Highland Council is building on, and continues to strengthen, the work undertaken in its previous Gaelic Language Plans, and is committed to achieving the Scottish Government's five strategic objectives.

This suite of priority areas has been formulated to fulfil commitments associated with the National Performance Outcomes, and the targets in the Council's Partners' Single Outcome Agreement with the Government. The projects will contribute to closing the attainment gap, which is recognised as a national priority.

In addition, the role, prominence and value of bilingualism will be strengthened through effective learning and teaching across Gaelic Education and associated support mechanisms and promotion activities. The Highland Council will continue to work collaboratively with Gaelic based organisations to move forward the Community Empowerment agenda within the local areas.

The National Gaelic Language Plan (GLP) 2018-23 and the Council's Gaelic Language Plan 2018-23 are

complementary and inter-dependent strategies which have been prepared with the clear aim of delivering the Government's National Performance Outcomes.

All 3 projects provide the implementation support elements required to achieve the Strategic Aims, Key Performance Results and Enabling Actions in The Highland Council GLP 2018-23; and to assist the Scottish Government and Bòrd na Gàidhlig in implementing the Outcomes, Rationales and Strategic Priorities in the National GLP 2018-23. The Council has long standing collaborative and partnership links with the Scottish Government, Bòrd na Gàidhlig, other Local Authorities and public bodies (GLAN, GLAD, GMòr). The Council also has Memoranda of Understanding with the Provincial Government of Nova Scotia and with Sabhal Mòr Ostaig, and maintains positive relations, in furtherance of Gaelic, with Gaelic and non-Gaelic related organisations across Highland and Scottish public life.

**Project 1 – Gaelic Planning, Policy Implementation and Resources
Breakdown of Costs including staffing**

This table exemplifies the strategic vision, governance, communications strategy, and corporate commitment and how this grows the profile of Gaelic within the Council itself and support toward the community engagement around both education settings and the wider community within Highland.

Gaelic Development Staffing, Projects and Resources 2022-23
Corporate Strategic Lead for Gaelic (contribution) *
Gaelic Lead Officer (incl. on costs) *
Gaelic Development Officer (incl. on costs) *
Gaelic Development Manager (incl. on costs)
Senior Translation Officer (incl. on costs)
Gaelic Admin Assistant (incl. on costs)
Gaelic Graduate Intern– focusing on community engagement, Covid mitigation planning (incl. on costs) Re-advertisement
Gaelic Resources and online resource development Gaelic Recovery mitigation
Inter-authority projects - contribution to projects that benefit cross border projects for example through GLAD
Gaelic Secondary Schools National Debating project contribution administered by Comhairle nan Eilean Siar
Residential event, school trips and exchanges support for schools for Colmcille, National Mòd support for families
Training Courses Pan Highland Gaelic Inservice/twilight program for GME teachers -

	<table border="1"> <tr> <td>Oideas (partnership project with SMO Teacher Education) Pan Highland GLE program for 1 plus 2 training</td> </tr> <tr> <td>Corporate Communications promotion and support to increase Gaelic Medium numbers</td> </tr> <tr> <td>Total £358,841</td> </tr> </table> <p>As there is still no agreement on pay award for the current year's pay award, allowed 3% pay award for 2021/22 and a further 2% for 2022/23 based on the latest report to the Council for the 2022/23 budget. * funded by Highland Council</p> <p>Cost of Project – £358,841 Specific Grant Contribution – £161,573 Highland Council Contribution – £197,268</p> <p>Project 2 – Gaelic in the Home and in Communities – Learning & Development Projects including 0-3 Breakdown of cost including staffing</p> <table border="1"> <tr> <td>Gaelic Community Projects 2022-23</td> </tr> <tr> <td>1 FTE Gaelic CLD Officer (South) (incl. on costs)</td> </tr> <tr> <td>1 FTE Gaelic CLD Officer (North) (incl. on costs)</td> </tr> <tr> <td>1 FTE Gaelic CLD Officer (West) (incl. on costs)</td> </tr> <tr> <td>Community Development Projects</td> </tr> <tr> <td>Total £169,708</td> </tr> </table> <p>As there is still no agreement on pay award for the current year's pay award, allowed 3% pay award for 2021/22 and a further 2% for 2022/23 based on the latest report to the Council for the 2022/23 budget.</p> <p>Cost of Project – £169,708 Specific Grant Contribution – £127,281 Highland Council Contribution – £42,427</p> <p>Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education Breakdown of costs, including staffing</p> <p>Early Learning and Childcare Gaelic Nursery – estimate for academic year 2022/23 – 39.96 FTE Gaelic Early Years Practitioners.</p> <p>Primary</p>	Oideas (partnership project with SMO Teacher Education) Pan Highland GLE program for 1 plus 2 training	Corporate Communications promotion and support to increase Gaelic Medium numbers	Total £358,841	Gaelic Community Projects 2022-23	1 FTE Gaelic CLD Officer (South) (incl. on costs)	1 FTE Gaelic CLD Officer (North) (incl. on costs)	1 FTE Gaelic CLD Officer (West) (incl. on costs)	Community Development Projects	Total £169,708	
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Community Development Projects											
Total £169,708											

Gaelic Primary Teachers – estimate for academic year 2022/23 – 61.4 FTE

Secondary

Gaelic Secondary Teachers – estimate for academic year 2022/23 – 22.7 FTE

Gaelic Education - Early Learning and Childcare, Primary, Secondary 2022-23	Total
Gaelic Early Learning and Childcare (Nursery) staffing (incl. on costs)	1,281,299
GM primary staffing (incl. on costs)	3,622,479
GM secondary staffing (incl. on costs) *	1,374,729
Total Estimate	6,278,507

As there is still no agreement on pay award for the current year’s pay award, allowed 3% pay award for 2021/22 and a further 2% for 2022/23 based on the latest report to the Council for the 2022/23 budget.

Does not include any non-staffing overheads for GME (i.e. School transport, FM, cleaning, utilities etc)

*Highland Council also operates an additionality-funding model to identified Secondary School DSM budgets where GME is provided. This allows Secondary schools to enhance their staffing teacher to pupil ratio for Gaelic Medium and provides support to deliver an expanded offer of Gaelic Medium Curriculum.

There are currently 21 FTE Gaelic Secondary teacher posts funded as additionality to DSM in Secondary Schools. Gaelic Specific Grant annually contributes between 10-13% to this additionality model.

Cost of Project – £6,278,507

Specific Grant Contribution – £816,206 (13%)

Highland Council Contribution – £5,462,301

Pupil numbers

The first table indicates that there is a total number of 307 pupils in GME nurseries and partner centres at the beginning of academic year 2021/22. As ELC pupils don’t have a unique identifier we are unable to give a total number of pupils across Highland as there will be some double counting because of split placements. Therefore, we are comparing year on year changes in GME nurseries and partner centres.

Pupils in publicly funded GME nurseries and partner centres							
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
GM Pupils	256	264	287	307	320	283	307
Change		+8	+23	+20	+13	-37	+24
% change		+3.03%	+8.01%	+6.51%	+4.06%		

-13.07%	+7.82%
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The Gaelic team will work with provisions to ensure that parents are confident in committing to GME and numbers are strong relative to community context such as population and rurality factors, to ensure a positive start. Projects include events with 'Bi-lingualism Matters', working with Argyll & Bute and Comhairle nan Eilean Siar on promotional materials and with Comann nam Parant to ensure families have access to support when making the commitment of Gaelic Medium Education for their child/ren.

The following table exemplifies pupil numbers across Highland in Primary. Primary 1 enrolment for August 2021/22 indicates that 8.06% of Highland pupils are in GME following a percentage increase of 0.19% on last year's total.

Pupils in P1	2020/21	2021/22
Total Highland P1	2,161	2,221
GM P1	170	179
% GM P1	7.87%	8.06%
% Increase	0.36%	0.19%

Pupils in publicly funded primary schools							
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Total Highland	17,263	17,381	17,422	17,351	17,316	16,843	16,799
GM Pupils	881	896	923	963	1,034	1,058	1,082
% GM Pupils	5.10%	5.16%	5.30%	5.55%	5.97%	6.28%	6.44%
% change		0.06%	0.14%	0.25%	0.42%	0.31%	0.16%

Secondary Pupil Numbers

Pupils in publicly funded secondary schools							
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Total Highland	13,390	13,337	13,228	13,229	13,458	13,841	14,046
Fluent Gaelic	328	343	341	373	388	414	438
% Fluent Gaelic	2.45%	2.57%	2.58%	2.82%	2.88%	2.99%	3.12%
% change		0.12%	0.01%	0.24%	0.06%	0.11%	0.13%
GME Subjects	255	265	259	282	261	286	287
% GME Subjects	1.90%	1.99%	1.96%	2.13%	1.94%	2.07%	2.04%
% change		0.09%	-0.03%	0.17%	-0.19%	0.13%	-0.03%

	Gaelic Learners	1,474	1,829	2,012	1,887	2,131	2,208	2,204
	% Gaelic Learners	11.01%	13.71%	15.21%	14.26%	15.83%	15.95%	15.69%
	% change		2.7%	1.5%	-0.95%	1.57%	0.12%	-0.26%
Outcomes (Please describe the expected outcomes of this activity or project)	<p>Project 1 – Gaelic Planning, Policy Implementation and Resources Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</p> <p>Further details on outcomes and promotion of Priority Area 1, 2 and 3 outlined under Outcomes section below.</p> <p>Project 1 – Outcomes (Within the Strategic Context) We will...</p> <ul style="list-style-type: none"> • Provide a strategic direction for Gaelic within the Education specific priority areas of GLP3 • Ensure a pan Highland approach for an equitable provision of resourcing and project delivery • Ensure Gaelic in Highlands is promoted, reviewed and quality assured within a framework of performance and governance and is adaptive to the needs of all our communities <p>Process</p> <p>The Highland Council has a corporate commitment and remit for the preservation and development of Gaelic language and culture. The remit is set against the National Plan which aims to achieve a faster rate of growth for Gaelic in Scotland. A formal Gaelic Committee continues to promote and support the usage of the Gaelic language, heritage and culture of the Highlands and to oversee the implementation of the Council's Corporate third generation Gaelic Language Plan and provide public accountability. The Committee also has a remit for monitoring expenditure and providing governance and scrutiny of performance and delivering on statutory reporting requirements. The Gaelic Committee has a workplan which forms part of the Gaelic language and cultural planning for the Council and this includes reports which are submitted by the Gaelic Team and Senior Executive Officers on a quarterly basis. The reports generated include recommendations which relate to the 6 Themes within the current Gaelic Language Plan and focus on the implementation of targets within the Plan. The Highland Council Gaelic Development Officer is part of the Gaelic Team within the Authority and has a pan Highland remit.</p> <p>Sabhal Mor Ostaig, the national Gaelic College, is located within our Local Authority. Whilst we have a memorandum of understanding with the college, and the Highland Council contributes support to students with bursary awards, we aim to build on this relationship following discussions with the Director and Depute Director of Studies with a collaborative approach to this post and projects that will follow.</p> <p>This initiative will also help to inform the development of the 2nd project in this bid.</p>							

The Gaelic Development Officer works with the Community Learning and Development Officers and the Senior Translation Officer regarding the regular reporting to the Gaelic Committee. Additionally, where appropriate joint working on project development, supporting the Gaelic Team in the promotion of projects which are part funded by Gaelic Specific Grant. This is achieved by producing regular press releases and using both traditional and social media to further the promotion of the events, projects and activities.

The remit of the Gaelic Development Officer also includes working with stakeholders/ external agencies and key organisations in Highland, several of which receive financial support from the Council. As part of the Council's governance the organisations who receive support are required to demonstrate where reasonable and appropriate how the support assists the Council in implementing specific targets with GLP3, that includes targets within the **priority areas** Gaelic in the Home, Early Learning and Childcare, Gaelic in the Community and Gaelic in Education. A collaborative and strategic approach between the Development Officer and the Community Learning Officers is crucial to the overall impact of this work for Highland for our GLP3 progress.

Gaelic Vision and Strategy – New Project

Going forward, in order to deliver on the strategic aims of The Highland Council for Gaelic Education and in preparation for Highland Council's Gaelic Language Plan 4 there is an agreed commitment to enhance the remit of Gaelic within the Authority through the creation of a permanent Senior Gaelic Officer with strategic management responsibility. This post would build on the foundations of current wider partnership and collaboration across public bodies in Highland by supporting work to identify opportunities, sharing of knowledge and expertise, and shape a vision for the future of Gaelic in Highland. This is a new permanent senior post for Highland Council that illustrates strategic commitment and ambition during this significant stage in the lead up to the 4th generation Gaelic Language Plan. The recruitment for this post is currently underway with an aim to have this post advertised early next year.

Initial work is underway with internal workshops to start to scope out the remit of the review across the six priority areas. It has already come through very clearly that staff are committed to a vision that is ambitious and sustainable, building on the many opportunities there are to work with partners locally and nationally to expand Gaelic education, language and culture in the Highlands. There will be a strong focus in the review on education and sustainability is identified as a critical factor, in particular responding to the additional challenges that Covid has created, alongside long-standing pressures in relation to staffing and workforce planning.

Engagement with UHI, Bòrd na Gàidhlig and the Scottish Government is ongoing and will form part of our stakeholder discussions. In addition to a focus on education, strong themes are emerging about the need for enhanced Gaelic presence across all Council Services, including the website; and highlighting and supporting the contribution that Gaelic makes to the Highlands in terms of culture, tourism and the economy.

Critical to making progress will be the identification of sustainable resourcing which means access to both capital

and revenue funding; high quality curriculum and extra curriculum content and choice; and reliable teacher supply as well as maximising the impact that the Council and partners can have on the numbers of people at every age who learn Gaelic, speak Gaelic and use Gaelic in school and wider community and cultural settings. This can only be achieved by taking a connected, partnership approach.

Our bid has requested support for the following projects. The following adds further detail around each of the areas on the table.

Project 2 – Outcomes (A-D)

A - Gaelic in the Home and Communities. We will:

- Support the growth of GME, by increasing the ‘Benefits of Bilingualism’ awareness events in areas where GME is available, enabling parents to make informed choices.
- Increase the opportunities for parents to become more informed about Gaelic Medium Education.
- Further develop Gaelic Parent Classes in communities to enable parents to be more confident in supporting their children in GME.
- Support Gaelic Community groups with the delivery of their activities to increase Gaelic usage and visibility in the community.
- Develop new online resources which support Gaelic in the home and community.
- Continue to expand and develop family learning opportunities and events which encourage parents and children to engage together.
- Through the Gaelic Learning and Development Group (GLAD) increase and develop new projects aimed at supporting the Gaelic Adult Learning sector and Gaelic Medium Education families.

B – Gaelic community in ELC & Childcare. We will:

- Increase support to the partnership between BnG, HC and the Care and Learning Alliance to enable the delivery of a strong and effective bounce-back for the Gaelic 0 to 3 sector from COVID 19 lockdown.
- Expand the 0 to 3 Gaelic sector in a targeted, and planned way.
- Improve opportunities for training in the 0 to 3 sector.
- Develop online resources for ELC Gaelic pupils.

C – Gaelic community in Primary. We will:

- Work in collaboration with partners and community groups to increase the opportunities available to GME pupils to use Gaelic in their local Community.
- Increase Gaelic usage for GM pupils out with formal education through GM after school clubs and activities.

D – Gaelic community in Secondary.

- Increase Gaelic language usage within Gaelic Education Secondary schools, work with key partners

to further develop a programme of events to support and provide opportunities for Gaelic fluent and learner pupils.

- Continue to raise awareness of the opportunities available to young people with Gaelic skills and to encourage young people to continue with their Gaelic learning journey.
- Increase liaison with secondary learners and fluent speakers in order to provide opportunities for young people to input into provision.

Project 3 – Outcomes

We will...

- Use the outcomes of the feasibility study for 3-18 GME to build for the future on the progress of GME and GLE within Highland, which is the largest provider of Gaelic Education in Scotland, building strong partnerships with our schools and the Gaelic Team, delivering the outlined education priorities within our GLP3.
- Engage in stakeholder activity to inform the priorities and planning for Education as part of Highland Council's GLP4.
- Plan and implement with stakeholders and partners, opportunities for continued professional development, working with our school communities and GME provision senior managers within schools to ensure we are responsive to their needs, working in partnership with other authorities when required.
- Continue to review our secondary planning and reporting within the quality frameworks for improvement planning to map out how to expand and support opportunities for wider Gaelic achievement, a Gaelic empowerment agenda for schools encompassing curricular, extra-curricular and accreditation pathways, working with senior GME leadership within schools and commit to exploring and providing Virtual Education options for mitigation, sustainability and to improve our provision and experiences for all our pupils
- Establish Gaelic Education collaborative working groups to support outcomes, strategic accounting for GME / GLE planning, attainment and professional learning.
- Continue to review and update our promotional activity for GME enrolment, engaging with both policy personnel and corporate communications team to map out a new plan for media, website and publications.
- Use pedagogical approaches to improve the quality of our GME learning experience, through supporting practitioners with professional development, enquiry opportunities and resourcing as well as improve children's access to opportunities to use their language skills out with the classroom to ensure they become confident social users of the language within their own communities.
- Continue to build on our success and increase the numbers of pupils in GME to support National targets
- Plan in partnership with the Northern Alliance to build on the resources for Early Years Total Immersion Phase. The resources support practitioners build children's confidence in social use of

	<p>the language, founded on pedagogical research into language acquisition and Education Scotland's Realising the Ambition.</p> <ul style="list-style-type: none"> • Introduce a tracking document for all Highland Early Years that records language interactions, social language use, build intrinsic usage of Gaelic to ensure our young children in Early Years have the best possible start in Gaelic language learning to ensure they can become confident life-long users of Gaelic within their communities. Share this resource with Northern Alliance colleagues and work in partnership for wider national impact and support. • Continue to build on the work of the Highland Virtual Academy, extending opportunities for Gaelic Learners in Secondary Schools where there is no access to a Gaelic Teacher. • Provide and manage a digital resource sharing platform to enhance networking and collaboration across Highland schools.
<p>Promotion (Please describe the promotion how this project/activity currently promote the project (if currently funded) and how you intend to promote the project to achieve growth in the area)</p>	<p>Overarching all 3 project areas, The Highland Council Communication Strategy seeks to: <i>“safeguard and enhance Highland’s significant reputation and standing nationally and internationally”</i> Within the context of Gaelic Education and Promotion of Gaelic Education, this is recognised as an important element of how safeguarding of Gaelic’s reputation and the subsequent promotional activity of Highland Council Gaelic Team projects are supported.</p> <p>The Gaelic Team works closely with the Corporate Communications Team of Highland Council. Many projects are highlighted through the corporate communications team, including the activity noted in reports to Gaelic Committee and Education Committee. This then promotes the success of project outcomes; raising awareness of Gaelic to achieve growth in visibility and usage and positive ethos of Gaelic in Highland Council. All Gaelic communications are bi-lingual. Many of the projects are subsequently picked up by the wider media, both locally and nationally.</p> <p>Evidence of legacy work in this area where both project working of Gaelic Team in Highland Council and Highlife Highland is linked here. All articles are published on the News Centre, mainstreaming Gaelic and articles take a Gaelic first approach.</p> <p><u>Specific project promotion within each project follows including reference to activity that aims to achieve growth in the area.</u></p> <p>Project 1 – Gaelic Planning, Policy Implementation and Resources Project 2 – Gaelic in the Home and in Communities - Learning & Development Projects including 0-3 Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education</p> <p>Project 1 – Promotion & Actions within Project Activity</p> <ul style="list-style-type: none"> • Feasibility Study. Over the next period of the GSG, a feasibility study will be carried out to assess 3-18 GME provision in Inverness. The primary purpose of this study is to explore what steps need to be taken to

deliver sustainable expansion of 3-18 Gaelic Medium Education **specifically in Inverness**. An associated benefit should be to develop a fuller understanding of the approaches that could be also adopted across Highland to expand Gaelic Medium education and sustain and grow Gaelic in other Highland communities.

- **Raising attainment** for all learners is a priority, as is widening curriculum choice, content and wider opportunities to use the language so that there can be a sustainable increase in the numbers learning and speaking Gaelic at all levels. In addition to increasing ELC and Primary GME and language provision, project activity will be looking at what can be done to expand Gaelic at secondary level, including options for the development of a 3–18 campus in Inverness.
- **Gaelic Vision and Strategy** The Executive Chief Officers, Education Strategic Leads and the Gaelic Development Manager work collaboratively and are currently undertaking a further review of the next steps to form an in depth action plan and strategic vision agreement for the wider considerations for Gaelic Education growth and sustainability across Highland.
- **Council Gaelic Committee** of 14 elected members meets quarterly to oversee development, delivery and improvement of Gaelic Language and culture and reports to full Council on the delivery of GLP3.
- **Gaelic Team** meets every 3 weeks to address strategic approach, discuss updates and decide next steps.
- Gaelic Team meets quarterly to review GLP3 progress, including the priorities for Gaelic education and engages in discussion using a performance management reporting system.
- Gaelic Team engages with Corporate Communications for events and projects, ensuring visibility and promotion of Gaelic within press and social media.
- Gaelic Team communicates regularly with Chair and Vice Chair of the Gaelic Committee to share performance within the Gaelic priority areas.
- The Gaelic Team reports formally to the committee and sharing information within the framework of the Council's public meetings to ensure communities have access to regular Gaelic updates and information as well as engaging with the Committee members in the decision-making process on local initiatives that support and promote Gaelic.
- Gaelic Team supports the Education Team with Gaelic specific requests, consultations and support for the expansion of GME in the early years and the promotion of GME within their identified geographical remit areas.
- Gaelic Team works with community and parent councils when required to support fundraising events, expansion of GME within the school, providing, creating, promoting resources through the use of the Highland Digital Schools hub and distribution list and working with partners.
- **Engagement** with key partners and delivery of joint initiatives i.e. Fèis Rois, Fèisean nan Gàidheal, Blas, An Comunn, AÀA, SMO and Highlife Highland.
- **Translation Gaelic Translation Service** The Council's Gaelic Translation Service provides translation and proofreading across all its services and to elected members. Assistance is also provided to High Life Highland and occasionally to external organisations who wish to incorporate Gaelic into their signage and marketing texts. There is a high demand for Gaelic translation and a high turnaround of work is administered to fulfil the requirements of The Highland Council's Gaelic Language Plan 2018–2023, and to enable Gaelic development across the whole Highland area.

- All translation and proofreading work is in-house and relates to a wide range of texts and materials – mainly educational resources, corporate documents, marketing and publicity texts, press releases, official correspondence, and street and building signage.
- Bilingual agendas, reports and minutes are provided for the Gaelic Committee and press releases and other texts relating directly to Gaelic are published fully bilingually. Council publications and corporate documents, not relating directly to Gaelic, require Gaelic headings and sub-headings. Presentations by Council officers are also required to include Gaelic.
- Bilingual external and internal signage is provided for all Council-owned buildings and properties including schools, offices, libraries, museums, sports centres etc. Recently, bilingual lift commands were provided for the new Alness Academy and it is hoped this initiative can be replicated in other buildings in due course. In stand-alone Gaelic schools, monolingual Gaelic signage to enhance the immersion ethos of GME.
- Road directional, street and place-name signs are provided, in consultation with Ainmean-Àite na h-Alba. As the majority of place-names in the Highlands are anglicised names of Gaelic origin, the bilingual aspect serves to illuminate the meaning and reinforce the Gaelic heritage of the area. Ongoing work on street and building signage steadily increases the visibility of the language across the Highland area. Bilingual interpretation panels are erected at sites of importance across the Highlands and help to celebrate the area's cultural heritage and raise the profile of the language. These add interest for residents and visitors alike.
- The Council continues to liaise with Ainmean-Àite na h-Alba and other national agencies and contributes to consultation on place-names and linguistic or corpus issues, thereby contributing to Gaelic development both within the Highland area and nationally.

Project 2 – Promotions and Actions under 4 areas of Project 2 Outcomes A-D

Adult Gaelic learning – New Project direction

- SpeakGaelic – The Highland Council CLD Gaelic officers have worked closely with Sabhal Mòr Ostaig and the Gaelic Learning and Development review group for Gaelic to share experience and feed into the development of the SpeakGaelic course. Highland Council CLD Gaelic officers ran a very successful tutor training event to ensure that there is a supply of trained tutors for the Highland area. 18 existing and prospective tutors attended the event. The day was led by Màrtainn Mac a' Bhàillidh, Adult Learning Manager at Sabhal Mòr Ostaig and co-author of the SpeakGaelic and Gaelic Duolingo courses, introducing SpeakGaelic, a new, multi-pronged approach to learning Gaelic. SpeakGaelic will offer students a variety of ways in which they can learn Scottish Gaelic.
- The course is delivered via face-to-face classes, self-guided online learning through the SpeakGaelic website, and media content through a variety of platforms e.g., BBC ALBA/BBC Radio nan Gàidheal or all three at the same time. SpeakGaelic course is aimed both at complete beginners and those who may have tried learning Gaelic in the past and aims to help those less confident in speaking the language.
- The Highland Council Gaelic team will utilise the SpeakGaelic course in the delivery of Gaelic Adult Education classes at beginner level, as it provides a widespread, comprehensive structure to learning

Gaelic. SpeakGaelic A1 classes, both online and face-to-face, are promoted and organised to meet community demand using GLAIF funding to support the initiative.

- All 74 elected members of the Highland Council will receive information on Gaelic Learning pathways in Highland following the local government elections in May 2022.
- All Highland Council staff will be encouraged and supported to have access to Gaelic Awareness training, learn and use Gaelic in their roles.

Gaelic Classes – Ongoing

- The Highland Council Gaelic Team continue to engage with other local authorities through the GLAD group to monitor the success and impact of the classes.
- Gaelic classes for adults at higher levels will be offered to enable a progressive route to fluency in a sustainable manner.

Adult Gaelic Community Usage – New Project

- The Gaelic team will support an exciting and new project led by Alzheimer Scotland West Highland. The Gaelic initiative “Gaelic Conversations” was recently established to provide essential support to people living with dementia whose first language is Gaelic and their carers and families. The project will also engage with GM young pupils at BSGPR and BSGLA regularly. This will provide inter-generational contexts for Gaelic usage.
- CLD Gaelic Officers will organise Adult learning activities as part of the new national initiative Seachdain na Gaidhlig due to take place in March 2022. This will enhance promotion and local activity engagement with the initiative.

Home and Community

- To support new and existing Gaelic medium parents in the Home and Community we are proposing to update existing promotional materials and support resources that are issued primarily to Early Years parents in the 0-3 and Sgoiltean Àraich sectors. We aim to increase the promotion of GME to new parents through producing new GME information leaflets aimed at Gaelic Early Years and primary aged parents. This will contribute to recognition of the importance of language recovery outwith the classroom.
- To further support GM parents we will work in partnership with key Gaelic partners to update the Highland Council ‘Gàidhlig Dachaigh’ parents’ course to enable parents to access the course online. Initially the parents’ Gaelic course would focus on the Early Years’ parents.
- To raise the awareness of the benefits of bilingualism and promote and increase the numbers going into Gaelic Medium Education we will organise a hybrid of online and face to face events in targeted areas in Highland where there is an identified need to support schools and GM early years.

B - Gaelic community in ELC & Childcare.

CALA – Enhanced Geographical Remit

- Support and recovery work with the Gaelic Birth to Three sector continues through the Bòrd na Gàidhig GLAIF partnership project with Highland Council and the Care and Learning Alliance.
- With the recent changes to 0-3 Early Years Workforce for GME in Skye, Highland Council engaged with Bòrd na Gàidhig to ensure that any new gaps in provision of support were identified. CALA agreed to extend their remit and 2 new posts are currently being recruited to support parents and toddlers and support the existing CALA Gaelic Team with this extra remit.
- CLD officers continue focused engagement with existing toddler groups as well as encouraging the participation of new parents remains the primary focus as we focus on re-establishing groups impacted by the closure of venues and COVID restrictions. Groups have enthusiastically moved towards outdoor meets and buggy walks to support and overcome the isolation of new parents.

New Project 0-3 Lochaline

- In addition to sustaining existing toddler groups, a new group of parents in Lochaline is being supported to establish a Gaelic Toddler group in the area. The Gaelic Team will support this group in partnership with CALA.
- As part of re-establishing provision following Covid closures, Lochaber's Croileagan Grianach have now re-opened at Bun-Sgoil Ghaidhlig Lochaber. Encouragingly, there are a healthy numbers of new participants. The Gaelic Team are underway with promotional activity planning to further encourage and advance involvement in the group as a first step transitioning into GM Education at BSGLA.

New Projects 0-3 Gaelic Promotion

- In partnership with Arts Play Highland, a six week series of Ceol is Cluich (music making and games) sessions for parents and toddlers will take place in Newtonmore, Drumnadrochit and Inverness.
- Ongoing support during Covid mitigations to 0-3 toddler groups - All Gaelic ELC provision across Highland will again be offered the opportunity to access a live visit from Bodach na Nollaig (Father Christmas) online.

C – Gaelic community in Primary.

The Gaelic Team CLD officers provide joint working on Gaelic language project development around GME primaries. To formalise the partnership working with GME schools the CLD officers have developed a Gaelic Development Plan document to link in with the schools. The Gaelic community development plan will support GM parents, pupils', and the wider Gaelic school community.

Re-establishing Projects Covid Recovery -

To support pupils' language acquisition skills and increase Gaelic language usage out with the formal education setting the following projects will be developed to support Gaelic community in Primary. 'Face to Face' community activities have only recently been active again due to Covid mitigations.

- In partnership with Ainm Àite na h-Alba deliver the new project Facal is Fearann to GME schools. The project aims to give pupils the basics of place-name construction and element meanings, map reading and

drawing skills, the importance of collecting place-names and any history or folklore connected to them and the skills in how to conduct place-name fieldwork.

- To address the language recovery support, following COVID interruption to after school activities for GM pupils need we will re-establish a programme to provide opportunities for GME pupils to use their Gaelic out with formal education such as after school, drama and language support activities clubs thus increasing their exposure to hearing Gaelic language spoken in a community setting.
- To further develop and enhance community learning and development liaison within standalone Gaelic education provision the CLD officers will engage with education staff and external agencies to maximise the opportunities available to GME pupils through the medium of Gaelic.
- The Highland Council Gaelic officers will be working with external agencies to promote Gaelic across the Highland Council area in a project which incorporates using football and climate change awareness with pupils.
- A programme of community events will be delivered for pupils and families such as Family Learning Weeks and Gaelic partnership projects with agencies such as holiday clubs.

D – Gaelic community in Secondary.

As with Primary School provisions, The Gaelic team CLD officers provide joint working on Gaelic language project development around GME Secondary Schools. To formalise the partnership working with GME schools the CLD officers have developed a Gaelic Development Plan document to link in with the schools. The Gaelic community development plan will support GM parents, pupils, and the wider Gaelic school community.

New and Ongoing Projects -

- The Gaelic CLD Gaelic team officers will promote and encourage with parents and young people the continuation of Gaelic learning into secondary education.
- Following on from last year's online Siuthad events and the resulting legacy resource, teachers and students will be surveyed to seek feedback on the usage of the resource and suggestions as to the most useful content for the 2022 event. Seachdain nan Deugairean, the Gaelic residential event for fluent and learner secondary pupils, will be organised and delivered in partnership with Sabhal Mor Ostaig and GM secondary school departments.
- Coach training events, which enable secondary school pupils to deliver after-school activities through the medium of Gaelic, will be organised in partnership with High Life Highland.
- A Youth Conference project will take place if a GLAIF funding bid is successful.
- In partnership with Sabhal Mòr Ostaig and GM Secondary School departments organise and deliver the Gaelic residential Seachdain nan Deugairean event for fluent and learner secondary pupils.
- A residential trip to Donegal, Ireland for 1st & 2nd year pupils broadening awareness of Scottish Gaelic links with Gaelige Communities.
- Partnership working with Comunn Na Gaidhlig and GM Secondary School departments to organise and deliver drama workshops and outdoor education events as after school activities and holiday club activities.

Translation

- Support is provided to Community Learning and Development (CLAD) staff in relation to Gaelic classes and events for all ages, and via CLAD to the Care and Learning Alliance to support its work in the Highland area. Similarly, there has been a shift to online delivery due to current circumstances and an increased demand for Gaelic texts for promotional videos and such like.

Gaelic Resource Co-ordination

- The Gaelic Team actively draw in project funding from a variety of sources to support project development and support the empowerment of Gaelic community activities. The Gaelic Team Resources Officer undertakes the co-ordination of resources, liaison with Finance team and monitoring the administration of the CLD work to ensure effective management of documentation.

Project 3 – Gaelic in Early Learning and Childcare, Primary and Secondary Education

New Projects –

Oideas

A series of podcasts about Gaelic Medium Education was launched in September. Following a collaboration between The Gaelic Team and SMO Initial Teacher Education team, the project was created to support teachers with an opportunity to connect through social and digital media. In each podcast, Gwen Culbertson talks to high school or primary school experts about the role, challenges and best solutions working in GME. The questions during the podcasts focus on professional development for teaching students and teachers. The podcast is also a great opportunity for anyone interested in Gaelic Medium Education to listen to teachers and experts reflect and discuss. Oideas aims to provoke new thinking, raise questions and share information between Gaelic teachers who are often facing similar challenges in their respective classrooms.

Podcasts are linked [here](#)

Following the success of this podcast series, series 2 is planned in partnership with SMO. We also hope to extend the scope of Oideas and re-brand the annual February In-service training across Highland under the Oideas brand. This would mean all training is available to SMO students and Highland practitioners in ELC and Education. We aim to survey GME workforce to seek feedback and ideas on Professional Learning needs across Highland. All training will be available as a legacy resource on Highland digital hub, an open website all can access.

Gaelic Resources

A project titled 'Gaelic Content Creating School scheme' (SNGG = Sgoil nan Goireasan Gàidhlig) has been initiated, to encourage colleagues to share resources with others. Schools who engage in the project will receive an award level dependant on the number of resources sent in, which gives them the right to use the logos and title "Sgoil nan Goireasan Gàidhlig". Recommendations have been made that digital resources as well as downloadable materials would be invaluable and could be shared via the Gaelic Medium portal on the Highland Digital Hub. Schools have already shared resources that can be used by others and officer will continue to encourage others to

take part as this project develops and progresses.

Gaelic Senior Phase Curriculum Development Teacher

The Highland Council is committed to expanding the offer of Gaelic Medium Provision in Secondary. A key stakeholder in our Highland Secondary Schools is Portree High School. All 13 Primary Schools in Skye and Raasay transition to Portree High School. Over the next session, there is ambition to provide extra additionality to the Gaelic Medium staffing allocation for Portree High School. Recruitment of a Secondary Teacher with both a teaching responsibility and protected curriculum development time within their remit will work collaboratively with the Gaelic Team and Gaelic Department at Portree High School. It is envisaged that the post holder will take a lead role in supporting the development and expansion of the Secondary Gaelic Curriculum offer. The post will work closely with Gaelic Team who will promote close working with the Education Scotland post holder for Secondary Gaelic development for both local and national impact.

Gaelic Youth Ambassador

The Gaelic Team have secured GLAIF funding to provide full time one year post for a Gaelic Youth Champion. It is proposed that the activity of the post holder will gather the views of the Highland Youth Voice while based at Portree High School. Highlife highland, The HLH youth participation team, including youth workers, Highland Youth Parliament reps and the Youth Convener are committed to working in partnership and are 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 Team will manage recruitment to this post with Bòrd na Gàidhlig and ensure engagement with wider outcomes of Highland Council's Gaelic Education outcomes.

Ongoing Activity Promotion -

- The Council will be represented at national forums, Stòrlann board of directors, Faster Rate of Progress to engage, inform and influence Gaelic education and policy.
- Work closely with the Education team at Bòrd na Gàidhlig, arranging regular meeting with the Director and officers to communicate and work strategically on national priorities and workforce planning.
- Lead working groups and stakeholder reference groups with a focus on needs directed by the group e.g. addressing persistent literacy difficulties within GME secondary phase and removing this as a barrier to continuing with the language, improving the confidence gap for young learners and enabling them to have opportunities for social language acquisition as well as more formal educational language learning experiences. Work with the Northern Alliance to ensure cross-border working.
- Engage with Sabhal Mòr Ostaig and Higher Education Establishments and the Northern Alliance to work collaboratively on our professional development activities.
- Raise the profile of Gaelic within the agenda for 'Skills for learning, life and work', through the annual event 'Siuthad' that works with partners and Skills Development Scotland and extend this offer to upper primary with the utilising the new confidence in digital platforms.
- Work with the Council's Corporate Communications Unit to ensure positive media coverage of growing

GME provision within Highland and share good news from GME provisions at formal Committee meetings, through the medium of Gaelic and then English subsequently raising the corporate profile of Gaelic within formal setting.

- Report on 1 plus 2 Gaelic within Committee and work with schools and education officer to ensure that there is access to training and resources to deliver within schools as well as embed the delivery within existing schools.
- Work with the Strategic Lead Officer for schools on the role of Gaelic within the leadership and empowerment agenda for new school middle leadership to build capacity for future headship confidence.
- Quality assurance and partnership working with Care and Learning officers to ensure high quality provision in our Early Years and engaging with the Early Years Education Officers to ensure regular visits and support is available within GME ELC settings.
- Work with Education Scotland the Education officers' team at Highland to train a GME experienced practitioner associate assessor, who is GME experienced teacher, with a remit for GME provisions to support school improvement agendas to help ensure quality inspections within Highland GME provisions. In addition to this, use digital platforms to develop an attainment profile platform for pupils' literacy in writing to ensure there is an agreement pan Highland on the standards that are expected within each level.
- Plan events such as 'Seachdain nan Deugairean' for secondary pupils with partner provisions such as Sabhal Mòr Ostaig to build community relationships within GME and provide opportunities to use Gaelic outwith the school setting. This also provides an opportunity to see further education opportunities as a pathway for the continuation of their Gaelic language study.
- Work with Giglets and MCNG to deliver digital Highland training opportunities. We have also agreed to support Phase 2 of MCNG providing local authority representatives, creating content for the sector, and in supporting the quality assurance process that will be led by Education Scotland and the Scottish Government.
- Continue the development of a GME Reading Intervention resource, piloting the resource in Highland and working with Storlann and Education Scotland for national distribution.
- Continue to support all education practitioners who have identified their own confidence gaps in the language, working with partners to provide funding support towards professional development opportunities such as Sreap or SMO support.

Provision of Support Services

The Council also provides a dedicated Gaelic education resources support service for schools. Education resources support ensures that schools and teachers are kept updated of new resources being produced at national level. The service enables Highland pupils to receive the most up to date Gaelic education materials at the earliest opportunity. The Highland Council continues to manage one of the largest independent collections of educational resources, some of which are the only copy of original support material. This resource is used by many other organisations to assist with the re-launch/reprinting of resources. Partner agencies also engage with the Resources Officer to distribute information on Gaelic community events within Highland for both pupils and families to ensure the profile of activities in place is raised and awareness promoted with school communities.

	<p>Translation Educational resources are translated for the Early Years, Primary and Secondary sectors, for both Gaelic Medium Education and Gaelic Learners. As well as teaching materials, support is provided for newsletters and school menus etc. Due to Covid-19, there has been a greater emphasis on online educational resources such as interactive PowerPoint files which promote language acquisition and pronunciation. These resources have been very well-received, and it is anticipated that collaborative work will continue between the Gaelic Team and Education officers to build on the resources available.</p> <p>Gàidhlig Medium Catchment Areas Statutory Guidance on Gaelic Education recommends that local authorities should establish GM catchment areas for schools that offer GME. The establishment of GM catchments is subject to statutory consultation under the schools (Consultation) Act Scotland 2010. These are resource intensive exercises, not only for Highland Council but also for Education Scotland, who must appoint an Inspector to assess each proposal. Of the 20 Highland primary schools offering GME, 11 GM catchments have been created, with a further 3 proposals currently out to consultation. Over the period of the next Gaelic Grant, consultations will continue, and the Gaelic Team will work collaboratively at community engagement as part of this process.</p>
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Pupil Numbers (Please provide current numbers and targets for pupil numbers in your area)

Pupil Numbers

Early Learning and Childcare

As at Autumn 2021, 16 Highland Council Primary Schools have a Gaelic Nursery – 274 pupils.

In addition, there are two Gaelic Partner Centres (Dingwall and Nairn) providing Gaelic input for 33 pupils.

Primary

As at Autumn 2021, there are three Gaelic Medium primary schools, Bun-Sgoil Ghàidhlig Inbhir Nis, Bun-Sgoil Ghàidhlig Loch Abar and Bun-Sgoil Ghàidhlig Phort Rìgh.

There are two Gaelic Medium schools with an English department and pupils in a further 15 primary schools with a Gaelic Medium department – total 1,082 pupils.

Secondary

As at Autumn 2021, there are thirteen secondary schools teaching Gàidhlig to fluent pupils (pupils who had done primary education through Gaelic) – 438 pupils.

There are seventeen secondary schools teaching Gaelic (Learners) – 2,208 pupils.

As referenced in the pupil number tables in the first section, there is a cumulative increase in percentages below since 2018, the year GLP3 commenced.

Looking specifically at the change in numbers within the various education settings we can calculate the percentage increase from school year 2017-18, when GLP3 started, to the current academic year 2021-22

Year	GME Nursery/Partner Centre Pupils	GME Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2016-17	264	896	343	265	1,829
2017-18	287 Up 8.01%	923 Up 2.93%	341 Down 0.59%	259 Down 2.32%	2012 Up 9.10%
2018-19	307 Up 6.51%	963 Up 4.15%	373 Up 8.58%	282 Up 8.16%	1,887 Down 6.62%
2019-20	320 Up 4.06%	1,034 Up 6.87%	388 Up 3.87%	261 Down 8.05%	2,131 Up 11.45%

2020-21	283 Down 13.07%	1,058 Up 2.27%	414 Up 6.28%	286 Up 8.74%	2,208 Up 3.49%
2021-22	307 Up 7.82%	1,082 Up 2.22%	438 Up 5.48%	287 Up 0.35%	2,204 Down 0.18%

Cumulative %s from 2017/18 to 2021/22

ELC – 13.33% increase

Primary – 18.43% increase

Secondary Gàidhlig Fluent – 23.62% increase

Secondary GME – 6.88% increase

Secondary GLE – 17.23% increase

The total number of the Highland primary pupils within GME provision as part of the total Highland primary numbers, shows there has been a steady year on year increase in these numbers with extensions and new school builds to a number of schools where GME provision is available.

This is currently 6.44%.

<p>Targets (Please provide details of targets for increasing Gaelic Medium Education in your area)</p>	<p>The outcomes and promotion activity in this application will support The Highland Council towards our GLP3 aim of a 10% increase in our pupil numbers - <i>Increase the percentage of the pupil population who are being educated through the medium of Gaelic in primary school to 10% by the end of the Plan.</i></p> <p>Increase investment in GME school estate in the following areas aim to increase GME in Highland –</p> <p>An extension to Bun-Sgoil Ghàidhlig Loch Abar has recently been completed, increasing the number of primary classrooms in the school from 4 to 6. The new school opened in 2015, and the pupil roll has increased steadily since then. The building was designed to allow additional classrooms to be added relatively easily when required.</p> <p>The entitlement to funded Early Learning and Childcare (ELC) for all three and four year olds, and eligible two year olds, was increased to 1,140 hours a year from August 2021. Highland received a capital funding allocation from the Scottish Government to deliver the building improvements necessary to support the expansion programme, and this was combined with funding from the Council's own capital programme to deliver other essential works at the same time. The following are the settings where improvements were carried out to Gaelic Medium ELC provision.</p> <ul style="list-style-type: none"> • Acharacle • Broadford • Bun-sgoil Ghàidhlig Inbhir Nis • Bun-Sgoil Ghàidhlig Phort Rìgh • Bun-Sgoil Shlèite • Dunvegan • Gairloch • Glenurquhart • Lochcarron • Mallaig • Newtonmore • Ullapool <p>The new 3-18 Campus in Tain will open in 2024 and is included in Phase 1 of the Scottish Government's Learning Estate Investment Programme (LEIP). This will see Tain Royal Academy, Craighill and Knockbreck Primary Schools and St Duthus School relocated to a single campus. Craighill currently has some Gaelic Medium classes and these will be part of the combined primary school in the new building.</p> <p>The Council approved capital funding earlier this year for new primary school buildings at Broadford and Dunvegan, with Broadford also included in Phase 2 of the LEIP. Dunvegan is due to open in 2024, with Broadford opening in 2025. Members and Council officials continue to engage with a local Working Group in Broadford on the aspiration to deliver a Community Hub as part of the new campus.</p>
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	<p>Highland Council have continued support to Fàs Mòr, in Sleat, with grant funding and officer support. The 0-3 provision secures childcare provision in Gaelic in Gaelic Community area of Skye to encourage families to choose GME pathway in ELC and School. The 0-3 provision is, with Highland Council Commissioner Support, planning to offer funding placements as part of the 1140 agreement, increasing flexibility of choice for parents and access to Gaelic Medium in the area.</p>
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