THE HIGHLAND COUNCIL

Committee: **Gaelic Committee Report**

Date: **30 March 2023**

Report Title: **Performance against Gaelic Language Plan 3 (GLP3)**

Report By: **Executive Chief Officer – Performance and Governance**

1. Purpose/Executive Summary

1.1 The main purpose of the report is to inform Members about progress with the delivery of the Gaelic Language Plan 3 (GLP3) and how this is being monitored and scrutinised.

1.2 As highlighted in previous reports, the Highland Council uses a Performance and Risk Management System (PRMS) for the monitoring and scrutiny of corporate plans. Consequently, as the GLP is a corporate plan, it is incorporated into the PRMS System, to allow for a more streamlined and focussed reporting system on the implementation of GLP3.

2. Recommendations

2.1 Members are asked to:

     i.   Consider and note the report

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. The Council's Statutory Gaelic Plan Grants budget is also 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 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
There are no direct implications arising from this report. The Gaelic Team continue to maximise the use of technologies in relation to meetings, travel, online tuition, and other online cultural events.

3.5 Risk
There are no risks arising from this report.

3.6 Gaelic
Very positive implications regarding the preservation and development of Gaelic and culture across all the sectors and age groups, this also enhances the social and economic value of Gaelic and its associated culture.

4.   Gaelic Language Plan 3

4.1 GLP3 has the following themes which are aligned to Bòrd na Gàidhlig'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-RAG

5.1 Quarter 2 and Quarter 3 performance on the plan are presented in the table below alongside previous performance.

5.1

Action Status	Q4 21/22	Q1 22/23	Q2 22/23	Q3 22/23
On Target	105	98	96	97
Slippage	5	12	13	10
No Significant Progress	0	0	0	0
Completed	16	16	17	19
TOTAL	126	126	126	126

5.2 The RAG status of the plan was last reported to Committee for the period Q1 22/23 (performance during April-June 2022). Since that time the following 3 actions have been completed:
- Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy – completed during Q3 22/23
  The Highland Council contributed to a report on Teacher Recruitment by Bòrd na Gàidhlig.
- Audit Gaelic medium capacity in existing provision in order to target and promote expansion - completed during Q3 22/23
- Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff – completed during Q2 22/23

During the quarter 3 period (October-December 2022), 3 actions that were reporting some slippage during Quarter 2 are now on target:

- 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.
- 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.
- In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic.

Further details regarding PRMS are available in **Appendix 1**

6. Seachdain na Gàidhlig (World Gaelic Week) SnaG

6.1 SnaG is a national initiative which took place between February 20 – 26, the event is funded by Bòrd na Gàidhlig, Hands Up For Trad and Creative Scotland.

6.2 The Council were proactive in engaging with the annual SnaG national initiative. The Gaelic Team developed and organised a range of projects which focussed on the Home and Community, Education and the Corporate themes of GLP3. A number of schools also actively participated. The Team also maximised the use of social media platforms to create innovative corporate projects which included Place-name of the day and Proverb of the day. The Gaelic Team organised a Gaelic Learners event and

6.3 Gàidhlig agus Cèic event. Further details on SnaG can be viewed on the [padlet](#)

SnaG will take place between February 19th -26th in 2024.

Designation: Executive Chief Officer Performance and Governance

Date: March 15th 2023

Author: Morag Anna MacLeod Mitchell

Background Papers:

Appendices:

Appendix 1 - SUMMARY OF GAELIC LANGUAGE PLAN THEMES

Theme 1 - Gaelic in the Home, Early Learning and Childcare Q3 22/23		
🟣	completed to date	0
🟢		6
🟡		0
🔴		0
🔵		0

Theme 2 - Gaelic in the Community Q3 22/23		
🟣	completed to date	1
🟢		11
🟡		4
🔴		0
🔵		0

Theme 3 - Gaelic in Education Q3 22/23		
🟣	completed to date	12
🟢		40
🟡		0
🔴		0
🔵		0

Theme 4 - Gaelic in the Arts, Culture and Heritage Q3 22/23		
🟣	completed to date	3
🟢		15
🟡		0
🔴		0
🔵		0

Theme 5 - Gaelic in the Workplace Q3 22/23		
🟣	completed to date	2
🟢		13
🟡		5
🔴		0
🔵		0

Theme 6 - The Social, Economic and Cultural Value of Gaelic Q3 22/23		
🟣	completed to date	1
🟢		12
🟡		1
🔴		0
🔵		0

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	Q3 22/23 🟢	The Gaelic team will issue a survey to GM parents prior to GLP4 being drafted	Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢	Open Day planned for Thurso	Q3 22/23 🟢
Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week. Annually.	Q3 22/23 🟢	The Gaelic Team are working in partnership with Sabhal Mor Ostaig to deliver a face-face event in July 2023. Funding application has been submitted to BnaG	Q3 22/23 🟢
Deliver a varied programme of GME promotional events aimed at families of pre-school children. In February of each school session .	Q3 22/23 🟢	The Gaelic team are planning GME awareness and promotional events targeting ELC parents in February and March 2023	Q3 22/23 🟢
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.	Q3 22/23 🟢	Gaelic for parents classes are active with online options promoted.	Q3 22/23 🟢

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.	Q3 22/23 🟡	Being charged for use of schools constrains activities.	Q3 22/23 🟡
In partnership with High Life Highland, organise coaching events for Gaelic education secondary school pupils to enable them to deliver activities in Gaelic. Annually.	Q3 22/23 🟢	The Gaelic team liaise with HLH to ensure GM secondary pupils engage with the Sports Leadership programme delivered by HLH. A dedicated Gaelic training event is planned within the next GLP 4	Q3 22/23 🟢
Support existing and expand on future extra-curricular activities such as after-school clubs which are delivered through Gaelic. October of each school session.	Q3 22/23 🟢	Planning for new drama club to start	Q3 22/23 🟢
Continue with and support a programme of community-based adult learning classes. Annually.	Q3 22/23 🟡	Being charged for use of school constrains the number of classes.	Q3 22/23 🟡
Further develop the Adult Literacy Initiative through a programme of classes aimed at speakers whose first language is Gaelic. Annually.	Q3 22/23 🟢	The Gaelic Team continue to engage with Alzheimer Scotland to further develop opportunities to adults whose first language is Gaelic	Q3 22/23 🟢
Establish a programme of training for Gaelic tutors. Annually.	Q3 22/23 🟢	Training planned for May 2023	Q3 22/23 🟢
Provide opportunities for inter-generational Gaelic usage, particularly between senior citizens and young people. May of each school session.	Q3 22/23 🟡	Work still in progress	Q3 22/23 🟡
Organise and deliver Seachdain nan Deugairean for fluent and learner secondary pupils each year at SMO. Annually.	Q3 22/23 🟢	The Highland Council will work in partnership with GM Secondary schools and Sabhal Mor Ostaig to deliver the project in March 2023	Q3 22/23 🟢
Enhance community learning and development liaison within stand-alone Gaelic education provision. September of each school session.	Q3 22/23 🟢	CLD Gaelic officers provide programmes of support to GME pupils and families around the three stand-alone Gaelic schools. Gaelic development plans to further support the three stand-alone Gaelic schools will be delivered in GLP 4	Q3 22/23 🟢
Work with partners to deliver a programme of Arts and Sporting activities around GM stand-alone schools. September of each school session.	Q3 22/23 🟡	Being charged for use of schools constrains the number of activities which can take place.	Q3 22/23 🟡
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.	Q3 22/23 🟢		Q3 22/23 🟢

Enabling Action	RAG	Comment	Latest Update
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 Highlands but open to schools across Scotland). September of each calendar year. September of each calendar year.	Q3 22/23 🟢	Working in partnership with Gaelic groups to offer new extra-curricular activities eg climbing wall	Q3 22/23 🟢
Liaise with High Life Highland to include Gaelic in their activity programmes as per the terms of The Highland Council Gaelic Language Plan. Annually.	Q3 22/23 🟢	The Gaelic team liaise with HLH to ensure that Gaelic medium pupils have access to sporting activities delivered through the medium of Gaelic. A Gaelic sports festival is being organised for July 2023	Q3 22/23 🟢
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.	Q3 22/23 🟢	The Highland Council continue to develop and offer initiatives that develop their transferable skills such as Laithean Cultur and Seachdain na Gaidhlig	Q3 22/23 🟢

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	Q3 22/23		Q1 19/20 🟣
Produce pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education. February each school session.	Q3 22/23 🟢		Q3 22/23 🟢

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.	Q3 22/23 🟢	Gaelic Team contributed to a report on GME teacher recruitment and retention strategies	Q3 22/23 🟢	
Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy. Each Academic year.	Q3 22/23 🟣	Education officers and Workforce planning actively engaging with Teacher Education colleges to encourage probationers to select Highland.	Q3 22/23 🟣	
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.	Q3 22/23 🟢	Ongoing support provided to strategic leadership workstreams	Q3 22/23 🟢	
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.	Q3 22/23 🟢		Q3 22/23 🟢	
Review and update existing Highland Council Additional Support Needs policy and guidance for Gaelic Medium Education. Target date June 2019.	Q3 22/23 🟢		Q3 22/23 🟢	
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.	Q3 22/23 🟢		Q3 22/23 🟢	
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.	Q3 22/23 🟢	Senior Translation Officer translating resources to support GME in secondary schools	Q3 22/23 🟢	
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.	Q3 22/23 🟢	Education staff in Highland actively contributed to B na G's recent recruitment campaign.	Q3 22/23 🟢	
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.	Q3 22/23 🟢		Q3 22/23 🟢	

Enabling Action	RAG	Comment	Latest Update
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.	Q3 22/23 🟢		Q3 22/23 🟢
Work with partners to deliver the annual Gaelic careers event 'Siuthad!' for secondary fluent and learner pupils. Each academic year.	Q3 22/23		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.	Q3 22/23 🟢	Data gathering for 22/23 indicates ongoing growth.	Q3 22/23 🟢
Continue the ongoing development of Gaelic Primary Language Learning (PLL) planning materials and associated high-quality teaching resources. June 2019, June 2021, June 2023.	Q3 22/23 🟢	Seachdain na Gaidhlig resources available to all GME schools and 1+2 EME schools	Q3 22/23 🟢

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.	Q3 22/23 🟢	Capital funding request successful	Q3 22/23 🟢
Ensure a lead officer for Gaelic education will support strategic education reviews, assessments and developments. Each academic year.	Q3 22/23 🟢		Q3 22/23 🟢
Encourage and support career development opportunities within Gaelic education. Each academic year.	Q3 22/23 🟢	Planning for Gaelic Careers Event (in person) underway	Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Work closely with Education Scotland and Storlann to develop a Gaelic Grammar Progression Framework that enhances Gaelic learning and teaching. June 2019	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Update Gaelic Medium Additional Support Needs Policy and Guidance; consider and respond to implications e.g. training or resources. June 2019	Q3 22/23 🟢		Q3 22/23 🟢

Enabling Action	RAG		Comment	Latest Update
Develop and share Highland Council policy and guidance regarding entitlements to Gaelic Medium Primary Education with schools and parents. November each year.	Q3 22/23			Q4 20/21 🟣
Work with schools to support accessibility to software and applications specific to Gaelic education on ICT devices. Each academic year.	Q3 22/23 🟢		Wordshark Pilot - 4 GME teachers across THC to trial in classes in Q3	Q3 22/23 🟢
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.	Q3 22/23 🟢		GEO delivered a 5 week Gaelic PLL course starting in Nov' 22	Q3 22/23 🟢

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	Q3 22/23 🟣		Q3 22/23 🟣
In conjunction with the Third Sector, create an online training module, introducing Gaelic language to parents and babies/toddlers. June 2019.	Q3 22/23		Q1 19/20 🟣
In conjunction with partners, ensure input to HNC Course in Early Learning and Childcare. June 2019	Q3 22/23		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.	Q3 22/23		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.	Q3 22/23		Q3 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	Q3 22/23 🟢	Regular engagement on Draft Strategic Priorities for GLP4 include this element	Q3 22/23 🟢
Agree a sustainable funding package with Bòrd na Gàidhlig for new developments and additional provision to support growth. Annually	Q3 22/23 🟢	Ongoing Glaif projects	Q3 22/23 🟢
In collaboration with Bòrd na Gàidhlig and the Gaelic National Strategy Group, explore a core suite of subjects for secondary Gàidhlig education. June 2020.	Q3 22/23 🟢		Q3 22/23 🟢
Support ongoing professional development through a training programme to deliver 1+2. Ongoing.	Q3 22/23 🟢	Recorded PLL training sessions available via Highland 1+2 CLPL site.	Q3 22/23 🟢

Audit Gaelic medium capacity in existing provision in order to target and promote expansion. June 2020.	Q3 22/23 🟣	Audit of school GME and Gaelic learner pupils completed November 22	Q3 22/23 🟣
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.	Q3 22/23		Q2 21/22 🟣
Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic education provision. Annually.	Q3 22/23 🟢	CLD Gaelic officers have developed pilot Gaelic Development Plans to formally link with schools with GME provision, and will continue to further develop plans with schools	Q3 22/23 🟢
Respond to demand for full Gaelic wraparound care provision. As required	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23		Q2 21/22 🟣
Work collaboratively with Comhairle nan Eilean Siar and e-Sgoil to expand access to secondary Gaelic subject delivery. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Support ongoing promotion and marketing material, highlighting the benefits of Gaelic education and bilingualism. Annually.	Q3 22/23 🟢		Q3 22/23 🟢
Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic education route to bilingualism. Annually.	Q3 22/23 🟢		Q3 22/23 🟢
Collaborate with partners to develop the range and availability of Gaelic language learning opportunities for teachers delivering Gaelic as L2 or L3. Ongoing.	Q3 22/23 🟢	GEO delivered a 5 week Gaelic PLL course starting in Nov' 22 - will repeat course in Term 4	Q3 22/23 🟢
Engage with neighbouring local authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic education. As required.	Q3 22/23 🟢		Q3 22/23 🟢
Encourage schools to promote GME on their websites. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢	Teachers continue to support the collaborative approach across the system and with the Gaelic sector that has been evident since the outset of the MCNG developments	Q3 22/23 🟢
Support Highland staff in sharing resources within a digital platform. June 2019	Q3 22/23		Q1 22/23 🟣
Work with partners to develop resources for Gàidhlig and Gaelic (Learners), for example, reading schemes. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢
Enable teachers to have confidence to engage with Gaelic Primary Language Learning materials and provide subsequent feedback relative to their use. Ongoing.	Q3 22/23 🟢	Gaelic Resources Signpost Session delivered Sep 22 (and Jan23)	Q3 22/23 🟢
Highland Council Grammar Working Group, in collaboration with Education Scotland and Stòrlann, create a grammar teaching framework and supporting resources. June 2019.	Q3 22/23 🟢	Grammar videos recently promoted and shared with GME teachers	Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Work with Bòrd na Gàidhlig and Partners on a National Gaelic Education Additional Support Needs Strategy and associated resources. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢

Theme 4: Gaelic in the Arts, Culture and Heritage			
4.1 Contribute to national initiatives/policy for Gealic in the arts/culture/heritage sectors			
Enabling Action	RAG	**Comment**	Latest Update
Participate in the work of the National Gaelic Arts Strategy. Autumn 2017 - Autumn 2023	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
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	Q3 22/23		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	Q3 22/23		Q4 21/22 🟣
Through Gaelic language classes, encourage adult learners to participate in Provincial and National Mòds. Annually.	Q3 22/23 🟢		Q3 22/23 🟢
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	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
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	Q3 22/23 🟢		Q3 22/23 🟢
Work in collaboration with Comunn na Gàidhlig to organise and support sporting activities through the medium of Gaelic. September each year.	Q3 22/23 🟢		Q3 22/23 🟢

Support and promote arts events. September each year.	Q3 22/23 🟢		Q3 22/23 🟢

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.	Q3 22/23 🟢		Q3 22/23 🟢
Work with media specialists, such as FilmG to support Gaelic Medium and Learner pupils to create short films through the medium of Gaelic. Annually	Q3 22/23 🟢		Q3 22/23 🟢
Continue to work with media and film-making professionals to support the annual Gaelic FilmG Awards. March each year.	Q3 22/23 🟢		Q3 22/23 🟢
Continue to work with partners to develop a programme of creative writing workshops in schools. March each year.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Engage with MG ALBA in relation to national issues which may affect Gaelic broadcasting. October 2019.	Q3 22/23		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.	Q3 22/23 🟢		Q3 22/23 🟢
Over the lifetime of the Plan, organise and support exchange visits for young people and adults. October 2019/2021/2023.	Q3 22/23 🟢	Ireland Trip March 2023	Q3 22/23 🟢

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.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢		Q3 22/23 🟢
Reinforce the message that customers who write to The Highland Council in Gaelic are guaranteed a written response in Gaelic. Autumn 2018	Q3 22/23 🟢		Q3 22/23 🟢
Update and refresh the Gaelic Toolkit which is currently available on the intranet. Summer 2019	Q3 22/23 🟡	Currently exploring alternative options	Q3 22/23 🟡
Provide training for front-line staff to use the standard bilingual welcome phrases. Summer 2019.	Q3 22/23		Q2 19/20 🟣
Update the online Bilingual Toolkit for Members and The Highland Council staff. Autumn 2019	Q3 22/23 🟢		Q3 22/23 🟢
Continue the requirement for all Services to use the internal Gaelic Translation Service for quality and consistency. Ongoing	Q3 22/23 🟢		Q3 22/23 🟢
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	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟡	There will be a specific page for the draft Gaelic Language Plan which will be linked to the HC homepage	Q3 22/23 🟡
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	Q3 22/23 🟢		Q3 22/23 🟢
Provide training for front-line staff to use the standard bilingual welcome phrases. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢

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	Q3 22/23 🟡	Exploring further options	Q3 22/23 🟡
Provide workplace Gaelic Awareness sessions for Elected Members and Council Staff. Autumn 2020	Q3 22/23		Q2 22/23 🟣
Explore the potential for using external funding to support Gaelic learning in the workplace. Autumn 2020	Q3 22/23 🟡	Due to financial pressures on budgets the Gaelic team will work with colleagues within the council to re-focus the project to enable the project to move forward	Q3 22/23 🟡
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.	Q3 22/23 🟡	difficulty in recruiting a project lead has meant we have slipped behind on developing GLP4, but beginning to get back on target now	Q3 22/23 🟡
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.	Q3 22/23 🟢		Q3 22/23 🟢
Keep abreast of Gaelic corpus issues, including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation. 2018-2023	Q3 22/23 🟢		Q3 22/23 🟢
Continue to work in collaboration with and support Ainmean-Àite na h-Alba as the national experts on Gaelic place-names. 2018-2023	Q3 22/23 🟢		Q3 22/23 🟢
Continue to ensure that Gaelic headings and sub-headings are included in standard contracts, service delivery agreements and associated schedules. Autumn 2020	Q3 22/23 🟢		Q3 22/23 🟢
Maximise the use of digital technology and social media. Quarterly	Q3 22/23 🟢		Q3 22/23 🟢

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.	Q3 22/23 🟢		Q3 22/23 🟢
Contribute to, and engage with, the development of VisitScotland's Gaelic Tourism Strategy for Scotland. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢
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	Q3 22/23 🟢		Q3 22/23 🟢
Add 'Gaelic Impact' to internal Service process checklists and plans for cultural and sporting events, including the creative industries. Annually	Q3 22/23 🟢		Q3 22/23 🟢
Work in collaboration with key partners in order to increase the visibility and use of the language in high-profile national events. Annually	Q3 22/23 🟢		Q3 22/23 🟢
Increase the visibility of Gaelic in retail, commercial development and small businesses signage at the formal planning stage. Annually	Q3 22/23 🟢		Q3 22/23 🟢
Collaborate with local groups and Ainmean-Àite na h-Alba to promote Gaelic place-names in housing and commercial developments. Ongoing.	Q3 22/23 🟢		Q3 22/23 🟢
Help to increase the number of participants at, and sponsorship engagement with, Gaelic-related events in the Highlands. Ongoing	Q3 22/23 🟢		Q3 22/23 🟢
Work in collaboration with key partners to develop a Gaelic tourism strategy for the Highlands. Autumn 2021.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23		Q4 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.	Q3 22/23 🟢		Q3 22/23 🟢
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.	Q3 22/23 🟢	The Highland Council have an MOU with Sabhal Mor Ostaig and continue to deliver projects that are agreed within the MOU	Q3 22/23 🟢
Continue to work with Sabhal Mòr Ostaig to deliver and implement The Highland Council Gaelic Bursaries Scheme. Annually	Q3 22/23 🟢		Q3 22/23 🟢
Make Gaelic learning training available to Customer Service staff. Annually	Q3 22/23 🟡	Developing a programme	Q3 22/23 🟡