



The Highland Council
Gaelic Language Plan
2023–28

FOREWORD

As Chief Executive, and the Leader of The Highland Council, we are both delighted to present The Highland Council Gaelic Language Plan 2023–28, which sets out the Council’s aims and ambitions for Gaelic language and culture over the next five years, and how these will be achieved.

The Plan outlines The Highland Council’s support of the Gaelic language and associated culture, furthering previous work whilst instigating new initiatives and clear targets.

The fourth Gaelic Language Plan builds on and increases the ambition of The Highland Council’s ongoing commitments, successes, and achievements in developing and sustaining Gaelic and cultural development within our previous Gaelic Language Plans.

The Plan is supported through The Highland Council Programme (2022–27), ‘Our Future Highland’, which is our vision and outlines our key strategic priorities for the next five years.

While the development of the Programme is set against a backdrop of the greatest financial crisis in decades, the refreshed Plan must be both affordable and ambitious in establishing the foundations of a brighter and more sustainable future for our communities, particularly our younger generation. The Plan includes outcomes and measures to deliver the strategic priorities for Gaelic in Highland, which will be monitored as part of the Corporate Plan.

The Highland Council has a clear focus on increasing Gaelic usage and the number of Gaelic speakers. The Council continues to be committed to providing and enhancing Gaelic Medium Education, recognising this as one of the key drivers in sustaining and developing Gaelic.

The Highland Council continues to support the language across services and with key partners, in order to contribute to the broad educational, social, cultural and economic value and wellbeing of the Highlands.

Councillor Raymond Bremner

Kate Lackie

Leader of The Highland Council

Chief Executive of The Highland Council



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THE HIGHLAND COUNCIL GAELIC LANGUAGE PLAN – OVERVIEW

This is The Highland Council’s fourth Gaelic Language Plan (GLP), prepared within the framework of the Gaelic Language (Scotland) Act 2005. The GLP spans a five-year period from 2023 to 2028 and builds on the progress made in the previous three Plans.

The Council’s refreshed GLP continues much of the work set out in the third Plan. The Council uses a Performance and Risk Management System (PRMS) to monitor progress and the implementation of the GLP. The PRMS is reported quarterly and presented to the Council’s Gaelic Committee. The Council also reports annually to Bòrd na Gàidhlig regarding current progress. The annual reports can be found on the Council’s website.

The GLP follows the format of the draft National Gaelic Language Plan (NGLP) 2023–28, which includes the following four themes:

1. Communities and Home
2. Media, Arts, Culture and Heritage
3. Business and the Economy
4. Education

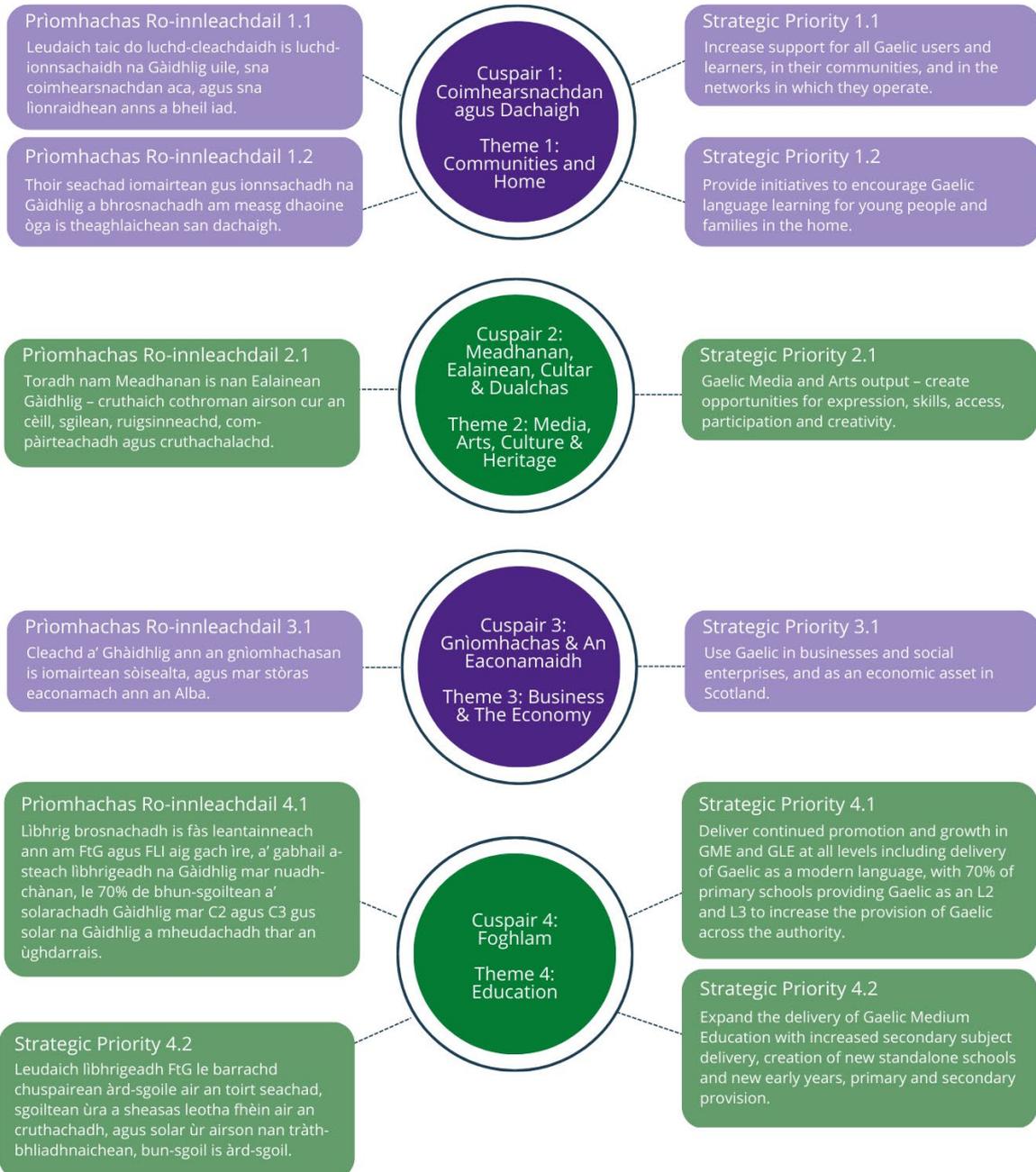
Bòrd na Gàidhlig and The Highland Council have worked together to produce a set of Strategic Priorities for the development of the Plan, to further grow the use of Gaelic and the learning of Gaelic.

The Strategic Priorities focus on how the functions of the Council will progress the aims of the draft NGLP. These are based upon the high-level aims which were shared by Bòrd na Gàidhlig with the Council, and their commitments as laid out in the draft NGLP.

The GLP describes how each of the Strategic Priorities will be delivered, and identifies the actions required.

The GLP also includes a section on Corporate Service Aims. These will be utilised with the aim of standardising and normalising key Gaelic services across all Council services during the lifetime of the Plan.

SUMMARY – STRATEGIC PRIORITIES



1. INTRODUCTION

The Highland Council is the largest local authority in the UK, with a landmass nearly as large as Belgium. The area includes six inhabited islands, nearly 7000km of roads, 90 harbours and marine facilities, 199 schools and 14,500 council houses.

Gaelic place-names are prevalent across the Highlands and indicate our rich Gaelic language and cultural heritage.

At the end of Quarter 3 of the year 2022–23, the Council employed 10,680 people.

The Council has a £900M, 15-year Capital Programme and an annual net revenue budget of £703M to deliver services to 238,060 residents and thousands of annual visitors.

The Council serves a geographical area of 26,484 sq. km, as shown in the map below:



Membership

The Council has 74 elected members, serving on 11 four-member wards and ten three-member wards. Members will serve on the Council until 2026. The representation is:

Scottish National Party	22
Highland Independent	17
Scottish Liberal Democrats	15
Scottish Conservative and Unionist Party	9
Scottish Green Party	4
Scottish Labour Party	2
Sutherland Independent	1
Caithness Independent	1
Inverness Independent	1
Independent	1
Non-aligned	1

Committees

Committee members serve on the following committees, which meet at The Highland Council Headquarters, Glenurquhart Road, Inverness. Committees are open to the public. Dates of meetings and agendas can be found on our website at: www.bit.ly/HC-CommitteeStructure

Joint Boards

Members serve on the Highland and Western Isles Valuation Joint Board, which also involves members from the Western Isles.

Local Community Partnerships

Under the terms of the Community Empowerment Act, community planning is the responsibility of five named partners – Police Scotland, Scottish Fire and Rescue Service, Highlands and Islands Enterprise, NHS Highland, and The Highland Council.

There are nine local partnerships across the Highland area to support local planning arrangements, with representation from the third sector and other representation as appropriate.

The partnerships are:

- Caithness
- Lochaber
- Sutherland
- Inverness City Area
- East Ross
- Nairn
- Mid Ross
- Badenoch and Strathspey
- Skye, Lochalsh and Wester Ross.

Council Structure

The Chief Executive is supported by the following services:

- Depute Chief Executive
- Communities and Place
- Education and Learning
- Health and Social Care
- Infrastructure and Environment
- Performance and Governance
- Property and Housing
- Resources and Finance

Further information on the structure of The Highland Council can be found here:

www.highland.gov.uk/downloads/file/4610/know_your_council

Location of Offices

The Highland Council Headquarters is based on Glenurquhart Road in Inverness and the Council has a network of offices, and service points for local service delivery, enabling the public to access advice and information and pay bills raised by the Council.

In selected service points, the Council also provides a registration service, enabling the public to register births, marriages and deaths as well as conducting civil marriages and partnerships. Registration services are also available by telephone.

THE HIGHLAND COUNCIL'S CORPORATE PLAN 2022–27

The Highland Council's Corporate Plan 2022–27 integrates the strategic priorities from the Council's Programme. It sets out the measures and actions required to deliver and monitor the Council's priorities for 2022–27. The Corporate Plan includes many ambitions, one of which is to continue to promote Gaelic language and cultural development.

THE GAELIC LANGUAGE PLAN IN THE CORPORATE STRUCTURE

The Highland Council GLP 2023–28 sets out a formal structure for strengthening current developments and introducing new initiatives and clear targets. This is supported through The Highland Council Programme and Corporate Plan.

The Council's Gaelic Team is based in the Education and Learning Service, and the Performance and Governance Service has corporate responsibility for Gaelic Plan strategic development and delivery. The Executive Chief Officer for Performance and Governance is the Strategic Lead Officer for Gaelic.

The Gaelic Team members who have day-to-day operational responsibility include: a Gaelic Development Manager including Education Support Officer remit, Gaelic Development Officer, Gaelic Policy Officer, Senior Translation Officer, three Community Learning and Development Officers (Gaelic) and contracted Gaelic Administrative Support.

Finally, it is important to highlight that the GLP is adaptable so that the Council can respond to changing circumstances, and the GLP also gives the Council flexibility to react to opportunities that may arise in relation to its delivery and implementation.

GAELIC WITHIN THE HIGHLAND COUNCIL'S AREA OF OPERATION

The Highland Council recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. The Council is committed to the aims, priority areas and commitments as set out in the draft NGLP 2023–28.

This GLP is based on the two main aims set out in the draft NGLP 2023–28:

- Increase the use of Gaelic
- Increase the learning of Gaelic

The Highland Council GLP follows the format of the draft NGLP and uses the four themes of:

1. Communities and Home;
2. Media, Arts, Culture and Heritage;

3. Business and the Economy; and
4. Education.

Gaelic as an Economic and Social Asset in the Highlands

In conjunction with Highlands and Islands Enterprise and other partners, The Highland Council commissioned an independent report which researched the impact of Gaelic on businesses and social enterprises. The purpose was to gather information on economic activity and commitment related to Gaelic, in order that the Gaelic community can be better informed when making future decisions. The report found that:

- 60% of the businesses surveyed felt that their use of Gaelic enhanced the value of the language within the community; and
- Gaelic is an asset, especially when used to promote the creative industries, tourism, food and drink.

The key findings from businesses and social enterprises consulted were that:

- Gaelic is used by more than 60% of the businesses as a key element of their product or service;
- almost two-thirds recognised Gaelic as a principal element in the success of their business;
- Gaelic is particularly important to businesses operating in the creative industries;
- 70% of businesses recognised Gaelic as an asset to their business;
- almost 60% of businesses that already use Gaelic see additional opportunities to make more use of the language; and
- one-third of businesses who viewed the language as an asset could measure the value to their businesses. Of these 34 businesses, Gaelic contributed to turnover in the region of £4 million.

The report can be read in full at <https://www.hie.co.uk/media/5379/ar-st%C3%B2ras-g%C3%A0idhlig-executive-summary.pdf>

Gaelic Education in The Highland Council Area

Throughout this version of the GLP, references are made to ‘Gaelic education’. This term is used when discussing matters relevant to both Gaelic Medium Education (GME) and Gaelic Learner Education (GLE).

GME was formally launched in the 1980s. Central Primary School in Inverness became The Highland Council’s first GME setting, providing Gaelic immersion, where children could absorb the language across all pupil learning experiences, gradually developing linguistic capacity, competence and fluency. The growth of GME has been rapid and successful nationally, and The Highland Council is currently the largest provider of GME. All Gaelic

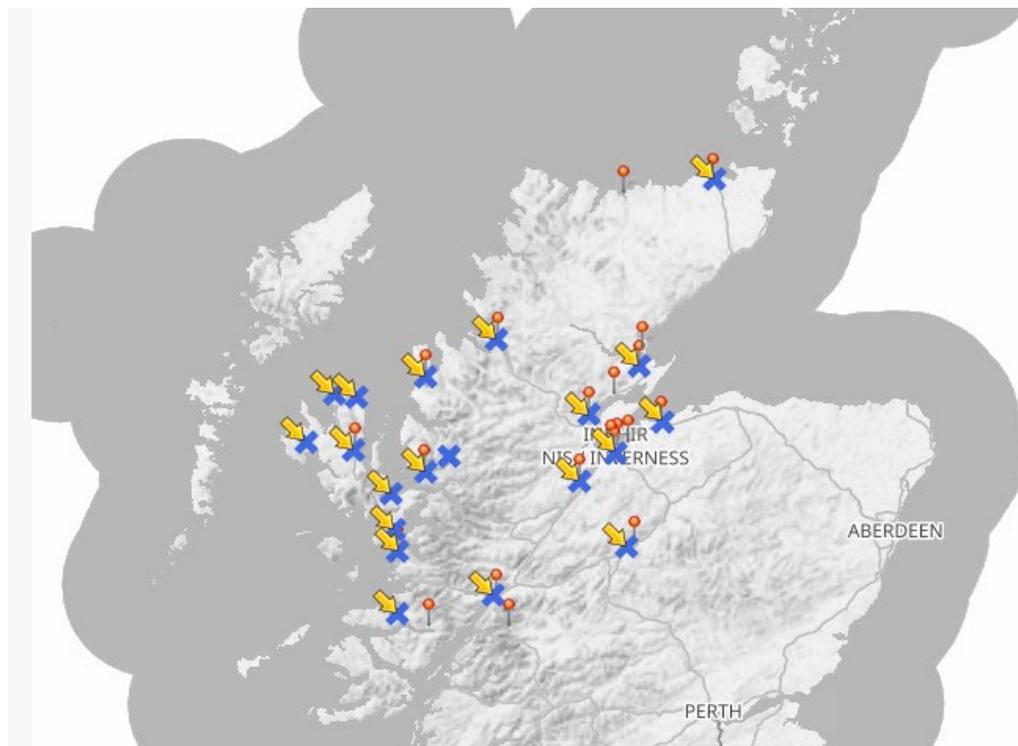
education is important, however GME is seen as the best hope for the survival and development of Gaelic and is therefore a Scottish Government priority.

The Council also delivers GLE. In primary school settings this is referred to as the Gaelic Primary Language Learning Programme (PLL Gaelic). This is delivered through the 1+2 Language Learning initiative. This can be met through any language, with many Highland settings selecting Gaelic. The 1+2 model is delivered from Primary 1 through to Secondary 3, where learners are exposed to an additional language in Primary 1 (Language 2 or L2) and a further language in Primary 5 (Language 3 or L3). In this model, Gaelic can be considered as L2 within GME, where the majority of pupils are already fluent in English. In GME, pupils are not required to undertake a language in addition to Gaelic until Primary 4, when English (L1) is introduced to the curriculum; an additional language (L3) is then delivered from Primary 5.

The Council's website contains an online map, which shows parents/guardians the areas where the Council provides nursery, primary and secondary Gaelic education.

The map below shows the following information:

- All Gaelic nursery school provision (yellow arrows)
- All Gaelic primary school provision (blue crosses)
- All Gaelic secondary provision (red pins)



(This information is available on the Council’s website at

https://www.highland.gov.uk/info/878/schools/18/gaelic_medium_education)

Extract from the Scotland Census 2011		
	The Highland Council Area (2011)	Scotland (2011)
All people aged 3 and over	224,606	5,118,223

Gaelic Education Pupil Numbers in The Highland Council Area

The following tables provide information on Gaelic education pupil numbers through The Highland Council area.

The Council wishes to ensure that it makes relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. The Council includes data showing the percentage of pupils in Gaelic education as a proportion of overall Highland school rolls. This provides a more complete overview of uptake and performance.

Across these provisions, a total of 1,827 pupils in the Highland area are currently in 3–18 GME with 2,030 recording Gaelic Learner Education opportunities in secondary schools through the ingathering of data in our September Gaelic pupil survey.

Gaelic Education Pupil Numbers in The Highland Council’s Schools						
Year	GME Nurseries	Commissioned Playgroups	GME Primary School Pupils	Secondary Schools		
				GME – Studying Gàidhlig	GME – Studying Subjects through Gaelic	GLE
2020–21	260	23	1,058	414	286	2,208
2021–22	274	33	1,082	438	287	2,204
2022–23	303	36	1,101	436	354	2,030

Please note that, in the table below, the figures for total funded Early Learning and Childcare (ELC) registrations in the Highland area as at September Census 2022 are submitted at aggregate, not individual level, per setting. Pupils in split placements are counted in each setting they attend.

Pupils in Publicly Funded Nurseries/Commissioned Playgroups – Pupil Numbers as at Start of Academic Year		
Year	2020–21	2021–22
The Highland Council Total	3,952	4,092
Gaelic Medium Pupils	283	307
% Gaelic Medium Pupils	7.16%	7.5%

Pupils in Publicly Funded Primary Schools		
Year	2020–21	2021–22
The Highland Council Total	16,843	16,799
Gaelic Medium Pupils	1,058	1,082
% Gaelic Medium Pupils	6.28%	6.44%

GME pupil numbers has two measures: those pupils who study Gaelic for fluent speakers (Gàidhlig) and a separate measure for those pupils studying subjects through the medium of Gaelic.

Pupils in The Highland Council's Publicly Funded Secondary Schools		
Year	2020–21	2021–22
The Highland Council Total	13,841	14,046
Gàidhlig	414	438
% Gàidhlig	2.99%	3.12%
Gaelic Medium Subjects	286	287
% Gaelic Medium Subjects	2.07%	2.04%
Gaelic (Learners)	2,208	2,204
% Gaelic (Learners)	15.95%	15.69%

Gaelic Learner Education (GLE) & 1+2 Language Learning Approach

The Highland Council is currently undertaking the development and delivery of high-quality training for all staff delivering Gaelic as an L2 or L3 throughout the Highland area.

L2 Schools	27	Number of schools that deliver Gaelic as L2
L3 Schools	63	Number of schools that deliver Gaelic as L3
Secondary Gaelic (Learners)	18	Number of secondary schools that offer Gaelic (Learners)

GAELIC IN SCOTLAND

In partnership with colleagues at Ainmean-Àite na h-Alba (AÀA) – Gaelic Place-Names of Scotland, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language. This can be accessed at:

<https://www.ainmean-aite.scot>

In the 2011 Census of Scotland, 57,375 people (1.1% of the Scottish population aged over three years old) reported as able to speak Gaelic. It found that while there was an overall decrease in speakers between 2001 and 2011, the number increased among younger age groups.

The largest proportion of Gaelic speakers is in Comhairle nan Eilean Siar with 61% of people aged three and over having some skills in the language. In the Highland area it is 7.4% and in Argyll & Bute 5.9%. Glasgow City mirrored the Scottish average at 1.7%.

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is The Highland Council's fourth Gaelic Language Plan, prepared within the framework and statutory criteria of the Gaelic Language (Scotland) Act 2005, with regard to the draft National Gaelic Language Plan and the *Guidance on the Development of Gaelic Language Plans*.

The Plan spans a five-year period from 2023 to 2028 and builds on the progress made in the previous three Plans. It sets out how The Highland Council will use Gaelic in the operation of the Council's functions, and how the Council will enable the use, development and promotion of the Gaelic language and culture across the Council's services and with its key partners.

THE DRAFT NATIONAL GAELIC LANGUAGE PLAN 2023–28

The Highland Council is committed to contributing to the achievement of the aims of the draft NGLP 2023–28 by:

- increasing the use of Gaelic within the organisation and encouraging more people to use Gaelic more often when they interact with us; and
- increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.

PLANNING AND POLICY IMPLICATIONS FOR GAELIC AND LINKS TO NATIONAL PRIORITIES

The Highland Council recognises that while the various priority areas identified in the draft NGLP will be partially implemented through The Highland Council GLP, opportunities will arise to promote and develop Gaelic and culture through current and existing plans and policy measures. The Council regularly reviews policy statements and commitments to identify areas where Gaelic can be proactively incorporated, in addition to the priorities of the draft NGLP initiated through these methods.

Mainstreaming Gaelic within The Highland Council’s Policies

The Highland Council regards this development as contributing to the normalisation and mainstreaming of Gaelic as part of everyday life.

THE HIGHLAND COUNCIL GAELIC LANGUAGE PLAN 2023–28

The Highland Council has set out its strategic commitments, key performance results and enabling actions in accordance with the priority areas of the draft NGLP as follows:

- Communities and Home
- Media, Arts, Culture and Heritage
- Business and the Economy
- Education

INTERNAL GAELIC CAPACITY AUDIT

An assessment of the Gaelic skills of the Council's employees will be conducted in the first year of this Plan. The data and information from the Gaelic skills assessment will be collated and reviewed regularly throughout of the lifetime of the Plan.

CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

The public consultation for the draft GLP opened on the 10th of March and remained open for six weeks, until the 21st of April.

Social media posts and press releases were issued to advertise the public consultation and associated consultation events.

Respondents were encouraged to respond online via a consultation survey, hosted on the Council's website.

Three drop-in events were also held in Inverness, Portree and Lochaber.

Stakeholders, such as Gaelic organisations, were regularly emailed to encourage responses. They were also provided with an information pack about the draft GLP. The pack included the following:

- Hard copies of the draft GLP
- A shorter summary document
- A document outlining the key changes between the third and fourth versions of the Plan
- A slide deck about the Plan, in order to facilitate discussions within organisations.

Over 500 comments were received in relation to the draft GLP. This represents a more than thirteen-fold increase on the responses received during the consultation for the third version of the Plan.

Further information on the public consultation can be found in Appendix 1.

2. KEY PRINCIPLES

EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

The Highland Council will ensure that where Gaelic is included as part of our operations and services, they will be of an equal standard and quality as those that we provide in English.

ACTIVE OFFER

The Highland Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

NORMALISING

The key aim of the Act is to sustain and grow the Gaelic language and associated culture. To achieve this aim, the normalisation, or mainstreaming, of Gaelic as part of the day-to-day fabric of modern Scottish life is a key action and public authorities are central to this.

The Highland Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the draft National Gaelic Language Plan's aims.

3. PLAN COMMITMENTS.

OVERARCHING AIMS

The overarching aims of this Plan align with the aims of the draft National Gaelic Language Plan 2023–28. These are:

- Increase the use of Gaelic
- Increase the learning of Gaelic

STRATEGIC PRIORITIES

The Strategic Priorities focus on how the functions of The Highland Council will progress the aims of the draft National Gaelic Language Plan 2023–28. These are based upon the high-level aims shared between the Council and Bòrd na Gàidhlig and the commitments as laid out in the draft NGLP.

The following tables outline the actions required to deliver the Strategic Priorities.

Theme 1: Communities and Home – Strategic Priorities

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.
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Desired Outcome

The Highland Council will develop Gaelic community learning and development plans around the standalone Gaelic schools and schools with a Gaelic medium department to support Gaelic Medium Education (GME) pupils and Gaelic Learner Education (GLE) pupils.

Current Practice

The Highland Council has:

- created language support activities around the Council’s Associated School Groups, where GME is available;
- provided opportunities and developed programmes to support Gaelic medium pupils and families for the three standalone Gaelic schools in the Highland area;
- developed pilot Gaelic community learning and development plans in partnership with GME schools;
- organised marketing and awareness-raising events, including promoting the benefits of bilingualism;
- created a programme of community-based progressive Gaelic language classes in the Highland area, including utilising the new adult learning resource SpeakGaelic. GME parent classes were delivered in response to parental demand;
- developed initiatives and projects that focused on creating opportunities for Gaelic secondary fluent and learner pupils in Highland schools. Seachdain nan Deugairean and the Gaelic careers event Siuthad! are both examples of this;
- continued to work and collaborate with local authorities through the national Gaelic group GLAD;

- worked in partnership with Gaelic agencies Comunn na Gàidhlig (CnaG), Iomain Cholm Cille (ICC) and FC Sonas, as well as High Life Highland (HLH) to deliver both Gaelic national and local sporting events and projects;
- in partnership with HLH, organised Secondary Gaelic Sports Leadership coaching events;
- delivered Gaelic tutor training events to support the delivery of adult learning classes in the Highland area;
- collaborated with Gaelic arts agencies such as Fèis Rois to support the delivery of drama, media and cultural events;
- supported community organisations with their programme of Gaelic activities, including providing financial support;
- in partnership with GME schools, secured external funding to support the development of extra-curricular activities and community initiatives, and in partnership with targeted GME schools, delivered Gaelic cultural days;
- offered an extensive programme of sports and leisure activities in Gaelic; and
- continued to offer Gaelic arts classes for children.

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Research and explore initiatives with partner organisations to identify where former GME pupils have studied in further education.				✓		The Gaelic Team
Increase the networking support to GME pupils in the secondary schools associated with the standalone Gaelic schools.	Ongoing					The Gaelic Team

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Work in collaboration with GME schools to develop community learning and development plans, to support the school, pupils, and the wider Gaelic community.	Ongoing					The Gaelic Team
Develop opportunities for inter-generational activities.	Ongoing					The Gaelic Team
Enhance and further develop community learning and development liaison within the standalone Gaelic schools in the Highland area.	Ongoing					The Gaelic Team
Continue to support and increase extra-curricular	Ongoing					The Gaelic Team

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
activities which are delivered through Gaelic.						
In liaison with HLH and Gaelic organisations, increase sporting and outdoor learning opportunities for GME pupils in the Highland area.	Ongoing					The Gaelic Team
In liaison with Gaelic organisations, increase opportunities for GME pupils to engage in Gaelic arts, music and culture.	Ongoing					The Gaelic Team
Increase and further develop cultural events in	Ongoing					The Gaelic Team; Education and Learning Service;

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
partnership with Gaelic schools.						key local and national organisations
Continue to provide programmes of Gaelic activities and events during school holidays to increase Gaelic usage outwith formal education.	Annually					The Gaelic Team
In partnership with Gaelic organisations and community groups, organise a range of Gaelic cultural community events.	Ongoing					The Gaelic Team; key local and national organisations
Develop a progressive programme of adult	Ongoing					The Gaelic Team

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
learning community-based Gaelic classes.						
Organise an annual Gaelic tutor training event in the Highland area.	Annually					The Gaelic Team
Deliver opportunities to support adult learners within a community context, such as adult learning residentials and exchanges.				✓		The Gaelic Team
Continue to work with Ainmean-Àite na h-Alba to develop a Gaelic place-name course for GME primary pupils.	Ongoing					The Gaelic Team; Ainmean-Àite na h-Alba

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Work in partnership with Skills Development Scotland and key local and national organisations to provide an annual secondary Gaelic careers event.	Annually					The Gaelic Team
In partnership with Sabhal Mòr Ostaig (SMO), organise and deliver the annual Seachdain nan Deugairean project.	Annually					The Gaelic Team; SMO
Organise Gaelic youth residentials that promote Gaelic, and language and culture connections between Celtic countries.	✓					The Gaelic Team

Strategic Priority 1.1	Increase support for all Gaelic users and learners, in their communities, and in the networks in which they operate.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Continue to support the national and Highland sporting events such as 'Cuach na Cloinne' and 'Cupa Iomain na h-Òige' for primary-aged GM pupils.	Annually					The Gaelic Team; key local and national organisations
Continue to support the Gaelic Learning and Development (GLAD) network.	Ongoing					The Gaelic Team
Deliver an annual Gaelic culture community day.	Annually					The Gaelic Team

Strategic Priority 1.2	Provide initiatives to encourage Gaelic language learning for young people and families in the home.
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Desired Outcome

Create opportunities to support parents and families in using Gaelic in the home.

Current Practice

The Highland Council has:

- organised family learning initiatives to support GME parents and pupils. The Gaelic Family Learning Week was delivered in partnership with Sabhal Mòr Ostaig (SMO);
- developed the Fàs Foghlaim resource to promote GME with early years parents;
- engaged in a Gaelic Birth to Three strategic partnership with Bòrd na Gàidhlig and the Care and Learning Alliance to grow the Gaelic Birth to Three sector in the Highland area;
- organised parental GME information workshops in schools and communities; and
- produced an online Gaelic promotional and ‘Benefits of Bilingualism’ event which targeted early years parents in the Highland area.

Strategic Priority 1.2	Provide initiatives to encourage Gaelic language learning for young people and families in the home					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Organise 'GME and the Benefits of Bilingualism' parental workshops, targeting early years parents.	Ongoing					The Gaelic Team
Supplement the Fàs Foghlaim resource, and bring it into alignment with the draft NGLP, by developing an information page on GME; and update The Highland Council parental GME information handbook.		✓				The Gaelic Team

In partnership with GME schools, organise Gaelic medium promotional and information events aimed at families.	Ongoing					The Gaelic Team
In partnership with SMO, deliver the annual Gaelic Family Learning Week.	Annually					The Gaelic Team; SMO
Develop a range of Family Learning opportunities and events.	Ongoing					The Gaelic Team
Deliver the three-year Gaelic Birth to Three plan in a strategic partnership with Bòrd na Gàidhlig.	✓	✓	✓	✓ (September 2023–26 subject to 3-year funding from BnaG)		The Gaelic Team; Education and Learning Service; Bòrd na Gàidhlig

Create an online Gaelic language resource for GME parents, to support Gaelic language in the home.		✓ (Created by 2024 and updated, as required, during the lifetime of the Plan)				The Gaelic Team
Ensure face-to-face Gaelic classes with progressive learning are delivered, where resources are available.	Ongoing					The Gaelic Team
Explore and facilitate opportunities to create closed Gaelic gaming clubs.	2024					The Gaelic Team; external gaming industry experts.

Theme 2: Media, Arts, Culture and Heritage – Strategic Priorities

Strategic Priority 2.1	Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.
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Desired Outcome

The Highland Council will collaborate with, and support, local and national Gaelic media and arts initiatives.

Current Practice

The Highland Council has:

- continued to engage positively with representatives from the Gaelic media and arts sectors;
- provided financial grant support annually to key partners to assist in delivering programmes within the Gaelic media and arts sector, including the creative industries. This has included: Fèisean nan Gàidheal, Fèis Rois, Blas Festival, Royal National Mòd and Ainmean-Àite na h-Alba (AÀA) – Gaelic Place-Names of Scotland;
- provided support to Deasbad Nàiseanta nan Àrd-sgoiltean (The National Gaelic Schools’ Debate);
- collaborated with Sabhal Mòr Ostaig (SMO) in relation to the current Memorandum of Understanding (MoU);
- participated in Seachdain na Gàidhlig (World Gaelic Week);
- worked with Iomain Cholm Cille (ICC) to deliver a primary schools’ national shinty programme;
- worked with Comunn na Gàidhlig (CnaG) to deliver Cuach na Cloinne – a primary schools’ national football programme;
- supported the FilmG project which includes the participation of schools, individuals and community groups;

- provided financial and officer support to Cultarlann Inbhir Nis at Gaelic community events; and
- worked collaboratively with High Life Highland to provide opportunities for Gaelic in culture, learning, sport, leisure, health and wellbeing.

Strategic Priority 2.1	Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Work in partnership with An Comunn Gàidhealach (ACG) to deliver the Royal National Mòd in the Highland area once every four years.			✓ (Autumn)			The Gaelic Team ACG
Work in partnership with other local and national organisations to support Gaelic cultural activities across the Highlands.	Annually – Ongoing					The Gaelic Team; Gaelic Community; Business Community
Work with the FilmG project to ensure that schools and community	Annually – Ongoing					The Gaelic Team;

Strategic Priority 2.1	Gaelic Media and Arts output – create opportunities for expression, skills, access, participation and creativity.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
representatives from across the Highlands participate annually in FilmG.						Education and Learning Service
Work in partnership with the leading, relevant traditional music organisations to deliver the MG ALBA Traditional Music Awards in the Highland area.	To be delivered during the lifetime of this Plan					The Gaelic Team; High Life Highland (HLH); Business Community; Gaelic Community

Work in partnership with Celtic Media Festival to deliver the festival in the Highlands.	To be delivered during the lifetime of this Plan	The Gaelic Team; HLH; Business Community; Gaelic Community; Media Community
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Theme 3: Business and The Economy – Strategic Priorities

Strategic Priority 3.1	Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.
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Desired Outcome

The Highland Council will collaborate with, and support local and national businesses and social enterprises to increase the use of Gaelic in their services and within their workplaces.

Current Practice

The Highland Council has:

- a Service Level Agreement with An Comunn Gàidhealach (ACG) which ends in 2025. Part of that agreement includes the requirement for ACG to submit an Economic Impact Assessment report after the Royal National Mòd takes place in the Highland area;
- requested that the Blas Festival annually submit details on economic impact;
- successfully worked in collaboration with organisations such as Fèisean nan Gàidheal, Fèis Rois and the Blas Festival to deliver Gaelic cultural, music, drama and arts activities. These events have exposed visitors to the Highlands to Gaelic and enhanced their cultural experience; and
- noted that VisitScotland found that 1 in 3 visitors are interested in learning about Gaelic during their visits to Scotland. Therefore, these events are an economic and cultural asset to the Highland area.

Strategic Priority 3.1	Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Work with relevant agencies and partners such as HIE, SDS, VisitScotland, SMO, Creative Scotland, Historic Environment Scotland and Bòrd na Gàidhlig to realise the economic benefits of Gaelic and its culture.	Ongoing					The Gaelic Team; HIE; SDS; VisitScotland; SMO; Creative Scotland; Historic Environment Scotland; Bòrd na Gàidhlig
Work with SDS to capture labour market intelligence regarding the career paths of young people following Gaelic education.	2028					The Gaelic Team; SDS
Subject to annual review, continue to work in collaboration with organisations to deliver Gaelic cultural, music, drama and arts activities.	Annually					The Gaelic Team

Strategic Priority 3.1	Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Promote the economic benefits of Gaelic to the local business sector.	2026					The Gaelic Team; Chamber of Commerce; BID; Highland Federation of Small Businesses; HIE; Social Enterprise Academy
Work with relevant agencies and partners to develop a Creative Industries (Arts) Economic Impact Study. This action links to the Media, Arts, Culture and Heritage theme.	During the lifetime of the Plan					The Gaelic Team; Economic Team; HIE; Creative Scotland
Take forward the outcomes of the Economic	During the lifetime of the Plan					The Gaelic Team; Economic Team;

Strategic Priority 3.1	Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Impact Study to the Gaelic Committee.						HIE; Bòrd na Gàidhlig; Creative Scotland
Work with VisitScotland and local tourism organisations and forums to continue to promote Gaelic as a mechanism for attracting tourism and enhancing the visitor experience.	Ongoing					The Gaelic Team; VisitScotland; local tourism organisations and forums
Create an online Gaelic resource for the business community, to highlight the economic benefits of using Gaelic to create a sense of place within the Highland area.	2025					The Gaelic Team; ICT Team; Web Team; Business Community; Corporate Communications
Continue to work with Ainmean-Àite na h-Alba	Ongoing					The Gaelic Team; AÀA

Strategic Priority 3.1	Use Gaelic in businesses and social enterprises, and as an economic asset in Scotland.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
(AÀA) to promote the economic benefits of Gaelic place-names and signage.						
Continue to promote and realise the economic and cultural benefits of Gaelic community hubs and cultarlanns, as established by community groups.	Ongoing					The Gaelic Team; Gaelic community groups
Continue to promote the economic benefits of implementing The Highland Council's bilingual policy, which includes the use of bilingual signage.	Ongoing					The Gaelic Team; Infrastructure and Environment Service; Communities and Place Service

Theme 4: Education – Strategic Priorities

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.
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Desired Outcomes

The Highland Council will expand and support the delivery of Gaelic as a modern language in line with the 1+2 initiative. A targeted support model of professional learning and teaching support will be delivered for identified schools to increase provision of L2 and L3 Gaelic.

The Council will create a rationale for Gaelic Medium Education (GME) and Gaelic Learner Education (GLE) delivery. The Council will develop and incorporate a strategic vision to provide guidance regarding Gaelic curriculum offers across Highland, maximising the use of digital and technological opportunities available.

Current Practice

The Highland Council:

- is the leading provider of GME and GLE in Scotland. The demand for Gaelic education continues, with pupil numbers growing, particularly in the primary sector. The Council’s Gaelic Team work closely with schools and partners to provide support for early years, primary and secondary provisions;
- identifies community development activities to provide support to schools;

- promotes Gaelic to all families in both ELC and primary enrolment, with information provided on the Council’s website and social media, including the benefits of Gaelic education and bilingualism;
- provides ELC early years support via a Gaelic Early Years Support Officer;
- supports and promotes Gaelic education resourcing via the Gaelic Team;
- works in collaboration with the Gaelic Learner Education Authority Network Scotland (GLEANS) to support and enhance current delivery of Gaelic as an L2 or L3 language, as well as providing an opportunity for this to be used as an interdisciplinary learning (IDL) standalone block of learning; and
- delivered L2/L3 Training during 2017–23. Over the period of the third GLP, Gaelic 1+2 training was delivered to 151 teachers.

Schools Delivering L2 and L3 Gaelic

Area	L2	L3	Other	Total number of primary schools	Provision of L2 and L3 as a percentage within the area
Mid	1	9	23	33	30%
North	2	7	21	30	30%
South	0	24	26	50	48%
West	24	23	7	54	87%

Summary

- In total, The Highland Council has 170 schools delivering primary education (167 mainstream and 3 special). The Council has 90 schools that provide Gaelic L2 and L3 in total.
- 54% of the Council’s primary schools are following a L2 or L3 pathway for Gaelic. Of these:

- 16% provide L2.
 - 38% provide L3.
- A sustainable training model for L2 and L3 Gaelic has been established during the delivery of GLP 2018–23. A digital resource including training support is now available to all the Council’s teachers. The delivery of this training has created autonomy for schools where teachers plan and deliver L2 and L3 Gaelic. The model is more robust than a ‘meet the language’ philosophy.

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					Responsibility
Actions Required	Target Date					
	2023	2024	2025	2026	2027	
With stakeholders, create a Secondary GME Rationale to illustrate the GME curriculum offer for both Broad General Education and Senior Phase in the Highland secondary sector.			✓			Education and Learning Service
Further develop the digital offer across Highland to support the Secondary GME Rationale by increasing the number of pupils	During the lifetime of the Plan					Education and Learning Service

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
who access Gaelic education through digital learning.						
Increase the number of schools delivering L2 and L3 by increasing the number of teachers trained to deliver 1+2 Gaelic through promotion of online training available.		✓	✓	✓	✓	Education and Learning Service
Map and target-set schools for Gaelic L2 and L3 support.	✓					Education and Learning Service
Increase access to L2 and L3 Gaelic to 70% through digital support. (NGLP target).		✓	✓			Education and Learning Service

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
When Gaelic and English medium provision are situated together in the same school, collaborate and support opportunities for the pupils in English medium to learn about Gaelic language and culture as part of Scotland’s identity. (Statutory Guidance).		✓	✓			Education and Learning Service
Annually promote and support Career-Long Professional Learning (CLPL) for all Gaelic education providers e.g. Additional Teaching Qualification (ATQ) in Gaelic pathway for secondary teachers to expand Gaelic as a modern language in secondary schools.	✓	✓	✓	✓	✓	Education and Learning Service
With key stakeholders, audit key transition points in the Highland area to track and gain better		✓		✓		Education and Learning Service

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
understanding of what the challenges are for young people when choosing a GME pathway, to improve pupil numbers in the Senior Phase.						
Annually develop the 3–18 GME curriculum vision across Highland, with a focus on improving access to the secondary Senior Phase Gaelic offer in GME.	During the lifetime of the Plan					Education and Learning Service
Annually promote the advantages of early presentation for accreditation to expand capacity for Gaelic pathways.	During the lifetime of the Plan					Education and Learning Service
Plan and deliver a Gaelic literacy accreditation rationale for all GME pupils by the end of S3 by 2027.	During the lifetime of the Plan					Education and Learning Service

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Support and grow GME early years, primary and secondary pupil numbers through ongoing tracking of pupil numbers.	During the lifetime of the Plan					The Gaelic Team
Report quarterly on Gaelic education key performance indicators as part of a standing item at the Council’s Gaelic Committee.	During the lifetime of the Plan					The Gaelic Team
Report annually on Gaelic education pupil numbers, curriculum offer opportunities and attainment information at the Council’s Education Committee.	During the lifetime of the Plan					The Gaelic Team
Undertake community consultation on models of opportunities for GME ELC to support transition when there are ongoing recruitment pressures as	During the lifetime of the Plan					The Gaelic Team

Strategic Priority 4.1	Deliver continued promotion and growth in GME and GLE at all levels including delivery of Gaelic as a modern language, with 70% of primary schools providing Gaelic as an L2 and L3 to increase the provision of Gaelic across the authority.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
a barrier to delivery of 1140 hours childcare provision.						

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.
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Desired Outcomes

The Highland Council will complete a feasibility study on 3–18 Gaelic Education for Inverness, to ensure a strategic vision of the future development and sustainability of Gaelic education across Highland.

The Council will audit and review Gaelic status designations for schools. We will review current delivery models of GME across Highland and investigate potential new delivery models and structures, including increased 3–18 provision.

Current Practice

The Highland Council has:

- in partnership with the Scottish Government, delivered three standalone GME schools. GME is a key driver for ensuring that Gaelic continues to thrive and grow in both urban and rural areas. Highland’s continued provision of GME evidences the commitment and recognition that GME education is at its most successful when it is fully immersive for pupils, and when an entire school career can be delivered through the medium of Gaelic.

The Council’s provision of GME encompasses:

- 19 ELC and partner centre provisions;
- 20 primary GME settings. Within this primary GME provision there are three standalone GME schools, two Gaelic schools with English medium provision, and the remainder are schools with GME provision;

- 20 secondary schools in the Highland area currently provide Gàidhlig for fluent speakers and/or Gaelic for learners. 13 of these schools offer GME secondary Gàidhlig as part of their Gaelic curriculum and 17 offer GLE pathways in BGE and/or Senior Phase; and
- seven of our associated secondary provisions currently provide additional subjects through the medium of Gaelic at BGE and/or Senior Phase. This includes access to Gaelic Learners BGE via digital pathways.

Our Context

The Highland Council is the largest provider of GME in Scotland. Our Education and Learning Service in total has 29 secondary schools and 170 primary schools. There are therefore 199 operational schools, covering a geographical area nearly the size of Belgium.

- 48% of our secondary schools offer Gaelic education (GME and GLE);
- 12% of our primary schools offer GME. All primary pupils have access to secondary GME offer. The area is a mix of urban, semi-urban, rural and remote areas, and we have ambition to provide opportunities for Gaelic across the whole region.

The Highland Council:

- collaborates with Sabhal Mòr Ostaig (SMO) in relation to the current Memorandum of Understanding (MoU), including the promotion of training opportunities, supporting student placements, supporting interview selection processes and collaboration on projects to support professional enquiry and development;
- has completed statutory consultations to create GME catchment areas for 15 of the 20 primary schools in the Highland area that offer GME;
- has reviewed and updated improvement planning templates to include reference to Gaelic education priorities;
- reports to Education and Gaelic Committees on Gaelic education priorities and performance monitoring; and
- includes Gaelic education targets in Corporate and Education Service Planning.

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					Responsibility
Actions Required	Target Date					
	2023	2024	2025	2026	2027	
Complete a 3–18 GME Inverness feasibility study to provide an understanding of parental demand and how this might be impacted by the options identified.	✓					Performance and Governance Service
Identify a possible location for a 3–18 campus in Inverness including an analysis of impact on catchment, consultation, planning and transport.		✓				Head of Resources
Report annually to the Education Committee on Gaelic attainment and achievement across 3–18.	During the lifetime of the Plan					Education and Learning Service
Continue to plan the development of GME across Highland, including capacity	During the lifetime of the Plan					Education and Learning Service

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
audits/catchment consultation processes.						
Develop a strategic and responsive digital offer for online curriculum delivery to strengthen and expand GME and GLE in schools at primary and secondary levels to support the commitments made in the NGLP.	During the lifetime of the Plan					Education and Learning Service
Encourage recruitment and retention of Gaelic education providers in the Highland area through promotion of resourcing, Gaelic partnership opportunities, network support and CLPL.	During the lifetime of the Plan					Education Workforce Planning
Work to develop a complementary GME strand to	During the lifetime of the Plan					Education and Learning Service

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
Highland Literacy. Provide advice on Gaelic education via a Gaelic Lead Officer to ensure total immersion pedagogy approaches are embedded.						
Review school designations, with consideration to supporting the immersion experience, and with a focus on maximising resources available.			✓	✓		Education and Learning Service
Establish 3–18 stakeholder groups to review collaborative partnerships where 3–18 approaches across school clusters will improve outcomes for Gaelic pupils and make best use of available resources.		✓		✓		Education and Learning Service
Within the workstream of 3–18 stakeholder groups, review and		✓		✓		Education and Learning Service;

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
monitor leadership and phased leadership models with CLPL opportunities.						The Gaelic Team
Identify potential next steps from the 3–18 feasibility study in relation to the NGLP and the development of the strategic aims for GLP 2023–28.		✓ (August)				Education and Learning Service; The Gaelic Team
When requested, develop an engagement model. Engage with internal and external stakeholders including: listening to the pupil voice; parent representative groups; education providers (local authorities; private, voluntary or independent (PVI); Stòrlann Nàiseanta na Gàidhlig; e-Sgoil); and government and Gaelic	During the lifetime of the Plan					The Gaelic Team

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
agencies to inform the approach to expanding GME and GLE provision.						
Co-ordinate and deliver annual support sessions for school leadership teams on the principles of the <i>Advice on Gaelic Education</i> .	During the lifetime of the Plan					Education and Learning Service
Further review and develop school improvement planning and standards and quality in adherence to the <i>Advice on Gaelic Education</i> , including improvement planning for all pupils linked to all themes within the GLP.	During the lifetime of the Plan					Education and Learning Service
Continue to provide and promote the Council's	Ongoing					Education and Learning Service

Strategic Priority 4.2	Expand the delivery of Gaelic Medium Education with increased secondary subject delivery, creation of new standalone schools and new early years, primary and secondary provision.					
Actions Required	Target Date					Responsibility
	2023	2024	2025	2026	2027	
resource-sharing platform and quality assurance (QA) service for educational materials.						

CORPORATE SERVICE AIMS

The Corporate Service Aims are used with the intention of standardising key Gaelic services over time across The Highland Council. Each separate Corporate Service Aim contains a desired outcome which Bòrd na Gàidhlig would like to see all public authorities achieve over time.

As the first public authority to have its Gaelic Language Plan approved by Bòrd na Gàidhlig (in 2008), The Highland Council has long-established commitments to the language across all its services and many of these desired outcomes are already being fulfilled. In addition, the Council has developed guidelines on the use of Gaelic in the services it provides. These guidelines can be read in Guidelines on the use of Gaelic in the services we offer: (https://www.highland.gov.uk/downloads/file/11857/guidelines_on_the_use_of_gaelic_in_the_services_we_offer).

Status

Desired Outcome	Logo and Brand Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.
Current Practice	<ul style="list-style-type: none"> • The Council has a bilingual corporate identity, which will continue to be progressed during the lifetime of the Plan. • The Council's logo features both English and Gaelic with equal prominence.
Actions Required	Continue to ensure usage of the bilingual logo and brand.
Target Date	Throughout the lifetime of the Plan.
Responsibility	The Gaelic Team, Corporate Communications Team

Desired Outcome	Signage Signage will include Gaelic and English as part of any renewal process.
Current Practice	Signage on all Council-owned buildings and properties (offices, schools, leisure centres, static and mobile libraries, museums, archive centres, community centres, residential care homes, public toilets, play and leisure parks, etc.) will display the building

	<p>name and the services provided within the building bilingually. This includes buildings and properties managed by High Life Highland (HLH).</p> <p>In standalone Gaelic schools, monolingual Gaelic signage is used to enhance the immersion ethos of GME. In the case of external signs, the Gaelic will be above the English and in respect of internal signs, the English will be above the Gaelic. When new signs are being installed or existing signs require to be replaced, bilingual signs will be erected.</p> <p>Welcome signs to towns, cities and villages will be bilingual, and Council road signs will be bilingual. Signs will incorporate historic village, town and city crests where appropriate. Gaelic will be in green and English in black on these signs.</p> <p>When new signs are being erected or existing signs are being replaced, bilingual signs will be used. The adoption of Gaelic names will be encouraged on the naming of new streets and developments, and also when existing street name signs require to be replaced due to age or damage. The adoption of Gaelic names will be encouraged on new streets and developments, using local historic and cultural connections wherever this information is available. Consultation will take place with local community councils and ward members.</p> <p>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 road, street and building signage steadily increases the visibility of the language in towns and communities across the Highland area.</p> <p>Bilingual interpretation panels are erected at sites of historical, cultural and geographical importance across the Highlands and help to celebrate the area’s cultural heritage and raise the profile of the language. Gaelic is placed above English on external displays and equal design prominence is adhered to.</p> <p>(More detailed information is available on the Council’s website at:</p>
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	www.highland.gov.uk/downloads/file/11857/guidelines_on_the_use_of_gaelic_in_highland_council_services
Actions Required	Continue to ensure that bilingual signage is used and that the refreshed policy is promoted across all Council services.
Target Date	Throughout the lifetime of the Plan.
Responsibility	The Gaelic Team; Corporate Communications Team; Infrastructure and Environment Service

Communicating with the Public

Desired Outcome	Promotion Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Current Practice	The Council includes a Gaelic welcome at high profile events and meetings. The Council's officers who deliver presentations via PowerPoint and other ICT programmes are required to include Gaelic. Presentations directly relating to Gaelic are expected to be fully bilingual.
Actions Required	Ensure that Gaelic is included on PowerPoint, and other templates used by the Council's employees.
Target Date	Ongoing
Responsibility	The Gaelic Team, Corporate Communications Team, Service Teams

Desired Outcome	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	Written correspondence received by the Council in Gaelic, via post or email, is responded to in Gaelic. If the correspondence relates to an issue outwith the remit of the Gaelic Team, the correspondence is translated into English in order to facilitate responses and gather information from appropriate staff. Replies are then formulated in English and translated into Gaelic.

	Council staff are encouraged to have bilingual out-of-office messages and footers in their emails.
Actions Required	Continue to reinforce the policy and awareness of the Gaelic Translation Service.
Target Date	Ongoing
Responsibility	The Gaelic Team, Corporate Communications Team

Desired Outcome	Reception and Phone Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. If there are not staff available to deliver this, capacity will be built through training and recruitment.
Current Practice	The Council's Service Centre staff are supported to provide bilingual greetings and welcome phrases when answering telephones and greeting the public. Gaelic salutations are also included on the automated telephone system, which is directed through the Service Centre.
Actions Required	Identify and maximise the use of technologies to provide training, update existing resources, and create a Gaelic training package for Council staff.
Target Date	Within the first year of the Plan – Autumn 2024.
Responsibility	The Gaelic Team

Desired Outcome	Public Meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.
Current Practice	Public meetings relating to Gaelic are currently held bilingually and the use of Gaelic is encouraged. Online meetings are also conducted in Gaelic, where possible. The Council's officers delivering presentations via PowerPoint/Teams and other ICT programmes are required

	to include Gaelic. Presentations relating directly to Gaelic are expected to be fully bilingual.
Actions Required	Identify where Gaelic can be used during meetings on a case-by-case basis, aiming to maximise language usage. Simultaneous translation will be provided where possible.
Target Date	Ongoing
Responsibility	The Gaelic Team

INFORMATION

Desired Outcome	News Releases High profile news releases and all news releases related to Gaelic are issued in both Gaelic and English.
Current Practice	The Council regularly issues bilingual news releases on matters relating to Gaelic language and culture. Such press releases appear in Gaelic first on the Council’s website, followed by English, under a bilingual heading.
Actions Required	Continue to ensure that this policy is adhered to, and explore the possibility of issuing bilingual news releases on selected high profile events not directly related to Gaelic, as appropriate and as resources allow.
Target Date	Ongoing
Responsibility	The Gaelic Team, Corporate Communications Team

Desired Outcome	Social Media Gaelic content distributed regularly through social media, working towards fully bilingual social media.
Current Practice	Gaelic content is regularly distributed on the Council’s social media platforms, with particular focus on national events, such as Seachdain na Gàidhlig. Gaelic posts largely relate to Gaelic matters, though posts relating to high-profile events such as Council elections are occasionally shared in order to help normalise the use of Gaelic in all aspects of life.
Actions Required	A Gaelic social media strategy will be developed.

	Opportunities to use Gaelic on the Council’s social media will be identified. In addition to tweets and social media posts relating to Gaelic events and issues, consideration will be given to increasing the number of Gaelic tweets and social media posts on topics and events not directly related to Gaelic.
Target Date	Within the first year of the Plan.
Responsibility	The Gaelic Team, Corporate Communications Team

Desired Outcome	Website Gaelic content should be available on the public authority’s website, with emphasis given to the pages with the highest potential reach, working towards a fully bilingual website.
Current Practice	Gaelic content is constantly added to the Council’s website. Much of it is Gaelic-related, but bilingual content is added to high-traffic and high-profile areas of the website. Training was recently provided to the Gaelic Team on web editing; this should enable content to be added more frequently and more reactively.
Actions Required	Review the Council’s website and identify where additional Gaelic content can be added.
Target Date	Within the first year of the Plan.
Responsibility	The Gaelic Team, Corporate Communications Team

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Current Practice	All public documents and publications relating to Gaelic – i.e. leaflets, posters, press releases, interpretative material, information documents, reports and committee agendas and minutes – are produced bilingually. Where such documents do not relate directly to Gaelic, they contain some Gaelic. This is usually in the form of bilingual headings and sub-headings.
Actions Required	Continue to ensure that all public-facing documents contain some Gaelic content.

	Consideration to be given, within available resources, to increasing bilingual content in areas not directly related to Gaelic. This may include provision of key Council documents and/or the inclusion of bilingual forewords, in addition to headings.
Target Date	Ongoing
Responsibility	The Gaelic Team

Desired Outcome	Language A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	All Gaelic language in corporate information is translated and proofread to ensure quality control.
Actions Required	Continue to manage the quality control process.
Target Date	Ongoing
Responsibility	The Gaelic Team

Desired Outcome	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.
Current Practice	The Gaelic Team work and liaise with arms-length organisations, including HLH, advising and supporting on the use of Gaelic content in public exhibitions.
Actions Required	The Gaelic Team to liaise with the Corporate Communications Team on a regular basis to identify opportunities to deliver exhibitions in Gaelic.
Target Date	Ongoing
Responsibility	The Gaelic Team, Corporate Communications Team

STAFF

Desired Outcome	Internal Audit Conduct an internal audit of Gaelic skills and training needs during the lifespan of the Plan.
Current Practice	The Council is currently planning and devising a comprehensive internal Gaelic skills audit.
Actions Required	An internal audit of Gaelic skills will be conducted.
Target Date	Within the first year of the Plan.
Responsibility	The Gaelic Team, Performance and Governance Service

Desired Outcome	Induction Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in staff inductions.
Current Practice	Organisation of Gaelic Awareness Training for newly-elected members as part of their induction will continue.
Actions Required	Information on The Highland Council Gaelic Language Plan and training opportunities, including classes, will be made available on the Council's intranet. A 'Gaelic in the Workplace' course will be created and promoted. Delivery of this course will be demand-led.
Target Date	Ongoing
Responsibility	The Gaelic Team, ICT Team, Human Resources

Desired Outcome	Language Training Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	The Council currently organises Gaelic language learning classes. Elected members and Council staff are encouraged to attend and receive a 50% reduction in class fees. The Council aims to continue to promote Gaelic awareness training to elected members and staff, as part of the staff training programme.
Actions Required	The Gaelic Team will continue to raise awareness of the Gaelic classes.

	A suite of downloadable Gaelic courses, comprised of video lectures and slide decks, will be created to support staff to learn and use Gaelic.
Target Date	Ongoing
Responsibility	The Gaelic Team, Human Resources

Desired Outcome	Using Gaelic Staff are encouraged to use Gaelic in their work.
Current Practice	The Council continues to encourage the use of Gaelic in the workplace and in internal communications, through various means, especially in corporate documents, committee reports, and on social media.
Actions Required	The Gaelic Team will continue to mainstream and normalise the usage of Gaelic.
Target Date	Ongoing
Responsibility	The Gaelic Team, Staff Training Personnel

Desired Outcome	Awareness Training Gaelic awareness training delivered, with priority given to senior staff, other key decision makers, and staff dealing directly with the public.
Current Practice	Gaelic awareness training has been offered to newly-elected members.
Actions Required	Develop a downloadable Gaelic Awareness training slide deck which will be reviewed annually.
Target Date	Ongoing
Responsibility	The Gaelic Team

Desired Outcome	Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.
Current Practice	Posts requiring Gaelic as an essential or desirable skill are advertised on the Council's website. When notices and advertisements are published bilingually, the two languages are equal in style and presentation.

Actions Required	A Gaelic Awareness training session will be delivered to Council staff involved in recruitment processes. The Council has also committed to conducting an Internal Gaelic Capacity Audit. This will allow us to identify opportunities to incorporate Gaelic into our recruitment processes.
Target Date	Ongoing – delivered biannually.
Responsibility	The Gaelic Team, Workplace Planning

Desired Outcome	Recruitment Gaelic named as an essential and/or desirable skill in job descriptions in order to deliver the GLP and in accordance with the Bòrd na Gàidhlig recruitment advice.
Current Practice	All posts being advertised to support the implementation of the GLP have Gaelic listed as an essential and/or desirable requirement in the job description.
Actions Required	Continue current practice.
Target Date	Ongoing
Responsibility	The Gaelic Team, Workforce Planning, Human Resources

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	Posts requiring Gaelic are advertised on the Council’s website and social media platforms. When notices and advertisements are published bilingually, the two languages are equal in style and presentation. When preparing and publishing advertisements for staff recruitment, the Council adheres to the following external advertising arrangements: Advertisements for posts for which fluency in Gaelic is an essential qualification appear in: <ul style="list-style-type: none"> • Gaelic only in Gaelic language publications; and

	<ul style="list-style-type: none"> Gaelic only in English language publications supplemented with an explanatory note in English.
Actions Required	Continue current practice.
Target Date	Ongoing
Responsibility	The Gaelic Team, Workforce Planning, Human Resources, Corporate Communications Team

Gaelic Language Corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current Practice	The Council has a commitment to adhere to the Gaelic Orthographic Conventions and to apply consistent orthography across all signage and documents. The Gaelic Team contribute to discussions and consultation on corpus issues with other national agencies and partners, thereby contributing to Gaelic development nationally.
Actions Required	Continue current practice.
Target Date	Ongoing
Responsibility	The Gaelic Team

Desired Outcome	Place-names Continue to consult and take advice from Ainmean-Àite na h-Alba (AÀA).
Current Practice	The Council regularly liaises with (AÀA), to ensure correct and authoritative forms of Gaelic place-names are used across all signage and documents.
Actions Required	Continue current practice.
Target Date	Ongoing
Responsibility	The Gaelic Team

PUBLIC AUTHORITIES – CORPORATE

In addition to the standardised Corporate Service Aims listed above, The Highland Council engages in a diverse and vibrant range of additional Gaelic translation and awareness work. The Council aims to ensure that the richness and vitality of the Gaelic language is sustained, and that confidence of Gaelic users in the language is strengthened and enhanced. Examples of this include specific projects pertaining to schools and education, and our work in orthographic usage.

SUPPORTING VERNACULAR COMMUNITIES

The importance of vernacular communities in the use and transmission of Gaelic is recognised by The Highland Council. Through the lifetime of the Plan, the Council will aim to:

- **Define** where the vernacular communities are within the Highland area
- **Engage** with the vernacular communities
- **Support** these communities to strengthen Gaelic.

Where local Gaelic plans, or local place plans (LPPs), are being developed and implemented, the Council will aim to liaise and work with these groups, where appropriate. We will continue to deliver work on a place-based approach, in alignment with The Highland Council's Corporate Plan 2022–27. This is evidenced by the work conducted by the Community Learning and Development Officers which is shaped by area, to allow for coordinated and collaborative working.

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

This section serves to highlight how the commitments in The Highland Council Gaelic Language Plan will help advance the priorities of the National Performance Framework.

Full details of the National Performance Framework can be accessed at:

<https://nationalperformance.gov.scot>

The Purpose of the National Performance Framework

The National Performance Framework is for all of Scotland and aims to:

- create a more successful country;
- give opportunities to all people living in Scotland;
- increase the wellbeing of people living in Scotland;
- create sustainable and inclusive growth; and
- reduce inequalities and give equal importance to economic, environmental and social progress.



The Values of the National Performance Framework

The values of the National Performance Framework are to:

- treat all people with kindness, compassion and dignity;
- respect the rule of law; and
- act in an open and transparent way.

The National Outcomes of the Framework

The framework sets out national outcomes which are aligned with the United Nations Sustainable Development Goal and help to track progress in reducing inequality. The national outcomes are that people:

- grow up loved, safe and respected so that they realise their full potential;
- live in communities that are inclusive, empowered, resilient and safe;
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely;
- have a globally competitive, entrepreneurial, inclusive and sustainable economy;
- are well-educated, skilled and able to contribute to society;
- value, enjoy, protect and enhance their environment;
- have thriving and innovative businesses, with quality jobs and fair work for everyone;
- are healthy and active;
- respect, protect and fulfil human rights and live free from discrimination;
- are open, connected and make a positive contribution internationally; and
- tackle poverty by sharing opportunities, wealth and power more equally.

National Indicators

The framework measures Scotland’s progress against the National Indicators. The Highland Council has indicators that are interdependent upon the National Indicators. Furthermore, the Strategic Priorities of The Highland Council GLP can be seen to contribute directly to the National Performance Framework. Examples of these links are provided below:

Communities

- Gaelic increases wellbeing for Gaelic users, learners and supporters, across Scotland and internationally.
- The provision of Gaelic social media content and classes make the language more accessible and inclusive, thereby enabling more people to engage with the language and culture.

- The benefits of engaging with the diverse world of Gaelic culture are promoted through innovative initiatives, such as Secondary Gaelic Sports Leadership coaching events.
- By supporting Gaelic sporting initiatives, this GLP supports the citizens in the Highland area to be healthy and active.
- The Gaelic community is inclusive, and this Plan seeks to encourage people to explore the language and culture, regardless of income.

Home

- The provision of Gaelic classes for parents seeks to provide families with the language skills to support their children’s education. Information on these classes can be found at:
https://www.highland.gov.uk/info/283/community_life_and_leisure/335/gaelic/4

Media, Arts, Culture and Heritage

- Events with a Gaelic connection, including national and provincial Mòds, and Gaelic/cultural festivals and events attract international visitors to the Highland area.
- Supporting Gaelic cultural and music festivals, the Council helps to connect communities, promote linguistic and cultural education, and increase wellbeing.
- The Council’s work with AÀA enhances interest and enjoyment of the natural environment by providing information on Gaelic place-names.

Business and the Economy

- Higher levels of qualifications and skills from Gaelic speakers contribute significantly to quality work, enterprise and community wealth building.
- Gaelic activities support a growing range of sustainable jobs and enterprises and contribute to the GDP of the country.
- Being competent in more than one language has been associated with success in global business; this can be evidenced through Bilingualism Matters.

Education

- Gaelic schools are engaging, safe and respectful environments for children and young people to realise their full potential.
- GME is accessible across the Highland area and is inclusive and non-discriminatory.

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

[The Highland Council's Corporate Plan 2022–27](https://www.highland.gov.uk/downloads/file/4620/draft_corporate_plan_2022-27) can be accessed at https://www.highland.gov.uk/downloads/file/4620/draft_corporate_plan_2022-27. The Corporate Plan provides the Corporate Performance Framework under which the priorities in the Council's Programme 'Our Future Highland' and the Council's strategic, operational and improvement priorities will be delivered and monitored.

One of those commitments is to support the delivery and development of the Gaelic Language Plan 2023–28. The Council has been effective in strengthening the language across all its services and its key partners, in order to contribute to the broad educational, social, linguistic, cultural and economic value and wellbeing of the Highlands.

This version of the Gaelic Language Plan will serve to increase the use and profile of Gaelic. It will strengthen and build on the progress of the previous Plan, especially in the community planning partnerships' sector, both at operational and strategic levels.

6. PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

Internal

The draft (consultation) and approval versions of this Plan will be published on the Council's website. Promotional posts with links to the Plan will be posted on the Council's social media pages.

Staff will be regularly informed of the opportunity to enrol in Gaelic classes and can do so at a discounted rate.

External

The Highland Council Gaelic Language Plan will be published in Gaelic and in English on the website and in addition, the Council will:

- issue a bilingual press release announcing the Plan;
- publicise the Plan through a variety of social media platforms;
- distribute copies to arm's length organisations and other third party organisations, explaining their role in the delivery of the Plan;
- distribute copies of the Plan to key stakeholders in the public, private and third sectors;
- distribute copies of the Plan to relevant Gaelic organisations and other interested bodies; and
- make hard copies available on request.

7. RESOURCING THE PLAN

The actions of this Plan will be resourced through existing budgets and as part of ongoing renewal processes.

Should a need for additional support be identified, funding applications will be submitted to external funders as required.

8. MONITORING THE PLAN

The ongoing monitoring of approved Gaelic language plans is a requirement of the Gaelic Language (Scotland) Act.

The Highland Council will submit annual monitoring reports to Bòrd na Gàidhlig. This will form part of the standard procedures in relation to reports being submitted to designated committees, which includes publicising them on the Council’s website.

Standard Highland Council internal performance monitoring processes will be used to monitor the implementation and delivery of the Plan, such as the currently used Performance and Risk Management System (PRMS).

9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

OVERALL RESPONSIBILITY FOR THE PLAN

The Executive Chief Officer – Performance and Governance has overall responsibility for preparation, delivery and monitoring of The Highland Council Gaelic Language Plan. They can be contacted as follows:

The Highland Council Headquarters, Glenurquhart Road, Inverness, IV3 5NX.

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Gaelic Development Manager has day-to-day responsibility for the delivery and monitoring of The Highland Council Gaelic Language Plan. Queries regarding the day-to-day operation of the Plan should be addressed to:

The Highland Council Headquarters, Glenurquhart Road, Inverness, IV3 5NX.

Alternatively, email GLP@gaelic@highland.gov.uk.

Gaelic Committee – Monitoring the Plan

The responsibility for the implementation and monitoring of this Plan lies with The Highland Council’s Gaelic Committee. The scope of the committee is:

- to promote and support the indigenous Gaelic language, heritage, and culture of the Highlands and to oversee the implementation of The Highland Council Gaelic Language Plan;
- to monitor, scrutinise and promote the implementation of The Highland Council Gaelic Language Plan, including the delivery of Gaelic education;
- to liaise with Bòrd na Gàidhlig on the strategic development of the Gaelic language;
- to work with Gaelic development agencies in promoting, developing and sustaining the Gaelic language, heritage, and culture in the Highlands;
- to work with the Scottish Government and the Scottish Parliament regarding legislation relating to the Gaelic language;
- to monitor the implications of legislation in respect of the Gaelic language and advise the Council of its impact across the Highlands; and
- to undertake budget monitoring and scrutiny of Gaelic specific funding, grants and expenditure.

The Gaelic Committee meets on a quarterly basis and monitors the implementation of the Plan.

Further information on the Gaelic Committee can be found on [The Highland Council website](http://www.highland.gov.uk/downloads/file/25340/scheme_of_delegation) at www.highland.gov.uk/downloads/file/25340/scheme_of_delegation.

Engaging with Staff

The Gaelic Team will engage with colleagues within their respective service areas as part of their responsibility for the monitoring of delivery. Additionally, colleagues will be informed of other Gaelic initiatives, such as Gaelic classes.

The draft and approved Plan will be publicised on the Council’s website and promoted through internal communication channels.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

High Life Highland (HLH) is an arm's length organisation with charitable status, formed by The Highland Council on the 1st October 2011, to develop and promote opportunities in culture, learning, sport, leisure, health and wellbeing across nine services throughout the whole of the Highlands, for both residents and visitors. The Council works collaboratively with HLH to support and promote a range of opportunities for Gaelic in the Highlands. The Council also provides an in-kind Gaelic translation service to HLH.

The Council will continue to work in partnership and will promote our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their work.

THIRD PARTY AGREEMENTS

The Highland Council engages regularly on a formal and informal basis with its community planning partners, all of whom have strategic commitments to Gaelic development and have drafted, or are in the process of drafting, Gaelic language plans.

The Council has Service Delivery Agreements with arm's length organisations and where appropriate a Gaelic and/or cultural commitment is included in the agreement. The arm's length organisations will support the Council in relation to implementing their strategic priorities.

APPENDIX 1 – CONSULTATION

Introduction

The public consultation for The Highland Council GLP opened on the 10th of March 2023 and remained open for six weeks, until the 21st of April. Respondents were encouraged to respond online via a consultation survey, hosted on the Council’s website.

The draft Plan was published in Gaelic and English on the Council’s website. A downloadable version of the Plan was available on the website and information on how to request the draft Plan in a more accessible format was also provided.

A dedicated email address was created where the Council could accept consultation responses and respond to queries relating to the draft Plan.

Promotion of the Public Consultation

Bilingual social media posts and press releases were issued to advertise the public consultation and associated consultation events. Adverts were placed in local Highland press and the consultation was also advertised on local radio.

Stakeholders, such as Gaelic organisations, were regularly emailed to encourage responses. They were also provided with an information pack about the draft GLP. The pack included the following:

- Copies of the draft GLP
- A shorter summary document
- A document outlining the key changes between the third and fourth versions of the Plan
- A slide deck about the Plan, in order to facilitate discussions within organisations.

Public Consultation Drop-in Events

Astar Media was contracted to organise and facilitate the three public consultation drop-in events in Inverness, Skye and Lochaber. Astar Media also collected the responses and collated the feedback for the Council's GLP Team.

The drop-in events were designed to feel informal and friendly – featuring music, tea and coffee. Hard copies of the draft Plan and summary documents were available to read. Council staff attended the events to engage with the attendees and to answer any questions.

An invitation was extended to Highland schools to attend the drop-in sessions between 2 and 3pm. Schools were provided with a Pupil Voice Project guidance pack ahead of the drop-in sessions. This pack was designed to encourage pupils to consider ways in which the use and learning of Gaelic could be enhanced. The feedback from this exercise was submitted to the Council's GLP Team via a dedicated consultation email address or during the drop-in sessions. The feedback was then treated as a consultation response.

The public were invited to attend the drop-in sessions between 3 and 6pm to provide their views.

Overall, the public consultations were well-attended and offered valuable insights to help inform the final version of the Plan.

GLP Consultation Responses

Over 500 comments were received in relation to the draft GLP. This represents a more than thirteen-fold increase in comparison to the number received during the consultation for GLP 2018–23.

Consultation Feedback

General

Feedback Received	Action Taken
A considerable number of respondents reported that the draft Plan was too lengthy and difficult to read.	The Plan has been redesigned by a graphic designer to shorten it and to make it easier to read.
Comments received indicated that progress against GLP 2018–23 was not quantified in the latest version of The Highland Council Gaelic Language Plan.	<p>Further information was added to the GLP to clarify that the Plan is not a new document, but is a refresh of The Highland Council GLP, which continues much of the work set out in GLP 2018–23.</p> <p>Context was provided to explain that the Council uses a Performance and Risk Management System (PRMS) to continually monitor the ongoing progress and the implementation of the GLP. The PRMS is reported quarterly and presented to the Council’s Gaelic Committee. The Council also reports annually to Bòrd na Gàidhlig regarding current progress. The annual reports can be found on the Council’s website.</p>

Communities and Home

Feedback Received	Action Taken
Young people expressed that they enjoy sports through the medium of Gaelic and would like to see a broader offering of sports.	This feedback has been passed to the wider Gaelic Team in the Council. Where resources allow, the Council will seek to expand the sports offered in Gaelic across the Highland area. We will also work collaboratively with High Life Highland (HLH) to deliver this.

Feedback received suggested that members of the public are supportive of Gaelic cultural hubs, such as cultarlanns.	The Council has previously provided financial and officer support to Cultarlann Inbhir Nis. We have committed, where resources allow, to liaise and work with Gaelic community groups.
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Media, Arts, Culture & Heritage

Feedback Received	Action Taken
More reference required about the Council's collaborative working with organisations such as HLH, Fèisean nan Gàidheal, Fèis Rois and Eden Court.	The Council has a lengthy and successful history of working collaboratively with other organisations such as these. This is listed in the Current Practice section. We have further illustrated and expanded Actions Required in the terms of our commitment to the partnership working with local and national Gaelic arts, culture and music organisations.
Many respondents expressed that they enjoy Gaelic social media content.	The feedback received will inform the development of the Council's Gaelic social media planning.

Business and the Economy

Feedback Received	Action Taken
Respondents to the consultation felt that the Business and Economy theme was under-represented in the Plan.	In response to this feedback, we have committed to working collaboratively with organisations such as SDS, HIE and BID to realise the economic benefits of Gaelic. We have also committed to creating downloadable Gaelic Guidance and supportive case studies, targeted at Highland businesses to highlight the economic benefits of Gaelic and to encourage the use of Gaelic.

Education

Feedback Received	Action Taken
Much of the feedback received from education staff centred around a lack of resources and that teachers are creating their own resources.	The Highland Council currently has a resource-sharing platform for educational materials. A quality assurance process is also available. In response to the feedback received, the Council has committed to increased promotion of this service.
Many respondents cited concerns regarding a shortage of Gaelic teachers and pupil support assistants (PSAs).	This feedback has been shared with the Council’s Education and Learning Service Team.

The feedback received has been used to inform the drafting of the final version of the Plan.

GLOSSARY

AÀA – Ainmean-Àite na h-Alba

ACG – An Comunn Gàidhealach

BnaG – Bòrd na Gàidhlig

CALA – Care and Learning Alliance

CLPL – Career-long Professional Development

CnaG – Comunn na Gàidhlig

ELC – Early Learning & Childcare

GLE – Gaelic Learner Education

GLP – Gaelic Language Plan

GME – Gaelic Medium Education

HIE – Highlands and Islands Enterprise

HLH – High Life Highland

IDL – Interdisciplinary Learning

MoU – Memorandum of Understanding

NGLP – National Gaelic Language Plan

PRMS – Performance and Risk Management System

PVI – Private, Voluntary or Independent

QA – Quality Assurance

SDS – Skills Development Scotland

SMO – Sabhal Mòr Ostaig

The Council – The Highland Council

UHI – University of the Highlands and Islands