

Comhairle na Gàidhealtachd
The Highland Council

Buidheann Buileachaidh na Gàidhlig – 14 Samhain 2013
Gaelic Implementation Group – 14 November 2013

Agenda Item	9
Report No	GIG 23/13

**GLP 2012-16 Theme 2 “What we will do for Gaelic in Education”
Implementation Report**

Report by the Director of Education, Culture & Sport

Summary

This Report provides Members with an update on the implementation of Gaelic Language Plan 2012-16 Theme 2 “What we will do for Gaelic in Education”. It provides information on national level initiatives, on continuing engagement with the Scottish Government, Bòrd na Gàidhlig and Education Scotland; on progress with developments in the pre-school, Primary and Secondary sectors including engagement in the Government’s 1+2 Languages initiative; and a Highland-wide survey of teachers to identify possible GM teaching candidates from existing staff.

The Report contributes to the delivery of :

- National Performance Outcomes 3, 4, 5 and 16.
- The National Gaelic Language Plan Outcomes – **Home & Early Years and Education: Schools & Teachers**
- The Programme of The Highland Council and its cross cutting commitment to ‘the principle of equal respect for the Gaelic and English languages, whilst also recognising the diversity of indigenous language and dialects within the Highland area’.
- The Highland Council Gaelic Language Plan.

1 Implementing GLP 2012-16 Theme 2 “What we will do for Gaelic in Education”

1.1 The Education Theme is reproduced at **Appendix 1** below for ease of reference. Theme 2 has five **Strategic Aims (i to v)** below) and immediately undernoted is a brief update on progress across these areas:

- i. We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.**
 - a. The Director of Education Culture and Sport (substituted when necessary by the Gaelic Development Manager) represents the Council on Bòrd na Gàidhlig’s (BnG) **National Gaelic Education Strategy Steering Group (NGESSG)**.
 - b. The NGESSG progresses policy and partnership action in the birth to 3, Pre-school, Primary and Secondary School sectors. The NGESSG has published a Draft **Gaelic Medium Early Years Strategy** and a Draft **Gaelic-Medium Teacher Education**

Strategy in October 2013 and the Council is engaging with these initiatives.

- c. The **Management Review Group** for Gaelic Education brings together Local Authorities in receipt of Gaelic Specific Grant Funding. The Council is currently seeking collaborative action on Gaelic education resources and translations particularly for the Secondary sector support; and consultation on defining Gaelic Medium Education.
- d. The Council is also feeding in to a **Scottish Government review of GLPS** from October 2013. An E-Survey on is now live; and will close on 14 December.
- e. We have also met with **Education Scotland** regarding its Draft Gaelic Language Plan; to discuss the problems with resources and translation especially for Secondary sector support; and also opportunities for collaborative working. We are also keen to engage in consultation on the future shape, direction and support requirements for Gaelic Medium Education; and Joan Esson (HMI) has kindly agreed to attend the next meeting of the Council's Gaelic Education Focus Group.
- f. The Council is also represented on Bòrd na Gàidhlig's national **Working Group on Gaelic Teacher Education and Workforce Planning** and is also contributing to national developments both with Bòrd na Gàidhlig and the NHS, on **Additional Support Needs** related to Gaelic Education.
- g. The Council is engaged with **Edinburgh University** about creating a partnership in relation to three new Gaelic and Education Degrees that they are developing. These Degrees secured conditional validation from the GTCS at the end of August 2013. The Council is in discussion with Edinburgh University about distributing information about the Degrees to Highland secondary schools. We are keen to get the message out not only to pupils who have done Gaelic to Higher level or beyond but to those with little or no Gaelic, including pupils at schools that don't offer Gaelic.

ii. **We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.**

- a. The future requirements of Gaelic Education are being factored into strategic discussions on the **Sustainable School Estates Review (SSER) on Skye**. The Gaelic Development Manager will be involved in this process.
- b. A Forward Look of Gaelic Education challenges and development is planned for the **South Education Area** in the 13-14 school Session (see 2.7 below). The Strategic Meetings of the Education, Culture and Sport Service's Senior Management Team, will assist with the implementation of the Education Theme in GLP 2012-16.
- c. The impact of the Government's **"600 Hours" policy relating to pre-school provision** is currently being scoped across the Council area. The possible impact on Gaelic pre-school provision is being factored into this exercise.

- d. The possibilities for Gaelic education are also being embraced as an important element of the Council's policy development of the **Government's 1+2 Languages Agenda**. This work is in response to the Government's key commitment to *"introduce a norm for language learning based on the European Union 1 + 2 model - that is to create the conditions in which every child will learn two languages in addition to their own mother tongue. This will be rolled out over two Parliaments and will create a new model of language acquisition in Scotland"*.
 - e. In October 2103, a **Gaelic Education Focus Group** was formed to provide a forum to discuss and take forward issues related to Gaelic Education in Highland. It is Chaired by the Director of Education, Culture and Sport, and comprises the Gaelic Development Manager, the Workforce Planning and Staffing Manager and includes representation from Gaelic Pre-school, Primary and Secondary levels plus the Gaelic Education Resources Assistant. In addition there is a representative providing experience of Probationer engagement. The Group will meet quarterly and its work is intended to improve our consultation and communication with teachers on Gaelic Education policy and strategy, implementing the Council and National Gaelic Language Plans, establishing and prioritising the issues that the Council should prioritise and pursue, including Gaelic education staffing and supply cover, resources, CLPL (CPD) opportunities and In-Service provision, leadership development and providing wider networking opportunities. When appropriate, the Group may also be useful for speedy consultation on issues and initiatives that may arise on an ad-hoc basis.
- iii. **We will create partnerships to establish a professionally organised, well-resourced and sustainable 0-3 Gaelic Early Years sector.**
- a. The pilot project in the 0-3 sector is progressing well with a solid partnership being built between the Council, the Care and Learning Alliance and BnG. Early Years staff visited counterparts in Wales and this was hugely instructive and provided a challenging benchmark. Work continues to build local networks and to provide resources and materials plus the organising of parental events. We now have **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for some 300 children across Highland – see update from 2.1 to 2.2 below.
- iv. **We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.**
- a. Gaelic Primary Schools will be built in Ft William and Portree; and we will shortly be discussing GM pupil targets with BnG. Updates on these, the expansion of Bun-sgoil Ghàidhlig Inbhir Nis, the establishment of the new Gaelic Medium Department in Thurso and

on Gaelic provision in the new Inverness Royal Academy is given at 2.3 to 2.6 below.

- b. An online GM map is now available on the Council website and we are targeting “marketing” for Gaelic Education in the greater Ft William area. A Scottish Government review of GLPS is also underway as outlined at **1.1(i)d** above.
 - c. The Council is undertaking pilots of the Fèisgoil initiative in the North and West Education Areas, in partnership with Fèisean nan Gàidheal. Fèisgoil aims to deliver language, music, arts and cultural services to schools that currently do not provide Gaelic education. The pilots, with each school receiving 10 weeks of Gaelic tuition from fluent speakers, are expected to commence in early 2014 with a view to being completed for assessment and review by Easter.
 - d. In order to collate the resources already available and translated for Gaelic Learner pupils in Highland, we secured have 0.2 of a Gaelic Secondary Teacher’s time. This development support is being used to create a database of all the available Secondary level Gaelic Learners material, which will then be made available to all schools through the GLOW network. Following this, we aim to undertake a similar exercise in respect of the resources for Gaelic Medium subjects and Gaelic for fluent speakers.
- v. We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.**
- a. The Gaelic Development Manager represents the Council on the Board of **Stòrlann Nàiseanta na h-Alba** – the national Gaelic Education Resources body. With colleagues on the Board, we will continue to pursue the issue of Secondary sector resource creation and translation at this forum. Discussions have taken place with partner organisations to scope out a review of the resources available for Gaelic Education and we will also address this as part of the Council’s Memorandum of Understanding with Sabhal Mòr Ostaig. Ongoing liaison takes place between the Council, Stòrlann and the Scottish Government including on how best to prioritise the creation of education resources across the 0-18 continuum.

2. Gaelic Education in Highland – Building for the Future

- 2.1 We are in the third year of our partnership project with Bòrd na Gàidhlig and the Care and Learning Alliance to support and develop a professionally organised, properly resourced, long term, sustainable **Gaelic Birth to three early years sector**. There are **25** groups presently running in the Highland Council area involving some 300 children. Investment in training for play-leaders has up-skilled and strengthened the sector. New resources including books, flashcards and story-sacks have been developed along with a specific Gaelic blog on the CALA website. The project receives funding support from the Gaelic Language Act Implementation Fund (GLAIF); and stronger

relationships and networks have been developed. Promotional work is ongoing in conjunction with partners.

- 2.2 In **Lochcarron**, a weekly 0-5 GM Parent and child Gaelic taster session for has been organised to run between 22 October and December 2013. We are providing GME resources to ensure the group has ongoing support and if the demand for the Gaelic sessions continues, the frequency may increase to two taster sessions per week after the 2013 Festive Break.
- 2.3 In **Fort William** and in **Portree**, the Council is now pushing ahead with new standalone Gaelic Primary Schools; in partnership with the Scottish Government. An announcement on the outcome of the construction bids for the Fort William Schools is expected around November 2013 and a Reference and Stakeholder Group were established for Portree GPS in October 2013. We are formally engaged with parents and other stakeholders and we have commenced work on some marketing for Gaelic education in the Fort William area.
- 2.4 In **Inverness**, the Council is examining options for further expansion of Bunsgoil Ghàidhlig Inbhir Nis. In October 2013, Officers have commenced exploring the most effective and efficient way of configuring the overall site and the land available, to cope with the increase in pupil numbers.
- 2.5 In **Thurso**, in August 2013, following several years of effort and parental perseverance, the Council opened a new Gaelic Medium Department in Mount Pleasant Primary School. Seven pupils are in Primary 1, with a further 19 enrolled in the nursery for the 13-14 school session.
- 2.6 The new **Inverness Royal Academy** will have a six-classroom state of the art Gaelic Department when it opens in 2015-16. This provision has been included from the earliest plans for the school in order to secure the best possible Gaelic educational experience for pupils.
- 2.7 The Council is about to embark on a Forward Look of **Gaelic Education in the South Area**. This will commence in the 2013-14 session and will identify the challenges for Gaelic Education in the pre-school, Primary and Secondary sectors encompassing Inverness, Nairn, Drumnadrochit, Badenoch and Strathspey. The review will examine what we can do to plan ahead as best we can, in order to avoid the constant “fire fighting” which has been a feature of provision in some areas.
- 2.8 **School Enrolment material for 2014** will be prepared soon and we will to feed into that process to update and refresh the Gaelic Education information. The Director of Education Culture and Sport will issue a letter encouraging parents to enrol their children in the GME provision available in local GM catchments. This year, we also have a new information pack on Gaelic Medium Education from Bòrd na Gàidhlig - *Fios is Freagairt* - which includes a raft of information and advisory CDs/DVDs; and we can tailor the content of this resource to suit our requirements.

2.9 In partnership with Bòrd na Gàidhlig the Council has been working on a **Teachers Questionnaire** which will be sent to all Highland schools in November 2013. This survey aims to find out about the existing Gaelic skills and interest in Gaelic amongst teaching staff. The survey will endeavour to identify teachers either without Gaelic or teachers whose Gaelic skills might need refreshing or development, who would be interested in switching to GM teaching.

3. Highland Council Gaelic Education Statistics - Academic Year 2012-13

3.1 The Council area has:

- **25** Gaelic Pre-school Voluntary Groups providing Gaelic in early years for over 300 children.
- **18** Gaelic medium Council Nurseries and **4** partner centres providing pre-school Gaelic Education for 356 three and four year old children (including 2013 intakes);
- **21** Primary Schools providing Gaelic Medium Education for 784 pupils;
- **52** schools receiving Gaelic Learners in Primary Schools (GLPS) for 1371 pupils;
- **12** Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 364 pupils; and
- **12** Secondary Schools offering Gaelic Learners classes for 1487 pupils

3.2 In a national context, Bòrd na Gàidhlig statistics for 2012-13 showed The Highland Council supporting Government targets through:

- **42%** of children in Scotland's Gaelic Pre-school Voluntary Groups;
- **36%** of Scotland's Gaelic Medium Nursery Children;
- **31%** of Scotland's Gaelic Medium Primary School pupils;
- **34%** of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers; and
- **50%** of Scotland's Gaelic Medium Secondary pupils studying Gaelic as learners.

3.3 The year on year pupil totals in Gaelic Education provision in Highland from 2007 is outlined in the table below:

School Session	Nursery/ Commissioned Playgroups	Primary School Pupils	Secondary School Pupils Fluent Gaelic	Secondary School Pupils Subjects through Gaelic	Secondary School Pupils Gaelic Learners
2007-08	263	718	359	165	1373
2008-09	247	728	345	152	1485
2009-10	270	734	352	165	1421
2010-11	225	744	360	149	1469
2011-12	213	761	373	173	1286*
2012-13	292	784	364	211	1487

- 3.4 The Council is keen to ensure that we are making relevant comparisons in relation to progress in increasing the numbers entering, or undertaking, Gaelic education. We will therefore include, in PRMS service monitoring, %age comparator figures showing the proportion of pupils in Gaelic education in comparison the overall school rolls. This will give a more complete overview of performance.
- 3.5 The above statistics were to be used for the 2012-13 Gaelic Language Plan Annual Implementation Report to Bòrd na Gàidhlig. However, they will be updated when the 2013-14 School Census Data is finalised in November 2013.

4. Online Map of the Council's Gaelic Education Provision

- 4.1 The Council's website now contains an online map to show Highland parents - and parents who may be considering moving to the Highlands – the locations in which the Council provides Nursery, Primary and Secondary Gaelic Education. The map shows the following information:
- All Gaelic Nursery School provision (Council and partner centres) and the number of children attending (taken from the school census figures as of late 2012);
 - All Gaelic Primary School provision, the number of pupils, and the associated Secondary School; (taken from the school census figures as of late 2012);
 - All Gaelic Secondary provision, including the number of pupils studying subjects through the medium of Gaelic, those studying Gàidhlig as fluent speakers, and those studying Gaelic as Learners; (taken from the school census figures as of late 2012);
 - A contact email for those who wish to know about Gaelic classes or Gaelic activities in communities.
- 4.2 Depending on progress in the Birth to 3 sector, we may include information on these groups as we gather the data.

5. Implications

- 5.1 There are no Resource, Legal, Equalities, Climate Change and Risk implications associated with this Report at present.

Recommendations

Members are asked to:

- Comment on progress in implementing the Education Theme in GLP 12-16
- Agree that Gaelic Education continues to be factored into the Council's implementation of the Government's 1+2 Language Agenda.
- Agree that the Council uses all available avenues to resolve issues concerning the creation and translation of Secondary School Gaelic Resources
- Agree to pursue a national review of the resources available for Gaelic Education and how best to prioritise the creation of Gaelic Education

resources across the 0-18 continuum.

- Agree that the Council engages with Scottish Government and Bòrd na Gàidhlig colleagues on the future resource implications of the successful developments in Thurso, Inverness, Ft William and Portree.

Designation: Director of Education, Culture and Sport

Date: 1 November 2013

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Appendix 1: GLP 2012-16 Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 1

We will contribute to national strategic partnership initiatives, and policy formulation for Gaelic Education.

Partners

Scottish Government, Bòrd na Gàidhlig, Education Scotland, Local Authorities, Universities.

Key Performance Results

- A national strategy to provide the teaching and other staff required to achieve the Government targets for growth in Gaelic Education.
- A national strategy for the supply of specialist Additional Support Needs staff for Gaelic Education.
- National policies and guidance in relation to Gaelic will be influenced and enhanced by Highland Council input.
- The benefits of bilingualism through Gaelic Education will be highlighted in Gaelic Medium Education information/publicity material.
- Improved linguistic competence leading to improved teaching and learning experiences.
- Pilot the joint production of generic Gaelic Education marketing material by Local Authorities.

Enabling Actions

- (i) Through membership of the National Gaelic Education Strategy Steering Group and other forums, contribute to, and engage with, initiatives which inform and influence national policy and guidance.
- (ii) Engage with Education Scotland and others to agree actions from its Report of June 2011 “**Gaelic Education: Building on the successes, addressing the Barriers**”.
- (iii) Ensure engagement and involvement with Academic sources, Research bodies, Conferences, Studies and Reports which may inform and influence national policy and guidance.
- (iv) Ensure that the outcomes of the Council’s 25th Anniversary Gaelic Medium Education Consultation Events are fed into deliberations on Gaelic Education at national level where appropriate.
- (v) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.
- (vi) Develop and enhance linguistic competency through teacher Continuing Professional Development.

- (vii) Work with Bòrd na Gàidhlig on a national Gaelic Education Additional Support Needs Strategy.
- (viii) Engage with other Local Authorities to examine where joint working and shared services might benefit the sustainability and expansion of Gaelic Education.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 2

We will ensure that Gaelic Education is factored into strategic Highland Council Education reviews and assessments.

Partners

NHS Highland

Key Performance Results

- Gaelic Education requirements will be assessed as part of the Strategic School Estates Review (SSER) including the Inverness/A96 Corridor.
- Strategic Education reviews or other education assessments will take account of the potential implications for Gaelic Education.
- The potential impact on Gaelic of the 'Integrating Care in the Highlands' initiative with NHS Highland will be assessed and addressed.

Enabling Actions

- (i) Gaelic Education will be taken into account within the Council's SSER.
- (ii) Engage with 'Integrating Care in the Highlands' Project Team and carry out a Gaelic Impact Assessment.
- (iii) Ensure that the outcomes of the Council's 25th Anniversary Gaelic Medium Education Consultation Events are fed into deliberations on Gaelic Education where appropriate.
- (iv) Ensure that Gaelic Education requirements form part of the Council's assessment of Additional Support Needs.
- (v) Review and refresh the approach to recruiting a Gaelic Education officer.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 3

We will create partnerships to establish a professionally organised, well resourced and sustainable 0-3 Gaelic Early Years sector.

Partners

Bòrd na Gàidhlig, Care and Learning Alliance (CALA)

Key Performance Results

- In association with Bòrd na Gàidhlig and the Care and Learning Alliance, establish baseline data for 0-3 Gaelic Early Years provision across Highland in 2012. Following this exercise, set a target for increasing the numbers over the lifetime of the Plan; with a consequential increase in the number of children feeding through to 3-5 Council and Partner Centre Gaelic Nurseries.
- Over the lifetime of the Plan, establish new provision in Kinlochbervie, Lochcarron, Kyle, Tongue, Tain, Inverness, Newtonmore, Mallaig and Ballachulish. Strengthen and expand all other 0-3 groups across Highland.
- A Report outlining the actions required to plan ongoing resources and staffing support.

Enabling Actions

- (i) Establish a 3 year pilot partnership programme with Bòrd na Gàidhlig and the Care and Learning Alliance to secure 5 Full Time Equivalent Early Years Support Workers to establish sustainable provision within the 0-3 sector feeding directly through to Gaelic Medium Pre-school, Primary and Secondary schools.
- (ii) Agree a funding support formula with Bòrd na Gàidhlig, for sustaining and expanding this crucial sector.
- (iii) In concert with the Council Early Years Team, engage with Bòrd na Gàidhlig and the Care and Learning Alliance to carry out an assessment of the Gaelic related training, staffing and resources/materials required to sustain growth in the sector.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 4

We will develop 3-18 Gaelic Education and increase the number of Gaelic Learners in schools.

Partners

Scottish Government, Bòrd na Gàidhlig

Key Performance Results

- Two new standalone Gaelic Primary schools in Fort William and Portree and additional nursery development in Lochcarron.
- Over the lifetime of the Plan, increase the number of children accessing Gaelic Medium Primary Education to support the attainment of Scottish Government targets. More detailed pupil target and funding support subject to consultation with Bòrd na Gàidhlig.
- Over the lifetime of the Plan, increase the number of English Medium pupils receiving Gaelic Learners in Primary Schools (GLPS) – target subject to consultation with Bòrd na Gàidhlig.
- Over the lifetime of the Plan, increase the number of Secondary pupils studying:
 - a) Gaelic as Learners;
 - b) Gàidhlig (as Fluent Speakers); and
 - c) Subjects through the medium of Gaelic.Secondary Sector targets subject to consultation with Bòrd na Gàidhlig.
- An online map showing all Council Gaelic Education provision, potential capacity and local Gaelic community activity.

Enabling Actions

- (i) Establish a partnership approach with the Scottish Government to deliver new standalone Gaelic Primary schools in Fort William and Portree.
- (ii) Agree a funding support formula with Bòrd na Gàidhlig, for new developments and additional provision.
- (iii) Council-wide Mapping exercise to identify the areas within, or between, Associated School Groups, where current Gaelic Education provision (0-18) could be configured and/or strengthened to support and establish long term sustainable Gaelic Education provision.
- (iv) Identify Gaelic community development activities within Associated School Groups, to complement and link with formal Gaelic Education provision.

- (v) Identify and support 3-5 Pre-school provision, in specific locations, to support the transition to Gaelic Medium Primary and Secondary schools.
- (vi) Work locally, at the earliest opportunity, to establish demand for full wraparound care provision in anticipation of the planned standalone Gaelic Primary schools in Fort William and Portree. Should sustainable demand be identified elsewhere such as Inverness or Dingwall, these will also be explored.
- (vii) Target Gaelic Medium Primary provision in Thurso, Ullapool, Portree, Dingwall, Tain, Nairn, Inverness and Fort William.
- (viii) Target Gaelic Learners in Primary Schools (GLPS) expansion in North and North West along with the Greater Fort William area.
- (ix) Target Gaelic Secondary Education expansion in Inverness, Lochaber and in Dingwall/Tain.
- (x) Initiate research into the action required to increase pupil numbers around the key transition stages from nursery to Primary school; from Primary to Secondary school and within Secondary stages.
- (xi) Develop links between Gaelic Medium Primary and Gaelic Medium Secondary schools, where Gaelic teaching provision for S1 and S2 might usefully be supported by Primary teachers.
- (xii) Create parental promotion and marketing material highlighting the benefits of Gaelic Education and bilingualism.
- (xiii) Provide guidance and support for relevant Council staff, including in schools, to encourage parents to choose the Gaelic Education route to bilingualism.
- (xiv) Work with Bòrd na Gàidhlig on a national Gaelic Education Workforce Planning Strategy.
- (xv) Work with Bòrd na Gàidhlig on a national Gaelic Education Additional Support Needs Strategy.

Theme 2 - What we will do for Gaelic in Education

Strategic Commitment 5

We will work with partners to review the learning materials and learning resources provided to support Gaelic Education.

Partners

Scottish Government, Bòrd na Gàidhlig, Local Authorities, Stòrlann, Sabhal Mòr Ostaig

Key Performance Results

- An overview of Gaelic Education online learning materials resources that will inform a strategic national assessment of the development of future online requirements for teachers, pupils and other learners.
- A review of the outcomes and resource priorities required from Stòrlann.

Enabling Actions

- (i) Undertake an audit of the Gaelic Education online learning material and resources currently available in Highland, including usage and uptake.
- (ii) Engage with other Local Authorities, Stòrlann and Sabhal Mòr Ostaig to assess the current range of Gaelic education materials and resources, their delivery and outline future development.