



# Comhairle na Gàidhealtachd **Plana Gàidhlig 2012-2016**



## The Highland Council **Gaelic Language Plan 2012-2016**





# Comhairle na Gàidhealtachd

## Plana Gàidhlig 2012-2016

Plana Gàidhlig fo Earrannan 3 agus 7 de dh'Achd na Gàidhlig (Alba) 2005  
Aontaichte le Bòrd na Gàidhlig air 18 Sultain 2012

Bu chòir conaltradh mun a' Phlana seo a chur gu:

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# The Highland Council

## Gaelic Language Plan 2012-2016

A Gaelic Language Plan under Sections 3 and 7 of the Gaelic Language (Scotland) Act 2005  
Approved by Bòrd na Gàidhlig on 18 September 2012

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# Comhairle na Gàidhealtachd - Plana Gàidhlig 2012-2016

## Facal-toisich

Tha Plana Gàidhlig 2012-16 aig Comhairle na Gàidhealtachd a' mìneachadh amasan agus mòr-mhiannan na Comhairle a thaobh na Gàidhlig thairis air na ceithir bliadhna a tha air thoiseach, agus na dòighean san tèid an coileanadh. Chan eil am Plana ùraichte seo a' dol an àite Plana Gàidhlig 2007-11, ach tha e a' togail air soirbheasan agus coileanaidhean leantainneach na Comhairle ann a bhith a' toirt fàs air a' Ghàidhlig. **Tha sinn moiteil às na coileanaidhean againn ann a bhith a' neartachadh a' chàin thar foghlam agus seirbheisean poblach agus tro thachartasan agus iomairtean a tha a' cur ri mathas foghlaim, cultarail agus eaconamach na Gàidhealtachd.**

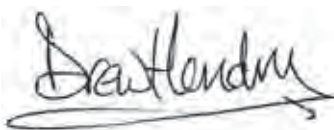
Tha dìorras aig a' Chomhairle gun àrdaich i àireamh luchd-labhairt na Gàidhlig agus gun neartaich i ìomhaigh na Gàidhlig. Gus na mòr-mhiannan againn a choileanadh, bidh sinn ag amas gu làidir air gnìomhan airson dhaoine òga agus theaghlaichean, gu h-àraid ann am Foghlam, agus san Dachaigh agus ann an Coimhearsnachdan.

Àrdaichidh sinn cuideachd cleachdadh agus ìomhaigh na Gàidhlig taobh a-staigh Seirbheisean na Comhairle agus obraichidh sinn gus a' Ghàidhlig a neartachadh is a thogail còmhla ri raon bhuidhnean com-pàirteach thar nan Ealan, nam Meadhanan agus Dualchas, agus ann an Leasachadh Eaconamach. Obraichidh a' Chomhairle cuideachd gus dèanamh cinnteach gu bheil a' toirt fa-near do mhath na Gàidhlig taobh a-staigh a raointean buaidh, a' gabhail a-steach Com-pàirteachas Dealbhadh Coimhearsnachd gu h-ionadail agus ìrean farsaing an Rìghaltais thar sin.

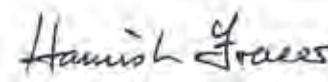
Tha sinn a' toirt gealltanais gun dèan sinn ath-sgrùdadh air ar n-adhartas agus gun ullaich sinn aithisgean bliadhna a thaobh a bhith a' buileachadh a' Phlana. Mu dheireadh, bidh sinn an-còmhnaidh a' feuchainn ris na tha sinn a' dèanamh agus a' libhrigeadh a leasachadh agus, sna h-amannan cugallach eaconamach a tha air thoiseach, nì sinn nas urrainn dhuinn gus àm ri teachd làidir, sealbhach agus seasmach a thoirt dhan a' Ghàidhlig.



An Comhairliche Jimmy Gray  
Neach-gairm Chomhairle na Gàidhealtachd



An Comhairliche Drew Hendry  
Ceannard Chomhairle na Gàidhealtachd



An Comhairliche Sheumais Friseal  
Cathraiche Buidheann Buileachaidh Gàidhlig  
Chomhairle na Gàidhealtachd

# The Highland Council - Gaelic Language Plan 2012-2016

## Foreword

The Highland Council's Gaelic Language Plan 2012-16 sets out the Council's aims and ambitions for Gaelic over the next four years; and how these will be achieved. This renewed and refreshed Plan does not replace the 2007-11 Gaelic Language Plan, but builds on the Council's ongoing successes and achievements in growing Gaelic. **We are proud of our achievements in strengthening the language across education and public services and through events and initiatives which contribute to the educational, cultural and economic wellbeing of the Highlands.**


The Council is determined to increase the number of Gaelic speakers and significantly enhance the profile of Gaelic. To achieve our aspirations we will have a strong focus on actions for our young people and families particularly in Education; and in the Home and in Communities.

We will also increase the use and profile of Gaelic within Council Services and we will work to strengthen and build Gaelic with a range of partner organisations across the Arts, Media and Heritage and the Economic Development sectors. The Council will also work to ensure that the interests of Gaelic are taken into consideration within its spheres of influence including the Community Planning Partnership locally and the wider levels of Government beyond.

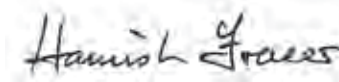
We commit ourselves to reviewing our progress and to preparing annual reports on the implementation of the Plan. Finally, we will always try to improve on our performance and delivery and, in the uncertain economic times ahead, we will do all we can to provide Gaelic with a strong, prosperous and sustainable future.



Councillor Jimmy Gray  
Convener of The Highland Council



Councillor Drew Hendry  
Leader of The Highland Council



Councillor Hamish Fraser  
Chair of The Highland Council  
Gaelic Implementation Group

# Comhairle na Gàidhealtachd - Plana Gàidhlig 2012-2016

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Dealbhannan na duilleig aghaidh: 1 Ewen Weatherspoon; 2,5 Comhairle na Gàidhealtachd; 3 Robert MacDonald; 4 Ian Smith; 6 Willie Urquhart; 7 Sabhal Mòr Ostaig.  
Dealbhannan na duilleig cùil: 1 Ian Smith; 2 Michelle Scott; 3,5,6,7 Ewen Weatherspoon; 4 Comhairle na Gàidhealtachd.

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Front cover photos: 1 Ewen Weatherspoon; 2,5 The Highland Council; 3 Robert MacDonald;  
4 Ian Smith; 6 Willie Urquhart; 7 Sabhal Mòr Ostaig.  
Back cover photos: 1 Ian Smith; 2 Michelle Scott; 3,5,6,7 Ewen Weatherspoon;  
4 The Highland Council.

# Pàirt 1. Ro-ràdh

## 1.1

Dheasaich Comhairle na Gàidhealtachd a' chiad Phlana Gàidhlig reachdail ann an Alba ann an 2007 fo Achd na Gàidhlig (Alba) 2005; còig bliadhna às dèidh sin, tha a' Chomhairle moiteil a bhith a' daingneachadh a dealais as ùr do bhith ag àrdachadh agus a' toirt fàs san àm ri teachd air foghlam, cànan agus cultar na Gàidhlig.

Bha amasan is mion-amasan fìor adhartach ann am Plana 2007-11, agus tha mòran dhen fheadhainn a chaidh a mhìneachadh aig an àm mar Phrìomh Ghealltanasan a-nis air an 'àbhaisteachadh' gu soirbheachail taobh a-staigh phròiseasan is mhodhan na Comhairle. Nam measg tha a bhith: ag ùrachadh is a' dèanamh dearbh-aithne chorporra na Comhairle dà-chànanach; a' cur freagairt Ghàidhlig air ais gu gach conaltradh a thig a-steach sa Ghàidhlig; a' cur teacsa coitcheann ann an sanasan-obrach a' brosnachadh luchd-labhairt Gàidhlig gus tagradh airson dreuchdan teagaisg; a' buileachadh poileasaidh dà-chànanach a thaobh soidhnichean agus a' dèanamh na Gàidhlig nas follaisiche ann an tiotalan is fo-thiotalan foillseachaidhean na Comhairle.

Tha am poileasaidh gu h-àrd a thaobh soidhnichean dà-chànanach agus Aithisg Bhuileachaidh Plana 2007-11 na Comhairle rim faotainn air làrach-lìn na Comhairle aig:

[www.highland.gov.uk/gaeliclanguageplan](http://www.highland.gov.uk/gaeliclanguageplan)

## 1.2

Mar sin chan eil an dàrna Plana Gàidhlig airson 2012-16 idir a' dol an àite ciad Phlana 2007-11 na Comhairle. An àite seo, tha e a' togail air na mòr-mhiannan, na soirbheasan agus na h-eòlasan a fhuair a' buileachadh a' chiad Phlana; tha e a' toirt tuilleadh leasachaidh air mòr-mhiannan na Comhairle airson seasmhachd, fàs agus inbhe a thaobh na Gàidhlig, agus tha e a' cur ri Plana Cànan Nàiseanta Gàidhlig 2012-17. Chaidh a dheasachadh às dèidh co-chomhairle fharsaing le Buill na Comhairle agus Oifigearan na Comhairle, le buidhnean air an taobh a-muigh, foirm co-chomhairle air-loidhne agus ochd coinneamhan co-chomhairleachaidh phoblaich.

## 1.3

Tha am Plana seo cuideachd a' togail air na bunaitean a chaidh a stèidheachadh roimhe ann a bhith a' brosnachadh dà-chànanas tro fhoghlam Gàidhlig agus tha e ag amas air ceangalan nas làidire agus nas seasmhaiche fhàs eadar a' Ghàidhlig ann am foghlam foirmeil agus a' Ghàidhlig ann am beatha làitheil agus ann an coimhearsnachdan. Thathar cuideachd an dùil gun cuir na Gnìomhan a tha sa Phlana seo fìor thabhartas ri amas an Riaghaltais gum broснаichear togail, cleachdadh agus inbhe na Gàidhlig mar a thathar a' mìneachadh ann an 2.3 de **An Co-theacsa Nàiseanta** air duilleag 11.



# Part 1. Introduction

## 1.1

The Highland Council prepared Scotland's first statutory Gaelic Language Plan in 2007 under the Gaelic Language (Scotland) Act 2005; and five years later, the Council is proud to reaffirm its commitment to the promotion and future growth of Gaelic education, language and culture. The 2007-11 Plan contained a hugely ambitious suite of aims and objectives; and many of those outlined then as Core Commitments have been successfully normalised within the Council's internal processes and procedures. These include updating and bilingualising the Council's corporate identity, responding to Gaelic correspondence in Gaelic, inserting standard text in job adverts encouraging Gaelic speakers to apply for teaching posts, implementing a bilingual signage policy and increasing the visibility of Gaelic in the titles and subtitles in Council publications. The above bilingual signage policy and the Council's 2007-11 Plan Implementation Report are available on the Council's website at: [www.highland.gov.uk/gaeliclanguageplan](http://www.highland.gov.uk/gaeliclanguageplan)

## 1.2

This second generation Gaelic Language Plan for 2012-16 therefore, does not replace the Council's original 2007-11 Plan. Rather it builds on the ambition, the successes and the experience gained in implementing the first generation Plan; it further develops the Council's ambitions for Gaelic sustainability, growth and status; and it complements the National Gaelic Language Plan 2012-17. It was prepared following extensive consultation with Council Members and Council Officers; with external organisations, an on-line consultation form and eight Public Consultation meetings.

## 1.3

This Plan also builds on the foundations already laid in promoting bilingualism through Gaelic Education; provides for a heightened public profile for Gaelic and it aims to develop stronger and more sustainable links between Gaelic in formal education, and the use of Gaelic in everyday life in communities. The Actions contained in this Plan are also intended to make a tangible contribution towards the Government's target to promote the acquisition, use and status of Gaelic as outlined in 2.3 in **The National Context** on page 11.



Photo: The Highland Council

# Pàirt 1. Ro-ràdh

## 1.4

'S i Comhairle na Gàidhealtachd an solaraiche as motha a thaobh foghlam Gàidhlig. Tha i cuideachd a' cur raon farsaing ghnìomhan leasachaidh Gàidhlig air dòigh sa choimhearsnachd, do dhaoine òga agus do dh'inbhich. **Tha eachdraidh chliùiteach aig a' Chomhairle cuideachd ann a bhith a' toirt taic do earrannan nan ealan, nam meadhanan agus an dualchais Ghàidhlig.** Tha i air iomadh tachartas cultarail a chruthachadh, a bhrosnachadh, a chumail suas agus a mhaoineachadh. Tha i air cuideachadh gus fèisean a stèidheachadh is a libhrigeadh, agus tha iad seo air ìomhaigh na Gàidhlig a thogail gu mòr, is air buannachdan eaconamach cudromach a thoirt dhan sgìre.

## 1.5

Air sgàth meud a dealais, tha a' Chomhairle airson obrachadh le com-pàirtichean gus gnìomhan a libhrigeadh a chuireas ri agus a leudaicheas a cuid obrach fhèin ann a bhith a' brosnachadh agus a' neartachadh cànan is cultar na Gàidhlig, ann a bhith a' cumail suas agus a' togail foghlam Gàidhlig, agus ann a bhith a' sireadh chothroman ùra airson leasachadh eaconamach a thaobh na Gàidhlig. Tha a' Chomhairle cuideachd a' creidsinn, air sgàth na h-aimsir ionmhasail ris a bheil dùil thar beatha a' Phlana, gum bu chòir do dh'ùghdarrasan poblach agus an com-pàirtichean libhrigidh dòighean mac-meanmnach agus innleachdach a lorg gus eòlas agus stòrasan a cho-roinn, agus a' bhuannachd as motha fhaighinn às iomairtean Gàidhlig.

## 1.6

Tha a' Chomhairle an dùil gu bheil am Plana seo ruigsinneach agus gu bheil na gnìomhan a tha air an gabhail a-steach ann soilleir, gun gabh iad tomhas agus coileanadh, gu bheil iad so-dhèanta, agus gun gabh iad libhrigeadh taobh a-staigh beatha a' Phlana. A bharrachd, tha e riatanach gu bheil am Plana sùbailte, gu bheil e comasach freagairt air atharrachaidhean suidheachaidh agus leasachaidh taobh a-staigh a bheatha, agus gu bheil e comasach freagairt air cothroman a tha a' cur feum air sùbailteachd a thaobh dòigh-obrach no libhrigidh.

# Part 1. Introduction

## 1.4

The Highland Council is the largest provider of Gaelic Education and organises a wide range of community related Gaelic development activity for young people and adults.

**The Council also has a distinguished track record of supporting Gaelic in the arts, media and heritage sectors.**

It has created, encouraged, supported and funded numerous cultural events; and it has helped to establish and deliver Festivals that have significantly raised the profile of Gaelic; and which have delivered important economic benefits for the area.

## 1.5

Given the extent of its commitment, the Council is keen to engage with partners to deliver activity that will augment and extend its own work in promoting and enhancing Gaelic language and culture; in sustaining and building Gaelic Education and in seeking new economic development opportunities related to Gaelic. The Council also believes it is important that, given the fiscal climate envisaged across the lifetime of this Plan; public authorities and their delivery partners must seek imaginative and innovative ways of sharing expertise and resources, to maximise the impact of Gaelic initiatives.

## 1.6

The Council intends that this Plan is accessible and that the actions within it are clear, measurable, achievable, realistic and deliverable within the lifetime of the Plan. In addition, it is crucial that the Plan is adaptable; that it can respond to changing circumstances and improvement within its lifespan; and that it can react to opportunities that provide for flexibility of approach or delivery.



## Pàirt 2. An Co-theacsa Nàiseanta

### 2.1

Tha Earrann 2 de dh'Achd na Gàidhlig (Alba) 2005 a' cur ìmpidh air Bòrd na Gàidhlig Plana Gàidhlig nàiseanta ullachadh agus a chur fa chomhair nam Ministearan Albannach, agus tionndaidhean ath-leasaichte gun a bhith nas anmoiche na 5 bliadhna as dèidh dhan a' phlana mu dheireadh a bhith air fhoillseachadh. Tha Plana Gàidhlig na Comhairle air a cho-thaobhadh ri, agus a' cur ris, na mòr-mhiannan agus na targaidean a tha ann am Plana Cànain Nàiseanta Gàidhlig 2012-2017.

### 2.2

**Tha suidheachadh na Gàidhlig cugallach agus ma tha àm ri teachd seasmhach gu bhith aig a' chànan, feumar oidhirp a cho-òrdanachadh agus goireasan a stiùireadh gu ruige gnìomhan agus builean aontaichte.** Tha Plana Cànain Nàiseanta Gàidhlig 2012-2017 a' mìneachadh nan gnìomhan agus nam builean nàiseanta seo agus mar a thèid am buileachadh. Bidh seo a' gabhail a-steach com-pàirteachas nàiseanta eadar Riaghaltas na h-Alba, Bòrd na Gàidhlig, ùghdarrasan ionadail agus iomadh buidheann phoblach, shaor-thoileach is phrìobhaideach eile, a bharrachd air daoine fa leth air feadh na h-Alba.

### 2.3

'S e prìomh thargaid Plana Cànain Nàiseanta na Gàidhlig an àireamh dhaoine a tha a' bruidhinn na Gàidhlig a dhèanamh seasmhach le bhith ag àrdachadh an reata aig a bheil luchd-labhairt ùra a' dol an àite luchd-labhairt – mar as trice nas sine – a thathar a' call. 'S e na slatan-tomhais airson na targaid seo gun seall Cunntas-sluaigh 2021 gu bheil an t-àrdachadh ann an àireamh an luchd-labhairt òga a' leantainn is gun seall Cunntas-sluaigh 2031 gu bheil àireamh an luchd-labhairt uile air a bhith mun aon ìre rè nan deich bliadhna. Le bhith a' gabhail ris gum bi an dealbh a nochdas bho Aithisg Chunntas-sluaigh 2011 an ìre mhath coltach ri 2001, dh'fheumadh targaid Bòrd na Gàidhlig airson ìre 'cur an àite' a choileanadh gach bliadhna, amas air an àireimh dhaoine òga a' dol a-steach gu Clas 1 ann am bun-sgoiltean tro mheadhan na Gàidhlig a dhùblachadh gu mu 800 ro 2017. Gus taic a chur ri targaidean Riaghaltas na h-Alba, aon uair 's gu bheil a' Chomhairle air mion-sgrùdadh a dhèanamh air an dàta bho Chunntas-sluaigh 2011 agus air co-chomhairle a chumail le Bòrd na Gàidhlig, thèid targaidean sònraichte a ghabhail a-steach taobh a-staigh Gealltanasan Ro-innleachdail 2.3 agus 2.4 Cuspair an Fhoghlaim ann am Pàirt 9 gu h-ìseal.



## Part 2. The National Context

### 2.1

Section 2 of the Gaelic Language (Scotland) Act 2005 requires Bòrd na Gàidhlig to “prepare and submit to the Scottish Ministers a national Gaelic language plan”, and revised versions thereof “no later than 5 years after the date on which the most recent plan is published”. The Council’s Gaelic Language Plan is aligned to and complements the aspirations and targets contained in Bòrd na Gàidhlig’s National Gaelic Language Plan 2012-2017.

### 2.2

**The position of Gaelic is fragile and if the language is to have a sustainable future, there needs to be coordination of effort and direction of resources towards agreed actions and outcomes.** The National Gaelic Language Plan 2012-17 sets out what these national actions and outcomes are and how they are to be implemented. This will involve a national partnership between the Scottish Government, Bòrd na Gàidhlig, Local Authorities and many other public, voluntary and private bodies and individuals throughout Scotland.

### 2.3

The National Gaelic Language Plan’s headline target is to attain stability in the number of people speaking Gaelic by raising the rate at which new Gaelic speakers are created to ‘replacement level’ – i.e. the level at which the loss of mostly older Gaelic speakers is balanced by the creation of new speakers. The specific national performance criteria are that the 2021 National Census confirms that the growth in the number of young people speaking Gaelic continues and that by 2031 it has reached replacement level. Assuming that the 2011 Census Report presents a broadly similar picture to 2001, Bòrd na Gàidhlig’s target to achieve the annual ‘replacement target’, would be to double the number of young people entering Gaelic Medium Primary 1 classes to around 800 by 2017. To support the attainment of Scottish Government targets, once the Council has scrutinised the data from the 2011 Census and consulted with Bòrd na Gàidhlig; specific targets will be incorporated within the Education Theme’s Strategic Commitments 2.3 and 2.4 in Part 9 below.



Photo: The Highland Council

## Pàirt 2. An Co-theacsa Nàiseanta

### 2.4

Tha Plana Cànain Nàiseanta Gàidhlig 2012-2017 a' toirt air adhart lèirsinn a' chiad Phlana Nàiseanta airson àm ri teachd seasmhach airson na Gàidhlig mar “chànan fallain, beothail a tha air a chleachdadh, agus air a bheil luach is inbhe air a chur, barrachd is barrachd ann an Alba ioma-chultarach is ioma-chànanach an latha an-diugh.”

Tha trì amasan farsaing aige:

- stad a chur air a' chrìonadh ann an àireimh iomlan luchd-labhairt na Gàidhlig ann an Alba le bhith ag àrdachadh na h-àireimh a tha a' togail a' chànan;
- cur ris na suidheachaidhean sa bheil a' Ghàidhlig air a cleachdadh, a rèir prìomh phrionnsabal Achd na Gàidhlig a tha ag iarraidh co-ionannachd spèis airson na Gàidhlig agus na Beurla; agus

● luchd-labhairt na Gàidhlig – an dà chuid luchd-ionnsachaidh agus luchd-labhairt fileanta – a chuideachadh gu bhith a' toirt air adhart an comais anns a' Ghàidhlig agus am misneachd ann a bhith ga cleachdadh, agus dèanamh cinnteach gum mair a' Ghàidhlig mar chànan a tha fallain agus beothail.

### 2.5

Tha Plana Cànain Nàiseanta na Gàidhlig cuideachd ag amas air cur ri Comharran Coileanaidh Nàiseanta an Riaghaltais agus tha e cuideachd a' ceangal tromhpa gu Aonta Buil Shingilte na Comhairle. 'S e ceangal cudromach a tha san dàrna Phlana seo sa chom-pàirteachas nàiseanta gus gnìomhan agus builean Plana Cànain Nàiseanta Gàidhlig 2012-2017 a chur an gnìomh. Tha e cuideachd a' toirt seachad prìomhachasan roinneil Chomhairle na Gàidhealtachd fhèin ri taobh nam mòr-mhiannan nàiseanta.

## Part 2. The National Context

### 2.4

The National Gaelic Language Plan 2012-17 carries forward the first National Plan's vision of a sustainable future for Gaelic as a "healthy, vibrant language, increasingly used, valued and respected in a modern, multicultural and multilingual Scotland".

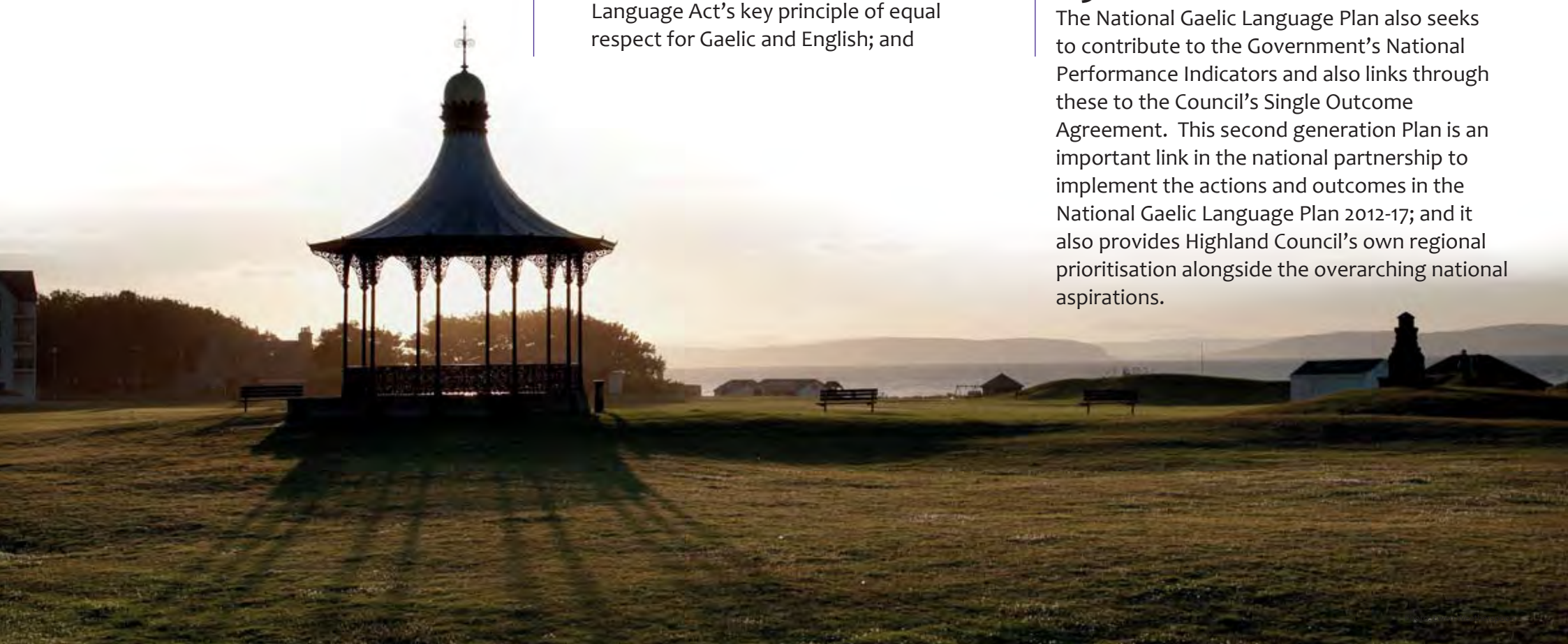
It has three overarching aims:

- arresting the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language;
- expanding the range of situations in which Gaelic is used, in line with the Gaelic Language Act's key principle of equal respect for Gaelic and English; and

● helping speakers of Gaelic, both learners and fluent speakers, to develop their competence in the language and their confidence in using it, and ensuring that the language itself continues to be healthy and vibrant.

### 2.5

The National Gaelic Language Plan also seeks to contribute to the Government's National Performance Indicators and also links through these to the Council's Single Outcome Agreement. This second generation Plan is an important link in the national partnership to implement the actions and outcomes in the National Gaelic Language Plan 2012-17; and it also provides Highland Council's own regional prioritisation alongside the overarching national aspirations.



## Pàirt 3. Co-theacsa Chomhairle na Gàidhealtachd

### 3.1

Mar a chaidh innse san ro-ràdh, b' e Plana Gàidhlig 2007-11 na Comhairle a' chiad Phlana a chaidh a dhèanamh is a chur fa chomhair Bòrd na Gàidhlig fo Achd na Gàidhlig (Alba) 2005. Chaidh am Plana sin aontachadh sa Chèitean 2008, agus tha Earrann 7 den Achd a' mìneachadh gu bheil e mar riatanas gun tèid am Plana Gàidhlig ath-sgrùdadh, gun a bhith nas anmoiche na còig bliadhna bhon cheann-latha air an deach am Plana roimhe aontachadh.

### 3.2

Bha mion-amasan mòr-mhiannach sa chiad Phlana agus bha dùbhlain làidir an lùib a bhith gam buileachadh. Tha mòran de na mòr-mhiannan a bha sa chiad Phlana a thaobh na Gàidhlig ann an Seirbheisean na Comhairle a-nis nam pàirt àbhaisteach de phoileasaidh is de chleachdadh air an taobh a-staigh. Tha an dàrna Plana seo a' togail air soirbheasan a' chiad Phlana, agus bidh na dùbhlain agus na leasain a thàinig am bàrr nan slatan-tomhais luachmhor airson 2012-16. Bidh a' Chomhairle, anns gach rud a nì i, a' cumail ri prionnsabal co-ionannachd spèis airson na Gàidhlig agus na Beurla. A bharrachd, leanaidh a' Chomhairle air adhart gu gnìomhach a' tabhann is a' solarachadh sheirbheisean Gàidhlig dhan a' phoball, mar eisimpleir: tro bhith a' cur a-mach aithisgean,

sgrìobhainnean is foirmichean dà-chànanach; a' dol an urras gum faigh gach conaltradh a thig a-steach sgrìobhte sa Ghàidhlig freagairt sa Ghàidhlig cuideachd (taobh a-staigh an raoin-ama shuidhichte); agus dèanamh cinnteach gun urrainn dhan a' phoball dèiligeadh ris a' Chomhairle gu labhairteach sa Ghàidhlig.

### 3.3

Tha a' Chomhairle air obrachadh gu dlùth le Bòrd na Gàidhlig ann a bhith ag ullachadh a' Phlana, is gus dèanamh cinnteach gun deach aghaidh a chur ri eileamaidean riatanach is leantainneach bho Phlana 2007-11, a' gabhail a-steach an fheadhainn a chomharraicheadh le Oilthigh Chailleannach Ghlaschu. **Thèid am Plana seo a stiùireadh agus a sgrùdadh mar aon de sgrìobhainnean coileanadh corporra na Comhairle agus bidh Buidheann Buileachaidh Gàidhlig na Comhairle a' cumail ceannas air.**

### 3.4

A bharrachd, cuiridh am Plana ri gnìomhan agus toraidhean gus Comharran Coileanaidh Nàiseanta an Riaghaltais a bhuileachadh, tro Aonta Buil Shingilte na Comhairle agus na targaidean a tha air am mìneachadh ann am Planaichean Seirbheis na Comhairle.





## Part 3. The Highland Council Context

### 3.1

As mentioned in the introduction, the Council's Gaelic Language Plan 2007-11 was the first Plan produced and submitted to Bòrd na Gàidhlig under the Gaelic Language (Scotland) Act 2005. That Plan was approved in May 2008; and Section 7 of the Act outlines the requirement to review the Gaelic Language Plan no later than five years after the date of approval of the previous Plan.

### 3.2

The first generation Plan contained an ambitious set of objectives; provided a rigorous challenge in terms of implementation and much of its ambition in terms of Gaelic in Council Services have been normalised as part of internal policy and practice. This second generation Plan builds on the successes of the earlier Plan; and the challenges posed and lessons learned will provide invaluable benchmarks for 2012-16. The Council, in all its areas of activity will commit to the principle of equal respect for the Gaelic and English languages. In addition, the Council will continue to actively offer and provide Gaelic services to the public, for example producing bilingual reports, documents and forms; guaranteeing a Gaelic reply to correspondence written in the language (within the standard timeframe); and ensuring that the public can deal with the Council orally in Gaelic.

### 3.3

The Council has worked closely with Bòrd na Gàidhlig in preparing the Plan; and to ensure that any necessary ongoing elements from the 2007-11 Plan, including those identified by Glasgow Caledonian University, were addressed.

**This Plan will be managed and monitored as one of the Council's suite of corporate performance documents and will be overseen by the Council's Gaelic Implementation Group.**

### 3.4

In addition, the Plan will contribute to actions and results to implement the Government's National Performance Indicators, through the Council's Single Outcome Agreement and the targets set in Council Service Plans.



Photo: The Highland Council

# Pàirt 4. Lìbhrigeadh Chomhairle na Gàidhealtachd a thaobh na Gàidhlig

## 4.1

Suidhichte taobh a-staigh Seirbheis an Fhoghlaim, a' Chultair agus an Spòrs, tha Sgioba Ghàidhlig na Comhairle air a stiùireadh le Manaidsear Leasachaidh na Gàidhlig le taic bho Oifigear Leasachaidh na Gàidhlig, dà Oifigear Ionnsachadh agus Leasachadh Coimhearsnachd Gàidhlig (co-ionnan ri làn-ùine), Prìomh Oifigear Eadar-theangachaidh, Neach-cuideachaidh Stòrasan Gàidhlig agus Neach-cuideachaidh Clèireachd Gàidhlig. Thathar an dòchas dreuchd bhàn Oifigear Leasachaidh Foghlam Gàidhlig a lìonadh tràth sa Phlana seo.

## 4.2

Sa bhliadhna ionmhasail 2011-12 bha làn-bhuidseat caiteachais de £4.768M aig a' Chomhairle airson foghlam tro mheadhan na Gàidhlig agus leasachadh Gàidhlig. Bha teachd a-steach iomlan de £0.975M sa bhuidseat airson na bliadhna, a' buntainn ri maoineachadh com-pàirteach bho Riaghaltas na h-Alba a bha air a sholarachadh tro Thabhartas Sònraichte na Gàidhlig agus maoineachadh Gàidhlig Luchd-ionnsachaidh sa Bhun-sgoil. Thug seo seachad buidseat lom iomlan de £3.793M airson na Gàidhlig ann an 2011-12. Bidh a' Chomhairle cuideachd a' lìbhrigeadh phròiseactan le maoineachadh pròiseict com-pàirteach bho Bhòrd na Gàidhlig.

## 4.3

**Bha seisean sgoile 2010-11 a' comharrachadh 25 bliadhna de sholar foghlaim Gàidhlig le Comhairle na Gàidhealtachd, agus san àm seo tha a' Chomhairle air dealas agus goireasan susbainteach a chur ri foghlam Gàidhlig agus ri bhith a' fàs na Gàidhlig ann an coimhearsnachdan.** Lìbhrig a' Chomhairle ciad Phlana Gàidhlig na dùthcha fo Achd na Gàidhlig (Alba) 2005 agus lìbhrig i a' chiad bhun-sgoil uile-Gàidhlig, a thogadh airson an adhbhair sin fhèin, ann an Alba – Bun-sgoil Ghàidhlig Inbhir Nis. Shoirbhich cho mòr leis an sgoil is gun tàinig air a' Chomhairle leudachadh a chur ris an togalach ann an 2010, ann an com-pàirteachas le Riaghaltas na h-Alba.

## 4.4

Aig toiseach an dàrna Plana seo, tha a' Chomhairle a' solarachadh na leanas:

- 19 sgoil-àraich tro mheadhan na Gàidhlig agus 4 ionadan com-pàirteach a' solarachadh foghlam Gàidhlig ro-sgoile airson còrr is 320 leanabh aois trì agus ceithir;
- 21 bun-sgoil a' toirt foghlam tro mheadhan na Gàidhlig do 761 sgoilear;
- 1345 sgoilear ann an 59 sgoil a' faighinn Gàidhlig Luchd-ionnsachaidh sa Bhun-sgoil;

- 12 àrd-sgoil a' tabhann chlasaichean Gàidhlig (luchd-labhairt fileanta), no a' teagasg chuspairean tro mheadhan na Gàidhlig, do 373 sgoilear; agus
- 12 àrd-sgoil a' tabhann chlasaichean luchd-ionnsachaidh Gàidhlig do 1286 sgoilear.

## 4.5

Sa cho-theacsa nàiseanta, tha an dealas a tha aig a' Chomhairle do dh'fhoghlam a-mhàin ri fhaicinn ann an staitistig Bòrd na Gàidhlig airson 2010-2011. Sheall iad seo gun robh Comhairle na Gàidhealtachd a' solarachadh:

- 33% de chlann ro-sgoile FTG na h-Alba;
- 32% de sgoilearan bun-sgoile FTG na h-Alba;
- 34% de sgoilearan àrd-sgoile FTG na h-Alba a tha a' dèanamh Gàidhlig mar luchd-labhairt fileanta;
- 35% de sgoilearan àrd-sgoile FTG na h-Alba a tha a' dèanamh chuspairean tro mheadhan na Gàidhlig; agus
- 51% de sgoilearan àrd-sgoile na h-Alba a tha a' dèanamh Gàidhlig mar luchd-ionnsachaidh.

## Part 4. The Highland Council Delivery on Gaelic

### 4.1

The Council's Gaelic Team, situated within the Education, Culture and Sport Service, is led by the Gaelic Development Manager supported by a Gaelic Development Officer, two Full Time Equivalent Gaelic Community Learning and Development Officers, a Senior Translation Officer, a Gaelic Resources Assistant and a Gaelic Clerical Assistant. It is hoped to fill the vacant Gaelic Education Officer post in the early part of this Plan.

### 4.2

In Financial Year 2011-12 the Council had a gross expenditure budget for Gaelic Medium Education and Gaelic Development of £4.768M. The total budgeted income for the year was £0.975M relating to partnership funding from the Scottish Government which was provided through the combined Gaelic Specific Grant and Gaelic Learners in Primary Schools funding. This provided a total net budget for Gaelic in 2011-12 of £3.793M. The Council also delivers projects with partnership funding from Bòrd na Gàidhlig.

### 4.3

**The 2010-11 school session marked 25 years of The Highland Council's provision of Gaelic Education, during which time the Council has demonstrated significant commitment and resources to Gaelic Education and to growing Gaelic in communities.**

The Council delivered the nation's first Gaelic Language Plan under the Gaelic Language (Scotland) Act 2005 and delivered the first purpose built all-Gaelic Primary school in Scotland – Bun-sgoil Ghàidhlig Inbhir Nis. Such was the school's success that, in partnership with the Scottish Government, the Council had to build an extension to the school in 2010.

### 4.4

At the beginning of this second generation Plan, the Council provides:

- 19 Gaelic medium nurseries and 4 partner centres providing Pre-school Gaelic Education for over 320 three and four year old children;
- 21 Primary Schools providing Gaelic Medium Education for 761 pupils;
- 1345 pupils in 59 schools receiving Gaelic Learners in Primary Schools (GLPS);

- 12 Secondary Schools offering Gàidhlig (Gaelic fluent speaker) classes, or subject teaching through the medium of Gaelic medium, to 373 pupils; and
- 12 Secondary Schools offering Gaelic Learners classes for 1286 pupils

### 4.5

In a national context, the scale of the Council's education commitment alone is illustrated by Bòrd na Gàidhlig statistics for 2010-2011. These showed The Highland Council providing for:

- 33% of Scotland's Gaelic Medium Pre-school children;
- 32% of Scotland's Gaelic Medium Primary School pupils;
- 34% of Scotland's Gaelic Medium Secondary pupils studying Gàidhlig as fluent speakers;
- 35% of Scotland's Gaelic Medium Secondary pupils studying subjects through the medium of Gaelic; and
- 51% of Scotland's Secondary pupils who are studying Gaelic as learners.

## 4.6

Thar beatha a' Phlana seo, tha a' Chomhairle ag amas air solar foghlam tro mheadhan na Gàidhlig – a tha seasmhach is gun bhriseadh – a chruthachadh agus a chumail suas (bho ro-sgoil tro bhun-sgoil agus gu ruige foghlam àrd-sgoile). Leasaichidh seo bunait daingeann airson foghlam, cànan agus cultar na Gàidhlig ann an lìonradh sgoiltean a tha air an suidheachadh gu ro-innleachdail air feadh sgìre na Gàidhealtachd. Gus an dà chuid fàs agus iarrtas a leasachadh is a stiùireadh, tha a' Chomhairle ag obair còmhla ri Bòrd na Gàidhlig gus earrann thràth-bhliadhnaichean a stèidheachadh a bhios air a h-eagrachadh gu proifeiseanta, air a deagh ghoireasachadh, ag amas air an ùine-fhada, agus a bhios seasmhach. Bidh an earrann thràth-bhliadhnaichean seo a' gabhail a-steach ìrean 0-3 agus ro-sgoile, agus a' leasachadh cùram-chloinne ro agus às dèidh sgoile taobh a-staigh foghlam Gàidhlig.



Dealbh: Ian Smith

## 4.7

Tha a' Chomhairle a' cur chothroman air dòigh do dh'inbhich gus a' Ghàidhlig ionnsachadh tro dhòigh-ionnsachaidh adhartach Ùlpan agus tro chlasaichean eile, airson còrr is 200 neach ann an 2011-12. Am measg na bhios a' gabhail com-pàirt, tha pàrantan chloinne ann am foghlam Gàidhlig ann an Inbhir Nis, An Aghaidh Mhòr, Inbhir Narann, Druim na Drochaid, Baile an Athainn, Loch Abar, Inbhir Pheofharain, Port Rìgh, Uachdar Thìre, Ullapul, Am Ploc agus Am Blàran Odhar. Tha an obair leantainneach agus, le taic bho Bhòrd na Gàidhlig, thathar an dùil a leudachadh. Tha a' Chomhairle cuideachd a' toirt seachad seirbheis solar stòrasan foghlaim agus fiosrachaidh do lìonradh nan sgoiltean Gàidhlig. Tha i cuideachd a' cur raon thachartasan is ghnìomhan air dòigh le amas a bhith a' cleachdadh na Gàidhlig ann an suidheachaidhean neo-fhoirmeil, làitheil. Tha a' Chomhairle cuideachd a' solarachadh Seirbheis Eadar-theangachaidh Gàidhlig a thathar a' cleachdadh air an taobh a-staigh is an taobh a-muigh, agus air an tèid beachdachadh airson leudachadh seirbheis cho-roinnte taobh a-staigh beatha a' Phlana.



Dealbh: Ewen Weatherspoon

## 4.8

Tha a' Chomhairle air Meòmhrachan Tuigse a shoidhnigeadh le Riaghaltas na h-Albann Nuaidh agus le Sabhal Mòr Ostaig. Tha i a' cumail suas dàimhean matha a thaobh a bhith a' cur na Gàidhlig air adhart le Riaghaltas na h-Alba, Bòrd na Gàidhlig, ùghdarrasan eile, agus an dà chuid le buidhnean Gàidhlig agus buidhnean nach buin dhan Ghàidhlig, thar beatha phoblach na Gàidhealtachd agus na h-Alba.

## 4.9

Tha a' Chomhairle cuideachd air raon farsaing chom-pàrteachasan a thogail thar nan ealan, nam meadhanan agus a' chultair Ghàidhlig, agus chuir i iomairt shoirbheachail air dòigh gus craoladh Freeview fhaighinn airson BBC ALBA. Tha a' Chomhairle a' toirt taic dhan a' Mhòd Nàiseanta Rìoghail a tha, tro Chùmhnant Libhrigeadh Seirbheis leis a' Chomunn Ghàidhealach, gu bhith air a chumail sa Ghàidhealtachd ann an 2014, 2017 agus 2020. Tha a' Chomhairle cuideachd a' toirt taic do Fhèis Bhlas agus do na fèisean, agus tha na tachartasan is na h-iomairtean sin uile a' cur ri mathas oideachail, cultarail agus eaconamach na Gàidhealtachd.

## 4.6

Over the lifetime of this Plan, the Council aims to create and maintain a sustainable and seamless Gaelic Education provision (from Pre-school through to Primary School and on to Secondary education) in order to develop a solid foundation for Gaelic Education, language and culture in a strategically placed network of schools across the Highland area. To develop and manage both growth and demand, the Council is working with Bòrd na Gàidhlig to establish a professionally organised, properly resourced, long term, sustainable early years sector which will encompass the 0-3 and Pre-school levels and develop wraparound provision within Gaelic Education.

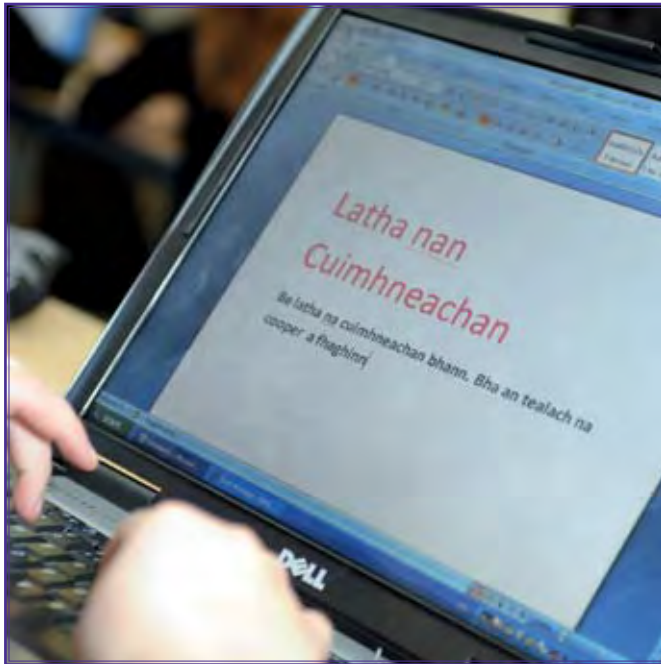


Photo: Ian Smith

## 4.7

The Council organises and delivers Gaelic Adult Learning opportunities through the Ùlpan progressive learning method and other classes, for over 200 people in 2011-12. Participants include the parents of children in Gaelic Education across Inverness, Aviemore, Nairn, Drumnadrochit, Balnain, Lochaber, Dingwall, Portree, Auchtertyre, Ullapool, Plockton and Bettyhill. This work is ongoing and, with support from Bòrd na Gàidhlig, is targeted for expansion. The Council provides an education resource supply and information service for the Gaelic schools network; and organises a range of events and activities aimed at using Gaelic in informal, everyday situations. The Council also provides a professional Gaelic Translation Service which is used internally and externally and which will be considered for shared service expansion within the lifetime of the Plan.



Photo: Margaret Mulholland, The Highland Council

## 4.8

The Council has signed Memoranda of Understanding with the Provincial Government of Nova Scotia and with Sabhal Mòr Ostaig; and maintains positive relations in furtherance of Gaelic with the Scottish Government, Bòrd na Gàidhlig, sister Authorities and with Gaelic and non-Gaelic related organisations across Highland and Scottish public life.

## 4.9

The Council has also built a wide range of partnerships across the Gaelic arts, media and cultural landscape; and campaigned successfully to secure Freeview transmission for BBC ALBA. The Council is a principal supporter of the Royal National Mod which, through a Service Delivery Contract with An Comunn Gàidhealach, will take place within Highland in 2014, 2017 and 2020. The Council also supports the Blas Festival and the Fèisean movement; and all of these events and initiatives contribute to the educational, cultural and economic wellbeing of the Highlands.

# Pàirt 5. Gnìomh airson Fàs – na Còig Cuspairean sa Phlana

## 5.1

Thèid a' Chomhairle ann an gnìomh fo na còig cuspairean a tha air an comharrachadh sa Phlana. Tha na Duilleagan-gnìomha ann am Pàirt 9 a' toirt seachad gnìomhan sònraichte agus na toraidhean ris a bheil dùil, fo na cuspairean. Tha an geàrr-chunntas a leanas a' mìneachadh nan cuspairean agus amasan farsaing na Comhairle fo gach fear.



Dealbh: Comhairle na Gàidhealtachd

## Cuspair 1

# A' Ghàidhlig san Dachaigh agus sa Choimhearsnachd

**Cuiridh a' Chomhairle air adhart cho cudromach 's a tha e a bhith a' cleachdadh na Gàidhlig san dachaigh agus am measg theaghlaichean, gu brosnachadh agus taic a thoirt do dhaoine òga gu bhith dà-chànanach tron Ghàidhlig.** Bheir a' Chomhairle cuideachd seachad cothroman do phàrantan sgoilearan ann am foghlam tro mheadhan na Gàidhlig (FTG) gus a' Ghàidhlig ionnsachadh agus togaidh i air a h-obair ann a bhith a' cur chlubaidhean is chur-seachadan às dèidh sgoile air dòigh do sgoilearan FTG. Bheir a' Chomhairle taic do sgeamaichean tagradaireachd phàrantach agus lìonraidhean

phàrantan a bhios a' brosnachadh fàs ann am foghlam Gàidhlig. Ann an coimhearsnachdan, neartaichidh is meudaichidh a' Chomhairle gnìomhan a tha a' buntainn ris a' Ghàidhlig, agus meudaichidh i na cothroman do dhaoine òga gus a' Ghàidhlig a chleachdadh ann an suidheachaidhean neo-fhoirmeil. Cuiridh a' Chomhairle clasaichean Gàidhlig air dòigh ann an coimhearsnachdan, agus putaidh i airson ath-bhreithneachadh air èifeachdas ionnsachadh Gàidhlig, gu h-àraid do dh'inbhich. Nì a' Chomhairle ceangal cuideachd le iomairtean com-pàirteachas coimhearsnachd

taobh a-staigh sgìre na Comhairle, agus gabhaidh i os làimh co-dhealbhadh agus co-libhrigeadh ghnìomhan, far a bheil sin iomchaidh.



Dealbh: Ewen Weatherspoon

# Part 5. Action for Growth – The Five Themes in the Plan

## 5.1

The Council will take action under five themes in this Plan. The Action Sheets in Part 9 contain specific actions and expected results under the themes; but the following is a brief overview of the themes and the Council’s broad aims under each one.



Photo: High Life Highland

## Theme 1

# “Gaelic in the Home and in Communities”

**The Council will promote the importance of Gaelic usage in the home and family environments, thus encouraging and supporting young people to become bilingual through Gaelic.**

The Council will also provide Gaelic language learning opportunities for parents of Gaelic Medium pupils and will build on its work in organising after school clubs and activities for Gaelic Medium pupils. The Council will support parental advocacy schemes and parent networks that encourage growth in Gaelic Education. In Communities, the Council will strengthen and increase Gaelic related activities and provide more opportunities for young people to use Gaelic in informal settings. The Council will organise community based Gaelic Language Learning

classes and press for a review of the effectiveness of Gaelic language learning, particularly for adults. The Council will also engage with Gaelic community partnership development initiatives within the Council area; and undertake joint planning and delivery of activities where appropriate.

Photo: Ewen Weatherspoon



## Cuspair 2

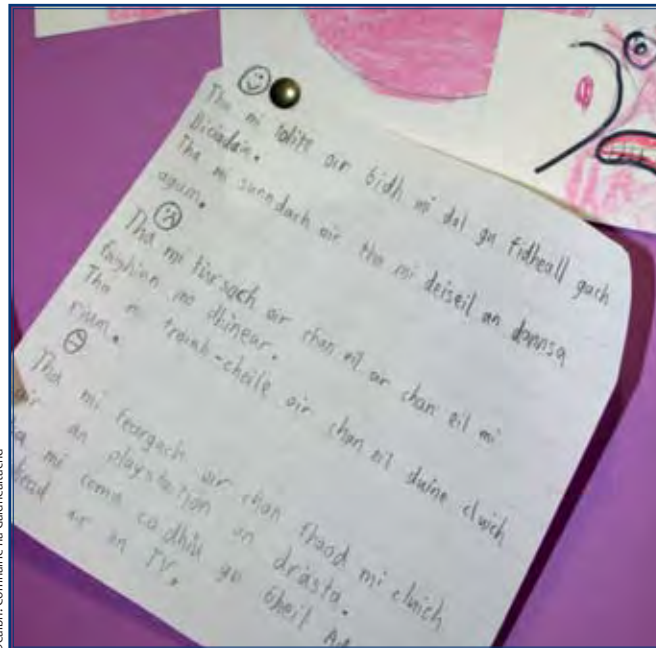
### A' Ghàidhlig ann am Foghlam

Mar an solaraidhe as motha de dh'fhoghlam Gàidhlig, tha a' Chomhairle mothachail mu na dleastanasan aice aig ìrean ionadail agus nàiseanta.

Leanaidh a' Chomhairle air adhart a' tòiseachadh, a' cur ri agus a' toirt buaidh air slighe is buileachadh phoileasaidhean agus stiùireadh nàiseanta a thaobh na Gàidhlig, agus leanaidh i air adhart a' dèanamh cinnteach gu bheil a' Ghàidhlig air a gabhail a-steach ann an ath-bhreithneachaidhean is measaidhean ro-innleachdail foghlaim. Tha a' Chomhairle mothachail gu bheil feum air dealbhadh is leasachadh air an sgioba-obrach san ùine-fhada gus fàs seasmhach a chomasachadh ann am foghlam, agus gabhaidh i làn chom-pàirt le Bòrd na Gàidhlig agus leis an Riaghaltas gus obrachadh gu luath gu ruige fuasgladh. Gabhaidh a' Chomhairle os làimh eacarsaich mhapaidh cuideachd, a' sealltainn nan sgìrean sin sa Ghàidhealtachd a bhiodh comasach air taic a thoirt do dh'fhoghlam Gàidhlig 0-18 gu seasmhach san ùine-fhada, agus siridh a' Chomhairle meudachadh ann am foghlam Gàidhlig thràth-bhliadhnaichean, ro-sgoile, bun-sgoile agus àrd-sgoile, gus taic a thoirt do na targaidean iomlan ann am Plana Cànan Nàiseanta Gàidhlig 2012-17.



Dealbh: Margaret Mulholland, Chomhairle na Gàidhealtachd



Dealbh: Chomhairle na Gàidhealtachd

## Cuspair 3

### A' Ghàidhlig sna h-Ealain, sna Meadhanan agus ann an Dualchas

Nì a' Chomhairle ceangal le Bòrd na Gàidhlig agus Alba Chruthachail gus buaidh a thoirt air ro-innleachd agus poileasaidh nàiseanta, le amas an àireamh dhaoine a tha a' gabhail com-pàirt sna h-Ealain, agus a tha a' cleachdadh na Gàidhlig, a mheudachadh. Bheir a' Chomhairle taic is neart do na ceangalan leis a' Mhòd Nàiseanta Rìoghail agus na Mòdan Ionadail, agus meudaichidh i cleachdadh na Gàidhlig taobh a-staigh nam fèisean agus tachartasan mòra eile a tha a' faighinn maoinachadh bhon a' Chomhairle taobh a-staigh na Gàidhealtachd. Bidh luchd-obrach na Comhairle ag obair gu dlùth le High Life na Gàidhealtachd (HLG) gus iomhaigh na Gàidhlig a thogail ann an taighean-tasgaidh agus tasglannan, agus cuideachd taobh a-staigh nan taighean-tasgaidh neo-eisimeileach a tha a' faighinn maoinachadh bhon a' Chomhairle. Tha a' Chomhairle cuideachd ag iarraidh barrachd chothroman a thoirt do dhaoine a dhol an lùib na Gàidhlig tro ghnìomhachasan nam meadhanan is nan ealan, is tro na gnìomhachasan cruthachail. Tha i cuideachd airson com-pàirt a ghabhail le BBC ALBA gus raointean a chomharrachadh far am biodh iomairtean co-obrachail iomchaidh.



## Theme 2

# “ Gaelic in Education ”

As the largest provider of Gaelic Education, the Council is conscious of its responsibilities at local and national levels.

**The Council will continue to initiate, contribute to and influence the direction and application of national policies and guidance in relation to Gaelic; and it will continue to ensure that Gaelic is factored into strategic Education reviews and assessments.**

The Council recognises the need for long term workforce planning and development; to facilitate sustained growth in education and will fully engage with Bòrd na Gàidhlig and the Scottish Government to urgently work towards a solution. The Council will also carry out a mapping exercise identifying the areas in Highland that would be able to support sustainable and long term 0-18 Gaelic Education; and will seek an increase in early years, pre-school, primary and secondary Gaelic Education to support the overarching targets in the National Gaelic Language Plan 2012-17.



Photo: Ewen Weatherspoon



Photo: Ewen Weatherspoon

## Theme 3

# “ Gaelic in the Arts, Media and Heritage ”

The Council will engage with Bòrd na Gàidhlig and Creative Scotland to influence national strategy and policy, with the aim of increasing the number of people participating in the Arts, using Gaelic. **The Council will also support and strengthen links with the Royal National Mod and Local Mods; and will increase the use of Gaelic within Fèisean and other major Council funded events within the Highlands.** Council staff will work closely with High Life Highland (HLH) to raise the profile of Gaelic in HLH Museums and Archive Centres and in Council funded independent Museums. The Council also wishes to increase the opportunities for people to engage with Gaelic through the media, arts and creative industries; and to engage with BBC ALBA to identify areas where collaborative initiatives would be appropriate.

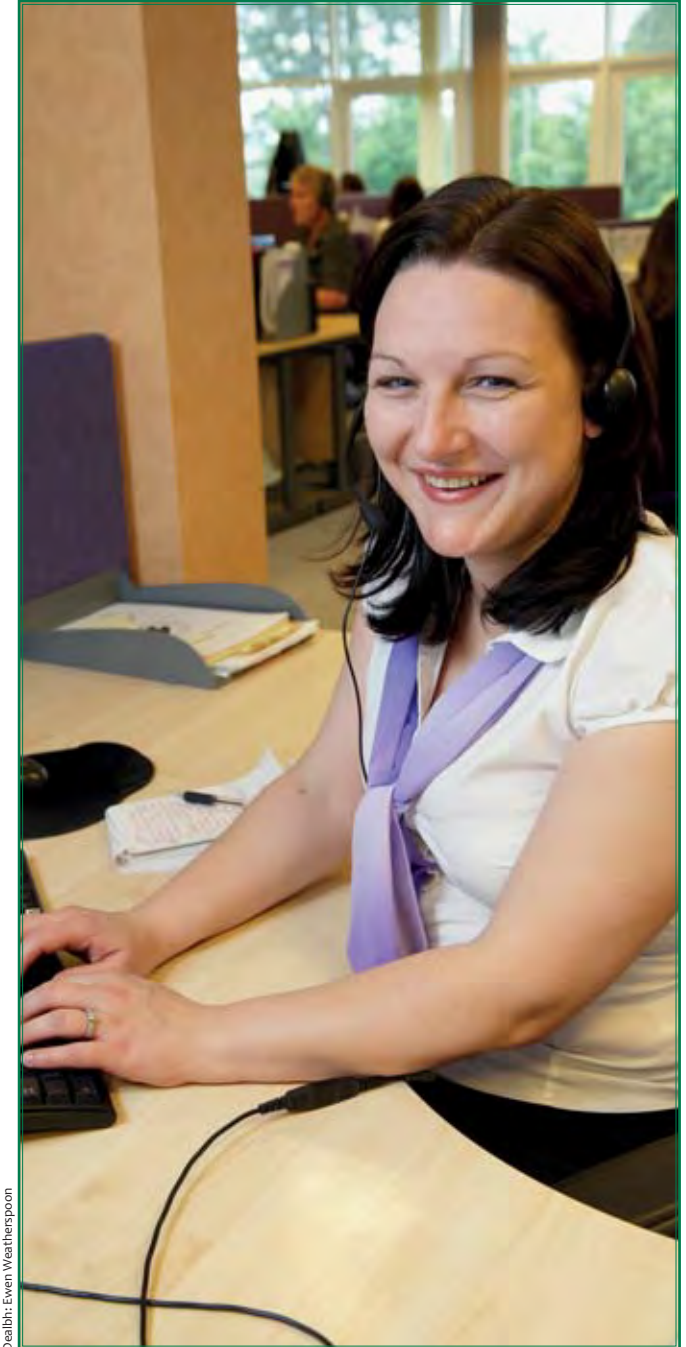
## Cuspair 4

# A' Ghàidhlig san Àite-obrach

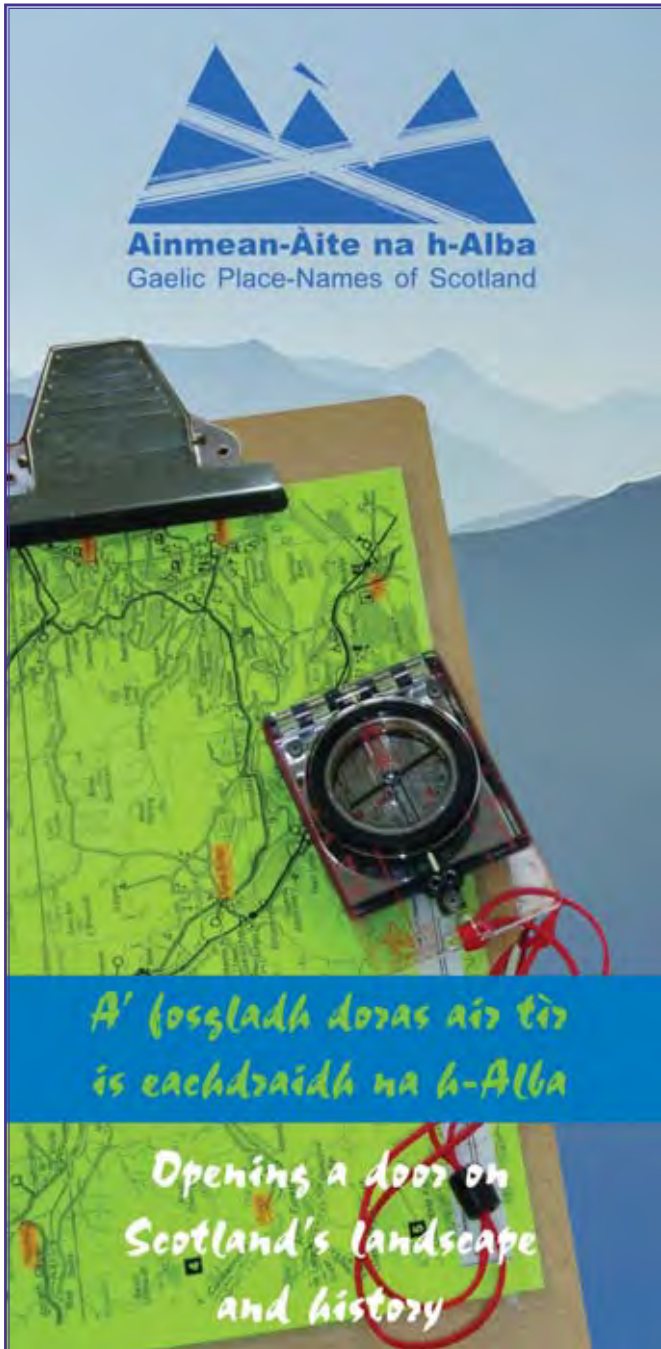
Obraichidh a' Chomhairle gus a' Ghàidhlig a dhèanamh nas àbhaistice thar Seirbheisean na Comhairle agus brosnaidhidh i com-pàirtichean lèibhrigidh agus cunnradairean gus a' Ghàidhlig a dhèanamh nas follaisiche taobh a-staigh nan structaran aca. Cruinnichidh a' Chomhairle an dàta bun-loidhne as ùire gus lìonradh de dhaoine le Gàidhlig a chomharrachadh thar nan Seirbheisean. Cuideachd, nuair a thathar a' sgrùdadh phoileasaidhean is iomairtean, nì a' Chomhairle cinnteach gu bheil a' gabhail aire do na buaidhean matha is dona a dh'fhaodadh a bhith aca air a' Ghàidhlig agus air leasachadh foghlaim. **Brosnaidhidh a' Chomhairle ìomhaigh na Gàidhlig aig Comataidhean na Comhairle agus aig tachartasan poblach a tha a' Chomhairle a' cur air dòigh. Cuideachd, brosnaidhidh i co-roinn fiosrachaidh agus cleachdadh ghòireasan ann an dòigh èifeachdach thar na h-earrainn poblaich.** Nì a' Chomhairle sgrùdadh cuideachd air cothroman do sheann daoine a bhruidhneas a' Ghàidhlig, gus am bi cothrom aca a' Ghàidhlig a bhruidhinn is a chluinntinn taobh a-staigh solar cùraim a tha air a mhaoineachadh gu poblach.



Dealbh: Comhairle na Gàidhealtachd



Dealbh: Ewen Weatherspoon



## Theme 4

# “Gaelic in the Workplace”

The Council will work to increase the normalisation of Gaelic across Council Services and encourage delivery partners and contractors to increase Gaelic visibility within their structures. The Council will also gather up to date baseline data to identify a network of Gaelic contacts across Services; and will ensure that, when policies and initiatives are being scoped, account is taken of the potential impact on Gaelic language and education development. **The Council will increase the profile of Gaelic at Council Committees and at public events organised by the Council; and will encourage sharing of information and the efficient use of resources across the public sector.** The Council will also scope opportunities for Gaelic speaking senior citizens to speak and hear Gaelic within publicly funded care provision.



Photo: Ewen Weatherspoon

## Cuspair 5

# A' Ghàidhlig ann an Leasachadh Eaconamach

Amaisidh a' Chomhairle air ìomhaigh nas àirde a thoirt do na buannachdan eaconamach a tha an lùib na Gàidhlig agus dà-chànanaidh, làimh ri cultar agus dualchas, agus obraichidh i gus ìomhaigh na Gàidhlig a stèidheachadh ann an ìomairtean leasachadh eaconamach san fharsaingeachd agus ann an turasachd.

Nì a' Chomhairle sgrùdadh air an fhiosrachadh is air a' chomhairle a th' ann an-dràsta a thaobh comas-cosnaidh agus dreuchdan taobh a-staigh margaidh nan obraichean Gàidhlig. Bheir i mìneachadh cuideachd air buannachdan eaconamach is cultarail dà-chànanaidh agus an fharsaingeachd roghainnean dreuchdail is chothroman a tha a' Ghàidhlig a' toirt seachad. Cuiridh a' Chomhairle ri dealbhadh sgioba-obrach san ùine-fhada a thaobh earrann nan obraichean Gàidhlig, agus meudaichidh i na buannachdan eaconamach a tha an lùib thachartasan Gàidhlig agus obair nam meadhanan taobh a-staigh sgìre Chomhairle na Gàidhealtachd. Cruthaichidh a' Chomhairle Ro-innleachd Margaidheachd agus Conaltraidh gus na buannachdan eaconamach, foghlaim agus cultarail a tha an lùib na Gàidhlig agus dà-chànanaidh a shoilleireachadh.

Dealbh: Ewen Weatherspoon



## 5.2

Tro ghnìomhan a tha air an comharrachadh fo gach fear de na còig cuspairean seo, 's e amas farsaing na Comhairle àireamh luchd-labhairt na Gàidhlig a chumail suas agus àrdachadh le bhith:

- a' neartachadh foghlam, cànan agus cultar na Gàidhlig;
- a' meudachadh an raoin chothroman gus a' Ghàidhlig a chleachdadh;
- a' brosnachadh buannachdan dà-chànanaidh ann an coimhearsnachdan, san dachaigh agus tro fhoghlam is ionnsachadh;
- a' meudachadh buannachdan eaconamach na Gàidhlig;
- a' cur ri fàs san àm ri teachd sna h-ealain, sna meadhanan agus ann an dualchas na Gàidhlig; agus
- a' togail inbhe agus follaiseachd na Gàidhlig nas àirde.

Dealbh: Comhairle na Gàidhealtachd



## Theme 5

# Gaelic in Economic Development

The Council will aim to gain a heightened profile for the economic benefits of Gaelic and bilingualism; alongside culture and heritage and will work to establish the profile of Gaelic in general economic development initiatives and in tourism. It will scope the current information and advice concerning employability and careers advice in relation to the Gaelic jobs market; and will outline the economic and cultural benefits of bilingualism and the breadth of careers options and opportunities that speaking Gaelic provides. The Council will contribute to long term workforce planning in respect of the Gaelic jobs sector and will maximise the economic benefits of Gaelic events and media activity held within The Highland Council area. The Council will also create a Marketing and Communications Strategy to highlight the economic, educational and cultural benefits associated with Gaelic and bilingualism.



Photo: Robert MacDonald, Northern Studios

## 5.2

Through actions identified under each of these five themes, the Council's overarching aim is to sustain and increase the number of speakers by:

- strengthening Gaelic Education, language and culture;
- increasing the range of opportunities for using Gaelic;
- promoting the benefits of bilingualism in communities, in the home and through education and learning;
- maximising the economic benefits of Gaelic;
- contributing to future growth within Gaelic arts, media and heritage; and
- further raising the status and visibility of Gaelic.



Photo: The Highland Council

## Pàirt 6. A' Lìbhrigeadh agus a' Goireasachadh a' Phlana

### 6.1

Tha Manaidsear Leasachaidh na Gàidhlig cunntachail do Stiùiriche an Fhoghlaim, a' Chultair agus an Spòrs airson a bhith a' stiùireadh Plana Gàidhlig na Comhairle thar nan Seirbheisean uile taobh a-staigh na Comhairle. Tha dleastanas aig Manaidsear Leasachaidh na Gàidhlig airson a bhith a' buileachadh a' Phlana Ghàidhlig agus planaichean is poileasaidhean buntainneach, tro obrachadh eadar-seirbheis taobh a-staigh na Comhairle, tro bhith ag obair gu dlùth le Riaghaltas na h-Alba agus Bòrd na Gàidhlig, agus ann an co-bhuinn le buidhnean eile air an taobh a-muigh agus buidhnean-gnìomha Gàidhlig. Bidh prìomhachasan obrach na Sgioba Gàidhlig air an stiùireadh tro na h-Amasan Ro-innleachdail, na Prìomh Thoraidhean Dèanadais agus na Gnìomhan Comasachaidh a tha air am mìneachadh sa Phlana. Leanaidh a' Chomhairle air adhart a' tasgadh a stòrasan fhèin ann am foghlam, cànan agus cultar na Gàidhlig agus, far a bheil sin iomchaidh, feuchaidh i ri prìomhachasan agus stòrasan a th' ann mar-thà a chur an gnìomh a-rithist.



Dealbh: Ewen Weatherspoon

### 6.2

'S e cùis riatanach a tha sa ghainnead thidsearan le teisteanas agus luchd-obrach taice a thaobh a bhith a' leudachadh foghlam Gàidhlig agus mar thoradh air a sin, a bhith ag àrdachadh àireamhan luchd-labhairt. Thèid aghaidh a chur ris a seo mar chùis èiginneach aig ìre nàiseanta tro iomairt Dealbhadh na Sgioba-obrach.

### 6.3

Nì a' Chomhairle sgrùdadh cuideachd air gach cothrom a thaobh maoinachadh com-pàirteach bhon an taobh a-muigh, far a bheil sin iomchaidh. **Tha sruthan maoinachaidh nàiseanta, agus dòigh-obrach phractaigeach a thaobh lìbhrigidh, air a bhith fìor chudromach airson a bhith a' stèidheachadh is a' cumail suas fàs sa Ghàidhlig.** Tha dealas làidir aig a' Chomhairle do dhòigh-obrach nàiseanta cho-aontachail is ro-innleachdail a thaobh maoinachadh Gàidhlig. Tha a' Chomhairle mothachail mun àrainneachd ionmhasail anns a bheil i ag obair, agus tha i airson coimhead air dòighean maoinachaidh mac-meanmnach agus sùbailte a thaobh, mar eisimpleir, cosgaisean stèidheachaidh gus fàs a chomasachadh thar solar foghlaim Gàidhlig.

## Part 6. Delivering and Resourcing the Plan

### 6.1

The Gaelic Development Manager is responsible to the Director of Education, Culture and Sport for leading and managing the Council's Gaelic Language Plan across all Services within The Council. The Gaelic Development Manager has responsibility for the implementation of the Gaelic Language Plan, and any related plans and policies, through inter-service working within the Council, working in close association with the Scottish Government, Bòrd na Gàidhlig and in collaboration with other external organisations and Gaelic agencies. The Gaelic Team's operational priorities will be guided by the Strategic Aims, the Key Performance Results and the Enabling Actions outlined within the Plan. The Council will continue to invest its own resources in Gaelic education, language and culture and, where appropriate, will seek to realign existing priorities and resources.



Photo: Ewen Weatherspoon

### 6.2

The shortage of qualified teachers and support staff is a pivotal issue in relation to the expansion of Gaelic education and the consequential increase in speakers. This issue will be addressed as a matter of urgency at a national level through the Workforce Planning initiative.

### 6.3

The Council will also explore all external partnership funding opportunities where appropriate. **National funding streams, and a pragmatic partnership approach to delivery, have been of crucial importance to establishing and sustaining growth in Gaelic.** The Council is strongly committed to a consensual and strategic national approach to Gaelic funding. Given the fiscal environment in which it operates, the Council is keen to explore imaginative and flexible funding approaches to support, for example, the establishment costs to facilitate growth across Gaelic Education provision.

# Pàirt 7. Cunnartan

## 7.1

Tha rianachd chunnairt ro-innleachdail a' ciallachadh a bhith ag aithneachadh, a' mion-sgrùdadh agus a' dèanamh prìomhachas air na cunnartan sin a dh'fhaodadh buaidh a thoirt air comas na Comhairle a mion-amasan a choileanadh. Chaidh ath-sgrùdadh de na cunnartan an lùib a' Phlana a dhèanamh le Sgioba na Gàidhlig san Dùbhlachd 2011 agus chaidh na cunnartan àrd-ìre a leanas a chomharrachadh.

**Àireamh Cunnairt:** Plana Gàidhlig 1

**Tuairisgeul:** Lùghdachadh ann an stòrasan ionmhasail an dà chuid aig ìrean ionadail agus nàiseanta.

**Àireamh Cunnairt:** Plana Gàidhlig 2

**Tuairisgeul:** Cion Dealbhadh Sgioba-obrach Nàiseanta; fastadh agus gleidheadh, gu h-àraid taobh a-staigh foghlam Gàidhlig.

**Àireamh Cunnairt:** Plana Gàidhlig 3

**Tuairisgeul:** Eu-comas Sgioba Ghàidhlig iomlan a choileanadh agus a chumail suas.

## 7.2

Thèid rian a chumail air na cunnartan seo tro phròiseas Ath-sgrùdadh Dèanadais gach Ràithe, agus thèid rian a chumail air cunnartan eile tro dhealbhadh obrachail àbhaisteach.



Dealbh: Ewen Weatherspoon



## Part 7. Risks

### 7.1

Strategic risk management entails identifying, analysing and prioritising those risks that may affect the Council's ability to achieve its objectives. A review of the risks associated with the Plan was carried out by the Gaelic Team in December 2011 and the following high level risks were identified.

**Risk Number:** GLP 1

**Description:** Reduction in financial resources both at local and national levels.

**Risk Number:** GLP 2

**Description:** Lack of National Workforce Planning; recruitment and retention especially within Gaelic Education.

**Risk Number:** GLP 3

**Description:** Inability to achieve and sustain the required Gaelic Team complement.

### 7.2

These risks will be managed through the Quarterly Performance Review process; with other risks being managed through normal operational planning.



Photo: Ewen Weatherspoon

# Pàirt 8. Ag Ath-bhreithneachadh agus a' Cumail Sùil air Buileachadh a' Phlana



Dealbh: Ewen Weatherpoon



Dealbh: Michelle Scott

## 8.1

Mar phàirt de sheata sgrìobhainnean corporra na Comhairle, thèid sgrùdadh a dhèanamh air Plana Gàidhlig 2012-16 agus bidh an sgrùdadh seo a cheart cho mionaideach ri Prògram Rianachd na Comhairle agus a Planaichean Seirbheis. Thèid fiosrachadh iomlan mu ghnìomhan agus mu thargaidean buileachaidh – a' gabhail a-steach dleastanasan oifigeir is cinn-ama air an taobh a-staigh – a chlàradh taobh a-staigh Siostam Dèanadais & Rianachd Cunnairt na Comhairle. Foillsichidh sinn na cinn-ama bliadhna air a bheil sinn ag amas, an cois a' Phlana, air an làrach-lìn againn. A bharrachd, deasaichidh sinn:

- cunntas air dèanadas gach ràithe, a rèir Seirbheis an Fhoghlaim, a' Chultair agus an Spòrs agus cearcallan sgrùdaidh Seirbheis an Àrd-oifigeir;
- fiosrachadh agus Aithisgean do Bhuidheann Buileachaidh Gàidhlig na Comhairle; agus
- Aithisg Bhuileachaidh Bhliadhna a thèid a-steach gu Bòrd na Gàidhlig.

Mu dheireadh, tha e cudromach gu bheil am Plana sùbailte, gus an urrainn dhan a' Chomhairle freagairt air atharrachaidhean, agus leasachadh rè beatha a' Phlana. Cuideachd, bheir seo comas dhan a' Chomhairle freagairt air cothroman a tha a' cur feum air sùbailteachd a thaobh dòigh-obrach no libhrigidh.



Dealbh: Comhairle na Gàidhealtachd

# Part 8. Reviewing and Monitoring Implementation of the Plan



Photo: Jo MacDonald, The Highland Council



Photo: Iain Sarjeant

## 8.1

As part of the Council's suite of corporate delivery documents, the Gaelic Language Plan 2012-16 will be monitored with the same rigour and scrutiny as the Council's Programme of Administration and its Service Plans. Full details of implementation actions and targets including the allocation of Officer responsibilities and internal deadlines will be recorded within the Council's Performance & Risk Management System. We will publish our projected annual target deadlines alongside the Plan, on our website. In addition, we will prepare:

- quarterly performance reporting in line with the Education, Culture and Sport Service and the Chief Executive's Service monitoring cycles;
- information and Reports to the Council's Gaelic Implementation Group; and
- an Annual Implementation Report to be submitted to Bòrd na Gàidhlig.

Finally, it is important that the Plan is adaptable so that the Council is capable of responding to changing circumstances and improvement within the Plan's lifespan and that the Plan gives the Council scope to react to opportunities that provide for a flexibility of approach or delivery.



Photo: The Highland Council

# Pàirt 9. Gealltanasan Ro-innleachdail agus Gnìomhan Comasachaidh airson Còig Cuspairean a' Phlana

## Cuspair 1. Na nì sinn airson na Gàidhlig san Dachaigh agus sa Choimhearsnachd

### Gealltanas Ro-innleachdail 1

Cuiridh sinn com-pàirteachas air chois thar na Gàidhealtachd gus goireasan a chruthachadh a bheir brosnachadh agus taic do phàrantan no luchd-gleidhidh gus a' Ghàidhlig a chleachdadh san dachaigh.

### Com-pàirtichean

Bòrd na Gàidhlig, Deiseal Earranta, Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, Buidheann Ath-sgrùdaidh Ionnsachadh agus Leasachadh Coimhearsnachd.

### Prìomh Thoraidhean Dèanadais

- Dàta bun-loidhne air a stèidheachadh, a sheallas comas cànan phàrantan no luchd-gleidhidh sgoilearan FTG gus fios fhaighinn mu na tha a dhìth a thaobh ionnsachadh agus taic san dachaigh. Às dèidh na h-eacarsaich seo, suidhich targaid gus an àireamh àrdachadh taobh a-staigh beatha a' Phlana.
- Meudaich làthaireachd agus com-pàirteachas aig tachartasan teaghlach sa Ghàidhlig agus meudaich làthaireachd aig Seachdainean Ionnsachadh Gàidhlig Theaghlaichean le àrdachadh 20% bho 30 teaghlach le 98 com-pàirtiche ann an 2011-12.

### Gnìomhan Comasachaidh

- (i) Gabh os làimh suirbhidh de chomas cànan phàrantan no luchd-gleidhidh sgoilearan ann am FTG gus fios fhaighinn mu na tha a dhìth a thaobh ionnsachadh agus taic san dachaigh.
- (ii) Cruthaich pasgan ùr ghoireasan, a' cleachdadh an teicneòlais as ùire, gus brosnachadh is taic a thoirt do phàrantan/luchd-gleidhidh gus a' Ghàidhlig a chleachdadh san dachaigh.
- (iii) Cuir air dòigh agus leasaich clasaichean cànan adhartach Ùlpan mu thimcheall Bhuidhnean Sgoiltean Buntainneach na Comhairle, far a bheilear a' solarachadh foghlam tro mheadhan na Gàidhlig.
- (iv) Cuir bùithtean-obrach comhairleachaidh air dòigh do phàrantan FTG, agus obraich còmhla ri pàrantan cuide ri com-pàirtichean eile a tha stèidhichte sa choimhearsnachd.
- (v) Obraich le com-pàirtichean gus iomairt "Seachdain Ionnsachadh Gàidhlig Theaghlaichean" a chur air dòigh is a leudachadh.

# Part 9. Strategic Commitments and Enabling Actions for the Five Themes in the Plan

## Theme 1. What we will do for Gaelic in the Home and in Communities

### Strategic Commitment 1

We will institute a pan Highland partnership to create resources to encourage and support parents or guardians in using Gaelic in the home.

#### Partners

Bòrd na Gàidhlig; Deiseal Ltd, Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, Community Learning and Development Review Group.

#### Key Performance Results

- Baseline data established which will show the linguistic ability of parents or guardians of Gaelic Medium pupils in order to ascertain the requirements for learning and support in the home. Following this exercise, set a target for increasing the number within the lifetime of the Plan.
- Increase the attendance and participation at Gaelic family events and increase attendance at the Gaelic Family Learning Weeks by 20% from 30 families with 98 participants in 2011-12.

### Enabling Actions

- (i) Carry out a survey of the linguistic ability of parents or guardians of Gaelic Medium pupils in order to ascertain their requirements for learning and support in the home.
- (ii) Create a new resource pack, using up to date technology, to encourage and support parents/guardians in using Gaelic in the home.
- (iii) Organise and develop Ùlpan progressive language classes around the Council's Associated School Groups; where Gaelic Medium Education is provided.
- (iv) Organise advisory workshops for Gaelic Medium parents; and work with parents alongside other community based partners.
- (v) Work with partners to organise and expand the "Gaelic Family Learning Week" initiative.

# Cuspair 1. Na nì sinn airson na Gàidhlig san Dachaigh agus sa Choimhearsnachd

## Gealltanais Ro-innleachdail 2

Bheir sinn seachad taic airson a bhith a' togail a' chàinain san dachaigh agus sa choimhearsnachd do sgoilearan ann am foghlam tro mheadhan na Gàidhlig.

## Com-pàirtichean

Bòrd na Gàidhlig, Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, High Life na Gàidhealtachd.

## Prìomh Thoraidhean Dèanadais

- Thar beatha a' Phlana, àrdaich na h-àireamhan a tha a' gabhail com-pàirt ann an taic togail càinain FTG, tro chleasan taobh a-muigh a' churraicealaim, le àrdachadh 20% bho bhun-loidhne de 700 ann an 2011-12.
- Thar beatha a' Phlana, àrdaich an àireamh roghainnean FTG taobh a-staigh chleasan coitcheann agus phrògraman a' buntainn ri spòrs, le àrdachadh 20% bho bhun-loidhne de 30 ann an 2011-12.
- Cuir air dòigh agus libhrig Seachdain nan Deugairean do sgoilearan àrd-sgoile gach bliadhna aig Sabhal Mòr Ostaig.
- Stèidhich figear bun-loidhne airson na h-àireimh oidean spòrs/ ceannardan chleasan anns a' Chomhairle agus High Life na Gàidhealtachd. Às dèidh seo, suidhich targaid airson a bhith ag àrdachadh na h-àireimh taobh a-staigh beatha a' Phlana.

## Gnìomhan Comasachaidh

- (i) Cruthaich gnìomhan taic càinain mu thimcheall air Buidhnean Sgoiltean Buntainneach na Comhairle, far a bheilear a' toirt seachad foghlam tro mheadhan na Gàidhlig.
- (ii) Thoir taic do chlubaidhean obair-dachaigh, clubaidhean às dèidh sgoile agus cleasan a th' ann mar-thà, agus leudaich cleasan ma ghabhas iad cumail suas.
- (iii) Thoir seachad cothroman gus a' Ghàidhlig a chleachdadh eadar ghinealaichean, mar eisimpleir eadar seann daoine agus daoine òga.
- (iv) Ann an com-pàirteachas le High Life na Gàidhealtachd, cuir tachartasan coidsidh air dòigh do sgoilearan àrd-sgoile ann am FTG, gus an urrainn dhaibh cleasan a libhrigeadh sa Ghàidhlig.
- (v) Dèan ceangal le High Life na Gàidhealtachd gus roghainnean Gàidhlig a ghabhail a-steach ann am Prògram Cleasan an t-Samhraidh.
- (vi) Leasaich prògram airson nan ealan, nam meadhanan agus nan cur-seachadan Gàidhlig, a' gabhail a-steach dràma, fiolm agus cleasan spòrs.
- (vii) Glèidh inbhe Solaraidhe Cunntas Ionnsachaidh Pearsanta gus am bi cùrsaichean Gàidhlig a tha a' Chomhairle a' cur air dòigh airidh air taic Cunntas Ionnsachadh Pearsanta.
- (viii) Thoir taic dhan fharpais bhall-coise Cuach na Cloinne, agus dèan sgrùdadh air co dhiubh a dh'fhaodadh farpais nàiseanta Camanachd a bhith air a stèidheachadh airson sgoiltean.

# Theme 1. What we will do for Gaelic in the Home and in Communities

## Strategic Commitment 2

We will provide language acquisition support in the home and community for pupils in Gaelic Medium Education.

### Partners

Bòrd na Gàidhlig; Comann nam Pàrant, Comunn na Gàidhlig, Sabhal Mòr Ostaig, High Life Highland.

### Key Performance Results

- Over the lifetime of the Plan, increase the numbers participating in Gaelic Medium Education language acquisition support, through extra-curricular activities, by 20% from a baseline of 700 in 2011-12.
- Over the lifetime of the Plan, increase the number of Gaelic Medium options within general activities and sports related programmes by 20% from a baseline of 30 in 2011-12.
- Organise and deliver Seachdain nan Deugairean for Secondary pupils each year at Sabhal Mòr Ostaig
- Establish a baseline figure for the number of Gaelic speaking sports coaches/activity leaders in the Council and High Life Highland. Following this, set a target for increasing the number within the lifetime of the Plan.

## Enabling Actions

- (i) Create language support activities around the Council's Associated School Groups; where Gaelic Medium Education is provided.
- (ii) Support existing homework clubs, after school clubs and activities and expand activities where sustainable.
- (iii) Provide opportunities for inter generational Gaelic usage between senior citizens and young people.
- (iv) In partnership with High Life Highland, organise coaching events for Gaelic Medium Secondary School pupils to enable them to deliver activities in Gaelic.
- (v) Liaise with High Life Highland to include Gaelic in the Summer Activity Programme.
- (vi) Develop a Gaelic arts, media and leisure programme including drama, film and sporting activities.
- (vii) Secure Individual Learning Account Provider status to enable Council organised Gaelic courses to be eligible for Individual Learning Account support.
- (viii) Support the football competition, Cuach na Cloinne and investigate the possibility of a national schools Shinty competition.

## Cuspair 1. Na nì sinn airson na Gàidhlig san Dachaigh agus sa Choimhearsnachd

### Gealltanais Ro-innleachdail 3

Bidh prìomh dhreuchd againn ann a bhith a' stèidheachadh Phlanaichean Leasachaidh airson Com-pàirteachas Coimhearsnachd mu thimcheall air solar foghlaim Gàidhlig, ann an co-bhuinn le pàrantan agus buidhnean Gàidhlig, agus stèidhichte air na prìomhachasan ann am Plana Cànain Nàiseanta na Gàidhlig.

### Com-pàirtichean

Bòrd na Gàidhlig, Comunn na Gàidhlig, Comann nam Pàrant, Deiseal Earranta, Clì Gàidhlig, Sabhal Mòr Ostaig.

### Prìomh Thoraidhean Dèanadais

- Trì Planaichean Leasachaidh Com-pàirteachas Coimhearsnachd a stèidheachadh mu thimcheall air solar foghlaim Gàidhlig ann an Loch Abar, san Eilean Sgìtheanach agus ann an Inbhir Nis.
- Thar beatha a' Phlana, àrdaich an àireamh chloinne a' dol gu foghlam bun-sgoile tro mheadhan na Gàidhlig gus taic a thoirt do thargaidean Riaghaltas na h-Alba – targaidean sgoilearan agus taic maoineachaidh fo ùmhachd co-chomhairle le Bòrd na Gàidhlig.
- Thar beatha a' Phlana, àrdaich an àireamh inbheach a tha ag ionnsachadh na Gàidhlig, a' gabhail a-steach Ùlpan, le àrdachadh 20% bho bhun-loidhne de 200 ann an 2011-12 – targaid fo ùmhachd tuilleadh co-chomhairle le Bòrd na Gàidhlig.
- Measadh foirmeil air solar ionnsachadh coimhearsnachd Gàidhlig, gu h-àraid Ùlpan, agus aithisg mu atharrachaidhean sam bith a dh'fhaodadh a bhith cuideachail a' dol air adhart.
- Bun-sgoil Ghàidhlig Inbhir Nis stèidhichte mar cho-ionad airson leasachadh Gàidhlig ann an Inbhir Nis agus na sgìrean mu thimcheall.

### Gnìomhan Comasachaidh

- (i) Leasaich tachartasan agus stuthan margaideachd agus togail aire, a' cur air adhart gach iomadh buannachd a tha an lùib dà-chànanais tron Ghàidhlig, a' gabhail a-steach cleachdadh san dachaigh.
- (ii) Cuir clasaichean còmhraidh Gàidhlig air dòigh.
- (iii) Cuir an cèill fiosrachadh clàrachaidh ro-sgoile a tha a' cur air adhart buannachdan dà-chànanais tro fhoghlam Gàidhlig.
- (iv) Cuir air dòigh clasaichean cànain adhartach Ùlpan agus cothroman ionnsachaidh eile do dh'inbhich nach eil cho foirmeil, a' gabhail a-steach iadsan aig a bheil feumalachdan taice a bharrachd.
- (v) Cuir ri ath-sgrùdadh neo-eisimeileach air na cothroman a th' ann do dh'inbhich a' Ghàidhlig ionnsachadh ann an coimhearsnachdan, a' gabhail a-steach ath-sgrùdadh air èifeachdas Ùlpan, a' com-pàirteachadh oidean, luchd-ionnsachaidh agus luchd-eagrachaidh chùrsaichean. Nithear sgrùdadh air structar nan cosgaisean, na teirmean agus na cumhaichean, agus measadh air feumalachdan san àm ri teachd.
- (vi) Obraich le Sabhal Mòr Ostaig gus cùrsa litearraais inbheach a leasachadh do luchd-labhairt fileanta na Gàidhlig.
- (vii) Neartaich an dreuchd ceangal coimhearsnachd taobh a-staigh Bun-sgoil Ghàidhlig Inbhir Nis gus com-pàirteachas coimhearsnachd a leasachadh agus a leudachadh ann an Inbhir Nis.



## Theme 1. What we will do for Gaelic in the Home and in Communities

### Strategic Commitment 3

We will play a principal role in establishing Community Partnership Development Plans around Gaelic Education provision; in conjunction with parents and Gaelic organisations; and based on the priorities in the National Gaelic Language Plan.

#### Partners

Bòrd na Gàidhlig, Comunn na Gàidhlig, Comann nam Pàrant, Deiseal Ltd, Clì Gàidhlig, Sabhal Mòr Ostaig.

#### Key Performance Results

- Three Community Partnership Development Plans to be put in place around Gaelic Education provision in Lochaber, Skye and Inverness.
- Over the lifetime of the Plan, increase the number of children accessing Gaelic Medium Primary Education to support the attainment of Scottish Government targets - pupil target and funding support subject to consultation with Bòrd na Gàidhlig.
- Over the lifetime of the Plan, increase the number undertaking adult Gaelic learning including Ùlpan by 20%, from a baseline of 200 in 2011-12 – target subject to further consultation with Bòrd na Gàidhlig.
- A formal evaluation of Gaelic community learning provision, particularly Ùlpan; and a Report on any changes that might be helpful, going forward.
- Bun-sgoil Ghàidhlig Inbhir Nis established as the hub of Gaelic development in and around Inverness.

### Enabling Actions

- (i) Develop marketing and awareness events and material; promoting the many benefits of bilingualism through Gaelic, including use in the home.
- (ii) Organise Gaelic Conversation classes.
- (iii) Produce Pre-school enrolment information that promotes the benefits of bilingualism through Gaelic education.
- (iv) Organise Ùlpan progressive language classes and less formal learning opportunities for adults; including those with Additional Support Needs.
- (v) Contribute to an independent review of Gaelic adult learning opportunities in communities, including a review of the effectiveness of Ùlpan: involving tutors, learners and course organisers; an examination of the pricing structures, the terms and conditions and an assessment of future needs.
- (vi) Work with Sabhal Mòr Ostaig to develop an adult literacy course for fluent Gaelic speakers.
- (vii) Enhance the community liaison role within Bun-sgoil Ghàidhlig Inbhir Nis to support the expansion of community partnership development planning in Inverness.

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam

### Gealltanais Ro-innleachdail 1

Cuiridh sinn ri iomairtean com-pàirteach ro-innleachdail nàiseanta, agus cruthachadh phoileasaidhean a thaobh foghlam Gàidhlig.

### Com-pàirtichean

Riaghaltas na h-Alba, Bòrd na Gàidhlig, Foghlam Alba, Ùghdarrasan Ionadail, Oilthighean.

### Prìomh Thoraidhean Dèanadais

- Ro-innleachd nàiseanta a sholaraidheas na tidsearan agus an luchd-obrach eile a tha a dhìth gus targaidean an Riaghaltais airson fàs ann am foghlam Gàidhlig a choileanadh.
- Ro-innleachd nàiseanta a sholaraidheas luchd-obrach speisealta Feumalachdan Taice a Bharrachd airson foghlam Gàidhlig.
- Bheir Comhairle na Gàidhealtachd buaidh is neart do phoileasaidhean agus stiùireadh nàiseanta a thaobh na Gàidhlig.
- Thèid buannachdan dà-chànanaidh tro fhoghlam tro mheadhan na Gàidhlig a shoilleireachadh ann an stuthan fiosrachaidh/follaiseachd.
- Comasan cànanain nas fheàrr, a' ciallachadh gu bheil eòlasan teagaisg agus ionnsachaidh air an leasachadh.
- Dèan pìolat air a bhith a' dèanamh stuthan margaideachd airson foghlam Gàidhlig còmhla ri ùghdarrasan ionadail eile.

### Gnìomhan Comasachaidh

- (i) Tro chom-pàirteachas le Buidheann Stiùiridh Nàiseanta Foghlaim Gàidhlig agus fòraim eile, cuir ri, agus dèan ceangal le iomairtean a bhios a' cur fios ri, agus a' toirt buaidh air, poileasaidh agus stiùireadh nàiseanta.
- (ii) Dèan ceangal le Foghlam Alba agus feadhainn eile gus gnìomhan aontachadh bhon Aithisg den Ògmhios 2011 **“Foghlam Gàidhlig: A' Togail air Soirbheachadh, A' Dèiligeadh ri Bacaidhean”**.
- (iii) Dèan cinnteach gu bheilear a' cumail suas ceangal agus com-pàirteachas le tobraichean sgoilearach, buidhnean rannsachaidh, co-labhairtean, sgrùdaidhean agus aithisgean a dh'fhaodadh fios a chur ri, agus buaidh a thoirt air, poileasaidh agus stiùireadh nàiseanta.
- (iv) Dèan cinnteach gu bheilear a' toirt fa-near do bhuilean nan Tachartasan Co-chomhairleachaidh airson 25mh Ceann-bliadhna FTG aig a' Chomhairle nuair a thathar a' beachdachadh air foghlam Gàidhlig aig ìre nàiseanta, far a bheil sin iomchaidh.
- (v) Obraich le Bòrd na Gàidhlig aig ìre nàiseanta air Ro-innleachd Dealbhadh Sgioba-obrach airson Foghlam Gàidhlig.
- (vi) Leasaich agus neartaich comas cànanain tro Leasachadh Dreuchdail Leantainneach do thidsearan.
- (vii) Obraich le Bòrd na Gàidhlig aig ìre nàiseanta air Ro-innleachd Feumalachdan Taice a Bharrachd airson Foghlam Gàidhlig.
- (viii) Dèan ceangal le ùghdarrasan ionadail eile gus sgrùdadh a dhèanamh air far am faodadh co-obrachadh agus seirbheisean co-roinnte a bhith buannachdail do sheasmhachd agus leudachadh foghlaim Gàidhlig.

## 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.

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam

### Gealltanais Ro-innleachdail 2

Nì sinn cinnteach gu bheil a' beachdachadh air foghlam Gàidhlig ann an ath-bhreithneachaidhean agus measaidhean ro-innleachdail foghlaim le Comhairle na Gàidhealtachd.

### Com-pàirtichean

NHS na Gàidhealtachd

### Prìomh Thoraidhean Dèanadais

- Thèid beachdachadh air riathanasan foghlaim Gàidhlig mar phàirt de Ath-sgrùdadh Ro-innleachdail nan Oighreachdan Sgoile (AROS), a' gabhail a-steach trannsa Inbhir Nis/A96.
- Bidh ath-sgrùdaidhean ro-innleachdail foghlaim agus measaidhean foghlaim eile a' gabhail aire dhan bhuidh a dh'fhaodadh a bhith aca air foghlam Gàidhlig.
- Thèid measadh is beachdachadh a dhèanamh air a' bhuidh a dh'fhaodadh a bhith aig an iomairt 'Ag Amalachadh Cùram sa Ghàidhealtachd' le NHS na Gàidhealtachd.



Dealbh: NHS Health Scotland

### Gnìomhan Comasachaidh

- (i) Thèid aire a ghabhail do dh'fhoghlam Gàidhlig taobh a-staigh AROS na Comhairle.
- (ii) Dèan ceangal le Sgioba a' Phròiseict 'Ag Amalachadh Cùram sa Ghàidhealtachd' agus gabh Measadh Buidh air a' Ghàidhlig os làimh.
- (iii) Dèan cinnteach gu bheil a' toirt fa-near do bhuilean Thachartasan Co-chomhairleachaidh 25mh Ceann-bliadhna FTG nuair a thathar a' beachdachadh air foghlam Gàidhlig, far a bheil sin iomchaidh.
- (iv) Dèan cinnteach gu bheil riathanasan foghlaim Gàidhlig nam pàirt de mheasadh na Comhairle air Feumalachdan Taice a Bharrachd.
- (v) Ath-bhreithnich agus ùraich an dòigh-dèiligidh airson Oifigear Foghlaim Gàidhlig fhastadh.



Dealbh: Ewen Weatherspoon

## 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.

#### Partner

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.



Photo: NHS Health Scotland



Photo: Ewen Weatherspoon

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam

### Gealltanais Ro-innleachdail 3

Cruthaichidh sinn com-pàirteachasan gus earrann thràth-bhliadhnaichean 0-3 a stèidheachadh, a tha air a h-eagrachadh gu proifeiseanta, air a deagh ghoireasachadh, agus a tha seasmhach.

### Com-pàirtichean

Bòrd na Gàidhlig, Care and Learning Alliance (CALA)

### Prìomh Thoraidhean Dèanadais

- Ann an co-bhuinn le Bòrd na Gàidhlig agus CALA, stèidhich dàta bun-loidhne airson solar thràth-bhliadhnaichean 0-3 thar na Gàidhealtachd ann an 2012. Às dèidh na h-eacarsaich seo, suidhich targaid airson a bhith ag àrdachadh nan àireamhan thar beatha a' Phlana, le àrdachadh mar thoradh air a seo san àireimh chloinne a tha a' dol air adhart gu sgoiltean-àraich 3-5 Gàidhlig leis a' Chomhairle agus Ionadan Com-pàirteach.
- Thar beatha a' Phlana, stèidhich solar ùr ann an Ceann Loch Biorbhaidh, Loch Carrann, sa Chaol, ann an Tunga, Baile Dhubhthaich, Inbhir Nis, Baile Ùr an t-Slèibh, Malaig agus Baile a' Chaolais. Neartaich agus leudaich na buidhnean 0-3 eile thar na Gàidhealtachd.
- Aithisg a' mìneachadh nan gnìomhan a tha a dhìth gus stòrasan leantainneach agus taic luchd-obrach a dhealbhadh.

### Gnìomhan Comasachaidh

- (i) Stèidhich prògram pìolait com-pàirteach 3 bliadhna le Bòrd na Gàidhlig agus CALA gus 5 luchd-obrach thràth-bhliadhnaichean (co-ionnan ri làn-ùine) fhasadh gus solar seasmhach a stèidheachadh taobh a-staigh na h-earrainn 0-3. Bidh an earrann seo a' cur chloinne air adhart gu FTG ro-sgoile, bun-sgoile agus àrd-sgoile.
- (ii) Aontaich modh taic maoineachaidh le Bòrd na Gàidhlig, airson a bhith a' cumail suas agus a' leudachadh na h-earrainn riatainaich seo.
- (iii) Cuide ri Sgioba Thràth-bhliadhnaichean na Comhairle, dèan ceangal le Bòrd na Gàidhlig agus CALA gus measadh a dhèanamh air an trèanadh, an sgioba-obrach agus na stòrasan/stuthan a' buntainn ris a' Ghàidhlig a tha a dhìth gus fàs san earrainn a chumail suas.



Dealbh: Comhairle na Gàidhealtachd

## 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.



Photo: The Highland Council

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam

### Gealltanais Ro-innleachdail 4

Leasaichidh sinn foghlam Gàidhlig 3-18 agus àrdaichidh sinn àireamh luchd-ionnsachaidh na Gàidhlig ann an sgoiltean.

### Com-pàirtichean

Riaghaltas na h-Alba, Bòrd na Gàidhlig.

### Prìomh Thoraidhean Dèanadais

- Dà bhun-sgoil Ghàidhlig ùr a bhios a' seasamh leotha fhèin sa Ghearasdan agus ann am Port Rìgh, le leasachadh sgoil-àraich a bharrachd ann an Loch Carrann.
- Thar beatha a' Phlana, àrdaich an àireamh chloinne a bhios a' dol gu foghlam bun-sgoile tro mheadhan na Gàidhlig, gus taic a thoirt do bhuileachadh thargaidean Riaghaltas na h-Alba. Taic nas mionaidiche a thaobh targaidean sgoilearan agus maoinachadh, fo ùmhlachd co-chomhairle le Bòrd na Gàidhlig.
- Thar beatha a' Phlana, àrdaich an àireamh sgoilearan ann am foghlam tro mheadhan na Beurla a tha a' dèanamh Gàidhlig Luchd-ionnsachaidh sa Bhun-sgoil – targaid fo ùmhlachd co-chomhairle le Bòrd na Gàidhlig.
- Thar beatha a' Phlana, àrdaich an àireamh sgoilearan àrd-sgoile a tha a' dèanamh:
  - a) Gàidhlig mar luchd-ionnsachaidh;
  - b) Gàidhlig (mar luchd-labhairt fileanta); agus
  - c) Cuspairean tro mheadhan na Gàidhlig.Targaidean earrann na h-àrd-sgoile fo ùmhlachd co-chomhairle le Bòrd na Gàidhlig.
- Mapa air-loidhne a' sealltainn solar foghlam Gàidhlig na Comhairle, meud-comais a dh'fhaodadh a bhith ann agus gnìomhan Gàidhlig ann an coimhearsnachdan ionadail.

### Gnìomhan Comasachaidh

- (i) Stèidhich dòigh-obrach chom-pàirteach le Riaghaltas na h-Alba gus bun-sgoiltean Gàidhlig, a tha a' seasamh leotha fhèin, a libhrigeadh sa Ghearasdan agus ann am Port Rìgh.
- (ii) Aontaich modh taic maoinachaidh le Bòrd na Gàidhlig, airson leasachaidhean ùra agus solar a bharrachd.
- (iii) Eacarsaich mhapaidh air feadh na Comhairle gus an comharraichear na sgìrean taobh a-staigh no eadar, Buidhnean Sgoiltean Buntainneach, far am faodadh solar foghlaim Gàidhlig (0-18) a th' ann an-dràsta a bhith air a cho-dhealbh agus/no a neartachadh gus taic a thoirt do sholar foghlaim Gàidhlig seasmhach agus fad-ùine.
- (iv) Comharraich gnìomhan leasachaidh coimhearsnachd Gàidhlig taobh a-staigh Buidhnean Sgoiltean Buntainneach, gus cur agus ceangal ri solar foirmeil foghlaim Gàidhlig.
- (v) Comharraich agus thoir taic do sholar ro-sgoile 3-5, ann an àiteachan sònraichte, gus taic a thoirt dhan ghluasad gu bun-sgoiltean agus àrd-sgoiltean FTG.
- (vi) Obraich gu h-ionadail, cho tràth 's a ghabhas, gus faighinn a-mach mun iarrtas airson cùram-chloinne iomlan ro agus às dèidh sgoile, is dùil ris na bun-sgoiltean Gàidhlig a thathar a' dealbh sa Ghearasdan agus ann am Port Rìgh. Ma 's e is gun tèid iarrtas seasmhach a chomharrachadh ann an àiteachan eile, mar eisimpleir Inbhir Nis no Inbhir Pheofharain, thèid rannsachadh a dhèanamh orra seo cuideachd.

### A' leantainn air taobh eile na duilleige



## 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.

### Continues overleaf

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam



Dealbh: Ian Smith

### Gnìomhan Comasachaidh

- (vii) Cuimsich solar foghlam bun-sgoile tro mheadhan na Gàidhlig ann an Inbhir Theòrsa, Ullapul, Port Rìgh, Inbhir Pheofharain, Baile Dhubhthaich, Inbhir Narann, Inbhir Nis agus sa Ghearasdan.
- (viii) Cuimsich leudachadh Gàidhlig Luchd-ionnsachaidh sa Bhun-sgoil sa Cheann a Tuath agus sa Cheann an Iar-thuath, cuide ri sgìre a' Ghearasdain.
- (ix) Cuimsich leudachadh foghlam Gàidhlig àrd-sgoile ann an Inbhir Nis, Loch Abar agus ann an Inbhir Pheofharain/Baile Dhubhthaich.
- (x) Tòisich rannsachadh mu na tha ri dhèanamh gus àireamhan sgoilearan àrdachadh mu na prìomh ìrean eadar-ghluasaid: bho sgoil-àraich gu bun-sgoil, bho bhun-sgoil gu àrd-sgoil agus taobh a-staigh ìrean na h-àrd-sgoile.
- (xi) Leasaich ceangalan eadar bun-sgoiltean FTG agus àrd-sgoiltean FTG, far am faodadh solar teagaisg do S1 agus S2 a bhith a' faighinn taic fheumail bho thidsearan bun-sgoile.
- (xii) Cruthaich stuthan brosnachaidh agus margaideachd do phàrantan, a' soilleireachadh buannachdan foghlaim Gàidhlig agus dà-chànanais.
- (xiii) Thoir seachad stiùireadh agus taic do luchd-obrach buntainneach na Comhairle, a' gabhail a-steach luchd-obrach sgoiltean, airson pàrantan a bhrosnachadh gus foghlam Gàidhlig a thaghadh mar shlighe gu dà-chànanais.
- (xiv) Obraich le Bòrd na Gàidhlig aig ìre nàiseanta air Ro-innleachd Dealbhadh Sgioba-obrach Foghlaim Gàidhlig.
- (xv) Obraich le Bòrd na Gàidhlig aig ìre nàiseanta air Ro-innleachd Feumalachdan Taice a Bharrachd airson Foghlam Gàidhlig.

## Theme 2. What we will do for Gaelic in Education



### Enabling Actions

- (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.

## Cuspair 2. Na nì sinn airson na Gàidhlig ann am Foghlam

### Gealltanais Ro-innleachdail 5

Obraichidh sinn le com-pàirtichean gus ath-sgrùdadh a dhèanamh air na stuthan ionnsachaidh agus na goireasan ionnsachaidh a tha air an toirt seachad gus taic a chur ri foghlam Gàidhlig.

### Com-pàirtichean

Riaghaltas na h-Alba, Bòrd na Gàidhlig, Ùghdarrasan Ionadail, Stòrlann Nàiseanta na Gàidhlig, Sabhal Mòr Ostaig.

### Prìomh Thoraidhean Dèanadais

- Tar-sealladh air goireasan ionnsachaidh air-loidhne airson foghlam Gàidhlig, a chuireas fios ri measadh ro-innleachdail nàiseanta airson a bhith a' leasachadh nan stuthan air-loidhne a bhios a dhìth air tidsearan, sgoilearan agus luchd-ionnsachaidh eile san àm ri teachd.
- Ath-sgrùdadh de na builean agus na prìomhachasan a thaobh stòrasan a tha a dhìth bho Stòrlann Nàiseanta na Gàidhlig.

### Gnìomhan Comasachaidh

- (i) Gabh sgrùdadh os làimh den stuth ionnsachaidh air-loidhne agus na goireasan foghlaim Gàidhlig a tha rim faotainn an-dràsta sa Ghàidhealtachd, le sgrùdadh cuideachd air mar a thathar gan cleachdadh.
- (ii) Dèan ceangal le ùghdarrasan ionadail eile, Stòrlann Nàiseanta na Gàidhlig agus Sabhal Mòr Ostaig gus measadh a dhèanamh air an raoin stuthan is stòrasan foghlaim Gàidhlig a tha ri fhaotainn an-dràsta. Thèid measadh a dhèanamh cuideachd air mar a thathar gan lìbhrigeadh, agus leasachadh air-loidhne san àm ri teachd.



Dealbh: Ewen Weatherspoon



Dealbh: Sabhal Mòr Ostaig

## 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.



Photo: Ewen Weatherston



Photo: Ian Smith

## Cuspair 3. Na nì sinn airson na Gàidhlig sna h-Ealain, sna Meadhanan agus ann an Dualchas

### Gealltanais Ro-innleachdail 1

Nì sinn ceangal le com-pàirtichean agus cuiridh sinn ri iomairtean ro-innleachdail nàiseanta agus cruthachadh phoileasaidhean airson na Gàidhlig ann an earrannan nan ealan, nam meadhanan agus an dualchais.

### Com-pàirtichean

Bòrd na Gàidhlig, Alba Chruthachail, Sabhal Mòr Ostaig, BBC ALBA.

### Prìomh Thoraidhean Dèanadais

- Ro-innleachd ùr-nodha agus lèirsinneach airson nan Ealan Gàidhlig, fo bhuidh Chomhairle na Gàidhealtachd.
- Bidh prògram nàiseanta an luchd-ealain air mhuinntireas aig Sabhal Mòr Ostaig a' leasachadh cheangalan le tachartasan ealain eile a tha air an cur air dòigh leis a' Chomhairle.

### Gnìomhan Comasachaidh

- (i) Gabh com-pàirt ann an obair Fòram Ro-innleachdail Nàiseanta nan Ealan Gàidhlig.
- (ii) Obraich le Sgioba Bliadhna Tilleadh Dhachaigh 2014 gus a' Ghàidhlig a ghabhail a-steach mar phrìomh phàirt de na gnìomhan agus na tachartasan a tha san amharc aca.
- (iii) Obraich le Sabhal Mòr Ostaig gus taic is meudachadh a thoirt air buaidh agus builean prògram an luchd-ealain air mhuinntireas.
- (iv) Dèan ceangal le BBC ALBA gus raointean a chomharrachadh far am biodh iomairtean co-obrachail freagarrach, a' gabhail a-steach comas airson barrachd Gàidhlig air stèiseanan rèidio taobh a-staigh na Gàidhealtachd.



Dealbh: High Life Highland



Dealbh: Inverness Highland Games Committee

## Theme 3. What we will do for Gaelic in the Arts, Media and Heritage

### Strategic Commitment 1

We will engage with partners and contribute to national strategic initiatives and policy formulation for Gaelic in the arts, media and heritage sectors.

#### Partners

Bòrd na Gàidhlig, Creative Scotland, Sabhal Mòr Ostaig, BBC ALBA.

#### Key Performance Results

- A contemporary and visionary Gaelic Arts strategy influenced by The Highland Council.
- The Sabhal Mòr Ostaig national residency programme will interface, and develop links with other arts events organised by the Council.

### Enabling Actions

- (i) Participate in the work of the National Gaelic Arts Strategy Forum.
- (ii) Work with the Year of Homecoming 2014 Team to include Gaelic and culture as a core element in their planned activities and events.
- (iii) Work with Sabhal Mòr Ostaig to support and maximise the impact and the outcomes of the Residency Programme.
- (iv) Engage with BBC ALBA and identify areas where collaborative initiatives would be appropriate; including the potential for expanding Gaelic content on local radio stations within Highland.



Photo: Eilidh Sgairneal



Photo: Callean Maclean

## Cuspair 3. Na nì sinn airson na Gàidhlig sna h-Ealain, sna Meadhanan agus ann an Dualchas

### Gealltanais Ro-innleachdail 2

Àrdaichidh sinn ìomhaigh na Gàidhlig agus togaidh sinn air mar a thathar ga cleachdadh taobh a-staigh bhuidhnean is thachartasan a tha air am maoinneachadh leis a' Chomhairle taobh a-staigh na Gàidhealtachd.

### Com-pàirtichean

High Life na Gàidhealtachd, An Comunn Ghàidhealach, Fèisean nan Gàidheal, Fèis Rois, Comunn na Gàidhlig.

### Prìomh Thoraidhean Dèanadais

- Mòd Nàiseanta Rìoghail soirbheachail ann an Inbhir Nis ann an 2014.
- Barrachd chom-pàirtichean agus luchd-tadhail aig a' Mhòd Nàiseanta Rìoghail agus aig na cleasan co-cheangailte, nuair a bhios iad sa Ghàidhealtachd.
- Barrachd luchd-farpais nam Mòdan Roinneil a' gabhail com-pàirt sa Mhòd Nàiseanta Rìoghail nuair a tha e stèidhichte sa Ghàidhealtachd.
- Barrachd Gàidhlig air a cleachdadh ann an gnìomhan nam fèisean.
- A' Ghàidhlig a bhith nas follaisiche ann an gnìomhan agus toraidhean High Life na Gàidhealtachd.

### Gnìomhan Comasachaidh

- (i) Obraich leis A' Chomunn Ghàidhealach gus am bi Mòd Nàiseanta Rìoghail 2014 ann an Inbhir Nis aig an ìre aig am bu chòir do phrìomh thachartas chultarail Gàidhlig an t-saoghail a bhith. Tha seo sònraichte cudromach air sgàth nan tachartasan eadar-nàiseanta eile a thathar a' cumail ann an Alba ann an 2014.
- (ii) Obraich leis A' Chomunn Ghàidhealach agus luchd-ùidh eile gus àrdachadh a thoirt air an àireimh chom-pàirtichean agus luchd-tadhail aig a' Mhòd Nàiseanta Rìoghail gach uair a thèid a chumail sa Ghàidhealtachd.
- (iii) Obraich leis A' Chomunn Ghàidhealach gus ath-sgrùdadh a dhèanamh air Mòdan Roinneil, agus comharraich gnìomhan a mheudaicheas àireamhan fharpaiseach aig Mòd Nàiseanta Rìoghail Inbhir Nis ann an 2014.
- (iv) Obraich le luchd-eagrachaidh Fèis Bhlas gus brosnachadh a thoirt do ealain Ghàidhlig a tha daoine òga a' riochdachadh, mar eisimpleir le bhith a' coimhead air na fiolmaichean goirid aca, tachartasan dràma, agus leughaidhean sgrìobhadh cruthachail.
- (v) Obraich le Fèisean nan Gàidheal agus Fèis Rois tro na Cùmhnantan Lìbhrieadh Seirbheis againn gus taic a thoirt do fhèisean a tha stèidhichte sa Ghàidhealtachd ann a bhith ag àrdachadh agus a' meudachadh na Gàidhlig sna toraidhean aca.
- (vi) Obraich le High Life na Gàidhealtachd agus feadhainn eile gus ìomhaigh agus follaiseachd na Gàidhlig a thogail ann an ionadan luchd-tadhail, ionadan cur-seachad, taighean-tasgaidh, tasglannan agus tachartasan a tha a' faighinn taic bho High Life na Gàidhealtachd agus a' Chomhairle.
- (vii) Obraich le Comunn na Gàidhlig gus cleasan spòrs freagarrach a leasachadh is a bhrosnachadh, m.e. ball-coise agus camanachd tro mheadhan na Gàidhlig.



## Theme 3. What we will do for Gaelic in the Arts, Media and Heritage

### Strategic Commitment 2

We will increase the profile and build the use of Gaelic within Council funded organisations and events within the Highlands.

#### Partners

High Life Highland, An Comunn Gàidhealach, Fèisean nan Gàidheal, Fèis Rois, Comunn na Gàidhlig.

#### Key Performance Results

- A successful Royal National Mod in Inverness in 2014.
- Increased number of participants and visitors attending the Royal National Mod and its associated activities, when the events take place in the Highlands.
- Increase the number of Provincial Mod competitors participating in the Royal National Mod when based in the Highlands.
- Increased use of Gaelic in Fèisean activities.
- Increased visibility of Gaelic in High Life Highland activities and outputs.

### Enabling Actions

- (i) Work with An Comunn Gàidhealach to deliver a Royal National Mod in Inverness in 2014 befitting the world's premier Gaelic cultural event; particularly given the other international events Scotland is hosting in 2014.
- (ii) Work with An Comunn Gàidhealach and other stakeholders to increase the number of participants, and visitors to Royal National Mods when they are based in the Highlands
- (iii) Work with An Comunn Gàidhealach to undertake a review of Provincial Mods and identify action that would maximise competitor attendance at the 2014 Royal National Mod in Inverness.
- (iv) Work with the Blas Festival organisers to promote Gaelic arts productions produced by young people, for example viewings of their short films, drama events, and readings of creative writing.
- (v) Work with Fèisean nan Gàidheal and Fèis Rois through our Service Delivery Contracts, to support Fèisean based in the Highlands in promoting and increasing Gaelic in their outputs.
- (vi) Work with High Life Highland and others to raise the profile of and increase the use and visibility of Gaelic within High Life Highland and Council supported visitor attractions, leisure facilities, museums, archive centres and events.
- (vii) Work with Comunn na Gàidhlig to develop and support relevant sporting activities, e.g. football and shinty through the medium of Gaelic.

## Cuspair 3. Na nì sinn airson na Gàidhlig sna h-Ealain, sna Meadhanan agus ann an Dualchas

### Gealltanais Ro-innleachdail 3

Leasaichidh sinn cothroman do dhaoine òga ceangal a dhèanamh leis a' Ghàidhlig tro na meadhanan, na h-ealain agus na gnìomhachasan cruthachail.

### Com-pàirtichean

Sabhal Mòr Ostaig, MG ALBA, Comhairle nan Leabhraichean.

### Prìomh Thoraidhean Dèanadais

- Tuilleadh adhartais le foghlam Gàidhlig, na h-ealain agus leasachadh eaconamach taobh a-staigh nam pròiseactan air an lìbhrigeadh fon Mheòmhrachan Thuigse eadar a' Chomhairle agus Sabhal Mòr Ostaig.
- Fiolmaichean goirid Gàidhlig air an cruthachadh is air an riochdachadh le daoine òga ann am foghlam Gàidhlig.
- Clubaichean fiolm Gàidhlig agus prògram riochdachaidh sna meadhanan do dhaoine òga.
- Cruthaich prògram ùghdaran/sgrìobhaichean Gàidhlig ann an sgoiltean.
- Dà fharpais ùr – aon do dhaoine òga agus aon do dh'inbich airson ceòl no litreachas.
- Barganaich gun tèid Duaisean a' Chiùil Thraidiseanta a chumail sa Ghàidhealtachd rè beatha a' Phlana.
- Meòmhrachan Tuigse ath-sgrùdaichte eadar a' Chomhairle agus Riaghaltas na h-Albann Nuaidh.
- Buidhnean òigridh a' tadhal air Èirinn, A' Chuimrigh agus dùthchannan eile le mion-chànanan.

### Gnìomhan Comasachaidh

- (i) Obraich le Sabhal Mòr Ostaig gus na pròiseactan a chaidh aontachadh eadar an dà bhuidhinn fon Mheòmhrachan Thuigse a bhuileachadh.
- (ii) Obraich le eòlaichean sna meadhanan gus fiolmaichean goirid a leasachadh agus gus clubaichean a stèidheachadh gu sònraichte timcheall air Buidhnean Sgoiltean Buntainneach far a bheilear a' solarachadh foghlam Gàidhlig.
- (iii) Obraich le proifeiseantaich sna meadhanan agus ann an saoghal nam fiolmaichean gus taic a thoirt do Dhuissean FilmG Gàidhlig a bhios air an cumail gach bliadhna.
- (iv) Obraich le buidhnean-gnìomha eile gus sreath phrògraman a leasachadh far am bi sgrìobhaichean/ùghdaran a' tadhal air sgoiltean.
- (v) Thoir taic agus comhairle do bhuidhnean ionadail gus maoinachadh a tharraing airson phròiseactan sònraichte Gàidhlig a tha stèidhichte sa choimhearsnachd.
- (vi) Leasaich ceangalan cànan agus cultarail le muinntir na Gàidhlig ann an àiteachan eile, mar eisimpleir Alba Nuadh, agus le dùthchannan eile le mion-chànanan leithid Èirinn agus A' Chuimrigh.
- (vii) Dèan ceangal le MG ALBA agus luchd-eagrachaidh Duaisean a' Chiùil Thraidiseanta gus bruidhinn mu bhith a' cumail an tachartais seo sa Ghàidhealtachd.
- (viii) Dèan ath-sgrùdadh air a' Mheòmhrachan Thuigse eadar a' Chomhairle agus Riaghaltas na h-Albann Nuaidh gus ceangalan foghlaim, cultarail agus eaconamach, a bhios buannachdail dhuinn le chèile, a leasachadh.

## Theme 3. What we will do for Gaelic in the Arts, Media and Heritage

### Strategic Commitment 3

We will develop opportunities for people to engage with Gaelic through the media, arts and creative industries.

#### Partners

Sabhal Mòr Ostaig, MG ALBA, Comhairle nan Leabhraichean (Gaelic Books Council).

#### Key Performance Results

- ➊ Further progress with Gaelic education, arts and economic development within the projects delivered under the Memorandum of Understanding between the Council and Sabhal Mòr Ostaig.
- ➋ Gaelic Short Films created and produced by young people in Gaelic Education.
- ➌ Gaelic Film Clubs and media production programme for young people.
- ➍ Create Gaelic authors/writers in schools programme.
- ➎ Two new Competitions – one for young people and one for adults for music or literature.
- ➏ Negotiate the hosting of the Traditional Music Awards in the Highlands during the lifespan of the Plan.
- ➐ Revised Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia.
- ➑ Youth groups visits to Ireland, Wales or other Countries with lesser used languages.

#### Enabling Actions

- (i) Work with Sabhal Mòr Ostaig to implement the projects agreed between both organisations under the Memorandum of Understanding.
- (ii) Work with media specialists to develop short films and set up film clubs specifically around Associated School Groups where Gaelic Education is provided.
- (iii) Work with media and film making professionals to support the annual Gaelic FilmG Awards.
- (iv) Work with other agencies to develop a series of visiting Gaelic writers/authors in schools programme.
- (v) Provide support and advice to local groups to attract funding for specific Gaelic projects based in the community.
- (vi) Develop links with the broader linguistic and cultural diaspora for example Nova Scotia, and other Countries with lesser used languages such as Ireland and Wales.
- (vii) Engage with MG ALBA and the organisers of the Traditional Music Awards to discuss hosting this event in the Highlands.
- (viii) Revise the Memorandum of Understanding between the Council and the Provincial Government of Nova Scotia to develop mutually beneficial educational, cultural, and economic links.

## Cuspair 4. Na nì sinn airson na Gàidhlig san Àite-obrach

### Gealltanais Ro-innleachdail 1

Meudaichidh sinn cleachdadh agus ìomhaigh na Gàidhlig agus seirbheisean Gàidhlig air an taobh a-staigh, thar na Comhairle.

### Com-pàirtichean

Bòrd na Gàidhlig, Ùghdarrasan Ionadail, Sabhal Mòr Ostaig.

### Prìomh Thoraidhean Dèanadais

- Thèid Measadh Buaidh air a' Ghàidhlig a ghabhail a-steach mar phàirt den liosta-sgrùdaidh 'cunnairt' nuair a thathar a' beachdachadh air iomairtean poileasaidh.
- Thèid 'Gàidhlig' a chur ri liosta nan 'Seaghan' air a bheilear a' beachdachadh ann an Aithisgean Comataidh uile na Comhairle.
- Stòr-dàta gus lìonradh de dhaoine le Gàidhlig a chomharrachadh thar nan Seirbheisean uile.
- Thèid abairtean fàilteachaidh coitcheann a thoirt a-steach do luchd-obrach Ionadan-fàilte na Comhairle, a' gabhail a-steach am Prìomh Ionad Seirbheis agus na h-Ionadan Seirbheis eile, gus sealltainn gu bheil a' Ghàidhlig a' sìor fhàs àbhaisteach taobh a-staigh na Comhairle.
- Structar ùr a thoirt air na h-eileamaidean Gàidhlig air Làrach-lìn na Comhairle agus daingneachadh a dhèanamh orra.

### Gnìomhan Comasachaidh

- (i) Nì Àrd-sgioba Stiùiridh na Comhairle cinnteach, nuair a thathar a' sgrùdadh poileasaidhean is iomairtean na Comhairle, gu bheilear a' gabhail aire dhan bhuaidh a dh'fhaodadh a bhith aca air a' Ghàidhlig.
- (ii) Cuir brath a-mach gu Seirbheisean uile na Comhairle, a' gabhail a-steach a' Phrìomh Oifis, Ionadan Seirbheis agus am Prìomh Ionad Seirbheis, air a dhaingneachadh le fios naidheachd, a' dearbhadh na teachdaireachd gu bheil barantas aig luchd-cleachdaidh a chuireas fios chun na Comhairle agus a tha ag iarraidh freagairt anns a' Ghàidhlig, gum faigh iad freagairt anns a' Ghàidhlig.
- (iii) Leasaich abairtean "Fàilte" sa Ghàidhlig gus an urrainn do Bhuill no luchd-obrach an cleachdadh aig coinneamhan no tachartasan eile leis a' Chomhairle. Thoir seachad trèanadh no oideachadh do dhaoine fa leth agus cleachd Inneal Dà-chànanach air-loidhne na Comhairle.
- (iv) Tha e riatanach gun cleachd na Seirbheisean uile seirbheis eadar-theangachaidh Gàidhlig na Comhairle fhèin airson càileachd agus cunbhalachd.
- (v) Dèan ath-bhreithneachadh air na duilleagan uile a tha a' buntainn ris a' Ghàidhlig air an làraich-lìn, agus cruthaich raon ùr le fiosrachadh mu fhoghlam Gàidhlig, dà-chànanas, an t-inneal ionnsachaidh, leasachaidhean Gàidhlig thar na Comhairle agus ceangalan le com-pàirtichean.

## Theme 4. What we will do for Gaelic in the Workplace

### Strategic Commitment 1

We will increase Gaelic usage and the profile of the Gaelic language and internal Gaelic services, across the Council.

#### Partners

Bòrd na Gàidhlig, Local Authorities, Sabhal Mòr Ostaig.

#### Key Performance Results

- A Gaelic Impact Assessment will be included as part of the “risk” checklist for policy initiative consideration.
- “Gaelic” will be added to the list of “Implications” that are taken into consideration in all Council Committee Reports.
- Database to identify a network of Gaelic contacts across Services.
- Introduction of a standard bilingual welcome for Council Reception staff including the Service Centre and Service Points; to signal increasing normalisation of Gaelic within the Council.
- Restructuring and consolidation of the Gaelic elements on the Council Website.

### Enabling Actions

- (i) Council Senior Management Team will ensure that, when Council policies and initiatives are being scoped, account is taken of the potential impact on Gaelic.
- (ii) Issue a circular to all Council Services, including Headquarters, Service Points and the Service Centre; complemented by a news release - reinforcing the message that customers who contact the Council and wish a response in Gaelic, are guaranteed a response in Gaelic.
- (iii) Develop “Welcome” phrases for relevant Members or staff for use at meetings or other Council events; provide individual training or coaching where appropriate; and use the Council’s online Bilingual Toolkit.
- (iv) Requirement for all Services to use the internal Gaelic translation service for quality and consistency.
- (v) Review all pages relating to Gaelic on the website; and create a new, unified area which will include information on Gaelic Education, bilingualism, the learning toolkit, Gaelic developments across the Council and links with partners.

## Cuspair 4. Na nì sinn airson na Gàidhlig san Àite-obrach

### Gealltanais Ro-innleachdail 2

Comharraichidh agus bheir sinn seachad cothroman leasachaidh do Bhuill agus oifigearan gus a' Ghàidhlig ionnsachadh no na sgilean Gàidhlig aca a thoirt air adhart.

### Com-pàirtichean

Clì Gàidhlig, Sabhal Mòr Ostaig

### Prìomh Thoraidhean Dèanadais

- Cuiridh sinn Trèanadh Aire mun Ghàidhlig air dòigh do Bhuill ùra mar phàirt den phròiseas inntrigidh aca.
- Meudaichidh sinn an àireamh Bhall agus luchd-obrach a bhios a' gabhail com-pàirt ann an cùrsaichean cànan Gàidhlig agus trèanadh togail aire.

### Gnìomhan Comasachaidh

- (i) Stèidhich dàta bun-loidhne làithreach le bhith a' dèanamh sgrùdadh air sgilean Gàidhlig, a' gabhail a-steach cleachdadh na Gàidhlig taobh a-staigh na Comhairle.
- (ii) Dèan ath-sgrùdadh air feumalachd seiseanan Aire mun Ghàidhlig do Bhuill agus luchd-obrach na Comhairle.
- (iii) Cuir cùrsaichean seasmhach cànan Ùlpan air dòigh do luchd-obrach.
- (iv) Dèan sgrùdadh air mar a dh'fhaodadh tobraichean maoineachaidh bhon taobh a-muigh a bhith air an cleachdadh gus taic a thoirt do bhith ag ionnsachadh na Gàidhlig san àite-obrach.



Dealbh: Comhairle na Gàidhealtachd



Dealbh: Ewen Weatherspoon

# Theme 4. What we will do for Gaelic in the Workplace

## Strategic Commitment 2

We will identify and provide developmental opportunities for Members and officers to learn Gaelic or improve their Gaelic skills.

### Partners

Clì Gàidhlig, Sabhal Mòr Ostaig

### Key Performance Results

- Organise Gaelic Awareness Training for new Members as part of their Induction process.
- Increase the number of Members and staff who participate in Gaelic language courses and awareness training.

## Enabling Actions

- (i) Establish up to date baseline data, by conducting a Gaelic language skills audit; which will include Gaelic usage within the Council.
- (ii) Review the need for updated workplace Gaelic Awareness sessions for Members and Council Staff.
- (iii) Organise sustainable Ùlpan progressive language courses for staff.
- (iv) Explore the potential for using external funding sources to support Gaelic learning in the workplace.



Photo: Ewen Weatherspoon



Photo: Ewen Weatherspoon

## Cuspair 4. Na nì sinn airson na Gàidhlig san Àite-obrach

### Gealltanais Ro-innleachdail 3

Meudaichidh sinn cleachdadh agus ìomhaigh na Gàidhlig nuair a bhios sinn a' dèiligeadh ri com-pàirtichean bhon taobh a-muigh, luchd-ùidh agus luchd-eòlais.

### Com-pàirtichean

Com-pàrteachas Dealbhadh Coimhearsnachd, a' gabhail a-steach Coimisean Coilltearachd na h-Alba, Dualchas Nàdair na h-Alba, Ùghdarras nan Croitearan, Oilthigh na Gàidhealtachd agus nan Eilean, NHS na Gàidhealtachd, Poileis a' Chinn a Tuath, Seirbheis Smàlaidh agus Teasairginn na Gàidhealtachd 's nan Eilean, agus Iomairt na Gàidhealtachd is nan Eilean.

### Prìomh Thoraidhean Dèanadais

- Crìochnaich eacarsaich sgrùdaidh mu bhith a' co-roinn eòlas, àireamhan luchd-obrach agus stòrasan ann an solar chùrsaichean trèanaidh Gàidhlig do luchd-obrach san roinn phoblaich ann an Inbhir Nis.
- A' Ghàidhlig ri bhith air a gabhail a-steach nuair a tha a' Chomhairle a' beachdachadh air an eacarsaich **Ag Amalachadh Cùram sa Ghàidhealtachd**, agus air a ceangal ri Plana Gàidhlig NHS na Gàidhealtachd.
- Slatan-tomhais Gàidhlig air an gabhail a-steach sna Tabhartasan, sna Cùmhnantan Lìbhrigeadh Seirbheis agus sna Cùmhnantan Malairteach aig a' Chomhairle.

### Gnìomhan Comasachaidh

- (i) Cuir fios gu buidhnean eile san earrainn phoblaich, an toiseach ann an Inbhir Nis, leithid Coimisean Coilltearachd na h-Alba, Dualchas Nàdair na h-Alba, Ùghdarras nan Croitearan, Oilthigh na Gàidhealtachd agus nan Eilean, NHS na Gàidhealtachd, Poileis a' Chinn a Tuath, Seirbheis Smàlaidh agus Teasairginn na Gàidhealtachd 's nan Eilean, agus Iomairt na Gàidhealtachd is nan Eilean gus measadh a dhèanamh air mar a dh'fhaodadh cùrsaichean togail aire no ionnsachadh cànan a bhith air an solarachadh còmhla. Ma bhios Inbhir Nis soirbheachail, coimheadaidh sinn air cothroman eile mar seo taobh a-staigh na Gàidhealtachd.
- (ii) Dèan measadh air an iarrtas a th' ann do dhaoine nas sine le Gàidhlig a bhith a' bruidhinn agus a' cluinntinn na Gàidhlig taobh a-staigh solar cùraim a tha air a mhaoineachadh gu poblach. Dèan measadh cuideachd air comas seo a sholarachadh.
- (iii) Cùm ceum ri cùisean Corpais Gàidhlig, a' gabhail a-steach leasachaidhean ann an litreachadh na Gàidhlig agus cùisean a' buntainn ri smachd air càileachd agus barantachadh a thaobh eadar-theangachadh agus eadar-mhìneachadh.
- (iv) Obraich ann an co-bhuinn le Ainmean-Àite na h-Alba, agus thoir taic dhaibh mar na h-eòlaichean nàiseanta air ainmean-àite Gàidhlig.
- (v) Dèan ath-bhreithneachadh air na tha de Ghàidhlig taobh a-staigh Cùmhnantan Coitcheann, Aontaidhean Lìbhrigeadh Seirbheis agus Clàran buntainneach.



## Theme 4. What we will do for Gaelic in the Workplace

### Strategic Commitment 3

We will increase the use and profile of Gaelic in dealings with external partners, stakeholders and contacts.

#### Partners

Community Planning Partnership, including Forestry Commission Scotland, Scottish Natural Heritage, the Crofters Commission, University of the Highlands & Islands, NHS Highland, Northern Constabulary, Highlands & Islands Fire & Rescue Service and Highlands & Islands Enterprise.

#### Key Performance Results

- Completion of a scoping exercise on sharing expertise, staff numbers and resources in the provision of Gaelic Language training courses for public sector staff in Inverness.
- Gaelic to be included in the Council's deliberations on the **Integrating Care in the Highlands** exercise and interfaced with NHS Highland's Gaelic Language Plan.
- Gaelic language criteria included within Council Grants, Service Delivery Contracts, Service Level Agreements and Commercial Contracts.

### Enabling Actions

- (i) Contact public sector organisations, initially in Inverness, such as Forestry Commission Scotland, Scottish Natural Heritage, Crofters Commission, University of the Highlands & Islands, NHS Highland, Northern Constabulary, Highlands & Islands Fire & Rescue Service and Highlands & Islands Enterprise to scope potential joint provision of Gaelic awareness or language learning courses. If Inverness proves successful, we will look at other similar opportunities within the Highlands.
- (ii) Undertake an assessment of the demand for, and the potential to provide, opportunities for Gaelic speaking senior citizens to speak and hear Gaelic within publicly funded care provision.
- (iii) Keep abreast of Gaelic Corpus issues including Gaelic orthographic developments and issues relating to translation and interpretation quality control and accreditation.
- (iv) Work in collaboration with and support, Ainmean Àite na h-Alba, as the national experts on Gaelic place names.
- (v) Review the Gaelic content within Standard Contracts, Service Delivery Agreements and associated Schedules.

## Cuspair 5. Na nì sinn airson na Gàidhlig ann an Leasachadh Eaconamach

### Gealltanais Ro-innleachdail 1

Cruthaichidh agus bheir sinn taic do dh'iomairtean a neartaicheas cleachdadh agus ìomhaigh na Gàidhlig taobh a-staigh leasachadh eaconamach agus turasachd sa Ghàidhealtachd.

### Com-pàirtichean

Riaghaltas na h-Alba, Bòrd na Gàidhlig, Iomairt na Gàidhealtachd is nan Eilean, Leasachadh Sgìlean na h-Alba, Ùghdarrasan Ionadail, Sabhal Mòr Ostaig, An Comunn Gàidhealach, VisitScotland, Coimisean Fiolm Gàidhealtachd na h-Alba, Fèisean nan Gàidheal, Fèis Rois.

### Prìomh Thoraidhean Dèanadais

- A' Ghàidhlig a bhith nas follaisiche ann an soidhnichean ionadan-reic agus leasachaidhean malairteach.
- Ìomhaigh mhalairteach na Gàidhlig air a togail nas àirde aig tachartasan mar am Mòd Nàiseanta Rìoghail agus Fèis Bhlas.
- Barganaich Fèis nam Meadhanan Ceilteach a chumail sa Ghàidhealtachd.
- Tuilleadh leasachaidh air a' Ghàidhlig ann an raon gnìomhachais Coimisean Fiolm Gàidhealtachd na h-Alba.
- Ìomhaigh nas àirde do bhuannachdan eaconamach na Gàidhlig agus dà-chànanaidh, làimh ri cultar agus dualchas.

### Gnìomhan Comasachaidh

- (i) “Buaidh na Gàidhlig” air a gabhail a-steach ann an liostaichean-sgrùdaidh phròiseasan taobh a-staigh nan Seirbheisean, gu dèanamh cinnteach gu bheil a' toirt fa-near, aig ìre dealbhadh phròiseactan, do na cothroman a th' ann a' Ghàidhlig a dhèanamh nas follaisiche agus a cleachdadh barrachd.
- (ii) Obraich le leasachairean gu ìomhaigh agus follaiseachd na Gàidhlig a thogail ann an leasachaidhean malairteach agus reic, agus ann an iomairtean dealbhadh agus leasachaidh eaconamach san fharsaingeachd.
- (iii) Obraich le buidhnean ionadail agus Ainmean Àite na h-Alba gu ainmean-àite Gàidhlig a bhrosnachadh ann an leasachaidhean taigheadais agus malairteach.
- (iv) Dèan ceangal le Coimisean Fiolm Gàidhealtachd na h-Alba gu fios fhaighinn air far am faodadh ìomhaigh agus cleachdadh na Gàidhlig a bhith air a leasachadh barrachd sa ghnìomhachas aca.
- (v) Sgrùd dòighean gu luchd-èisteachd, luchd com-pàirteachaidh agus sponsairean a mheudachadh aig tachartasan a' buntainn ris a' Ghàidhlig sa Ghàidhealtachd, a' gabhail a-steach am Mòd Nàiseanta Rìoghail agus Fèis Bhlas.
- (vi) Tog agus leasaich aonta na Comhairle le VisitScotland a thaobh a bhith a' brosnachadh cultar àraid na Gàidhealtachd, a' gabhail a-steach na Gàidhlig an lùib an iomairtean margaideachd.
- (vii) Obraich leis a' Chomunn Ghàidhealach gu barrachd leasachaidh a thoirt air Sgrùdadh Measadh Buaidh Eaconamaich a' Mhòid Nàiseanta Rìoghail.
- (viii) Thoir taic agus brosnachadh do Fhèisean nan Gàidheal agus Fèis Rois sna h-oidhirpean aca gu sgìlean is obraichean Gàidhlig a chumail suas agus a leasachadh.

## Theme 5. What we will do for Gaelic in Economic Development

### Strategic Commitment 1

We will create and support initiatives which strengthen the use and profile of Gaelic within general economic development and tourism in the Highlands.

#### Partners

Scottish Government, Bòrd na Gàidhlig, Highlands & Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, An Comunn Gàidhealach, VisitScotland, Highlands of Scotland Film Commission, Fèisean nan Gàidheal, Fèis Rois.

#### Key Performance Results

- Increased Gaelic visibility in Retail and Commercial Development signage.
- Increased commercial profile for Gaelic in events such as the Royal National Mod and the Blas Festival.
- Negotiate hosting the Celtic Media Festival.
- Gaelic further developed in The Highlands of Scotland Film Commission business area.
- A higher profile for the economic benefits of Gaelic and bilingualism; alongside culture and heritage.

#### Enabling Actions

- (i) “Gaelic Impact” added to internal Service process checklists, in order that the potential for increasing the visibility and use of the language is addressed at project planning stages.
- (ii) Work with developers to secure a higher profile and visibility for Gaelic in commercial and retail developments; and in wider economic planning and development initiatives.
- (iii) Work with local groups and Ainmean Àite na h-Alba to promote Gaelic place-names in housing and commercial developments
- (iv) Engage with The Highlands of Scotland Film Commission to establish where the profile and use of Gaelic can be further developed in its business area.
- (v) Establish how we can increase the audience, participant and sponsorship engagement with Gaelic related events in Highland including the Royal National Mod and the Blas Festival.
- (vi) Build and develop on the Council’s agreement with VisitScotland in the promotion of the Highlands’ distinct culture; including featuring Gaelic in marketing campaigns.
- (vii) Work with An Comunn Gàidhealach to further develop the Economic Impact Assessment Study of the Royal National Mod.
- (viii) Support and encourage Fèisean nan Gàidheal and Fèis Rois in their efforts to sustain and develop Gaelic skills and jobs.

## Cuspair 5. Na nì sinn airson na Gàidhlig ann an Leasachadh Eaconamach

### Gealltanais Ro-innleachdail 2

Obraichidh sinn le com-pàirtichean gus ro-innleachdan a leasachadh airson margaidhean nan obraichean Gàidhlig, a' gabhail a-steach comhairle dreuchdail, togail sgilean, foghlam adhartach agus àrd-ìre agus cothroman eòlas-obrach.

### Com-pàirtichean

Riaghaltas na h-Alba, Bòrd na Gàidhlig, Iomairt na Gàidhealtachd 's nan Eilean, Leasachadh Sgilean na h-Alba, Ùghdarrasan Ionadail, Sabhal Mòr Ostaig, BBC ALBA, Comunn na Gàidhlig, Oilthigh na Gàidhealtachd agus nan Eilean.

### Prìomh Thoraidhean Dèanadais

- Ath-bhreithneachadh agus ùrachadh a dhèanamh air Aithisg 2008 – **A' Tomhas Margaidh Obrach na Gàidhlig: Comasachd Làithreach is san Àm ri Teachd.**
- Iomairtean ùra Margaideachd agus Conaltraidh, a' toirt taic do dhreuchdan Gàidhlig agus dealbhadh sgioba-obrach.
- Iomairtean cuimsichte airson thidsearan, luchd-obrach taice agus oidean ionnsachadh-inbheach airson nan tràth-bhliadhnaichean, bun-sgoil agus àrd-sgoil.
- Seata phròiseactan, air an ùrachadh gach bliadhna, agus air an aontachadh is air an lìbhrigeadh le Sabhal Mòr Ostaig fo theirmean Meòmhrachan Tuigse 2011.
- Àrdachadh 50% a thoirt air an àireimh ghreisean-obrach Gàidhlig fon Sgeama Greis Gnìomhachais.

### Gnìomhan Comasachaidh

- (i) Ùraich an dàta air Margaidh nan Obraichean Gàidhlig gus Com-pàirteachas Sgilean agus Cosnadh Gàidhlig a leasachadh, coimhead air dòighean gus aghaidh a chur ris an iomairt “Pathways to Work”, co-roinn fiosrachadh mu leasachadh eaconamach, agus gabh os làimh co-dhealbhadh sgioba-obrach.
- (ii) Leasaich iomairtean cuimsichte a bheir comhairle mu dhreuchdan agus sgilean na Gàidhlig – a' mìneachadh nam buannachdan foghlaim, eaconamach agus cultarail a tha an lùib dà-chànanais, agus leud nan roghainnean is nan cothroman dreuchdail a tha a' Ghàidhlig a' toirt seachad. Dèan measadh air cothroman airson phreantasachdan ùr-nodha, a' sireadh leasachadh/pìolatan/sgrùdaidhean tar-roinne agus a' dèanamh ceangal le iomairtean nàiseanta agus le luchd-fastaidh a dh'fhaodadh a bhith ann.
- (iii) Fo theirmean Meòmhrachan Tuigse 2011, obraich le Sabhal Mòr Ostaig gus pròiseactan com-pàirteach a leasachadh, nam measg a bhith a' meudachadh chothroman foghlaim agus eaconamach airson na Gàidhlig, trèanadh sna meadhanan, stiùireadh phròiseactan agus co-obrachadh a thaobh foghlam inbheach.
- (iv) Leudaich agus thoir taic do chothroman do dhaoine òga gus eòlas obrach fhaighinn ann an àrainneachd Ghàidhlig taobh a-staigh na Gàidhealtachd tro, mar eisimpleir, an Sgeama Greis Gnìomhachais.
- (v) Thoir taic do Sgeama Bhursaraidhean Gàidhlig Oilthigh na Gàidhealtachd agus nan Eilean.

## Theme 5. What we will do for Gaelic in Economic Development

### Strategic Commitment 2

We will work with partners to develop strategies for the Gaelic jobs markets, including careers advice, skills acquisition, further and higher education and work experience opportunities.

#### Partners

Scottish Government, Bòrd na Gàidhlig, Highlands & Islands Enterprise, Skills Development Scotland, Local Authorities, Sabhal Mòr Ostaig, BBC ALBA, Comunn na Gàidhlig, University of the Highlands & Islands.

#### Key Performance Results

- A review and updating of the 2008 Report - **Measuring the Gaelic Labour Market: Current and Future Potential.**
- New Marketing and Communications campaigns, supporting Gaelic careers and workforce planning.
- Targeted initiatives for Early Years, Primary, Secondary school teachers and support workers and adult learning tutors.
- A suite of projects, updated annually, agreed and delivered with Sabhal Mòr Ostaig under the terms of the 2011 Memorandum of Understanding.
- Increase the number of Gaelic work placements under the Sgeama Greis Gnìomhachais by 50%.

### Enabling Actions

- (i) Refresh the data on the Gaelic Labour Market in order to develop a Gaelic Skills and Employment Partnership; look to address the “Pathways to Work” initiative; share economic development information and undertake joint workforce planning.
- (ii) Develop targeted campaigns advising on Gaelic careers and skills - outlining the educational, economic and cultural benefits of bilingualism; the breadth of careers options and opportunities that Gaelic provides; assessing the potential for Modern Apprenticeships; seeking cross-sectoral development/pilots/case studies; engaging with national initiatives and with potential employers.
- (iii) Under the terms of the 2011 Memorandum of Understanding, work with Sabhal Mòr Ostaig to develop partnership projects including increasing educational and economic opportunities for Gaelic, media training, project management and adult learning collaboration.
- (iv) Support and expand opportunities for young people to gain work experience in a Gaelic environment within the Highlands through, for example, Sgeama Greis Gnìomhachais.
- (v) Support the University of the Highlands & Islands Gaelic Bursaries Scheme.





A' Ghàidhlig san  
**Dachaigh**

Gaelic in the  
**Home**



A' Ghàidhlig ann am  
**Foghlam**

Gaelic in  
**Education**



A' Ghàidhlig sa  
**Choimhearsnachd**

Gaelic in the  
**Community**

A' Ghàidhlig san  
**Àite-obrach**

Gaelic in the  
**Workplace**

A' Ghàidhlig ann an  
**Leasachadh  
Eaconamach**

Gaelic in  
**Economic  
Development**